

## What factors determine whether PS Plus gain an Employment, Training or Education outcome for a Beneficiary on PS Plus 2?

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PS Plus, an ESF part funded project, has assisted over 80,000 offenders (beneficiaries) in over 40 prison establishments and 15 probation areas since September 2002 throughout England.

In the second phase of the project, *PS Plus 2*, over 33,000 beneficiaries were started on the project between September 2004 and March 2007, in 39 establishments and 3 probation areas. PS Plus 2 aimed to assist beneficiaries in gaining employment (full time, part time, self or voluntary) and/or further education on release from prison or during their time on probation.

The aim of this summary report is to analyse and statistically show which factors affect whether a beneficiary achieves an employment, education/training or ETE outcome (education, training or employment – as it is possible to have both an education/training and an employment outcome) on release or not.

The dataset has been obtained from the PS Plus developed database – CATS. The factors have been split into different groups; demographics, assessment, needs, risk and outcomes.

The demographics information is mainly downloaded onto CATS from LIDS (Local Inmate Data System). The beneficiary is assessed to ensure suitability for the project – the beneficiary's answers to some key assessment questions have been used in this study. The specific needs of the beneficiary are calculated from the answers to all of the assessment questions. The beneficiary's risk is also recorded on CATS and used in this study. Finally, the outcomes gained by PS Plus are recorded on CATS.

### Key Points:

- Employment
  - 6% of PS Plus beneficiaries have an employment outcome on release.
  - Beneficiaries are more likely to gain an employment outcome if:
    - They are in an open prison, with a short sentence and accruing many intervention hours.
    - They need help keeping a job, have no problems reading, writing, with numbers, alcohol or drugs, have accommodation available on release and do not consider themselves disabled.
    - They have no need for assistance with housing, health, education, relationship and drug issues.
    - They are low risk to children, the public, adults and staff.
    - They have gained soft outcomes through PS Plus; the more the better.
- Education/Training
  - 9% of PS Plus beneficiaries have an education outcome on release.
  - Beneficiaries are more likely to gain an education outcome if:
    - They are in female, an open prison, with a short sentence and accruing many intervention hours.
    - They do not need help keeping a job, have no problems with reading or drugs and have accommodation available on release.
    - They have no need for assistance with employment but they do have need for assistance with drug issues.
    - They are low risk to children and public – and are not Schedule 1 or sex offenders.
    - They have gained soft outcomes through PS Plus; the more the better.
- ETE
  - 13% of PS Plus beneficiaries have an ETE outcome on release.
  - Beneficiaries are more likely to gain an ETE outcome if:
    - They are female, in an open prison, with a short sentence, accruing many intervention hours and stay on the project until their sentence expires (complete the project).
    - They need help keeping a job, have no problems with numbers, alcohol or drugs, have accommodation available on release and do not consider themselves disabled.
    - They have no need for assistance with housing, health and relationship issues.
    - They are low risk to children, the public and adults – and are not sex offenders.
    - They have gained soft outcomes through PS Plus; the more the better.

**Employment**

Beneficiaries in open establishments are nearly 2 times more likely to gain employment than beneficiaries from closed, local or Cat. B establishments. The shorter the beneficiary's sentence, the more likely the beneficiary is of gaining employment and the more intervention hours spent, the greater the likelihood of gaining employment. A beneficiary's age, gender or ethnic origin does not determine whether the beneficiary gains employment.

Table 1 – The number of times more likely a beneficiary is of gaining employment according to their response to assessment questions.

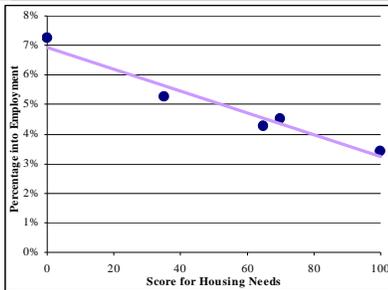
Assessment Questions	Yes	No
Is help needed to keep a job?	5	
Are there problems with reading?		1.3
Are there problems with writing?		1.3
Are there problems with numbers?		1.3
Has anyone ever suggested dyslexia? *	-	-
Is there accom. available on release?	2	
Does the beneficiary consider him/herself disabled?		2
Is there an alcohol problem?		2
Is there a drugs problem?		2
Alcohol or drugs Problem		2

\*There is no statistical evidence to show that a beneficiary without dyslexia is more likely to gain employment than a beneficiary with dyslexia.

Table 1 shows that beneficiaries who require help with keeping a job are 5 times more likely to gain employment than beneficiaries who do not require help keeping a job. Beneficiaries with accommodation available on release are twice as likely to gain employment as beneficiaries with no accommodation available.

