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# Our 2024 Impact Report



# Welcome



**Iona Ledwidge**  
Chief Executive Officer

*Looking back on my first year as Resurgo's Chief Executive, I'm so proud to see what our young people have achieved.*

In 2024 we coached 1,169 trainees – the highest number in any calendar year to date. We worked with 17 local churches to deliver the Spear Programme, most recently in Hastings and Gateshead, our northernmost location so far. We won a Times 'Best Places to Work' Award, were named ERSA's Youth Employment Provider of the Year, and joined the esteemed Impetus alumni.

It was a year not without challenge. After seven years we took the hard decision to wind down our Consultancy business, with a view to refocusing our resource and efforts on accelerating the growth of Spear.

There are now an estimated nearly one million young people not in employment, education or training (NEET) in the UK, and the need for intervention has never been greater.

The UK's young people have enormous potential to thrive, but they can only do this with the right support. I am hugely proud to lead an organisation so committed to delivering that support, and to continually measuring, proving and improving its impact.

Whatever part you are playing in our journey – whether supporting, volunteering, donating, hiring, coaching, or simply cheering from the sidelines – a huge and heartfelt thank you. I believe that together, we really can make a difference to young people in 2025.

*Iona Ledwidge*

February 2025



**Pete Bacon**  
Director of Impact and Church Partnerships

*I'm delighted to share our 2024 Impact Report.*

Reflecting on 2024, I'm filled with gratitude for an amazing team deeply committed to impacting young people and their communities, and a crowd of supporters who have helped make it all possible. I'm struck again by the resilience and determination shown by every young person taking steps towards a brighter future.

Our commitment to learning and impact measurement will be a crucial part of our ambitious plans to grow the reach of the Spear Programme. As we continue on this journey, this year's front cover is a powerful reminder that behind every statistic is an individual, family, and community... and when we come together with our unique contributions, the potential for impact is remarkable. Thank you for playing your part!

*Pete Bacon*

February 2025

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About us

*Resurgo means to 'rise up again'.*

We believe that everyone has a part to play in the transformation of society. If we each play our part, society will flourish.

We want to see every unemployed young person realise their full potential, no matter their background or circumstance. We've found there to be three main ingredients that help us bring about this change:



**Expert coaching**  
Coaching is the lifeblood of everything we do. We use expert coaching techniques across all of our work, and with our own team (see page 6).



**Joining together**  
We can create greater and more lasting change when we come together with the whole community: local churches, businesses, neighbours and volunteers.



**Prioritising impact**  
Good intentions alone just won't cut it. We prioritise measuring what our work achieves, and use these insights to drive improvement.







## Our coaching approach

*We believe coaching is the key to having real and lasting impact, because it equips an individual to make a change for themselves, meaning it is embedded for the long-term.*

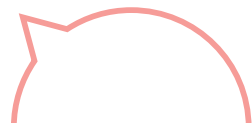
**We deploy coaching techniques across everything we do: with our trainees on the Spear Programme; in our training for clients and churches, and internally with our team.** Here's how some of our Spear coaches describe their work:



*“Coaching envisions and empowers trainees to take their career journeys into their own hands. They start making decisions because they believe in themselves rather than feeling pressured by others.”*



*“We see potential in the young people that they don't see themselves. Our job is to help them to see it and step into it.”*



*“Coaching empowers trainees to do things for themselves and raises their awareness of what they are capable of. For them to ... be empowered as an individual is refreshing.”*



*“Coaching is believing and championing the young people in their own journey so they can take ownership.”*

## Our impact approach

*Impact management goes hand-in-hand with our coaching approach. It's core to the way we operate.*

### Internal impact management

**Since we completed our Theory of Change 10 years ago, we have been equipping our teams to drive for real impact.**

To help us, we have five key impact principles which are embedded into all that we do. You'll see them reflected throughout this report:

- **Outcomes-focused:** We set our sights on the ultimate change we are trying to bring about.
- **Measure what matters:** We carefully select impact metrics that will best inform our practice.
- **True insight:** We care about genuine insight, not just good news stories.
- **Get curious:** We ask tough questions and value honest reflection.
- **For people, through people:** Systems and data matter, but it's our remarkable team who really make the difference.

### External evaluation

**Rigorous external evaluation strengthens our evidence base and informs our decision-making.**

Key studies by the Tavistock Institute (2017), using Longitudinal Education Outcomes (2019), from Impetus (2020), and from the Department for Work and Pensions' Data Lab (2022) mean **the Spear Programme is one of the best-evidenced interventions in the sector.**



*“Spear trainees significantly out-performed the benchmark for every level of disadvantage, education and age.”*

