

Our Impact 2020/21 - A snapshot

Young people's employment prospects have been significantly impacted by COVID-19 with those under 25 years more than twice as likely to have lost their jobs as a result of the pandemic. Research also suggests that 75% of young people who fall out of work are likely to remain disengaged for the long-term.

With the birth of Spear Digital in July 2020, we continued to support unemployed young people throughout the pandemic directly from their homes. Despite such a challenging year we have been so encouraged by the remarkable change and transformation in our young trainees with **75%** of those who completed Spear 12 months ago now in a job, training or further education.

As we look ahead with our communities continuing to open up, we are so excited to welcome young people back into our coaching room, meeting again in person. Whilst there are still challenges to face we are so grateful for all of your support in helping make Spear a reality throughout this challenging period.

Who we've worked with

73

Young people graduated from Spear Brighton

88%

Faced at least one barrier of disadvantage

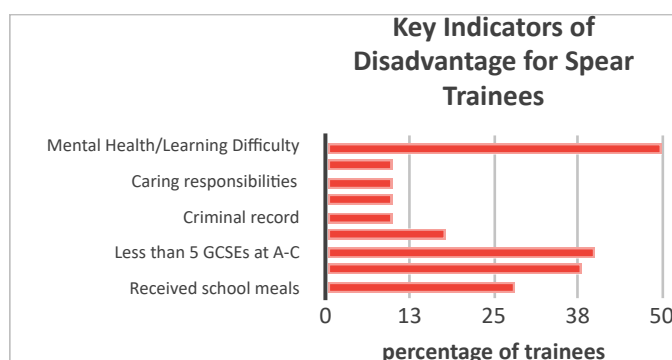
Key Outcomes

60%

Graduates are currently in employment, education or training (EET) with **75%** in EET after 12 months

95%

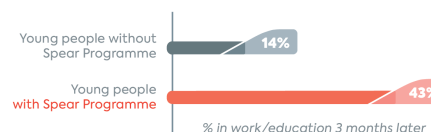
Graduates notably more 'work ready' than when they started Spear Brighton



Work Readiness Results

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 themes, **Attitude, Confident Communication, Professional Behaviour, Self-Leadership and Mindfulness of Others.**



"Before Spear I was in a really dark place, my mental health was bad, I didn't get good grades at school & I felt like a failure...I lost all motivation and confidence. Spear has changed my mindset in such a positive way & changed the way I look for and apply for jobs." Spear Graduate, April 2021

"Spear trainees significantly out-performed the benchmark for every level of disadvantage, education and age." Impetus (Private Equity Foundation)

Transforming Society Together

Local Partnerships

36

Referral Partners

Partners are key to our success. Key referral partners include:

Local Job Centres, MIND Brighton & West Sussex, Brighton CAMHS, Prince's Trust, Think Future's West Sussex, Educational Development Trust, YES (Youth Employability Service), RBLI, Barnardos, Brighton & Newhaven Foyer, Sanctuary Housing Association, YMCA Downslink Group, YAC (Youth Advice Centre), YMCA Brighton, Elev8, Routes, The Hangleton & Knoll Project, Clock Tower Sanctuary, Seven Ways Sussex, Skills Training UK Brighton.

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Businesses supported us through hosting company visits, offering internships, work experience as well as staff time in mock interviews.

Thank you in particular to the following companies:

Kineo, Graphite Digital, Brewers, Hiscox, Coutts, Medidata, Man Bites Dog, Caremark, Achieve Together and Strive Development.

55

Volunteers offered their time in mock interview or career panel sessions

"Hands down the most rewarding thing I've done since lockdown began." Laura

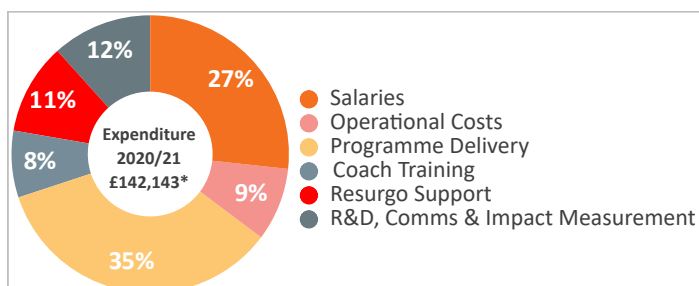
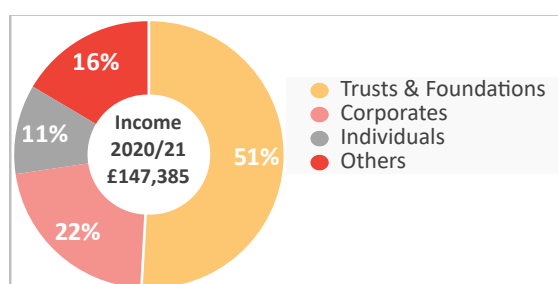
"It was a really easy and time efficient way to spend 2 hours helping others; definitely provided a feel good feeling at the end!" Emma

2

Hire me events hosted resulting in 12 interviews and 5 jobs

Connecting trainees with employers who have live vacancies

Budget & Fundraising



**Spending was slightly lower due to running our Programme online.*

Thank you for sharing this vision with us. Whether you have donated time, skills or money, we value everyone of you.

In particular, we would like to thank the following donors: *The Homity Trust, CP Trust, East Court Trust, The Elaine & Angus Lloyd CT, Sussex Community Foundation, Rosaz Charity, Four Acre Trust, The Blagrave Trust, Fonthill Foundation, The Grace Trust, No Fear Bridge, Ernest Kleinwort CT, The Hiscox Foundation, Brewers & Medidata.*