Beneficiaries with no reading, writing or numerical problems are 1.3 times more likely to gain employment than a beneficiary with these problems. Beneficiaries who do not consider themselves disabled and beneficiaries with no drug or alcohol problem are twice as likely to gain employment as beneficiaries who are disabled or do not have an alcohol or drugs problem.

Table 2 shows that beneficiaries with no housing, health, education, relationship or drugs needs are between 1.3 and 1.8 times more likely to gain employment than beneficiaries with these needs.



Furthermore, it was noticed that the greater the beneficiary's need for housing, health, education, relationships or drugs, the less likely the beneficiary is of gaining employment. The graph on the left shows the relationship between need (score) for housing and the percentage into employment.

Needs Areas	Yes	No
Housing		1.8
Health		1.5
Education		1.4
Finance *	-	-
Relationship		1.7
Drugs		1.3
Alcohol *	-	-
Behaviour *	-	-
Life *	-	-

Table 2 – The number of times more likely a beneficiary is of gaining employment according to each need.

\*There is no statistical evidence to show that beneficiaries with needs for finance, alcohol, behaviour and life assistance are no more or less likely to gain employment.

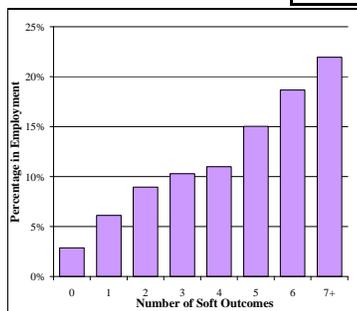
Table 3 – The number of times more likely a beneficiary is of gaining employment according to each level of risk than very high risk beneficiaries.

Risk Areas	Low	Medium	High	Very High
Risk Self *	-	-	-	-
Risk Children	1.7	1.3	1	
Risk Public	3.9	3.1	2.3	
Risk Adults	5.7	5.3	3.5	
Risk Staff	3.2	2	2.1	
Risk Prisoners *	-	-	-	-
Schedule 1 *	Yes	-	No	-
Sex Offender *	Yes	-	No	-

\*There is no statistical evidence to show neither Schedule 1 nor sex offenders are no more or less likely to gain employment nor does the level of risk to themselves or other prisoners.

Table 3 shows that the beneficiaries with lower levels of risk to children, the public, adults and staff are more likely to gain employment than beneficiaries with higher risk.

Beneficiaries with high and very high risk to children have approximately the same likelihood of gaining employment. Beneficiaries with low and medium risk to adults have approximately the same likelihood of employment. Beneficiaries with medium and high risk to staff have approximately the same likelihood of employment.



The graph on the left shows that the more soft outcomes a beneficiary gains, the greater the likelihood of the beneficiary gaining an employment outcome.

Table 4 shows that by gaining any soft outcome, the beneficiary is between 1.6 and 4.3 times more likely to gain an employment outcome (dependant on the outcome), than a beneficiary without this soft outcome.

Soft Outcome	Yes	No
Accommodation	2	
Advice	1.6	
BAF	4.3	
Education	1.9	
Employment	2.5	
Motivation	1.8	

Table 4 – The number of times more likely a beneficiary is of gaining employment according to soft outcomes gained.

**Education**

Beneficiaries in open establishments are nearly 2 times more likely to gain an education outcome than beneficiaries from closed or local and 3 times more likely than beneficiaries from Cat. B establishments. The shorter the beneficiary's sentence, the more likely the beneficiary is of gaining an education outcome. The more intervention hours spent, the greater the likelihood of gaining an education outcome. Female beneficiaries are 1.5 times more likely to gain an education outcome than male. A beneficiary's nationality or ethnic origin does not determine whether the beneficiary gains an education outcome.

Table 5 – The number of times more likely a beneficiary is of gaining an education outcome according to their response to assessment questions.

Assessment Questions	Yes	No
Is help needed to keep a job?		1.5
Are there problems with reading? *	-	-
Are there problems with writing? *	-	-
Are there problems with numbers? *	-	-
Has anyone ever suggested dyslexia? *	-	-
Is there accomm. available on release?	1.2	
Does the beneficiary consider him/herself disabled? *	-	-
Is there an alcohol problem? *	-	-
Is there a drugs problem?		1.1

Table 5 shows that beneficiaries who do not require help with keeping a job are 1.5 times more likely to gain an education outcome than beneficiaries who do require help keeping a job. Beneficiaries with accommodation available on release are 1.2 times more likely to gain an education outcome than beneficiaries with no accommodation available.