- Impetus

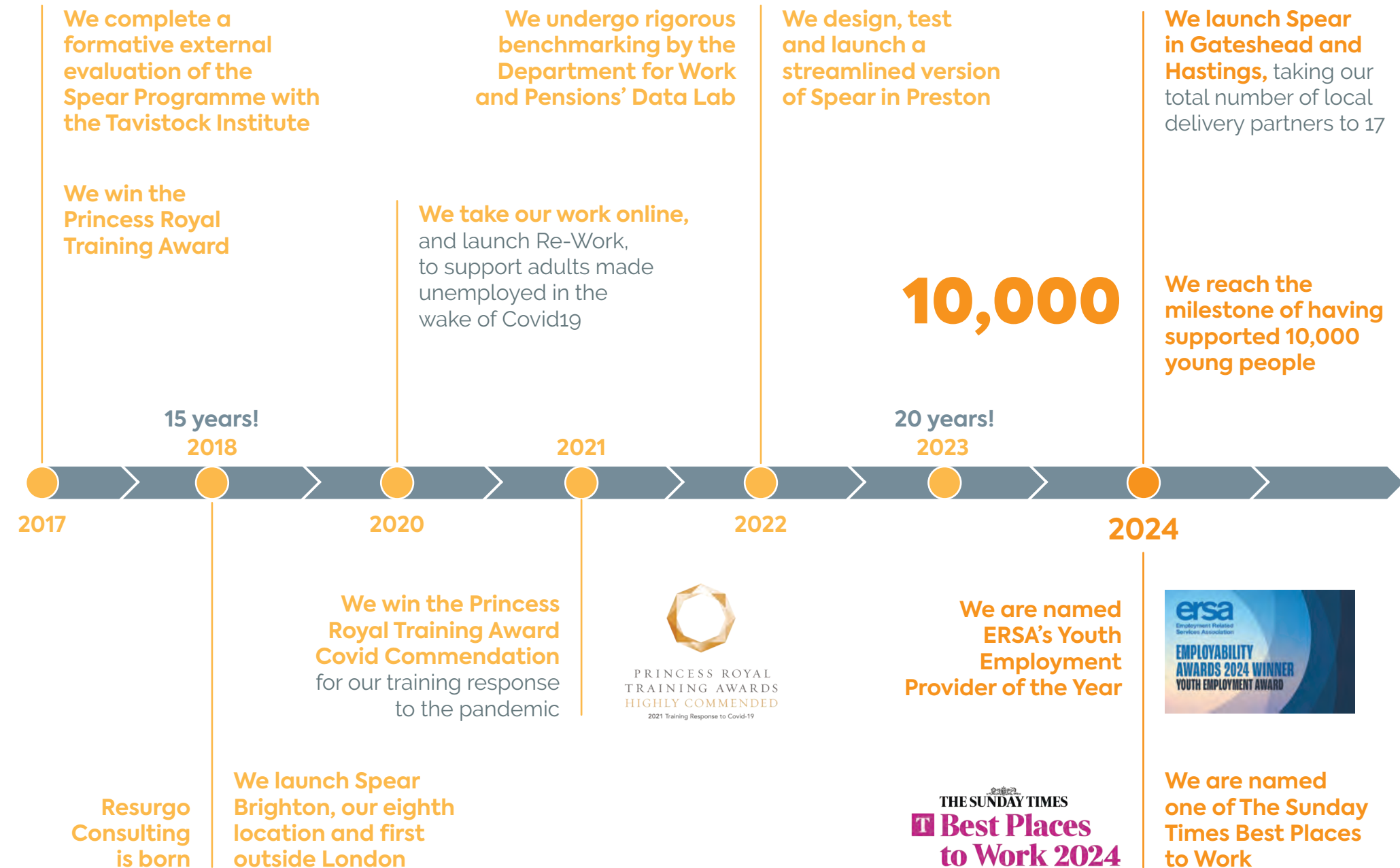
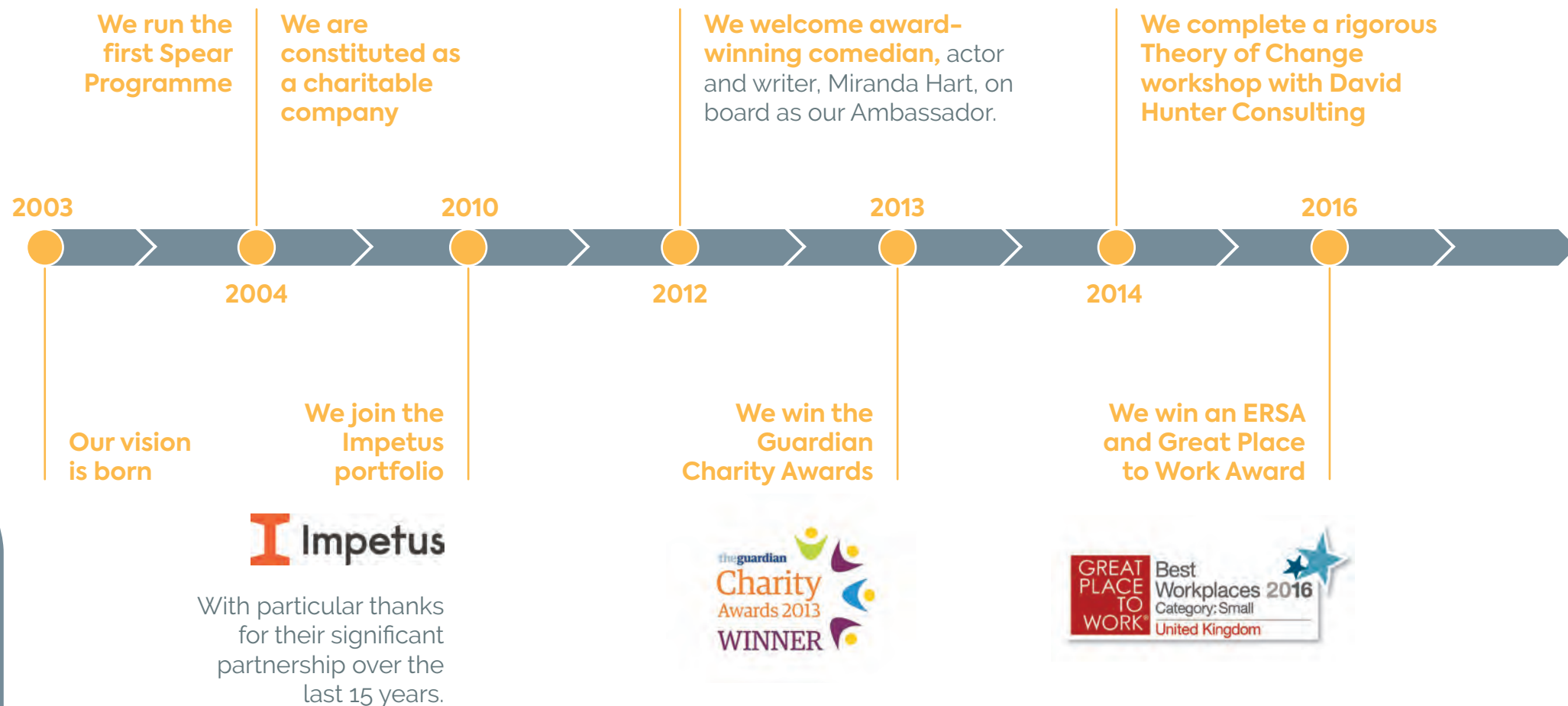
Read more about the government's analysis of the Spear Programme:





## Our story

*In 2003, our Co-Founders Rev'd Tom Jackson MBE and Jo Rice wondered – what would it look like to equip a movement of citizens seeking to strengthen society in the UK? They launched a small, local charity in Hammersmith, London, working with unemployed young people, and we grew from there...*





## 2024: our goals

In 2024, we set ourselves the following goals, in line with our three-year priorities. Here's how we got on:

Our 3-year priorities (for 2022-24)	In 2024, we said we would:	In 2024, we:
National growth	Launch our streamlined version of Spear in four new locations, our highest yet in a single year, to serve 1,200 young people and take our total since inception to 10,000.	Supported 1,169 young people (taking our total since inception to more than 10,500), and launched the streamlined version of Spear in Gateshead and Hastings. <i>This is lower than our stretch target of four locations, but proved to be a more realistic and sustainable growth trajectory.</i>
Commercial activity	Build on our success in 2023, further diversifying our client base and deepening their impact.	Coached 17 commercial clients, including HSBC Life, Findlay Park Partners, Impetus, MAPP, Soha Housing, Well Kneaded, Envision and Revitalise Trust. <i>See page 34 for what's next for our Consultancy.</i>
Equipping churches	Continue supporting our church partners; trial our consultancy services with three churches, and deliver two Coaching for Leadership courses to the Revitalise Trust.	Delivered two Transformational Line Management programmes; nine sessions on conflict management and feedback; two Coaching for Leadership courses to the Revitalise Trust and two C-Me colour communication days.

Head to page 36 to find out more about our 2025 goals.



The Spear Programme



## Why we exist: youth unemployment

There are an estimated 987,000 young people not in employment, education or training (NEET) in the UK. That's nearly 1 in 7 of all 16-24-year-olds\*.

Despite concerted efforts by many in the sector, the number is on the rise.

This is bad news for **young people**, who aren't fulfilling their potential; for **businesses**, who are missing out on diverse talent, and **society**, whose future thinkers, leaders and creatives aren't flourishing.

13%

of all 16-24-year-olds in the UK are NEET\*.

In the North East of England, the figure is even higher at 15%\*. Nowhere in England does the figure fall below 9%\*.

See page 16 for more on why our coaching approach is effective in every region.

*\*Office for National Statistics*

Too many young people are at risk of being left behind, without the skills, opportunities and support to get started in the world of work.

Labour's 'Get Britain Working' Youth Guarantee



“For the entirety of 2023, I didn’t leave my house. I was very isolated and very alone.”

Ruqayyah, Spear North Kensington

## What’s stopping young people?

When asked about their experiences, young people report feeling chronically anxious and under-equipped.

### Their background

50%

Young people from 'disadvantaged backgrounds'\* are **50% more likely to be NEET** than their better-off peers, even when they achieve similar qualifications.

*\*Impetus' Youth Jobs Gap 2019*

### Their preparedness

60%

60% of young people in college or sixth form have **never had a mock interview**. Just 36% of those in education say they understand the skills employers are looking for.

*Youth Employment UK's Youth Voice Census, 2024*

### Their access to opportunity

31%

Just 31% of young people out of education think that employers are **supportive of hiring them**. Just 10% think that they will be able to **access quality work** where they live.

*Youth Employment UK's Youth Voice Census, 2024*

### Their mental health



In 2023, **1 in 5 NEET young people (19.5%) reported a mental health condition**, an increase of 11.8 ppts from 2012<sup>1</sup>.

41%

of NEET young people feel worthless because they don't have a job<sup>2</sup>.

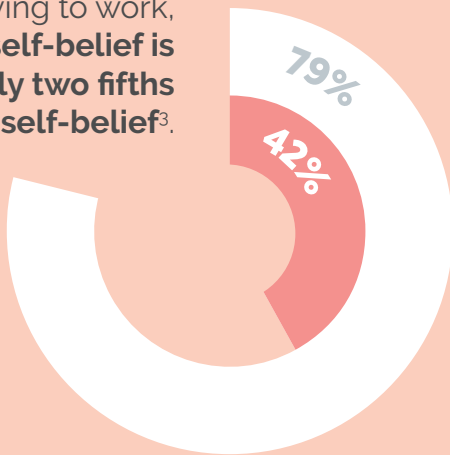
1 in 3

young people often or always feel lonely<sup>2</sup>.

