



My Education Employment Enterprise



Be Amazing. Be Awesome. Be You.

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The following report and findings are based on a pilot scheme the Meee Programme ran at HMP Berwyn in January and February 2018.

We wanted to see if we could address some of the complex issues prisons, prisoners and staff face everyday, and whether our new thinking and approach would work.

Here's what we did and what happened.



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Meee @ HMP Berwyn January – February 2018 4-Day and 5-Day Meee Programme Pilot Evaluation Report

March 2018

The Meee Programme ran two pilot workshops at HMP Berwyn in January and February 2018. This is the combined report from both workshops - 29th January to 1st February 2018 (4 days, 16 hours in total) and 12th February to 16th February (5 days, 16 hours in total).

The main aim of this pilot study was to ascertain whether the success of the Meee Employment Programme, used throughout the DWP Jobcentre network in Wales, would work at HMP Berwyn and within a closed prison environment.

The first pilot was run over 4 days (Monday through to Thursday, starting at 9am to 11.30am and then from 2pm to 3.30pm each day). The second pilot was run over 5 days (Monday through to Friday, starting at 8.30am and finishing at 11.30am).

We assessed the programme by:

- Varying the duration over 4 and 5 days with different timings.
- Adding in a fifth day (Education) on the second pilot.
- Working within a closed classroom environment, with no wifi or computer access.
- Using a lead trainer with one in support for both pilots.
- Including 4 staff members to observe and take part, including 2 prison officers.
- Keeping the materials exactly the same as our external programmes.
- Manually completing all questionnaires, surveys and exercises, due to no wifi and computer access.

Both sessions totaled 16 hours, the same as our external Employment programmes.

Here are the results from both pilots:

Headlines

- 100% found participating to be a positive experience.
- 100% feel differently about the future compared to before the programme.
- 100% of attendees completing the course would, and have, recommended the course.
- 95% success rate on attendee completion.
- A total of 20 took part in both pilots. 19 completed the course.
- 90% want follow-up Meee sessions and one-to-one mentoring.
- 90% want Meee Enterprise clubs to help develop work and business ideas.
- The 4 staff members involved all think this programme would positively change the men's outlook on their sentences and futures after release.
- Happiness, confidence and positivity have all increased on average, by at least 21%.
- Participants gave the Meee programme an average score, based on *enthusiasm*, *helpfulness* and *knowledge*, of 9.8.



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Start of the 4 and 5-Day Meee Programmes

- Happiness, confidence (in themselves, employment generally, & finding work) and positivity pre-programme was low, all being below 7 out of 10 on average (Table 1).
- 87% stated that they knew what sort of job they want and 87% believed they have the skills to get their desired job, or any job if they didn't have particular work in mind.
- Various roles were mentioned as jobs wanted, but most were practical hands on jobs, such as 'scaffolding', 'driving, and 'park ranger'.
- Only one person listed additional skills which they might need, this was "*confidence, knowledge*".
- When asked what they are good at, participants' answers fell in to three categories:
 - Technical or physical skills, useful for specific jobs wanted (19%), such as "*driving*"; "*good salesman*"; "*roofing*".
 - Soft skills, useful for generally gaining employment (49%), for example "*listening*"; "*time management*"; "*working as a team*".
 - Other skills (32%), which generally related to family or hobbies, such as "*gaming*"; "*cooking*"; "*drawing*".
- Figure 1 shows the responses to the question 'How do you feel about your life?'. In brief these were:
 - 47% unsure; 33% insecure; 33% anxious; 27% self-conscious; 20% misfit; and 13% bored.
 - 87% happy; 53% confident; 33% determined; 33% relaxed; 27% popular; and 27% excited.
 - Positive feelings represented 60% of the answers, while the more negative answers represented 40%.
- When asked about markers of success, the top 5 results were as follows, the full breakdown is shown in Figure 2:
 - 'Having a family' (80%); 'being happy' (80%); 'a job you enjoy' (73%); 'being financial secure' (60%); 'setting up your own business' (60%).
 - None of the following indicators were selected: 'living in a big house'; 'having lots of friends'; 'going to university'; 'having an award'; 'looking good'; 'being famous'.

