A&O SHEARMAN

ReStart 2025 *headline data*

PARTICIPANTS

16 over 50s

RETURNING OR REPOSITIONING AFTER 3–12 MONTHS OUT OF WORK

COMMON STARTING POINT: LOW CONFIDENCE AND HIGH PERCEIVED BARRIERS TO FAIR ACCESS

OUTCOME

67%

PROGRESSED INTO WORK OR NEW OPPORTUNITIES WITHIN 3 MONTHS

WHAT WE DELIVERED

WORKSHOPS

94% **VALUE SCORE***

10 employability workshops

COACHING

94% **VALUE SCORE**

48 individual coaching sessions

MENTORING

100% **VALUE SCORE**

19 mentors; 80 meetings

WHAT CHANGED—BEFORE/AFTER PROGRESS

30% → 94%

CONFIDENCE IN JOB SEARCH

6.8 → 4.4

PERCEIVED BARRIERS TO EMPLOYMENT (INDEX)

55% → 12%

"VERY SIGNIFICANT" BARRIERS

CAPABILITIES AND READINESS

10% → 82%

ARTICULATING VALUE

20% → 71%

MAKING INFORMED CAREER DECISIONS

28% → 65%

INTERVIEW SELF-ASSURANCE

20% → 71%

CV CONFIDENCE

10% → 59%

PERSONAL BRAND AWARENESS

* Value score is a measure of how valuable participants felt the program was to their own confidence, skills, and employment readiness.

All in Social impact