



THE ORACLE

Oracle Training Newsletter - August 2009 - Issue 4

WHAT'S IN THIS ISSUE

- Here Comes the Summer? - Introduction, Sally Marsh P1
- Oracle Puts Fizz into Cola Event, Diane Logan P2
- Beauty School Director Visits from Japan, Justin Tellus P2
- Employee Profile, Sam Dymock P3
- Employee Profile, Amanda Menzies P4
- Birthday Bash, Sally & Diane P4
- Employer Interview, Tina Bradley P5
- Birthday Bash Images P6
- This Year's Achievers P6
- News in Brief, Sandra Spall P7

oracle-uk.com

HERE COMES THE SUMMER?



Welcome to our Summer newsletter, and looking out of the window at the pouring rain, I use the word 'Summer' very lightly! We have so many events to report to you in this issue;

I would have to say that the most prestigious event by far was our 10th Anniversary Awards Dinner at the end of June. I would like to take this opportunity to thank all Employers, Staff and Learners who supported the event and made the evening one to remember. Congratulations to all our Award Winners. Photos of the event are posted on our website and if you want to order any photos you can do so by contacting: Justin or Jenny by email: justin.tellus@oracle-uk.com, jenny.spencer@oracle-uk.com

Summer marks the start of our main recruitment period. Nikki and our Training Consultants have been compiling lists of Salons who want to interview the new applicants hoping to secure placements and jobs with you for the duration of their training (and hopefully beyond). As you are probably aware, through the Alan Sugar adverts, the government is totally committed to Apprenticeship training, stating that work based Apprenticeships are the way forward to give individuals the employability skills and occupational skills they need to progress into their chosen careers.

This has been our stance from the very beginning and I have said many times, as an industry Hairdressing & Beauty Employers do invest in Apprentices. Our current data suggests that 89% of Apprentices completing their programme with us continue into employment, within the Salon where they trained, as qualified stylists/beauty therapists.

Hooray!!!! Our original Doncaster Centre telephone number is now active again after being out of action for what seems like absolutely ages. Just to confirm the Doncaster Centre number is now 01302 813 900. We are sorry for any inconvenience this may have caused and thank you all for your patience.

This year has been difficult for many people running their own business and we are committed to working with Employers to continue supporting their Apprentices, Employees and salon training needs; not just investing in skills at the start but continuing to invest in skills. If you would like to become a member of our Employer Partnership Group, or are interested in a trial with one of our new recruits please contact Nikki: nikki.parfitt@oracle-uk.com or on 01302 813 900.

We are now looking forward to our first trip to Belgium in September. Congratulations to all those Learners who were selected. Trial competitions are now being held for our return trip to Malta at the end of the year. We are also proud to announce that our new Birkenhead centre will open in August and are looking forward to the new challenges that lay ahead in the Wirral.

I'd like to take this opportunity to congratulate 3 of our staff members; Sharon, our Skills for Life Coordinator, gave birth to the most beautiful baby girl, Isabella, in April; Claire, one of our Doncaster hairdressing deliverers was married in July and is now Mrs Burns and Amanda, our Company Training Team Coordinator was married in April.

I hope you enjoy this issue.

If you have any good news stories or, alternatively, if you have any suggestions for the improvement of our newsletter, please let us know.

Sally

ORACLE PUTS FIZZ INTO COLA EVENT

On the 21st May Oracle Training's Hair & Beauty Learners took part in the 2009 Cola Awards, at Harrogate International Centre. The event, presented by Lenny Henry, was to celebrate the achievements of all the Learners and Employers that embraced and supported learning.

Oracle Learners created Avant Garde styles in Hair & Make-up for all the performing acts, expressing their creative side and showing that they could work under tight deadlines for such a prestigious event. One of Oracle Barnsley's Employers, Fusion, was encouraged to enter into the regional Micro/Small Employer of the Year and they were successful in being recognised with a highly commended award.

More photos & filming of the event are available on our website at:

www.oracle-uk.com/events/cola_event

Diane



BEAUTY SCHOOL DIRECTOR VISITS FROM JAPAN



This July saw Mr Fujikawa, Director of the Japanese Hair & Beauty Company Apollon, visit all Oracle's centres in Doncaster, Rotherham and Sheffield.

Apollon is a large Japanese Hair & Beauty Company in Japan that have state of the art salons and training centres as well as their own product range. A series of meetings were held to discuss a new internship program for stylist and students from Japan to attend various private courses at Oracle, from 6 month programs to short 3 day courses. Mr Fujikawa was accompanied by translator Mr Shintaro Ide and was very impressed with Oracle's facilities, systems and training methods.

