



Unlocking Potential: Strategies for Effective Workplace Enrichment





Agenda

5'	Welcome and introductions	Dr Rupal Patel
10'	Overview of Enrichment	NCS
5'	Youth Voice Census Findings and Recommendations Enrichment	Dr Rupal Patel
20'	Employer Case Studies: <ul style="list-style-type: none">• Flying Futures• Coca-Cola Europacific Partners	Jack Barnes, Flying Futures Sharon Blyfield OBE, Coca-Cola Europacific Partners
15'	Employer discussion	Dr Rupal Patel to chair.

An Overview of Enrichment

NCS Trust



What is enrichment?

Enrichment activities are those designed to support a young person's **social, personal and educational development and skills.**

For example, positive activities, programmes and clubs including...



Sports clubs



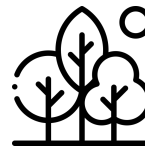
Art clubs



Cultural trips



Outdoor learning



Public speaking clubs



Adventures away from home



Enrichment supports young people's...



Communication skills



Teamworking skills



Resilience



Confidence



Problem-solving ability



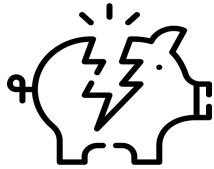
Wellbeing



Barriers to enrichment include:



Cost



Caring responsibilities



Location



Inadequate transport



Enrichment opportunities for staff improves...



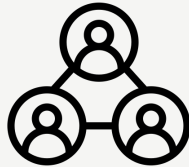
Staff wellbeing



Staff personal development



Team working



Staff satisfaction



The UK YoS is a national employability programme for 18-24 year olds which is **designed to tackle the challenges surrounding youth employability.**

The programme also includes an embedded skills training programme, wrap-around support within and beyond placement and support for exit routes into further education, employment or training.

8
partners

100
work
placements

9-12
months





Youth Voice Census 2024



01

Anxiety, safety, discrimination and the cost of living are the biggest issues for young people.

- Anxiety & mental health challenges continue to impact young people.
- Safety & fear
- Discrimination is the biggest worry young people have for the country.
- Money worries are increasing.

02

Readiness for next steps has dropped.

- Disruption continues, even higher than during the height of the pandemic.
- Greater uncertainty regarding study and career plans.
- Confidence continues to decline for those in education, but remains the same for those on their journey to work.

03

Opening opportunities.

- Opportunities for enrichment, extracurricular activities and fun are down again this year.
- Work experience is up for young people in secondary school (36%).
- Where you live matters.
- Parents are more likely to be picking up support.

04

Overall, work is a positive place for young people.

- The number of respondents happy in their current role is slightly down on last year - largely due to young people wanting fairer pay.
- Workload, stress and pressure is increasing.
- Finding and accessing quality work this year is harder.

Enrichment

While young people see the benefits of engaging in enrichment activities..

65%

of young people consider engaging in social action and extra curricular activities as 'very important or important' (a 12 ppt drop from 2023)

Fun (61%), building skills (58%) and making friends (51%) are the most cited benefits of extracurricular activities.

Young people reported that there needs to not only be better promotion, but an understanding of why it is important to get involved, and have less red tape associated with involvement in extracurricular activities since long application forms act as a deterrent.

Awareness, participation & opportunities are down..

Participation in most extra-curricular activities has declined, with the exception of sports clubs.

36%

of young people have had opportunities to attend enrichment activities (down from 46%)

47%

of young people report being unable participate in activities they were interested in due to accessibility issues.

"I just want more in general - my local area has very few opportunities for things like this"

"Just give us more opportunities and don't have rigorous application processes - if we want to be part of something, we should be able to"

"I'd like to join a local Youth Council, but I don't think there is one. I'd also like to join an environmental club, but there don't seem to be any nearby"

"Make them more accessible - in location and funding"



Employer Case Studies

flying futures

PROGRAMMES

CAMPS

TRAINING

Committed to empowering young people and their communities to make a difference and improve lives

Jack Barnes
Operations Manager

CCEP Enrichment

31st January 2025

Everyone is Welcome at CCEP

1



2



4



3





Menopause Policy/Guidance

Everyone's welcome

Supporting colleagues through the menopause

Why is this a workplace issue?

Our menopause guidance is a new addition to our equality policy. As a result of the very real, often unspoken, and potentially stigmatising nature of it, it is important that all colleagues have access to the support and advice they need. Our guidance is designed to help colleagues understand the symptoms and how to manage them, and to ensure that they are not discriminated against because of their menopause. It also provides advice on how to support colleagues who are experiencing menopause in the workplace.

Implementation

Our menopause guidance is a new addition to our equality policy at CCEP. It is available to all colleagues, and is designed to help them understand the symptoms and how to manage them. It also provides advice on how to support colleagues who are experiencing menopause in the workplace.

