

## APPRENTICE

# NEWSLETTER

MARCH 2025

Welcome to our monthly newsletter for apprentices and apprentice line managers. Our focus this month, March 2025, will be - **Apprenticeship Achievements, Celebrating IWD and much more...**

### Apprenticeship Achievements

February has been an incredibly exciting month for all of our learners, marking a significant milestone in your journey! We are thrilled to share and celebrate your achievements as you continue to grow and excel. Completion is always the most emotional and exciting time for both coaches and learners, and it's a moment that reflects not just the hard work and dedication during the apprenticeship, but also the future potential of each individual.

This is the beginning of even more success as you continue applying your skills and growing within your roles. We look forward to hearing about your future promotions, project successes, and continued professional development.

Remember, if you're nearing your EPA (End-Point Assessment), keep pushing forward. Achieving your EPA on time and achieving great results is vital for maintaining the success rates, good grades, and on-time completions that we pride ourselves on at CQM. The finish line is in sight, and we're confident you'll cross it with success!



**APPRENTICESHIP  
ACHIEVEMENTS –  
CELEBRATING  
SUCCESS AND  
BUILDING  
FOUNDATIONS  
FOR FUTURE  
GROWTH**

## Learner Achievements - March 2025

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### Joshua Forshaw

Qualification: Improvement Practitioner Level 4

Grade: Distinction

Organisation: C & T Matrix

Coach: Richard Edwards

### Vytaute Averkaite

Qualification: Improvement Practitioner Level 4

Grade: Pass

Organisation: Ceva Logistics

Coach: Wyn Griffiths

### Michael Turner

Qualification: Improvement Practitioner Level 4

Grade: Distinction

Organisation: BAE Systems

Coach: Dave Griffin

### David Crompton

Qualification: Improvement Practitioner Level 4

Grade: Distinction

Organisation: BAE Systems

Coach: Dave Griffin

### Peter Bodnar

Qualification: Improvement Practitioner Level 4

Grade: Distinction

Organisation: Oxfordshire County Council

Coach: Alan Clark

### Thomas Edgerton

Qualification: Team Leader Level 3

Grade: Pass

Organisation: Swizzels

Coach: Angela Southgate

### Richard Halloway

Qualification: Improvement Practitioner Level 4

Grade: Distinction

Location: Tate & Lyle / ASR Group

Coach: David Hill

Richard shared an image of a celebration card that was given to him by his Mentor, Natalie Mayer. Natalie completed her black-belt IS5, with Wyn Griffiths and CQM, last year. Keeping those skills and application going forward (as well as further projects) she has provided Richard with solid mentorship through his IP4 green-belt at Tate and Lyle / ASR, across two sites in Silvertown, London.



We also encourage you to complete our [Exit Feedback Form](#) to share your journey with us, including any promotions or new opportunities that have come your way as a result of your work. This feedback helps us understand your success and continually improve our programmes.

**Thank you to everyone for your dedication, and congratulations on your incredible achievements!**

# International Women's Day 2025

**International Women's Day** is a global celebration of the social, economic, cultural, and political achievements of women. It's a day to reflect on the progress made toward gender equality and to recognise the incredible contributions women continue to make across all sectors of society. It's also an opportunity to look ahead and continue the fight for equality, inclusion, and empowerment for women everywhere.

## Inspiring Stories of Women in the Workplace

As we celebrate Women's Day, let's take a moment to reflect on the women around us – colleagues, mentors, and leaders who have paved the way for success. Whether it's in your industry or within your community, the influence of strong, determined women is undeniable. This is a day to acknowledge their hard work and honour their legacy.

## Get Involved!

We would love to hear from you! Who is the woman who has inspired you the most in your life? Share your story with us and tell us how she has shaped your career or influenced your personal growth. We look to keep the conversations going and would like to celebrate these inspiring stories in next months newsletter.

