

ProtocolNational

Leaders in staffing for colleges

Expertise

No.1 for Assessors



Assessors

Train to Gain and work-based learning

Protocol National is the largest provider of assessors to the FE sector. With a database of over 22,000 skilled and qualified assessors, we have a wealth of experience and expertise, enabling your college to secure high retention and achievement rates for work-based learners. We recognise the challenge presented by the new common funding system and have developed new flexible no-risk price plans to support you.



telephone 0115 911 1100



Is your college ready for the common funding system which will be implemented in August 2008?

New Funding Streams

The LSC document 'The 16-18, Adult Learner- and Employer-responsive Funding Models' sets out the way in which the LSC intends to allocate funding from 2008-09 onwards in terms of changes to the Funding Streams. The new funding streams can be summarised as follows:

- 16-18 Model
- Learner Responsive Model
- Employer Responsive Model.

Employer Responsive Model

The key characteristics of this model are that:

- Payments will be made to providers monthly in arrears and will be based on actual delivery. Payments will be made in instalments over the expected length of time that a learner is engaged in achieving that aim.
- An achievement element of 25% of the value of each aim will be held back and will only be paid to providers on achievement by the learner.
- This funding stream is subject to tender – providers will be required to submit bids and thus will need a flexible workforce.

What do the funding changes mean to your college?

The changes to the funding methodology are significant and it is clear that colleges and training providers have a number of challenges ahead.

Both the 16-18 Model and the Learner Responsive Model have an element of certainty of income – the LSC will make profile payments over the academic year, subject to claw-back for underperformance or making additional funding available on the Learner Responsive Model.

However, as far as the Employer Responsive Model is concerned there is no certainty of income in the same way as there is on the 16-18 Model and the Learner Responsive Model. Payments will only be made on actual activity, monthly in arrears. This is a significant challenge to colleges and training providers as it raises cashflow implications.

We understand funding

Protocol National has been supporting colleges in the delivery of their work-based learning contracts for over ten years. Since its inception, we have been involved with Train to Gain in a large number of colleges.

Our assessors have been fundamental in helping colleges to maximise funding opportunities. We know that without good assessors delivering high retention and achievement rates, your college will lose funding.

Demand for assessors

Train to Gain has increased the demand for occupationally competent assessors to deliver qualifications within the workplace. As government funding for the new Employer Responsive Model increases to an estimated £2.5 billion in 2009-10, the rapid rise in demand for work-based assessors will escalate further. This will make it increasingly difficult for colleges to recruit suitable assessors.

Our assessors

- Are qualified
- Meet the required levels of occupational competence
- Are flexible and prepared to travel
- Will work within your college's quality framework
- Support learner retention and achievement
- Complete learner paperwork
- Help your college reach its Train to Gain and other funding targets

Our service speaks for itself



- We are specialists in Train to Gain and work-based assessors for the FE sector
- We work with 267 FE colleges and many private training providers nationally
- We have a database of over 22,000 assessors across all subjects and covering the majority of LSC regions
- We have an expansive and innovative marketing programme to support on-going recruitment of assessors onto our database



Flexibility and cost control

Our assessor service:

- is flexible.
- removes the need for your college to recruit assessors on a permanent basis - thereby avoiding the associated employment risks and costs, especially when there is upward pressure on assessor salaries.
- saves your college time and money.
- offers the means for your college to compete against other providers in the price sensitive, demand-led work-based learning market.

Remember, the average recruitment cost of filling a single vacancy can be prohibitive – £4,333 according to the Chartered Institute of Personnel and Development.*

*CIPD Annual survey report 2007 Recruitment, Retention and Turnover.



How Protocol National can help you



At Protocol National we have recognised the new funding challenge and adjusted the way in which colleges can contract with us to match the delay in funding

We offer two ways to pay

Your college can choose one of two payment options, either our flexible hourly rates or a per learner performance based plan.

→ Flexible hourly rate price plan

<i>Contract type</i>	<i>Hourly charge to college</i>
Lower level funding – Train to Gain	£27.69
Higher level funding – Train to Gain & Core	£32.31
Specialist*	£40.00

*The specialist band applies to assessors in hard to reach sectors.

Features of our flexible hourly rate price plan:

- Based on our competitive assessor rates of pay
- Payment is only for hours delivered
- No cancellation fees
- No cancellation notice period

telephone 0115 911 1100

→ Performance based (per learner) price plan

Contract type	Charge to college per learner
Lower level funding – Train to Gain	£390
Higher level funding – Train to Gain & Core	£750
Specialist*	£1,000

*The specialist band applies to assessors in hard to reach sectors.

Features of our performance based price plan:

- Paid on a performance basis per learner
- Assessors receive staged payments based on the success of each learner
- As a learner completes an agreed stage, a payment to the assessor is triggered
- This is essentially a risk free model
- At each stage the college has always drawn down more in LSC funding than it has paid out for the assessor

Performance based price plan – a worked example

LSC Funding per learner	Total cost to college per learner	College profit
£1,200	£390	+£810
£1,500	£750	+£750
£1,800	£750	+£1,050

This example illustrates how a college would draw down up to £1,800 from the LSC. Under the Employer Responsive Model, 75% would be paid in equal amounts over the life of the programme and 25% on achievement. Assuming the learner enrolls and achieves their NVQ successfully, Protocol National will charge a maximum of £750. This leaves the college with a profit of up to £1,050*

*not including direct college costs

A typical example of staged payments to assessors*

Stage	% of total payment to learner
Enrolment	25%
Agreed mid point	25%
Completion	50%

*We can offer alternative staged payment options if preferred.

Successful achievement of each stage is determined by the college's IV within the college's quality framework.

Prefer to recruit assessors onto your payroll?

If, after due consideration, you decide to recruit assessors for your college on a permanent basis, Protocol National can help – we supply assessors on a “finder's fee” basis too.



Contact us on 0115 911 1100 to find out how Protocol National can help your college

Our other services

Visiting Lecturers
Permanent Recruitment
College Leadership Services
teachFE.com
Conferencing Service
College Services Support
College Recovery Service
Human Resources Task Force
Observe
Improve



Risk free

Using assessors provided by Protocol National means you take no financial risk and can balance your budget.

Quality

Protocol National assessors are qualified, occupationally competent, skilled professionals.

National coverage

We have assessors available across all subjects, covering the majority of LSC regions.

Protocol National's corporate headquarters, formerly the LSC's East Midlands office

ProtocolNational

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