Beneficiaries who do not have a drugs problem are 1.1 times more likely to gain an education outcome than beneficiaries with a drug problem.

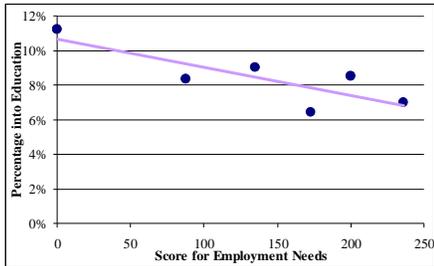
\*There is no statistical evidence to show that beneficiaries with problems reading, writing, with numbers, dyslexia, a disability or an alcohol problem are any more or less likely to gain an education outcome than beneficiaries without any of these problems.

Table 6 shows that beneficiaries with no employment needs are 1.3 times more likely to gain an education outcome than beneficiaries with employment needs. Beneficiaries with drug needs are 1.2 times more likely to gain an education outcome than beneficiaries without a drugs need.

Needs Areas	Yes	No
Housing *	-	-
Health *	-	-
Employment		1.3
Finance *	-	-
Relationship *	-	-
Drugs	1.2	
Alcohol *	-	-
Behaviour *	-	-
Life *	-	-

Table 6 – The number of times more likely a beneficiary is of gaining an education outcome according to each need.

\*There is no statistical evidence to show that beneficiaries with needs for housing, health, finance, relationship, alcohol, behaviour and life assistance are no more or less likely to gain an education outcome.



Furthermore, it was noticed that the greater the beneficiary's need for employment, the less likely the beneficiary is of gaining an education outcome. The graph on the left shows the relationship between need (score) for employment and the percentage into education.

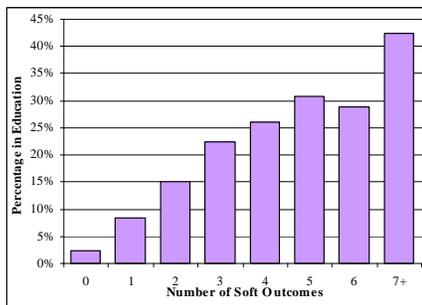
Table 7 – The number of times more likely a beneficiary is of gaining an education outcome according to each level of risk compared to very high risk beneficiaries.

Risk Areas	Low	Medium	High	Very High
Risk Self *	-	-	-	-
Risk Children	4	3.3	2.4	
Risk Public	2.1	1.8	1.7	
Risk Adults *	-	-	-	-
Risk Staff *	-	-	-	-
Risk Prisoners *	-	-	-	-
Schedule 1	Yes		No	1.3
Sex Offender	Yes		No	1.7

Table 7 shows that the beneficiaries with lower levels of risk to children and the public are more likely to gain an education outcome than beneficiaries with higher risk.

Beneficiaries who are not Schedule 1 offenders are 1.3 times more likely to gain an education outcome than beneficiaries who are Schedule 1 offenders. Similarly, beneficiaries who are not sex offenders are 1.7 times more likely to gain an education outcome than beneficiaries who are sex offenders.

\*There is no statistical evidence to show that the level of risk to adults, staff, other prisoners or themselves determines whether the beneficiary gains an education outcome or not.



The graph on the left shows that the more soft outcomes a beneficiary gains, the greater the likelihood of the beneficiary gaining an education outcome.

Table 8 shows that by gaining any soft outcome, the beneficiary is between 1.7 and 7.7 times more likely to gain an education outcome (dependant on the outcome), than a beneficiary without this soft outcome.

Soft Outcome	Yes	No
Accommodation	2.5	
Advice	2.2	
BAF	7.7	
Education	2.8	
Employment	3.7	
Motivation	1.7	

Table 8 – The number of times more likely a beneficiary is of gaining an education outcome according to soft outcomes gained.

**ETE**

Beneficiaries in open establishments are nearly 2 times more likely to gain an ETE outcome than beneficiaries from closed or local and 4 times more likely than beneficiaries from Cat. B establishments. The shorter the beneficiary's sentence, the more likely the beneficiary is of gaining an ETE outcome and the more intervention hours spent, the greater the likelihood of gaining an ETE outcome. Female beneficiaries are 1.4 times more likely to gain an ETE outcome than male. Beneficiaries who complete the PS Plus project are 9 times more likely to gain an ETE outcome than beneficiaries who leave the project early.

Table 9 – The number of times more likely a beneficiary is of gaining on ETE outcome according to their response to assessment questions.

