

EMPLOYER NEWSLETTER



WELCOME TO THE NEWSLETTER!

Hello, LAAT Employers! Welcome to the December 2024 edition of the LAAT newsletter, your hub for all things apprenticeship related. We're excited to bring you the latest updates, events, and insights from our training programs. Let's dive into what's happening in the month of December 2024.

laat.ac.uk

Safeguarding Focus: Supporting Apprentices Over the Holidays

The holidays can be overwhelming for some apprentices. Look out for signs of:

- Increased stress or withdrawal.
- Financial struggles.
- Online safety concerns.

How You Can Help:

- Schedule check-ins before the break to address any concerns.
- Share resources like online safety tips or budgeting tools.
- Provide details of support services available during the holidays.

Remember: Safeguarding is everyone's responsibility. If you have any concerns, contact our Designated Safeguarding Lead at safeguarding@laatedu.com

Key Terms of the Month

SAFEGUARDING



Emotional Intelligence

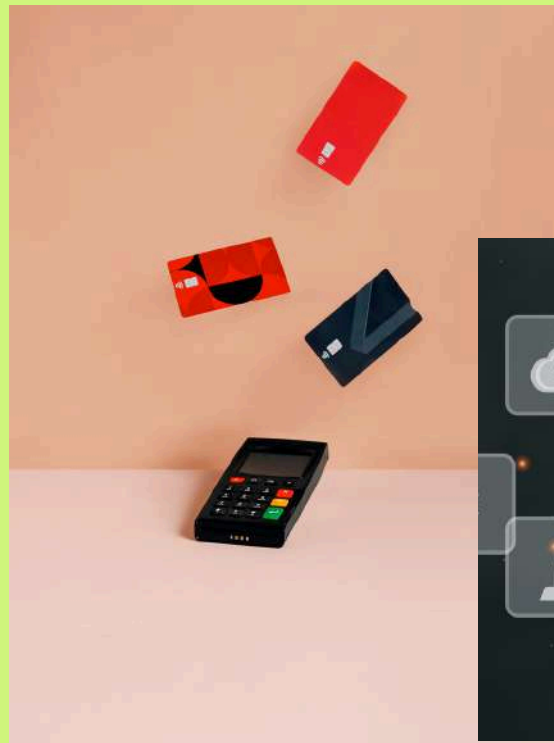
The ability to understand and manage your own emotions while recognising and influencing the emotions of others. In the workplace, Safeguarding Knowledge (EI) enhances collaboration, leadership, and customer relationships is a key skill for apprentices in roles requiring teamwork and client interaction.

Digital Literacy

The skills needed to use digital devices, communication tools, and applications effectively. For apprentices, digital literacy is critical for tasks such as managing schedules, handling online systems, and collaborating virtually.

Festive Inclusion

Ensuring all apprentices and staff feel included and valued during the festive season. This involves recognising diverse traditions and fostering a sense of belonging within the workplace.



Financial Wellbeing

The state of managing personal finances effectively, particularly during the holiday season when expenses often increase. Employers can support apprentices with budgeting workshops and resources.

Resilience

The capacity to recover quickly from challenges or stressful situations. Building resilience is crucial for apprentices to navigate the pressures of work and learning during the festive period.

20% OFF THE JOB TRAINING IDEAS

Support Your Apprentices This December with Off-the-Job Activities

Help your apprentices develop their skills this festive season with meaningful off-the-job activities. Encourage them to create a "Year in Review" Report, reflecting on their department's successes, challenges, and areas for improvement. This task sharpens their analytical and presentation skills while offering valuable insights into your business. For guidance, visit CIPD's Employee Development Resources. <https://www.cipd.org/asia> Alternatively, consider a Process Improvement Challenge, where apprentices identify inefficiencies in current workflows and propose practical solutions. This activity fosters innovation, critical thinking, and problem-solving, while contributing to operational improvements in your organisation.

EMPLOYERS' VOICE



Your feedback is vital to shaping the future of LAAT! Help us improve by taking just two minutes to complete our quick survey. Your insights will drive positive changes in our company reflection process and quality assurance procedures, and we'll keep you informed on how your input makes a difference. We appreciate your co-operation in [this matter!](#)



To access the survey, click here - <https://forms.office.com/r/j16zEvVnDu>



laa.t.a.c.u.k

LAAT - Where You Gain Experience
While You Learn



Dear Employers,

As part of the apprenticeship funding rules and to obtain data for Ofsted we are requested to maintain data on apprentices' attendance in their learner journeys. To do this we will require you to keep a monthly timesheet of your learners working hours, punctuality and general timelessness at work. In return the tutors at LAAT monitor the apprentice's attendance at teaching and support sessions. Monitoring apprentices attendance is to ensure that we only claim funding for the learners being active and engaged in learning.

