

Scotch College used Solver to balance staff workloads and costs while maintaining the high standards expected of an elite school

WORKFORCE PLANNING IN EDUCATION

To consistently deliver an exceptional well-rounded educational experience for its students, Scotch College needed a better way to balance the workload of educators, administration, and school staff. Located in Perth Australia, **Scotch College** is a private Christian Boys' school serving students from pre-Kindergarten to Year 12. The school inspires excellence in all facets of life, developing young men with strength of character, self-understanding, a passion for sustained learning, and spiritual inquiry to become future leaders of our global community.

Scotch College is an independent school for boys, situated on 50 hectares in Western Australia. Founded in 1897, the school prides itself on upholding tradition and honouring its heritage, while fostering critical thinking skills through a progressive curriculum. Nearly ten per cent of students live on-site in boarding houses.



SCOTCH COLLEGE
PERTH WESTERN AUSTRALIA

INDUSTRY
Education

ERP
N/A



We now have confidence in our financial and workforce planning reports. Just as importantly, our users now have the flexibility to modify reports quickly to suit their purposes – without waiting for help from IT.

– Ian Anthony, CFO, Scotch College



CHALLENGES

The challenge for Scotch College was how to create realistic budgets and staffing schedules. They needed a workforce planning solution that would ensure that all school activities had proper coverage, employees were paid fairly, and costs were kept under control.



Using data from their current human resources and payroll system data proved to be inadequate. Administrators were continually frustrated by how much effort it took to create reasonably accurate staffing costs and schedules. The school needed a better way to manage workforce planning and monitor operating expenses.

THE SOLUTION

Deciding that it was time to find a better workforce planning solution, the CFO of Scotch College Ian Anthony, assembled a project team, including technology partner Access Analytic. This team reviewed several different solutions, including Adaptive Insights, Crowe Technologies, and Solver.



They even considered using Power BI on its own. Although all the solutions had elements they liked, Solver came out as the clear winner. Solver was more intuitive to use. Pay for full-time staff could be more easily spread across programs. Solver also offered workflow features that were more sophisticated, without being complicated. “It was important to us that administration could manage templates and reports on their own without always needing help from finance or I.T.,” says Ian Anthony, CFO of Scotch College. Before Solver, Scotch College used Crystal Reports, which almost always required IT involvement. Every report had to be planned, taking extra time and incurring extra costs that Scotch hoped to be able to move away from.

THE RESULTS

Solver APAC partner Access Analytic assisted with the Solver implementation. The initial project plan included the integration of human resources, payroll, and general ledger data into Solver’s data warehouse.



The initial users were the CEO and CFO, to be quickly expanded to a few other co-workers. The teams developed a few standard reports around enrolment and key activities that could be easily exported to PDF for circulation to non-Solver users. Over time, Scotch College plans to strategically roll out Solver to more administrative staff.

Beyond Workforce Planning

While Scotch College initially used Solver for workforce planning, it quickly became the backbone of financial operations. They began using Solver to forecast enrolment numbers and revenue for future years with better accuracy. Additionally, Scotch College started using Solver to report staff demographic information to the Commonwealth. Users appreciate the ability to customize reports on their own.

Solver Results

Solver’s performance has exceeded Scotch College’s expectations. Access Analytic helped the team get started and now Solver is largely well managed by internal staff. Occasionally a new user will have to reach out for help, but that’s becoming less common as user adoption increases. Down the road, Scotch College is looking into adding Power BI dashboards. They’re also looking into expanding its usage and bringing in timetable information.

