

# CASE STUDY

The University of California

skillsoft

“Skillsoft and SumTotal are the one systemwide solution we are completely dependent upon in helping us reach our goal of providing people management opportunity and training.”

*Donna Salvo, Executive Director of Talent Management,  
University of California Office of the President*

- 18K** 18,000 online courses
- 200K** 200,000+ employees
- 230K** 230,000+ students
- 95K** 95,000 active learning activities

## 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).

STM designs strategies and programs to hire, develop and retain the best people in their respective fields.

Approximately 35 percent of UC's 200,000+ staff will retire in five years. This departure of leadership 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 their Learning Management System.

## HOW SKILLSOFT® HELPED

Skillsoft and SumTotal 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 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 Learning Management.

SumTotal Learning Management's reporting capabilities enable STM to verify multiple complex compliance regulations.



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 UC's faculty are the drivers behind innovations in biotechnology, computer science, art and architecture—and they bring that knowledge and greatness directly to the classroom.

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