If you feel that completing this monthly timesheet for your apprentices will cause you a lot of time then we are happy if you wish to get your apprentice to maintain the monthly record and bring to you for comments and signing at the end of the month.

We require all the monthly timesheets to be sent in by the 4th of the following month to the tutor who supports your apprentice.

If you have any questions regarding this, please do not hesitate to contact us and thank you for supporting your apprentices with this matter and the LAAT team.



PROGRAMME SPOTLIGHT- CHEF DE PARTIE (LEVEL 3)

LAAT provides apprenticeships in The Chef de Partie Level 3. This is perfect for those looking to elevate their culinary careers by taking on leadership roles in professional kitchens. This programme equips apprentices with advanced culinary techniques, menu development skills, and the ability to manage a specific kitchen section, such as pastry, grill, or fish. With an emphasis on leadership, food safety compliance, and managing junior staff, this apprenticeship ensures that individuals are prepared for the high-pressure demands of the hospitality industry, especially during busy seasons like Christmas. By blending hands-on experience with structured learning, apprentices gain the confidence to innovate, deliver exceptional dining experiences, and contribute significantly to their teams.

“Cooking is a bit like cinema. It’s the emotion that counts”
— Anne-Sophie



Courses LAAT offer related to Chef de Partie

- Commis Chef
- Hospitality Team Member
- Production Chef

Success Story: Alex’s Journey

Alex, a recent graduate of the Chef de Partie Level 3 Apprenticeship, now leads the pastry section at a prestigious restaurant in London. Reflecting on the apprenticeship, Alex shared: "The training transformed my confidence and leadership skills. During my apprenticeship, I created festive-themed desserts that became a hit with customers. Now, I’m in charge of my section, mentoring junior chefs and developing signature dishes for the holiday menu." To hear more about Alex’s inspiring journey and how the apprenticeship shaped their career, watch the full interview here: [Watch Alex’s Story](#).



TURING SCHEME: LAAT'S GLOBAL JOURNEY!

FIRST SUCCESSFUL TURING TRIP TO DUBAI!

WE'RE THRILLED TO ANNOUNCE THE SUCCESS OF OUR FIRST TURING SCHEME TRIP TO DUBAI, WHICH TOOK PLACE FROM 15TH TO 30TH NOVEMBER! APPRENTICES GAINED INVALUABLE INTERNATIONAL EXPERIENCE, EXPLORING THE VIBRANT CULTURE AND INNOVATIVE INDUSTRIES OF THE CITY. THIS ENRICHING JOURNEY HIGHLIGHTED THE BENEFITS OF GLOBAL LEARNING OPPORTUNITIES.



**STAY TUNED FOR
DETAILS ABOUT OUR
NEXT TURING TRIP – YOU
WON'T WANT TO MISS IT!**



Photo Gallery >



TURING SCHEME

FIRST COHORT OF LAAT TURING

KOMAL **SANJAY** **SULEMAN** **ASHADUL**
SYED **RITIK** **JILAD** **GIANNI**
ABDUL **FÖYEZ** **NAYMUL ISLAM** **MASIUR** **FAZLUL**

Welcome Event



WORLD AIDS DAY

1 december **WORLD
AIDS
DAY**

the risk is not
knowing
stop aids now
together



Unite to raise awareness, fight stigma, and support those living with HIV. Wear a red ribbon, share knowledge, and join the fight for a world free of AIDS.

Every action counts. Together, we can make a difference. ♥



CELEBRATE HUMANITY: Human Day



Let's celebrate what makes us uniquely human— kindness, creativity, and build a better world together.

💡 How to Celebrate:

- 🌱 Spread kindness through a small act of goodwill.
- 🧘 Reflect on what humanity means to you.

🌍 Join conversations or events promoting unity and understanding.

Let's come together to uplift and inspire—because when humanity shines, we all thrive! ❤️

Secret Santa:



Share the Joy of Giving!

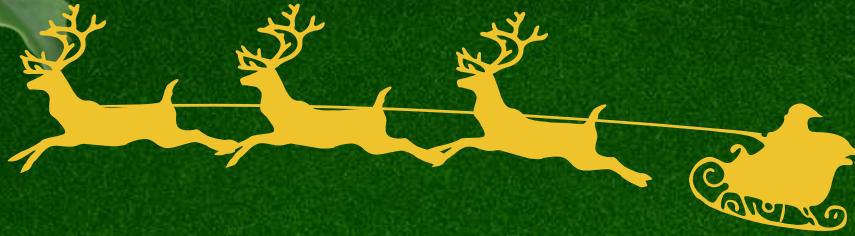


GET READY FOR THE ULTIMATE HOLIDAY SURPRISE! SECRET SANTA IS HERE TO SPREAD CHEER AND A TOUCH OF MYSTERY. DRAW A NAME, FIND THE PERFECT GIFT, AND WATCH THE MAGIC UNFOLD.

