Calibrand Limited
Calibrand Solutions for Awarding Bodies

Tim Winfield

Calibrand House,

Mallard Way,

Pride Park,

Derby,

DE24 8GX, UK

Email tim.winfield@calibrand.com

Tel: +44 (0) 1332 222 686

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1.   Overview

Calibrand, the currency for talent®, specialises in providing e-assessment solutions that assess, monitor, measure, benchmark, track and test people during periods of employment and training.

Founded in January 1991, Calibrand provides software applications and services to organisations in a range of market sectors. We give our clients a recognised standard for realising the true value of their workforce, the currency that enables the value, measure and exchange of business talent.

Calibrand works to the relevant regulations of the FCA (Financial Conduct Authority) Ofqual (Education regulator) SQA (Scottish Education Regulator) and has its qualifications accredited by NCFE (Accredited courses) and the Chartered Banker Institute.

Key Benefits of Calibrand as your qualifications partner:
- ✓ Calibrand the currency for talent®, a partner with the experience of delivering its own exams;
- ✓ A partner committed to iterative, ongoing and continuing improvements in the exam process solution (both system and procedural);
- ✓ Proven technical competence delivering over 9 million high-security high-stakes examinations;
- ✓ Our market knowledge and ability to work with and integrate with other systems and vendors is 'second-to-none';
- ✓ We provide qualification programmes which provides learning, assessment, certification, licensing and soft skills;
- ✓ We measure competence by dealing with workplace, regulatory and financial legislation, as well as new work practices and product launches;
- ✓ We ensure the people who engage with you do so in a straightforward, easy to use way and that the data provided allows targeted budget expenditure;
- ✓ All in all, we provide a cost benefit analysis of any programme result in higher revenues, profits and productivity and enhancing your reputation.

2. Solutions

Calibrand designs its software solutions to provide customers with a bespoke feel without the cost of bespoke development. Hosted in an internet environment, it connects and offers a range of blended assessment options and portfolio tools: Online; offline; paper based; scanning; and mobile apps.

2.1 Calibrandtest

Our flagship e-assessment solution has been used and proven in high stakes environments including the banking sector and government schemes since 1993. A powerful Internet or Intranet-based system enables organisations to objectively test the capabilities, skills and knowledge of their workforce. Features include:
- ✔ Take Test;
- ✔ Users and General Administration Management;
- ✔ Question and Test Bank Management
- ✔ Marking and Marker Management;

2.2 Calibrand ePortfolio

Calibrand ePortfolio is a powerful application that allows you to track the progress of candidates at all stages within their training programme, providing each candidate with a central, personal collection of achievements. Features include:
- ✔ Plans & Tasks
- ✔ ePortfolio Management
- ✔ Assessment Tools
- ✔ Workflow & Messages
- ✔ Users and General Administration Management;

2.3 HiStak® test centre

HI-STAK® is our portable testing unit that comes to your business premises and examines candidates on-site. All our examination sessions are invigilated by our own experienced invigilators and we provide everything required for the e-assessment environment.

In order for HI-STAK® to visit your business premises we will need the use of an area such as a conference or training room to use as our testing area, and will require a minimum number of six candidates per session. If your business location is not suitable for HI-STAK® or your facilities are unavailable then we can make alternative arrangements and locate a training room provider local to you.

2.4 Qualification and Credential development

Calibrand has extensive experience of developing programmes covering the following areas;
- ✔ Framework based qualifications
- ✔ Workplace Competency credentialing
- ✔ Content development

3.   Customer Referees

A recent implementation is with CIPFA (The Chartered Institute of Public Financial Accountants). They partnered with Calibrand for delivery of their international online exams – both multiple choice and essay based assessments. Implementation was completed and the first exam sessions were held in November 2015. This is very much a transition project from established high-profile and demanding professional qualifications that has been delivered in traditional paper form for 100-years to the world of eAssessment.

REFERENCE – Professional Financial Qualification	
Name and Address of Company	Chartered Institute of Public Financial Accountants (CIPFA), 3 Robert Street, London, WC2N 6RL
Contact Name and Telephone Number	Aga Jop 020 3117 1871
Description of Contract, including evidence as to your technical capability in this market.	International delivery of online exams both multiple choice and essay/pro forma style using test centres, invigilators, remote proctoring, and practice tests. Please see CIPFA's own web site for their announcement: http://www.cipfa.org/about-cipfa/press-office/archived-press-releases/2015-press-releases/cipfa-partners-with-calibrand
Start date of Contract	October 2014 - continuing

REFERENCE – Education	
Name and Address of Company	British Occupational Hygiene Society (BOHS), The Chartered Society for Worker Health Protection, 5/6 Melbourne Business Court, Millennium Way, Pride Park, Derby, DE24 8LZ
Contact Name and Telephone Number	Paul Johnson 01332 298101
Description of Contract, including evidence as to your technical capability in this market.	International delivery of Certificates in Occupational Hygiene and other related high stakes exams delivered by the charity.
Start date of Contract	December 2010 – continuing

4.   Calibrand Consultants & Certifications

4.1   Management Team

Name & Title: Denis Saunders CEO & Founder
Qualifications: MIoD, MBA,
Experience with Calibrand: 25+ years as Managing Director
Previous Experience with: City Institutions, Awarding Bodies
Current skill-set: Strategy, project direction, company direction, client management and business development
Involvement in project: Project Sponsor and on-going management support.

