

FRANCHISE APPLICANT HANDBOOK



How learning hits home.

⁶⁶Unlocking the **learning potential** of each student. 99



History **Education Industry Trends Business Model Tutor Doctor Process** Our Values Awards and Associations In the Media Is Tutor Doctor the Right Opportunity for You? Franchisee Innovation Here **Our Tutors** Academic Success Formula **Range of Services** Schools Delivery Programme **Tutor Doctor Franchise System Business Management System Executive Team** The Tutor Doctor Advantage **Territory Options** Letter from the President

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How learning hits home.

HISTORY

⁶⁶ We are here to **make a difference**.

Tutor Doctor began a quarter of a century ago with the simple idea that the classroom setting was insufficient for unlocking the learning potential of students. But to an industry reliant on conformity, the idea of a tutoring model that acknowledged the unique learning style of the individual was revolutionary. Immediately successful among students and families who formerly struggled with the rigid education system, we determined to share our innovative method with students around the world.

In 2003, we embarked on a path of global expansion by offering franchises to ambitious, passionate business leaders who shared our vision for personalised education. Offering single and multi-territory empire builder model for the seriously ambitious, the social merit of our rewarding franchise sits effortlessly alongside its financial potential.

As a multi-award-winning, global brand, we now support an impressive network of over 400 franchised territories across five continents. Franchisees and their teams have a transformative impact within the community by leveraging our industry leading systems, superior policies and procedures and decades of experience. Alongside our vast framework for franchisee training, support and expansion, our firm commitment to the belief that each student is unique remains the bedrock of our success.

We are an inherently innovative brand and have maintained our enviable position at the forefront of both the education and franchising landscapes by responding to, and anticipating, the needs of our customers. In the summer of 2023, we launched our Schools Delivery Programme through which franchisees partner with schools and local authorities to offer customised one-on-one or small group tuition, adding another lucrative arm to the business while maximising student success.

A testament to the demand and opportunity in the market, the Schools Delivery Programme is now the number one way that our franchisees do business and has already led to million-pound-turnover milestones within the network.



Tutor Doctor has franchises across five continents, with new franchisees joining every day.



400+

Our franchises employ thousands of tutors and deliver millions of hours of learning around the globe.

EDUCATION INDUSTRY TRENDS

The UK education sector is undergoing significant changes driven by policy updates, funding allocations, and advancements in educational technology. These shifts reflect the government's commitment to enhancing learning environments and addressing the diverse needs of students.

Through our tailored one-to-one tutoring methodology, Tutor Doctor addresses these trends by providing students with the tools they need to succeed and offering franchisees a rewarding opportunity to make a meaningful impact.



£14.2 billion is the combined annual government budget pupil premium, SEND initiatives and alternative provision.

Source: UK Department of Education



Recent studies indicate that the use of private tutoring among young people in the UK has been increasing. **As of 2022, 30%** of students aged 11-16 reported having received private tuition at some point, **up from 18%** in 2005.

Source: Sutton Trust



In 2023 the government pledged an addition **£2.6 billion** for SEND programs to address the growing demand for specialized support in schools.

Source: UK Department of Education



The private tutoring market in the UK is expected to grow at a compound annual growth rate (CAGR) of 8.1%, reaching **£6.6 billion by 2026**. This surge reflects a heightened focus on academic excellence and personalized learning. **Source:** IBISWorld

BUSINESS MODEL



Rewarding

The Tutor Doctor franchise offers a unique blend of proven financial rewards and realworld impact. Our franchisees build wealth in the form of a profitable asset whilst directly supporting students to unlock their potential. No compromise necessary.



High Growth Industry

The UK tops the bill for the biggest spender on education in Europe whilst recent research¹ suggests nearly a third of all secondary school students in England and Wales have received private tuition. This figure is set to increase in line with greater investment by the UK government – an additional £2.3 billion per year in 2024 alone.



Brand Recognition

We are the go-to provider for schools, local authorities and families nationwide. Our reputation for excellence ensures ongoing referrals and recommendations and positions us at the forefront of the marketplace. Ranked for consecutive years as the #1 education franchise by Entrepreneur Magazine and Elite Franchise.



Low Risk, High ROI

Low overhead, no inventories or permanent staff members are required. Strong margins and impressive scalability due to exponential market demand.



