May/June 2025

STAFF NEWSLETTER



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Wellbeing Update

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Reaching New Heights: JGW+ Summit Success

COPA

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An Update From Gareth

I hope you're all keeping well.

I'm still buzzing with enthusiasm following our recent Summit Day—a genuinely energising session that reminded me how lucky we are to have such a passionate and forward-thinking team at COPA. I was particularly pleased with the constructive feedback and suggestions that came through, especially around Business Support activities and how we manage and build our sales pipelines. Your insights are already shaping meaningful changes—thank you for taking the time to contribute.

There have been some brilliant ideas off the back of the summit. In particular, I want to highlight the Employability team's initiative to ensure that vacancy sharing is regularly updated and visible—a practical step that helps us connect learners with real opportunities faster. And a big thank you to Natalie, who made a great recommendation around exploring a Cleaning Apprenticeship, drawing on her Maticlust expertise. It's exactly this kind of proactive thinking that helps us innovate and grow in meaningful ways.

As you'll see in this month's newsletter, we've introduced three new incentives designed to help drive the business forward in areas where we have unlimited growth potential. These were all inspired by your input during the Summit, so please speak with your line manager to find out how you can get involved and benefit.

We're also full steam ahead with the TY COPA renovation. While we're doing everything possible to minimise disruption, these improvements will give us more space, and more importantly, a modern, high-quality learning environment that better supports our learners' experience and progression.

Looking at the months ahead, we have a key window of time to get our learners across the line, ensure achievers complete successfully, and maintain momentum across all programmes. This is a critical time to safeguard our quality standards across every area of the business—from delivery to administration, support to compliance. The bar is high, and we must keep it there.

We're also expecting an Ofsted inspection, so it's important we are all ready to showcase the best of COPA. On top of that, we'll be undergoing our first Department for Education Financial Audit. These are big moments for us—so let's be detail-focused, organised, and audit-ready in everything we do.

And finally, with the summer holidays approaching, please ensure effective handovers are in place when you're away. I've personally noticed a few gaps where information hasn't been passed on, which causes delays, costs the business, and impacts our learners and clients. A simple handover can make all the difference.

Thank you all for your continued energy and commitment. This newsletter improves month on month because of the great work being done across COPA. Let's keep pushing forward—together.

Warm regards,

Gareth James



Staff Summit 2025: Climbing Together – Stronger as One



Under clear blue skies and with panoramic views of the Conwy River, the COPA Staff Summit 2025 took place at the stunning Deganwy Quay Hotel.

The day brought together colleagues from across Wales and England for a much-anticipated training and development event themed around unity, ambition, and purpose. It was a day filled with open discussion, celebration, and creativity – and above all, a renewed sense of direction for our shared climb ahead.

An Inspiring Start

The event opened with an uplifting and deeply personal speech by Managing Director, Gareth James. Reflecting on his own journey through vocational education, Gareth spoke passionately about the power of opportunity and the vital role COPA plays in helping others reach their full potential. His message reinforced the company's commitment to quality, resilience, and growth—even in the face of funding pressures and sector challenges.

A Day of Connection and Collaboration

The agenda offered a rich variety of engaging sessions designed to spark reflection and innovation. From the lively Connections Challenge, which encouraged staff to meet colleagues they'd never spoken to before, to the creative breakout activities under Mission COPA, there was a genuine buzz of energy throughout the room.

Highlights included:

- ***The View from the Top*** *– Gareth's address on the current landscape and our strategic ambitions.*
- ***Mission COPA:*** *The Final Push & Reimagining the Summit – Team-based challenges that invited bold ideas for the future of our programmes.*
- ***Climb Well*** *– A light-hearted and energising wellbeing session.*
- ***Spotlight on Growth*** *– Chris Ellis presented exciting opportunities in Business Development, including our focus on expanding high-impact provision in both Wales and England.*

Celebrating Excellence

The day closed with the Summit Awards and Reflections, where we recognised standout contributions and shared some of the best ideas from the group activities. It was a moment to pause, appreciate our collective achievements and look forward to the path ahead.



