SUCCESS STORY

SNCF

365 TALENTS
a docebo company

SNCF redesigns its HR processes and launches skills management project

"365Talents allowed us to build a unified view of skills across the group, and to put employees back at the heart of their own professional development."



François Genet
Director, Employment, Career & Mobility
Groupe SNCF

153 000+
employees deployed on the platform

94%
active profiles

20
skills declared on average per employee

15 000+
positive feedback to opportunities

€84M
productivity gain for the company

€150M
ROI on internal mobility

SNCF

Groupe SNCF is France's national railway group and one of the world's largest transport companies, employing over 280,000 people globally. The group is organized into 10 subsidiaries and one GIE (Economic Interest Group), representing nearly 150,000 employees across 150 professions and more than 500 job descriptions (benchmark positions). Managing this scale and diversity demands an effective approach to skills management.

Challenge

Modernizing HR in a newly competitive market

SNCF's transition from a state-owned monopoly to an open, competitive market; forced a fundamental rethink of its HR infrastructure. Three core challenges:

- No shared skills framework: skills had never been formally defined across the group's 10 entities, with no consistent view of workforce capabilities.
- Fragmented HR processes: recruitment, training, mobility, and evaluation ran in silos, with no unified talent intelligence.
- A massive adoption challenge: deploying a skills platform to 150,000 employees, from train drivers to engineers to managers, required a scalable, intuitive approach.

Solution

Station C: A Unified, Intelligent, and Integrated HR Platform

SNCF chose 365Talents as the central technology layer for skills management, embedded within Station C, its unified HR platform and single entry point for all employees across the group.

The choice of 365Talents rested on two key strengths: its ability to integrate with over 100 HR vendors, and its SaaS flexibility, enabling SNCF to configure and adapt the solution to the specific requirements of a large, multi-entity group, while benefiting from a standardised platform.

365Talents was directly integrated with Altays, SNCF's HRIS, enabling the automatic import of each employee's career and experience history. Managers can now validate and certify skills during annual or career reviews, ensuring skills data stays current and reflects real-world experience.

The integration with Bealink, SNCF's LMS, takes this a step further: employees can browse and enroll in training programs matched to their profile directly from Station C, creating a seamless alignment between identified skills gaps and available learning paths. All within a single interface.

"Our priority was simple: every employee should know their skills, understand where they stand, and be able to map out their future — without going through multiple intermediaries. Station C, with 365Talents, made that possible."



François Genet
Director, Employment, Career & Mobility
Groupe SNCF

Results

Launched in 2024, Station C exceeded all adoption targets, demonstrating the power of a genuinely employee-centric design.

155 000
employees deployed on the platform

96%
active profiles

€150M
ROI on internal mobility

7 000
jobs and missions suggested

Exceptional adoption :
Just six months after launch, Station C had reached 83% of the 155 000 employees registered on the platform, with active profile rates climbing to 94%.

Value on skills :
Employees list an average of 20 skills on their profile, with more than 2,5 millions skills declared.

Strong engagement :
More than 15,000 positive responses recorded on the opportunities by the platform which includes job openings, trainings, and project assignments confirming the relevance of AI matching.

Return on investment :
Station C has delivered a €150M ROI on internal mobility and €84M in productivity gains through optimized staffing.

The success of the Station C project SNCF x 365Talents

Thanks to its “Station C” project, SNCF is the winner in the Ambition 2024 category at the Digital HR Awards. This award recognizes the determined commitment of the teams who have made Station C a real driver of collaboration, innovation, and digital evolution for the benefit of all, with remarkable results.

More information about the project in this video.





Bonus

Best practices for launching a skills management project

Establish project governance :

Define a clear governance structure from the outset, especially in multi-entity or multinational organizations. This ensures consistent practices and coherent skills management across different business units.

Develop a skills ontology :

Building a solid ontology for skills and jobs is essential for structuring and managing competencies effectively. A strong foundational framework facilitates the identification and development of the necessary skills.

Opt for global integration :

Avoid adding separate tools individually. Comprehensive integration of existing systems ensures smoother adoption and reduces user friction. The goal is to make skills management feel transparent and intuitive as possible.





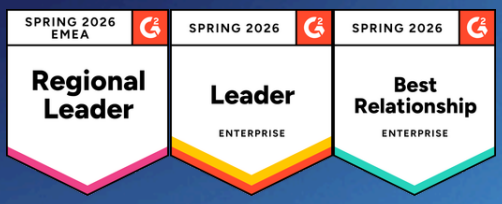
From ***François Genet***
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365 TALENTS
a docebo company

Skills to help you achieve your ambitions.

Book a demo

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365Talents is the AI-powered talent management platform that helps you manage your skills and talents and boost HR efficiency.
With over two million users worldwide, available in more than 45 languages, and integrated with over 100 HR systems, we are the European leader in Talent Experience and Skills Intelligence.

www.365talents.com