



**spear**  
brighton

  
a resurgo  
partner

## ***Spear Programme***

*Spear Brighton launched in 2018. The Spear Programme is an initiative of Resurgo, which equips 16-24-year-olds to overcome disadvantage and succeed in long-term employment.*



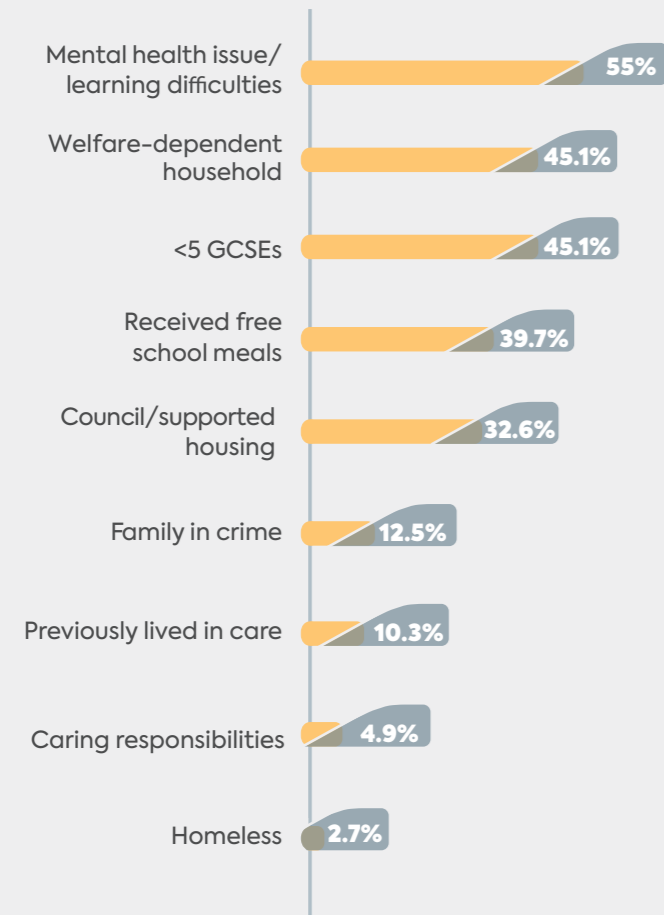
The Spear Programme supports young people facing the most challenging barriers to work, including a criminal record, educational failure, and poor mental health.

### The journey to transforming employment

The Spear Programme begins with six weeks of coaching run by friendly and experienced coaches, who lead a group of young people through a series of work-readiness topics, with a strong emphasis on attitudinal and soft skills coaching alongside practical requirements.

#### Employment barriers facing young people in Brighton

To enrol on the Spear Programme, every trainee needs to be experiencing at least one barrier to employment, and most experience at least three.



#### Resurgo's Work-Ready Indicators



1. Attitude



2. Confident Communication



3. Professional Behaviour



4. Self-Leadership



5. Mindfulness of Others



"Everything changed when I joined the Spear Programme. It made me realise that I've got a lot of potential and I'm very capable of doing anything I set my mind to."

Kaylee, Spear Brighton online

"I had hit an all-time low; I had absolutely no one, and I didn't have anywhere I could go. A week into the Spear Programme, I felt like I finally had somewhere I could call safe... My Spear coaches have completely changed my life."

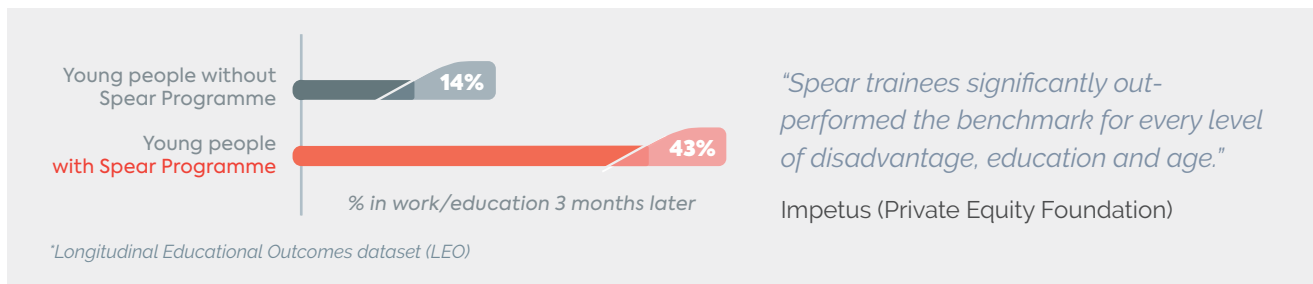
Chloe, Spear Brighton

These six weeks are followed by twelve months of personalised support, where each young person remains in touch with their coach as they progress through their career journey. They have access to live job vacancies and weekly application workshops to provide community and support.



## Overcoming disadvantage

New government data\* tracking young peoples' outcomes through education and in to employment, reveals that those who had been through the Spear Programme were significantly more likely to enter work or education than a similar group who had not benefitted from our programme.



**75%**

### The impact – one year later

The Spear Programme has a proven track record: 75%\* of the young people who complete the first six weeks of the programme not only get into work or return to education but are still there a year later.

Spear Brighton has now worked with more than 180 young people

*\*This figure is likely to be revised in 2021 due to the impact of Covid19.*

Thousands of unemployed young people are eager to overcome whatever obstacles they are facing to get into work. Your skills, influence, experience and financial support can help them get there.

**Give**

Join our work by sponsoring a young person or cohort of young people

**Volunteer**

Mock interview, host a company visit, speak on a training room panel or mentor one of our trainees

**Connect**

Introduce us to other donors, trusts, foundations or organisations who want to help support young people