Your Voice Matters

All staff had the chance to share anonymous feedback via the "Your Voice. Your Ideas. Your COPA." survey. We're pleased to report a strong sense of optimism and pride in the organisation, along with helpful suggestions for how we can continue to improve. Key themes included a desire for:

- Enhanced cross-team communication
- Streamlined systems and processes
- Continued investment in training and innovation

The Senior Leadership Team has committed to reviewing this feedback in full, and we'll report back on actions taken over the coming months.



Final Thoughts

The Summit reminded us of what makes COPA truly unique - our people. The smiles, laughter, and open conversations throughout the day spoke volumes. In a time of transformation, we remain united by our values, our shared purpose, and our determination to help others succeed.

Together, we climb stronger.

COPA Learner Shines on Britain's Got Talent 2025

We're delighted to celebrate the success of one of our own Hannah 'Han' Roberts, who recently appeared on the national stage as part of the singing duo Han & Fran in this year's Britain's Got Talent.

Han, from Llandudno, teamed up with her best friend Fran Cottington to deliver lively, high-energy ABBA medleys that had both judges and audiences on their feet.

Their debut performance earned a standing ovation, and the duo's infectious energy carried them all the way to the semi-finals, where they placed an impressive second in their round.





Although they didn't reach the final, Han & Fran's performances were full of character, charm, and vocal talent, lighting up the stage and winning the hearts of viewers across the UK. Since their television appearance, they've gained a growing online following and continue to connect with fans as they share their musical journey.

Han's story is a fantastic example of where self-belief, creativity, and dedication can lead.
We're incredibly proud to have her as part of the COPA community and will be cheering her on every step of the way as she continues to pursue her
passion for music.

Elizabeth Baker
Business Skills
Training Advisor



Real-World Fitness Skills in Action: Workshop at Energie Fitness Wolverhampton

I had the pleasure of delivering a hands-on workshop recently at Energie Fitness in Wolverhampton, where we focused on two key areas for aspiring fitness professionals: client consultations and gym-based programme design.



The session was all about giving learners the chance to apply what they've been learning in a real gym environment. We explored how to communicate effectively during consultations, asking the right questions, actively listening, and building trust with clients. From there, we moved into designing and delivering safe, effective exercise programmes that meet individual needs.

What really stood out was the energy and enthusiasm from the learners. The practical format meant they weren't just listening—they were doing. From mock consultations to coaching each other through workouts, they threw themselves into every task with confidence and curiosity. The atmosphere was buzzing, and their feedback was overwhelmingly positive.

Sessions like this are vital. They give learners a chance to bridge the gap between theory and practice, and to experience first-hand what it takes to thrive in the active leisure sector. It's more than just ticking boxes—it's about building confidence, sharpening communication, and understanding what 'good' looks like in a real gym setting.

It was a brilliant day, and I'm proud of the progress the group made. Workshops like this are where learning comes to life—and they're a key part of helping our learners step confidently into the fitness industry.

Darrell Missen
Active Leisure
Learner Mentor / Coach



PEDALLING FOR A PURPOSE: GARETH'S RIDE TO SUPPORT YOUNG PLAYERS



At COPA, we take great pride in celebrating the achievements of our team both in and out of work—and this month, we're delighted to share a brilliant success story from our very own Gareth.

On 7th May 2025, Gareth and the Under-10s rugby team he coaches took on a sponsored bike ride to raise money for their club. Their original fundraising target was £2,000—but thanks to the incredible support from friends, family, and the local community, they smashed it, raising over £3,000!

The challenge began in Llandudno, with the boys and girls on the team cycling a determined 20 miles. The coaches—including Gareth (who was quick to acknowledge the irony of cycling such a long way as a rugby coach!)—then continued on to Wrexham Rugby Club to complete the full route.

