

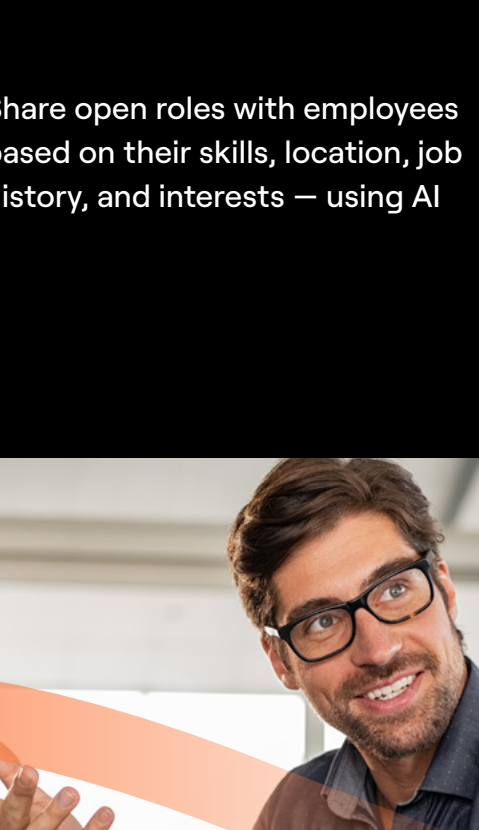
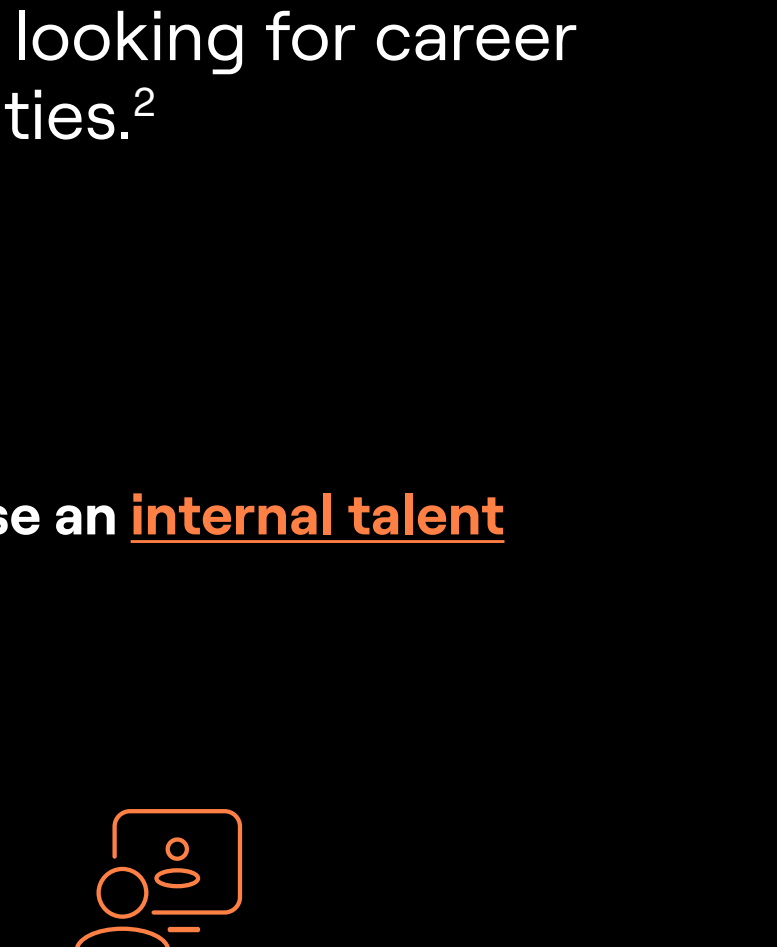
6 Elements for a Meaningful Employee Experience

Employees today are eager to learn and develop in their careers. However, they also aren't afraid to move on if opportunities aren't available, with 63% reporting that they left a job last year¹ due to inadequate growth opportunities.

Having an empowering employee experience is paramount for companies hoping to both attract and retain top talent. Below are six elements that will help your employees grow and evolve within your organization – along with actionable ways to implement them to create a comprehensive and meaningful experience.

1 | Opportunity

I can see what opportunities are available to me right now.



76% of employees are looking for career growth opportunities.²

To help employees find new opportunities, use an **internal talent marketplace** to:



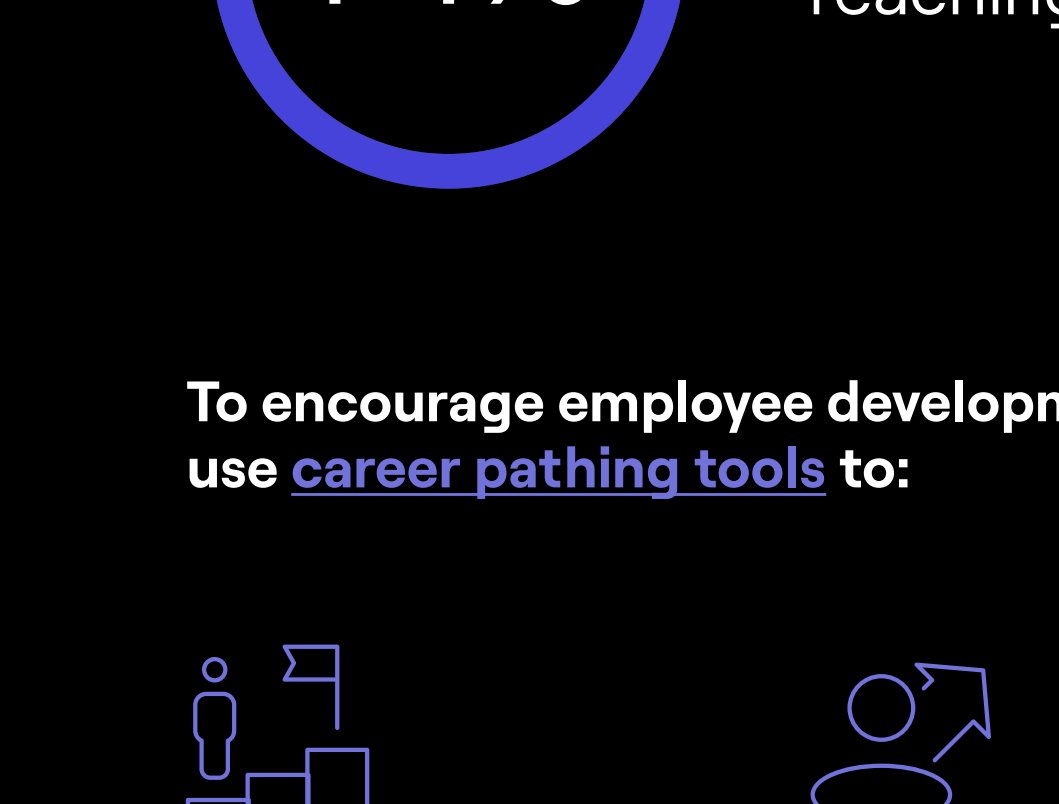
Share open roles with employees based on their skills, location, job history, and interests – using AI



Encourage employees to express interest and apply for new positions with less friction

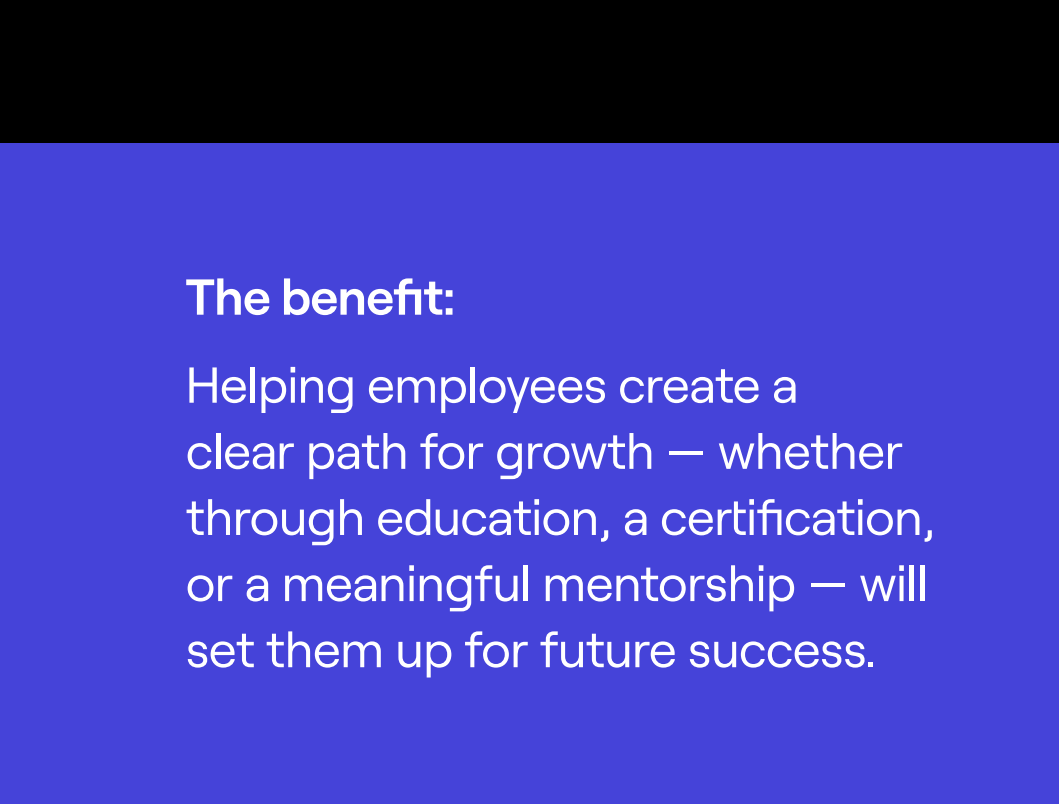


Empower employees to grow their skill sets through tailored on-demand learning programs

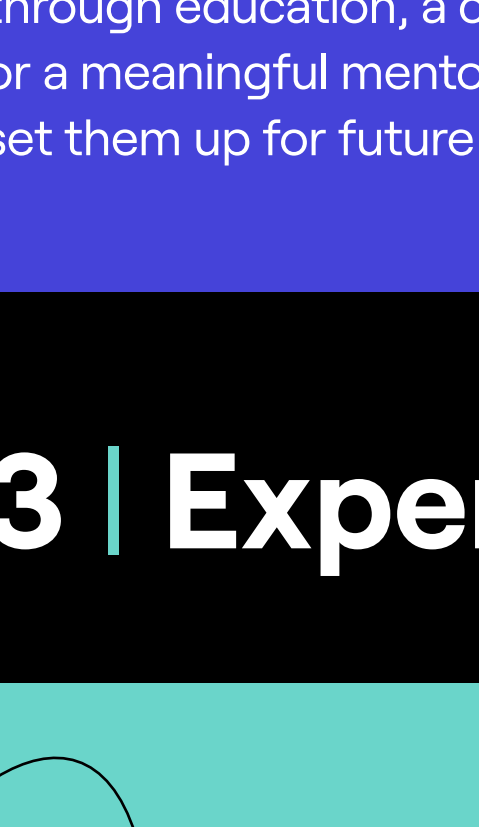


The benefit: Ensuring employees are aware of internal opportunities – and being transparent if they don't get the job – lets them know where they stand and what steps they need to take to grow skills for future opportunities.