38% of NEET young people say they believe they will fail in life<sup>2</sup>.



Of young people journeying to work, **four fifths recognise that self-belief is important** for work, but **only two fifths feel confident in their own self-belief**<sup>3</sup>.



*1. gov.uk Explore Education | 2. Prince's Trust Youth Index 2024 | 3. Youth Voice Census 2024*



## The solution: why work matters

*Being in work transforms the life trajectory of each young person, and has important benefits for society.*

### For the young person



#### Stability

- 75% of surveyed young people say having a job makes them feel as though they have stability in life.  
*Prince's Trust Youth Index, 2024*
- Higher healthy life expectancy is strongly correlated with higher employment rates.  
*The Health Foundation*



#### Mental health

- 62% of surveyed young people think having a job is good for their mental health.  
*Prince's Trust Youth Index, 2024*
- Having a job provides routine, friendship and a source of self-worth.

### For society



#### Communities

- Nearly two-thirds (64%) of voters believe that tackling youth unemployment would help to make their local community safer.  
*Youth Employment 2024 Outlook*
- Employment improves social cohesion, by increasing social contact, trust and understanding.  
*Ministry of Primary Industries*



#### Economy

- Reducing the number of NEET young people to the same levels as the Netherlands could generate £69 billion in GDP.  
*Learning and Work Institute*
- 73% of UK voters support policy interventions to cut youth unemployment, believing this would help improve the economy.  
*Youth Employment 2024 Outlook*



**“Good work means feeling valued, fulfilled and supported... [It's] done to a high standard and gives you a sense of achievement.”**

**Young people's definition of 'good work', from Youth Futures Foundation and Workwhile.**



## How Spear works

The Spear Programme is an award-winning coaching intervention supporting young people facing barriers to work into sustained employment or education.

Spear uses a unique combination of practical upskilling and coaching.

Though the programme is codified to maintain consistent delivery, our expert coaches are trained to adapt and tailor their approach for every trainee, helping each young person gain the self-awareness, confidence and motivation they need to reach their full potential, find their place in society and succeed in long-term employment.

Spear raises our trainees’ awareness of what they are capable of, and empowers them to do things for themselves.

- Ella, Spear Centre Manager

1. We recruit & enrol

Every Spear Centre works in partnership with local referrers to identify young people most in need of the Spear Programme.

2. We coach | Spear Foundation

Our coaches equip trainees with the skills and resilient mindsets they need to be ready for work or education. We deliver coaching to trainees individually and in groups with their peers.

3. We support | Spear Career

Trainees receive targeted follow-on support to help them gain independence and move into work or education. We partner with employers to place trainees in quality roles.

Classic Model (11 locations)

Rigorously evaluated: one of the best-evidenced interventions in the sector.

15 trainees per cohort

6 weeks

12 months

page 21

Streamlined Model (6 locations)

Lower-intensity and lower-cost model, allowing Spear to grow and support more trainees in resource-poor areas.

10 trainees per cohort

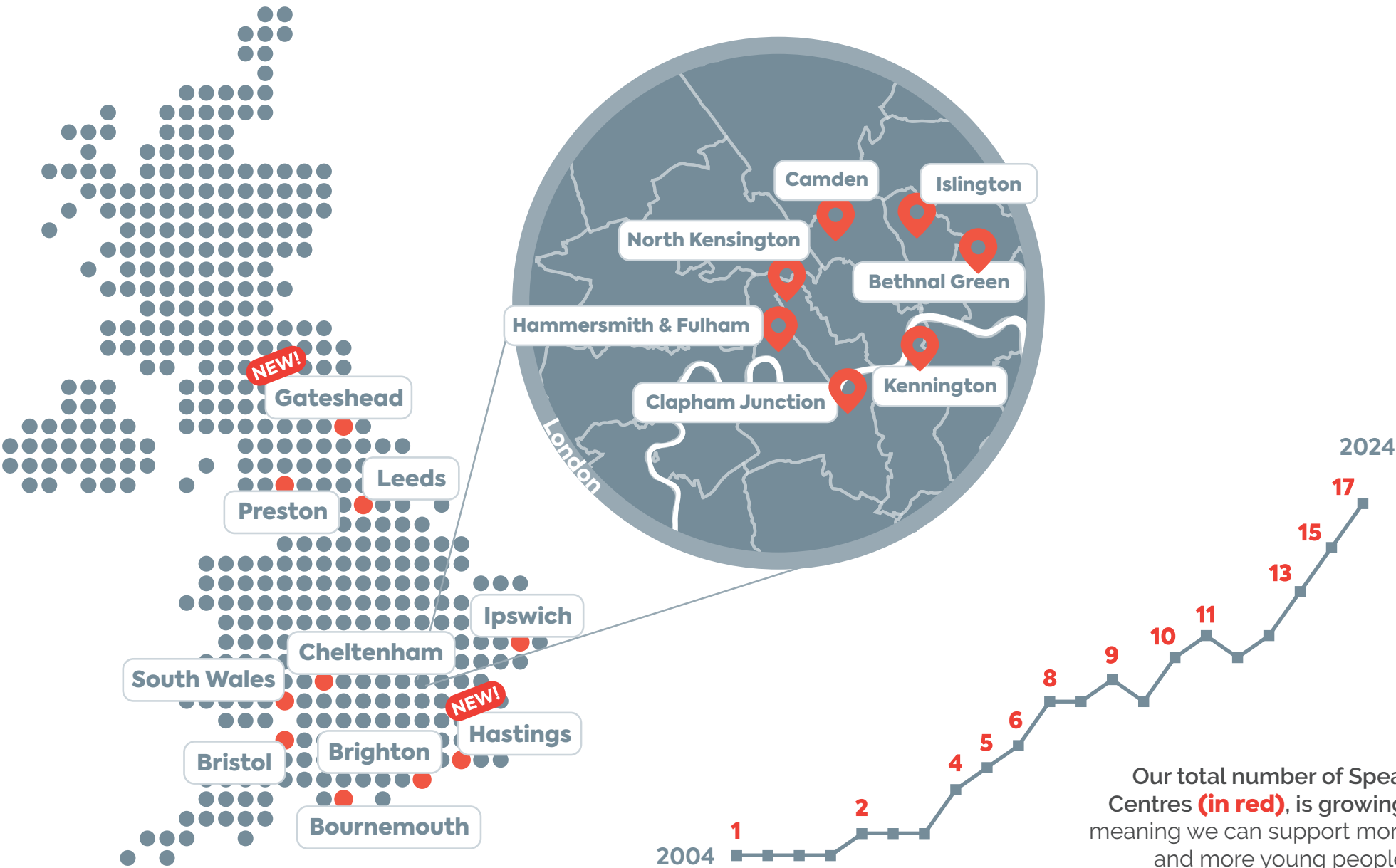
4 weeks

6 months

page 24

## Our reach

In 2024, we worked with 17 local church partners to deliver the Spear Programme across the UK.





## Who do we work with?

Our target population for enrolment on the Spear Programme are those aged 16-24, currently Not in Employment, Education or Training (NEET), and facing at least one barrier to accessing work.

