



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...



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...



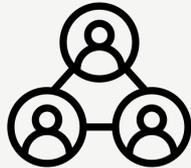
Staff wellbeing



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  **EUROPACIFIC PARTNERS**

Supporting colleagues through the menopause

Why is this a workplace issue?

Menopause is a natural part of the ageing process and can be a challenging time for many women. It is a complex condition that can affect a woman's physical, mental and emotional health. It is important to understand that menopause is not just a 'hot flash' or 'irritability' issue, but a real medical condition that can significantly impact a woman's quality of life.

Supporting colleagues through the menopause

- Provide a safe and supportive environment for all employees
- Offer flexible working arrangements where possible
- Provide access to a confidential helpline for support
- Offer access to a range of support services, including counselling and menopause clinics

Genie (cccp.com)

LGBT+ Network

Everyone's welcome  **EUROPACIFIC PARTNERS**



Equity People Manager Training

Everyone's welcome  **EUROPACIFIC PARTNERS**

As the largest Coca-Cola bottler in the world, we want to lead the way in inclusive, diverse and equitable business, to grow sustainably, 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  **EUROPACIFIC PARTNERS**

- 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 maternity leave
- Flexible working listening group - Action Plan created
- Guest Listening group to be scheduled
- Planning I2I sessions

The Black Experience - Allies

Everyone's welcome  **EUROPACIFIC PARTNERS**

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

Everyone's welcome  **EUROPACIFIC PARTNERS**

BEYOND THE RAINBOW: YOUR ULTIMATE GUIDE TO PRIDE FLAGS



Diwali 'Did You Know'

Everyone's welcome  **EUROPACIFIC PARTNERS**



International Men's Day

Everyone's welcome  **EUROPACIFIC PARTNERS**



Activation

Everyone's welcome  **EUROPACIFIC PARTNERS**

Across our Teams, sites & customer outlets



Multi-Gen Week Overview

Everyone's welcome  **EUROPACIFIC PARTNERS**

Age diversity within our workforce 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  **EUROPACIFIC PARTNERS**

“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  **EUROPACIFIC PARTNERS**

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

4 PILARS

- SUPPORT AND EMPOWER LEADERS AND LINE MANAGERS**
 - Our leaders act as role models
 - Equip line managers to support their teams and become Wellbeing Champions
- SUPPORT OUR EMPLOYEES**
 - An Employee Assistance Program to assist employees in their day-to-day life (emotional and practical)
 - A Wellbeing First Aiders network, point of contact on mental health issues and supporting a culture with no stigma
 - Holistic wellbeing training and self-service tools available
- PROMOTE & MAKE INFORMATION ACCESSIBLE**
 - Wellbeing Hub for a better employee experience
 - A Wellbeing Hub to support and supporting a culture of health and well-being
- CONTINUOUSLY MEASURE & IMPROVE OUR APPROACH**
 - Regular engagement surveys
 - Annual Health Risk Assessment
 - Wellbeing KPI & Scorecard

Employee Storytelling

Everyone's welcome  **EUROPACIFIC PARTNERS**

STAFNETWORKS

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

Everyone's welcome  **EUROPACIFIC PARTNERS**

EDUCATION

- Webinars: The Evolution of Anti-Racism, Mental Health & The Black Experience at Work, Intersectionality

ALLYSHIP

- Friday Film Club
- BHM Book Club

CELEBRATION

- Cultural Guilties
- Cocktail Masterclass
- Slip 'n' Stroke
- The BHM Showcase

CONTRIBUTION

- CCEP will make a charitable donation to 1 or 2 charities that support black communities
- TBE Group Volunteering

Panel Discussions - TBE: The Equity Programmes, TBE Alliance

Lunch & Learns: Discovering Unconscious Bias, Understanding Monopassions

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

Just Be Ability Group needs your help!

Everyone's welcome  **EUROPACIFIC PARTNERS**

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 for us to learn from.

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

Sarah Baker (Sarah.baker@ccep.com)

Physical Health | Mental Health | Cognitive | Visual | Auditory | Motor | Speech

Neurodiversity Awareness

Everyone's welcome  **EUROPACIFIC PARTNERS**

- 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?