



THIS ISSUE

Welcome to the first CAN of 2023! We hope you have all had an amazing start to the new year. The lighter nights are approaching and we are looking forward to the warmer weather. We would love to know all of the amazing things you have planned this year. Contact us if there is anything you would like us to focus on in the next issue or if you would like to be featured. We hope 2023 is a great year for you all!

CELEBRATING
APPRENTICES
NEWSLETTER

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TRANSFERABLE SKILLS – THINKING OUTSIDE THE BOX

The talk of transferable skills/life skills is a hot topic in the career market at the minute, but what are transferable skills and how do you know if you even have them?? Indeed, list the top 11 transferable skills as: <https://uk.indeed.com/career-advice/career-development/job-skills>

1. Communication
2. Dependability
3. Organization and time-management
4. Teamwork and collaboration
5. Problem solving
6. Decision making
7. Initiative
8. Conflict resolution
9. Leadership
10. Attention to detail
11. Adaptability



For those of us who have been in the job market for a while, our CV will list things such as communication, organization and team working as our top skills, things we have naturally gained and found to be useful in our time at work. Why are these the transferable skills? Being able to communicate with people efficiently, work collaboratively and be organized makes your day-to-day interactions at work easier and therefore reduces work related stress and anxiety. Most job roles whether office based or not require working with others, communicating, and being organized so having these as part of your skill set is a good start. But for those of you, new to the job market or rejoining the world of work, how do you evidence these skills? This is where thinking outside the box can be a key skill. Are you part of a club where you have to communicate with people of all ages? Have you had to stand up and deliver a presentation as part of a course? Have you organized a funding raising or social event in your community? Do you consistently babysit for a family member? All of these things can be classed as transferable skills...but how? Organizing an event will need you to be organized and manage your time well, you will need to communicate with lots of people with different roles and responsibilities, you will have had to delegate and show leadership. If you babysit consistently you will have to be reliable and dependable and use problem-solving and decision-making skills while taking on this responsibility. Transferable/life skills aren't fixed and therefore we should all be trying to grow these skills continually throughout our life and career. See if you can write an example for yourself for each of the above skills, share this with your LDC. if you have any gaps speak to your line manager / LDC on how they can support development in this area.

FOCUS ON ALUMNI

At Mercuri International we have a passion for celebrating Apprentices. Congratulations to all our alumni that have gained Pass and Distinction marks! Good luck to all of you entering Gateway this year.



PASS:

Ian Price - Royal Mail
Luke Hasdell - The CPD Group
Thomas Noonan - Next Generation Nursery
Naomi Bather - CBRE
Rhonda Hamilton - Royal Mail
Nick Wright - CBRE
Alexander Clark - Psittacus
Evan Turner - CCS Media
Fran Sollis - Royal Mail
Martin Campbell - Royal Mail
Euan Berridge - CCS Media
Jagvir Bains - CCS Media
Nell Hutchings - CCS Media
Adrian Williams - Royal Mail
Eleanor Flower - Emerson
Lucie Belcher - Royal Mail
Leanne Bradfield - Veolia
Adam Wigen - Vital Parts
Tim Turner - CCS Media

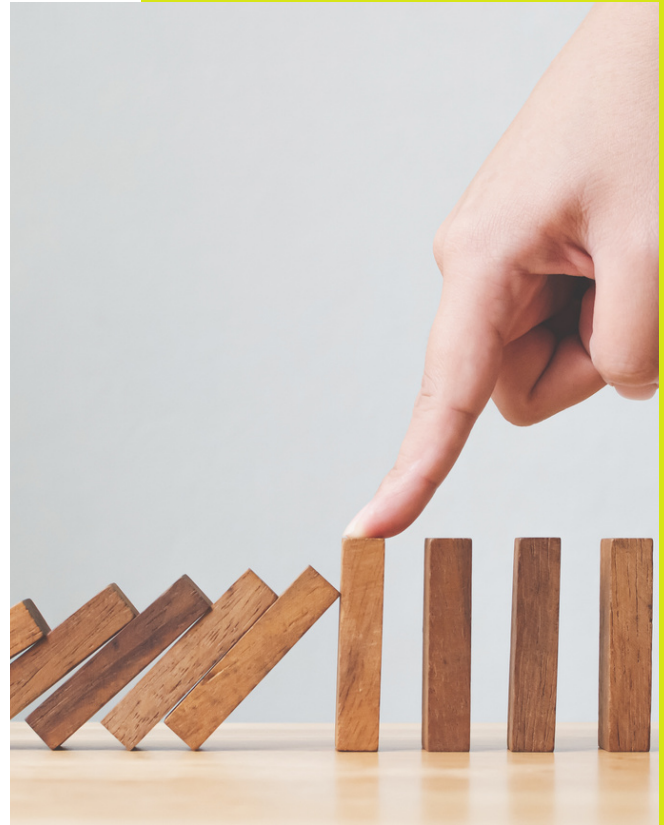
DISTINCTION:

Paul Newson - Rockwell
Senthil Tamilmani - Rockwell
Nicola Ellis - Elmstead Nursery

PREVENT – UNDERSTANDING PREVENT

What is Prevent? Prevent is a government led programme which aims to safeguard vulnerable people from being drawn into terrorism or supporting terrorism. Following assessment, many referrals to Prevent do not result in any further police action. Prevent works with multiple agencies such as local authority partners, the Police and community organizations to help find solutions and work to support and protect vulnerable people. All referrals to police are handled with sensitivity and in confidence. If a person is assessed as being a terrorism risk, they may be referred to The Home Office's Channel Programme and maybe given help from a mentor. In some cases, other organizations such as health, forensic mental health, housing or education step in to provide support. What is Channel? Channel is a voluntary, confidential programme which safeguards people identified as vulnerable to being drawn into terrorism. It is a multi-agency process, involving partners from the local authority, the police, education, health providers and others. The Channel programme is:

- Voluntary
- Confidential
- A support programme – not a criminal sanction and it will not affect a person's criminal record.



A referral can come from anyone who is concerned about a person they know who may be at risk of radicalization, whether a family member, friend, school leader, colleague or from a wide range of partners. Channel addresses all forms of terrorism, including Islamist, extreme right-wing, mixed and unclear ideologies, and others. Prevent addresses three distinct themes. These are:

1. Challenging the ideology that supports terrorism and those who promote it.
2. Protecting vulnerable people Radicalization is usually a process not an event.
3. Supporting sectors and institutions where there are risks of radicalization.

Contest Counter Terrorism Strategy

Prevent is a key part of the Contest Counter Terrorism Strategy. The Government has now changed both its scope and its focus in this area. Like Contest as a whole, prevent now addresses radicalization to all forms of terrorism. At the same time integration projects are no longer being securitized, as they were before.

What is extremism?

“Vocal or active opposition to Fundamental British Values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.” (HM Government Prevent Strategy). **Radicalization** is defined as the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist groups.

The UK government definition of extremism includes a wide range of beliefs from violent Irish Republicans to animal right groups as well as Islamic groups such as Al Qaeda and violent far right groups. It is important we all safeguard each other from extremism. There have been attempts to radicalize vulnerable children and young people to develop extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalization. When looking for signs of radicalized behaviour, you are looking for:

- Isolating themselves from family and friends.
- Talking as if from a scripted speech.
- Unwillingness or inability to discuss their views.
- A sudden disrespectful attitude towards others.
- Increased levels of anger.
- Increased secretiveness, especially around internet use.

If you have any concerns please email safeguarding@mercuri.co.uk

CELEBRATING EXCELLENCE

During National Apprenticeship Week 2023, Mercuri celebrated apprentices past and present. Below we take an in-depth look into two of these.

DAN BULL

Dan Bull, Innovation Program Leader at Rockwell Automation finished his apprenticeship in July 2022 achieving a Distinction in his Level 3 Team Leader apprenticeship! Dan spoke to us about what he enjoyed about his apprenticeship and what he has accomplished since finishing the course.

"I would definitely recommend taking part in a Mercuri apprenticeship!"

-Dan Bull - Rockwell Automation

"Balancing an apprenticeship with a demanding day job is definitely not an easy task, but I had fantastic support from my organization and line manager but also more importantly from my dedicated coach at Mercuri, Laura who was there throughout the whole process. I particularly enjoyed putting together the portfolio of evidence to showcase my work. Since completing my apprenticeship I have taken on another leadership position here at Rockwell in a different part of the business, the skills and knowledge I learnt throughout my apprenticeship allowed me to take on this challenge"



Dan Bull, Innovation Program Leader, Rockwell Automation, Level 3 Team Leader Apprentice

Throughout his Team Leader L3 apprenticeship, Dan showed commitment and passion for learning. He absorbed lots of knowledge on the principles of leadership and how management tools and techniques could support him to be a more effective leader in his organization. From the start, Dan was a supportive and an approachable mentor to his colleagues and was able to use his coaching techniques gained from the apprenticeship to develop not only himself, but his team. Dan's achievement with a distinction grade is testament to what he put into the whole apprenticeship journey.