In 2024:

1,169

young people coached

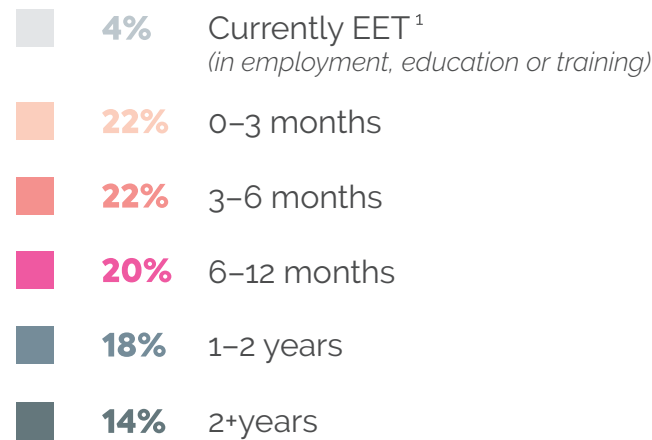
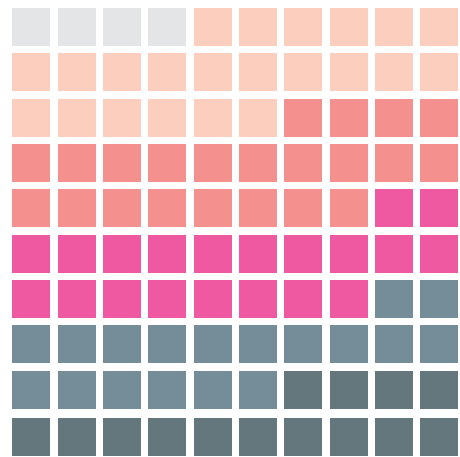
17

local delivery partners

195

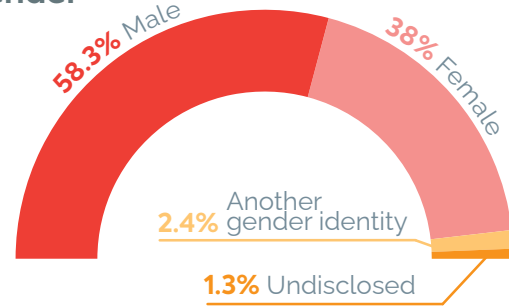
referral organisations

How long have our trainees been out of work? (% of trainees at point of enrolment)

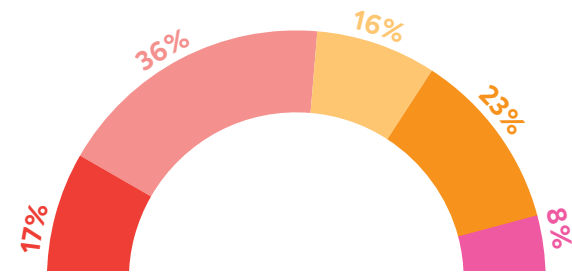


18 The data on pages 18-19 refers to all trainees enrolled on our classic and streamlined versions of Spear.

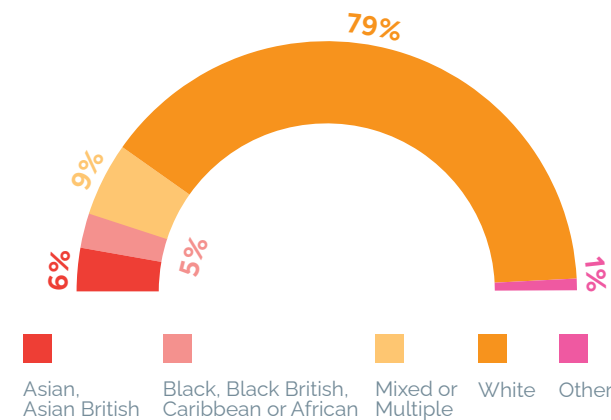
### Gender



### Ethnicity London Centres



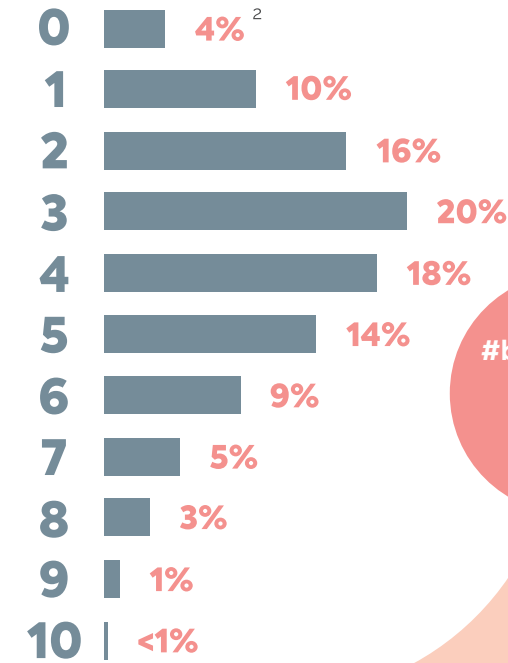
### Ethnicity Centres beyond London



The ethnicity breakdown at our Spear Centres broadly matches that of their local area.

### Number of barriers to employment

% of trainees with that number



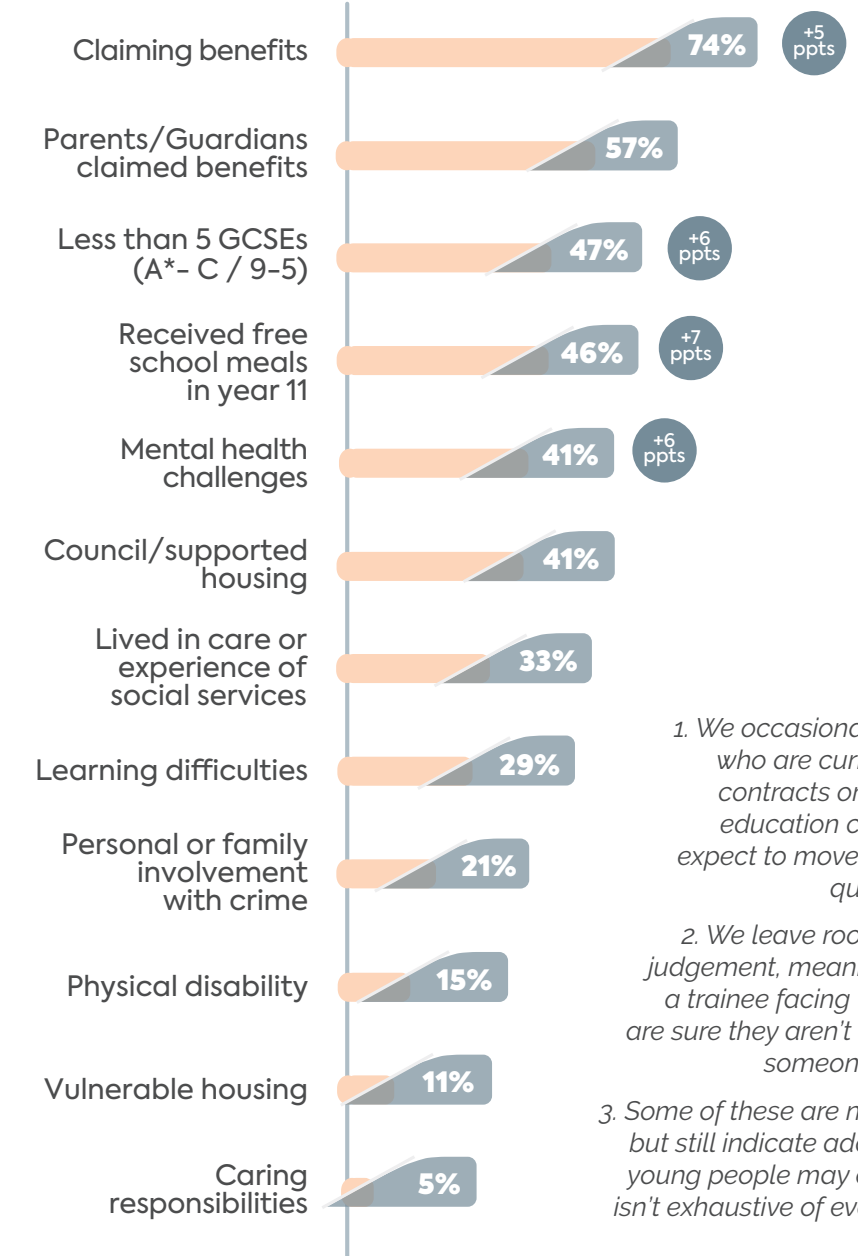
Average  
#barriers per  
trainee  
**3.7**

Were we under-reporting the number of barriers faced by our trainees?

Yes! Having noticed that our shift to digital registration forms had hindered the accuracy of collecting these metrics, we reintroduced a paper form, and trained our coaches to use it to collect this data accurately and sensitively with the trainees.

In 2024, we saw the average number of barriers faced increase by approximately 1 per trainee, which is a return to historic levels. We can be confident our data now more accurately reflects our trainees' reality, and that our coaches are better aware from the outset how they need to tailor their support for each trainee.