Proven Systems

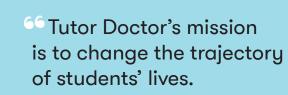
All franchisees benefit from comprehensive training and support at every stage, from launch and expansion right through to a lucrative exit strategy via resale. Thanks to cutting edge, proprietary systems and infrastructure, all the heavy lifting has been done on the administrative side of the business so that you can focus on development and growth.



Collaborative Network

Our community of high-calibre franchisees collaborate for mutual gain. This comes in the form of referrals and sharing experiences, learnings and ideas via our Facebook group, regional meetings, thought leadership committees, business bootcamps and our exciting annual conference.

¹Ipsos & The Sutton Trust



Our vision is to be the #1 tutoring service in the world.⁹⁹

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TUTOR DOCTOR PROCESS



ASSESS

Through our free consultation process we take a comprehensive and collaborative approach to create a programme that is right for your child.



MATCH

Our advanced matching system finds a qualified tutor who suits your child's personality and academic needs.

TUT

TUTOR

Our personalised coaching means the curriculum revolves around your child. We provide homework help and fill in the gaps to create confident, happy students. We meet our students where they are, to get them where they need to go.



SUPPORT

We support your family every step of the way by checking in regularly and providing weekly session reports.

OUR VALUES

UNDERSTANDING

We begin by presuming the goodwill of others. We seek first to hear, not tell. To empathise, not criticise. To know before we do.

CURIOSITY

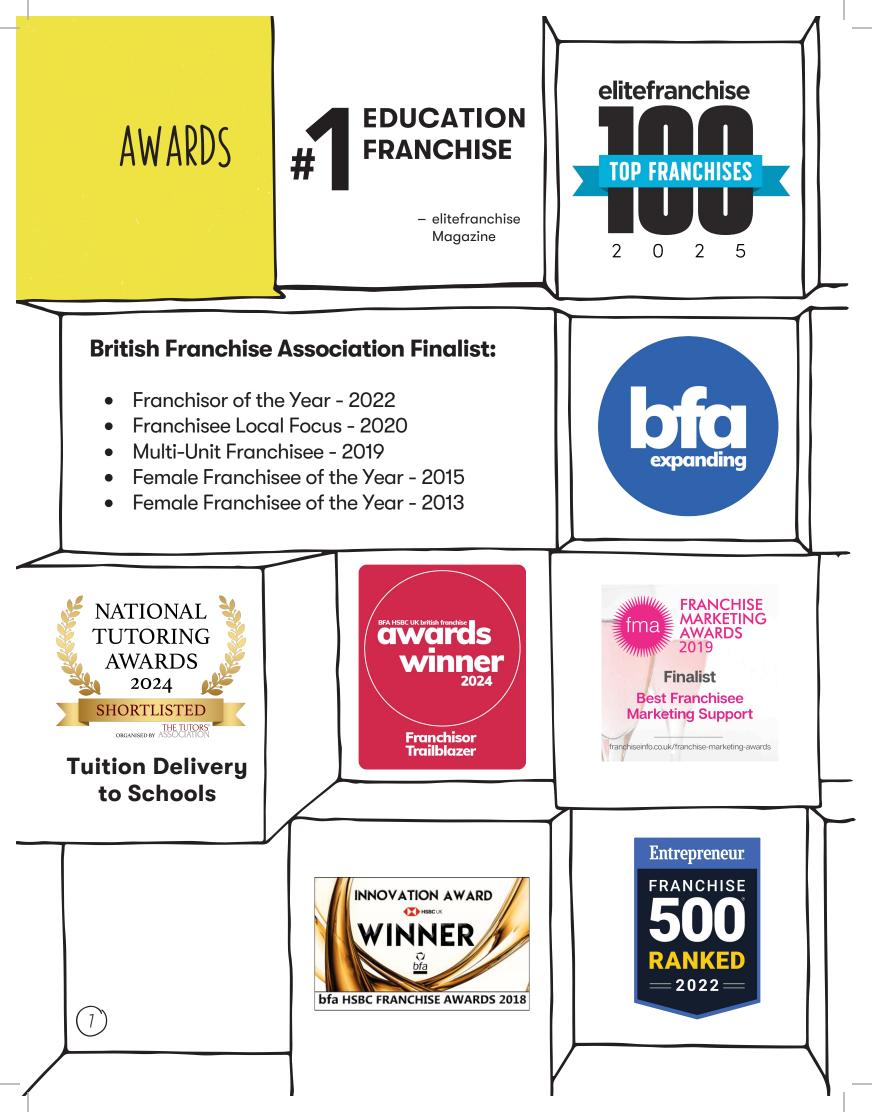
We demonstrate the power of learning by learning. We're interested and inquisitive, looking beyond what is to what could be.