**GIFT EXCHANGE
BUDGET**

LET THE FUN BEGIN—BECAUSE NOTHING SAYS HOLIDAY SPIRIT LIKE A LITTLE SURPRISE AND A LOT OF SMILES! ✨🎁

Christmas Vibes!




DECEMBER

25

Merry
Christmas

Wishing you a season filled with love, laughter, and all the magic that makes Christmas unforgettable. May your days be merry, your heart be light, and your holidays shine bright!

 Celebrate.
Cherish. Rejoice.





🎁 Boxing Day Bliss: Unwrap the Fun! 🎉



Boxing Day

26.12.2024



@laat_uk

December 26th isn't just another day—it's all about great deals, giving back, and good vibes! Whether you're shopping, relaxing, or sharing the love, make the most of this post-holiday magic.

- 🛍️ Shop smart, save big.
- 🤝 Share kindness, spread cheer.
- 🎉 Celebrate the joy of the season.

Let's keep the holiday spirit alive—happy Boxing Day! 🎄 ✨






LAAT's Christmas Party:
Let's Celebrate in Style! 🎄👤



Get ready for an evening full of holiday magic, laughter, and unforgettable fun! Join us for the ultimate LAAT Christmas Party, where the cheer is high, and the spirits are bright.



- 🎁 What to Expect:
 - 🎵 Music & Dancing
 - 🍷 Festive Drinks & Treats
 - 🎉 Heartwarming Moments
 - 🎵 Memories to Treasure 🎉
- 



New Years Eve!



LAAT



HAPPY *New Year*

Cheers to 2025, new beginnings ahead
Make this year Legendary....!!!



Get ready to say goodbye to the old and hello to endless possibilities! This New Year's Eve, let's celebrate with joy, laughter, and unforgettable moments.

★ Countdown to Midnight

🎵 Music, Dancing & Fun

🥂 Cheers to New Beginnings

2024 DECEMBER



LAAT

London Academy For Applied Technology

SUN	MON	TUE	WED	THU	FRI	SAT
1 WORLD AIDS DAY	2	3 INTERNATIONAL DAY OF PERSONS WITH DISABILITIES	4	5	6	7
8	9	10 HUMAN RIGHTS DAY	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25 CHRISTMAS	26	27	28
29	30	31 NEW YEAR'S EVE				



Steps to Grow Your Skills

1. Identify Gaps: Reflect on areas for improvement.
2. Action: Write down 2-3 skills to work on.
3. Learn Continuously: Take online courses or attend workshops.



4. Resource: Try platforms like Coursera or LinkedIn Learning.

5. Practice: Apply new knowledge through real-world projects.

6. Pro Tip: Break complex skills into small tasks.

7. Seek Guidance: Find a mentor or coach for feedback.

IMPORTANT UPDATES FOR EMPLOYERS

We're excited to announce the launch of the Employer Resource Padlet, a comprehensive digital hub designed to support you in managing apprenticeships effectively. The Padlet offers a range of resources, including apprenticeship standards, funding guidance, and training materials. It also provides opportunities for networking and sharing best practices with other employers.



EMPLOYER RESOURCE PADLET

Explore the Padlet to access up-to-date information and tools that will enhance your apprenticeship programmes:

[Employer Resource Padlet.](#)

In addition, we're introducing the Level 3 Safeguarding Support Officer Apprenticeship, launching in January 2025. This programme is tailored for individuals aiming to build expertise in safeguarding roles, such as safeguarding advisors or designated safeguarding officers. Combining practical and theoretical training, the apprenticeship equips participants with the knowledge of key legislation and referral strategies to foster safer environments.

TO LEARN MORE OR TO REGISTER YOUR INTEREST, VISIT: SDD LINK FROM IFATE.



**A free CPD opportunity
for all staff and
employers to
undertake a free course
on stress**

Access the course here:
[Workplace Stress
Management CPD](#)

Take advantage of this free online course designed to help employers and apprentices understand, prevent, and manage stress in the workplace. Learn practical strategies to foster wellbeing, build resilience, and create a supportive work environment, especially during the busy festive season.



December, 2024

Employment Law News



Recent updates in employment law include an increase in the apprentice minimum wage, which will rise to £7.55 per hour starting April 2025. Employers are encouraged to review their pay structures to ensure compliance.

Additionally, the government has introduced stricter guidelines for sexual harassment prevention, requiring employers to take proactive steps to protect staff.

Stay informed to ensure your workplace meets all legal requirements and supports a fair, safe environment for everyone. Learn more:

[Employment Law Updates](#)



Supporting Mental Health with Able Futures

At LAAT, we prioritise the mental health and wellbeing of our apprentices and staff. We're proud to collaborate with Able Futures, a leading organisation offering up to nine months of free mental health support. This service helps individuals manage stress, anxiety, and other challenges that may impact their work or learning journey.