### Barriers to employment (% of trainees facing each barrier)<sup>3</sup>



1. We occasionally accept trainees who are currently on zero-hour contracts or a part-time level 1 education course as we would expect to move them into a higher quality EET outcome.

2. We leave room for our coaches' judgement, meaning we may accept a trainee facing 'zero' barriers, if we are sure they aren't taking the place of someone with higher need.

3. Some of these are not strictly 'barriers', but still indicate additional challenges young people may experience. The list isn't exhaustive of every barrier a young person might face.



# What is life like for our trainees?

I've **struggled with mental health** basically my entire life. ... I couldn't study, could barely even show up to the lessons, and ended up **failing most of my subjects**. ... Spear has given me a new lease on [sic] life. I feel alive again for the first time in... I can't remember the last time.

Julian, Spear Leeds

In secondary school, a friend of mine started **bullying me** online ... I ended up getting diagnosed with depression and anxiety ... I didn't want to talk to anyone, **I didn't want to exist**. ... The people on Spear are really amazing. It has made me such a better person; I couldn't be more grateful.

Hannah, Spear Bournemouth

My biological father didn't want anything to do with me, and my stepdad was an alcoholic and an abuser. ... When I was 15, I was **in an abusive relationship**. I ended up getting pregnant, and **I lost my baby at three months old**. ... Spear has really helped me; I've made so many new friends, and I've got so many people on my side.

Kiya-Angel, Spear Ipswich



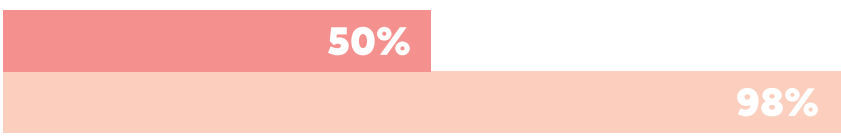
# Our outcomes | Classic model

Our core outcome focuses on whether trainees successfully enter and maintain work or training a year after completing Spear Foundation.

## % of completers who are:

- EET (in employment, education or training)**  
The Spear Programme continues to be extremely effective at supporting young people into education or employment.
- 'Known' (those with whom we are in touch)**  
We are in touch with almost every completer throughout the year after Spear Foundation, giving us huge confidence in our outcome data.

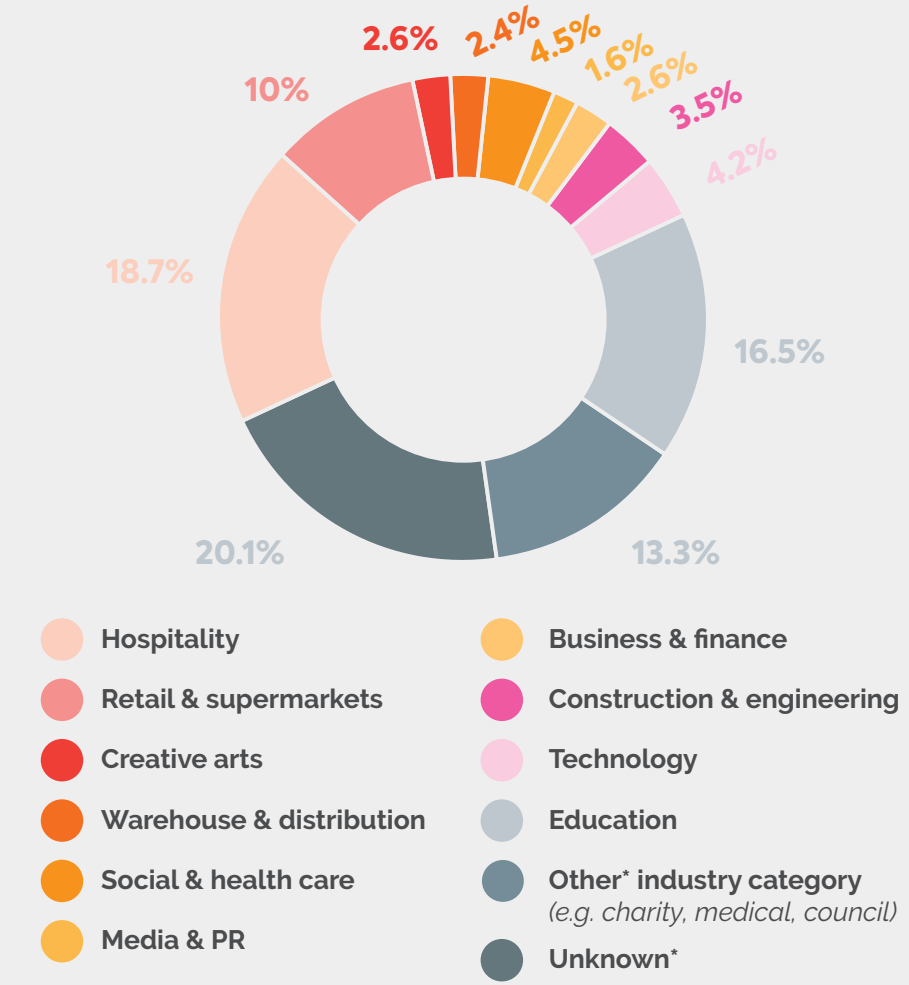
## ...at 3 months:



## ...at 12 months:



In 2024, trainees across both of our programme models secured 1215 employment opportunities and education places in the following industries:



\*We recognise that there is currently a high proportion of 'Other' and 'Unknown'. As part of our project to better understand the quality of our trainees' outcomes, we will be working to review these categories and improve our data completion.



# Our outcomes | Salary benchmarking

A big part of the stability offered by being employed comes from having a regular income.

Historically we have tried to collect salary data from our trainees to better understand how work benefits them, and to offer continued support to those looking to move out of low-paid work. However, poor data completion has meant we have been unable to get an accurate picture.

So in September 2024, we launched a project to improve salary tracking data. We reviewed the current system and retrained teams in how to ask for and record this data.

## Since September 2024:

The **National Living Wage** is a legally required level of pay. In the 2024 tax year, for those aged 21 and over, the rate is £11.44/hour.

The **Real Living Wage** is a higher voluntary threshold, which takes into account the cost of living. The Living Wage Foundation currently estimate that a worker should earn £12.60/hour outside London, and £13.85/hour within London to meet their everyday needs.

72%

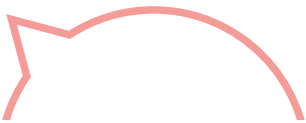
We have salary information on 72% of roles started by our trainees. This is compared to just 53% earlier in the year.

88%

of roles trainees start are paying the **National Living Wage**. 48% of trainees starting roles were under 21 and therefore not legally required to be paid at this rate.

Only 27% of trainees in London and 17% of trainees outside of London are earning the **Real Living Wage**. While this is a small sample size (representing 157 job starts) it suggests more investment is needed in supporting trainees into better paid roles.

Our ambition is for every trainee to gain a quality outcome. Because salary is a significant contributor to this, we already discourage trainees from taking zero-hour contract positions. Our goal is to continue improving data completion on salary data and support those trainees in lower-paid jobs into more sustainable employment.



Kit, Spear Camden

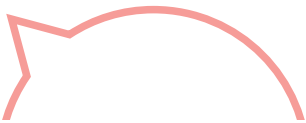
I participated in Spear in Camden in May 2018 after having been hospitalised for my mental health which led me to drop out of school.

I had easily applied for 50+ jobs with no success. I felt so frustrated, disheartened, and lost.

[On Spear], an employer offered me a shadow day, which became a trial shift, which turned into a hospitality job I stayed at for just over a year.

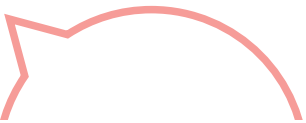
Because of that job, I went back to college and completed my A Levels and have just finished my second year of university studying a degree I adore.

Because of the resilience I gained through Spear, I've worked many jobs (both here and abroad!) ...



I was told [being on Spear] would be the best decision I'd make in my life, and I think it was.

Antone, Spear Bristol



[Thanks to Spear,] it's not a question of if I will achieve what I want, but a question of when.