INGENUITY

We imagine, create, devise and design. We fashion, we fit, and we form. We do what it takes to meet the needs of those we serve.

OWNERSHIP

We're accountable for all that we do. We step up and seek responsibility. We own our work and earn our results. **GRIT** We don't quit.



ASSOCIATIONS

Tutor Doctor is a proud member of the following associations:

- The British Franchise Association
- National Tutoring Association
- International Franchise Association
- Canadian Franchise Association
- Franchise Council of Australia
- The Tutors' Association
- Australian Tutoring Association
- Australian Franchise Registry
- The Franchise Association of South Africa



IN THE MEDIA

East Anglia tutoring business clinches top spot in national tutoring awards





⁶⁶ Rob and Lynne demonstrated an extraordinary dedication towards delivering quality tuition at scale, in line with their four watchwords of being 'local, friendly, professional and flexible ⁵⁹

John Nichols President of The Tutors' Association.

Tutor Doctor has also been featured in the following:





Elite Franchise Magazine: The multi-award-winning brand launched in the UK in 2009, rapidly becoming a tuition provider, and franchise opportunity, of choice.

> ⁶⁶ Tutor Doctor franchisees have partnered with nearly 600 schools nationwide and provided support to an additional 6000+ students. Network turnover has surged by an impressive 114% year-on-year, and the three franchisees who piloted the scheme have each exceeded £1million in turnover.99

⁶ Franchising offers a unique combination of autonomy and support, while allowing you to gain the independence of running your own business with an established and recognised brand. As an education franchise owner, you will also have the chance to channel your enthusiasm for teaching and learning, provide an incredibly important service to your community while applying your business acumen to build a sustainable venture.

Business Mondays: Investing in minds: Why now is the right time to start an education franchise.



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Tutor Doctor has also been featured in the following publications and websites:



IS TUTOR DOCTOR THE RIGHT OPPORTUNITY FOR YOU?

We are committed to finding franchisees who not only strive to be successful in business, but also embrace the values upon which Tutor Doctor was founded.

Qualities of a great candidate:	Are you prepared to:		
Ambitious and growth orientated	Uphold the Tutor Doctor values to make a difference in the lives of every stakeholder?		
Confident networker with excellent people skills	Collaborate with your fellow franchisees for mutual gain? Identify opportunities for innovation in the delivery and execution of services?		
Resilient, pragmatic and commercially minded			
A leader of people and ideas	Strive for the continued growth of your business and the Tutor Doctor brand?		
Strives to make a difference	Build community relationships and use local marketing to drive positive impact?		

⁶⁶ The Schools Delivery Programme has been revolutionary for the network – each and every franchisee engaging with the programme is now in the very real position of building a multi-million-pound business.

> – **Rob Kerrison** Tutor Doctor Franchise Owner Cambridge, England



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FRANCHISEES INNOVATE HERE

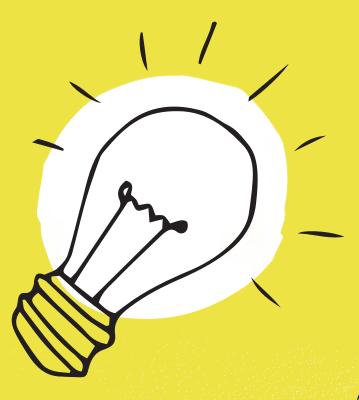
At Tutor Doctor, we recognise that a significant element of our ongoing success is a direct result of franchising. We focus on harnessing the creative powers of our partners – that's you! – to improve the entire Tutor Doctor experience for all. An environment of mutual trust, respect and genuine care supercharges our collective skills, passions and ambition. Here, we turn ideas into actions.

