



Optimize Your Workforce

Power **internal talent mobility**
and **workforce agility** with Fuel50's
skills-based AI Talent Marketplace



Analytics



Personalization



Career Journeys



Gigs & Projects



Talent Mobility
Matrix



Talent
Pipeline



Talent Set
Search



Leader Coaching



Objectives



Growth Goals



360 Feedback



Learning



Mentor
Matching



Vacancies

Did you know

81% of employees feel their skills aren't being fully utilized at work.

– Career Agility & Engagement Research, Fuel50

and

90% of executives say their organizations either face skills gaps already or expect them to develop in the next 5 years.

– Beyond Hiring Survey, McKinsey



**Retain
key talent**



**Improve
engagement**



**Decrease
turnover**



**Agile
workforces**

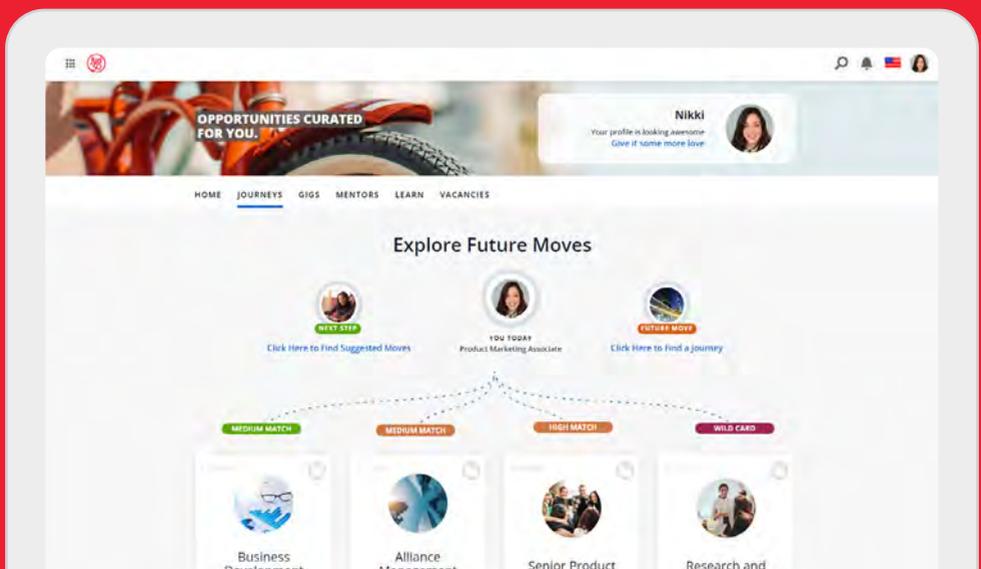


**Quality leader
conversations**



**Increase
revenue**

Fuel50 offers gamified tools to help employees take charge of their careers.



Talent Mobility is Fueling the Future

Power your skills-based workforce with Fuel50's AI Talent Marketplace solution

The world of work has changed. We now live in a world where working, collaborating, connecting, developing, and growing has completely transformed.

The career staircase no longer exists — people are spending more time in a position without any vertical movement than ever before and, when there is promotion, it is a steeper rise which often has people unprepared for the tasks, skills, and experiences they need to operate at that level.

According to industry analyst Josh Bersin, organizations need to encourage a career-growth mindset, where employees feel supported and empowered to learn, grow, and develop their skillsets¹.

Global data tells us that more than 70% of employees leave due to a lack of career development and visibility to growth opportunities, with millennials saying it louder than any other demographic.²

Our research also shows that 67% of HR leaders have little to no visibility of the skills and capabilities within their organizations. Without the right technology to effectively close skills gaps, provide internal opportunities, and modernize outdated career frameworks, organizations will be stuck behind the curve.

The ideal solution needs to be quick to deploy, highly engaging, and built with the future in mind. It also needs to be truly agile with crowd-sourced employee data, equipping leaders with powerful analytics, and enabling employees to see the next steps of their career journey. Get ready to future-proof your workforce.

“Talent mobility is at the root of organizational and personal resilience. People who have a growth mindset - a passion for continuous learning and an expanding skill set - are better able to embrace change with greater confidence.

There needs to be a deep systemic organizational commitment, investment, and passion for the growth of people and their skills, and within that, a commitment to **harness talent mobility as a lever for building skills and growing talent.”**

– Fosway Group

¹ Global HCM Trends

² Deloitte, The Millennial Survey

Talent Mobility for the Infinite Workforce

Fuel50 is the AI Talent Marketplace solution that smart-matches your people to coaches, learning, vacancies, gigs, projects and career journeys. Harness next-gen workforce data, power internal talent mobility, drive workforce agility, and future-proof your organization.