End of the Meee Prison Programme Pilots

- 100% of attendees found participating to be a positive experience.
- The following proportions of participants found each day to be the most useful to them: 22% Empowerment; 33% Esteem; 33% Enterprise; and 11% Employment.
- All of the programme exercises were found useful by at least 33% of attendees, and 81% of exercises were found useful by over half of attendees (Figure 3).
 - Exercises relating to participants' personal strengths and values were particularly well received by attendees of sessions for this contract (Figure 3).



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- When looking at happiness, confidence and positivity, all areas increased compared to pre-programme: Happiness up 28%; Confidence (yourself) up 22%; Confidence (employment) up 21%; Confidence (finding work) up 26%; Positivity up 26% (Table 1).
- 100% of attendees feel differently about the future compared to before the programme, Figure 4 shows the ways in which attendees feel differently, key figures however are:
 - 80% are more positive about who they are; 73% are clearer about they want to achieve; 67% are clearer about what they want to do; and 67% are clearer about what they feel passionate about.
- The programme inspired various non-job related actions, such as “*start reading more books*”; “*try and publish my poetry*”; “*smile more and stop being so anxious*”.
- The programme also inspired participants to look at jobs or upskilling opportunities such as, “*look at opening a shop*”; and “*start my own business*”.
- Suggestions on improving the programme were few in number, and are given here:
 - “*More discussions during the workshop; time constraints can stifle this*”
 - “*Direction upon release*”
- Our Meee delivery team was rated on average (out of 10), 9.9 for Enthusiasm; 9.9 for Helpfulness; and 9.8 for Knowledge; giving an overall rating of 9.8.
- Single words to describe the programme were Inspiring/Inspirational (x4); Awesome (x2); Empowering; Mind-blowing; and Brilliant.

Here is a selection of quotes from the pilot programmes:

“This course has done more for me in these last 5 days, than the last 9 years of my sentence... you don't even know what you've done for me. Thank you from depths of my heart!”

“Whole heartedly exceptional, mind blowing and life changing. You both deserve a medal”

“Sid and Jamie are brilliant at what they do. They are really inspirational, happy and enthusiastic and are brilliant at making others feel good and optimistic about their futures”

“Really uplifting and the best people for the job”

“An excellent course which was delivered extremely well”

“I appreciate everything they've done for me. They were all very helpful. If I was down they would bring me up!”

“Very clear in their ways and shared interesting stuff, made me realise a lot”

“I think they bring a very good vibe to the prisoners and really could and will make a difference”



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"Brilliant! Really enthusiastic and want to believe in the people they are working with"

Delivery was fantastic.

"It's inspired me to help other people. I've now become a council rep on my wing."

"I think my timeline (future) was a brilliant exercise for me because it has got me thinking about what I want to be doing when I get released. I thought I knew what I wanted to do, now I believe I can do better than what I originally planned for my future."

"Brilliant course, really enjoyed it."

"This is the first course I have ever completed in prison. I have never stayed longer than a day on any course and I stayed on this one for all 4 days."

"This course should be in every prison."

"I think it will be an excellent idea to have this national across all prisons."



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Figures and Tables

Table 1. Change in Happiness, Confidence and Positivity scores between the start and end of the Meee Programme.

	Pre-programme	Post-programme	Percentage change
Happiness	6.6	8.5	+28%
Confidence (yourself)	6.4	7.8	+22%
Confidence (employment)	6.6	8.0	+21%
Confidence (finding work)	6.6	8.3	+26%
Positivity	6.6	8.3	+26%

