



Assumptions

- Vacancies are submitted to NAS, Jobcentre Plus, College Website(s) and one other jobs board.
- There are on average 35 Applicants per vacancy.
- Without FERMs A&R each vacancy placed requires a visit from a member of the College team and the time required to visit fill out the vacancy form and set up the customer with the linked vacancy is 3 hours.
- With FERMs A&R we have allowed 120 minutes, as the vacancy form can be filled out electronically and does not need re-entering into CRM.
- With FERMs A&R repeat customers do not always require a dedicated visit, so only 75% of the number of visits has been allowed for.
- Without FERMs A&R registering a vacancy on the NAS Portal takes 30 minutes. With FERMs A&R this is reduced to 15 minutes as only employer description and ERN needs to be checked.
- Without FERMs A&R loading vacancies on the College website takes 10 minutes. With FERMs A&R it is a single click.
- Without FERMs A&R to upload to 2 other sites takes 20 minutes. With FERMs A&R this takes 5 minutes.
- Without FERMs A&R, entering data and filing CV's from applicants takes 15 minutes per applicant. With FERMs A&R there is no data entry as all applicants data is entered in CRM, but 5 minutes has been allowed for each.
- A customer facing Business Development person fully loaded cost has been calculated at £42,667 per annum.
- An Internal Administrator fully loaded cost has been calculated at £24,000 per annum.
- The working week has been calculated at 37.5 hours and the number of days per annum per person works at 225.