

Inspiring the future: Transforming the lives of young people in Brighton by giving them the support, skills, and confidence they need to get into work or re-enter education and begin to build a future filled with hope.

### Our Impact 2021/22 - A Snapshot

After a year of online support through our Spear Digital Programme, 2021-2022 saw the return to in-person delivery and the arrival of a completely new coaching team. This amazing set of coaches rose to the challenge as they supported 46 new Spear graduates over 5 programmes with 84% of trainees in either employment, education, or training one year later.

A key focus of this year was to further develop our recruitment strategies to ensure that Spear was known and accessible to all who needed it. This meant greater attention towards building relationships with local referrers while, particularly meaningfully to us, trainees who have completed the programme and thereafter recommended Spear to a friend are now 15% of our total referrals!

This year also saw our 20<sup>th</sup> Celebration! What a journey it has been to reach this significant milestone. It has been a particular privilege to welcome many of our supporters to these events. Some feedback we received included: *"I'm still reveling in the joy of last night's event! It was such a pleasure to meet everyone, see what you do and celebrate their success."* – we feel the same way!

Thank you for sharing this vision with us. Whether you have donated time, skills, or money, Spear could not happen without your support!

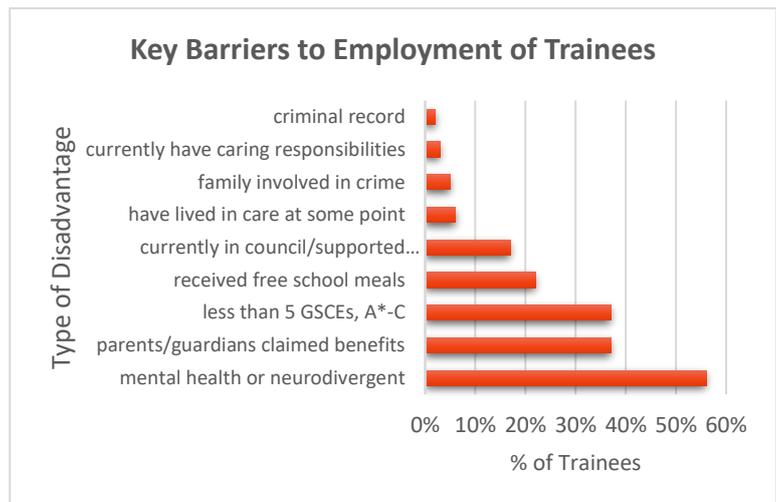
### The young people we have supported this year:

46

young people completed Spear Foundation (across 5 cohorts, normally 6 cohorts per year). A 75% completion rate.

87%

of trainees faced at least one barrier to employment, with 26% facing three or more.



## What they have achieved through Spear:

83%

**of the young people who completed Spear Foundation are in employment, education, or training (EET) after 12 months.**

These include:

- Hospitality (Wagamama's, The Ivy, Brighton Pier)
- Retail (Vintage Clothing, Brewers, Tattoo Studio)
- Warehousing (UPS)
- Photography assistant
- Business admin (Best Insurance apprenticeship, NHS)
- Cleaning
- Nursery roles
- University study (Art, graphic design, programming)
- College study (childcare, drama)

100%

**of the young people who completed Spear Foundation are notably more 'work ready' than when they started Spear Brighton.**

Our Work-Ready Indicators (WRIs) show exactly how each trainee is progressing at each stage of the programme. This short-term outcome scale is built around five key indicators (as backed up by research with employer partners) – Attitude, Confident Communication, Professional Behaviour, Self-Leadership and Mindfulness of Others. They are integrated throughout the programme.