The visit had a great ending with Mr Fujikawa attending the Oracle 10th Anniversary Party and Awards, where he presented the award for Best OTC Artistic Team Level 3 Student to Mr Joel Palmer.

An agreement was reached and signed in Japan earlier this month that will see Oracle hosting all Apollon's International Training as from 2010. This is another exciting step forward in the development of our new Private Sector training offering that continues to grow both Nationally and Internationally.

Justin



EMPLOYEE PROFILE

SAM DYMCK

I began working for Oracle in November 2007 as a part time lecturer. Since then I have worked my way up to being employed full time at Oracle and changing job role to a Training Consultant before becoming Centre Manager at Sheffield.

I am qualified in Hair & Beauty up to NVQ level 3 and have also completed a VTCT Diploma in Indian Head Massage. Throughout my career I've worked in various hair and beauty establishments, from starting out as a salon junior at 15 years old, to working on make-up counters in Meadowhall and at Ragdale Hall Health Hydro as a therapist.

I began teaching in 2004, and have done a variety of teacher training courses since then, including A1 Assessor's Award, Certificate in Education, V1 Verifier's Award and currently, an Honours Degree in Education and Training. I've gained a wealth of experience in the last 5 years, working in different colleges and community centres, with Learners aged 14 to 114 years old! The courses I've undertaken have also developed my knowledge and competence, allowing me to successfully gain the position of Centre Manager in Sheffield.

I am truly passionate about working in the Hair & Beauty industry and could never see myself anywhere else. I've also become very much attached to Oracle, as many of the staff have become personal friends as well as colleagues, and I can truly say I enjoy coming to work! I also enjoy teaching and working with such energetic young people, who I can guarantee will make me laugh, scream and sometimes cry all in the same day.

The exchange trip to Malta was an amazing experience for me just as much as the Learners who went with us, and one which I will never forget. Working in Education is so rewarding and leaving the staff, Learners and salons at Doncaster behind brought a tear to my eye on numerous occasions!

But ever the optimist, I can't wait to get into my new role, and conquer Sheffield! The Sheffield centre is small compared to Doncaster and the ever growing Rotherham, but of course the best things come in small packages! I have a great team at Sheffield which is expanding, and I believe we will grow and succeed.

My main task is to develop the business, making solid contacts in and around Sheffield, particularly with salons, which will in turn allow us to turn out some wonderful hairdressers, nail technicians and beauty therapists. With an OFSTED inspection looming I will also be focussing on ensuring the service we provide to Learners, salons, local schools and other contacts is, as always, the finest Oracle can offer.

I believe the support we are currently receiving from staff and external companies alike will be the strength behind the business, allowing everyone who deals with Oracle to receive a paramount experience!

I would like to thank the salons I dealt with as a Training Consultant at Doncaster and the Learners there for making the last year and a half brilliant!

Here's to the future!

Sam



EMPLOYEE PROFILE AMANDA MENZIES

I have worked for OTC for 4 years and in this time have seen lots of changes. I am happy to say I have grown with the company and developed my own expertise to bring me to the stage where I have been promoted, last month, to the Company's Training Team Coordinator.

I enjoy the innovative way the company progresses with lots of up-skilling and training to inform and expand our knowledge on systems and procedures.

My new role covers all the geographic areas of Doncaster, Rotherham, Sheffield and soon Birkenhead, allowing me to support the staff in delivering a good service to all and helping standardise all areas for the benefit of the Company and the service we provide. I am really looking forward to this challenge, I believe I have been given the opportunity because of merit; I am conscientious and have time-tested knowledge of the company and it's vision, which I will use to put my own unique stamp on the job. I have already met most of the salons in the Doncaster area and some in Rotherham and they know my word is my bond. I am looking forward to meeting and working with the salons in Birkenhead and my old abode Sheffield. Hope to meet you all soon.

Amanda

BIRTHDAY BASH

Well its official, we are now in double figures! Oracle Training celebrated its 10th Birthday by holding an Awards Evening at the Keepmoat Stadium in Doncaster.



Joined by all of last year's achievers and a host of Employers and companies who work in partnership with Oracle, the night started with a spoof video of the last 10 years; following Sally and Diane on their journey so far – a real future U tube special! The night continued with the Awards for individual achievements including Employer of the Year which this year was won by Tina Bradley of Bradsroom.

Celebrations went well into the night and all photos are available to look at on the website. If you would like to purchase any of the photos they are £6 for an 8X10 print, proceeds will go to Macmillan Cancer Support.

