

# SVEVIA

Svevia uses Saba to manage training and certifications for a countrywide workforce to improve productivity and assure compliance.

**Industry: Construction**

**Use Case: Learning Management**



“ As part of upgrading Svevia Academy to version 5.5 of Saba, Comenius is improving the user interface for an improved “look and feel” and usability for employees. ”

**David Svedin**, HRIS and HR process development, Svevia

## THE CHALLENGE

Urgent need for the efficient management of employee learning, education and certification.

## BUSINESS BENEFITS

Standardised training and education for Svevia employees via Svevia Academy.

- Efficient certification management of all employees
- Tender process improvement – employee CVs attached to project tenders
- Reduction in travel/accommodation costs associated with classroom training
- Solution available on demand through Comenius

Svevia is a wholly state-owned company and is one of Sweden’s largest road and construction contractors. The company has about 2,500 employees and a turnover of more than SEK 8 billion. Svevia is located throughout Sweden.

## SVEVIA ACADEMY

In 2008, Svevia set up a new organisational unit in Human Resources named “Svevia Academy”. The Academy was set up to centralise, coordinate, streamline and improve process performance in the administration of education and learning at the company. Svevia Academy delivers a service to all of Svevia’s employees and managers and is managed by three education coordinators, one chief learning officer and two trainers. The Academy works closely with Svevia’s operational functions to develop in-depth training courses and currently offers over 150 different courses.

In 2010, Svevia had 533 Instructor Led Training offers, which resulted in 828 days of education for 4,493 learners (non-unique). This presented a significant operation, management and cost challenge for Svevia. One of Svevia’s biggest educational efforts in the first half of 2011 was the “Vårt arbetssätt” – “Our Way of Work”, consisting of five days of instructor-led training and a short eLearning introductory course to the new software used. So far 691 employees have participated in the training, and the effort continued in the latter half of 2011. This would not have been possible or effective without Saba and Comenius.

## CERTIFICATION MANAGEMENT

Svevia also needed to manage the certifications of its countrywide workforce to ensure they were compliant to work the projects Svevia had won. Employees are required to attach their CVs to project tenders to provide credible evidence of their certification and experience. Previously, Svevia used a legacy system which presented the data in an inflexible and undesirable format and was often out of date. If CVs are not attached to tenders or are badly presented then they can be rejected. One state-owned customer commented that Svevia's CVs were "best in class".



## COMENIUS: A TRUSTED PARTNER

Svevia initially approached Comenius, a trusted Saba partner since 2001, to provide a solution to this challenge. After a thorough analysis of the situation, Comenius recommended and successfully implemented Saba's comprehensive learning management system delivered in the cloud by Comenius.

Saba provides an industry-leading social and formal learning environment that enables organisations to drive top-line growth, increase customer retention, cultivate their employee know-how, and reduce costs and risks of non-compliance. Built to support the people processes of the most forward-thinking organisations, the easy-to-use system accelerates knowledge transfer across ecosystems of employees, customers, partners and suppliers. Using innovative technologies and mobile delivery, Saba generates user engagement by making knowledge more accessible. Saba's solution is hosted by Comenius who provides a complete solution for managing their software licenses and installation, as well as business and application consulting and training.

“One of our challenges is finding ways to reach our employees who don't have regular access to a computer – these are mostly our construction workers who are based out on site. In this instance we cannot rely on self-service and email. Many of the education co-ordinators manage the registrations and use postal mail and SMS to inform the employees of the various courses that they have registered on. However, now with Saba, we have seen employee interest in 'self-service' increase with more and more employees managing their own training requirements.”

David Svedin, HRIS and HR process development at Svevia

## THE FUTURE

Looking to the future, Svevia plans to update its introductory eLearning courses for new Svevia employees and managers, and these will be part of the new starter curriculum. They also plan to develop eLearning into other areas, for example for environment and safety courses. Svedin went on to say, "We will continue to develop and review our certifications process and the latest area we are focussing on is keeping track of medical examinations, which are required by law as well as the various types of electrical safety certificates."

“We are also deploying a competency model in Saba. The functionality of Saba enables us to attach development discussions as part of employee development plans. Comenius have customised the solution to meet our requirements.”

David Svedin,  
HRIS and HR process  
development at Svevia

#### ABOUT COMENIUS

Comenius is a consultant company with specialist competence within HCM – Human Capital Management.

Future solutions within HCM will be based on technology and software from the world-leading suppliers. Comenius has chosen strategic partners who are leaders within their respective area.

Comenius has more than 10 years' experience in implementing Saba for global and local companies.







With our strong focus on usability and engaging user experience, we extend the functionality in Saba and expand your business value with user friendly interfaces and micro-apps.

Comenius user interfaces, and more than 100 micro-apps can be used on any version of Saba. We expand your business value and ensure you have a successful Saba rollout by providing you engaged and happy users.

[WWW.COMENIUS.SE](http://WWW.COMENIUS.SE)

# Your success starts here!

#### The Saba Experience:

-  24/7 customer support
-  Collaborative online customer community
-  Value-added strategic services
-  Regular user group meetings
-  Standard or customized implementation services
-  Dedicated customer success rep

Learning

Performance

Engagement

Recruiting

Workforce Planning



Every company says they want to engage, motivate and inspire their people. As we see it, the problem is not that they can't – it's that they don't have the environment that really enables their top talent to thrive. Saba creates that environment, with talent development solutions that put people and teams in the driver's seat of their own experience, while staying aligned to your business goals. And delivering deep performance insights that connect people to business success, like no one else can. [Saba. The Talent Development Company.](#)

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