Charlie, Spear Brighton

... and discovered my love for working with children and young people.

It's been six years since graduating Spear and getting that first job.

I would not have been able to pick myself up if not for Spear and I would not be where I am today if I hadn't participated. I am so incredibly grateful for having had the opportunity to attend.

“At the start of Spear I had a goal of just being able to treat myself to a meal. I didn’t realise how big I could dream.”

John, Spear Leeds



Watch John’s inspiring story

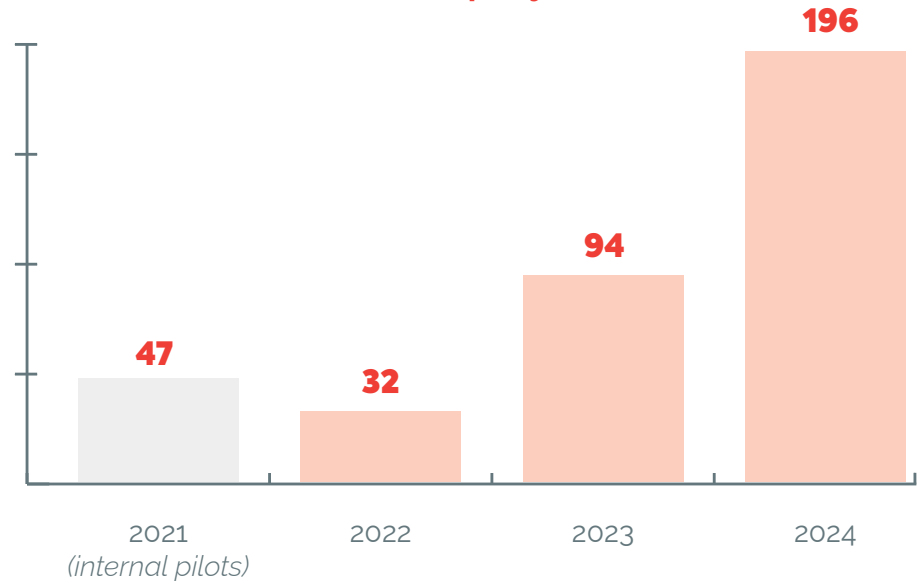




## Our outcomes | Streamlined model

Our streamlined Spear model is a lower-dosage and lower-cost version of the programme. The curriculum has its foundation in resources from our classic model, developed over 20 years.

Number of enrolled trainees per year:



At 3 months:

99%

of completers are still in touch with us

48%

of completers are in employment, education or training (excluding pilots)

We expect these outcomes to be slightly lower than our classic model, but aim for increased availability of our streamlined model to serve more young people overall than would otherwise be possible. See overleaf for how we are assessing whether it is achieving meaningful, long-term outcomes.

Life before Spear was quite difficult. At an early age I was diagnosed with ADHD... I really struggled with social anxiety; I wouldn't speak to anyone. ... Through Spear, I had such a massive sense of self improvement.

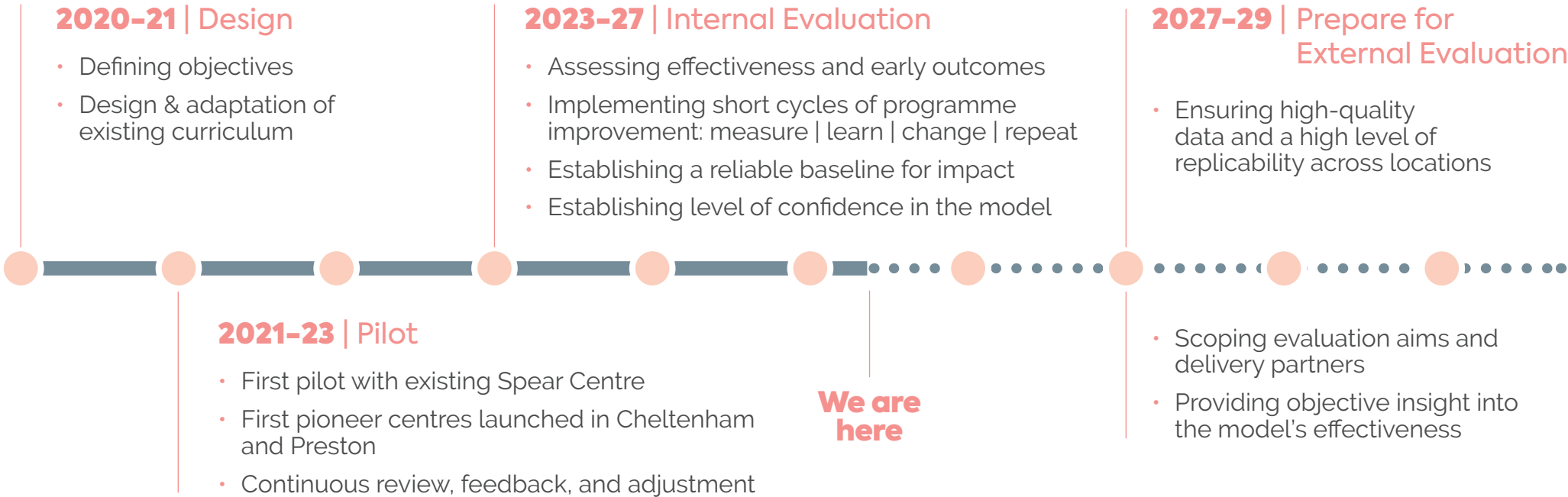
[I had] a boost in confidence, self-esteem and in every area of my life. I feel better in my own skin than I have these last two years. [Now] I'm feeling really quite optimistic.

Jacob, Spear Cheltenham (streamlined model)

## What next for our streamlined model?

As well as assessing its long-term impact, we are evaluating the objective of reducing the overall delivery cost of Spear. This will allow us to retain impact whilst opening in unserved regions more affordably.

We are currently on an evaluation journey:



### Why does it take so long?

We base the success of our work on young people's long-term outcomes, which tell us if Spear is having a sustained impact. We therefore need a significant number of trainees to complete our streamlined model, and reach the 12-month outcome marker.


Our aim is to wait for this figure to reach 500 in 2027. This will give us sufficient data to account for variation, including trainee demographics, geographic location and the amount of time a Spear Centre has been delivering the programme.

# Work-Ready Indicators

How do we measure if young people are actually ready for work?


Based on research with national employers, as well as our own expertise, we developed **5 Work-Ready Indicators (WRIs)** which we use to track each trainee's development over Spear Foundation towards becoming work-ready.

Our data shows that trainees who score highly in these WRIs have a greater success rate at finding employment than other trainees.




**Attitude**

Positive, resilient and driven.




**Confident Communication**

Appropriate tone, words & body language.




**Professional Behaviour**

Behaviour appropriate for workplace.



**Self-Leadership**

Responsible, organised and takes initiative.



**Mindful of others**

Empathetic, aware of others' needs, proactive to assist.

## What was the problem?

In the past, coaches placed trainees along a 1-10 numerical scale for each WRI.

