

Beating Your Learning Barriers

Despite the varied opportunities for staff to undertake training, many are still reluctant to do so.

Some staff are nervous due to poor previous experiences, often stemming back to school days. Some feel they do not have the time and they feel forced into undertaking training. Many lack the commitment and enthusiasm due to low confidence in their own abilities and skills. This can be a big issue for employers and managers as there are not only industry requirements to train your staff but it is also important for the improvement of any service to have staff who continually develop professionally.

NIACE (National Institute of Adult Continuing Education) can offer support with this issue. Guidance can be accessed via their website and they have produced a variety of publications (many free of charge). In particular NIACE have produced a publication called 'The Really Useful Book of Learning and Earning' which is available to order in bulk at no cost.

Many training providers and colleges offer support also. Venus Training & Consultancy have developed a course aimed at building confidence, demonstrating the benefits of learning and highlighting good study techniques. The course is called 'Learn to Love Learning'. For more information contact staff at Venus.

Access the NIACE website at:
www.niace.org.uk

Access the LSN website at:
www.LSNeducation.org.uk

Skills for Care / LRCN (Learning Resource Centre Network) have commissioned a project to produce a guidebook and support for small care providers who wish to create learning cultures within their organisations. The project is focusing on the South West of England and is currently looking for providers who will be interested in becoming involved with the pilot. If your organisation is interested please contact the staff at Venus. Further details of the progress of this project will be included in future editions of e-nlighten.

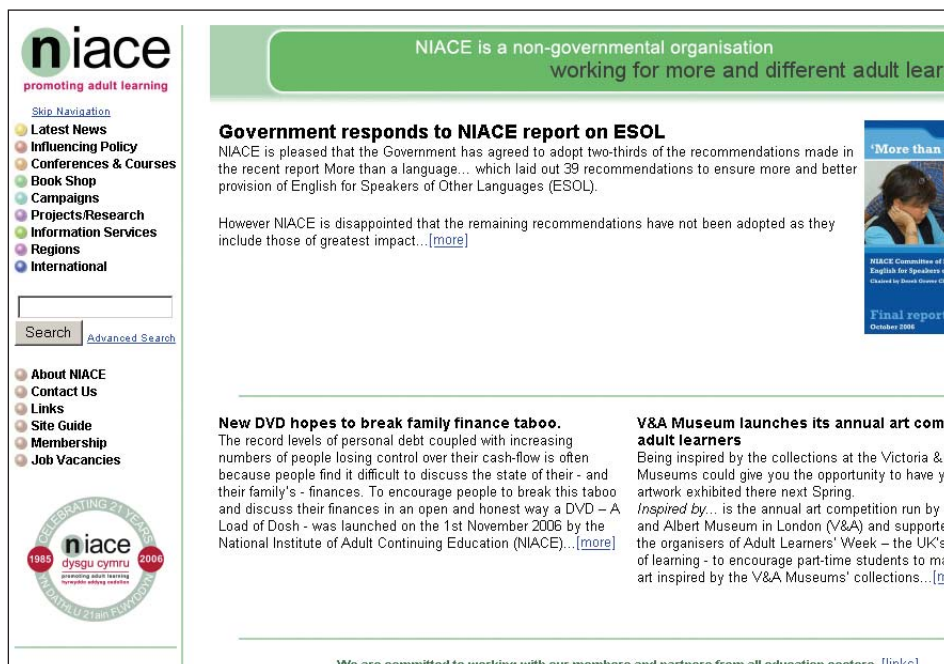
For staff within your organisation who are responsible for training and development there is support available from LSN (The Learning and Skills Network). They are an independent, not for profit organisation and provide briefings; newsletters; free publications; resources and materials, training events and an easy to access website.

Moving on up

Since the last issue of e-nlighten, a transformation has been happening at Venus Training & Consultancy in the shape of new and bigger offices. We are still located within the City Business Park but on October 27th we up-headed everything and made the big move. We are looking forward to meeting all our clients in our new premises, now unit 130.

2006 has seen a superb first 10 months of business for us. As a result, the future looks bright for Venus and all our clients in 2007.

Jane, Jude and Sarah would like to wish you all a very merry Christmas and a Happy New Year. Instead of sending out cards we will be making a donation to the British Epilepsy Association. www.epilepsy.org.uk/



The screenshot shows the NIACE website interface. At the top, it says "niace promoting adult learning". Below this is a navigation menu with links for "Skip Navigation", "Latest News", "Influencing Policy", "Conferences & Courses", "Book Shop", "Campaigns", "Projects/Research", "Information Services", "Regions", and "International". There is a search bar with "Search" and "Advanced Search" buttons. A sidebar on the left contains links for "About NIACE", "Contact Us", "Links", "Site Guide", "Membership", and "Job Vacancies". The main content area features a green header with the text "NIACE is a non-governmental organisation working for more and different adult learners". Below this is a news article titled "Government responds to NIACE report on ESOL". The article text reads: "NIACE is pleased that the Government has agreed to adopt two-thirds of the recommendations made in the recent report More than a language... which laid out 39 recommendations to ensure more and better provision of English for Speakers of Other Languages (ESOL). However NIACE is disappointed that the remaining recommendations have not been adopted as they include those of greatest impact... [more]". To the right of the article is a small image of a person and a box that says "More than a language" and "NIACE Committee of English for Speakers of Other Languages". Below the article is another news item titled "New DVD hopes to break family finance taboo." and another titled "V&A Museum launches its annual art competition for adult learners". At the bottom of the page, there is a footer that says "We are committed to working with our members and partners from all education sectors. [links]".

