

# Tackling social challenges by connecting creativity, talent and resources

We discuss Resurgo's 'Spear' initiative, an award-winning programme supporting socially disadvantaged young people.

## Tell us about your charity Resurgo, the Spear initiative and what you're striving to accomplish?

Resurgo is a non-profit organisation that links unemployed young people with businesses. As part of Resurgo, the "Spear" initiative is an award-winning programme supporting socially disadvantaged young people to help improve their employability. It's about teaching the right mind-set before they write a CV or go to a job interview. We provide the tools and behaviors to support young people build their confidence, tackle the barriers that prevent them getting into work, and make a positive impact on society.

***"We work with many types of businesses and have received backing from high-profile organisations like Marks & Spencer, Unilever and Accenture"***

## Who is eligible to apply for the initiative?

Socially disadvantaged young people - 16 to 24-year-olds - including those with a criminal record. Our belief is that everyone can overcome whatever barriers they face to succeed. People with low confidence, mental health problems, a criminal record, or no qualifications can overcome these barriers to get into meaningful work and build a career.

## What can the students expect to learn?

Spear covers areas like CV writing, job applications and interview technique, but most importantly we work with



Jo Rice, Managing Director of Resurgo, and founder of the Spear programme

students on issues like attitude and building self-esteem. It's not about us telling them what to do or how to act in front of potential employers, rather we provide the platform and the tools they need to improve their employability.

## What has been achieved so far?

Around three-quarters of Spear students get jobs or enter education and are still there a year after leaving the course, and it has helped 5000 young people into employment over a decade. 75% remain in work a year later.

## How can organisations participate?

We work with many types of businesses and have received backing from high-profile organisations like Marks & Spencer, Unilever and Accenture. There are many ways organisations can support the initiative, for example mock interviews, company visits, as well as financial sponsorship, and of course job offers!

***"Around three-quarters of Spear students get jobs or enter education and are still there a year after leaving the course, and it has helped 5000 young people into employment over a decade"***

## What does the future hold for Resurgo?

We are expanding over the next two years, including to Brighton where we will open a new office in September - watch this space!

For more information about Resurgo/Spear, or to support the programme please contact Jo Rice, Managing Director at [Jo.Rice@resurgo.org.uk](mailto:Jo.Rice@resurgo.org.uk) or visit [www.resurgo.org.uk](http://www.resurgo.org.uk)