

# Qui sommes-nous ?

Un leader du cloud, créateur des solutions de gestion de talents et ressources humaines avec un business model solide et pérenne



**632 M**

de chiffre d'affaires

**cegid Talentsoft**



**3600**

collaborateurs



**11 M**

de salariés utilisent  
notre plateforme de  
talents dans 130 pays

- Gestion des talents
- Acquisition des talents
- Formation
- Socle RH



An overhead photograph of four people sitting around a square table with a white grid pattern. They are all focused on their work. On the table are three silver laptops, a smartphone, a notebook with 'BUGA THON' written on it, a glass of water, and a small jar with yellow pom-poms. The background shows a concrete floor and a white cylindrical object.

# La technologie au cœur de la crise

# MARCHÉ TENDU ?

## L'état actuel du marché du recrutement au Québec

Taux de chômage en Janvier 2022



Le nombre de postes vacants au Canada a atteint un **sommet historique** de 912 600 en fin 2021

D'après Emploi Québec, **1,4 million de postes** seront à pourvoir d'ici 2026 avec une majorité de postes hautement qualifiés.

Un **taux de roulement important** : +2,1 % entre 2021/2020 et 2020/2019

**¼ des Québécois** seront âgés de 65 ans ou plus en 2031

Le Conseil du patronat du Québec (CPQ) lance un cri d'alarme, **50% des entreprises ont refusé des contrats** parce qu'elles sont incapables de trouver la main-d'œuvre requise.

A young woman with voluminous curly hair, wearing a light-colored blazer over a white top and grey trousers, is smiling and looking to her right. She is holding a white laptop. The background shows a modern, open-plan office with white desks, computers, and other people working. The office has a high ceiling with exposed beams and large windows. A semi-transparent dark blue banner is overlaid across the middle of the image, containing the text "Et maintenant ?".

**Et maintenant ?**

A man and a woman are smiling and looking at a tablet together in a modern office setting. The man is pointing at the screen while the woman holds the tablet. In the background, other office workers are visible at a table with laptops, and there are large windows and modern lighting fixtures.