Laura Beswick-Lawrence, Learning & Development Coach, Mercuri International



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LOIS MARTIN

Lois Martin, Contracts Manager at Leicester City Council is currently undertaking the Level 5 Operations Manager Apprenticeship. Lois spoke to us about how she is finding her apprenticeship and the support she has received so far.

"I am excited to see what else I will learn and how this experience will support my career development!"

Lois Martin - Leicester City Council

"I am a Contract Manager at Leicester City Council currently doing the Operations/Departmental Manager Level 5 CMI Diploma/Standard. I am really enjoying this apprenticeship and finding it rewarding, I feel that my work is already benefitting from my learning as I am able to put things into practice as I learn them. I started this apprenticeship in June 2022 and according to the tracker on BUD I am about a third of the way through! My learning and development coach from Mercuri, Amanda has been a great learning tool, she has been very approachable not only during our set meetings but also when I have had ad-hoc questions and queries. Amanda has been able to help me identify how certain management approaches and techniques related to my work.

Our review meetings are focused and I always come out of them feeling confident and motivated. This apprenticeship so far has not only enabled me to learn new ways of working but has also helped me approach situations and tasks with more knowledge and confidence."



Lois Martin, Contracts Manager, Leicester City Council, Level 5 Operations Manager Apprentice

Lois has embraced her apprenticeship from the very start and is loving the blended learning styles such as 121's, group sessions, remote, face to face, and self-study, using various platforms, including our own BUD bespoke site. Lois continues to apply the new theories, models and principles learned into her everyday activities at Leicester City Council and constantly informs her Manager on new learning that she feels the team as a whole would benefit from. Lois meets all deadlines and never misses a visit. She is a shining example of how an apprenticeship qualification really can make a difference from the start of their journey, not just for the learner but for the organization as well.

Amanda Mort, Learning & Development Coach, Mercuri International



THINGS TO LOOK FORWARD TO THIS SPRING

We love Spring at Mercuri, as we say hello to lighter evenings and longer days now the clocks have sprung forward. There are loads of fun things to look forward to. Try some of our favourites.

Spring bucket list (Fun):

1. Go for a spring picnic with friends
2. Plant flowers
3. Do some spring crafting
4. Organize an egg hunt
5. Go on a walk (Keep an eye out for the spring lambs)
6. Visit a farm
7. Start your spring cleaning
8. Bake some cup cakes (bunny or flower themed)
9. Volunteer for a clean up on Earth Day
10. Feed the ducks



Spring bucket list (Wellbeing):

1. 1st April - [Stress Awareness Month](#)
2. 5th April - [Pyjamas for PanCan](#)
3. 6th - 10th April - Easter Bank Holidays
4. 1st-8th May - [Time For A Cuppa 2023](#)

For more awareness and national days visit: <https://www.awarenessdays.com/>



SPRING RECIPE

SOCIAL MEDIA AND MARKETING SPECIALIST HOLLY HAS COME UP WITH A STUNNING SHOW STOPPER CAKE YOU CAN HAVE A GO AT THIS SPRING.

Chocolate & vanilla celebration cake

Ingredients

- 225ml vegetable oil, plus extra for the tins
- 300g plain flour
- 100g cocoa powder
- 2 tsp baking powder
- 1½ tsp bicarbonate of soda
- 400g light brown soft sugar
- 300ml milk
- 2 tsp white wine vinegar
- 100ml strong coffee or espresso, cooled
- 2 tsp vanilla extract or paste
- 3 medium eggs

For the vanilla buttercream

- 400g butter, at room temperature
- 800g icing sugar
- 2 tsp vanilla extract
- 4-5 tbsp milk
- Food colouring pastes



Method

The sponges taste even better after a day or two, so it's a great get-ahead recipe

1. Preheat your oven to 180C/gas 4. Oil three 20cm cake tins and line with baking paper. Add the flour, cocoa powder, baking powder, bicarb and sugar into a bowl, add a pinch of salt and whisk.
2. Add the oil, milk, vinegar, coffee and vanilla with the eggs and whisk to combine. Pour the wet into the dry ingredients and whisk until smooth. Divide the batter equally into the tins and place onto the middle shelf of the oven for 25 mins. Leave for an extra 5 mins if not fully cooked.
3. Once cooked, let the cakes cool for 30 mins.
4. For the buttercream, beat the butter until smooth. Add half the icing sugar and beat again. Add the remaining icing sugar, the vanilla and 4 tbsp milk and beat to combine, adding a splash of milk if needed. Divide between 3 bowls. Add a few drops of food colouring to each bowl and mix well. You could try using pink, purple and yellow for spring!
5. Spoon the buttercream mixtures into 3 piping bags. Add your different coloured piping in between each layer of cake until you reach the top layer. Neatly pipe blobs of buttercream over the surface. Decorate with edible flowers and mini eggs.

