

# Career Mobility

## More than half of your people are looking for a new job.

Lack of career mobility is quickly becoming the biggest reason people leave your company: a recent CEB Careers Employee Survey states that 70% of your people are dissatisfied with career opportunities, and this is now the top reason for attrition.<sup>4</sup>

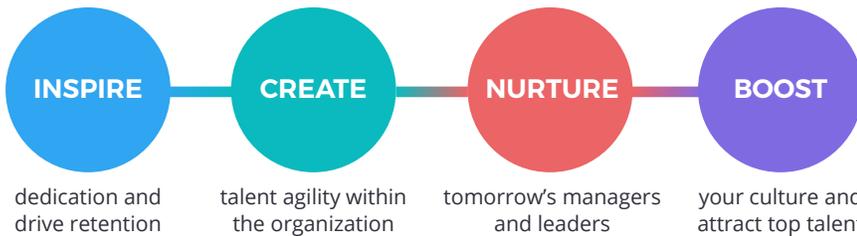
## Career opportunities outside of your organization often present themselves more readily than internal ones.

Studies suggest that even when internal job opportunities exist, less than 30% of your employees have the visibility they need to pursue them.<sup>5</sup> People aren't leaving your organization because they expect a promotion, but they do want to know a career path lies ahead if they stay.

## It is critical to empower your people with visibility into opportunities for career mobility.

For real results you need to take it one step further and equip people with the support and tools they need to pursue individualized development to prepare them to advance within the organization.

## When you begin to prioritize internal career mobility, you stand to:



Organizations have internal opportunities, but only 31% of open requisitions are filled by internal candidates.

**CEB 2015 Careers Head of HR Function Survey;**  
**CEB 2015 Careers Employee Survey**

<sup>1</sup> "One in three employees claim to have a job rather than a career, new Mercer survey finds." Mercer, August 12, 2015.

<sup>2</sup> "The New Path Forward: Creating Compelling Careers for Employees and Organizations." CEB Corporate Leadership Council, 2016.

<sup>3</sup> "19th annual global CEO survey: Redefining business success in a changing world." PwC, January 2016.

<sup>4</sup> "Seven in 10 employees unhappy with career opportunities." Training Journal, November 17, 2015.

<sup>5</sup> "Employee Views on 'Moving Up' vs. 'Moving On'." Mercer, 2015.



### Career mobility boosts retention

The majority of your people will stay longer if they can see a career path.<sup>1</sup>



### Recruiters are calling your high performers

Nearly 2/3 of your passive job seekers have been contacted by a recruiter in the last 6 months.<sup>2</sup>



### Organizational agility is at risk

The majority of CEOs are concerned about the availability of key skills<sup>3</sup>