

## August Newsletter

### Wendy Mannifield Blended Learning Case Study

After taking a career break to raise her family, Wendy was originally due to join our Returneeship Course in Huddersfield which was postponed due to the pandemic. Keen to learn and keep herself busy, Wendy completed a number of Distance Learning courses with Release Potential, namely Level 1 Foundation Learning and Employability and levels 1 & 2 Customer Service.

Wendy had last worked 19 years ago and found it a very different world. She had a basic CV but had no interview skills. She felt that her age and lack of experience as well as such a long gap in her employment history, would make it very difficult to get back into work and felt the Employability course was a good starting place.

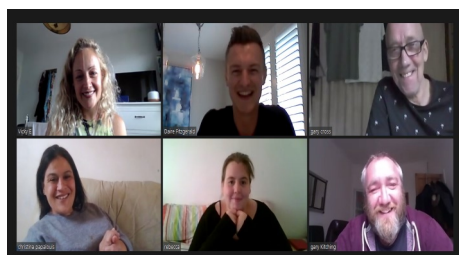
Wendy laughs about how terrified and how inexperienced she was on the first day of the Employability course. She says **“I was an absolute wreck! I didn’t even know how to turn on my laptop and connect to Zoom, I had to get my son to help me!”** She says she felt very uncomfortable and didn’t want to join in or speak out during the tutorial sessions. By the end of the course, not only did Wendy have a good CV and interview skills, but her confidence grew immeasurably. She felt part of the team and even wrote a piece to say at her final presentation. Wendy credits this to the support she received from the tutor and her support person. She feels that they could see her potential, even though she couldn’t but she could see they had faith in her.

Wendy enjoyed the course so much, she went onto complete her Levels 1 & 2 Customer Service with the same team and grew in confidence. She contacted her support tutor last week to say she had an interview coming up and was really nervous as she had never had an interview before. It was arranged for her to go through a mock interview with her original tutor the evening before and found it invaluable. She attended the interview the next day and found that due to what she had learned on the various courses, she was able to answer all the questions on health & safety and Equality & Diversity with a good level of confidence. Wendy comments **“they were firing questions at me and I knew the answers! They kept saying excellent after every answer.”** Later that day, she received a phone call and was offered the job. She is currently waiting for her start date. Her new employers told her she was up against six other people and couldn’t believe this was her first ever interview. They told her it was the best prepared interview they had ever seen. Wendy puts her success down to the confidence, skills and knowledge she gained and also to her tutors. She says **“I wouldn’t be here without the belief of Graham and Beth. They gave me confidence in myself. I would encourage anyone who has the chance to go on one of these courses to do so, without hesitation”**.

Well done Wendy for securing employment at Kirkless Council – **great news.**

Send us a tweet!  **@R\_Potential**

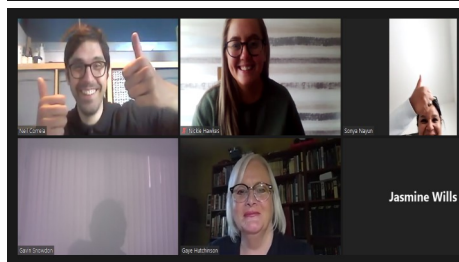
# Roll of Honour



## Returneeships Digital Level 2 with Dáire.

We had learners from Wednesbury, Dudley and Birmingham all working together.

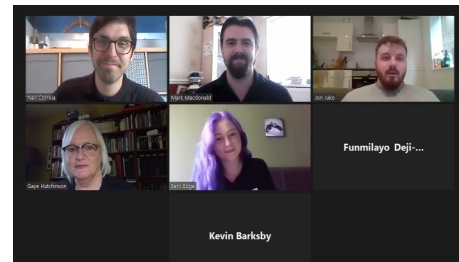
Well done to Christina, Rebecca, Gary and Rusha!



## Customer Service Level 2 with Eileen.

We had learners from Ashington, Blyth and Stockton all working together.

