

# Schneider Electric's AI powered opportunity marketplace boosts career development and employee retention.

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A broken internal talent mobility system transforms into real-time and personalized opportunities. It's all about unique skills and ambitions of employees.

“

Our mission at Schneider Electric is to ensure that Life Is On for everyone. This promise extends to our own employees, offering them various opportunities for growth within Schneider.”

Andrew Saily, VP Talent Digitization



About Schneider

twimbit



A global leader in energy management and automation providing digital solutions for efficiency and sustainability.



Established 1836 in France



Fortune 500



150,000+ employees



100+ countries



Revenue 2019 US\$35.4Bn



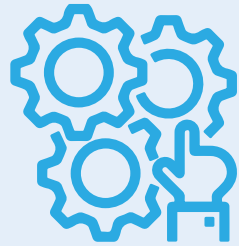
## The Challenge

1



In recent years, 50% attrition due to lack of visibility and access to career opportunities.

2



A broken internal talent mobility system had to be fixed.

3



Attract top talent with millennials poised to be 65% of the global workforce by 2025.



## Key components of solution

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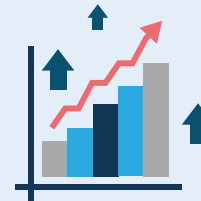
1



### Partner with Gloat

Create a marketplace to disrupt the way internal jobs are posted and sought

2



### Opportunity posts

Hiring internal managers post projects or open positions accessible by employees

3



### HR intermediation

Smoothen the process along with the two managers

4



### AI matches demand and supply

Real-time and personalized internal opportunities based on unique skills, experiences and ambitions


5



### Employees profiles

Can receive invitation to apply if the posting manager feels the employee is a right fit



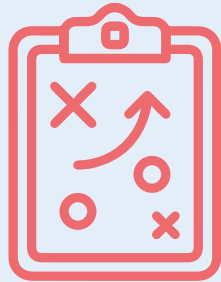
Internal work management and employee satisfaction are key to the company's future, and this idea is deeply ingrained in the organization culture globally. 

**Olivier Blum**, Schneider's Chief HR Officer,  
Winner of France's 2019 CHRO of the year award



## Outcome

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What started as a pilot in  
the HR function with just  
2,300 employees



Now spread across the  
world with over 80,000  
employees accessing the  
open talent marketplace



## Key data points



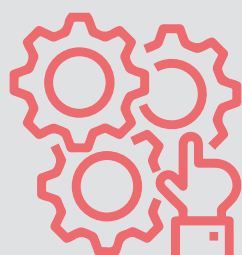
**17,000+**

employee hours unlocked  
across internal projects



**60%**

employee adoption rate in  
2-months of launch



**15-seconds**

is all it takes to get personalized  
project suggestions



**Profit**

per employee increased from  
€16,067 to €16,247 in one year



# twimbit

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How can we help?

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