Assessment Questions	Yes	No
Is help needed to keep a job?	2	
Are there problems with reading? *	-	-
Are there problems with writing? *	-	-
Are there problems with numbers?		1.2
Has anyone ever suggested dyslexia? *	-	-
Is there accomm. available on release?	1.4	
Does the Beneficiary consider him/herself disabled?		1.6
Is there an alcohol problem?		1.2
Is there a drugs problem?		1.1

Table 9 shows that beneficiaries who require help with keeping a job are 2 times more likely to gain an ETE outcome than beneficiaries who do not require help keeping a job. Beneficiaries with accommodation available on release are 1.4 times more likely to gain an ETE outcome than beneficiaries with no accommodation available.

Beneficiaries with no problems with numbers, alcohol or drugs are 1.2, 1.2 and 1.1 times (respectively) more likely to gain an ETE outcome than a beneficiary with these problems. Beneficiaries who do not consider themselves disabled are 1.6 times more likely to gain an ETE outcome than beneficiaries who are disabled.

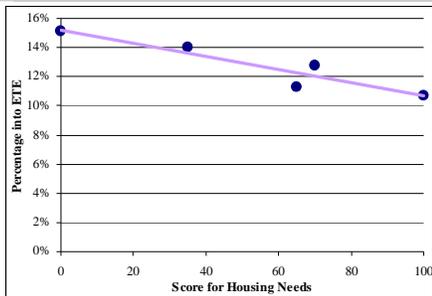
\*There is no statistical evidence to show that beneficiaries with problems reading, writing, or dyslexia are any more or less likely to gain an ETE outcome than beneficiaries without any of these problems.

Table 10 shows that beneficiaries with no housing, health or relationship needs are between 1.2 and 1.3 times more likely to gain an ETE outcome than beneficiaries with these needs.

Needs Areas	Yes	No
Housing		1.3
Health		1.2
Finance *	-	-
Relationship		1.2
Drugs *	-	-
Alcohol *	-	-
Behaviour *	-	-
Life *	-	-

Table 10 – The number of times more likely a beneficiary is of gaining an ETE outcome according to each need.

\*There is no statistical evidence to show that beneficiaries with needs for finance, drugs, alcohol, behaviour and life assistance are no more or less likely to gain an ETE outcome.



Furthermore, it was noticed that the greater the beneficiary's need for housing, health or relationship help, the less likely the beneficiary is of gaining an education outcome. The graph on the left shows the relationship between need (score) for housing and the percentage gaining an ETE outcome.

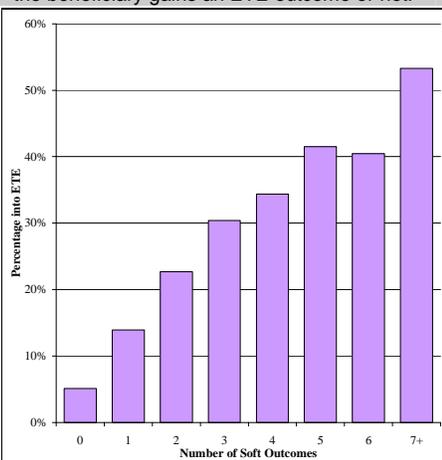
Table 11 – The number of times more likely a beneficiary is of gaining an ETE outcome according to each level of risk compared to very high risk beneficiaries.

Risk Areas	Low	Medium	High	Very High
Risk Self *	-	-	-	-
Risk Children	2.4	2	1.4	
Risk Public	2.5	2	1.7	
Risk Adults	2.6	2.5	1.8	
Risk Staff *	-	-	-	-
Risk Prisoners *	-	-	-	-
Schedule 1 *	Yes	-	No	-
Sex Offender	Yes		No	1.7

Table 11 shows that beneficiaries with lower levels of risk to children, the public and adults are more likely to gain an ETE outcome than beneficiaries with higher risk.

Beneficiaries who are not sex offenders are 1.7 times more likely to gain an ETE outcome than beneficiaries who are sex offenders.

\*There is no statistical evidence to show that whether the beneficiary is a Schedule 1 offenders nor the level of risk to staff, other prisoners or themselves determines whether the beneficiary gains an ETE outcome or not.



The graph on the left shows that the more soft outcomes a beneficiary gains, the greater the likelihood of the beneficiary gaining an ETE outcome.

Table 12 shows that by gaining any soft outcome, the beneficiary is between 1.6 and 4.3 times more likely to gain an ETE outcome (dependant on the outcome), than a beneficiary without this soft outcome.

Soft Outcome	Yes	No
Accommodation	2.2	
Advice	1.9	
BAF	5.9	
Education	2.3	
Employment	2.3	
Motivation	1.7	

Table 12 – The number of times more likely a beneficiary is of gaining an ETE outcome according to soft outcomes gained.