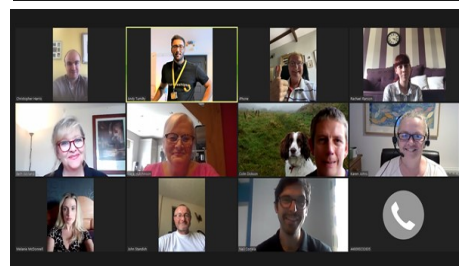
Well done to Jasmine, Gavin, Kurt and Sonya!



## Retrace Healthcare with Neil.

We had learners from Stockton, Billingham, Hexham and Newton Aycliffe all working together.

Well done to Alice, Jon, Funmilyo, Keller, Kevin and Zoe!



## Retrace Retail with Neil.

We had learners from Newcastle, Gateshead, Hexham and Blaydon all working together.

Well done to John, Colin, Rachel, Karen, Chris and Melanie!



# August Chilli Plant Winners

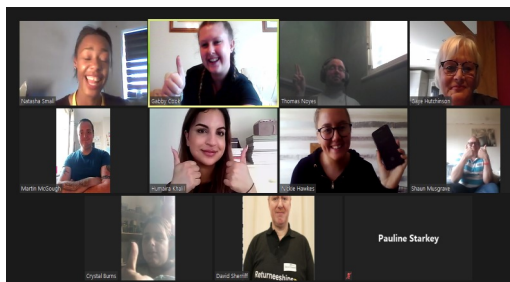
Congratulations for completing the course and winning a chilli plant, we hope that you nurture this chilli plant and help 'release its potential' just as you have released yours on the course! Well done to August's winners:



- Returneeships Digital Level 2: Rebecca Fowkes from Dudley
- Customer Service Level 2: Jasmine Wills from Ashington
- Retrace Healthcare: Jon Juko from Billingham
- Retrace Retail: John Standish from Hexham

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# Roll of Honour



## Mental Health Level 2 with Natasha.

We had learners from Sandwell, South Tyneside, Newton Aycliffe, Walsall, Solihull, Cheltenham and Barnsley all working together.

Well done to Crystal, David, Margaret, Martin, Pauline, Paul, Shaun, Sharon and Thomas!



## Mental Health Level 2 with Natasha.

We had learners from Walsall, Birmingham, Grimsby, Wolverhampton, Sandwell, North Durham, Sunderland and Lacashire all working together.

Well done to Alex, Anthony, David, Denise, Gary, Helen, Kevin, Lyndsey, Michelle, Nevzat, Sean, Sheena, Soriba, Thadsayini and Christina!



## Returneeships Digital Level 1 with Stacey.

We had learners from Dudley, Bedlington and Sandwell all working together.

Well done to Michelle, Peter, Kelly, Lynne and Neil!

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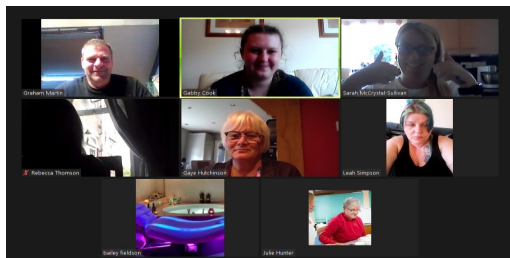


- Mental Health Level 2: David Sherriff from Walsall
- Mental Health Level 2: Lyndsey Thulborn from Walsall
- Returneeships Digital Level 1: Peter Richardson from Bedlington

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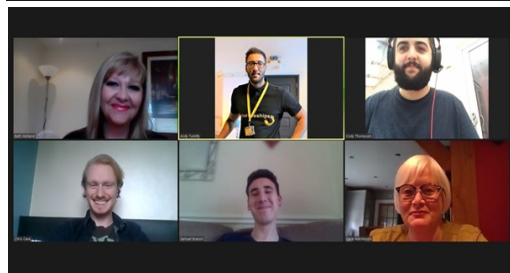


# Roll of Honour



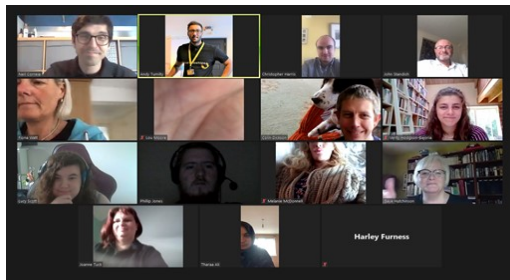
## Retrace Healthcare with Graham.

