

# Investigating Offender Satisfaction and Engagement with the CFO Programme

Alice Falciani | BASS Sociology and Politics

## Overview of the Data Fellowship

Her Majesty's Prison and Probation Service Co-Financing Organisation (HMPPS CFO) co-ordinates large-scale programmes to support offenders into employment. The work is financially backed by the European Social Fund (ESF). CFO is currently in its third round of funding, titled CFO3. CFO provision is designed to engage and motivate 'hard-to-reach' offenders to tackle identified barriers such as accommodation, financial issues, or substance misuse.

## Data Analysis

Firstly, separate combined measures for satisfaction and engagement were formed by calculating average scores to questions relating to the two themes. The questions are asked to offenders in a Participant Summary Form (PSF) that they complete at the start and end of the programme. My research focused on the PSF completed at the end, acting as an evaluation survey for their time on the programme.

Scores and textual responses were recoded into numeric categories and binaries in order to conduct two logistic regressions on SPSS, allowing me to determine the likelihood of a participant scoring highly on the survey when certain characteristics were present. The resulting odds ratios were displayed as shown in the figures below to display magnitude and direction of likelihood.

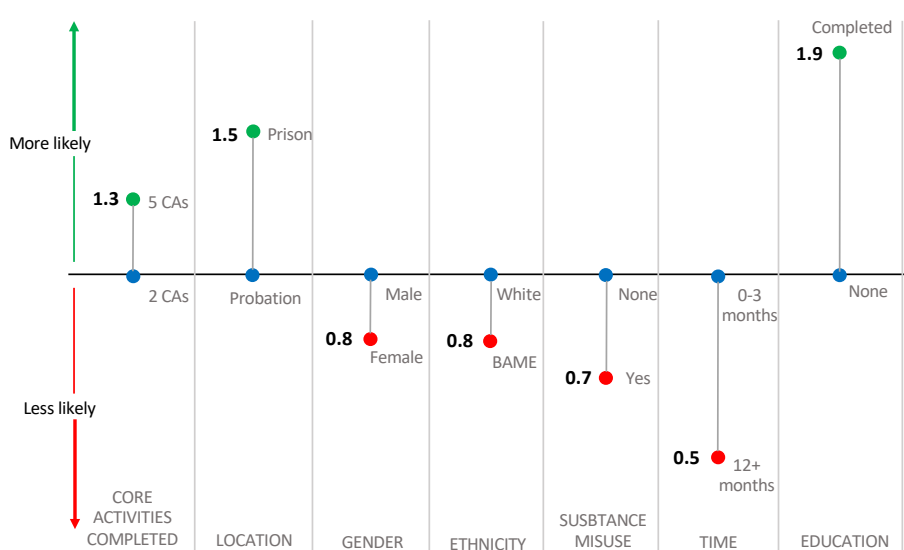
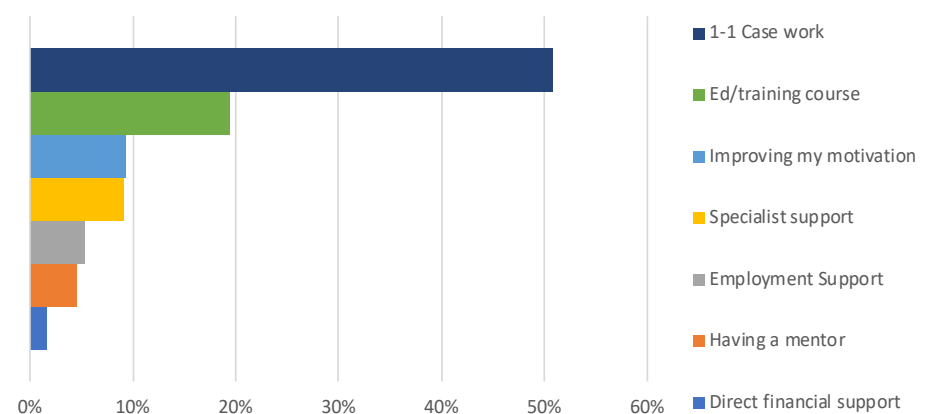


Figure 1: Odds ratio likelihood of an offender scoring highly on engagement questions when certain characteristics are fulfilled relative to a base

Additional descriptive analysis looked into what offenders found to be the most useful part of the programme, to establish which parts of the programme seemed to be working well, and which areas which were not so valuable.

Figure 2: Percentage summary of responses to PSF question: 'most useful part of the CFO3 programme'



## Findings

- Groups who were more likely to be engaged included; those completing 5 core activities as opposed to 2 (30% more likely); those who completed the programme in prison as opposed to probation (50% more likely) and those who completed some form of education whilst on the programme (90% more likely)
- Groups who were less likely to be engaged included; females (20% less likely); BAME (20% less likely); those who identified as having substance misuse issues (30% less likely) and those who spent more than 12 months on the programme as opposed to 3 (50% less likely)

The findings above show that some groups benefit more from the programme's provision than others, potentially contributing to unequal rates of success when it comes to securing employment towards the end of a prison sentence. Differences in engagement must be addressed by small changes to the programme in order to improve success rates as well as wellbeing whilst taking part in the programme

## Key Skills Learnt

- Data manipulation
- Logistic regression
- Descriptive statistics
- Data visualisation - making graphs to effectively show results
- Report writing
- Gained familiarity with Excel and SPSS software