

Customer case studies

Lambeth College

Lambeth College is based on Clapham Common with additional sites at Vauxhall and Brixton, Lambeth College covers the whole of Lambeth. A large, well established college with an excellent Ofsted report, Lambeth launched a new state-of-the-art sixth form centre in June 2009 and is continuing to offer students in South West London the very best education facilities available.

“Select Software has developed a College Version of their product which demonstrates to me a strong commitment to FE and their client base compared with other systems.”

Sam Horler
Workforce Information



Industry	Further Education
Geographic	South West London
Employees	750
Solution	SelectHR
Modules	Self-service Recruit

Based on Clapham Common with additional sites at Vauxhall, Brixton and Streatham, the college covers the whole of Lambeth. It prides itself on offering educational facilities to all age groups from school leavers to mature students and people wishing to learn new skills to change their careers. With their Special Interest courses in the mix, Lambeth can offer something for everybody.

Samantha Horler, HR Manager, Workforce Information, joined Lambeth College in February 2005. As Lambeth did not have a computerised HR system, Sam’s remit was to research, invite to tender, evaluate and select an HR system to implement. “The use of spreadsheets and other documents to process and track information was not an effective use of time,” explains Sam.

“We needed a faster, accessible HR system that could produce meaningful management data and also handle production of the Annual SIR report which was always time consuming.”

The purchasing process

“Critical factors for us at Lambeth were that the HR software was able to match with our current offline processes where possible. Production of the SIR report was also key, along with user defined fields, reporting capabilities, future development, helpdesk service, consultancy costs and, of course, the product’s look and feel. Select Software had developed a ‘College Version’ of their product which demonstrated to me a strong commitment to FE and their client base. And I particularly liked the general look and feel.”

Representatives from Finance, IT, Training and all the HR team were involved in the decision making process," says Sam. "SelectHR offered the best match to our set criteria and the demonstration was comprehensive and very thorough. It was a very positive experience."

The implementation process

"Initial installation was completed in a day," Sam recalls. "I was then able to define the reporting structure and cleanse some of the data. We planned some training and navigation of the system and after just a week users were up and running."

Absence monitoring

"We transferred 2 years' worth of absence data into the system and then started entering absences immediately. This was a huge bonus as we were then able to write reports, identify staff that had triggered absence review meetings and see patterns of absence at the click of a button," says Sam. "Over time, we have used notifications to record absence targets for staff and remind managers when the review period is ending. This kind of facility was just not available before we installed SelectHR and it has proved invaluable."

Some of the benefits to the FE Sector

"It goes without saying that production of the SIR annual report on SelectHR saves lots of time and effort," Sam comments. "Mail merges of all types are also very useful to a large organisation."

"Notification emails to Managers save a lot of time and effort as they are driven by date fields of your choice. Life is less paper based, which is a good thing and allows time to improve other areas of our service."

Regional User Workshops

Sam has been a regular attendee at the Select Software Regional User Workshops. "User workshops have become better developed during the time that I have been attending and they continue to be improved based on the attendees' feedback," she explains. "Seeing and hearing useful hints and tips is always refreshing, and it's useful to hear other clients' issues and how they have overcome them."

Service and helpdesk at Select

"All of the staff at Select have always been very helpful and I have had dealings with people across all areas. The use of Helpdesk's Go-To-Assist to take control of your PC remotely to resolve technical issues or user difficulties is extremely helpful and enables you to learn as you watch – much easier than just an explanation over the phone."

In general

"As you learn the capabilities of SelectHR, you begin to find new ways of working, recording and reporting on data. The reports and business information you can produce will help you better manage many HR processes."

"I have demonstrated SelectHR to a few Colleges who have been researching new HR systems and they have all been impressed with my positivity about it, its continued development over the years, the user groups, helpdesk support, its look and feel, the quick reaction to SIR changes and more!"

Who we are

Access will give you the advice, tools and clarity you need to make effective decisions, quickly and with certainty. As both a business-focused consultancy and a specialist software developer, we combine our innovative software with practical experience to deliver a solution that's exactly right for you and your business.

We believe your solution must be ready for the future, as well as right for today. Because your business will constantly evolve, we provide a software solution that grows with you. Our modular software covers a complete range of business, financial and administration processes and can be flexed to give you the precise view of your business that you need at any time.

With Access, you can be sure you've got the clarity you need to reach your business goals.

Further information

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