We had learners from Hartlepool, Ashington, Northumberland and Hexham all working together. Well done to Julie, Bailey, Rebecca and Leah!



## Retrace Retail with Beth.

We had learners from Hexham, Birmingham and Prudhoe all working together. Well done to Cody, Samuel and Christopher!



## Customer Service Level 2 with Neil.

We had learners from Hexham, Ashington, Walsall, Bellingham, Stocksfield and Prudhoe all working together. Well done to Christopher, Colin, Fiona, Harley, Joanne, John, Lou, Lucy, Melanie, Phillip and Tharaa!



## Retrace Healthcare with Graham.

We had learners from Birmingham and Consett all working together. Well done to Marc, Imogen and Ruth!



# August Chilli Plant Winners

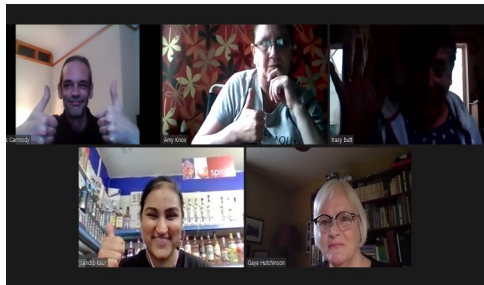


Congratulations for completing the course and winning a chilli plant, we hope that you nurture this chilli plant and help 'release its potential' just as you have released yours on the course! Well done to August's winners:

- Retrace Healthcare: Julie Hunter from Hartlepool
- Retrace Retail: Cody Thompson from Hexham
- Customer Service Level 2: Christopher Harris from Stocksfield
- Retrace Healthcare: Ruth Iruonagbe from Birmingham

Send us a tweet!  @R\_Potential

# Roll of Honour



## Returneeships Digital L1 with Chris.

We had learners from Halifax, Prudhoe and Sandwell all working together.

Well done to Tracy, Amy and Sandip!



## Retrace Healthcare with Stacey.

We had learners from Birmingham, Stanley and Sandwell all working together.

Well done to Lutricia, Elizabeth and Lucy!

### Follow us on Twitter!

For more:

- Course updates
- New course releases
- Presentation updates
- Jobs fair information



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# August Chilli Plant Winners



Congratulations for completing the course and winning a chilli plant, we hope that you nurture this chilli plant and help 'release its potential' just as you have released yours on the course! Well done to August's winners:

- Returneeships Digital L1: Sandip Kaur from Sandwell
- Retrace Healthcare: Libby Liddell from Stanley

# New Online Courses and Qualifications

## ReIMAGINE

ReIMAGINE is a suite of programmes aimed at people aged **19 to 24** who are starting off or keen to progress in their chosen career.

### ReIMAGINE includes the following programmes:

- ReIMAGINE Digital, this programme is for aspiring digital skills developers and technicians.
- ReIMAGINE Healthcare, this programme is for devoted care workers.
- ReIMAGINE Mentoring Circles.

Please note that all of these courses will empower you to gain the essential tools and skills required to begin a career in one of these chosen fields.

## Mentoring Circles

Mentoring Circles is a coffee morning in line with DWP. This programme is aimed for individuals who are looking to move towards training or ready for employment and need support in doing so.

### We have two available coffee mornings for mentoring circles:

- ReIMAGINE Mentoring Circles, this programme is aimed at people ages 19—24.
- Returneeships Mentoring Circles, this programme is aimed at people aged 40 and above.
- Retrace Mentoring Circles, this programme is aimed at people at 19 and above.

### These sessions are structured in three easy to follow steps:

1. Initiation Phase
2. On Program Group Work
3. Support with you chosen progression route

### Following the sessions further opportunities are available:

IT and Digital Skills, Healthcare, Mental Health, Customer Service, Retail, Equality and Diversity

**If interested ring the office on 01661 843819 or Andrew on 07795 006870**

Send us a tweet!  @R\_Potential

# New Online Courses and Qualifications

## Retrace Care

This qualification has been developed in order to address individuals interested in working within the care sector. You will be tasked with coming up with an Adult Day Care Centre that has particular emphasis on Mental Health Disorders or Mental Health Issues. This involves you looking at services of the care centre, recruiting and hiring an apprentice, a policies and procedures page, a café with a full menu and many other aspects!