Genie (ccep.com)

LGBT+ Network

Everyone's welcome

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Equity People Manager Training

Everyone's welcome

As the largest Coca-Cola bottler in the world, we want to lead the way in inclusive, diverse and equitable business, to grow sustainably and truly represent the society we serve and positively impact people's lives – our colleagues, customers and communities.

GB Parent & Carer Network update

Everyone's welcome

- First quarterly newsletter sent
- 1st Monthly Virtual Coffee Catchup
- First lunch and learn scheduled 21st Sept, calendar confirmed for monthly sessions
- 76 members so far
- Buddy system - 6 buddies partnered so far
- Leaflet created to publicize network
- Maternity, Paternity, Adoption FAQ updated and to be loaded on Genie
- Plan to engage with those going off / returning from mat leave
- Flexible working listening group - Action Plan created
- Gate Listening group to be scheduled
- Planning 121 sessions

The Black Experience - Allies

What is it? – A group born out of the murder of George Floyd

Why? – To become better educated

How? – By having open and honest discussions

JustBe Pride Month Feature - Flags

BEYOND THE RAINBOW: YOUR ULTIMATE GUIDE TO PRIDE FLAGS

The Pride flag has many variations, each with its own meaning. Here are some of the most common ones:

- The Rainbow Pride Flag
- The Transgender Pride Flag
- The Lesbian Pride Flag
- The Gay Pride Flag
- The Bisexual Pride Flag
- The Pansexual Pride Flag
- The Asexual Pride Flag
- The Interlocked Circle Pride Flag
- The Progress Pride Flag
- The Gay Men's Community Pride Flag
- The Lesbian, Gay, Bisexual, and Transgender Community Center Pride Flag
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Diwali 'Did You Know'

Diwali is the festival of lights, celebrated by millions of people around the world. It is a time of joy, hope, and new beginnings. Here are some interesting facts about Diwali:

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International Men's Day

Everyone's welcome

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Activation

Across our Teams, sites & customer outlets

Resources - "Off the Shelf" Team activities

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Multi-Gen Week Overview

Age diversity within our workplace leads to the diversity of perspective, better decision making and increased opportunities to develop our workforce and we want to celebrate this diversity.

Managers Pack

CCEP employees in different generations talking about life events including pensions & saving

Redline & TV screen comms on our benefits for all employees

Share your CCEP story across the generations

When I joined CCEP.....

Social Mobility at CCEP

Everyone's welcome

"Ensuring people from all socio-economic backgrounds can get in and get on equally and fully at CCEP"

We champion inclusion, challenge inequality and support the economic mobility in our local communities

We ensure people from all socio-economic backgrounds can get in through fair & equitable interview processes and our existing employees can build confidence, develop skills and own their career, no matter their background or qualifications

psalt open

Our Wellbeing strategy

Everyone's welcome

We want everyone to feel well and healthy working with integrity and respect so that we can all thrive at work and at home

Our Wellbeing strategy is designed to support our employees to feel well and healthy working with integrity and respect so that we can all thrive at work and at home

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Employee Storytelling

Everyone's welcome

STAFF NETWORKS

Growth & Progression

Accessibility

Flexibility

Fair Treatment

Inclusive Policies

Culture & Heritage

Disability

Gender

LGBT+

Multi-Generations

Monday 9th May

Tuesday 10th May

Wednesday 11th May

Thursday 12th May

Friday 13th May

BHM 2022 – Overview of Activities

EDUCATION

ALLYSHIP

CELEBRATION

CONTRIBUTION

Plus – lots of other local activations at sites...

Just Be Ability Group needs your help!

To ensure everyone with diverse ability can flourish & succeed at CCEP

Driving change across CCEP GB. Focusing on:

- Accessibility
- Culture, communication and education
- Talent recruitment and development

Everyone's welcome and we are especially keen to hear from anyone in CCEP with lived experience so you can learn from.

Please get in touch if you wish to help the group learn and drive change. If you want to help, or just want to learn more please contact Maria Marinos (mmarinos@ccep.com)

Sarah Baker (sarah.baker@ccep.com)

Physical Health

Mental Health

Cognitive

Visual

Auditory

Motor

Speech

Neurodiversity Awareness

Everyone's welcome

Partnering with Thrive to deliver global Neurodiversity Awareness training

Neurodiversity Awareness Webinar

Management for Neurodiversity Workshop

During 2023, site observations to be completed

thrive



Discussion

- Any other examples?



Discussion

- What role does enrichment play during the recruitment process?
- What are the enablers/barriers to promoting enrichment activities for young people in employment?



Discussion

- What support would you like as an employer to set up enrichment opportunities for staff and colleagues?