PLURALSIGHT + sopra steria

Sopra Steria Academy:

A digital, on-demand approach to upskilling supercharges internal training

How Sopra Steria uses Pluralsight to improve talent retention, increase
visibility, and reduce training costs beyond traditional classrooms.

Download the case study

The challenge

Enhancing an internal academy for faster skills transformation at scale
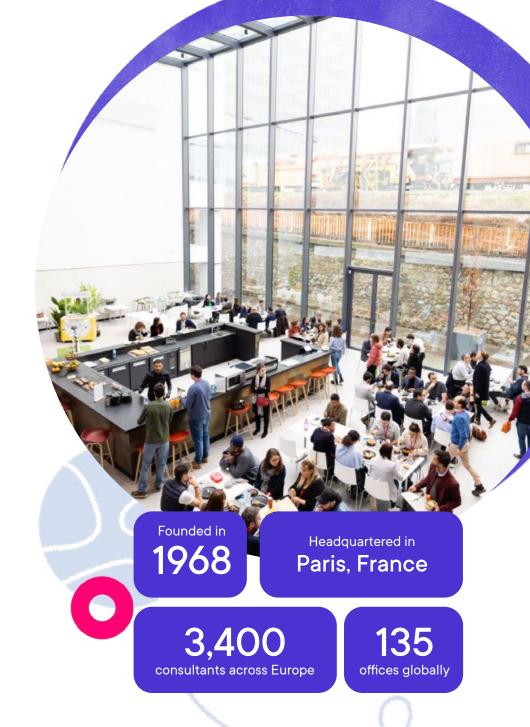
In an ever-evolving world, Sopra Steria helps large companies stay competitive by combining innovative technologies and in-depth knowledge across industries. As a leader in digital transformation and ecological sustainability, investing in tech skill development has always been a part of Sopra Steria's core values. But even with training programs already in place, tech was evolving faster than they could keep up with.

"During the pandemic, we had to digitalise all the training we had," said Digital Learning Project Manager, Marion Triffault. With the limitations—and costs—of in-person training, along with growing attrition rates across industries, Sopra Steria needed a better, faster way to upskill their workforce, regardless of employee location or skill level, and retain top talent.

This required an approach that would further empower teams to deliver on customer projects, grow within their roles, and live out their sustainability values: saving the time, money, and emissions it requires to send 3,000+ employees to in-person training.

Who they are

Sopra Steria is an international consulting, digital services, and software development company headquartered in Paris, France. Operating in nearly 30 countries, they provide end-to-end solutions to make organisations more competitive by combining in-depth knowledge and innovative technologies with a fully collaborative approach.

Founded in
1968

Headquartered in
Paris, France

3,400
consultants across Europe

135
offices globally

The solution

Better upskilling. Better security. Better business outcomes.

With the help of Pluralsight, Sopra Steria Academy strengthened their skill development training offer for employees to drive digital transformation initiatives forward.

"Thanks to Skill IQ, Pluralsight provides us with a 360-degree view at the individual, team, departmental, and organizational levels of our benchmarks in technical expertise," says Rajiv Singh, CTO of Sopra Steria India.

With these data-driven insights, leaders and trainers are able to identify where their teams' skills are at to better align their learning with the skills they need—accelerating the progress to skill mastery.

Harnessing the power of Pluralsight's upskilling solution, Sopra Steria created blended learning paths to skill up both learners and trainers alike. These learning paths combined the tech skills platform's on-demand, hands-on learning with in-person coaching from internal experts—sustainably transforming their workforce into specialists at scale.

> **Customer expectations are so big that, in today's world, not being able to continuously learn leads to failure."**
>
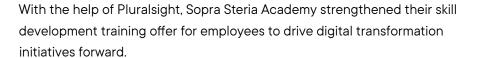> — *Mohammed Sijelmassi, Group CTO*

What we're learning

Azure

AI

Key benefits of Pluralsight for Sopra Steria

Cost savings

Less in-person resources needed for skill development with on-demand learning customised to each person's skill level

4.43/5
total satisfaction score

4.43 out of 5 total satisfaction score from users for employee-first learning

10+
key technology areas

Dove deeper into 10+ key technology areas with immediate insights into skills gaps and strengths

3,000+
employees

Digital learning for 3,000+ employees enables faster speed-to-market innovation

The next steps

Building a culture of continuous learning

In their ongoing efforts to stay on the cutting edge of technology, deliver better projects for clients, and find new ways to be more ecologically sustainable, Sopra Steria continues to invest in their people.

With the help of Pluralsight, Sopra Steria Academy now provides unlimited access to on-demand training materials for over 3,000 learners—resulting in a positive culture of learning that prepares its workforce for the technology of tomorrow with sustainability in mind.

> "Pluralsight allows our employees to deepen their skill development journey in an environment where they can make errors, practice, and become the best."
>
> — *Marion Triffault, Digital Learning Project Manager*

Ongoing partnership and support

" [Pluralsight Skills] is a new kind of freedom. You can stop it, pause it, or restart it. You can't do that with in-person training.

— Yann Gloriau, Technical Director France

Want to increase the speed of innovation at your organization?

Learn more