**Retrace comprises of the following units/certificates:**

- Level 2 Certificate Working Mental Health
- Level 2 Certificate in Equality and Diversity
- Food Safety
- Manual Handling
- Infection Control
- Safeguarding
- Prevent
- Health and Safety

## Level 2 Mental Health

This programme is designed for individuals with a keen interest in Mental Health. This course provides informative learning surrounding Mental Health Issues, Duty of Care and having an understanding of the change and support available in Mental Health.

**As part of this programme you will gain the following qualification:**

- Level 2 Certificate in Mental Health

**If interested ring the office on 01661 843819 or Andrew on 07795 006870**

**Send us a tweet!**  **@R\_Potential**

# New Online Courses and Qualifications

## Returneeships Digital

Returneeships Digital is the new programme developed through years of experience having all of the credentials of Returneeships that have informed this new digital product, in line with the principles of Fuller Working Lives.

This programme is aimed at individuals aged 40 or above who are currently unemployed and seeking work in the digital industry or looking to enhance their digital skills.

We have two Returneeships Digital available, either level 1 or level 2, see the qualification options below:

### Returneeships Digital Level 1:

- Level 1 Certificate in IT User Skills
- Level 1 Certificate in Foundation Learning and Employability
- Safeguarding and Prevent
- Time Management
- Conflict Resolution

### Returneeships Digital Level 2:

- Level 2 Diploma in IT User Skills (ITC)
- Level 2 Certificate in Principles of Marketing
- Safeguarding and Prevent
- Resilience
- Equality and Diversity

### Are you eligible?

- Aged 19 and over
- A resident in the UK/EU/EEA for the past 3 years
- Not undertaking full time education
- Not in custody, remand or a prisoner
- **Have access to a PC/Laptop**

**If interested ring the office on 01661 843819 or Andrew on 07795 006870**

**Send us a tweet!**



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# Learner Development Journey

## Learner Development Journey

### Further Opportunities

- 5** Work Placement  
Apprenticeship  
Job Interview  
Marketplace Events

- 4** IT  
Mental Health  
Customer Service  
Equality and Diversity  
Employability

### Standalone Courses

Hybrid Learning is online video conferencing, tutorials and seminars

- 3** **Hybrid Learning**  
Digital Skills  
Healthcare  
Retail  
Public Services  
Fitness

- 2** **Learner Pathway**  
Your age may help direct your development route

reIMAGINE	<b>19-24</b>
Retrace	<b>19+</b>
Returneeships	<b>40+</b>
Traineeships	<b>16-24</b>
SWAP	<b>19+</b>

### 1 Initiation Phase

Mentoring Circles or  
Information, Advice and Guidance



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# Health and wellbeing

## Struggle To Motivate Yourself?

Motivation is an interesting topic; some people believe you either have the motivation or you don't. According to researchers Richard M Ryan and Edward Deci, they state that motivation mostly breaks down into two sections Intrinsic and Extrinsic motivation. Extrinsic motivation is motivation that seeks external reward; it could be financial gains, power or praise. Either way its an external source of motivation and if this is something that motivates you then look to set up these as a source of motivation.

Intrinsic, on the other hand, is internal motivation; if you are intrinsically motivated, you tend to favour challenges and the want to learn and develop through exploration.

If we know this, then can we use this to our advantage? Absolutely, think about this in terms of a career path. This could be a career you already work in or a career that you want to move towards. There are many examples of jobs that are extrinsically linked, for example, sales, the more you sell, the more you earn. If you are intrinsically motivated, examples include problem-solving jobs such as IT and digital skills, the job itself sets up daily challenges that can feed your natural motivation.