2 | Trajectory



I can see what my various futures look like.

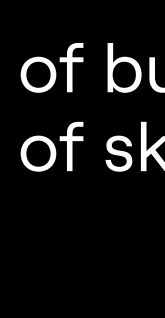


74% of employees don't feel they're reaching their full potential.³

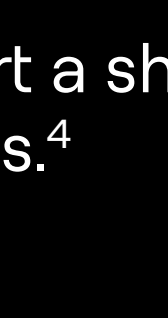
To encourage employee development and improve retention, use **career pathing tools** to:



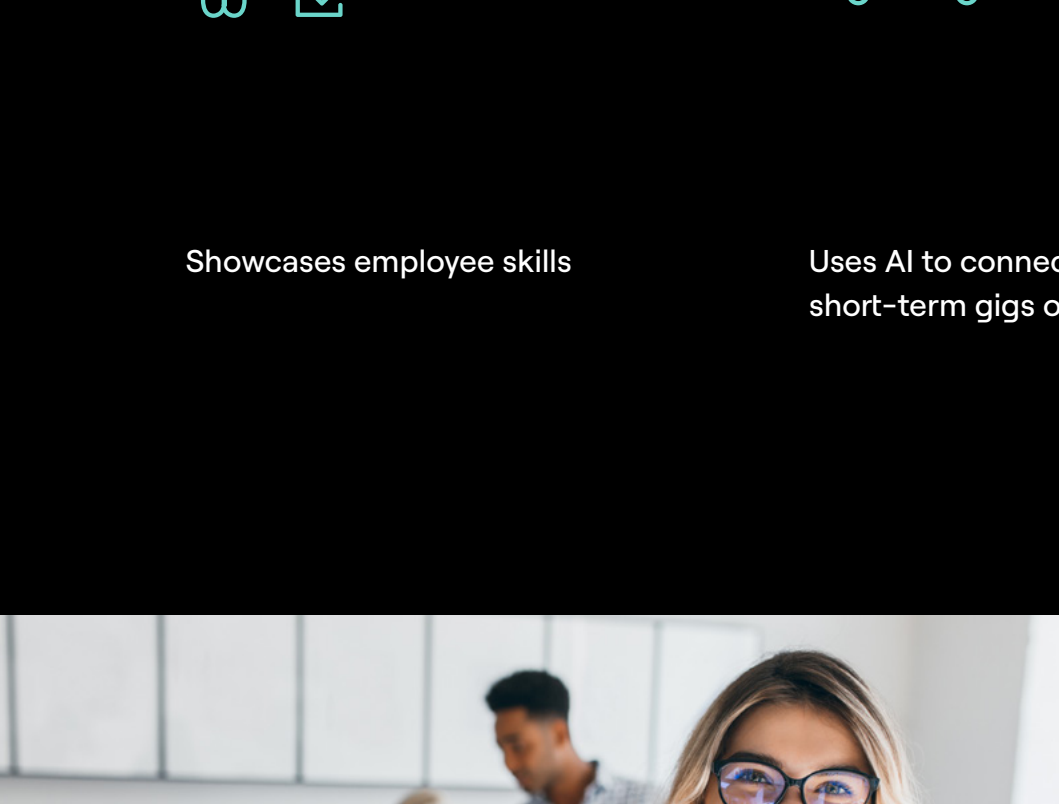
Promote best-fit career moves and illuminate skills needed to progress



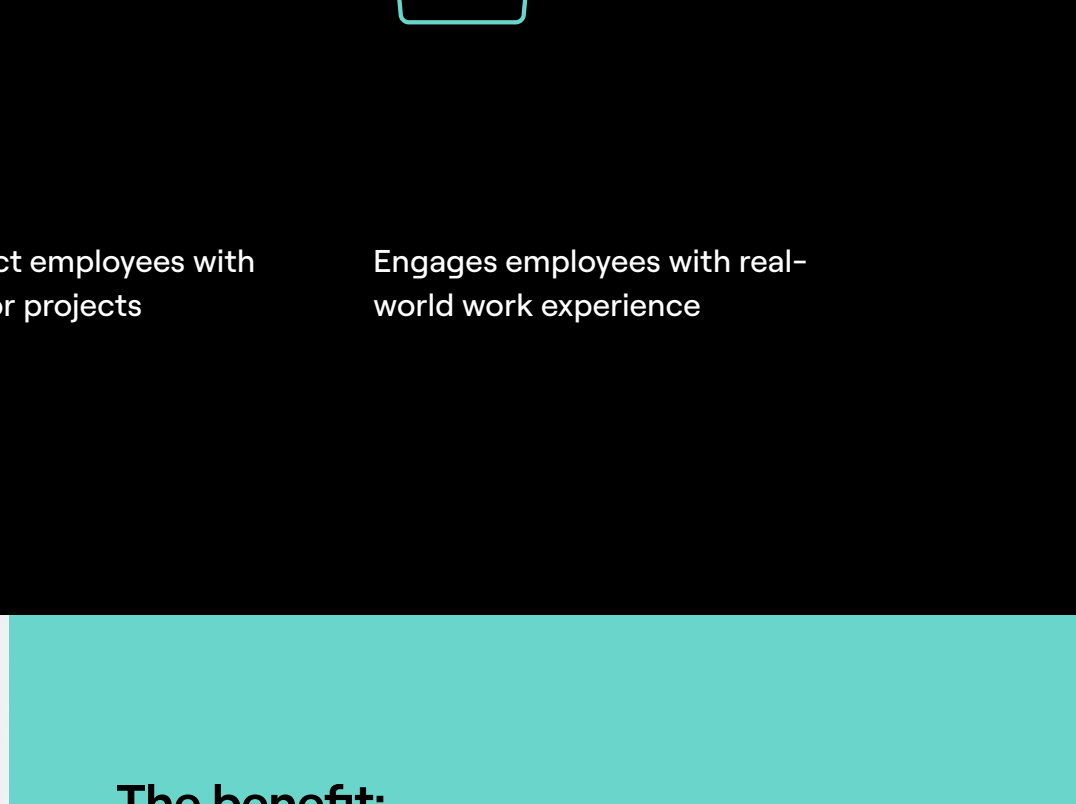
Support employee upskilling with personalized learning and development courses