**Nominate** >

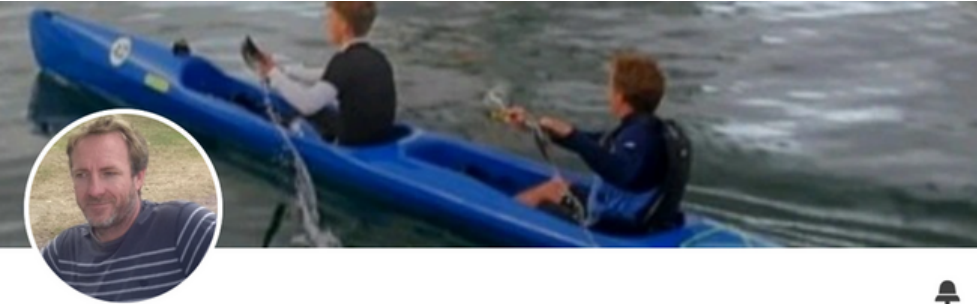
Earlier this month **Nikki Leigh from Watson Marlow** shared the [Microsoft #MakeWhatsNext Ad](#), which highlights the achievements of women inventors and encourages young girls to pursue careers in STEM (Science, Technology, Engineering, and Mathematics). The video showcases the profound impact that women are having in these fields, pushing boundaries and making an incredible difference in technology, science, and innovation.

At CQM and the wider Instructus Group, we celebrate the inspiring women who have made a significant impact in their fields and continue to break barriers, push boundaries, and inspire others to do the same. Whether it's in leadership, innovation, or making everyday changes that contribute to a greater community, women are shaping the future in powerful ways.



**Why not discover our sister company, Springboard Consultancy, who created an IWD2025 campaign on their [LinkedIn Page](#).**

## Apprentice Spotlight



**Paul Hackwell** · 1st

Mechanical Engineer at Watson-Marlow Fluid Technology Group  
Falmouth, England, United Kingdom · [Contact info](#)

 Watson-Marlow Fluid  
Technology Group  
 Sheffield Hallam University

### Paul Hackwell - Watson Marlow

Here is a picture of Paul in a K2 at the Marathon finals from 2023 the photo illustrates the type of Kayaks used in Marathon races, Paul is at the head of the kayak.

Paul reflected on the day as 'heavy rain had turned the river at Worcester into that lovely brown colour, didn't want to go swimming in that!'

Find out more [here](#).



In K2 racing kayak, the front paddler (bow paddler) controls the rudder using the foot operated tiller, while the stern paddler follows the lead for synchronisation and power.

Paul added, 'I love the lean approach (transparent & data driven) to Kayak Marathon racing in that there are 10 divisions (1 = fastest and 10 = slowest) and the division you race in is based solely on your speed, not age, not gender, just speed over either 4, 8 or 12 miles. If you manage to go faster, then you get promoted up to the next division and conversely if you are slower than your competitors, you get demoted down a division. Which means everyone paddles within a group of similar ability and has a close race. It is a rewarding sport that fosters camaraderie and a deep connection to the water especially if you capsized!'

## Healthy Living During Ramadan

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Ramadan is the ninth month of the Islamic lunar calendar, observed by millions of Muslims worldwide. It's a time for reflection, spiritual growth, and community, marked by fasting from dawn until sunset. This sacred period helps deepen one's faith, purify the soul, and show compassion to those in need.

Fasting during Ramadan involves abstaining from food, drink, and other physical needs during daylight hours. The pre-dawn meal (Suhoor) and the post-sunset meal (Iftar) provide vital opportunities for nourishment. It's essential to make healthy food choices during these times to maintain energy and vitality throughout the day, especially considering that fasting can lead to dehydration and fatigue.

A balanced diet, rich in complex carbohydrates, lean proteins, healthy fats, and hydrating foods, is crucial to staying energised. For example, dates are commonly consumed to break the fast due to their natural sugars and nutrients. Whole grains, vegetables, and lean meats are also excellent choices for sustaining energy.