What Able Futures Offers:

Confidential support from qualified professionals.
Tailored advice to help improve resilience and wellbeing.

Flexible sessions designed to fit around your schedule.

Access Support Here:

 Call: 0800 321 3137

 Visit: Able Futures Mental Health Support

Let's work together to create a supportive and healthy environment for everyone. 





INTERACTIVE SECTION: Festive Fun Quiz

Put your festive knowledge to the test with our fun holiday-themed quiz! Share your answers with us at info@laatedu.com, and you could win a surprise gift from LAAT! Click the link to take the quiz:

 [Fill Out The Survey](#)

 [I Don't Need Gifts](#)

● Loading...

Submit Your Festive Photos:

We're hosting a photo competition for the most festive workplace! Share your pictures by emailing info@laatedu.com or tagging us on Instagram @LAAT_UK.

Sustainability Spotlight: Eco-Friendly Festive Practices

This holiday season, embrace sustainability in your workplace by reducing waste and supporting the planet. Use eco-friendly decorations like reusable or compostable materials, organise a gift swap to minimise excess packaging, and source festive treats from local suppliers. Small changes can make a big difference in creating a greener, more sustainable celebration.



Seasonal Recipe: Pumpkin Pie by Jilad Miah 🎃🍰

Chef de Partie apprentice Jilad Miah shares his festive pumpkin pie recipe, perfect for the holiday season! This rich, spiced dessert is a favourite for Christmas gatherings.

Ingredients:

1 pre-made pie crust

425g pumpkin puree

150g sugar

2 eggs

240ml evaporated milk

1 tsp cinnamon, ½ tsp nutmeg, ½ tsp ginger

Instructions:

Preheat oven to 180°C (350°F).

Mix pumpkin puree, sugar, eggs, spices, and evaporated milk in a bowl.

Pour mixture into the pie crust and bake for 45-50 minutes until set.



Share your creations on social media with #LAATFestiveBakes and tag @LAAT_UK! 🎄 ✨

End-of-Year Reflection: Celebrating 2024 Achievements

As we close 2024, we're proud to reflect on a year filled with growth and accomplishments at LAAT. This year, we successfully launched several new apprenticeship standards and expanded our programmes to meet employer demands. Over 50+ new apprentices joined our community, with apprentices completing their End-Point Assessments (EPAs) with outstanding results. We also welcomed talented new team members, strengthening our ability to provide top-tier support and training. Securing the .ac.uk domain and forging a prestigious university franchise further solidified our position as a trusted provider in education and training. A standout achievement was our first Turing Scheme trip to Dubai, offering apprentices unparalleled global learning experiences.



Looking ahead to 2025, our ambitions are set even higher. Key goals include achieving Matrix accreditation to enhance our support services, securing an Ofsted 'Good' grade, and introducing new apprenticeship standards to address emerging industry needs. We remain committed to fostering strong partnerships, developing innovative programmes, and empowering apprentices to achieve their career aspirations. Thank you for being part of our journey – here's to another year of success and growth!

Festive Spirit and Cheer *at LAAT*



The holiday season is here, and it's time to spread joy and festive cheer! At LAAT, we're embracing the spirit of togetherness with fun activities and heartwarming initiatives. From apprentices planning holiday events to festive jumper days and charity drives, we're creating memories to end the year on a high note.

We encourage you to celebrate the season with your teams – organise a festive gathering, exchange thoughtful gifts, or share acts of kindness. Let's make this holiday season a time for gratitude, connection, and joy! 🎅🎁

We wish you all A Merry Christmas and a Happy New Year!



THANK YOU FOR A WONDERFUL YEAR!



<https://laat.ac.uk/>



WISHING YOU A JOYFUL
HOLIDAY SEASON AND A
PROSPEROUS NEW YEAR!



AS WE WRAP UP 2024, WE
EXTEND OUR HEARTFELT
GRATITUDE TO ALL OUR
EMPLOYERS, APPRENTICES,
AND PARTNERS FOR MAKING
THIS YEAR A REMARKABLE
SUCCESS. YOUR DEDICATION
AND COLLABORATION HAVE
BEEN THE FOUNDATION OF
EVERYTHING WE'VE
ACHIEVED. WE LOOK
FORWARD TO WORKING WITH
YOU IN 2025 TO CREATE EVEN
MORE OPPORTUNITIES FOR
GROWTH AND SUCCESS.

**LET'S MAKE 2025
ANOTHER
AMAZING YEAR
TOGETHER! ❤️**

📞 STAY CONNECTED WITH LAAT
HAVE QUESTIONS, SUGGESTIONS, OR IDEAS?
WE'D LOVE TO HEAR FROM YOU!

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