



HiredScore AI for Talent Mobility

Deliver on your employee growth and development agenda

Empower employees to be aware of the right job and growth opportunity at the right time while enabling managers and HR leaders to drive internal mobility and retention goals.

We often hear it's easier for employees to find jobs externally than internally – proven by the fact that only 33%¹ of employees who are searching for a new job look internally first. Many employees don't have time to continually watch for new open roles, resulting in dissatisfying internal candidate experiences and processes. It's equally challenging for managers to keep up with possible career pathways for their team, making it difficult to support employee growth and development.

Take the friction out of internal mobility and make it easier for employees to find new opportunities internally whenever possible. HiredScore AI for Talent Mobility with Workday delivers high-converting job recommendations in the flow of work; incorporating your company's mobility policies and holistic data such as employee interests, skills, time-in-role and performance. Empowering employees to explore, apply to and advance in roles within the organisation helps improve retention while leveraging existing skills and knowledge, fostering a more engaged and loyal workforce.

Jobs that come to employees

Employees receive highly relevant internal job opportunities directly within their existing workflow of MS Teams or email – eliminating the need to navigate internal application systems. Workers can choose to apply directly without leaving MS Teams, dismiss the recommendations or further explore opportunities in the Workday career hub. Smart alerts notify employees of the additional opportunities they could receive once they complete their profile, including suggestions based on location preferences, prior experience and capabilities. This interactivity highlights the “what's in it for me” aspect for the employee, driving continuous optimisation and personalisation of recommendations and enriching your employee dataset within Workday to drive a better employee experience.

Guided mentorship and career coaching

Managers and HR business partners gain access to tailored job opportunities and status updates to mentor employees and provide one-to-one career coaching. Managers can proactively look for open opportunities for their team members directly within their MS Teams workflow to help facilitate important conversations about career progression. *Please note this is an additional implementation cost.*

Key Benefits

- **Personalised matching:** AI-powered, highly curated matching of employees to open roles
- **Intuitive user experience:** Proactively meets employees in the flow of work via MS Teams or email
- **Employee satisfaction:** Workers can navigate and apply to internal opportunities without adopting new tools
- **Data-driven insights:** Reporting enables talent and people analytics leaders to track employee progress and inform next steps

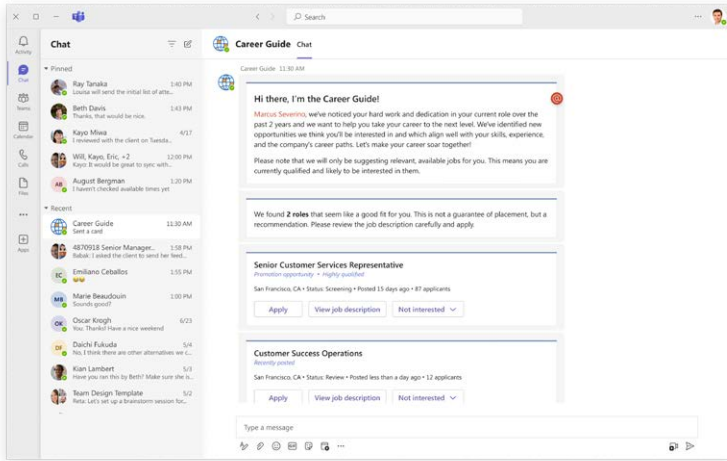
Key Features

- Employee career guide via MS Teams or email
- Employee data optimisation linked to the Workday talent profile
- Tailored employee matching and communications
- Real-time notifications and alerts
- Internal mobility dashboard
- Manager moderated talent mobility*

*Additional implementation cost

Results

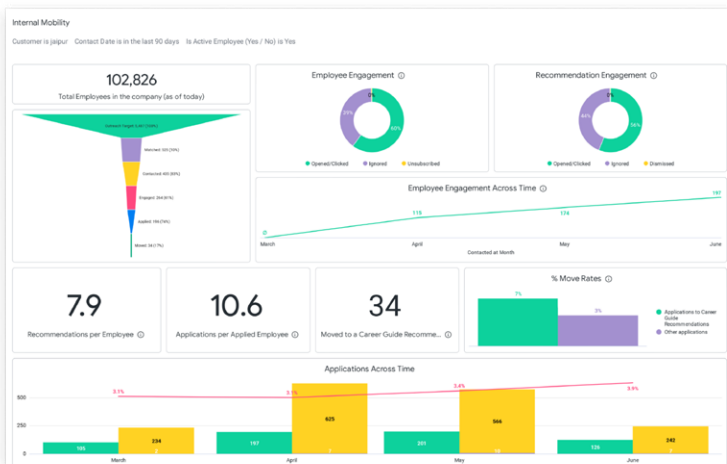
- 40% increase in internal application rates when contacted via AI-driven notifications
- 1.4x better-quality candidates compared to external applicant pool
- 18.75% increase in internal employees hired or in process of getting hired for a new role
- 2.3x increase in likelihood to move when provided tailored recommendations
- 5% improvement in employee retention when employees were encouraged to apply for internal jobs



Employee career guide

Talent mobility insights and analytics

Talent leaders and people analytics professionals can track employee progress to inform relevant and timely next steps. The internal mobility dashboard provides clear visibility into employee interest and progression overall by groups and by employee, enabling further advancement of internal mobility goals. Key insights, including internal mobility engagement analytics as well as detailed reports, enable leaders to track progress and identify areas of opportunity to further drive mobility.



Internal mobility dashboard

Trusted, responsible AI

Success with AI requires working with partners and solutions that prioritise trustworthy AI development, including a focus on explainability and transparency. Our fully transparent AI provides bias auditing, enabling talent leaders and managers to hire fairly and efficiently.



Partnering with HiredScore [a Workday company] to innovate around career mobility allows us to bring a more fair and universal talent discovery process for our amazing employees and have a more sustainable workforce that continually contributes to the communities our buildings occupy

Global Head of Talent Acquisition,
Fortune 500 Real Estate Services Company

To learn more about how HiredScore AI for Talent Mobility can help your organisation, please visit: workday.com/en-us/products/talent-management/ai-talent-mobility.html

