SUCCESS STORY

VEOLIA

365 TALENTS
a docebo company

Veolia builds a multilingual, AI-powered skills foundation for its workforce

"Innovation, skills, and challenge — that's how I'd describe our project with 365Talents."



Sophie Peroy
HRIS Domain Manager, Corporate HR
Veolia



20 000
employees in the platform

73 %
active profiles

15 800
skills in all languages

800
job descriptions

Veolia

Veolia Group is a world leader in optimised resource management, delivering solutions in water, waste and energy management across the globe. With expertise deployed across multiple geographies and in three languages (French, English and Spanish), managing talent at scale required a fundamentally new approach to skills.

Challenge

One taxonomy. Three languages. Over six thousand new skills every month.

Group ambition: Veolia wanted to give its employees better visibility into internal career opportunities by creating a single, shared and consistent skills database across the Group.

Managing data volume and diversity: With 6 600 new skills declared every month across three languages, the challenge was to automate categorization, deduplication and translation to free up time for HR teams.

Achieving a unified, global view: With skills data being diverse and definitions varying from one geography to another, the challenge was to consolidate them and give them shared meaning across the organization to optimize internal mobility and workforce planning.

VEOLIA Solution

Dynamic, Multilingual Skills Foundation Powered by AI

Veolia partnered with 365Talents to deploy a personalized, dynamic multilingual skills taxonomy and activate internal mobility at scale across the Group. The platform automatically categorizes and translates skills across languages, **eliminating the manual effort that had previously consumed HR teams** and making the entire process more reliable and consistent.

With **over 6 600 skills declared every month**, the AI keeps the taxonomy current and relevant across all geographies — ensuring that the database reflects the real, evolving reality of the workforce rather than a static snapshot. Employees can now discover and **directly apply for internal opportunities aligned with their skills and career aspirations**, giving them greater ownership over their professional development.

365Talents' team also worked hands-on with Veolia's experts to refine the skills framework — a milestone Sophie Peroy describes as the most memorable experience of the partnership.

"365Talents gave us the visibility we needed to understand our workforce and support our employees in developing their skills."



Sophie Peroy
HRIS Domain Manager, Corporate HR
Veolia

Results

A multilingual taxonomy driving internal mobility and global careers.



Strong adoption :
73% of profiles activated, reflecting genuine employee engagement with the skills-based approach.

Skills visibility :
15,800 skills managed across all languages, giving HR teams a real-time, global view of talent across the Group.

Mobility activated :
Thanks to AI-powered matching, employees can now discover and directly apply for international internal opportunities aligned with their profile.

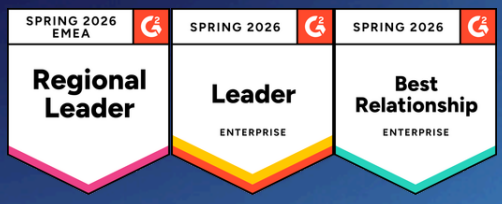
Multilingual foundation :
800 multilingual job descriptions creating a unified, scalable skills framework.

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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