

# APPRENTICE NEWSLETTER

MAY 2025

Welcome to our monthly newsletter for apprentices  
and apprentices' line managers.

## Spring Forward into May

Welcome to the May edition of the CQM Apprentice Newsletter - your monthly round-up of achievements, inspiration, and all things apprenticeships!

This month, we're celebrating not only what our learners have done, but also the mindset and motivation that powers every journey. Here's what you can expect in this edition.

- 🎉 Learner Achievements
- 🧠 Mental Health Awareness Week
- ❄️ Cold Water Therapy
- 🎧 Apprentice Playlist
- 📁 Success Case Study
- 🔦 Learner Spotlight
- 🇬🇧 VE Day & British Values



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

# Learner Achievements - May 2025

## Improvement Technician Level 3

**Ryan White** - Ian Hayhurst - Distinction - Premier Foods

## Food Technologist Level 3

**Strip Cardoso** - Richard Everitt - Merit - Forza Foods

**Adam Lukasik** - Richard Everitt - Distinction - Barfoots

**Magdalena Kucharczyk** - Richard Everitt - Distinction - Barfoots

**Paul Cartwright** - Richard Everitt - Merit - Forza Foods

**Loreley Torres Soto** - Richard Everitt - Distinction - Agrial Fresh

## Process Leader Level 4

**James Cooper** - Angela Southgate - Pass - Chep

**Jason De Luca** - Angela Southgate - Distinction - Chep

## Improvement Practitioner Level 4

**Claire Miller** - Wyn Griffiths - Pass - Johnson Matthey

**Dr. Philip Wood** - David Hill - Distinction - JLR / JM

**Kieran Warner** - Richard Edwards - Pass - Travis Perkins

**Dawid Matyszczyk** - David Hill - Pass - Arla

**Gavin Fegan** - Ian Hayhurst - Distinction - Allisons

## Improvement Specialist Level 5

**Daniel Pollard** - Dave Griffin - Pass - AB Agri.

**Matthew Allsop** - Dave Griffin - Merit - Johnson Matthey

**Well done to all achievers in May 2025.**

A fantastic fifteen finishers, with Richard Everitt having a fabulous five foodies!

The best of luck to those attending their EPA/awaiting results – we can't wait celebrate your success and publish next month!

Did you know that there are support measures in place for various circumstances, some of the allowances are significant and if you feel you may be entitled to additional time in the exams for example then there will be a new assessment in Aptem so to support identification of these needs and allow support measures such as extra time in the EPA. This may be especially relevant for those that do not recognise a need for support currently or be shy of raising awareness of this.

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!**



# Mental Awareness Week: Movement Matters

## (13<sup>th</sup> to 19<sup>th</sup> May 2025)

From 13–19 May, this year's theme is Movement: Moving more for our mental health. You don't need to run a marathon - just take the stairs, stretch between meetings, or enjoy a walk outside. Movement supports both focus and emotional wellbeing. Why not bring this into your next team huddle or improvement discussion? A walking meeting or a step count challenge could be a great way to bring everyone together and spark conversation.

In April, we explored the power of routine, sleep, and small changes to beat stress and find your flow. As we step into May, it's time to build on that momentum. Whether you're prepping for assessments, starting a new project phase, or just juggling a lot, motivation matters – and sometimes, it starts with the right soundtrack.

So, we've pulled together a playlist inspired by some feedback suggestions, and a few billion-stream bangers that Radio 2 would be proud of. These are the tracks that make you move, lift your mood, and get things done.

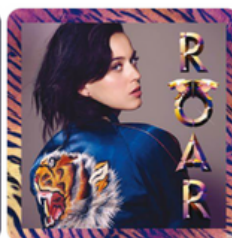
### Easter & Motivation Playlist – 8 Songs with >1 Billion Streams (Radio 2 Friendly)

These tracks are positive, widely streamed, and suitable for workplace listening.

1. "Happy" – Pharrell Williams
2. "Uptown Funk" – Mark Ronson ft. Bruno Mars
3. "Roar" – Katy Perry
4. "Can't Stop the Feeling!" – Justin Timberlake
5. "Shake It Off" – Taylor Swift
6. "Stronger (What Doesn't Kill You)" – Kelly Clarkson
7. "Walking on Sunshine" – Katrina and the Waves
8. "Ain't No Mountain High Enough" – Marvin Gaye & Tammi Terrell

These choices encourage positivity, perseverance, and energy.