The money raised will go directly towards purchasing much-needed training equipment, organising team-building activities, and supporting the team's participation in upcoming tournaments. With their new fundraising milestone, the team is now setting their sights even higher—with plans already taking shape for an international tour to Italy in 2026.

A massive well done to Gareth and the whole squad for their hard work, enthusiasm, and dedication. It was a fantastic team effort and a real inspiration to see young players and their coaches going the distance, both on the bike and in their ambitions.

Gareth Griffith
Youth Engagement Job Coach



The Future of Interview Prep Has Arrived!

We're excited to announce that our brand-new Meta Quest 3S VR headsets have arrived and will be rolling them out across our learner programmes!

These cutting-edge headsets will be used in conjunction with the BodySwaps platform—a revolutionary virtual reality training tool designed to support learners in preparing for job interviews. Through realistic, immersive interview simulations, learners will be able to practise their communication skills, receive instant feedback, and build confidence in a safe and supportive environment.

The headsets will be available primarily for JGW+ and RESTART learners, but they'll also be made accessible to any team supporting learners who are preparing for interviews or developing employability skills.

This marks a significant step forward in how we engage learners in preparing for real-world employment. By combining technology with curriculum delivery, we're creating dynamic, memorable learning experiences that reflect the future of training and recruitment.

Keep an eye out for further updates in the coming weeks, including training sessions, booking procedures, and how this will be embedded into our delivery.

In addition to interview preparation, the BodySwaps VR platform will also be a valuable tool for apprentices getting ready for their End Point Assessment (EPA)—particularly the Professional Discussion component. Learners will have the opportunity to practise articulating their knowledge, skills, and behaviours in a structured and confident manner, responding to scenario-based questions in a format that mirrors the EPA environment.

This immersive experience allows apprentices to refine their communication techniques, manage nerves, and build the confidence needed to perform at their best during assessment.

Let's get ready to take interview prep to the next level—virtually!

Martin Craven
Head of Curriculum & Marketing



Restart Team Ranked National No.1 for First Earnings!

I'd like to say a huge congratulations to our incredible Restart team for their outstanding performance in May 2025.

The team achieved 1st place nationally for First Earnings and 2nd place for Job Outcomes across all Restart providers in the country, a brilliant achievement that truly deserves recognition.

These results are more than just numbers. They reflect the team's unwavering dedication to helping participants move into meaningful and sustainable employment. Behind every outcome is a person whose life is changing for the better, thanks to the compassion, focus, and commitment our team shows every single day.

I'm incredibly proud of the effort and professionalism that led to this success. It's proof of the real impact we can have when we work with purpose.

This is also a timely reminder to our wider COPA family, if you know of any employment opportunities, local employers, or contacts who could support our Restart participants, please do share them. The more we collaborate across departments, the greater the difference we can make in the lives of those we support.

Well done to everyone involved, you're not just hitting targets, you're transforming futures.

Martina Hayes
Operations Manager
Restart Team



First Earning Performance May 2025 and CTD

									May 2025 Total							
SCP	Job Target	First Job	Job %	Subsequent Job	FE Target	FE	%	FE Rank	Job Target	First Job	Job %	Subsequent Job	FE Target	FE	%	FE
Pembrokeshire Futureworks	20	10	50%	4	17	14	82%	3	599	411	69%	80	481	411	85%	
Maximus	167	119	71%	47	145	103	71%	5	7382	5047	68%	1656	5952	4817	81%	
Serco Cardiff	61	39	64%	7	53	33	62%	7	1353	919	68%	260	1103	884	80%	
People Plus	172	144	84%	35	151	121	80%	4	6677	4578	69%	1279	5377	4290	80%	
Coleg Sir Gâr	1				2	2	100%	2	413	269	65%	55	331	261	7	
COPA	19	12	63%		15	16	107%	1	615	392	64%	85	496	390		
Tydfil Training	19	7	37%	2	16	11	69%	6	436	274	63%	78	354	275		
MTIB	16	7	44%	2	14	6	43%	9	407	242	59%	50	326	25		
Môn CF	9	4	44%	1	8	3	38%	10	458	257	56%	48	367	27		
Newport Council	20	10	50%	1	19	10	53%	8	697	353	51%	51	568	4		
Itec								11	2123	1045	49%	219	1650	1		
Elite								11	434	204	47%	54	341			
Total	**504**	**352**	**70%**	**99**	**440**	**319**	**73%**		**21594**	**13991**	**65%**	**3915**	**17346**	**1**		