Help employees map out goals and support them in making informed decisions about their career paths



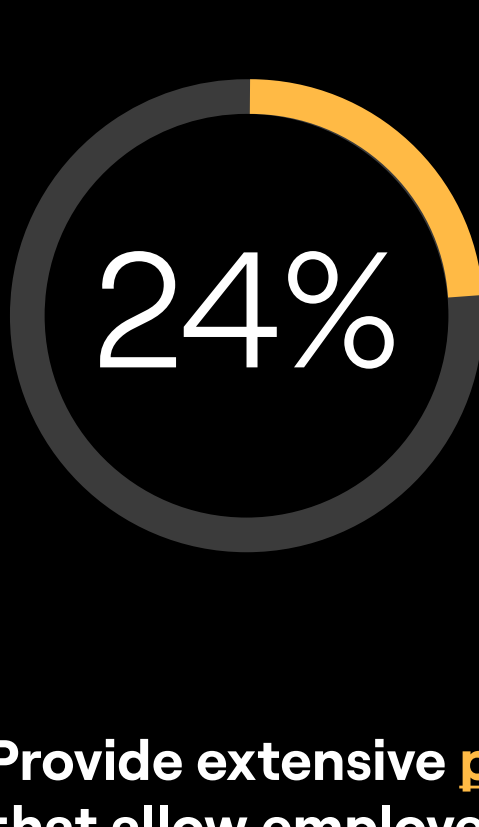
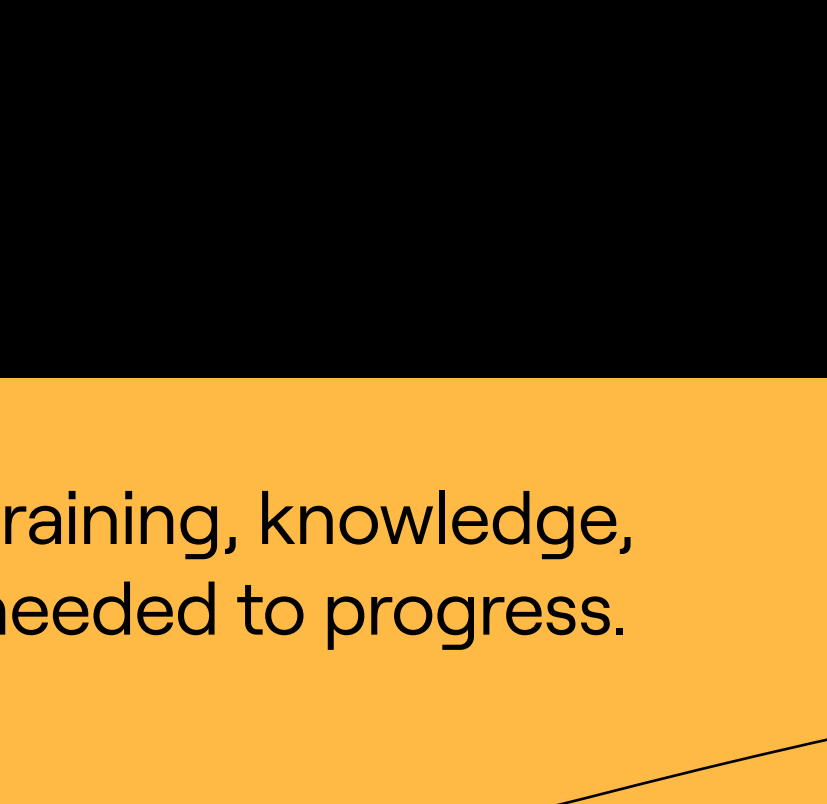
The benefit: Helping employees create a clear path for growth – whether through education, a certification, or a meaningful mentorship – will set them up for future success.



3 | Experience



I can get the real world skills I need to progress.