*"What I've proven to myself by coming back is that my anxiety no longer has control." says Joan\*. Shortly after this, Joan received a call from an employer she applied to, and after two interviews she got the job!*

*Jill\* joined Spear with very low mood and motivation, having been diagnosed as depressed for a while, including suicidal ideation, which did resurface within the programme. She began the course with very low energy but quite quickly found community within the group and worked hard on taking on feedback and pushing her leadership and communication skills. After completing Spear Foundation, Jill found a job at The Pier, which she loves, and has also enrolled in further studies. Speaking to a group of new trainees recently, Jill\* shared that through Spear she now feels that she "has a future, a job and a community!"*

## Our Local Partnerships:

50

**Referral Partners are on our database, 18 of whom refer regularly. 15% of referrals are now from past trainees!**

Key referral partners include:

- Brighton JCP
- Hove JCP
- YES (Youth Employability Service)
- Schools Wellbeing Service
- Early Parenting Assessment Programme
- Stopover (Impact Initiatives)
- Prince's Trust
- CAMHS (Children and Adolescent Mental Health Services, NHS)
- SET (Supported Employment Team)

*"I'm amazed at Tim\* and so grateful that your programme exists as I got to the point where it looked like there was nothing for him and no way for me to end therapy!"*  
Therapist, Schools Wellbeing Trust

*"Spear works bloody miracles"*  
Work Coach, Youth Employability Hub

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**Businesses supported Spear through hosting company visits, offering internships, and work experience days, giving staff time to help with mock interviews and funding.**

We especially thank the following companies: Best Insurance, Southern Water, Elucidat, Riverstone, One Family, Graphite, and Wagamama's.

In 2021, OneFamily developed new long-term partnerships with local charities. Spear Brighton Trust were chosen as one of our partners by our Brighton employees, and we're delighted to work with a charity whose aims are such a close match to ours. We're passionate about improving access to education and training and helping people to overcome disadvantage to succeed in work and life, so partnering with Spear has been a great opportunity for us to make a difference. Several of our employees have benefitted from volunteering with Spear, helping them hold mock interviews with young people looking for employment. This has been a great way for staff members to give back to the community, whilst gaining new skills and confidence. One staff member, who volunteered with Spear at the start of 2022 said of the experience: *"It made me feel a sense of fulfilment and that I'm doing something positive and useful."*



I was apprehensive at first to have two very inexperienced staff to support along with all my other responsibilities, in walked two shy apprentices for their first ever job. Well, all I can say is what a pleasure it has been so far! Both are eager to learn and have settled into their roles really well considering it is their first ever role. Jim\* has such a funny and dry sense of humour and Matt\* just keeps on wanting to learn more. I can't believe the difference in such a short space of time, they have both grown in confidence and are valued members of the Best Insurance Family. I feel proud of how far they have both come.



\*All names have been changed for confidentiality purposes



**Volunteers offered their time in Mock Interview or Career Panel sessions.**

What struck volunteers the most...

- *“Being able to use my recent experience of looking for work to help the trainee to know the fundamentals of giving a strong interview.”*
- *“How rewarding it was not just for the interviewee but for me also. Watching Harry\* grow in confidence, take on feedback. He should be extremely proud.”*
- *“It was fantastic opportunity to help, and the trainee was so engaged with the process I felt very fortunate. The improvement from interview 1 to interview 2 demonstrated that it clearly works as a set up.”*

Trainees continue to connect with employers who have live vacancies through regular CV handouts and join Job Centre Employment Events. An increasing number of trainees get offered interviews off the back of our mock interview sessions.

**Financials:**

We are so grateful to all our financial supporters in helping us to achieve a total income of £183,032 last financial year.

Even in the uncertain post-COVID economic climate we were able to grow our Corporate, Individual and Trust income streams. Trust income grew the most, up 20% from the previous year.

Through the generosity of our funders, we have entered our 2022-23 financial year in a stable position and continue to focus on longer-term partnerships.

Our total expenditure for 21-22 was £136,063, with salary costs slightly lower due to starting the year without a full coaching team. We are grateful to St Peter’s Brighton, for their continued support in providing office and workshop space helping to keep our programme delivery costs low.

Salaries and investment in our coach team is our biggest investment but is fundamental to the impact of Spear on the lives of the trainees.

Support from Resurgo helps us to constantly evolve the Spear programme to meet an ever-changing set of needs. They undertake significant research and development impacting both programme delivery and impact measurement which ensures Spear is having the greatest impact on the lives of our young people here in Brighton!

