SUCCESS STORY

Caisse des Dépôts GROUPE

365 TALENTS
a docebo company

Caisse des Dépôts empowers its 6,700 employees with 365Talents AI



6 700
employees deployed
on the platform

13 700
opportunities viewed
in T1 2026

10 600
job profiles viewed
in Q1 2026

2 100
skills declared
in Q1 2026

Caisse des Dépôts

Founded in 1816, Caisse des Dépôts and its subsidiaries form a historic public group, placed under the oversight and guarantee of the French Parliament. As a long-term investment dedicated to the public interest and regional development, it holds a unique and autonomous position. Its capacity for innovation enables it to anticipate and accompany the major transformations of French society.

Challenges

A necessary overhaul of the old HR model to support digital transformation

As part of its digital transformation plan, the Human Resources Department sought, as early as 2017, to redesign the employee career journey in order to make employees active participants in their own careers. Historically, Caisse des Dépôts managed its employees through traditional, manual job reference methods, updated during annual reviews. This approach quickly showed its limitations: it neither provided a comprehensive view of skills, nor offered the expected visibility into internal mobility opportunities and possible career paths.

It is to deploy a 360° view of employee journeys, strengthen skills development and drive mobility that Caisse des Dépôts chose to partner with 365Talents.

Solution

An AI platform that benefits internal mobility and skills development

365Talents maps skills internally to personalise talent development through training and mobility. Simple, transparent and intuitive, the solution allows employees to log their skills on an ongoing basis and enables HR to anticipate tomorrow's needs.

In 2024, a pilot (September–December sprint) made it possible to import all job profiles, create development plans through training integration, and measure gaps between current and expected skills. A first: the civil service frameworks DIESE and CIGREF were integrated into 365Talents, creating bridges between ministries and public entities. This project continues in 2025, under the new GEPP agreement, with a 2027 objective for each employee to self-assess against the skills associated with their job profile.

"By offering a transparent solution to our employees, we also rebalance our relationship with them, as they gain access to their full training journey and the entire range of mobility opportunities, the latter is automatically suggested by the AI based on the skills and interests they have declared. Digitalisation changes their posture by giving them the chance to open up to other roles and discover new careers."

Emilie Muelle
HR Advisory Manager
Caisse des Dépôts

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Results

Adoption driven by employees themselves, embedded in everyday practice

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Autonomous adoption :
Employees themselves browse and take ownership of the platform, without HR or managerial guidance. This proves that the tool is now genuinely embedded in everyday use.

Continuous engagement :
More than 2 000 opportunities viewed per month, demonstrating lasting interest in internal mobility, even in the absence of an active communication campaign.

Skills development :
3 000 skills declared by employees, with a gap measurement between current and expected skills now fully operational.

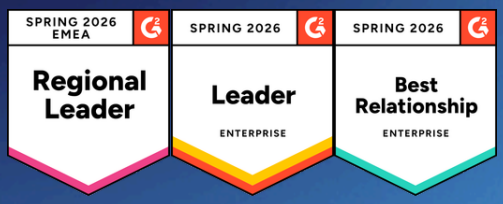
Civil service framework :
First-ever integration of the civil service framework (DIESE / CIGREF) into 365Talents, enabling unprecedented bridges to be created between public entities and ministries.

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.