47% of businesses report a shortage of skilled employees.⁴

Unleash talent within the organization and mitigate company risk by utilizing an **internal talent marketplace** that:



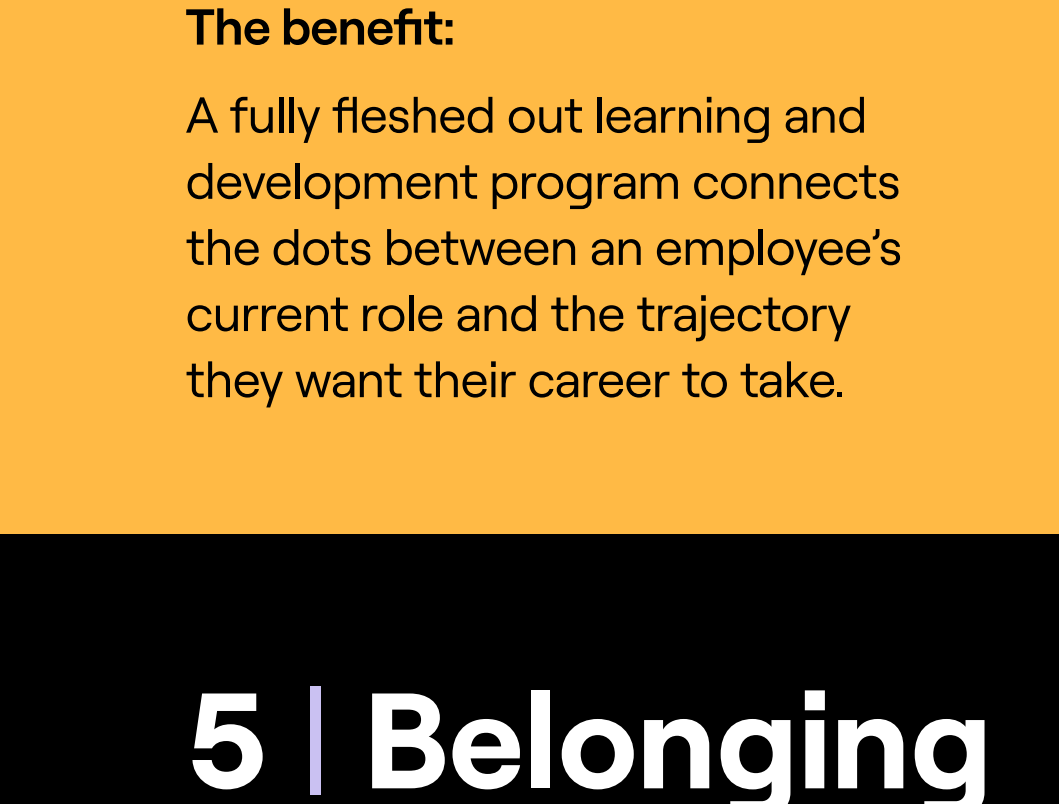
Showcases employee skills



Uses AI to connect employees with short-term gigs or projects

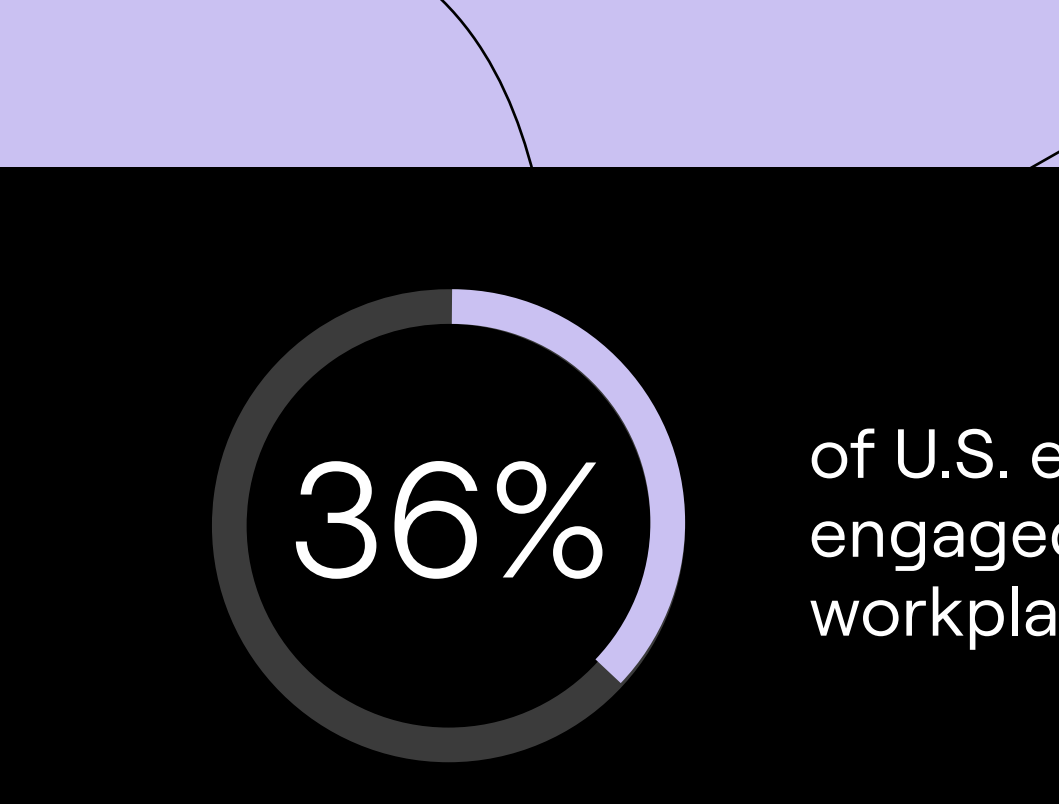


Engages employees with real-world work experience

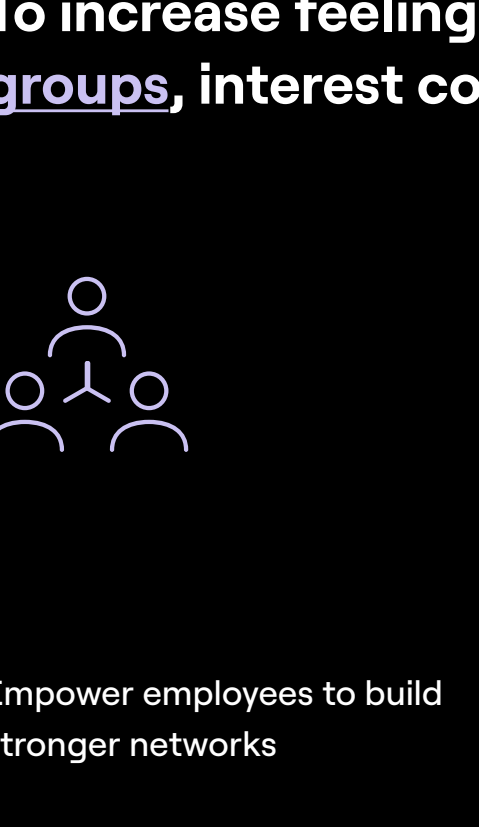


The benefit: Exposure to other departments, teams, and roles they may be interested in allows employees to build skills through hands-on experience.

