

**FACT SHEET**

# Tech-Powered Internal Mobility

by PeopleScout



## Match the Right Talent to the Right Role, Fast.

You already have access to one of the most effective and sustainable solutions to finding the right talent in today's competitive market—your existing workforce.

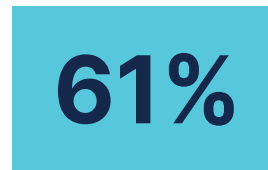
PeopleScout's Internal Mobility solution empowers employers to recruit from within to fill skills gaps, reduce hiring costs and boost engagement. Develop your workforce and build a more agile and future-ready organization.

Powered by AI, our Internal Mobility solution streamlines the process for recruiters and automatically matches employees with open positions, ensuring the right fit and maximizing productivity. The result? A talent pool that's engaged, roles that are filled faster, and a culture of growth and retention.

Unlock the full potential of your workforce and create a sustainable talent pipeline for the future.



The average cost to replace an employee is 60% of their salary.



61% of employees say there are roles within their current organizations where their skills could be utilized.



70% of employees would explore opportunities within their current organization before looking externally.

(Sources: PeopleScout | SHRM)

## Internal Mobility Powered by Affinix<sup>™</sup>

PeopleScout's Internal Mobility solution is powered by our proprietary talent technology suite, Affinix. Affinix is a mobile-first, cloud-based platform that creates a consumer-like candidate experience, delivering speed and scalability through its use of artificial intelligence, recruitment marketing, machine learning, predictive analytics and other emerging tech.

# Our Approach to Internal Mobility

Our approach to identifying, developing and mobilizing internal talent leverages four key modules, powered by Affinix:



## Internal Career Portal

Deliver a best-in-class candidate experience for your own employees by creating a custom internal career portal. Employees can self-manage their profiles to showcase their education, work history and specific skills. Job alerts notify them as new opportunities matching their profile become available.



## AI Matching and Search

Affinix AI technology automatically searches your internal database to match candidates to new roles based on their skills, experience and preferences. Fill workforce gaps quickly by eliminating the time required to identify, attract and engage external candidates as new needs emerge.



## Employee Expression of Interest

Employees who want to be considered for new internal opportunities can self-identify by completing expression of interest forms hosted within the career portal. This drives the creation of a talent community to quickly identify best-fit candidates for project-based or full-time roles within the organization.



## Skills-Based Assessments

Our Internal Mobility solution deploys a skills-based approach to ensure candidate fit and promote long-term career growth. Assessments within the platform evaluate employees' existing skills and experience against the requirements of the role and identify learning opportunities or skills gaps.

# Benefits of Internal Mobility



## Save Time and Money

Free up valuable resources by eliminating time-consuming talent sourcing efforts and save money on external recruiting efforts like job ads and recruitment marketing campaigns.



## Retain Top Talent

By giving employees opportunities for growth, you will improve employee morale, loyalty and retention. Bonus: proactively developing the diverse talent in your organization can also help you achieve diversity targets.



## Boost Productivity

On average, it takes 28 weeks for a new employee to reach full productivity in a mid-level role. Internal candidates can use their experience with your organization's structure and culture to acclimate and contribute to a new role quickly.



## Drive Employee Engagement

A demonstrated investment in employee growth and development will increase employee engagement. Employees feel valued and motivated when they see opportunity for upward or lateral mobility.



## Increase Flexibility and Agility

Having an internal bench of engaged, qualified candidates gives you flexibility and agility to swiftly mobilize talent to fill skills gaps and meet changing business needs.



## Strengthen Your Talent Pipeline

Research from LinkedIn found organizations that leverage skills-first hiring expand their talent pool by nearly 10x on average. With a skills-based internal mobility strategy, you'll gain access to a robust pool of qualified internal candidates.