



## THE LEARNING TRUST CASE STUDY HIGHLIGHTS

### KEY FACTS

- Required Neutral Vendor supplier to improve cost efficiency and quality of recruitment process within its area of responsibility in Hackney
- To handle all temporary recruitment for all categories of non fee earning staff, including Admin, Finance, HR and Nursery Nurses
- Implemented consistent and comprehensive resourcing process
- Standardised contracts, rates and service agreements

### KEY RESULTS

- Saved £197,781 in the first year alone
- Ensured clear process and transparent costs through extensive management information
- Saved time through efficient technological processes
- Attracted additional indirect cost savings



“Carlisle Managed Solutions demonstrated their professionalism throughout implementation and following our ‘Go Live’ date. It’s clear that their processes are backed with a wealth of experience, particularly in key areas such as the legal and regulatory landscape, the staffing services market and the technical and systems aspects. This is exemplified through their in-house development and maintenance of the e-evolution™ software. In addition, our account manager went to great lengths to build trust and develop relationships with our internal clients (hiring managers), the incumbent supply base as well as the temporary staff themselves.”

**Contract Manager, The Learning Trust**

### RIGHT PEOPLE RIGHT PLACE

Carlisle Managed Solutions is among the largest staffing organisations in the UK and Ireland. Whatever the business and sector, our clients know we will take care of their recruitment requirements. From sourcing and selecting candidates to placing people in the right roles, each trusts Carlisle Managed Solutions to deliver excellent results on time, every time.



## THE CHALLENGE

Lacking contracts and consistent margins, The Learning Trust (TLT) had minimal recruitment controls. As such, some suppliers were billing the non-profit-making organisation unwarranted, and often excessively high, fees.

Alongside introducing tighter controls, The Learning Trust tasked Carlisle Managed Solutions with improving efficiency, establishing the flow of management information, ensuring quality, and delivering value for money.

The Children's Services area of The Learning Trust also presented challenges. With nursery nurses requiring mandatory qualifications, finding, vetting and placing appropriate staff each day was time-consuming and complex. What's more, not all line managers and agencies had internet access to our recruitment technology platform.

## THE SOLUTION

Carlisle Managed Solutions established a close working partnership with The Learning Trust alongside methodical processes to help tackle the organisation's recruitment challenges. From two-hour nursery nurse bookings to three-month board-level appointments, the offering also had to cater for The Learning Trust's wide-ranging needs. Our solution involved:

- Providing a dedicated account manager for all recruitment needs
- Designing and implementing a consistent and comprehensive resourcing process
- Analysing and standardising pay rates and supplier margins
- Establishing and introducing a standard contract and service level agreement to a streamlined supplier base
- Introducing a technology solution that managed the entire recruitment cycle and featured management information reporting.

## THE RESULTS

**The Learning Trust has enjoyed major cost savings and administrative efficiencies. Carlisle Managed Solutions now provides induction forums for all temporary workers, so that they understand the required forms and policies before starting. Since launch, the solution has delivered:**

- **Savings of £197,781 over 1,162 bookings**
- **Temporary-to-permanent fee reductions**
- **Complete control of contractual requirements**
- **Time savings through efficient processes.**



**Carlisle Managed Solutions**

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