4 | Development



I can get the training, knowledge, and learning needed to progress.



24% higher profit margins have been seen by companies that invest in training and development programs.⁵

Provide extensive **professional development and training opportunities** that allow employees to:



Thrive and gain real-world experience



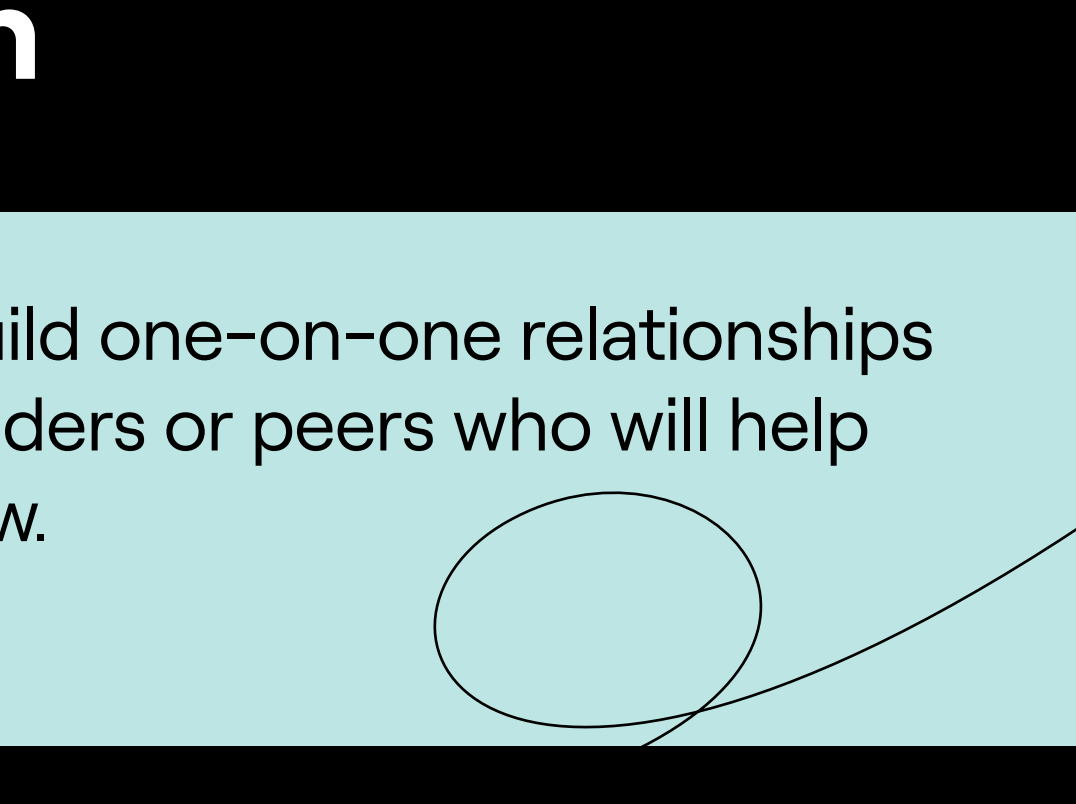
Discover and cultivate the skills needed to progress with tailored courses