Whether you've got two minutes or two hours, hit play and get going. This is your soundtrack for spring – energising, positive and made with learners in mind.



## \*Apprentice Playlist – Help Us Build It!\*

### Send us a Song!

Music can lift your mood, improve focus, and help you unwind. We're putting together an apprentice playlist for next month's newsletter, and we'd love your suggestions! Whether it's a chilled-out track to help you concentrate or an upbeat anthem that gets you moving, **send in a song to David at [david.hill@cqmmtd.co.uk](mailto:david.hill@cqmmtd.co.uk) and a few words about why it helps you.**

**We'll feature the best picks and shout-outs next month!**

If you need some inspiration, Classic FM's 'Hall of Fame' countdown of the 300 greatest pieces of classical music is running over the Easter weekend – a great place to discover relaxing or powerful pieces to add to your study sessions.

For a great overview of classics see last years list, <https://halloffame.classicfm.com/2024/>

### **\*\*Incentive\*\***

*Any entries will be entered into a prize draw to win a copy (signed or unsigned by your favourite Development Coach!) of The Six Sigma Way by Peter Pande.*





# Learner Spotlight: Celebrating Passion and Proactivity!

Each month, our Learner Spotlight usually highlights an inspiring story—whether it's a game-changing project, a challenge overcome, or a qualification successfully completed. But this time, we're doing things a little differently.

We want to celebrate someone who hadn't even started their apprenticeship yet, but is already demonstrating exactly the kind of energy and mindset that make a real difference.

🌟 Shoutout to Constantinos Hadjiconstantis of The Compleat Food Group, who recently shared on LinkedIn how excited he is to begin the Improvement Practitioner Level 4 apprenticeship with us.



**Constantinos Hadjiconstantis** • 1st  
Operational Excellence Graduate at The Compleat Food Group | MSc Supply C...  
1mo • Edited • 🔄

🚀 Excited to enhance my Lean Six Sigma skills and earn the Improvement Practitioner – Lean Six Sigma Green Belt certification with [CQM Training and Consultancy Ltd!](#) 🎯

Having already completed my master's here I gained an in-depth understanding of Lean methodologies, this 14-month program is the perfect next step to enhance my skills even more. Balancing work and learning, I will be applying Lean and Six Sigma tools to real-world challenges in the FMCG industry at [The Compleat Food Group](#), while refining my ability to drive continuous improvement.

This Green Belt certification will include learning how to lead end-to-end improvement projects, apply data analysis tools, conduct structured benchmarking, and implement sustainable, data-driven solutions. I'll gain the skills to solve complex problems, optimize processes, and lead successful change initiatives within my organization.

I'm excited to see how this will accelerate my development and bring added value to my team and organization. 🙌

[#LeanSixSigma](#) [#ContinuousImprovement](#) [#OperationalExcellence](#)  
[#ProcessImprovement](#) [#ProfessionalGrowth](#) [#GreenBeltCertification](#) [#SixSigma](#)  
[#ImprovementPractitioner](#) [#LeadershipDevelopment](#)

...

Constantinos's passion for continuous learning, eagerness to grow, and willingness to share that with others is exactly what we love to see in our community.

This spotlight is a reminder that success on an apprenticeship isn't just about outcomes - it starts with mindset. So whether you're just beginning your journey or already leading improvement projects, stay curious, stay vocal, and keep inspiring others.

**Welcome aboard, Constantinos—we're excited to be on this journey with you!**

# Did you know? Cold Water Therapy Benefits

---

## Benefits of Cold Water Therapy

You may have seen a lot in the press recently about the benefits of cold-water swimming. I would love to try it but the hassle of finding somewhere, the risks of pollution and fitting in with a working day seems a step too far. But do you know you can get pretty much all the benefits of cold water swimming through cold water showering? Some of those benefits are:

- Improved circulation
- Improved immunity to colds
- Reduced muscle soreness
- Relieved localised pain
- For those menopause sufferers : reduced hot flushes, improved mood and anxiety, and enhanced resilience

I started in November 24. The first time you turn the shower to cold and step in takes your breath away! I would definitely advise slowly building up, as your body is not used to it. Just a few seconds to start with, gradually building up in terms of time and moving from part to full body. According to Wim Hof, the benefits don't get any greater after about 10 mins per week so 1-2 mins per shower is a great target.

One benefit I have noticed is improved metabolism. It actually makes you feel warmer after you've had a cold shower – saves on the heating bill too. Love to hear other's stories.

