Major contractor has control of employees' competencies

Hiring new employees is one thing; keeping track of what competencies they actually have is something else entirely. In the Arkil Group, they began mapping the company's competencies back in 2016, and it has provided a great overview.

Arkil A/S is a large contracting company with around 1,600 employees in Denmark alone, and several hundred more working across large parts of the globe. A contracting company relies on many different competencies, and the organization interacts in various ways through dynamic collaborations. That is why the company decided a few years ago to find a tool that could help create an overview of where employees stood in terms of education and competencies. "We knew we needed a better overview of what our employees can do, and to understand where we needed to focus on further training, courses, and so on," says HR Manager Helle Juhl during a conversation at the headquarters in Vojens.

Helle Juhl, HR Manager – Photo Torben Sigh

Clear prerequisites

"However, there were some prerequisites that needed to be in place. Among other things, it was a requirement that the system we chose had to be intuitive and user-friendly, and it had to be compatible with and able to work together with our payroll and HR systems. It was primarily our hourly-paid employees we wanted a system for," continues Helle Juhl, adding that they also required it to be a Danish system. "We looked around quite a bit and found the small North Zealand company Planorama, which was developing a system with various core modules. Here we found not only a solution that we could see would work, but also some highly skilled people with great drive, who were willing to listen to our input," the HR manager explains.

Courses and continuing education

Arkil A/S wanted to gain an overview of each individual employee when it comes to courses, training, and seminars. "It's not that we didn't know anything about our employees. It was about getting everything systematised in a digital system. It's actually not only an advantage for us. Employees can continuously document what they can do, and we use the system for gaining an overview during performance reviews, three-month evaluations, and in situations where there may be an issue we need to address. In short, it supports the employee's development while also giving us an overview of the competencies we have in the company," she says, adding that with the system they can also continuously document to customers which competencies have been involved in solving a specific task or project.

The pioneering spirit lives on

At Planorama, she found the pioneering spirit that could help the construction group move forward. "To be honest, I have hardly ever encountered a company that was more cooperative," she says emphatically. It was — and still is — very much about developing along the way. This means that adjustments continually need to be made, because needs and systems evolve in a dynamic process. "And that is exactly what we experience when we call Planorama. There is always someone ready to take care of us when we reach out, and we're aware that it's not a huge company. But they are successful in what they do, and we are truly impressed by the level of service," she adds without reservation. For Arkil, having complete oversight means a great deal when putting together teams for projects, as well as having a realistic picture of how each employee can develop and fit into the organization.

Easy planning

The company and its employees can, for example, very quickly see in the system when certificates expire and need to be renewed. There are no issues in relation to current data protection laws, as the system is structured in a hierarchy that gives each employee limited and appropriate access only to relevant data, and very few people have access to all information. No data is stored that should not be there, and when an employee leaves the company, the information is deleted within the legally required timeframe. "We also use the system for e-learning through our own Arkil e-academy, where we have divided learning into mandatory training and optional learning that can be accessed as needed — for example digital guides, instructions, and work procedures," says Helle Juhl.

About Planorama

Planorama is a small software development company located in Stenløse in North Zealand. The company has developed one of the most agile systems for activity administration. Planorama automates up to 90% of the manual processes a business typically has related to activity management and course administration, communication, and onboarding of new employees. In addition, the system includes competency management, ensuring that employees have the correct training, certificates, etc., for operating machinery, for example. Another module focuses on employee performance reviews, ensuring follow-up and an overview of agreed objectives. The company serves both large and small customers across various industries, including the construction and civil engineering sectors.

"Arkil is one of the major players in construction, and it is a truly exciting journey we are on together with the well-renowned contracting company. But we naturally also collaborate with smaller businesses in construction and other industries that use our systems, adapted to their size and number of employees. The system can easily be scaled to the needs of each individual company."

About Arkil

The Arkil Group works with civil engineering, including foundation work and, in more recent years, the construction of structural shells. Another discipline is road construction as well as operation and maintenance. Arkil has a turnover of DKK 1.8 billion and employs around 1,600 people in Denmark, plus several hundred more in subsidiaries and activities abroad.