

CASE STUDY

UNIVERSITY OF CALIFORNIA

PERSONALIZING CAREER DEVELOPMENT AT SCALE



BUSINESS CHALLENGE

The University of California (UC) — the second-largest employer in California — is highly decentralized. Each of its 18 independent locations is supported by Systemwide Talent Management (STM), which designs strategies and programs to hire, develop, and retain the best people in their respective fields. Approximately 35% of UC's 200,000+ staff will retire in five years, a departure of leadership that presents considerable challenges as STM develops succession strategies across UC. Further, as a public institution, UC must verify compliance with several thousand training programs offered via its learning management system (LMS).

HOW SUMTOTAL HELPED

SumTotal and Skillsoft helped STM develop a blended solution that addresses systemwide and local needs while offering ease of implementation and tracking. STM's modernized approach to personalized career development supports complex and adaptive thinking skills and facilitates a faster way to develop collective — rather than individual — leadership. In 2016, STM launched the UC People Management Series and Certificate for 46,000 people managers using Skillsoft Business Skills content delivered through SumTotal's LMS. SumTotal's reporting capabilities enable STM to verify multiple complex compliance regulations.

ABOUT THE UNIVERSITY OF CALIFORNIA

The University of California opened its doors in 1869 with just 10 faculty members and 38 students. Today, the UC system includes more than 238,000 students and more than 200,000 faculty and staff, with more than 1.7 million alumni living and working around the world. The UC contributes \$46.3 billion to California's economy, and its faculty members are the drivers behind innovations in biotechnology, computer science, art, and architecture—and they bring that knowledge and greatness directly to the classroom.

KEY METRICS

18,000
online courses

200,000+
UC employees

230,000+
UC students

95,000
active learning activities

"Skillsoft and SumTotal are the systemwide solutions we are completely dependent upon in helping us reach our goal of providing people management opportunity and training."

**DONNA SALVO,
EXECUTIVE DIRECTOR
OF SYSTEMWIDE TALENT
MANAGEMENT**

sumtotal³

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