



TCE Consulting Engineers Limited

“ Partnering with Skillsoft has provided us with a platform to offer uniform and equal learning opportunities to employees globally. The potential to leverage what Skillsoft has to offer with our evolving training needs is impressive. We just need to envisage how we want to develop learning at TCE and Skillsoft already has solutions like developing role based trainings, access to books and certification programs.”

Kalpana Jaishankar - Sr. VP & Head HR, TCE

BUSINESS CHALLENGE

TATA Consulting Engineers (TCE) is a best in class integrated engineering consultancy solution provider. Their expertise in the key industry segments, capability to handle multi-dimensional, large scale assignments and their specialized, in-house talent pool that can provide holistic solutions under-one-roof makes them unique.

Due to TCE's global expansion it was proving a challenge to provide and deliver consistent, open access training to its 3,000 employees dispersed throughout the world. Additionally, to promote further expansion into international markets, it was imperative that TCE take advantage of eLearning programs to offer a shared set of learning and development opportunities.

ABOUT TCE

Tata Consulting Engineers (TCE) is an integrated engineering consulting service provider and a wholly-owned subsidiary of Tata Sons Ltd. Established in 1962 as Tata-Ebasco, the company managed about 60% of India's power installations in the initial years, evolving and diversifying into several industry sectors; some of it funded by international development funding agencies. TCE to date has completed over 7,500 prestigious assignments in over 55 countries, some of which have been a first of its kind. Through the evolutionary process in the past five decades or so, the constant that has stood the company in good stead are the ethical practices and strong value systems - the hallmark of the Tata brand.

HOW SKILLSOFT HELPED

Skillsoft provided the strategic support and guidance for the implementation and driving of all learning programs. Skillsoft then helped eliminate consistency issues by establishing a single learning hub packed with rich and in-depth content, with material updated regularly.

To promote awareness about the importance of soft skills in business, TATA, utilizing Skillsoft's FRIDAY@Five communication campaign, created a variety of short stories and blogs which were then disseminated companywide.

As part of the performance management process, individualized learning plans were "custom created" for each employee, thereby saving learners time and effort. With Skillsoft, TCE created a training catalogue that focused on a competency/skill matrix required for every different level. This enabled HR and leadership to make strategic decisions based around the rates of utilization and completion of each program.

KEY METRICS

2K

Over **2000** employees of TCE are registered users of Skillsoft

13k+

Over **13000+** resources and **300+** unique resources were referred

16k+

Over **16000+** resources completed in a year by **1100** users

31

More than **31 skills** were focused on in the different Learning programs

1400+

Over **1400+** users completed Training Plan

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