It was franchisee, Dennis Campbell, who spearheaded our summer tutoring initiative. Another franchisee, Jon-Anthony Lui, defined the Tutor Doctor Career Path to showcase the benefits of working with our company. Meanwhile, the quality of our service was improved by X-Skills[™], an initiative developed by franchisee, Bob Rosedale, to incorporate executive skills into curriculum-based education.

Even our latest evolution, the Schools Delivery Programme, was partly the brainchild of several UK franchisees who worked closely with us to bring this transformative and lucrative revenue stream to market.

Could your idea be the next great innovation at Tutor Doctor?

Are you looking for a business that appreciates your strengths and experiences? Do you feel you have the skills and experiences to channel into an exceptional franchise? **Then this is the place for you.**





OUR TUTORS

We go above and beyond to ensure that our tutoring team will enthusiastically support our holistic and collaborative approach to education. Beyond selecting tutors who meet the educational qualifications, our recruitment process ensures that our tutors genuinely care about student growth and development.

By hiring tutors who are authentically invested in their work and strive to continuously improve, we ensure that all students have a positive and impactful Tutor Doctor experience. Our tutors are always guaranteed to work in a safe and productive environment. Safety checks are diligently completed to guarantee that they enter their workspace feeling confident and comfortable.

Furthermore, our innovative matching system pairs students with tutors who complement their skill level, learning style and personality. By creating an environment where each tutor is able to fulfill their teaching potential, Tutor Doctor is able to consistently create a positive working experience.

We have built an incredible resource base of over 35,000 tutors, of which thousands are part of the global tutor share programme. If a local tutor cannot meet a specific enrolment need, this network provides the ability to connect students with qualified educators virtually. This ensures every student can access high-quality tutoring, regardless of location, while enabling franchisees to seamlessly fulfil their commitments.

Whether providing a future teacher with the opportunity to gain valuable work experience in the education industry or allowing a passionate educator to help children in a one-to-one environment, we are dedicated to making sure that our tutors always have a fulfilling and rewarding experience.



ACADEMIC SUCCESS FORMULA

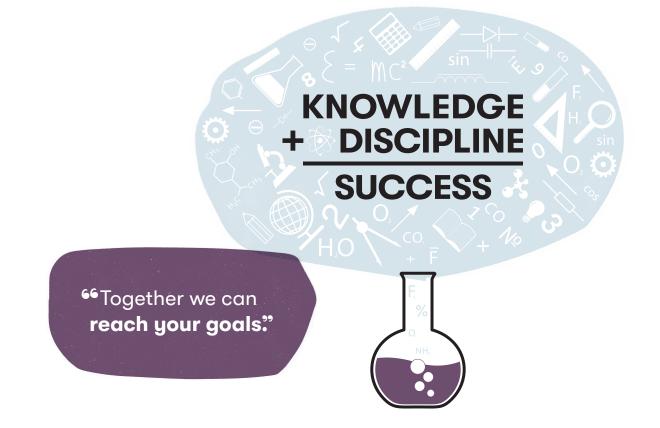
Tutor Doctor has narrowed down the keys to academic success to two major components:

KNOWLEDGE: The foundation of learning and understanding of classroom curriculum

DISCIPLINE: Time management, organisational skills, concentration, task initiation, etc.

These two areas are crucial to a student's education. While knowledge is often gained in the classroom and can be something that is developed with further teaching, academic discipline is an area that is often neglected by our modern education system.

Large classroom settings make it difficult for teachers to really provide one-to-one attention and identify when students struggle with these executive skills.



RANGE OF SERVICES

We meet our costumers where they are, providing a wide range of services to support their tuition needs.



SCHOOLS DELIVERY PROGRAMME

Empowering Schools and Local Authorities to Support Every Student

At Tutor Doctor, we understand the challenges schools and local authorities face in meeting the unique learning needs of all students. With increasing demands and limited resources, ensuring every student receives the support they need can feel overwhelming. That's where we come in.

Our Schools Delivery Programme is designed to simplify the integration of tutoring services into schools, offering reliable, flexible, and personalized educational solutions to students who need it most including those who are disadvantaged.

As a Tutor Doctor franchisee, you have the unique opportunity to bring transformative educational support to schools and local authorities in your community. Our Schools Delivery Programme enables you to become a trusted partner in education, providing essential services that make a real difference in students' lives.