Denis Saunders, CEO and Founder, Calibrand Denis has developed Calibrand the currency for talent® into a leading e-Assessment solutions organisation that operates internationally. Calibrand's 'e-Assessment anytime, anywhere and on any device' ethos has been successful in diverse global markets such as financial services regulation, government compliance, medical revalidation, awarding bodies, corporate talent management and global certification.

Name & Title: Patrick J. Cullen (Finance & Operations Director)
Qualifications: FCCA, FMAAT
Experience with Calibrand: 17+ years: Calibrand Director, Company Accountant and Company Secretary
Previous Experience: Walsall Training and Enterprise Council, Barhale Construction plc
Current skill-set: Strategy, financial controls, operational and logistical management, project direction, client management and business development
Involvement in project: Overseeing solution development to meet requirements through to delivery. On-going management support.

Trained as an accountant, Patrick has worked in government training and commercial organisations.   Previous activities include implementation of budgetary control and accounting systems for two multi-million pound turnover companies. With Calibrand, Patrick has managed or directed a number of Calibrand Test implementations, namely John Charcol, Barclays, NFU Mutual, Royal Liver Assurance, Chartered Institute of Bankers, Bank of Scotland, and CGNU.

Name & Title: Simon Wynne (Technical Operations)
Qualifications: PRINCE2 Practitioner
Experience with Calibrand: 16+ years: technical experience in exam
and learning software development and delivery with systems analysis.
Previous Experience: Process Control and Automation, North Notts Training and Enterprise Council, Ramesys.
Current skill-set: Project management and implementation, design and planning.
Involvement in project: Project manager, application development, technical support and maintenance services

Simon's background is software development and systems analysis. He worked for a year with a small technical software house to consolidate his academic experience before joining

Calibrand in 1999. Simon has over 16 years technical experience in examination and assessment software development and delivery - always pre-empted with some systems analysis and modelling.

With extensive Project Management experience gained on a number of large software projects, his leadership skills are backed up with implementation, design, planning and technical troubleshooting capability. Simon is a PRINCE 2 Practitioner and his implementation record to time and budget is outstanding, plus Simon is often involved with customer support and phase 2 projects where additional benefits and improvements are identified.

As a project manager/analyst Simon provides a clear analytical mind.

Name & Title: Tim Winfield (Customer Accounts)
Qualifications: PRINCE2 Practitioner
Experience with Calibrand: 11+ years: technical experience in exam
and learning software development and delivery with systems analysis.
Current skill-set: Project management and implementation, design and planning, java development and html programming.
Involvement in project: Customer on-going support liaison

Tim started with Calibrand as a Post-Graduate more than ten years ago. During recent time with the company, he has been involved with project managing our latest customer implementations and building up both pre and post implementation support. Tim has been responsible for establishing excellent, sound relationships with all of our customers whilst managing and improving the current helpdesk and support procedures. In addition to his substantial customer-facing role, Tim is now taking the lead in our current development projects and has built up a very high technical competency in the development methodologies and products that we use.

4.2   Accreditations and Certifications

Calibrand is proud to be:
- ISO 9001:2008 Certified for its design, development, integration, implementation, maintenance and support of Assessment and Portfolio software applications;
- Members of F.A.S.T.
- Members of East Midlands Chamber of Commerce;
- Members of Tech UK;
- Its subsidiary qualifications unit (Caliqual) is regulated by SQA and NCFE.

5. Implementation Approach

As in all cases when implementing change, there are some fundamental steps required to ensure that success and maximum benefit is achievable:

Communication
Calibrand is very experienced in handling this type of change management communication and can help customers with this transition. Clarity on objectives, timescales, escalation, and critical elements is vital.

Project Management
Calibrand uses PRINCE2 Practitioners on customer projects and is happy to consider any adaption of PRINCE2 for a successful implementation. We will supply a project implementation plan with clear timelines, responsibilities and milestones so that we deliver on time and within budget for you.

Help and support
Calibrand provides support through its UK helpdesk to help with any issues or questions that may arise during the transition, but also afterwards, when exam delivery begins.

Continuing improvement and high delivery standards
Calibrand has held its ISO 9001 certification for since May 2002, which demonstrates a solid, continually improving organisation that has clear policies, processes and procedures to deliver customer projects on time and within budget.