



CASE STUDY #1702

Indeed



It made the conversations a lot easier! My manager and I discovered interests and have actually began to career path from this! I loved it!



FUEL50 USER, INDEED CAREER PATHING



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Indeed

5,350+
NO. OF
EMPLOYEES

Job Listing
INDUSTRY
VERTICAL

Global
REGION

Career Pathing
SOLUTION
BASIS

2017
YEAR JOINED
FUEL50

Indeed has become the catalyst for putting the world to work and, while they help people all over the world hire and get hired, their staff wouldn't want to work anywhere else. Their mission is to create a culture of continuous career development integrated into each employee's growth, from day 1.

BUSINESS CHALLENGE

Employees wanted more visibility around career pathways, org structures and resources for continuous development and managers wanted more guidance around career coaching their employees. What began as a need for a career development platform, turned into a need for creating a culture around career development.

"Career pathing is a huge pain point for people. **People want insight into how they can grow their careers** (titles and salaries), but with no clear career pathing plan it doesn't seem possible."

INITIATIVE

To solve the business challenge a **Fuel50 Career Pathing pilot was conducted with the Client Services team**. The 3 month pilot was aimed to understand user experience along with any challenges, employees development needs and additional requests within the tool. After the pilot, the enterprise roll out of Fuel50 to the rest of the company began.





SOLUTION

The platform provides guided exercises to help assess what individuals value, their talents and work style. This information allows users to explore career paths and helps to plan personal and career development opportunities. Managers will have better knowledge of their team's development areas and career goals based on insights highlighted in the assessments. Throughout the roll out of the platform Indeed hosted training sessions, office hours, and one-on-one sessions with employees and managers.

“Our efforts were aimed to **equip employees with tools and resources**, such as the Fuel50 exercises, to begin having meaningful career conversations with their managers.”

RESULTS

Feedback has shown that Fuel50 is the foundation for the successful career development that Indeed employees and managers are searching for.

As Indeed began to gather the data they were able identify what values are important to each of the different teams. Understanding this information allows the HR Business Partners to know what resources to provide and how to best support their functions.

THE FINDINGS

WHAT DOES THE CAREER PATHING FEATURE DO?

- > Career Profile
- > Self-Development exercises assessing for values, skills and work style
- > Networking Opportunities
- > Manager and Employee Resources
- > Ability to capture career and development plan to share with employee's managers



People in Customer Service roles value:

LEARNING
MEANING
BALANCE



People in Learning & Development roles value:

ACHIEVEMENT
MEANING
LEARNING

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It helped spur conversations surrounding my strengths and how they can propel me forward. I love the survey results and organization mapping. //





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WHAT WAS LEARNT

One of the biggest take aways is the change in how employee career growth is projected for the future. **With promotions happening less frequently and employees staying in their roles for longer periods of time, there is a huge importance of lateral mobility.** Indeed want to prepare their employees for this, by changing the meaning of career success from promotions to skills-based advancement and creating a culture of continuous career development.