How this applies, rewards, often referred to as the carrot and stick, work well in a predefined situation, i.e. a process-driven role, repeatedly do X, and you will have Y. The reason this works is, rewards tend to narrow our focus. However, in situations where the endpoint is not clear rewards can hinder the result. Instead of narrowing our focus in these scenarios, we need to open our perspective; this is where a problem solving, challenge-driven attitude can work better. The word autonomy meaning; an ability for a person to act on his or her own thoughts and values. In a given situation, the more autonomy over a task someone has, the more engaged and involved they are likely to be. Is this something you like or do you like a predefined role that requires output or effort purely. Nothing wrong with either but understanding this can help.

Beyond a chosen career path, it's also looking at the bigger picture, are you looking for a job that solely has a financial reward, possibly status and the job you are doing is second to these, this would suggest you are extrinsically motivated. If you seek fulfilment, sometimes this can even come at the cost of financial return. As long as basic needs and requirements are met such as food, shelter, clothing etc then you are more intrinsically motivated. Research points to the later as an ability to sustain motivation over the longer term.

Intrinsic and Extrinsic motivation also extends beyond career into life itself be it hobbies, leisure activities or social pleasures. An example in health and wellness would be wanting to go to eat healthier and exercise more for a better body for external reasons such as meet a new partner, seek external praise etc. As opposed to wanting to go to the gym because of the value you place upon health and wellbeing and the benefits to mental health.

Once you understand how you are motivated; 5 ways you can rev up your motivation now!!

- Rewards.
- Challenges.
- Music – playing the right type of music at the right time can elicit a feeling that can quickly change your mood.
- Willpower – Research has shown that willpower is a mental muscle and becomes fatigued when we are tired, knowing this if we schedule more difficult tasks earlier in the day and easier tasks later in the day we are less likely to put them off.
- Planning – making sure to plan each day, week, month can also help with motivation, rather than leaving things to chance, if we plan and stick to the plan motivation can start to snowball.

By Dáire Fitzgerald

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# The Lanky Chef Recipe

## Vegan Minestrone Soup

A simple recipe with a great reward. This lovely warming soup is full of goodness and hearty enough to fill you up. Feel free to change the vegetables to suit your needs or taste. This soup is lovely finished with some fresh herbs.

### Ingredients

Olive Oil  
1 Onion (sliced), 2 Cloves of Garlic  
1 small glass of white wine (Not essential as half a glass of water will also work), 2 Bay leaves  
1/2 tsp Dried Thyme (Though fresh is best) 2 Pieces of Celery (diced)  
1 Carrots (diced), 6 Chestnut Mushrooms or similar (Sliced)  
1 Can of White Beans (Drained), 6 fresh tomatoes (1 can of chopped tomatoes)  
2 tsp of Tomato Paste, 800ml of Vegetable Stock (more can be added for a thinner soup)  
1 cup Uncooked Brown Rice or Pasta (orzo or any small pasta will work)  
Baby Spinach (a good couple of handfuls)  
1 Tsp Coconut Sugar (not required, but helps the acid in the tomatoes).  
Salt and Pepper (To Taste)  
Fresh Parsley and Basil roughly chopped

The first step is to prepare your choice of vegetables ready for the base of the soup. Chop the onion, carrot and celery into similar sized pieces and put in a bowl ready for later. Then chop or crush the garlic and add this to the bowl of veg.

Next, you will need to chop the mushrooms as you like. These can be left whole if small button mushrooms, but try not to make them too small or you will lose the texture. Set these aside and wash the spinach ready for use.

You will need a large saucepan placed over a medium heat. Then pour the olive oil into the pan so it can warm through, before adding the bowl of carrots, celery, onion and garlic to the pan. Drop in your bay leaves and other herbs at this point. Stir slowly to allow the contents to become evenly coated in the oil for around 5 minutes. This helps with the flavour and releases some sugars from the vegetables.

Add the tomato puree and cook for at least 3-4 minutes stirring frequently. Add the wine or small amount of water to the dish to lift the flavour from the bottom of the pan and let that reduce before adding the pasta. Stir this for a minute before adding the stock.

Once this has been cooking for at least 5 minutes you can add the remaining ingredients and cook until the pasta is done. Turn the heat off and set aside whilst you chop the fresh herbs and don't forget to taste the soup for seasoning. This is a good time to add a little salt or pepper if you feel it needs it.

Add the herbs to the pan, stir and serve immediately.