Outcome Performance May 2025 and CTD

							May 2025 Total				
SCP	Target	Outcome	SE Outcon	All Outcor	%	Rank	Target	Outcome	SE Outcor	All Outcor	
Môn CF	5	4		4	80%	1	211	182	13	195	
Itec						10	926	756	35		
Coleg Sir Gâr	3					10	208	157	19		
People Plus	89	44	6	50	56%	7	3107	2405	199	2	
Maximus	90	56		56	62%	5	3484	2755	118		
Pembrokeshire Futureworks	10	5	1	6	60%	6	272	220	3		
Elite						10	189	141	12		
MTIB	8	5	1	6	75%	3	185	137	11		
Serco Cardiff	33	24		24	73%	4	589	439	1	51	
COPA	9	7		7	78%	2	281	202		215	
Tydfil Training	9	5		5	56%	8	198	139			
Newport Council	12	2		2	17%	9	315	228			
Total	**268**	**152**	**8**	**160**	**60%**		**9965**	**7761**			

Reaching New Heights: JGW+ Summit Success



On Thursday 1st May, learners from the JGW+ Military Awareness Course took part in a guided walk to the summit of Yr Wyddfa (Snowdon).

It was an early start, with a 0700hrs pick-up from Rhyl before heading to Nant Peris at the foot of the mountain.

Once there, learners checked their kit and equipment before boarding the Snowdon Sherpa bus for a short transfer to Pen-y-Pass, where the climb began.



At Pen-y-Pass, the group met their mountain guide, Jamie Williams from North Wales Active Ltd. Jamie, a former Royal Welch Fusiliers soldier, gave a safety briefing and overview of the route before leading the group up the Pyg Track.

During the walk, Jamie shared his experiences in the Army and his journey since leaving the forces, offering learners a unique and inspiring perspective.

The group followed the Pyg Track to the summit, then descended via the Llanberis Path into the village of Llanberis. The weather was excellent, clear skies and warm sunshine, with regular water breaks and stunning views throughout the day.

Of the four learners who took part, only one had climbed Yr Wyddfa before, making it a significant personal achievement for the rest of the group. A great effort all round, and a fantastic day for both learners and staff.

Roger Snaith
JGW+ Military Awareness Course Tutor

MISSION ACCOMPLISHED:

JGW+ MILITARY AWARENESS LEARNERS TAKE ON 50-MILE RIDE



On Tuesday 20th May, learners from our JGW+ Military Awareness Course took on a remarkable challenge: a 50-mile sponsored cycle ride from our Kinmel training centre to Happy Valley in Llandudno, located at the base of the iconic Great Orme.

The route was originally planned to include a full circuit up and around the Orme itself, but a recent landslide on the lower section of the route meant a last-minute diversion was required for safety reasons.

Despite the unexpected change, spirits remained high, and the learners showed great resilience and adaptability. For most of them, this was the first time they had ever attempted a ride of this length and difficulty. It was a physically demanding journey that required determination, teamwork, and plenty of stamina. The glorious weather on the day certainly helped lift everyone's morale, with clear skies and warm temperatures creating ideal cycling conditions.

Throughout the ride, we made regular stops to allow for hydration, rest, and morale checks, giving learners the opportunity to catch their breath and regroup before continuing. These breaks also allowed for moments of reflection and encouragement, reinforcing the importance of perseverance and mutual support—values that are central to both the Military Awareness programme and the broader ethos of JGW+.

