



“ Skillsoft’s resources are proving infinitely adaptable to other areas of the business and currently a 24-week course is being developed with the high possibility of it gaining university accreditation. ”

Cathy Fraser, Lead Training Specialist, BAE Systems

BUSINESS CHALLENGE

BAE Systems is the largest defence and security company in the UK with approximately 34,800 employees based over 50 sites. Delivering a full range of products and services for air, land and naval forces, as well as advanced electronics, information technology solutions and support services; it is the leading supplier to the UK Ministry of Defence.

With available resources being prioritised for mandatory, regulatory and senior management training, development for new managers had been delayed. BAE needed a flexible format that would allow managers to undertake L&D as part and parcel of their day job and eliminate costly time away from work.

ABOUT BAE SYSTEMS

BAE Systems provide some of the world’s most advanced, technology-led defence, aerospace and security solutions and employ a skilled workforce of some 83,400 people in over 40 countries. Working with customers and local partners, they develop, engineer, manufacture and support products and systems to deliver military capability, protect national security and people and keep critical information and infrastructure secure. They have key markets across the globe – Australia, India, the Kingdom of Saudi Arabia, the United Kingdom and the United States. Their key market strategy builds significant indigenous capability and footprint, often through mutually beneficial partnerships with investment in local businesses and the sharing of skills and technologies, providing sustainable employment for local people.

HOW SKILLSOFT HELPED

BAE introduced the Developing First Line Leaders Programme (DFLLP), a 12-week highly structured blended learning programme that combines three interactive half-day facilitated sessions with prescribed weekly eLearning and delivered it via Skillport 8.

In partnership with BAE specialists, Skillsoft aligned a selection of Skillport’s eLearning resources to the DFLLP programme’s five core topic areas. Featuring a mix of books, videos, courses and simulations, each handpicked element was designed to reinforce and embed learning, introducing new tools, techniques and thinking that would support participants to become more effective managers.

KEY METRICS

Feedback from the initial pilot scored an average of **8.5 out of 10**


The DFLLP has also proved highly cost effective, at **90% less expensive** per delegate compared to an equivalent 7-day external classroom course

Huge savings were made on the first 150 participants – money which can be reinvested in developing more emerging managers

Staff now feel that they can take control of their own **ongoing development**


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