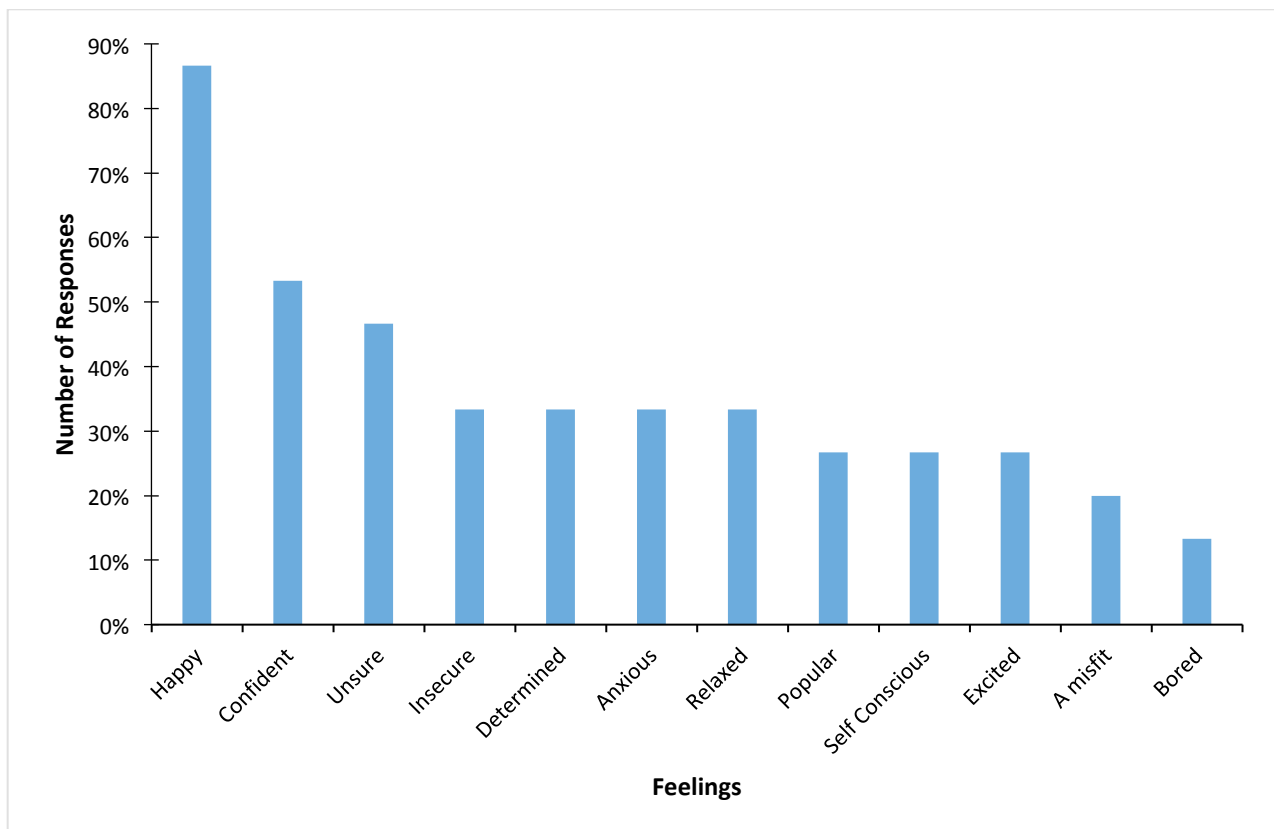


Figure 1. Percentage of attendees responding to the question, 'How do you feel about life?' with the shown feelings.



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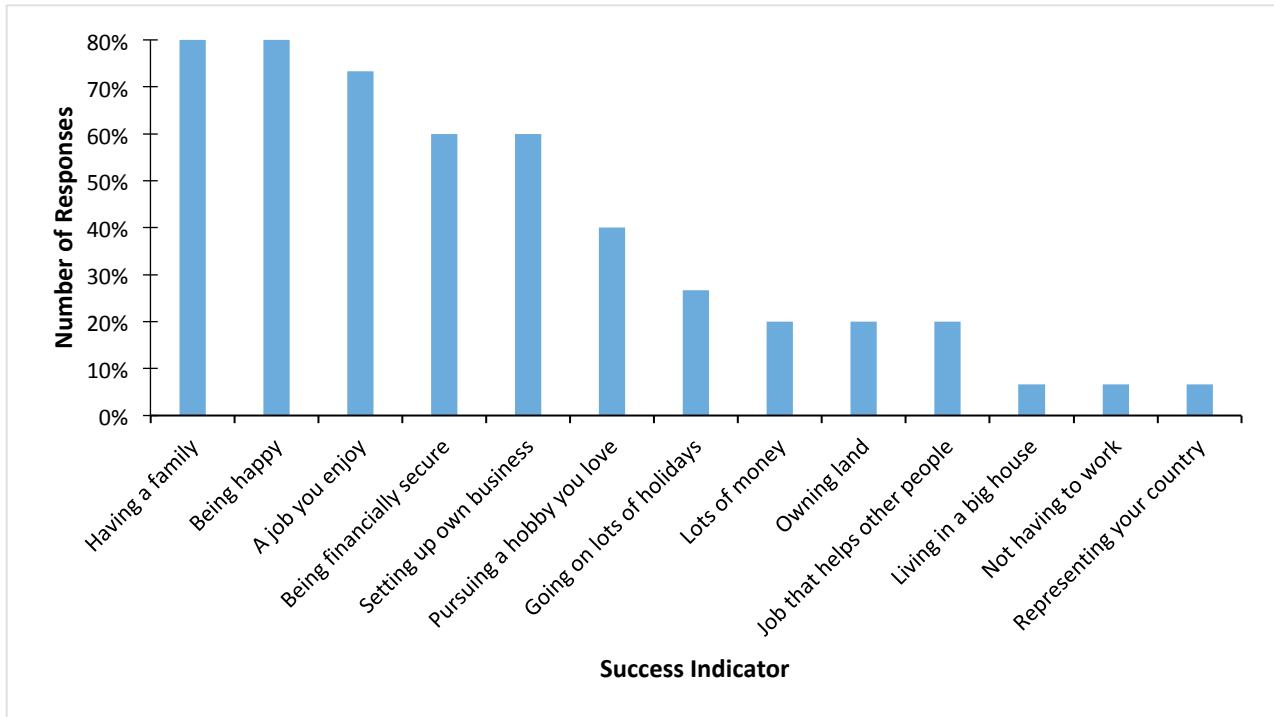