A huge well done goes to all of the learners who completed the challenge—it was no small feat, and their achievement is something they can be genuinely proud of. Special thanks must also go to our support crew, particularly Ashley Jones, who played a vital role in ensuring everything ran smoothly on the day. From logistical support to moral encouragement, Ashley's presence helped keep the group motivated and safe throughout the event.

This type of activity not only builds physical fitness and mental toughness but also offers real-world opportunities to develop confidence, camaraderie, and a sense of achievement. It was a day to remember for all involved—and a fantastic demonstration of the positive outcomes we strive to deliver through our programmes.

Roger Snaith
JGW+ Military Awareness Course Tutor

Meet Mindy – and why she matters to us all

At the recent Company Summit Meeting, I had the opportunity to speak about something that affects every single one of us - how we look after ourselves in the workplace.



We often focus so much on supporting others, meeting deadlines, and keeping up with the pace, that we rarely stop to consider the toll our working habits are taking on our bodies and minds. To bring this point home, I introduced Mindy—a visual model developed to show what humans might look like in the future if we continue down a path of poor workplace habits and heavy reliance on technology.

If you've not seen her yet, Mindy is a rather grotesque—but important—reminder of the cumulative effects of long-term screen exposure, bad posture, chronic stress, and inactivity. She has a hunched back, strained eyes, clawed hands, and even an extra eyelid, yes, really, all caused by a lifetime of sitting at desks, staring at screens, and not moving enough.



Now, I'm not saying we're all going to turn into Mindy—but the warning signs are already there. How often do we ignore that neck strain, skip a proper lunch break, or push through exhaustion to "just get that one thing done"? We don't always realise the impact these small habits have, until the consequences catch up with us.

My message was simple: your wellbeing is not optional. It's not something we squeeze in after work or save for the weekend. It's something we need to prioritise throughout the day, whether that's taking a walk, checking in with a colleague, or simply stepping away from the screen for ten minutes.

Let's be mindful of how we work, not just what we do. And if you're not sure where to start, or you're struggling to find the balance, please know my door is always open.

Let's look after ourselves—because when we do, we're better for everyone else too.

Kathryn Jones
People & Wellness Officer



COPA

Desk-Based Stretches & Wellbeing Boosters



Let's remember to move and adjust our posture – our older selves will thank us, and hopefully so will our future generations!

Safeguarding Update: Reporting a Disclosure or Incident

Safeguarding is everyone's responsibility and knowing what to do after a disclosure or incident is vital. Whether you're a tutor, assessor, or part of our support team, how you respond can make a significant difference to a learner's safety and wellbeing.

Here's a quick reminder of what to do if a learner shares something concerning or if you witness something that raises a safeguarding or wellbeing flag:

Step 1: Complete the Incident Report

- Fill in the report form as soon as possible after the incident.
- Select whether the concern is Safeguarding or Wellbeing.
- Use plain language to describe what happened – keep it factual and clear.
- If quoting the learner, use their exact words. Avoid interpretation or assumptions.
- Include all known facts but do not investigate further than the disclosure or incident itself.



Step 2: Record All Actions Taken

- Detail what immediate steps you took:
  - Did you speak to a DSL or Deputy?
  - Did you contact the learner's parent, carer or social worker (if relevant)?
  - Did you signpost them to additional support?
- Once completed, email your report to safeguarding@copatraining.co.uk.

And What About You?

Dealing with a safeguarding concern can be emotionally draining. Don't forget to look after yourself too:

- Speak to your DSL, Deputy, or line manager – you're not alone.
- Acknowledge how you're feeling. It's okay to be affected.
- Do something that helps you decompress: go for a walk, listen to music, take a bath – whatever works for you.
- You can also call the BUPA Employee Assistance Programme (EAP) for a confidential chat.

Remember:

You acted. You cared. You followed the right steps.
You did your best – and your best is enough.
Now... Let. It. Go.

Welcome to the Team!

We're excited to welcome four new colleagues to the COPA family! Each brings their own experience, energy, and skills to the organisation, and we're delighted to have them on board.