Sally and Diane would like to thank everyone who has supported them over the last 10 years and hope that the next 10 years is just as good!

(more images from the bash on page 6)

sally & Diane

EMPLOYER INTERVIEW

TINA BRADLEY

BRADSROOM



Tina accepting her Employer of the Year Award at the Oracle 10th Anniversary bash

Let's start with a little bit of your history in the Hair & Beauty Industry.

My career began at 15 working after school in a high end salon in Leeds city centre, working long hours but I enjoyed the job and it was really worthwhile as the salon did platform/session styling which I really enjoyed. My Employer was strict, flamboyant and creative and expected you to work to a high standard. This gave me a good grounding and showed me a glamorous side to hairdressing. I left my career for a short while until my children grew older and then returned to a small suburban salon. This taught me a completely different side to hairdressing. Then a fluke phone call was the start of Bradsroom and 7 years on we are still trading.

Please comment on the Awards evening.

I think it's great that Employers are recognised for their efforts through Oracle's Employer of the Year Award. Employers are often forgotten, even slated sometimes. They should be praised more often for the time and effort and extra benefits they give to staff. Clients don't always see the hard work that they put in behind the scenes. It was also good to see the Learners receiving their Awards.

It was a great feeling to win the Award, I was surprised but proud that a small suburban salon, with high standards and a well trained staff team, had received this award because whatever we do, we do as a team and we always try to create an unpretentious atmosphere for the client.

We came with an open mind to enjoy and embrace all the evening had to offer. Congratulations to Oracle for their achievements over the last 10 years. The Sally & Diane film was entertaining. The staff's lyrical performance was a success and the artistic teams Avant Garde showcase was an interesting twist to the evening. I can't be critical about anything! Even the food and venue were good choices.

What message do you have to encourage Salons to enter the Awards?

There are many good salons out there and probably some of you didn't enter, but even if you don't receive anything it's good to work towards and take part in the evening. I feel it's about being positive and generating good standards. So go on and apply next year!

What inspires you?

Enthusiasm – creatively, culturally and personally - in all walks of life inspire me. Not a famous celebrity stylist but a 70 year old woman completing her Bachelor of Arts Degree at Leeds University – showing you are never too old to learn and living life to the full. I do hope I will be able to do the same.

Working with young Learners is like watching a caterpillar grow and develop into a butterfly. It takes time and understanding but as their confidence grows they start to share ideas and experiment with different methods. I like to have young people around me; it keeps me knowledgeable about young adulthood and street culture. It's hard sometimes, but they do make me laugh at times and I enjoy their humour. It makes such a big difference when they want to achieve and don't enter the industry thinking it's an easy ride – it's a vocation.

The first 6-12 months are the hardest; adapting to long hours and standing for long periods of time. I encourage them to keep a good persona and leave school-ground tactics behind so they can adapt to an adult environment smoothly. It's a good feeling to see them grow and yes that too inspires me.

Is there anything else you would like to add?

I feel that I have achieved a goal by bringing 2 very different environments together and meeting somewhere in the middle, creating a nice environment for clients and promoting a happy team.