The cake will keep in a tin at room temperature for up to five days.

Happy baking!

SPRING CRAFTING

Decorative Egg Wreath

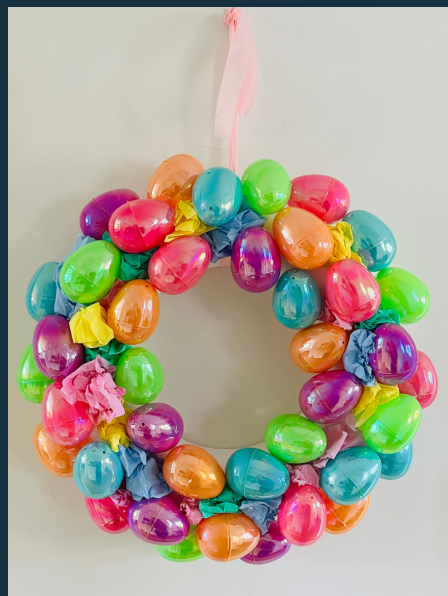
Materials

- Polystyrene ring/wreath. I used a 30cm polystyrene flat-back wreath, recycled from the festive wreath I made for the December 2021 issue.
- Glue dots or Glue gun. I made this with my 4 year old, so we used glue dots but if you do use a glue gun, use a low heat one to avoid melting the eggs/polystyrene.
- Decorative or Fillable eggs. I used 2 bags of large fillable eggs as these were very lightweight so they stuck on easily with the glue dots.
- Tissue Paper.
- Ribbon. I used some spare pink ribbon that I had in the house. You don't need much.



Instructions

1. Place the wreath on a flat surface.
2. Take a decorative/fillable egg and stick one of the glue dots to the widest point.
3. Stick to the perimeter of the wreath, pressing lightly.
4. Continue the process, working your way around the outside. Repeat for the inside and then the top to create three layers of eggs.
5. Once the wreath is full of eggs, take squares (approx. 10cm x 10cm) of coloured tissue paper and scrunch it up into a ball. Stick a glue dot to the tissue paper ball and press onto the wreath, in between the gaps of the eggs. Repeat until all gaps are filled.
6. Tie the ribbon around the wreath, pulling it tight and securing with a bow to hang.



MERCURI RECOMMENDS

Here's our list of recommendations for spring!

The Quest – Nelson DeMille

If you like Dan Brown this is one for you.

Give your mind the one thing it needs this spring with the book everyone has been talking about, from clinical psychologist and TikTok sensation Dr Julie Smith - 'Why has nobody told me this before'

The Last of Us is an adaptation of a video game. It has a great story which demonstrates there is no such thing as heroes or villains but how everyone is simply the protagonist in their own story. And who doesn't love a bit of Pedro Pascal.

Babylon with Brad Pitt and Margot Robbie was a bit raunchy but well filmed.



Inventing Anna - A journalist investigates the case of Anna Delvey, the Instagram-legendary heiress who stole the hearts and money of New York elites.

Are the outdoors more your thing? Try out our recommendations below:

Visit Lichfield – Lichfield is a lovely day out; on Saturday you will find a market as well as lots of shops and some great craft beer pubs. Walk down the old, cobbled streets and pop into the Cathedral.

You don't have to be jetting off anywhere to enjoy a day at the airport. Make the most of the unparalleled views and watch airport comings and goings, such as 787s, A380s or even the occasional special visitor.

Are you a thrill seeker? Why not visit Alton Towers this spring for a fun day out!

As the saying goes, timing is everything—and that's certainly true when it comes to vegetable gardening. Here is a [month-by-month guide](#) to guide you though.

THAT'S ALL FOLKS

WE'D LOVE TO HEAR FROM YOU

If you have comments, feedback suggestions about the CAN please contact us:

Email us: apprenticeships@mercuri.co.uk

Call us: 0330 9000 800

SAFEGUARDING AND WELLBEING

Contact the Safeguarding and Pastoral care team with any concerns or issues:

safeguarding@mercuri.co.uk or call 0330 9000 800 and ask to talk to Ria or Bernie.

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APRIL IS STRESS AWARENESS MONTH



This April it is a great opportunity for you and your organization to look at stress and what can be done to combat this in the workplace and at home. Check out <https://www.stress.org.uk/stressawarenessmonth/> for loads of tips and free resources.

Enjoy the Easter Bank Holidays and the start of lighter evenings! We will be back in June with more articles, events and things to look forward to.