With hyper-personalized AI and a deeply embedded commitment to diversity and inclusion, Fuel50 activates your talent. Fuel50's ethical AI matches your people to

opportunities in real-time, automatically maps your workforce architecture, and provides deep data insights for predictive talent and workforce planning.

Over 80 organizations around the globe saw immediate impact since deploying Fuel50, with up to 65% increase in lateral movement, 35% increase in internal recruitment, and 60% reduction in employee churn. Fuel50 powers the workforce of the future.

Companies with best-in-class career development practices see **3x more revenue per employee and up to 50% reduction in employee churn.** – The Starr Conspiracy Intelligence Unit

Fuel50 is the Future of Work

We wholeheartedly believe that everyone should have a job that they love, one they're passionate about. Our life's mission is to give everyone a clearer view of their future — whether that's your company, your team, or you as an individual.

- Next-gen internal talent marketplace
- Gigs, vacancies and opportunities
- AI-powered career journeys and pathways
- Powerful workforce data supports HR decisions
- Build succession and talent pipelines
- 360° feedback, coaching and learning
- Integrates with all ATS and LMS platforms
- Enterprise-grade security (SOC2 certified)
- Best-in-class onboarding and support
- AI Architecture and Fuel50's Talent Ontology™

Learn more: www.fuel50.com



Fuel50 is your new AI Talent Marketplace

Give your talent a future beyond the here and now

Recognized as the world's trusted pioneers, Fuel50 is the only skills-based AI Talent Marketplace that has delivered talent retention and workforce mobility impact to 80+ industry-leading brands. The future of workforce optimization is here.



Employees

Employees get a clear sight-line to opportunities across the business and take real-time action within the marketplace.



Leaders

Leaders can see their talent, support career growth, build their teams, and have great career conversations with their people.



HR

HR harness workforce insights and powerful talent data to support future people initiatives and key organizational strategy.

Understand and connect your workforce like never before. Surface skills, talents and people data while giving your employees the tools they need to build their career DNA with you and start their career growth journey.

It's time to mobilize your workforce. Fuel50's Talent Marketplace uses ethically-enhanced AI to smart-match your people to learning, gigs, mentors, vacancies and projects. With Fuel50, your experience is unique to you (like your fingerprint). As you build your career DNA within Fuel50, your talent marketplace experience continually evolves too.

"Fuel50 opens the door to so much growth, more than you can imagine. It has literally made our dreams come true. We have more insight now than we've ever had before in the history of HR."

– Larry McAlister, Former VP Global Talent at NetApp

Power Your Future with the Fuel50 Talent Suite

“Fuel50 is a technology platform that is **truly focused on the next generation of career development and talent mobility.**”

– Jason Averbook, CEO of Leapgen



Gamified Personalization

Build your unique career DNA within Fuel50 using our FuelFactor™ tools — Talents, Skills, Values, Agility & Fit.



Learning Matching

Fuel50 integrates with most ATS and LMS systems. Plug in your LMS and the Fuel50 AI matches you to learning.



360 Feedback

Give and receive real-time, peer-validated feedback to support your career growth and development.



Enable Leaders

Leaders and managers have the power of their talent and coaching capabilities at their fingertips.



Goals & Objectives

Support your employee's goal-setting and align their development to business objectives.



Gigs & Projects

Create and apply for internal gigs and projects, manage applicants, and build project talent pools.



Mentors

Match with a mentor based on your career goals and job aspirations and become a mentor to others.



Vacancies

Get suggested vacancies across the business, like an internal job board (can also support outplacement).



Talent Set Search

Quickly and easily search for talents and skills across your workforce, and identify potential skills shortages.



Talent Mobility

Build and manage talent pipelines and use your talent mobility matrix to fuel workforce planning.



Career Journeys

Discover your career paths and build journeys. See your skills gaps and get instant actions to level-up your career.



Analytics & Insights

Harness people data and understand your workforce like never before with Fuel50's analytics.

Fuel50's AI Workforce Architecture

Go beyond traditional career frameworks

Fuel50 has tackled one of HR's unsolvable challenges - career frameworks. Fuel50's Workforce Architecture powers best-in-class global organizations from SME to Enterprise level with over 140,000 employees.

Fuel50 has created a scalable, sustainable, zero-bias next-gen AI Architecture solution that will not only change your career framework but will power your Talent Marketplace for the future.