**Andy Cheshire – MD, CQM Training and Consultancy**



## Celebrating Success: Britvic Case Study


At CQM Training & Consultancy, we know that great training isn't just about qualifications—it's about embedding skills and what happens after. And few stories highlight that better than this recent case study with Carlsberg Britvic.

As part of their continuous improvement journey, Carlsberg Britvic invested in Lean Six Sigma Green Belt training with CQM. While they already had a strong CI culture, the structured tools, mentoring, and real-world project support helped unlock even greater value.

### The result?

£4.1m in annualised cost savings from their first group, with one project that had been stuck for three years was brought back to life - and delivered:

- 359 trucks removed from the road
- Over 50 tonnes of CO<sub>2</sub> saved
- £1 million in cost savings as a result, not including additional cost savings for their customer
- Stronger customer relationships and improved service performance overall

 Their latest success has even been captured in a short video - watch it [here](#).

You can also read our [full case study](#) on our website, which we created with Zenoot - a specialist in manufacturing news and PR.



### Why does this matter to you?

This is exactly the kind of capability our apprenticeship programmes aim to build. Whether it's the Level 3 Improvement Technician, the Level 4 Improvement Practitioner, or our Food Technologist apprenticeships, the goal is the same: give learners the skills and confidence to drive real business improvement and advance your career.

This story shows how those skills translate into impact - on people, the environment, and commercial outcomes.

### Would you like to get involved?

We love sharing success stories, so it's worth keeping in mind as you progress that we would love to hear yours.

If you have overcome challenges, created something truly innovative, carried out an incredible project we'd be delighted to talk about it.

## Topical Date of the Month: VE Day – 8th May

---

VE Day, or Victory in Europe Day, marks the formal end of World War II in Europe. On 8 May 1945, after six years of conflict, people across Britain and the world took to the streets to celebrate peace and the end of the war. It was a moment of unity, resilience, and hope for a better future. Today, VE Day is a chance not just to reflect on the past, but also to reconnect with the British values that continue to guide and strengthen our communities and workplaces.

### What Are British Values?

British values are at the heart of life in the UK and play a key role in the apprenticeship journey. They include:

- **Democracy** – having a voice and being heard
- **The rule of law** – understanding and respecting rules that protect everyone
- **Individual liberty** – having the freedom to make choices and express yourself
- **Mutual respect** – recognising and valuing each other's differences
- **Tolerance of different faiths and beliefs** – embracing diversity in all its forms

Whether you're early in your career or managing a team, VE Day is a timely reminder of the importance of respect, teamwork, and courage—qualities that shaped a generation and still resonate today.

### Reflective Prompt

Why not take a few minutes to reflect on what these values mean in your role? Are there ways you can bring more respect, fairness or openness into your workplace or learning environment?

By learning from the past and living our values today, we help shape a more inclusive and resilient future - for ourselves and for others.



## Religious Event of the Month: Vesak – A Moment to Reflect

---

Vesak, also known as Buddha Day, is one of the most important dates in the Buddhist calendar. Celebrated by millions of people across the world, it marks the birth, enlightenment, and passing of Gautama Buddha. This year, Vesak falls on 12 May, and it's recognised globally as a day of peace, compassion, and gratitude.

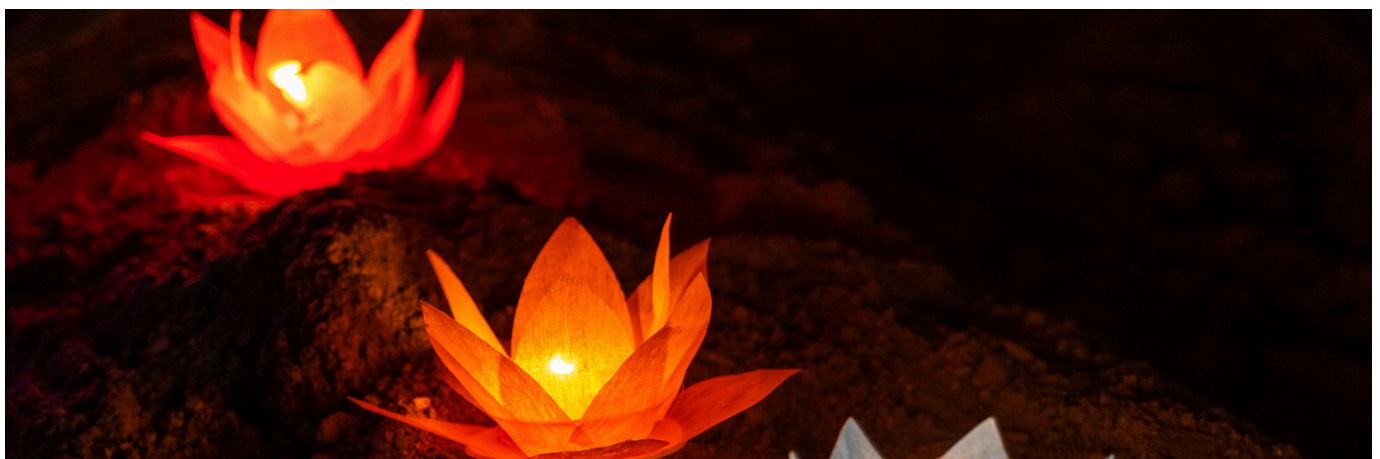
While Vesak is rooted in Buddhist tradition, its messages are universal. It encourages reflection, kindness, and mindfulness—values that can benefit us all, regardless of our background or beliefs. In the midst of busy workdays, deadlines, and continuous learning, Vesak serves as a timely reminder to slow down and reconnect with ourselves and others.

