

## Positive Changes (Scotland) CIC

# Making Positive Changes Evaluation Report

18 February - 03 April 2019

## About Positive Changes (Scotland) CIC

Positive Changes (Scotland) CIC is a social enterprise supporting women who have touched the Scottish criminal justice system towards fulfilling employment through the making and selling of high-end chocolates branded: Grace Chocolates changing lives and complimented by an effective training programme: Making Positive Changes.

## Meeting Programme Aims and Values

Making Positive Changes aims to provide a positive and supportive learning environment which focuses on enabling the women to realise their potential and ensure that they are well-equipped and able to make informed career choices. The programme aims to provide an atmosphere of support and encouragement to help build their confidence and self-esteem as they realise their worth.

Figure 1.1 illustrates that the programme has succeeded in its aim of providing a positive, safe and supportive environment for the women involved.

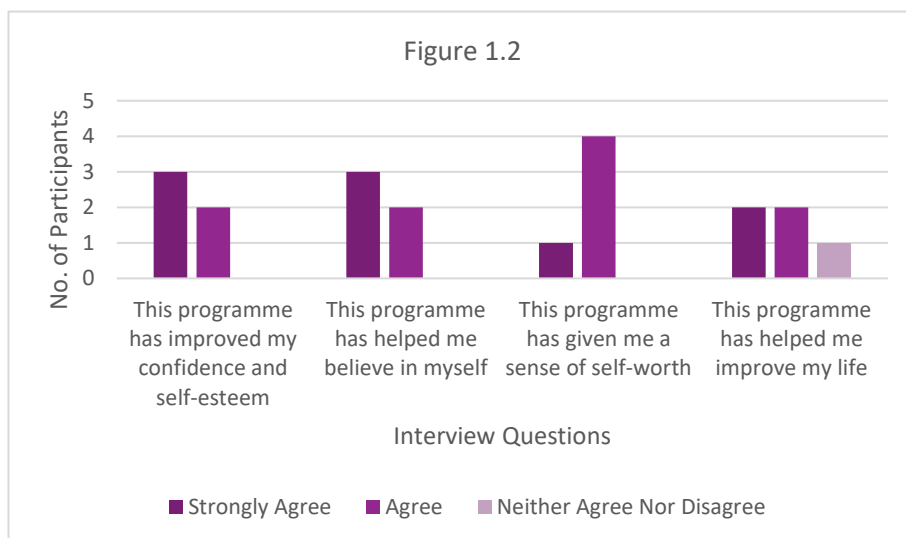
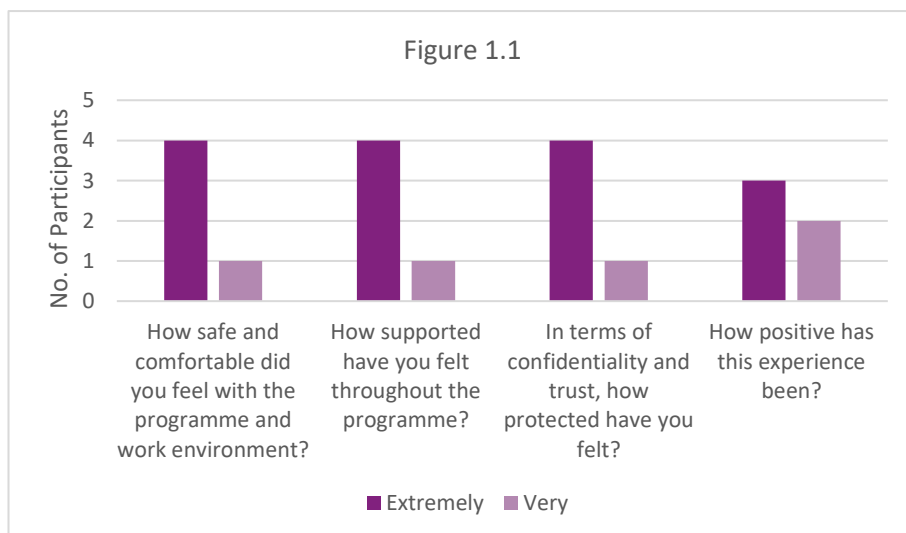
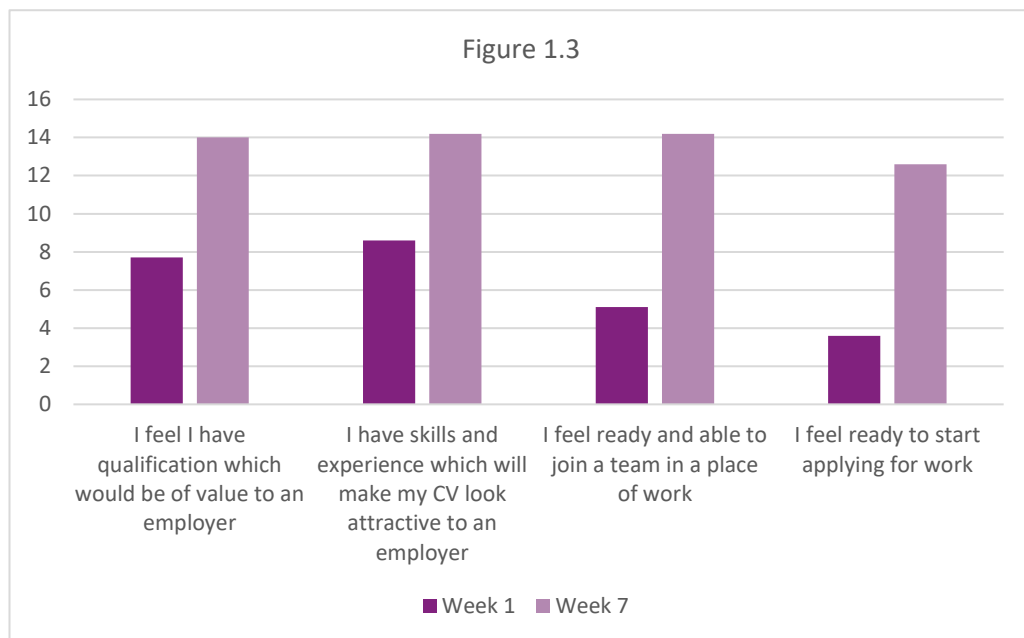


Figure 1.2 illustrates that the programme has succeeded in its aim of helping the women realise their value and boost their confidence and self-esteem.

The personal development activities of the programme are directed towards providing the women with the tools they need in order to pursue employment. As a result, all the women agreed that they have confidence in their future after participating in the programme.

At the start and end of the programme, the women completed a survey to identify their attitude and readiness of searching for a job. Figure 1.3 considers the average score of how the women rated their attitudes towards their employability. As demonstrated, the women made significant progress between week one and week seven. Five of the six women who began the programme completed it.



**100%**  
Recommend this programme to other women

## Learning

The lessons learned and put into practice from the previous programme are: we now talk with referrers to ensure the women being referred are in the right place on their journey to make the most of the programme.

The learning for future programmes is to provide additional support for the women when writing their CV's, to provide more interview technique practice, and to allocate additional time to revisit their Personal Development Plans.

## Acknowledgements

A grateful thanks is extended to our funders, volunteers and supporters who gift their time, talents and money to support the women and the organisation. To all of the women who participated, thank you. We wish you all the best for the future.

**goodnessKNOWS**

**UNIVERSITY of STIRLING**

**Santander**

Report Written by **Jennifer Faichney**