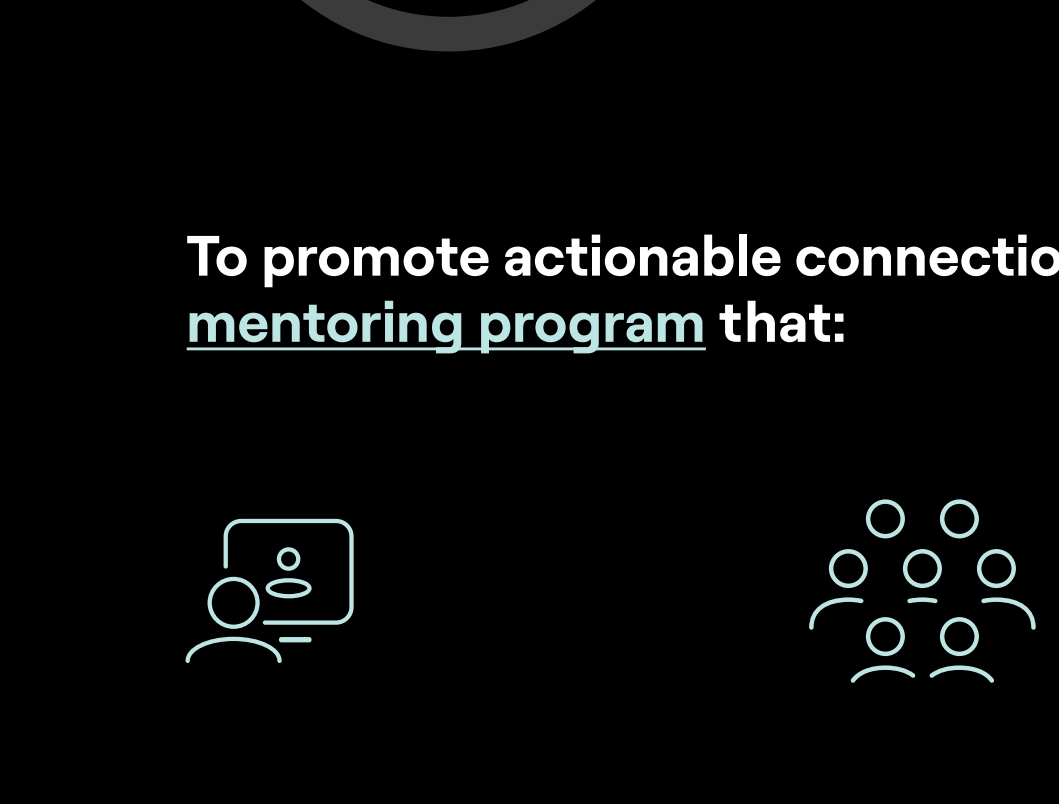
Inspire growth and eliminate skills gaps for internal jobs



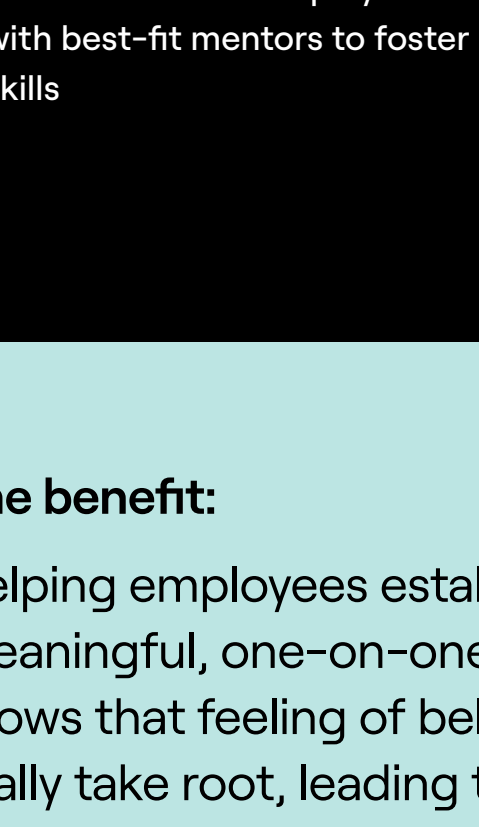
The benefit: A fully fleshed out learning and development program connects the dots between an employee's current role and the trajectory they want their career to take.



5 | Belonging



I can engage with peers in my organization for support.



36% of U.S. employees report being engaged in their work and workplace.⁶

To increase feelings of belonging, offer access to **employee resource groups, interest communities, and/or social networks** that:



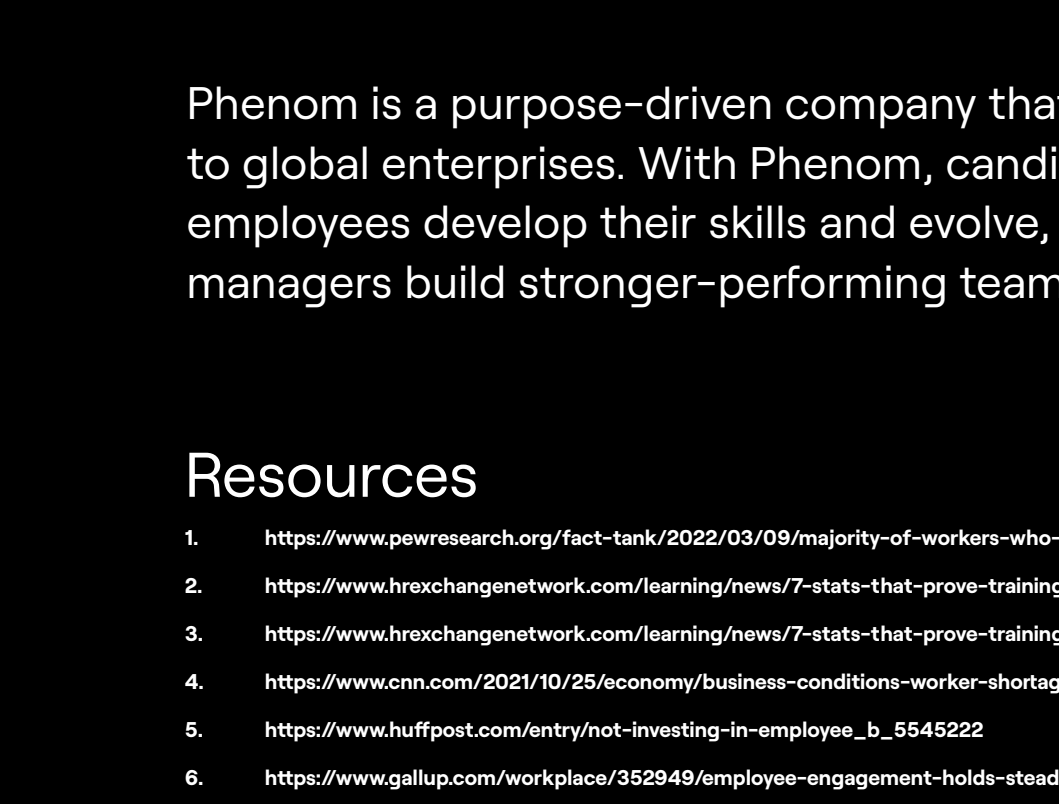
Empower employees to build stronger networks



