

**Organisation:** Liverpool Community College



**Overview:** Liverpool Community College, a large general FE College, is the only further education sector college in Liverpool. The college services a community of 457,300 people. In 2004 the Audit Commission voted Liverpool the most improved LEA in the country. The college has a permanent staff of 896, comprising academic, technical and support staff as well as numerous employees retained on a part time basis.

**Number of Employees:** 900 full time, numerous part time staff varying in number during the year

**Core Modules in Place:** CorePersonnel, Core Business Intelligence, Core Employee Self Service, CorePortal

**Implementation Date of CorePersonnel:** 2006

**Challenge:** To manage the varied HR records, training, performance, disciplinary and health and safety records of Liverpool Community College's diverse workforce in a user friendly and dynamic fashion.

**Solution:** Core provided Liverpool Community College with their EduCore edition of CorePersonnel, which has been specifically designed to cater for the unique requirements of education organisations. A key requirement for Liverpool Community College was the ability to automate their staff development program. The employee performance management capabilities provided within CorePersonnel, allow training, appraisal and performance records to be electronically attached to an employees file.

Utilising the power of CorePersonnel, Liverpool Community College will be able to track an employee's career entirely, from recruitment to eventual retirement and in addition automate their Absence Management protocols.

**Benefits:**

- Liverpool Community College have now completely automated their performance management. Staff are accurately and fairly appraised in a strategic manner, allowing the college to greatly improve their succession management resulting in a more skilled workforce that can provide a greater level of service to students.
- Through the use of Core Employee Self Service and CorePortal employees and managers are allowed to take a more proactive role in managing both their own information and that of their appointed staff. Managers can gain an instant snapshot of their employees information and key performance indicators through CorePortal, allowing essential management decisions to be made based on real time, accurate data.
- Central to the College's choice of the EduCore solution is its ability to integrate seamlessly with existing 3<sup>rd</sup> party systems currently used within the College, thus eliminating the need for double data entry and reducing the administrative burden placed on Human Resource staff.