Tutor Doctor's Schools Delivery Programme empowers schools and local authorities to:

- Ensure no student is left behind.
- Provide targeted, effective support for diverse learning needs.
- Achieve better outcomes for students, parents, and educators alike.

Tutor Doctor has been fantastic with supporting a student who was unfortunately unable to attend school. The way the tutor was able to have discussions regarding general life and still be able to refocus the student to learn new maths skills was brilliant.

> – Ashley Yeomans Assistant Principal at Sawtry Village Academy

TUTOR DOCTOR FRANCHISE SYSTEM

Professional Training & Support

Preparing you for business

The Tutor Doctor Franchise Launch Support Programme is designed to provide intensive remote and in-field support to facilitate the immediate growth of a new franchise over the first year of operation.





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Start Building Your Business

- Stage 1: Building B2C Base
- Stage 2: Building B2B/B2G base and expand B2C
- Stage 3: Expanding B2B/B2G Enterprise



Ongoing Support

Continuous connectivity and learning opportunities

- Annual conference
- Weekly global team call with the entire Tutor Doctor network
- Boot Camps
- Regional Meetings
- Active Coaching



Franchisee Network

Building a network of people striving towards the shared goal of education

- · Connections for life among franchisees
- Peer Performance Groups
- Thought Leadership Committees (TLC)
- Meet like-minded people from around the world



⁶⁶ I spoke with other franchisees and they seemed to have one thing in common – the passion for education. They all wanted to have an impact on the formative years of a persons' life, and I knew that I had to be part of it.

> **– Piyush Gupta** Tutor Doctor Franchise Owner Peterborough, England

Marketing Support

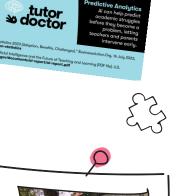
For branding excellence in your community

- Digital client generation partners in place, using the latest technology for business optimisation
- Seasonal marketing campaigns
- Public relations support
- Social media and blog content
- Community event tools and support









Emerging Trends

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RISE OF

IN EDUCATION

Key Statistics





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BUSINESS MANAGEMENT SYSTEM

BANG (Big Apple Next Generation) is a custom CRM System built specifically for Tutor Doctor. Franchisees can use it for:

MANAGING BUSINESS

- Client and tutor relationship management
- Reporting on benchmarks, business goals and marketing campaigns
- Seamless lead-to-consultation booking

MANAGING FAMILIES AND STUDENTS

- Session reports
- Billing and reenrollments
- Consultation notes

MANAGING TUTORS

- Tutor information
- Tutor job board
- Tutor and student matching

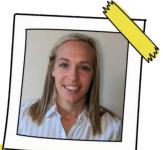
FAMILY. TUTOR AND EDUCATION CONSULTANT PORTALS

- Families can access their account, session reports, etc.
- Tutors can submit session reports and invoices
- Education consultants can access consultation information and submit notes

MANAGING SCHOOLS & GOVERNMENT CONTRACTS

- Invoicing
- Attendance tracking
- Compliance monitoring





^{ee} Being part of a franchise offers growth, networking, and autonomy to shape my business. ^{ao}

> – **Nicola Brough** Tutor Doctor Franchise Owner Doncaster, UK

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Dream. Believe. Achieve.

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EXECUTIVE TEAM



Frank Milner President

Frank Milner has been president of Tutor Doctor since 2007. The moment Frank learned about the model, he recognised its vast potential and was hooked. With a daughter who struggled with what he called "maths meltdowns," Frank understood firsthand the benefits of Tutor Doctor's one-to-one model. Chief among those, for his family, was that it ensures privacy for each student and addresses his or her specific needs. He also recognised Tutor Doctor's unlimited growth potential, since education is one of the only segments that's universally valued across nearly every culture and continent. Coming from 10+ years of tutor franchising and insurance industry experience, and known as a sales coach, Frank and his team outlined a strategy to cater to the growing demand for private tutoring by introducing the unique Tutor Doctor concept to new cities and countries around the globe.



Dan Monaghan Advisor & Member of the Board of Directors

Dan embarked on his entrepreneurial journey at the tender age of 19 as a franchisee, of a prominent ice cream bicycle venture in Canada. The profits he garnered from this initial venture financed his university education at Sir Wilfred Laurier University. Following a series of successful entrepreneurial ventures, he authored a national best-selling book, "Why Not Me?" at the age of 27.