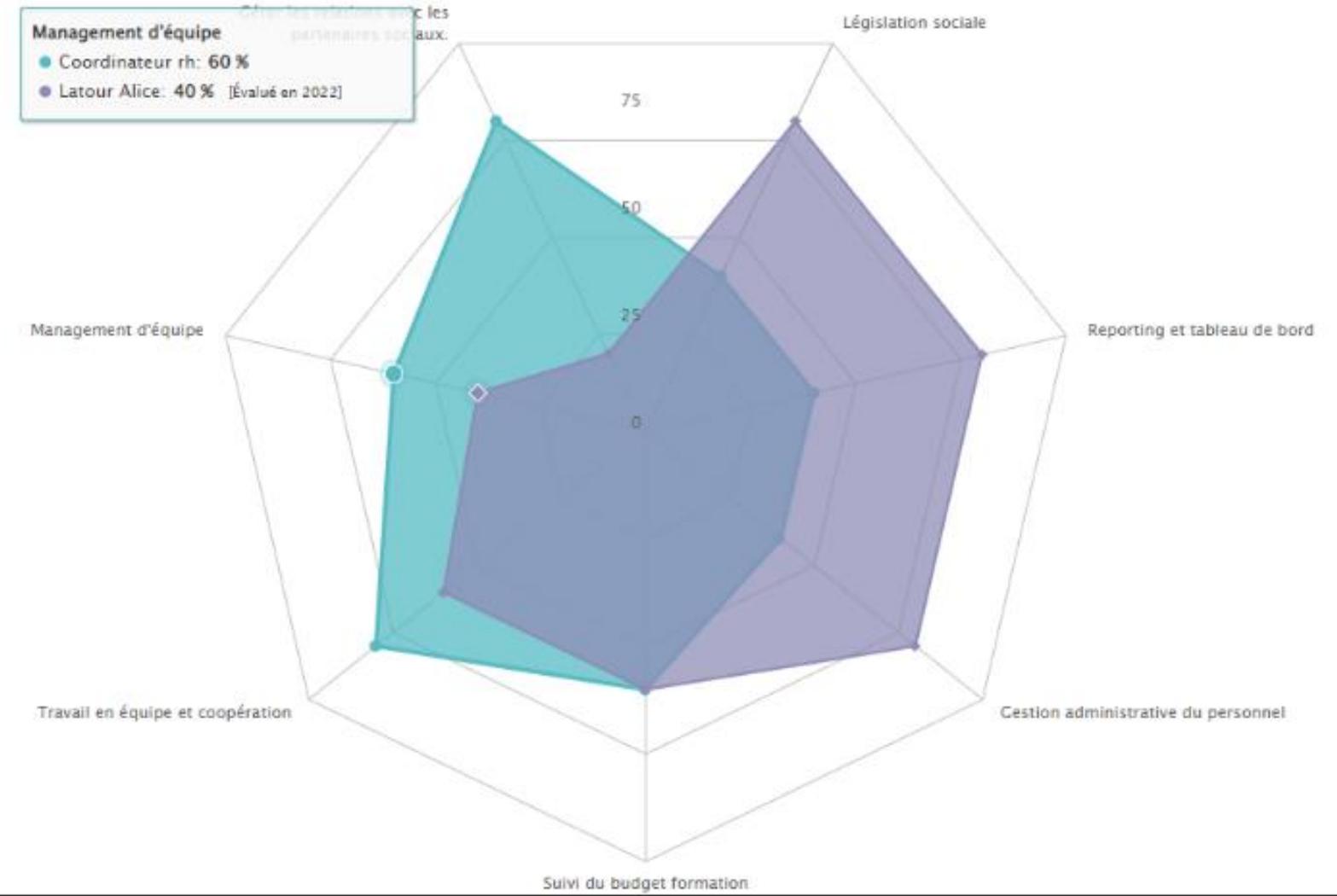
# Revisiter le recrutement



# Connaitre ses collaborateurs

## Compétences de l'emploi *Coordinateur rh*

- Coordinateur rh
- Latour Alice





# Développer les talents

An aerial photograph of four people lying on their backs on a lush green lawn. They are arranged in a horizontal line, and their shirts together spell out the word 'TEAM'. From left to right: a man in a red shirt with a yellow 'T', a woman in a dark blue shirt with a red 'E', a woman in a red shirt with a white 'A' and a large afro wig, and a man in a dark blue shirt with a light blue 'M'. They are all smiling and looking towards the camera. A semi-transparent dark green rectangular box is overlaid on the bottom half of the image, containing the text 'Suivre l'évolution des talents...'.

**Suivre l'évolution des talents...**

A man and a woman in an office setting are giving each other a high-five. The man, on the left, has a beard and is wearing a light blue shirt and a striped tie. The woman, on the right, has long brown hair and is wearing a dark blazer over a white shirt. They are both smiling broadly. They are seated at a wooden desk with a laptop, papers, and mugs. The background features a brick wall, a window with a view of the outdoors, and a bulletin board with various documents and charts.

... et de l'état d'esprit

A woman with long dark hair and glasses, wearing a white t-shirt, stands in a meeting room pointing at a whiteboard. The whiteboard is covered with numerous colorful sticky notes (pink, yellow, orange) arranged in a structured manner. Several people are seated around a white table in the foreground, looking towards the whiteboard. The room has large windows on the left, and the overall atmosphere is professional and collaborative.

# Ouvrir les yeux grâce aux données

# En conclusion



- 📌 **Des changements profonds et durables**
- 📌 **Un effet ciseau de la transformation digitale**
- 📌 **La technologie, outil stratégique des directions des ressources humaines dans notre nouveau paradigme pour rester connectées en permanence aux équipes.**



**Marc-André Nataf** · 1st  
CEO North America at Cegid  
Montreal, Quebec, Canada · [Contact info](#)

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