### A Simple Recipe for Iftar

For Iftar, try Lentil Soup – a nutritious and filling option that provides protein, fibre, and complex carbs to help replenish your energy after a long day of fasting. You can find a set of great soup recipes here: [Ramadan Soup Recipes](#)

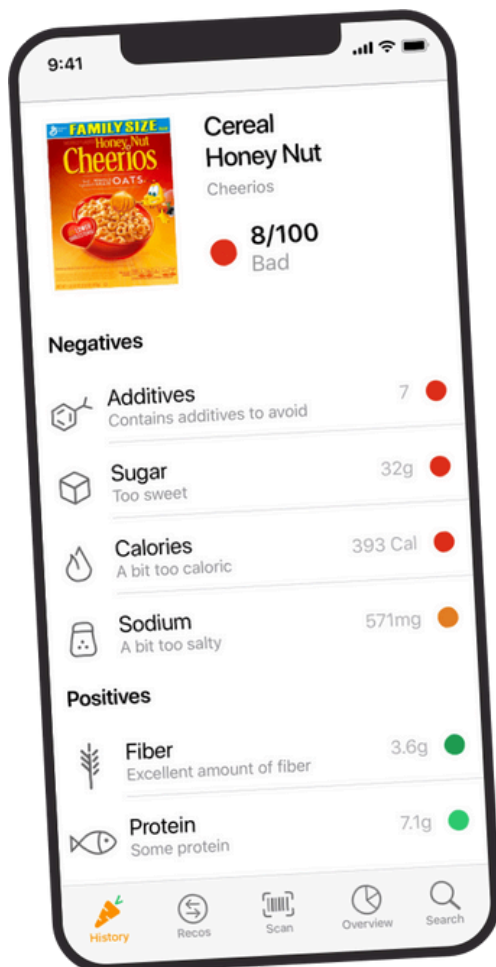


# Healthy Living During Ramadan

## Make Informed Food Choices with the Yuka App

During Ramadan, it's especially important to focus on making informed food choices. The Yuka app helps you assess the quality of food products by scanning food labels, ensuring you select nourishing items without compromising your health.

The Yuka app (link below) evaluates food based on its ingredients, additives, and nutritional values. It gives you a clear overview of the product's quality, helping you choose items that align with your health goals during Ramadan. Whether shopping for dates, grains, or snacks, Yuka makes it easier to make better food choices. It's free to use and ideal for scanning food barcodes in shops or at the point of purchase. It may seem unusual to scan food barcodes, but the discipline it encourages is rewarding – and it might even change how you think about certain foods!



**Bradley Graham**, nutritional expert and PT, has described the Yuka app as an absolute game-changer. **Paul Hackwell**, from **Watson Marlow**, Falmouth, is another big advocate of Yuka. He's even conducted his own research into the nutritional value of ice cream products, using the app to make healthier choices.

Stay mindful of your food choices during Ramadan with the help of Yuka – it's a simple way to support your health while fasting!

Take a look at the app -> <https://yuka.io/en/>

# Lent: A Time for Discipline and Reflection

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Lent is a period of 40 days (excluding Sundays) leading up to Easter, observed by many Christians as a time for reflection, prayer, and penance. The tradition of fasting during Lent comes from the 40 days that Jesus spent in the wilderness, where he fasted and was tempted, according to Christian teachings. It's a time when individuals may choose to give up something – be it food, habits, or behaviours – to grow spiritually and strengthen their faith.

Note: While Lent is traditionally referred to as a 40-day period, the 40 days do not include Sundays. This is because Sundays are considered “feast days” and are not counted in the fasting period, meaning the 40 days of fasting are spread across the weekdays, from Ash Wednesday to Holy Saturday. In total, Lent lasts for 46 days when including the Sundays.

But, much like Ramadan, Lent is also a time for discipline, self-control, and personal growth, and it can be an opportunity to improve both your spiritual and physical well-being. Just as Muslims observe Ramadan to purify the body and soul through fasting, many people during Lent choose to give up things that may be indulgent, like sweets, chocolate, or even social media. It's about abstaining from things that may distract or take us away from deeper reflection.

