

case study



Laying Talent Foundations: Empowering Workforce Competence and Career Development with comaea

Tilbury Douglas, a leading UK-based construction and engineering company, faced the challenge of demonstrating workforce competence across diverse roles, ensuring compliance with evolving industry regulations, and enhancing professional development pathways for employees. We spoke to Julie Curtis, Learning and Development Manager, to understand how they had found the introduction of comaea.

The organisation needed more than just a Learning Management System (LMS); they required a platform that could track, assess, and develop workforce competencies effectively.

With the introduction of the Building Safety Act and other compliance requirements such as ISO standards, Tilbury Douglas needed a solution that could:

- Ensure competence across all roles, from project managers to site managers and tradespeople.
- Demonstrate compliance for audits and certifications.
- Provide an intuitive platform for employees to manage their career development.
- Integrate with professional competency frameworks from external bodies.
- Offer a centralised, reliable system for certification tracking and reporting.

Prior to comaea, workforce data was fragmented, with different regions maintaining separate records. This made it difficult to provide a consolidated view of workforce competence, increasing the risk of compliance gaps and inefficiencies.

Tilbury Douglas selected the comaea Competency Management Platform as their preferred competency management solution due to its user-friendly interface, adaptability, and robust reporting capabilities. The implementation focused on four key areas:



'Now that we have experienced the system, we have decided that we want it across the board for everybody.'



'as an administrator, I am so surprised by the things that I can do within the system. That's enabled by the fact that the system itself is so easy and simple and intuitive'

1. **Building Skills Frameworks:** Linking competency requirements to external professional bodies such as RICS to create structured development paths for roles like quantity surveyors.
2. **Workforce Assessment & Analytics:** Providing visibility into skill gaps and workforce capability across the organisation.
3. **Career Steps & Development:** Empowering employees to manage their career progression by accessing clear pathways and self-assessments.
4. **Compliance & Certification Tracking:** Ensuring all mandatory qualifications are maintained, with proactive reminders to avoid certification lapses.



'We can now provide tangible evidence of certification for people to perform roles where they are mandated. We can meet mandatory requirements, monitor expiry of training and reduce margin for errors or gaps, whilst saving time and avoiding extra training costs.'

Tilbury Douglas rolled out comaea in phases, beginning with site-based roles and expanding to include central functions like HR and finance. A key aspect of the implementation was face-to-face training sessions, successfully reaching over 850 employees. The intuitive nature of comaea led to rapid adoption, even among employees less familiar with digital systems.

After 12-months of use, Tilbury Douglas reported some excellent results:

Improved Compliance & Certification Management

- Centralised tracking eliminated the risk of expired certifications.
- Proactive notifications reduced the need for costly full-course retraining by ensuring timely refresher courses.
- Compliance with industry regulations and audit readiness significantly improved.

Enhanced Career Development & Employee Engagement

- Employees gained autonomy in managing their development, eliminating previous barriers to career progression.
- Line managers played a more active role in supporting employees' professional growth.
- Career paths became clearer, fostering motivation and engagement across teams.

Increased Efficiency & Reporting Capabilities

- Reports that previously took hours to compile were generated in seconds with a single click.
- The "Portfolio Report" feature streamlined CV creation for bid teams, enhancing Tilbury Douglas' ability to win new contracts.
- Standardised competency frameworks ensured consistency across all regions.

'comaea has enabled us to raise the bar, to perform and strive for higher levels. Giving us the ability to demonstrate to customers the quality and value of our workforce. I would definitely recommend them'

This also included some welcome and unexpected benefits:

Knowledge Sharing & Professional Community Building:

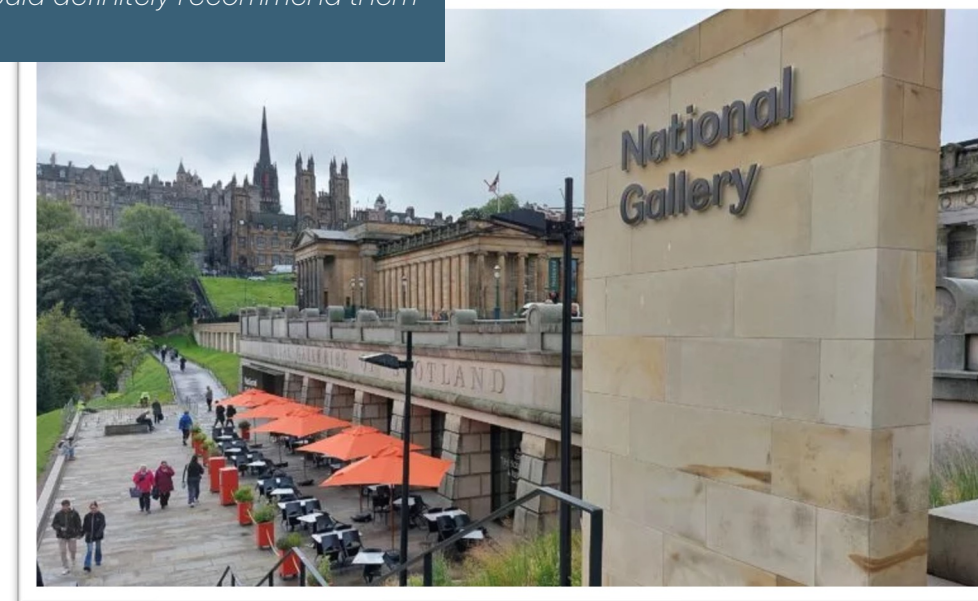
The introduction of subject matter experts (SMEs) created a cross-regional community, ensuring uniform professional standards across the organisation.

Resilience & Business Continuity:

Following a cyber-attack that disrupted historical data, comaea provided a secure and centralised solution to prevent future data fragmentation.

Future Growth Potential:

The organisation is now exploring comaea's potential for Learning Management integration and Performance Development Reviews (PDRs), further consolidating workforce development initiatives.



Tilbury Douglas' adoption of comaea has transformed its approach to competency management, compliance tracking, and career development. By providing a structured, intuitive, and robust solution, comaea has not only met but exceeded expectations, delivering significant business value.

For more information on how comaea can help your organisation, visit www.comaea.com and arrange a demonstration.