Be sure to say hello and make them feel part of the team as they settle in. We look forward to working with them and seeing the great contributions they'll make in the months ahead.

Welcome to COPA!











Employee Spotlight

Kevin Bridgwood

Head of Apprenticeships

We're delighted to welcome Kevin Bridgwood to COPA as our new Head of Apprenticeships. Kevin joined us on 17th March 2025, bringing with him over 18 years of leadership experience in the training and skills sector.

With a strong background in operations, business development, and quality across both Wales and England, Kevin is ideally placed to lead this key area of our organisation.

From the Kitchen to the Boardroom

Kevin began his professional journey as an apprentice chef in a North Wales hotel, working his way up to Head Chef. His move into education saw him become an assessor for professional cookery, which sparked a lasting commitment to learner development and progression.

Over the years, Kevin has held senior roles, managing large teams and delivering impactful training programmes across the UK.

What Will Kevin Be Doing at COPA?

As Head of Apprenticeships, Kevin will oversee the strategic development and delivery of all apprenticeship and skills programmes. He'll lead and grow the operations team, ensuring our programmes meet the needs of learners, employers, and funding bodies. His focus will include:

- Designing and managing our apprenticeship offer across Wales and England
- Strengthening partnerships with employers and training providers
- Enhancing the quality and structure of our apprenticeship programmes
- Supporting teams to ensure outstanding learner experiences
- Driving continuous improvement and aligning delivery to national priorities

With his blend of industry knowledge and learner-centred leadership, Kevin will play a vital role in ensuring COPA continues to grow as a high-quality training provider.



Looking Ahead with COPA

"I'm excited to join COPA and bring my experience to build on the great work already in progress. Together, we'll continue to enhance COPA, always keeping the learner at the heart of everything we do."

A Message from Kevin

"I am excited to work with each of you and get to know you better in the coming weeks and months. I look forward to connecting with our learners and employers, as well as supporting COPA in its continued growth and success."

We're thrilled to have Kevin onboard. Please join us in giving him a warm welcome to the team!

Fun Fact...?

Kevin was once named North Wales Young Chef of the Year – a proud achievement that reflects his early dedication and talent

Employee of the Month May 2025



Christopher Hughes

Trainer/Assessor, Active Leisure Team

We're delighted to announce that Christopher Hughes has been named Employee of the Month for May 2025.

Chris is a valued member of the Active Leisure Team whose dedication, energy, and collaborative spirit continue to make a real difference across the organisation.

His commitment to learner success and his proactive approach to teamwork exemplify the values we uphold at COPA.

Congratulations, Chris and thank you for your outstanding contribution!



Citation:

"Chris is a truly dedicated and respected member of the Active Leisure Team, known for consistently going above and beyond to support his learners. He plays a pivotal role in helping them succeed, regularly guiding them to achievement and encouraging continuous progression.

Chris's impact doesn't stop there, he actively contributes to cross-team collaboration, particularly with the Sales Team, by sharing valuable progression leads and identifying new opportunities.

His unwavering commitment, strong sense of teamwork, and proactive mindset make him an exceptional asset to both his team and the wider COPA community."

Don't Forget to Nominate!

A quick reminder to all managers and staff - please remember to submit your nomination for Employee of the Month. It's a great way to recognise colleagues who go above and beyond. Your nomination could make someone's day - let's celebrate the great work happening across COPA!

LEARNERS OF THE MONTH – CELEBRATING COMMITMENT AND GROWTH

This month, we're proud to highlight an exceptional apprentices who has truly stood out, May Goulding. Both learners have shown remarkable dedication to their personal and professional development, but in very different ways. May has consistently demonstrated excellence, professionalism, and self-motivation throughout her apprenticeship, while Lisa has shown inspiring resilience and adaptability, overcoming early technical challenges to make exceptional progress. Congratulations to both, your achievements reflect the very best of what apprenticeship learning is all about.

MAY GOULDING

May has shown outstanding dedication throughout her apprenticeship, consistently demonstrating professionalism, respect, and a genuine eagerness to learn.