### **Mindful Moment**

Why not take a mindful break today? Step away from your phone, find a quiet space - even if just for a minute and take one slow, deep breath. No pressure. No agenda. Just pause.

Mindfulness doesn't have to be complicated. Even a short moment of stillness can help improve focus, reduce stress, and give you a clearer view of your next improvement step - whether that's in your learning, your work, or your wellbeing.

As we continue to support each other through our learning journeys, let's take inspiration from Vesak to pause, reflect, and move forward with purpose.

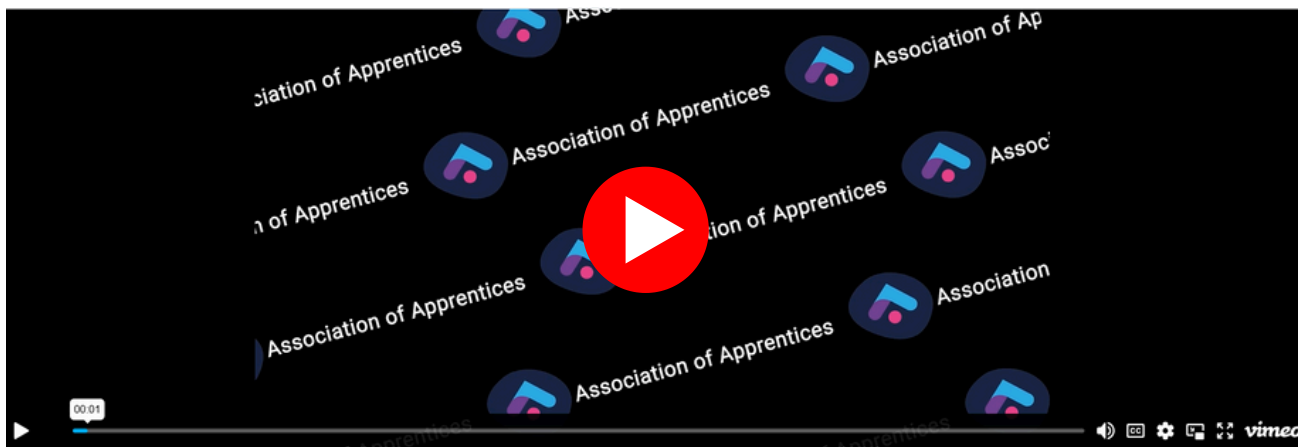


## Join the Apprentice Community – First Friday of the Month

Our next Apprentice Community session will be held on **Friday 6th June at 09:00**

This monthly session is a space to share wins, swap ideas, and support each other. It's a great way to stay connected and pick up new insights. If you'd like a calendar invite, just email David Hill ([david.hill@cqmmtd.co.uk](mailto:david.hill@cqmmtd.co.uk)) and we'll make sure you're on the list.

Last month we looked into Ikigai as part of the catch up, see below, a big thank you to Debby Mack for this idea! In June we will look at the benefits of 'The Association of Apprentices', and the 'Apprenticeship Extra Card', including the benefits and cost savings available to Apprentices. In the meantime you can check out this useful informational video.





---

## 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.

---

## Contact Us



[www.cqmltd.co.uk](http://www.cqmltd.co.uk)



[enquiries@cqmltd.co.uk](mailto:enquiries@cqmltd.co.uk)



**0114 281 3747**

Don't forget to follow our social channels for the latest news and updates:

