



Delivering Enhanced Information, Advice, Guidance and Training to those groups furthest from the Labour Market

## Who are we?

- Established in 1995
- Head office in Rochdale, Greater Manchester supporting individual contract activity in the North West and North East of England
- Programmes funded through JCP, ESF, SFA, Greater Manchester National Probation Trust and NOMS

## What is NOMS?

- The National Offender Manager Service (NOMS) is an Executive Agency of the Ministry of Justice, which brings together the Probation and Prison Services, to enable more efficient and effective delivery of services.
- A key objective for NOMS is the reduction of re-offending. A significant part of meeting this objective is to help offenders/ex-offenders into employment.

## What is NOMS?

- NOMS was granted status as a national co-financing body in January and sits alongside Jobcentre Plus and the Skills Funding Agency as a co-financing organisation



## Working with Offenders

- Successful ETE (Employment: Training: Education) intervention has been proven to be a significant factor in reducing re-offending
- Reducing re-offending through ETE is recognised from the outset of the offender journey and forms part of the overall assessment of need for an offender

## The Sentence Plan Process

- Sentence Plan objectives reflect need and detail activities and requirements accordingly
- Once a person has been convicted of an offence, and prior to sentencing, he or she will be interviewed by an Offender Manager who will complete both an OASYS assessment and a pre-sentence report (PSR)

## The Sentence Plan Process

- The purpose of the PSR is to guide the courts when sentencing and the OASYS assessment tool provides guidance on developing the offender's sentence plan objectives



## The Sentence Plan Process (contd)

- The Offender Manager uses the sentence plan to manage and review all of the elements of the offender's supervision activities
- At this early stage, ETE as a need will be assessed alongside the other 12 categories. In no particular order, these are:
  1. Offending information
  2. Analysis of offences
  3. Accommodation
  4. Financial management and income
  5. Relationships
  6. Lifestyle and Associates
  7. Drug Mis-use
  8. Alcohol Misuse
  9. Emotional well being
  10. Thinking and Behaviour
  11. Attitudes
  12. Health and other considerations
  13. Employment and Education



### The Sentence Plan Process (contd)

- Some or all of these areas will be assessed in accordance with the tiering system. This system introduces risk levels and some sentence plans may focus on specific areas as a priority and are reviewed and re-assessed on an on-going basis (16 weeks as a minimum)
- Linking ETE through an enhanced level of information, advice and guidance with the needs identified within the sentence plan supports the overall rehabilitation process

## A New Sentence in the GMPS Trust Area

- NDAR – New Directions Activity Requirement
- Piloted in Manchester
- Focussing on offenders who are fairly new to the Criminal Justice System
- 9 week programme
- Links with ETE from the 2<sup>nd</sup> week
- ETE support continues after order completed

## The ETE Service

- The ETE service itself offers Information, Advice and Guidance and various aspects of practical support, either on a one to one basis or through group sessions
- In order to provide a holistic ETE service and support the needs identified in the sentence plan we help our client's to identify barriers and work towards improving their employability, personal development and work related skills



## The ETE Service

- To help us to help our clients achieve their aims we are also able to sign post them to a range of specialist providers and using a case management approach provide support, build confidence and motivation through the whole of the learner journey and beyond



## Success Stories

### **Voluntary Success**

S saw Pauline in April having never worked before; he is 20 years of age. He wanted to become a chef.

The advice Pauline gave him was to get either some voluntary work or look for a work trial; she gave S instructions as to how to progress in these areas.

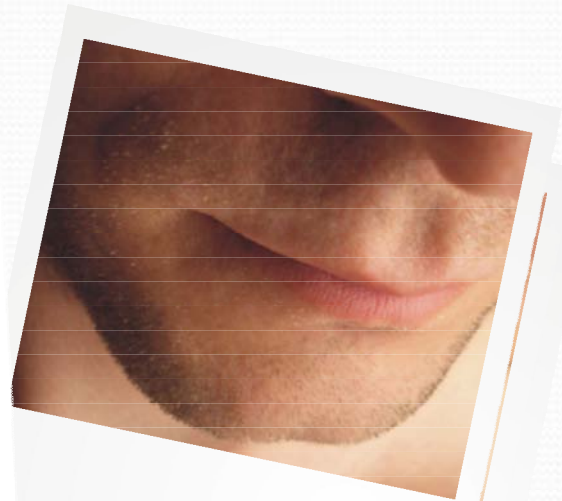
Two weeks later S came in stating he had a work trial with Nando's on Ashton Moss starting after the bank holiday. One month later and S came in looking very pleased with himself as he had secured part time work at Nando's. He still hopes to go to catering college in September to become a chef.

## Easington Success

After being handed a Drug Rehabilitation Requirement, an offender has gone on to gain all qualifications in Literacy 1 & 2, Numeracy 1 & 2.

The offender also engaged in intensive job searches and interview technique sessions.

The offender is now in full time employment with a local mail company.

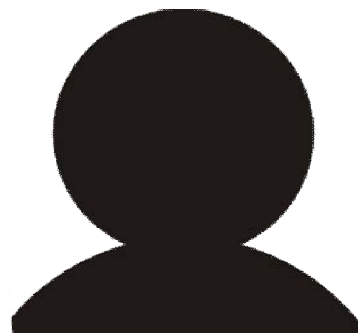


## **Lifer 'gets a life'**

Offender referred to ETE service having served 12 years of a life sentence. He had achieved NVQ plumbing and heating course whilst in custody.

Working in partnership with Jobcentre Plus he was taken on by a local plumbing firm as a plumber's assistant on a full time basis.

He was delighted to be given the opportunity to re-integrate and contribute to society.



## **Persistence pays off !**

Offender D served 18 months of a 3yr sentence for GBH.

Released on licence, this offender was determined and confident that the skills and qualifications he had gained during his time in custody would help him find employment.

He was concerned about disclosure and received help with a disclosure letter and his C.V.

Through intense job search and the client's motivation, he secured a job with a large well established kitchen company as a shop fitter.

An excellent result and an example that employers can demonstrate an open minded approach to employing offenders. He is still working for the company and is glad to have been given the opportunity.



## **Client comments**

‘ It’s great to have a proper job and some money. I’m going to put a deposit down for a flat when I get paid’

"I feel I have benefitted from the programme.  
It has helped me keep focussed  
and has given me the confidence to look for employment“

‘ It’s great to have a proper job and some money.  
I’m going to put a deposit down for a flat when I get paid’

The logo for 'ease' is located in the top right corner. It features the word 'ease' in a blue, lowercase, sans-serif font. The letters are slightly italicized. Above the 'e' and below the 'e' are thin, curved lines in a light blue color, suggesting a stylized 'e' or a wave.

Thank you

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