



Our Subcontracting Fees & Charges Policy

Siemens Mobility Limited

1. Introduction

1.1 As an ESFA Main Provider Siemens Mobility Limited must publish a subcontracting fees and charges policy on our website before entering into any subcontracting agreements for the 2020/2021 academic year.

2. Scope

2.1 This policy statement details how Siemens Mobility Limited will apply fees and charges to subcontracting agreements with organisations for the delivery of training on the Company's behalf for 2020/2021.

This policy is published in line with ESFA requirements stated in the Apprenticeship Funding Rules for Main Providers 2020/21 found on the ESFA website [here](#)

and published on our website:

<https://new.siemens.com/uk/en/company/jobs/search-careers/apprenticeships.html>

3. Subcontracting Rationale

3.1 Siemens Mobility Limited subcontracts for one or more of the following reasons:

3.1.1 To deliver niche provision – building on a subcontractors' extensive and focused experience in the specialist areas.

3.1.2 To capacity build – help Siemens Mobility Limited to respond flexibly to changing market demands and emerging opportunities for learners.

3.1.3 To engage with new markets – provide access to, or engagement with, a new range of customers.

3.1.4 To ensure revenue / margin protection – working with subcontractors to explore and learn about new standards or sectors prior to investment in resources.

3.1.5 To ensure greater cost efficiency – to run certain programmes where it would not be viable for Siemens Mobility Limited to build up in-house resources and expertise.

3.1.6 To provide good development opportunities for both Siemens Mobility Limited and its subcontractors, to share good practice and new ways of working.

3.1.7 To temporarily expand provision to meet a short-term need.

3.1.8 To complement our own delivery if requested by an Employer

4. Contribution to Improving the Quality of Teaching, Learning and Assessment.

4.1 Siemens Mobility Limited ensures that subcontractors are made aware of the Company's quality processes and procedures and that they are guided and supported by Siemens Mobility Limited to fully comply with the Company's quality standards.

4.2 Siemens Mobility Limited ensures that all subcontractors are made aware of the process of completing the Siemens Mobility Limited due diligence process and contracting obligations. Any actions arising are addressed in co-operation between the Company and the Subcontractor.

4.3 Subcontractors are required to hold course centre approvals in their own right and fully liaise with the awarding bodies. Siemens Mobility Limited will regularly review External Verifier's reports submitted by Subcontractors and monitor any follow-up required.

4.4 Siemens Mobility Limited will appoint an appropriately qualified member(s) of staff for each contract whose responsibilities include undertaking a due diligence check, regular quality assurance monitoring visits to check learner files, commitment statements and conduct Internal Verification.

4.5 A number of risk factors are assessed that are derived through the subcontracting with Training Partners/Associates. The quality process and due diligence that Siemens Mobility Limited requires includes all potential subcontractors to undergo checks, including but not exclusively.

- If the potential subcontractor is registered on the Register of Apprenticeship Training Providers (RoATP)
- Any relevant Ofsted reports.
- Anticipated demands of the contract on Siemens Mobility Limited resources.
- Financial standing of the Subcontractor.
- Proven track record of the Subcontractor in regard to meeting success and funding targets.
- Contract size regarding both funding and learner numbers
- Provision meets priority needs of local / community or sector priorities

5. Range of fees

5.1 The typical range of fees charged by subcontractors is negotiated at a local level and is dependent upon local customs and practice and the level of risk. Siemens Mobility Limited does not charge a fee for solely managing the subcontractor provision.

5.2 Siemens Mobility Limited will publish data on the actual level of funding paid and retained for each of the subcontractors in each contractual year. This data will be published within 30 days of the ILR closing.

6. Support for Subcontractors

6.1 Subcontractors will receive:

- Designated points of contact and support from the Siemens Mobility Limited Account Manager.
- Advice and guidance at pre-contract stage.
- Regular review meetings with progress reports.
- Specialised information, advice and guidance as required.
- Regular monitoring visits with detailed feedback identifying good practice and areas for improvement.
- Ongoing administration support including in-depth checks of evidence submitted and regular feedback on issues identified.
- Input of induction documentation submitted.
- Submissions of data to funding organisations.
- Ongoing data checks and support to resolve data queries.
- Ongoing support to address any areas for improvement.

7. Reason for Differences in Fees Charged

7.1 Fees charged by individual providers may differ depending on the calculation of local provision.

7.2 Siemens Mobility Limited strives to achieve value for money so its procurement process may result in variations of fees

8. Payment Terms between Siemens Mobility Limited and its Subcontractors

8.1 Payments are made as agreed by the schedule outlined in the Contract for Services

8.2 Typically payments are made to subcontractors as agreed in the Contract for Services schedule.

8.3 Details of any rights by Siemens Mobility Limited to withdraw, reduce or withhold funding are published in the Contract or Services and relate to the protection of ESFA funds and not to the benefit of Siemens Mobility Limited.

8.4 Siemens Mobility Limited expects supply chain members to fully engage in assessing the accuracy of payments and therefore have a responsibility to review their financial reconciliations to identify any inaccuracies.

8.5 Supply Chain partners are responsible for all registration costs and any associated costs of maintaining Direct Claims Status with their awarding bodies.

8.6 Siemens Mobility Limited strives to achieve value for money so its procurement process may result in variations of fees

9. Policy dissemination

9.1 This policy is available on-line at

<https://www.siemens.com/uk/en/home/company/jobs/search-careers/apprenticeships.html>

and further communicated to subcontractors in the annual contracting phase

10. Policy review

10.1 This policy will be reviewed at least annually and in addition in-year as needed to reflect any changes in ESFA funding rules.

11. Subcontracting Partners

2020/2021 include

- East Surrey College
- Bath College
- Doncaster College
- IPS International
- Fareham CEMAST
- Northampton College
- Selby college
- CONEL
- Learning Unlimited

12. Policy publication

12.1 This policy will be published on this website

<https://www.siemens.com/uk/en/home/company/jobs/search-careers/apprenticeships.html>

and is also available upon request.