Tina Bradley

BIRTHDAY BASH IMAGES



THIS YEAR'S ORACLE ACHIEVERS - 08/09

ACHIEVER	PLACEMENT	ACHIEVER	PLACEMENT	ACHIEVER	PLACEMENT
Thomas Addison	Fusion	Caren Field	Foxy's Hair And Nails	Holly Mills	Sun City
Sherifa Al-Quebeiai	Oracle	Keely Fisher	S61	Sarah Molloy	Hair And Beauty Shop
Sarah Armstrong	Cutting Room	Charlotte Fowkes	Wolf & Co	Jessica Moore	Elizabeths
Chantelle Baker	Glam Salon	Rachel Froggatt	Salon 15	Corinna Morgan	Entwined
Gemma Beal	Bliss	Jade Gellen	The Beauty Lounge	Joanne Muscroft	Nicholas James
Rachael Beasley	Salon 15	Emma Grayson	Lox	Charlotte Neil	Cutting Room
Rhianne Beddoes	Unit 8 For Hair	Kimberley Green	Angelessa	Charline Newitt	2nd Glance
Laura Bellamy	En Vogue	Sarah Louise Green	Serenity Beauty	Tara Nicholls	Paul Freeman
Matthew Berkin	Colosseum	Linzi Grice	Angels	Stacey Oliver	Revive
Danielle Bilton	Elements Medispa	Kirsty Griffiths	The Room Of Beauty	Roxanne Oxer	Kutting Kru 2
Kirsty Bones	The Beauty Spot	Jessica Hannaby	Revenge	Georgina Parker	Amanda Louise Hair Studio
Hannah Brabham	The Nail Salon	Emma Hesselden	Sunzone	Charlotte Parkin	Vanilla Room
Lisa Bridges	Principal Beauty	Chelsey Holland	Beauty Rooms	Holly Parkin	Therapy
Chloe Brooks	Oracle	Bethany Holmes	Nailed For Beauty (Elixir)	Gemma Plant	Stephen Jon's
Vikki Bucknell	Eden	Lauren Holmes	Hair We Are	Natalie Rea	Perfect Harmony
Amy Cheesmond	Turnstyle	Francesca Hudson-Brown	Eden	Kelsey Rowland	House Of Lindsey
Claire Cheesmond	Sorella	Lauren Hunsley	Headquarters	Kate Sadler	Jane Bennetts
Benjamin Clayton	Valentinos	Carly Hutchinson	Heavenly Bodies	Karen Scholey	Central Terrace Barbers
Robyn Coatan	Bliss	Verity Inman	Salon Chique	Robert Sommerville	Cutting Room
Rebecca Coles	Fusion	Emily Large	The Hair Studio	Claire Stanley	Cutting Room
Liam Collier	Oracle	Sarah-Lea Irwin	House of Lindsay	Laura Stroud	Mr Tony's Thorne
Natalie Collinson	Creative Nails & Beauty	Stacie Keen	Escape	Louise Stuart	Peter Bird Hairdressing
Emilie Cooper	Pure Essence	Jade Kibble	Zodiac	Billie Taylor	The Beauty Spot
Jade Craggs	Oracle	Dianne Leung	Shortcutz	Abbie Thompson	Revive
Georgina Cunningham	Oracle	Jessica Lunn	Hair Studio	Kirsty Thornhill	Elizabeths
Zoe Davidson	Colosseum	Natalie Marlow	S J Spa	Kerry Thwaites	Masquerade
Holly Davis	Milanda	Kayleigh Mclean	The Strand	Francesca Wilson	Harleys Hair And Beauty
Rebecca Ellis	Salon Uk	Toni Medlock	Look Good Feel Good	Stacey Wylie	S J Spa

"a big congratulations to you all"

NEWS IN BRIEF

Swine Flu latest

As we are all aware the Swine Flu is referred to as a pandemic outbreak. Pandemic flu is different to ordinary flu because the flu virus appears in humans and spreads very quickly. Because it is new, no one will have immunity to it so everyone is at risk.

We have had a few cases recently with Learners and their relations contracting the virus.

We are being vigilant whilst remaining calm and approaching the matter systematically and keeping everyone informed where possible. Flu viruses are made up of tiny particles and can be spread through droplets that come out when we sneeze and cough. Some symptoms are sudden fever, cough or sore throat.

We have notices and posters up in each centre asking people to use tissues if they sneeze or cough and to dispose of them down the toilet and then to wash their hands thoroughly.

Just in case you need it the Swine Flu Information line is: 0800 1513 513.

Apprentice Wage Increase from August

You will have all received a letter from us last month stating that there is an increase in the Apprenticeship wage from £80 to £95, with effect from August 2009.

Apprenticeship programmes are to be reviewed and we have taken part in a questionnaire about the wage of Apprentices. We feel that an hourly rate would be more practical than an overall weekly wage as not all Apprentices are full time. The minimum hours an Apprentice can work is 16 the maximum is 34.

The New Equality Bill

In April the government published its new Equality Bill. It is designed to strengthen and streamline discrimination legislation. It replaces 9 major pieces of legislation and 100 other measures which have spanned over 40 years.

It will probably be brought into force in autumn 2010 and could have wide repercussions in the work place. The spotlight being on gender pay discrimination within large Employers but each workplace will be dealt with individually.

In particular the bill has the power to require reporting on the gender pay gap by Employers with 250 or more Employees. The government has committed not to use the power before 2013 and only if progress has been made. Over the Summer work will take place by the Equality and Human Rights Commission in conjunction with businesses and unions to develop matrices for reports.

An extension to the right to annual leave has increased from 24 to 28 days for all Employees and came into effect on 1st April 2009. If you give staff less than 28 days paid holiday an increase will have to be made.

Also 1st April saw the Workplace Rights enhanced with new requirements including:

The right to request flexible working extended to parents of children under 16.

Automatic penalties for Employers who underpay on National Minimum Wage.

Simpler dispute resolution rules to help workers and Employers deal with workplace disputes.

For more information go to:

www.direct.gov.uk/en/Employment/index.htm

www.businesslink.gov.uk

Sandra