Key figures

Industry
Energie nucléaire

3,3 Billion €
Turnover 2020

+17,000
employees

Needs

1,200
Hiring on permanent contracts in 2022

400
New alternates in 2022

Opperational excellence
offer an identical digital process to all employees

Requirements

3 major issues :

- A Framatome directory on the French perimeter that is difficult to maintain
- 18 establishments in France with administrative processes that are difficult to comply with
- An Operational and then Digital Excellence approach carried out over 12 months

Neocase was a natural choice because of its ability to interface and interconnect with existing systems (e.g., recovery of Cegid-Talentsoft data for onboarding).

Neocase accompanied Framatome throughout the prototyping workshops by involving all stakeholders. The teams involved were familiar with the Neocase tool and were eager to use it.

Results

Rapid integration of a large number of new employees, training in Framatome standards and culture via a digital path.

Digitalization of the employee path in 4 steps:

1. Administrative hiring process
2. Preparation of arrivals and notification of stakeholders
3. Preboarding - Experience of the future employee
4. Circuit : Arrival / Integration / Training

Centralization of the information of the career path in a single tool with access and notification to all stakeholders.

Neocase interfaces with Framatome's existing Talentsoft HRIS system.

Dominique Giljean – HR Operational Excellence, Digital Transformation & HRIS Director - Framatome

"In 3 words, Neocase is: connectivity, reactivity and CAN DO ATTITUDE. We had very specific needs and Neocase was able to pose the subject and propose several solutions."

Employee Portal

framatome

- With Neocase, Framatome offers e-learning videos and content to employees as soon as they sign their employment contract so that they can immerse themselves in the Framatome culture.

- Parameterization of all the steps of preboarding and onboarding in Neocase:
  - Form and request of administrative documents
  - Signature of work contract and storage
  - Notifications (HR, manager, IT)
  - E-learning/quizzes on safety, quality, security, etc.
  - Appointment with your team and your manager
  - Presentations of the company's services
  - Surprise report
  - End of probationary period interview workflows

- Neocase interfaces with all of Framatome's existing tools (recruitment, payroll, electronic signature, and document management...).