Figure 3. Responses to the question 'Which of these means success to you?' (answers with no responses have been omitted).

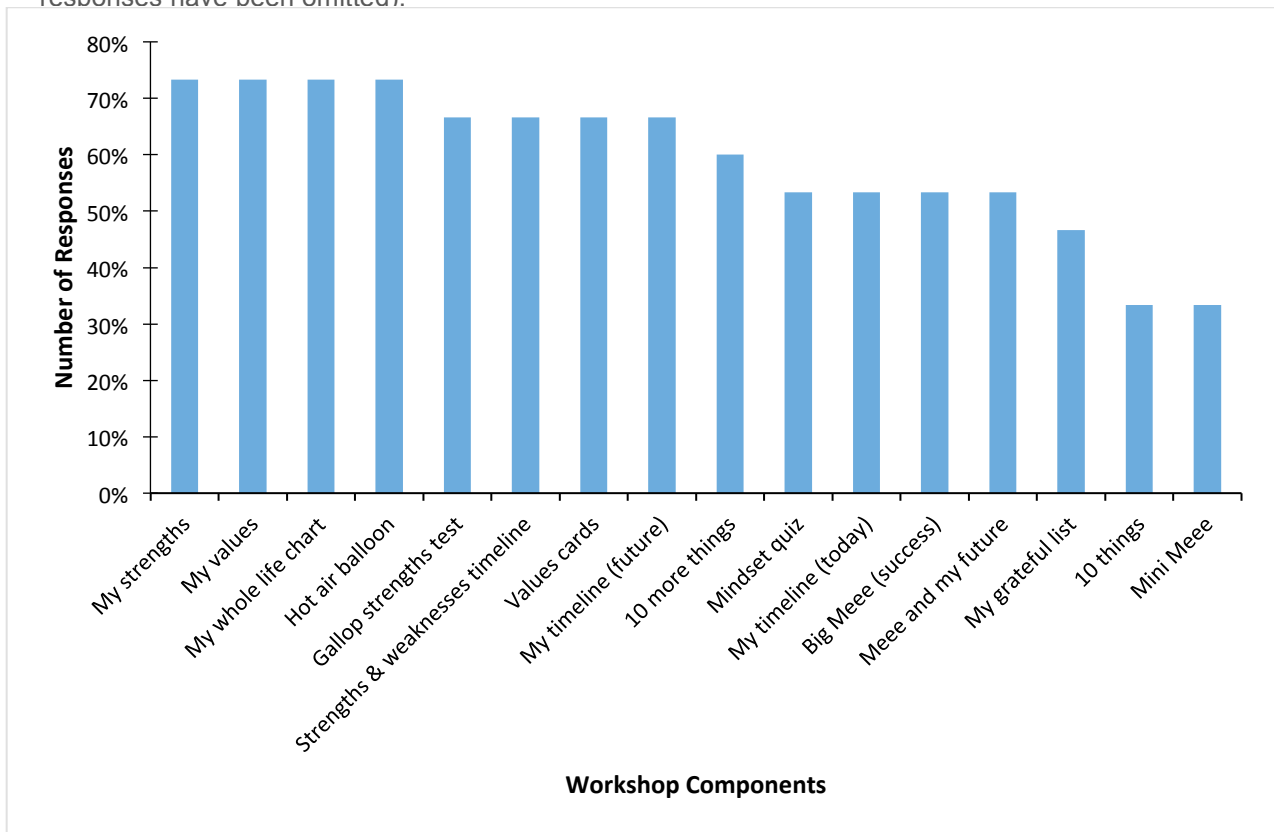


Figure 2. Responses to the question 'Which of the following exercises did you think were best?'