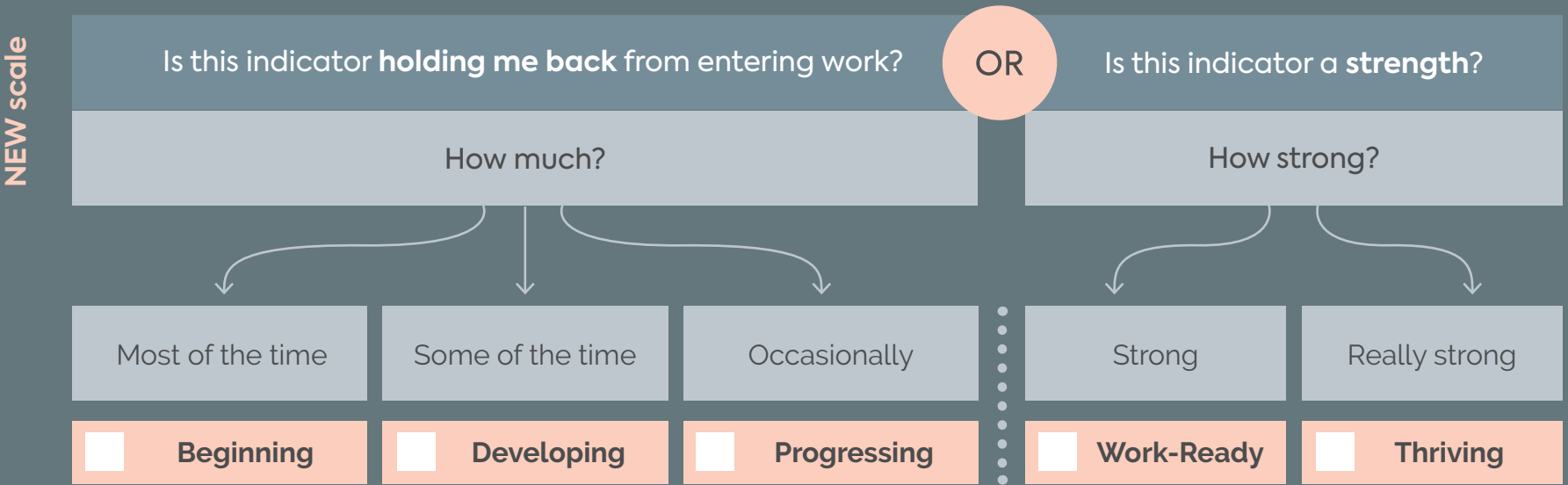
We noticed that across different Spear centres, trainees with the same WRI scores had different outcomes, and identified these discrepancies were due to the following problems with the scale:



- ✗ numerical scale was not intuitive, leading to positive response bias
- ✗ small differences between numbers felt too subjective
- ✗ numerical scale had negative associations with school for some trainees and felt disempowering

## What did we do?

We completed a **thorough review and overhaul of our WRI scale**, resulting in the following redesign:



Having presented an initial redesign to our Impact Working Group, made up of Spear coaches, we went on to trial the new scale with seven Spear Centres over 10 months. We gathered feedback, iterated, and then launched to the wider team.

The new scale:

- ✓ is more intuitive, meaning trainees' self-ratings are more accurate
- ✓ provides a clear 'work-ready' threshold to aim for
- ✓ uses empowering language in keeping with the growth mindset
- ✓ is bite-size and less overwhelming for trainees, coaches and volunteers

Our coaches say:

... the WRIs empower us to work confidently, because we know they're predictive of actual employment outcomes.



## Corporate Partnerships

*We believe businesses have a unique and influential part to play in tackling the problem of youth unemployment.*

In 2024:

**28**

Corporate Partners

**200+**

Corporate volunteers

In 2024, our generous corporate partners offered their skills, influence, experience and financial support to help young job-seekers enter sustainable employment

In return, our partners enjoy inspiring volunteering opportunities at mock interviews, career panels and hosting company visits, and the chance to have a positive impact on their strategic ESG objectives.

*Volunteering as a mock interviewer was one of the richest experiences I've had for a long time. ... [It] went a long way towards restoring my faith in humanity. I'd jump at the chance to get involved again; very much recommended.*

- Anthony, Close Brothers AM



### Landsec: A Case Study

**Landsec have supported the Spear Programme since 2007.**

They own numerous large retail spaces including Trinity Leeds, White Rose Leeds and the O2 Centre in London, and have sought to support Spear Centres close to these locations.

In 2023, their 'Landsec Futures' social impact programme was launched, which aims to support those from underrepresented socio-economic backgrounds towards long-term employment.

Since then, and thanks to this close alignment with Spear, Landsec has funded 120 young people to take part in the Spear Programme, hosted multiple company visits, and employed three Spear Completers on 6-month internships, giving them real estate training, learning and development opportunities.

We are excited to continue partnering as we grow nationally.

## Employer Partnerships

*In 2024, our Employer Partners offered more opportunities to talented young people than ever before, transforming their lives and the company's workforce alike.*

In 2024:

**27**

Employer Partners

**176**

trainees placed in work or training by these partners

Getting hired is just one step in our trainees' journey.

That's why our Employer Partnership model covers a full cycle of support, from volunteering in Spear's early stages, to hiring, to donating to help more young people access Spear.

*We're proud to support Resurgo financially. They helped us find a great colleague ... It seems only fair that we help the next generation of Resurgo candidates have the same opportunities. - Informa*






# Hire Me

At Hire Me, employers and training providers with live job opportunities to offer are invited to interview groups of our work-ready Spear trainees.

Hire Me is a good opportunity for our trainees to put the skills they have learnt on Spear Foundation into practice. For many it is their first real interview. We host these events locally, so that trainees can connect with employers and opportunities in their own communities. Our National Employer Partner, Nando's, ran Community Hiring Events in four cities, where 80+ Spear trainees were invited to a first-stage interview.

22

Hire Me events



invited 80+ trainees to a first-stage interview

Interested in hiring a Spear trainee to join your workforce? Contact [lydia.caveney@resurgo.org.uk](mailto:lydia.caveney@resurgo.org.uk)



“At Hire Me I picked to apply for a role in Kensington Roof Gardens. I was in a group interview with 14 other people. It was quite daunting, but I heard that I was successful to go to the next stage, and eventually a week later I got the job! I can't describe the feeling.”  
- Vithush, Spear North Kensington



“We did a Hire Me event, [including] an interview with Marston Holdings. Now I'm going to be acting as a 'tag team' with [another trainee] on the streets as a Traffic Enforcer. ... I'm excited for the future, to try something new. A big thank you to my coaches for mentoring us through this process.”  
- Jesse, Spear Brighton



# Our learnings from Spear

Continuous learning is central to our culture of impact management. Using data and observations, we regularly review our work so that we can be constantly improving our delivery.

## Barriers to employment

○ Observation

A decrease in the number of barriers to employment reported by each trainee, that did not match coaches' feedback from the training room.

○ Action

We replaced digital forms with paper ones, trained our coaches to use them, and have seen our data now more accurately reflect trainees' reality.

## Specialist training

○ Observation

We could better tailor our support for trainees who are neurodiverse, care leavers, or have experienced the criminal justice system.

○ Action

Working with external specialists, we designed and delivered training to equip our team to better support trainees experiencing these barriers.

## Trainee retention

○ Observation

The proportion of trainees completing the programmes was decreasing.

○ Action

We identified characteristics of trainees less likely to complete, and designed training for our coaches to support trainee engagement.





# Our Consultancy

## Our work with organisations

*We believe that businesses can, and should, be a force for social good.*

Our Consultancy uses expert coaching techniques, developed over two decades on our Spear Programme, to coach a variety of commercial clients to achieve meaningful social impact by increasing trust and improving outcomes.

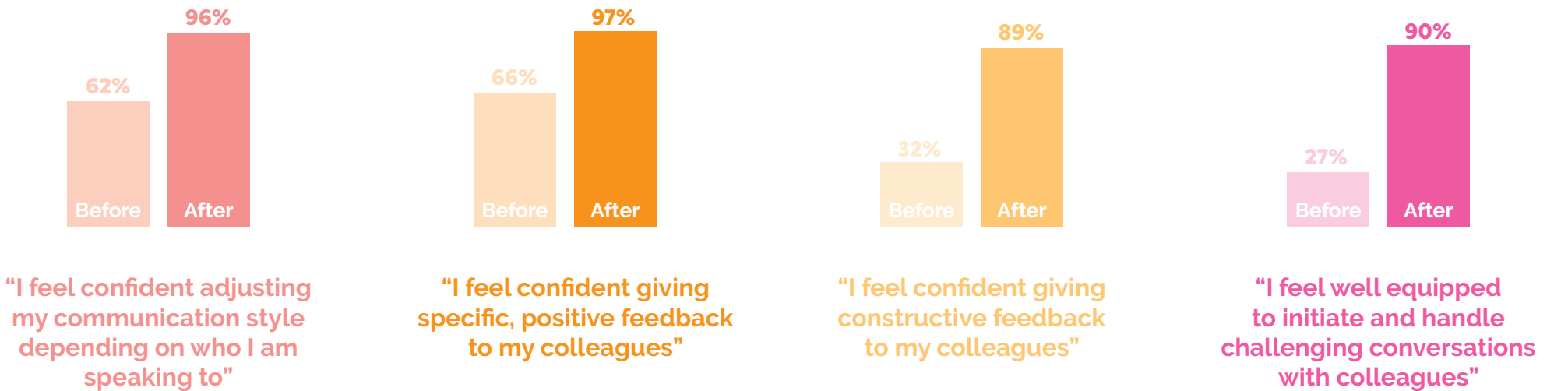
We help our clients shape their internal workplace culture, and hone their external social mission and purpose, through our flagship Coaching for Leadership programme, and bespoke offerings.