I hope you enjoy your Italian style soup. Don't forget to post any of your recipe attempts on the Release potential twitter page. I look forward to seeing your creations.

By Neil Correia

Send us a tweet!



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# The Lanky Chef's New Twitter Page



**For any suggestions about recipes you would like to see, please add your thoughts to our very own resident chef's new twitter page @Lankychef**





## Job Vacancies

**Follow the link below to take you to our jobs vacancy page, which will be updated weekly. Here we will store all of the vacancies we hear about!**

<https://www.release-potential.co.uk/vacancies/>

**Use the bottom of the page to select your chosen area and to flick through the vacancies near you!**

**Send us a tweet!**



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# Online Job Searching

In a world where business is now conducted online on a regular basis, it is important to get to grips with job searching online.

## Job Searching Strategies During a Pandemic

### 1. Reflect on and embrace what you do best.

Set yourself apart from other candidates, plan and talk about who you are, what makes you unique and how your strengths can help you.

### 2. Expand your knowledge and skills set, especially through online learning.

Various online learning platforms such as Zoom and Skype allow us to continue our learning at home. Getting used to communicating over these platforms will allow you to experience them, remember you may have to do an online interview.

### 3. Use social media.

Social media is a great tool to use when searching for work. Facebook, LinkedIn and Twitter advertise jobs. You can also follow your local job centre plus on Twitter, job centre's regularly post jobs and hold online jobs fairs, which makes it such a good tool for job searching!

### 4. Sign up to receive regular job emails.

Signing up to job searching sites such as Indeed, Totaljobs and Monster allows you to receive email updates related to the types of roles you are looking for.

jobcentreplus

Follow your local job centre plus on Twitter and keep an eye out for local job fairs.

Send us a tweet!



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## Support Helplines

### Refuge - Are you experiencing domestic abuse?

- Find out about the signs of domestic abuse, your rights and options.
- Refuge Website - <https://www.nationaldahelpline.org.uk/>
- Call us, 24-hours a day, for free and in confidence: 0808 2000 247
- You can also chat online, live: Monday - Friday, 3pm - 6pm.

### Healthy Eating Support

British Heart Foundation

- Find out more about a balanced diet, eating fruit and vegetables, looking for the right fats and cutting down on salt and alcohol!

Download an Eat Better Booklet here!

<https://www.bhf.org.uk/informationsupport/support/healthy-living/healthy-eating>

### Alcohol and Substance Misuse Support Service

TalktoFrank

Tel: 0300 123 6600

- Drug information

Text: 82 111

- Support and advice

Email: send an email via the website

<https://www.talktofrank.com/>

### Physical Activity Support

BBC Sport, Get Inspired

- Information on many different sports and how you can get involved!
- Find sports clubs and activities near you!

<https://www.bbc.co.uk/sport/get-inspired>

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## National Centre for Diversity

The National Centre for Diversity provides ongoing information on providing good practices around fairness, respect, equality, diversity and inclusion into work places and people.

### BAME—OK in the Uk

There's been a lot of controversy about the term BAME over recent weeks and it seems that every individual from a BAME background has an opinion on it. Often opinions vary. This leaves equality and practitioners in a state of real confusion.

Over the decades lots of terms have been used.

To find out more about the history of terms, the ongoing debate and what is currently correct to use visit <https://nationalcentrefordiversity.com/bame-ok-in-the-uk/>

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# August Awareness Days



August 19th

World Photo Day

The main aim of World Photo Day is to inspire positive change across the world. Connecting people and raising awareness through the use of photography.

August 19th

World Humanitarian Day

To raise awareness of the plight of civilians around the world who have become caught up in conflicts, and also honour and raise support for the humanitarian workers who risk their lives to help.

August 30th

International Day of Disappeared

This day gives the chance for us to recognise the numbers of people missing through conflict, disaster and migration and to show solidarity to their loved ones.

## Famous Weekly Twitter Hashtags

#MondayMotivation, #TuesdayThoughts, #WednesdayWisdom,  
#ThursdayThoughts, #FridayFeeling, #SaturdayShoutouts,  
#SundayFunday

Send us a tweet!



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