



We do hope this update finds you and your loved ones well.

These uncertain times have been so challenging for all of us including the vulnerable young people we support. Feedback from Spear Career trainees at the start of lockdown indicated a desire for continued support into employment, ongoing personal and professional

development and engagement with the 'Spear community' – and this is what we have endeavored to give them!

In addition to providing support in these areas to our current 70 Spear Career trainees, our coaches have taken on 12 new referrals since lockdown and been able to develop a tailored 1:1 support package for each of them.

Our Centre Manager has worked closely with Resurgo in London to create an 'online' group coaching version of Spear, currently being piloted. Whilst we do hope to return to running Spear in situ soon, given the uncertainty of the times we feel the development of 'virtual' tools and resources is key in ensuring we can still reach out to our young people whatever the circumstances.

Recent research highlights that young people will be the hardest hit coming out of lockdown - particularly with mental health challenges and increased competition for employment. We believe this is a crucial time for Spear Brighton to continue to act with our partners and to be part of the community response.

Thank you again for your generosity, support and passion for what Spear is doing in Brighton.

We couldn't do it without you!

Sam Brewer
Chair of Spear Brighton Trustees

Our COVID-19 Journey!

Lockdown started during the last 2 weeks of our 10th cohort of trainees completing their Foundation session. The team quickly moved the sessions online, even managing virtual Mock Interviews and the Celebration ceremony!

Thanks to our funders, our Centre remained open with our Centre Manager working throughout the lockdown, whilst other coaches were furloughed. They have all now returned to work.

In the early days of the lockdown, Spear Career trainees and external partners were consulted to determine how we could best support our vulnerable young people. Feedback showed a desire for continued support into employment, ongoing personal and professional development and engagement with a 'Spear community'.

Leila's story

"During Spear I learnt a lot about myself and what stands out to me is my resilience and my confidence... These two qualities have served me well, as during lockdown I decided to apply for a job in care and now I work as a Care Assistant in a BUPA Care Home. The job isn't easy and wasn't my first choice for starting a career but it has already taught me so much, taken me out of my comfort zone and developed my confidence. I am now part of a frontline team serving the vulnerable through this crisis and I am proud of my job."



Leila (22 years old)

Spear Career

Our 70 Spear Career trainees continued to take part in weekly/fortnightly Zoom catch ups - a connection especially important during lockdown when many were feeling isolated. Previous coaching on growth mind-set, mental health and wellbeing also proved to be important tools.

"Before Spear I would have described resilience as feeling like wading slowly through a shallow ocean with an endless horizon hiding the desired destination. All in all, I knew resilience was something I should do but I didn't know how to change the way I saw it. Through coaching I was challenged to reframe how I saw my metaphor; first of all, I looked down and noticed I was drowning then I was prompted to look behind me and quickly I had seen how far I had come! That simple mind-set shift has given me the drive to keep going in lockdown. Progression might be slower than usual but I have come a long way and I am proud of that."

Ruaraidh (24)

"When I joined Spear I quickly found that it gives you that boost of confidence to carry on being motivated. From there I got an interview at Argos and started work before the end of Spear and I have had the privilege to have worked throughout the whole of lockdown. I don't know what mind-set I would be in without Spear and the job that I now have."



Brad (20)

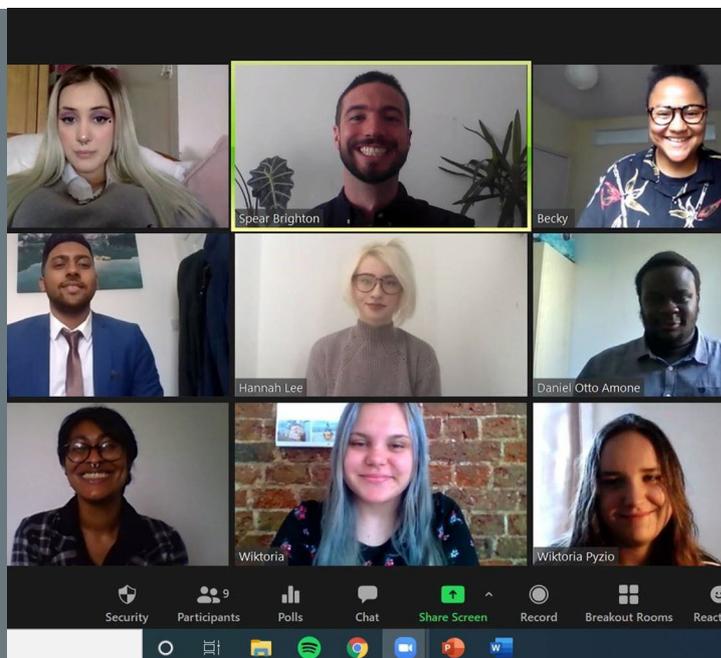
Spear Digital Pilot

During lockdown Spear Brighton worked with Spear founders Resurgo to help develop an online version of Spear Foundation. We launched Spear Digital on 21 June with 10 new trainees enrolled.

Throughout all of our online 1:1s and group sessions we saw that even 'virtually' we are able to facilitate coaching and community, building real connection, facilitating change and growth.

"Zoom allowed us to put in place 1-1s, pilot our programme online and create sessions for our trainees to connect with each other. Our young people learn they not alone, there are others facing the same barriers but with the same goals of striving to develop their career and future."

James, Centre Manager



Group sessions

Since lockdown began we have run 13 virtual group sessions focusing on Spear content, two community sessions and three external sessions with local business partners and volunteers. These have included a Career Panel Q&A and two mock interview sessions.

"Lockdown has been a big challenge for me and my mental health...I was isolated, job opportunities were reduced and my usual outlets that would support my mental health were taken away...Thankfully, Spear's new online sessions have helped reconnect me to a purpose and community."

Sam (21)

1:1 Coaching

14 new young people were connected with and supported in a 1-1 capacity throughout May-June.

1-1's were bespoke to each young person's needs, but focused generally around professional and personal development and wellbeing. Referrals came through Mind, Youth Employability Services, Brighton YMCA, YMCA Downslink Group, CAMHS (NHS mental health service) and independently.

This new approach gave opportunity to engage with more vulnerable young people than usual, those not ready for group work but craving 1-1 support. We saw confidence grow with 4 signing up to Spear Digital. It is unlikely they would have joined the group sessions without initial 1:1 support.

Ongoing Challenges

Covid-19 has created a challenging jobs climate for young people, with workers under 25 more likely to be employed in sectors hit heaviest (*Institute of Fiscal Studies*). One in three young people were furloughed or lost their jobs completely, and over one in three have had their pay reduced (*The Resolution Foundation*).

Mental health has also presented an intensified challenge. A recent survey of young people completed by Young Minds shows 80% of respondents felt the coronavirus pandemic made their mental health worse and 31% said they were no longer able to access the support they needed.

How can you help?

A big THANK YOU to our partners for their extra support during this time: **No Fear Bridge, Fonthill Trust, Elaine & Angus Lloyd Charitable Trust and East Court Trust**. Many thanks as well to our corporate partners and volunteers who helped with our virtual external sessions and Mock Interviews.

We are so grateful to the funding pledges confirmed for next year. The funding environment going forward is looking tougher, with a predicted 40% drop in funding for charities. Any additional support you can offer would be so welcome, whether this is fundraising, volunteering as a mock interviewer or on a career panel or offering work or volunteer experience for our trainees.

Keep in touch!

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