

		Role					
		Sponsor	Mentor / Guide	Contributor	Facilitator	Observer	Apprentice
Service	Sponsorship	300	200	100	-100	-200	-300
	Mentorship/Guidance	200	100	0	0	-100	-200
	Contribution	100	0	0	0	0	-100
	Facilitation	100	0	0	0	0	-100
	Observation	200	100	0	0	-100	-200
	Apprenticeship	300	200	100	-100	-200	-300

Date	10/03/2025
Currency	£GBP
Factor	23.50%