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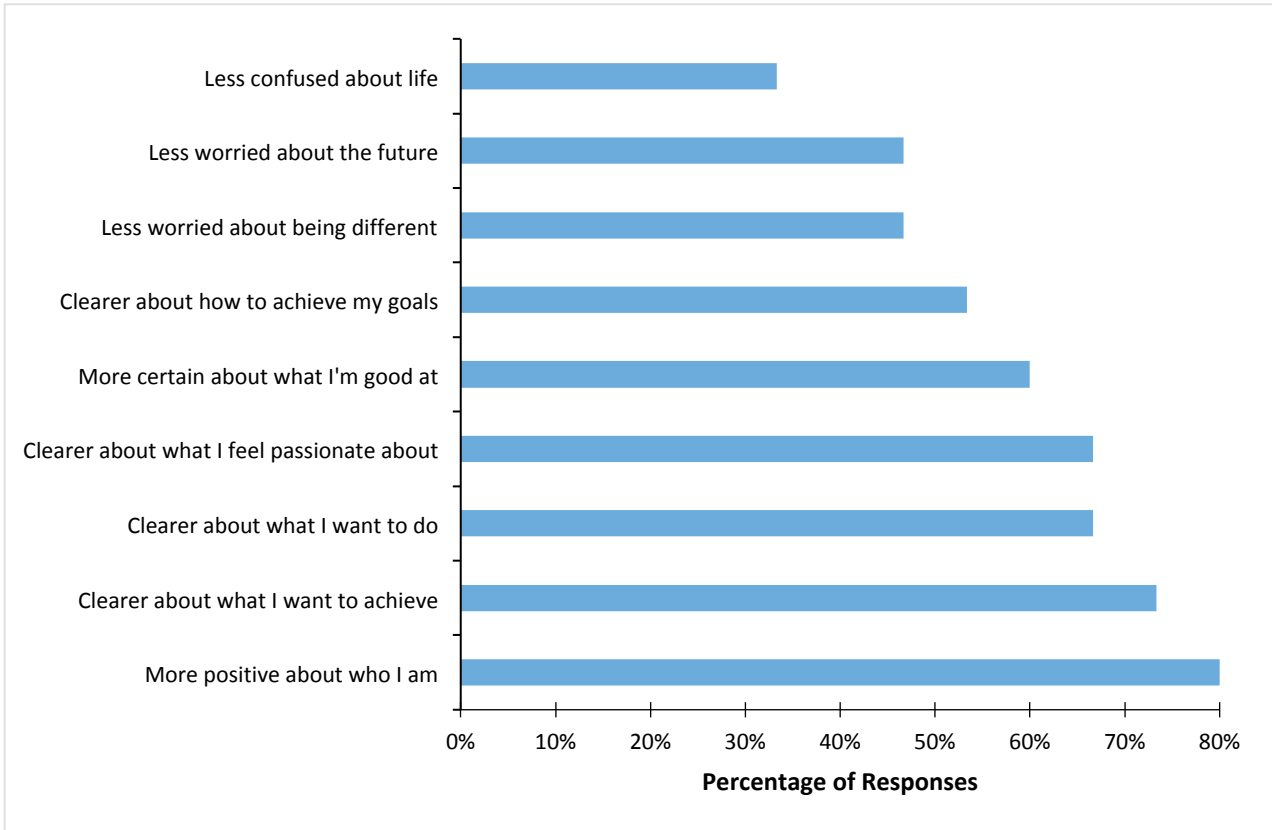


Figure 4. Responses to a question asking in what way participants feel differently about the future compared to before the programme.