



The future of your
workforce starts now.

Case Study



At a glance

RATP Cap Île-de-France, a private subsidiary of the RATP group, **operates public transport networks in Île-de-France** on behalf of Île-de-France Mobilités, and **is preparing for the gradual integration of new subsidiaries in a context of increased competition**. To support this transformation and anticipate staffing and skills requirements, RATP Cap Île-de-France has chosen Albert to structure its Strategic Workforce Planning (SWP) process.

Albert enables RATP Cap Île-de-France's head office **to manage its quantitative projections and anticipate the impact of contract wins** on its workforce, using a progressive approach that will soon be rolled out to all subsidiaries.

Key figures

18 months
of collaboration

A 100% expansion of subsidiaries
planned for 2026

2 teams of recruitment managers
who feed and operate the tool

1 HR transformation team
that updates and analyzes data

Testimonials

“Albert saves us a lot of time and improves accuracy. But above all, it's a tool that lends credibility to our approach and gives HR a strategic role: it makes our projections clear, visual, and immediately usable by operational management teams.”



Marianne Levisalles
Talent Management Project Manager

Challenges

With the gradual arrival of new subsidiaries, RATP Cap Île-de-France **needed to anticipate staffing requirements and measure the impact of contract wins on its organization** between now and 2027.

Before Albert, everything was done manually in Excel, which was a cumbersome process. The challenge was twofold: **to quantitatively project workforce trends and begin to identify skills gaps** in order to guide future HR actions.

Solution

First, all **HR data from the transformation and recruitment teams had to be centralized**. Recruitment managers were quickly able to use Albert exports to build their recruitment plans for each subsidiary and fine-tune their needs with HR and subsidiary managers.

Albert is now **used on an ongoing basis to run simulations, visualize workforce impacts, and serve as a foundation for strategic discussions** in executive committees. Albert uses **a wide range of data, including segmentations** (job, geographic, or organizational) **and business projects**, to create **scenarios based on the company's strategy**. These scenarios enable business projects to be translated into HR needs.



Import your
databases



Define your
frameworks



Develop business
scenarios



Discover the gaps in
the coming years

Benefits

Time-saving & increased accuracy

Projections, once time-consuming and manual, are now fast and structured, with a much finer level of qualitative data.

Supports HR decision-making

Albert provides a tangible, dynamic analysis that facilitates arbitration and the creation of targeted action plans.

A tool that generates enthusiasm

Visualizing HR scenarios makes it easier to get operational departments on board and turns HR into a true business partner.