She has attended all scheduled workshops punctually, offered valuable support to her peers, and grown significantly in both confidence and capability.

As a self-motivated and independent learner, May has consistently produced work of a high standard and taken feedback on board with maturity, using it to enhance her future practice.

Now having completed Gateway, she continues to stand out as a role model. As her Mentor, I can confidently say that if every learner approached their apprenticeship like May, the impact, both academically and professionally, would be remarkable.



Don't Forget to nominate your learners!

A quick reminder to all staff - please remember to submit your nomination for Learner of the Month. Your input helps us recognise and celebrate the hard work and progress of our learners!

TECH TIPS FROM THE CURRICULUM TEAM

Recording Learning Evidence – File Size Matters!

Why This Matters:

We've experienced ongoing issues with large video files when capturing learning evidence on company iPhones. This affects all learners across our programmes and causes problems such as:

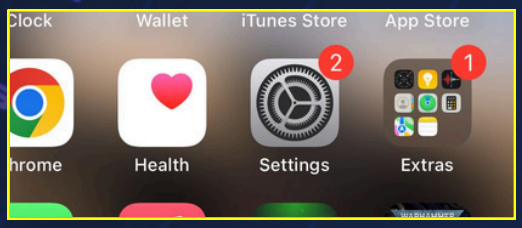
- Difficulty transferring videos from phones to computers
- Failed or slow uploads to our online learning platform
- Specific complications during End Point Assessment (EPA) for learners in England

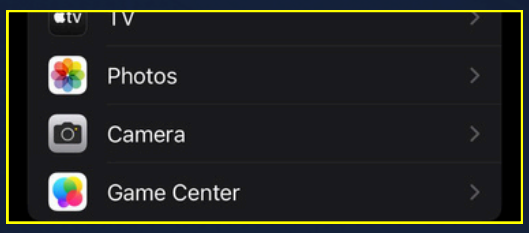
The Cause:

Some footage is being recorded in 4K at 60 frames per second (fps). While this offers very high video quality, it also creates large files that are difficult to manage.

The Fix – Update Your iPhone Settings:

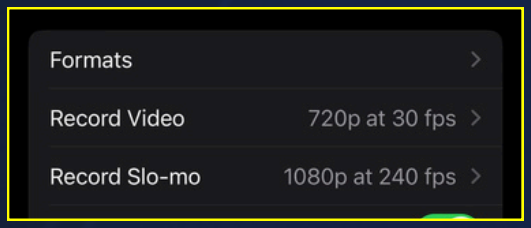
1. **Open your iPhone Settings**

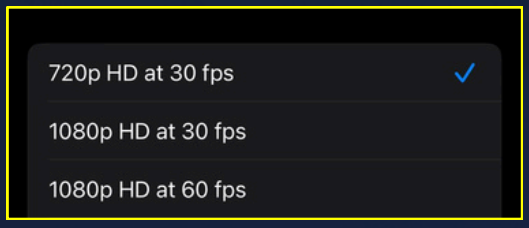




2. **Find "Camera" in Settings menu**

3. **Select "Record Video" setting**





4. **Select "720p HD at 30 fps"**



Work Anniversaries!

We're proud to recognise and celebrate the work anniversaries of our colleagues this month. Your dedication, hard work, and ongoing contribution to COPA are truly appreciated. Thank you for being an important part of the team, here's to many more milestones ahead!



May

- Hazel Jones
- John Harrison
- Charley Homer
- Beatriz Turton
- Darrell Missen

June

Gareth James
Rhian Bayley-Hughes
Chris Ellis
Molly Smith
Sarah France
Ashley Pocock

Happy Birthday!

A big happy birthday to all our colleagues celebrating this month! We hope you have a fantastic day filled with plenty of good wishes, cake, and celebration. From all of us at COPA—have a great one!



