

Orange maximizes employee potential and drive business success with DevSkiller.

Orange, a leading telecommunications company, embarked on a skills management project with DevSkiller to align its workforce with the future of the company's digital strategy.

Goals

- 1 Provide employees with the necessary skills to maximize their potential
- 2 Increase employee job satisfaction and retention
- 3 Invest in their people by aligning employee development plans with company objectives

“At Orange, **TalentBoost** is designed to be a part of our human capital strategy. We are planning the skills management process to have access to new quality data to align training and internal mobility programs with our business objectives.”

Zuzanna Woźniak

Manager of training implementation and digitalisation department | Orange



Challenges

1 Shifting towards a future-facing company:

Orange encountered the task of transitioning from conventional telecom services to embracing cutting-edge technologies like 5G and IoT, all while maintaining competitiveness in a swiftly changing market, in its journey towards becoming an innovative business.

2 Aligning skills with business objectives:

Orange faced the challenge of aligning employee skills with the company's digital skills strategy, ensuring they were equipped to deliver on the evolving needs of the telecommunications industry.

3 Enhancing employee job and development satisfaction:

Orange sought to improve employee satisfaction by offering meaningful assessments, comprehensive onboarding sessions, and self-assessment and career growth opportunities.

4 Skill gap identification and closure:

Identifying skill gaps among employees and closing them through upskilling and reskilling initiatives were vital for Orange to maintain a future-facing workforce.

5 Supporting managers and business growth:

Providing managers with the tools and support to implement the digital talent strategy and drive business growth was crucial for Orange's overall success.



Solution and implementation:

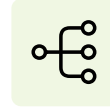
'SkillsUp' powered by DevSkiller TalentBoost program:



Orange implemented DevSkiller TalentBoost, a comprehensive skills management platform, to align training and internal mobility programs with business objectives.



DevSkiller TalentBoost provided the solution and expertise required for effective skills management, including skill set development, market benchmarks, and skills data updates adjusted to the skills lifecycle.



Employee development paths were developed to diagnose and close skill gaps, ensuring employees had the necessary competencies to succeed.



"When we're getting started with TalentBoost, we planned to test it out with 200 employees. However, after showing the platform, **so many were interested in joining the pilot that we've finally increased it by 4x.**"

Anna Got

Culture Change Manager | Orange



Results and Benefits:



High Employee Satisfaction and Engagement:

- 98% completion rate for onboarding sessions, indicating high employee engagement and commitment.



Greater visibility through participation:

- 95% of participants mapped their skill data leading to greater visualization and future development.



High employee engagement for career development:

- Median duration of 21 minutes for self-assessment.