Dan founded WSI, which, over the subsequent 27 years, evolved into the world's largest digital marketing franchise organization. WSI's recent publication, "Digital Minds," has ascended swiftly to best-seller status, with its third edition now available in four languages.

In 2006, Dan diversified his portfolio by establishing Clear Summit Group (CSG), a private equity firm with a strategic focus on investing in high-growth, earlystage franchise and technology companies. Dan continues to play a pivotal role at WSI while overseeing CSG's portfolio, which comprises industry leaders such as Tutor Doctor, Qualicare, Recruiting In Motion, College Pro, and Code Wiz. Currently, CSG's portfolio of companies expands across the globe, with over 1000 franchise locations.

Dan is a member of the International Franchise Association (IFA) Board of Directors and Chairs the IFA Foundation. He is also the founder of "Make Child Poverty History", a global outreach initiative operated collaboratively with World Vision



Tony Valle Managing Partner

Tony is the Managing Partner at Clear Summit Group (CSG), a portfolio company with 7 dynamic emerging & growth brands, and also serves as the CEO of College Pro. He plays different roles in CSG and each brand and spearheads the Clear Summit Academy.

His business career began as a 19-year-old running a College Pro (CP) franchise, a system he would eventually run as its CEO. He purchased the company in 2019 with CSG. His previous executive positions spanned 3 decades, much of which was with FirstService Brands, a respected \$3 billion multi-brand, home service franchising platform.

He holds an MBA from Ivey Business School, is a Certified Franchise Executive (CFE), and has earned his directors' designation, ICD.D at the Rotman School of Business. In addition to being an outside independent director and advisor, he is the IFA Foundation Past Chair and Chair of the IFA Emerging Franchisor Bootcamp program. He is a member and Past Chair of Young Presidents Organization (YPO) in Toronto and has held leadership roles throughout his tenure.

Mark Szpak Vice President of Field Operations



Mark Szpak has been with Tutor Doctor since 2012 in a variety of roles, ranging from training and franchise operations and now overseeing international franchise support and franchise development. Mark has worked with franchisees within their markets and remotely all across the globe, giving him the experience to support franchise growth and profitability. Most recently, Mark has been leading the effort to expand the UK market through various initiatives including our award winning Schools Delivery Programme.

Mark's background prior to Tutor Doctor was largely in adult education, with various corporate training roles in the telecommunications, supply chain and healthcare industries.

Mark, a father of two, also contributes to his local community as a youth soccer coach and volunteers to provide much-needed services to the homeless and less fortunate.



Michelle Morris Head of Marketing

Michelle Morris is an innovative franchise marketer with an intimate understanding of local, regional and international marketing. She joined Tutor Doctor in 2015 and leads the Tutor Doctor marketing team. Her passion for digital marketing, content strategy, social media and small business drives her to develop and successfully execute on campaigns that build the Tutor Doctor brand and support franchisee local marketing. She has been a speaker at IFA's Annual Convention and MITcon conference and has a First-Class Honours degree in International Business.



Karly Arnott OperaManager

Karly Arnott is a dynamic manager of the Tutor Doctor coaching team, and is passionate about supporting her coaches towards achieving their franchisees' maximum potential. As a result of her well-rounded in-field experience, she continues to drive franchisee success through local community marketing strategies and has reset the "dimes to dollars" target by showing franchisees how to turn nickels into dollars through well executed local marketing campaigns. Karly inspires an action oriented mindset with everyone she works with, and she is all about transferring her knowledge to those who are ready and willing to grow .



Jessica Thom Learning and Development Lead

Graduating with a Hons. Bachelor of Science, Jessica very quickly found her passion for education, teaching, and coaching. During her career, she has continued to broaden her strategic methods; developing education programs in multiple non-profits through community outreach and heading several successful quantifiable capital campaigns. Since 2014, she has held the position of Business Coach in the franchising industry at a national-scale; driving unprecedented results through accountability and a strong foundation with her Franchisees. Jessica has worked with franchisees of all levels to create successful businesses, exceed expectations and create formidable benchmarks for best results. She is excited to combine her experience and passion in supporting Tutor Doctor franchisees moving forward. Jessica believes that trust, transparency, and truly caring about your clients are what drive success in business. When not working, you will still find her outside with her family camping, hiking, and riding bikes, or on the sidelines cheering on her son at his hockey games.

