



The future of your
workforce starts now.

Case Study



At a glance

FORVIA, born of the merger between Faurecia and Hella, is a world leader in the automotive industry, present in **40 countries and with 150,000 employees**. For the past three years, FORVIA has been using Albert **to model workforce trends, analyze impacts and define HR transformation trajectories for the R&D population**. Albert's methodology has enabled **HR data to be standardized**, facilitating **future extension** to a global scope.

Key Figures

3 years
of partnership

12,000 employees
integrated into the database

All the Engineering Centers
involved in the deployment project

+50
platform users

Challenges

FORVIA has rebalanced its **global strategy**, focusing on electrification, energy, automated driving and a sustainable cockpit experience. Integration with Hella, the impact of AI/GenAI technologies and the ambition of net zero emissions required **major adjustments**. Talent management needed to be rethought to **reduce attrition** and acquire **new technical and digital skills**.

Solution

Albert uses a wide range of data, such as the group's HR history, its segmentations (business, geographical or organizational) and business projects, to create **scenarios based on the company's strategy**. These scenarios **translate business projects into HR needs**.

Data integration (initial phase) **lasted two months** for two business groups. This enabled the first projections to be obtained, and the solution to be deployed **over a wider perimeter**.



Import your
database



Define your
framework



Develop business
scenarios



Discover the gaps in
the coming years

Testimonial

"Before Albert, all the data was either in Excel or in my head. Forecasting beyond one year was complex. Now, thanks to Albert, we have a clear vision of the years to come, including projections of potential turnover, linked to natural attrition, retirements, etc. As a manager, this enables me to implement effective HR planning strategies aligned with those of the business."



Ravikant Deore
Group R&D Project Manager

Benefits

Concrete analysis reports

These provide concrete information on **future workforce trends**, enabling managers to **effectively justify** resource allocation strategies and business decisions.

A clear view of the years ahead

Albert provides a clear view of workforce trends and skills requirements over several years, enabling managers **to anticipate business trends more effectively**.

User-friendly interface

Simplifying the SWP process, the interface **facilitates collaboration** and adoption by over **50 users** in various Business Units.