The Fuel50 Talent Ontology™ is our proprietary capability library which

continuously updates in response to the changes we are observing in the world of work. Fueled by the latest digital market data, maintained, and kept up-to-date by Fuel50's dedicated team, it includes:

- Unique proficiency profiles across 4 levels of Awareness, Skilled, Advanced and Expert
- Normalized from over 150,000+ skills and consolidated into simplified capabilities, skills, tools and technologies spanning 12+ industries.
- Embedded Diversity, Equity & Inclusion (DEI) layers and continual ethical reviews

The design principles for Fuel50's Talent Ontology™



Research-based content



Up-to-date and relevant



Easy to understand



Ethically designed

100K+
Skills Mapped

1.3B+
Data Points

95%
New clients use
Fuel50's Ontology

Unrivalled Expert
DEI Review with Fuel50's
Hybrid Intelligence Layer



Skills Taxonomy vs Talent Ontology

What's the difference?

Traditional skills taxonomies are linear lists with simple hierarchies, i.e., titles and skills only. These can lead to messy frameworks with outdated and overlapping titles and skills. They are prone to becoming duplicative and there is no DEI consideration. Whereas ontologies are 3D groupings of attributes that can also define relationships, i.e., roles, skills, capabilities, tools, technologies, and proficiency levels.

Power Your Future with Insights

Intelligent Dynamic Data

Fuel50's Workforce Insights powers your organization with intelligent dynamic data. We go beyond simple analytics with skills-based Workforce Insights. Fuel50 analyzes your organization as it engages with our skills-based Talent Marketplace, providing a powerful lens to talents, skills, and people to support your strategic workforce decisions.



Skills & Talents Insights

See the talents and skills you have across your workforce today, and identify where your gap areas are for the future.



People Insights

Understand your people at a deeper level. What motivates and engages them, and how to support their future.



Leaders Insights

Provide your leaders with team insights – see retention risks, their working styles, career needs, and engagement with opportunities.



Usage Insights

Know your workforce based on its marketplace activity. See your people's values, engagers, growth metrics, and platform usage.



Impact Insights

Track the ROI of your marketplace and its impact on internal talent mobility, productivity, and bottom-line.

80% of leaders are still using gut feeling and personal opinions to make decisions that affect talent management practices.

Human Capital Institute

3 in 4 companies believe workforce analytics is important, but **only 8% think their organization is strong in the area** (with no improvement since 2014).

Josh Bersin

Fuel50 Delivers Measurable Impact

Impacting leading brands with measurable results

3-30%

increase in organization-wide engagement within first 12 months

+55%

increase in workforce mobility over two years

60%

more likely to retain talent where Fuel50 is used

Companies using Fuel50 experience:

- Increased engagement ratings
- Accelerated productivity
- Decreased turnover
- Agile workforces



+65% increase

Lateral career moves

+55% increase

Internal recruitment

60% reduction

Employee churn

“Fuel50 allows us to build a super learning environment where we put the employee at the heart of their career.”

– Nick Holmes, Global Head of Professional Development at Fishawack Health

Case Study NetApp

- 197.2K skills inferred through AI
- 21.4K skills assessed in 90 days
- With Fuel50, NetApp has scaled talent identification in ways they have never done before.
- NetApp now has access to their talent, they are adopting a mindset of talent activation, and their strategy to broaden the talent pool is being realized.
- “We now have vision into everyone in the company, what they want to do and where they want to go.”
(Larry McAlister, Former VP Global Talent)

Read more at fuel50.com/stories

Easy to Scale

Getting your talent experience up and running is quicker and easier with Fuel50

Fuel50 supports your organization throughout the lifecycle of implementation — from integration to onboarding and scaling. Available within Fuel50 is an extensive library of comprehensive training resources for both leaders and employees, including Staff Career Engagement Workshops, Toolkits for Leaders and HR, and 1-Day Workshops.

Sustainable

Career growth momentum can be maintained each year with minimum cost and effort.

Low-Touch

Use technology and virtual support to deliver an impactful career engagement initiative without additional HR headcount.

High Reach

Touch all employees across the business and keep career management alive all year.

Integration and Security

Fuel50 prioritizes your security

Fuel50 prides itself on being an agile, flexible, and extremely secure platform. The Fuel50 software can be brand-aligned to match your organization, and various integrations are available to make the implementation and setup process simple and easy (e.g. single-sign-on).

Fuel50's technology features enterprise-grade security, data handling and protection, and is proud to be SOC2 Certified. Ensure your data is always safe with secure global servers that deliver a great experience for all users on any device, anywhere in the world.

“That was the most efficient implementation experience we’ve ever had! **Fuel50 made it flawless and easy.**”

– VP Talent Management, Global Financial Services Company

Feel the Fuel50 difference!
See Fuel50 in action by visiting

fuel50.com/demo

or visit fuel50.com/platform to discover more.

Ask our team about:

- Global Talent Mobility Best Practice Research
- Capability Trends Reports
- The Career Engagement Game Book

Plus, visit fuel50.com/research for access to our research, white papers, exclusive video content and more.



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