May

- Patricia Cimatti
- Michelle Walker
- Chris Broughton Bowns
- Natalie Hall
- Victoria Last
- Chris Hughes
- Beatriz Turton

June

Kate Madeley
Lynn Taylor
Martina Hanes
Ashley Pocock
Julie Evans

Farewell and Best Wishes
Macauley Purchase

We say goodbye to Macauley Purchase, Training Advisor in the Active Leisure Team, who left COPA on 23rd May 2025 after three years of service.
Macauley is moving on to a new role in the NHS Rehabilitation Team. We thank him for his contribution and wish him every success in his new position!





COPA

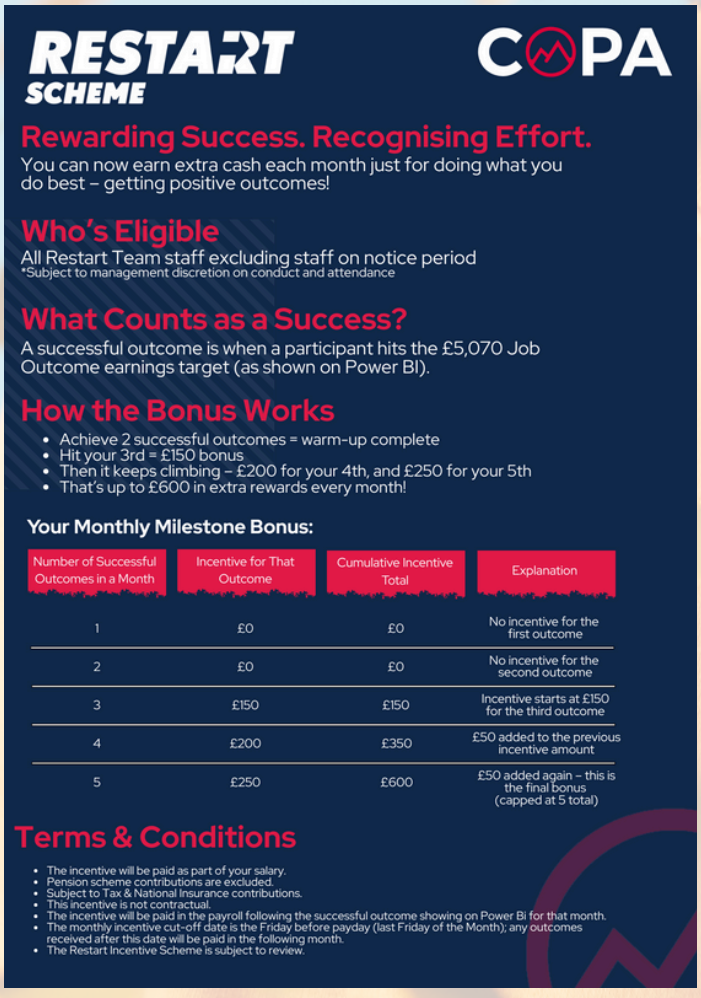
We're launching three schemes that reward staff involvement across our programmes:

JGW+ – Refer a Friend
Refer a young person (aged 16–19) to JGW+. If they enrol and remain on programme, you'll receive a reward.

Restart – Rewarding Success
Help someone into sustained employment through the Restart Scheme and receive a bonus for each successful job outcome.

Apprenticeships – Referral Scheme
Refer an employer or potential apprentice. If your referral results in a confirmed sign-up, you'll be rewarded.

These schemes are simple, impactful, and open to all staff. Full details are available on SharePoint or via your line manager.





Keep Up the Great Work!









Scan the QR Code to see more images from the COPA Summit Day!

A big thank you to everyone who took the time to contribute to this month's newsletter, your updates, stories, and celebrations are what bring it to life.

We love hearing what's happening across the organisation, so please keep those articles, shoutouts, and photos coming! Don't worry about making it perfect, we'll polish it up for you. Whether it's learner success, team achievements, events, or just something worth sharing, we want to hear from you.

Let's keep celebrating the great work happening at COPA.

You're all doing an amazing job

Thank you, and keep it up!