The 40 days of Lent draw a clear parallel to the 29 or 30 days of fasting in Ramadan. Both periods encourage individuals to use this time to develop resilience, deepen their focus, and exercise their willpower. The idea is that through self-discipline, you become more attuned to your needs and can start to break unhealthy habits.

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## A Healthy Approach to Lent

Whether you're giving up chocolate, processed foods, or focusing on self-care, Lent can be a great time to adopt healthier habits. If you choose to give up a certain food or drink, it can be the perfect opportunity to replace it with something that nourishes you, like adding more fruits, vegetables, or drinking more water. It's not just about abstinence but about choosing better options that support a balanced lifestyle.

Much like the spiritual benefits of Ramadan fasting – which rejuvenates the body and mind – the discipline in Lent offers an opportunity to improve not only your health but also your mental and emotional well-being.

# Lent: A Time for Discipline and Reflection

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Whether you're fasting, giving something up, or focusing on self-improvement, remember that both Ramadan and Lent share a common theme of self-reflection, discipline, and the pursuit of personal growth.

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## Fun Fact!

*"Did you know that Pancake Day (or Shrove Tuesday, also known as Mardi Gras or Fat Tuesday) has its own fun tradition? It was historically a day to use up all the rich, fatty foods in the house before the fasting period of Lent began. People would make pancakes to use up butter, eggs, and milk – all the ingredients that would be "forbidden" during the fasting period. It was also a time to "fatten up" in preparation for the more austere days of Lent. So, next time you enjoy a pancake on Shrove Tuesday, you're joining a centuries-old tradition of food indulgence before the discipline of fasting!"*

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## Staying Focused: Are You Giving Something Up?

Fasting or giving something up is no easy task, but it's a powerful tool for growth. It can be helpful to break the journey down into manageable chunks – focus on the first 4 days, then the next 14, then 24, and eventually the full 34 days. The process of taking small, steady steps keeps you motivated and helps you maintain focus as you move forward.

Remember, commitment to the challenge and pushing yourself through the tough moments brings great rewards – not just in terms of achieving your goals, but also in reinforcing your self-discipline, strength, and willpower.

Sometimes, it's about going over the hill, not just staying on the flat boundary. It's when we stretch and challenge ourselves that we truly awaken the desire to thrive. The physical or mental effort required to face the discomfort is often what reminds us we are alive, and it's these moments of effort and perseverance that build resilience and personal growth. You're not just completing a task – you're training your mind and body to break old habits, stretch your limits, and emerge stronger and healthier on the other side.



## Summary and Feedback

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### Summary

It seems that nobody entered information regarding the **Dishwasher Romance** challenge in our February newsletter, so no sweet treats were awarded this time around! But don't worry – there's still plenty of opportunities to engage with the newsletter, share your thoughts, and join in on future fun challenges.

**Remember:** By engaging with the newsletter, you could be in with a chance of winning some great prizes! So, keep an eye out for upcoming activities and challenges, and don't hesitate to get involved. Your participation makes the experience more enjoyable for everyone!



### A Special Thank You

A big thank you to **Nikki Leigh** from Watson Marlow in Falmouth for sharing a thought-provoking link during our Friday social catch-up. This conversation sparked a great discussion, and we're excited to pass it on to all of you. Nikki highlighted the importance of community and connection, especially within the apprentice journey.

If any learners are interested in joining the **Apprentice Community**, which meets on the first Friday of the month, here is your chance to be part of this vibrant group! It's a great opportunity to network, share experiences, and continue growing together as apprentices.

We'd love to see you there, so don't hesitate to join us next month!

Join the [Apprentice Community](#) – First Friday of the Month at 09:00. Our next session will be on Friday 4th April. If you would like a calendar invite reminder, please get in touch with David Hill ([david.hill@cqmltd.co.uk](mailto:david.hill@cqmltd.co.uk)).



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## Safeguarding

To raise any confidential safeguarding concerns, please use [safeguarding@cqmltd.co.uk](mailto:safeguarding@cqmltd.co.uk) or call 0114 281 3747 and ask to speak to a safeguarding officer.

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## Contact Us



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