In 2024, our Consultancy team coached:



## Our impact

The charts below are based on 229 end-of-programme surveys. They show the percentage of delegates who 'agreed' or 'strongly agreed' with four key workplace behaviour statements, both before and after our coaching.







## What next for our Consultancy?

*In order to best enable us to refocus our energies on our goal of accelerating Spear's growth across the UK, we have made the difficult decision to cease Resurgo's Consultancy business.*

The primary ambition from which Resurgo was first born more than twenty years ago was to tackle youth unemployment.

We are extremely proud of all that our Consultancy team has achieved over the past seven years (see page 35).

But we are resolute in our commitment to the UK's young job-seekers: to make sure each, no matter their background or circumstance, can access the support they need, to step into the careers they deserve, and be the business leaders or consultancy clients of the future.

We will continue to deliver our **flagship Coaching for Leadership programme** and our **Line Manager Training**, with a focus on coaching churches delivering and considering Spear. We'll also explore options for integrating our coaching offer with our new national corporate partnership model.



*Interested in transforming your leadership with a coaching approach? Find out more about Coaching for Leadership.*

*See page 36 for more on our 2025 goals.*

## Highlights

*We are convinced that our Consultancy's closure is the right decision for the future – but proudly celebrate its successes since launching in 2018.*

We have delivered corporate coaching to **2,200 individuals** and **91 organisations**, across multiple sectors, who have inspired us with a real commitment to their organisations' social impact.

### Our clients have included:

CHELTENHAM  
Festivals



Love Your  
Neighbour

MAPP

- Alpha International
- The Considered Ask
- COOK
- Findlay Park
- The Gregory Centre for Church Multiplication (CCX)
- Well Kneaded Foundation



PRINCESS ROYAL  
TRAINING AWARDS  
**HIGHLY COMMENDED**  
2021 Training Response to Covid-19

In 2020, the pandemic compelled us to pivot, and we took our coaching online. Our remote delivery was later cited in our Princess Royal Covid Commendation, which we received for our "exemplary" training, learning and development response in the face of Covid-19.

*... life-changing and the best training I've ever had.*

*... had an amazing impact on our team.*

*... transformative. Having done an MBA, I would say I got almost the same value out of Coaching for Leadership ...*

*I would urge the leadership of any business taking their social impact responsibilities and ambitions seriously to bring in Resurgo.*



# Our 2025 goals

Our goals for 2025 encompass our strategic decision to focus our activities on the Spear Programme and its growth across the UK through local church partners.



## Accelerate the growth of Spear

Our aim is to open 2–3 streamlined Spear Centres outside London, prioritising the north of England, in order to reach more young people.



## Sustain Spear’s quality and reach

We aim for 75% of those who complete our classic Spear model, and 60% of those on our streamlined model, to be EET after a year.



## Explore an alternative funding model

Our aim is to financially support new and existing Spear Centres by trialling a new funding model with at least two corporate or individual donors.



## Evaluate our streamlined model

We will continue building the evidence base of our streamlined version of Spear in order to assess its impact.



## Design a Regional Hub model

Our aim is to open our first Regional Hub in the north of England, to better support and equip more local streamlined Spear Centres.

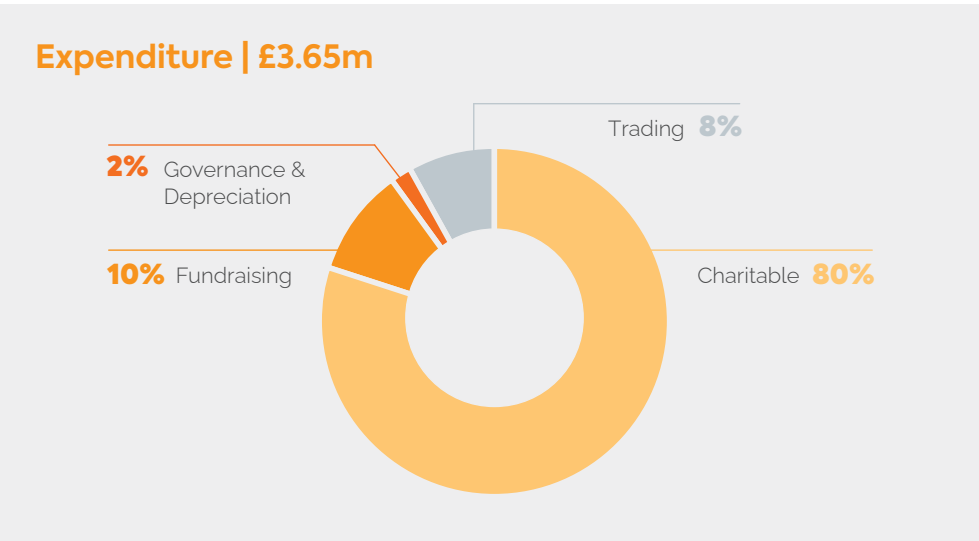
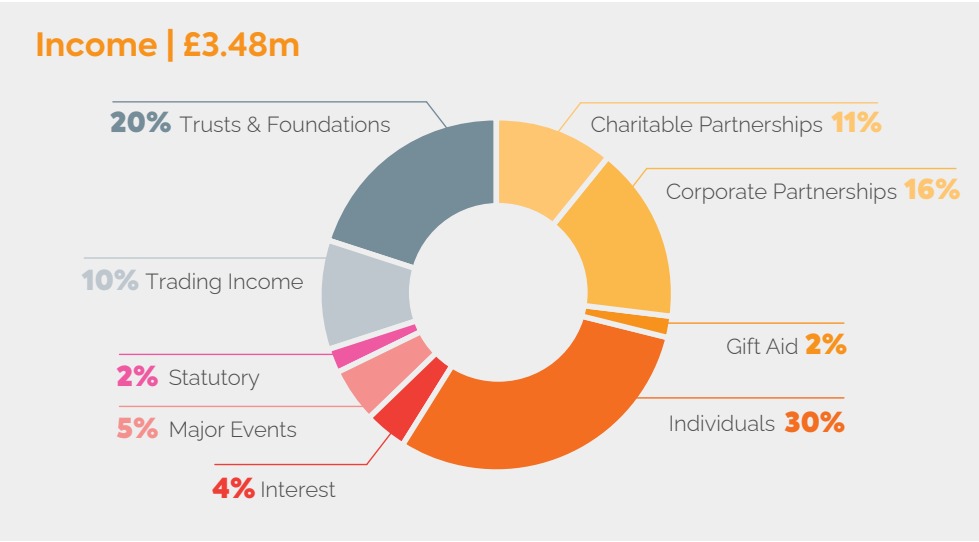


## Refresh our brand

We will update our vision and raise our visibility in line with our ambition to become a national charity.

# Our finances

How we raised and spent our income in 2024:



Our audited accounts will be available later in the year.

In 2024, we made a small, in-year budget deficit. The tough economic climate made it harder to generate profit from Consulting, and our partners required more financial support than anticipated. From 2025-2027, we are running an intentional deficit budget to invest in growth and spend down our reserves. This includes investing in a Seed Fund to kick start new Spear centres and one-off strategic projects to accelerate our growth into new regions.





# With special thanks

## Our Corporate Partners









## Our Employer Partners





# With special thanks

## Our Church Partners







## Our Trust and Foundation Partners





*Front cover depicts the first names of 200  
of the 1,169 trainees we coached in 2024.  
Report printed March 2025.*

ERSA Youth  
Employment Provider  
of the Year 2024

THE SUNDAY TIMES  
**T Best Places  
to Work 2024**

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