NIACE provides opportunities for staff development

Boost the Confidence of Your Staff

A free six week course confidence building course is available on the internet. The six modules are sent to you via a weekly email and you can work through them at your own leisure. Roger Elliot, the author, explains that his site is reliable, practical and effective for those who are lacking confidence or need to improve their self esteem.

The modules include:

1. The most important factor of self confidence
2. Automatically trigger self confidence in different situations
3. How to relax - whenever you want
4. How to think confidently
5. A wealth of helpful ideas and new perspectives
6. Trainer tips - making the most of your effort

Staff at Venus Training & Consultancy have trialled the course and have found it to be useful and easy to follow. We recommend it particularly for staff who lack confidence within your organisation. A word of caution, this is e - learning and some staff may feel nervous about using I.T; it is also very self directed study.

Access the free course at:
www.self-confidence.co.uk/self.html



Self Confidence Can Be Learned ...



Free 6 Week Self Confidence Course with Roger Elliott



Karen Taylor, Web Support

[Email Karen](mailto:karen@uncommonknowledge.co.uk)

[Office Help Center](#)

[Uncommon Knowledge Self Help Resources](#)

[Uncommon Knowledge](#)

[Depression Learning Path](#)

[Free Panic Course](#)

[Hypnosis Downloads](#)

Increase self confidence and improve low self esteem with our free 6-part course...

You may find it hard to believe that a free self confidence course is worthwhile. But don't take my word for it! More than 100,000 people have signed up over the last 4 years to help build their self confidence or improve low self esteem, and they seem pretty pleased!

You will receive the first instalment within a few minutes, followed by 6 weekly emails to help you build self confidence and beat low self esteem for good. I look forward to working with you!

Roger Elliott
Managing Director
Uncommon Knowledge Ltd

Tell Us Where To Send Your Free Course

Your first name:

Your e-mail:

You will receive your first tutorial within a few minutes.
[Problems subscribing? Let us know...](#)

Remember, your privacy is safe: Your privacy is important to us. We will not sell your email address. Neither will we give it away, exchange it or abuse your trust in any other way. Every tutorial contains simple instructions on how to unsubscribe quickly and easily. [Privacy Policy](#)



Don't Weight Any longer

In November 2004 the government published a white paper called 'Choosing Health'. As a result of this the Department of Health have committed to producing materials for healthcare professionals and patients' on weight loss and maintaining a healthy weight. Some of the information booklets produced include: 'The Obesity Pathway', 'Your Weight, Your Health' and 'Why Weight Matters'. These booklets are useful for supporting service users who are managing weight issues as well as the staff responsible for supporting those service users.

The resources are available at:
www.dh.gov.uk/PolicyAndGuidance/HealthAndSocialCareTopics/Obesity/fs/en

Venus also offer the Certificate in Nutrition, contact us for more details.

Obesity is becoming one of the biggest health problems in the UK



Venus recommend this course for members of your staff who lack confidence

Employment Guidance

The main aim of ACAS (Advisory, Conciliation & Arbitration Service) is to improve organisations and working life through better employment relations. ACAS offer guidance and support to employers and employees via free confidential helpline, free leaflets (popular titles include 'Holidays and Holiday Pay' and 'Varying a Contract Employment') and through their easy to access website. ACAS will also provide experienced

advisors to visit you or talk issues through with you over the phone.

They also run training sessions on important employment issues; these are specially designed for smaller businesses

Access the ACAS website on:
www.acas.org.uk

HELPLINE 08457 47 47 47

Search our site Enter a Keyword

Home What's new on Acas Press releases Useful links Conferences Feedback Site map

You are here: Home Sunday 5th November 2006

Time's up for age discrimination

It is now against the law for employers to discriminate against employees because of their age, no matter how old or young. This affects every single employer, worker and workplace in Great Britain. Acas provides comprehensive advice and training to help you understand the new laws and how they affect you.

If you're an employer, here's how we can help:
tell you what [age discrimination is all about](#)

If you're an employee, here's how we can help:
tell you what [age discrimination is all about](#)

our online [Guidance on Age and the workplace: a guide for employers \[854kb\]](#) explains everything you need to know to keep up with the law and get the best from your workforce

answers to [questions employers frequently ask](#)

book an [age discrimination training course](#) at a place near you

Most popular questions

- > [What does age discrimination cover?](#)
- > [Do employees have the right to work flexibly?](#)



Age Matters

Centre for Policy on Ageing (CPA) was established in 1947 by the Nuffield Foundation with a remit to focus on the wide-ranging needs of older people.

The CPA primarily inform and influence service providers, its main approach being to discover and advocate what older people themselves want and need. The website offers access to the reference library and information service, news updates and policy briefings. It is a useful resource for care home providers and practitioners working with older people as well as for staff and managers undertaking qualifications requiring research.

Access the CPA website on:
<http://www.cpa.org.uk/index.html>

Centre for Policy on Ageing

CPA
New attitudes to old age

Search CPA website

- >> CPA news
- >> Single Assessment
- >> information services
- >> ageinfo
- >> NDAR (research)
- >> publications
- >> events
- >> policy / research
- >> policies on ageing
- >> press releases
- >> Ransackers
- >> about CPA
- >> how to find us

Video Support Gives Vital Info

Speak Up Self Advocacy is based in Rotherham and is run by and for people with learning disabilities. The charity is supported by funding through various sources including Comic Relief and Social Services.

The Speak Up committee felt that there is much information that people with learning disabilities miss because of not being able to read. They created a video project to make friendly information available. The videos (and DVD's) are available to purchase on the Speak Up

website and amongst those available are 'Coping with Death', 'Abuse is Bad' and 'Safety First'.

The website also offers support and guidance as well as free downloads on related subjects including person centred planning.

Access the Speak Up website on:
www.speakup.org.uk
You can also contact Speak Up by telephone on: 01709 710199