

**Company:**

Warwickshire College

**Profile:**

Warwickshire College, is one of the UK's largest general further and higher education colleges. It has around 2000 staff operating across a number of different sites and currently caters for more than 25000 students. Its excellent reputation has also been recognised with a Grade One "Outstanding" Ofsted report in January 2008.

**Sector:**

Further Education

**Select Products:**

Select HR Web Edition

**Purchase Factors:**

- ✓ Ongoing commitment to the Further Education Sector
- ✓ Self service across the organisation, including remote sites
- ✓ Multiple users across multiple sites
- ✓ Advanced reporting and production of management information
- ✓ Complete flexibility with configuration entirely user driven
- ✓ Future-proofed technology



## Warwickshire College – Upgrading to the very latest Select HR Web Edition!

Warwickshire College is one of the UK's largest general further and higher education colleges with more than 25,000 students. The college has 6 main centres as well as 2 Learning Centres and use of more than 60 community centres across Warwickshire.

With around 2000 staff across these sites and 3 personnel offices handling all the HR administration, Warwickshire College is a progressive organisation with an excellent reputation having earned a Grade One "Outstanding" in January 2008.

Select Software's relationship with Warwickshire College has gone from strength to strength, and the college's enthusiasm for Select HR has led them to chair the Select Software College Forum. This internet-based discussion forum allows colleges to network and share experiences and knowledge of the software. Warwickshire College is also scheduled to hold a Regional User Group meeting this year purely for colleges using Select's HR software.


Andy Bragg, Personnel Officer (Systems), has been an integral part of the Personnel team for the last 5 years and was fully involved with implementing Select Software from the outset, back in 2007.

"The process we went through before deciding to choose Select HR included sending out a tender, demonstrations with the shortlisted suppliers, taking references and visiting two client's sites to see Select HR in action," says Andy. "It took some time, but we finally made the right decision, based on Select's functionality and their development plans for the future. We were extremely keen from the outset to maximise the use of Select HR and utilise all areas of the software to the maximum of our ability. The Project Planning meeting before implementation helped to us to focus on how to do this."

**Current Usage**

"We implemented Select HR back in May 2007 and have been using the training and recruitment modules heavily since then. We rolled out Self Service the following year and began using the online recruitment module this year," Andy explains.

"Notifications and triggers for workflow purposes are also being used in all the above areas, with the vast majority of HR paperwork being generated through mail merges and reports within Select HR."

"We implemented with full LDAP authentication and all staff have Self Service available to 



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**Andy Bragg**, Personnel Officer (Systems)

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them. Managers can use a range of functions defined by their security levels including a number of reports depending on their individual roles. Administrators across the college enter absence data giving Personnel and Management up-to-the-minute absence reporting. "We also have remote sites at Pershore and Rugby using Terminal Services," he continues. "Select HR is used as a driver for our Staff ID Management System which creates staff email and network accounts and we also use a report to produce our college identity badges."

#### **Motivations for Upgrading to Web Edition and .NET technology**

"The rationale for upgrading to .NET technology is really HR led," says Andy. "The latest developments included in Select HR Web Edition will give us increased flexibility and traceability. We will also have access to full workflow functions."

"With multiple users working across multiple sites there are currently some issues around accessibility which will not apply when Web Edition has been implemented," Andy comments.

#### **Key Benefits of Web Edition**

Web Edition encompasses the broad range of functionality from Select Software's previous products, including absence in hours, self-service, on-line recruitment, multi-discipline CPD etc, in a fully browser based system. It also provides additional benefits through the latest .NET technology platform, including

- A modern and intuitive, browser-based system with links to MS Office applications incl. Outlook, Word, and Excel.
- Accessible from the browser so there is no need for the application to be installed on the user's PC.
- Complete flexibility - configuration can now be entirely user driven, including forms, menus, screens, fields, calculations etc. There is no longer the need to rely on the Development Team for customisation.

- A drag and drop workflow design tool which allows users to design their own workflow processes, including around 40 workflows provided as standard. A true web based workflow functionality, which is underpinned by the Microsoft Windows Workflow Foundation.

- As well as over 300 standard reports and the ability to create and amend new reports, Web Edition also has dashboard based reporting, providing users at Warwickshire College with their own instant management information and trend analysis at a glance without having to generate specific reports.

- Information can also be published to user dashboards in various different formats such as; web based tasks and alerts, listings, company slideshows & notice boards and information from external web sources.

- The new document management utility allows either completed mail merges or other documents to be registered within Web Edition against the individual's record.

- Future proofed technology and flexibility ensuring minimum ongoing investment for the college.

"We need greater flexibility, greater traceability, better workflow tools and increased productivity – all of which we will have with Select HR Web Edition," says Andy.

"As well as all the above points, with Select HR Web Edition there will be no need to install client software," he explains. "Staff will be able to access data from any PC across any of our six sites without any significant loss of speed. The new software will make it easier to authenticate with LDAP so we only have one application to manage."

**"We are looking forward to upgrading to Select HR Web Edition to take advantage of all the new features whilst still keeping those we are used to using with the previous version."**  
**Andy Bragg, Personnel Officer (Systems)**