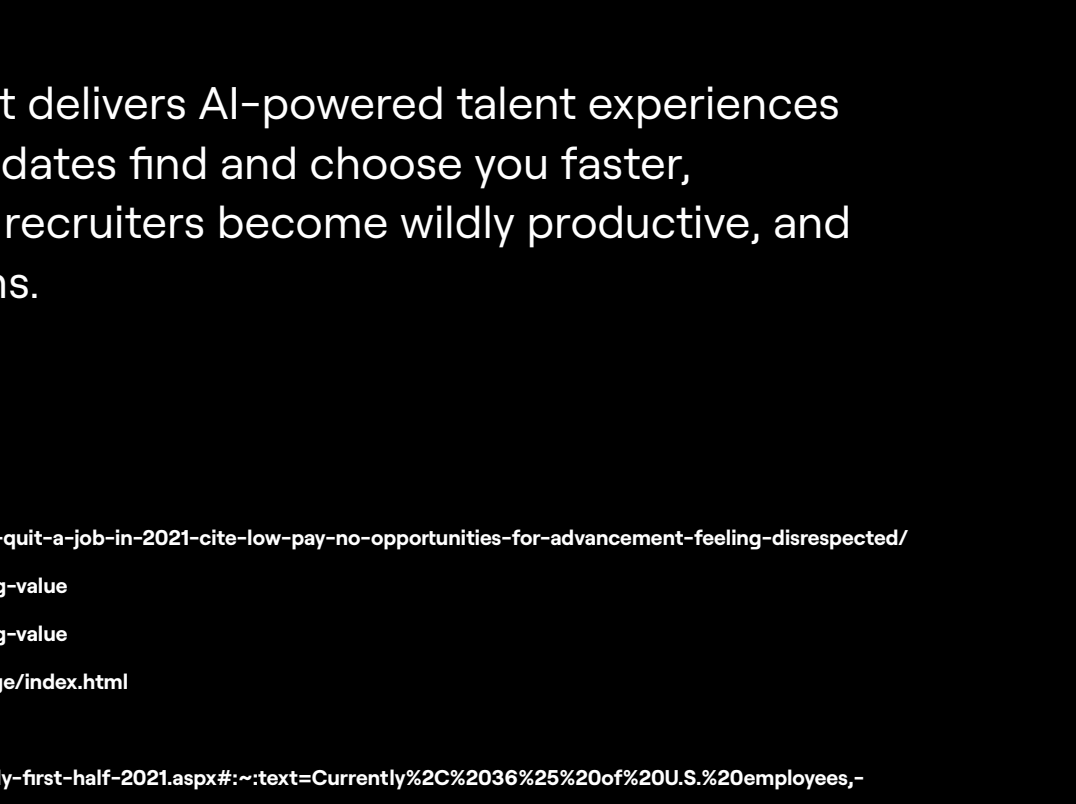
Showcase events based on employee interests



Promote DE&I initiatives



The benefit: It's important that employees connect with others and have a clear means of doing so, whether through ERGs or other networking opportunities.



6 | Connection

I can build one-on-one relationships with leaders or peers who will help me grow.

26% of leaders say that [employee engagement & connection] is a very important part of what they think about, plan, and do every day.⁷

To promote actionable connection, provide a **mentoring program** that:

Uses AI to match employees with best-fit mentors to foster skills

Nurtures a culture of inclusivity and equity

Helps employees track mentorship goals, progress, and objectives

The benefit: Helping employees establish meaningful, one-on-one connections allows that feeling of belonging to really take root, leading to longevity within the company.

Learn more about improving your employee experience

Dive deeper

About Phenom

Phenom is a purpose-driven company that delivers AI-powered talent experiences to global enterprises. With Phenom, candidates find and choose you faster, employees develop their skills and evolve, recruiters become wildly productive, and managers build stronger-performing teams.

Resources

- <https://www.pewresearch.org/fact-tank/2022/03/08/majority-of-workers-who-quit-a-job-in-2021-cite-low-pay-no-opportunities-for-advancement-feeling-disrespected/>
- <https://www.hrexchange.com/news/7-stats-that-prove-training-value>
- <https://www.hrexchange.com/news/7-stats-that-prove-training-value>
- <https://www.cnbc.com/2021/10/25/economy/business-conditions-worker-shortage/index.html>
- https://www.huffpost.com/entry/not-investing-in-employee_b_5645222
- <https://www.gallup.com/workplace/352949/employee-engagement-holds-steady-first-half-2021.aspx#:~:text=Currently,22%of2038%25%20F20U.S.%20employees,tot%2015%25%20through%20June%202021>
- <https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/sustainingemployeeengagement.aspx>