

CASE STUDY



Orange builds a future-facing company with TalentBoost

13 minutes

Median duration of employee self-assessment

2

Sessions per onboarding

98%

Meaningful assessments (longer than 5 minutes)

95%

Average profile completeness



Zuzanna Woźniak, Manager of training implementation and digitalisation department at Orange

“ 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. ”

GOALS

“The aim of our skills management project is to provide the skills needed to deliver on our digital skills strategy. By doing so, we want to maximize the potential of our Employees, as well as increase their job and development satisfaction.”

Zuzanna Woźniak

ORANGE DIGITAL SKILLS STRATEGY PILLARS



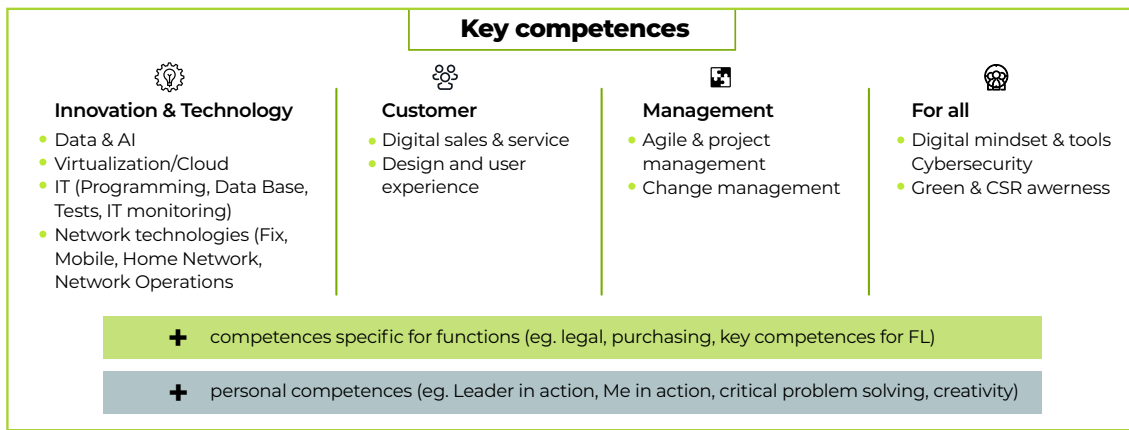
Process (and know-how)



Solution



Development program



TalentBoost is a big part of company strategy, providing:

- ✔ The solution and the know how in the area of skills management (including skill set development)
- ✔ Market benchmarks
- ✔ Skills data updates adjusted to skills lifecycle
- ✔ Upskilling and reskilling paths
- ✔ The ability to diagnose and close skill gaps

SKILL BREAKDOWN FOR MOST POPULAR ROLES

Name	Distinct skill count	Core Skills	Additional Skills
Senior React Frontend Developer	169	156	13
Regular React Frontend Developer	163	151	12
Senior Java Backend Developer	159	146	13
Regular Java Backend Developer	153	141	12
Senior Frontend Developer	154	141	13
Senior Android Mobile Developer	154	140	14
Senior Golang Backend Developer	150	137	13
Regular Frontend Developer	148	136	12
Regular Android Mobile Developer	148	135	13
Senior CERT	137	135	2
Grand Total	15.638	14.178	1.460

KEY BENEFITS SKILLS MANAGEMENT PROGRAM FOR ORANGE

FOR EMPLOYEES

- Support in defining and following career paths
- Developing in-demand skills
- Upskilling/reskilling potential
- Internal mobility, the opportunity to participate in exciting projects

FOR MANAGERS

- Access to advanced skill data enables data-driven decision making
- More effective approach to finding the right people for any project
- Using skills data to power recruitment and termination

FOR THE ORGANIZATION

- Supporting the digital talent strategy and business growth
- Data-backed skills investments
- Effective development programs
- Attractive Employee Brand

EMPLOYEE ENGAGEMENT



Anna Gott, Culture Change Manager at Orange

“ When we’re getting started with TalentBoost, we were planning 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.”