THE TUTOR DOCTOR ADVANTAGE

		LEARNING CENTRES	PRIVATE TUTORS	tutor doctor
_				
Ê	TUTORING MODEL			
	One-to-one, in-home tutoring	×	Varies by tutor	\checkmark
	Academic coaching & study skills support	×	Varies by tutor	\checkmark
	Accommodates your schedule	×	Varies by tutor	\checkmark
	Collaborates with teachers	×	×	\checkmark
	X-Skills [™]	×	×	\checkmark
	Lessons aligned with classroom curriculum	×	 	\checkmark
æ	INDIVIDUAL ATTENTION			
	Free consultation	Varies by centre	Varies by tutor	\checkmark
	Complimentary academic and learning-style assessment	×	×	\checkmark
	Personalised goal-setting strategies	×	×	\checkmark
202	OUR TUTORS			
-1.6	Comprehensive tutor assistance and support	Varies by centre	×	\checkmark
	Students expertly matched via proven system	×	×	\checkmark
	Criminal background checks	 	Varies by tutor	\checkmark
	Subject-matter specialists	Varies by centre	~	\checkmark
	Reports prepared after every session	×	×	~
	E-tutoring available	×	×	~
പ	CUSTOMER SERVICE			
۷۵	Proactive family communications	×	×	\checkmark
	Able to share hours among family members	×	×	~
	Customer feedback system	×	×	\checkmark
	Dedicated and caring support	Varies by centre	×	~
	Resources for families, students and tutors	×	×	~
	Money-back guarantee	Varies by centre	×	\checkmark

EMPOWERING STUDENTS TO ACHIEVE THEIR FULL POTENTIAL:

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TERRITORY OPTIONS



Single-Unit, Multi-Unit and Master Franchise Opportunities:

Local Licence

Protected territory of approximately 100,000 people and 20,000 students.

Regional Licence

Protected territory of approximately 100,000 people and 20,000 students, plus the opportunity to develop businesses in an expanded, non-awarded area.

Empire Builder

Three territories for the price of two (one regional and two local).

LETTER FROM THE PRESIDENT

Choosing to partner with Tutor Doctor is more than an investment in a growing, recession-resilient industry—it's a step into a proven model that allows you to build a valuable business asset while making a meaningful difference in your community.

As a Tutor Doctor franchisee, you'll gain access to a scalable, million-pound opportunity in a growth market, as part of a franchise that's been refined for a quarter of a century. With robust systems, industry-approved policies and leading technology already in place, you can focus on what matters most – growing your business and creating positive impact.

The education sector is evolving rapidly, and Tutor Doctor is ahead of the curve. With nearly 600 school partnerships and strong relationships across local communities, we've positioned ourselves as the go-to solution for meeting complex educational needs. Whether it's delivering in-person, high-touch services or navigating future regulatory changes, you'll be equipped to dominate your market with confidence.

But it's not just about financial returns—it's about pride, purpose and building a legacy. As part of the Tutor Doctor family, you'll be backed by a network of like-minded, commercially driven professionals who support and inspire each other to succeed.

If you're ready to make a strategic move into a sector with longevity and growth potential while shaping the leaders of the future, Tutor Doctor is the partner you've been looking for.

Sincerely,

Frank Milner, President



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⁶⁶Join our family and help us continue our story, changing **lives of children and students around the world**.

HOW LEARNING HITS HOME.

We believe that learning is not a one-size-fits-all proposition.

That all thinking caps can be tailored.

And that education should be customised, not standardised.

We believe there's a difference between attendance and actually being present.

That not all minds that wander are absent.

And that fewer distractions lead to more breakthroughs.

That's why we're bringing a more customised learning experience to students across the globe.

Taking the time to understand the way they learn, and adapting our techniques to coincide with their needs.

In their homes. At their pace. On their terms.

Enabling us to build a uniquely holistic approach to furthering their educational success, one student at a time.

This is how we empower students to achieve their full potential.

This is how we help open doors by opening minds.

This is Tutor Doctor.

This is How Learning Hits Home.



Call 0333 800 1983 Tutordoctorfranchise.co.uk