

Talent Mobility

The Secret to Engagement, Retention, and Performance

INTRODUCTION

A workforce that is highly engaged performs better, stays longer, and delivers higher value to the employer. Development and growth opportunities are the most influential, research-based methods for increasing engagement.

EMPLOYERS WITH HIGHLY ENGAGED WORKERS SEE THESE BENEFITS:

INNOVATION

61%

feed off the creativity of their colleagues
(Gallup)

PRODUCTIVITY

40%

more effort, 25% higher performance rating
(IBM)

CUSTOMER SATISFACTION

25%

Net Promoter Score Increase
(Aon)

RETENTION

65%

less turnover
(Gallip)

DEVELOPMENT IS THE KEY TO RETENTION

67% of workers have left a job sometime in their career because of a lack of career growth.

88% of those would have stayed if they had development opportunities available.

#1 workers prefer an employer that offers them experiences to develop new skills as their top choice

3 THINGS HR MUST KNOW ABOUT TALENT MOBILITY

Talent mobility is the key to delivering development outcomes with a strategic approach, creating lasting value for the workforce and the business.

1

A FOCUS ON MOBILITY DRIVES EMPLOYEE ENGAGEMENT

Younger workers are more likely to put a higher emphasis on career mobility.

2

MOBILITY INVESTMENTS DELIVER TRUE ROI

Developing internal talent costs less than hiring external talent, and it's less risky as well.

3

TALENT MOBILITY IS CRITICAL FOR BUSINESS PERFORMANCE.

Companies with better revenue and employee retention are more likely to prioritize talent mobility.

CONCLUSION

Employers that make talent mobility a key practice see many benefits. Instead of trying to craft an engagement strategy that might miss the mark, focus on the thing your existing employees crave the most—development and growth opportunities.

ABOUT THE RESEARCH

The Lighthouse Research & Advisory Reskilling, Mobility, and Talent Development Study was completed in Q2 2021. The study includes data from 1,000+ employers and 1,000 workers in North America and Europe. The full study is available upon request from the team at research@LHRA.io