



# We are the future of work

Fuel50 is the **AI-powered  
opportunity marketplace** that  
delivers internal talent mobility  
and workforce reskilling.



YOUR *future*, OUR PASSION™

## 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**

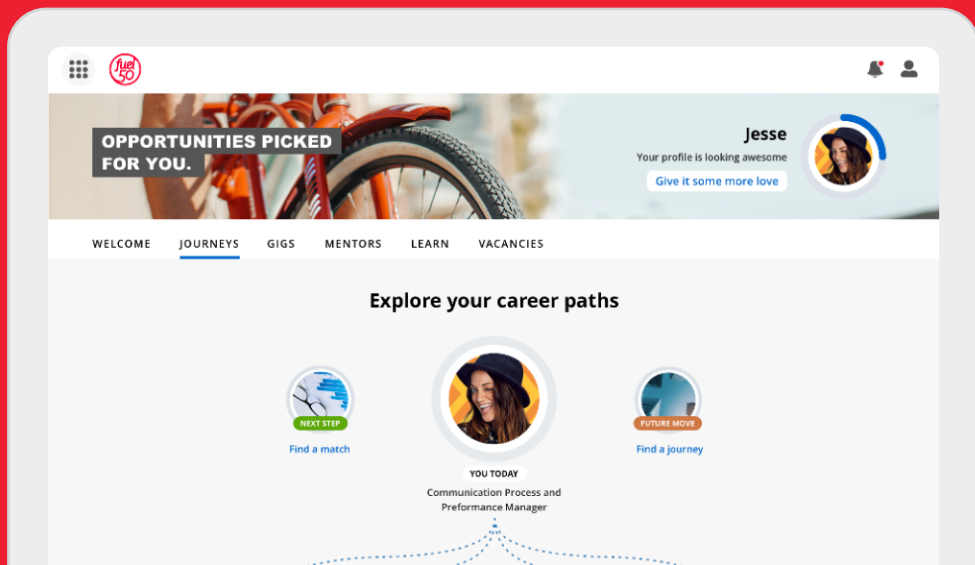


**Quality leader  
conversations**



**Increase  
revenue**

Fuel50 offers gamified tools to help employees take charge of their careers. SEE MORE ON PAGE 5



# Talent Mobility is Fueling the Future

POWER UP YOUR WORKFORCE WITH FUEL50'S  
AI TALENT MARKETPLACE SOLUTION

The career landscape has changed. The *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 Bersin by Deloitte's recent predictions, organizations need to be built around highly empowered employees and teams with employee-centric learning models, enabling and supporting a career-growth mindset<sup>1</sup>.

We often find businesses are spending millions building cumbersome frameworks, resulting in something employees can't make sense of and, by the time it's communicated to the business, it's already outdated.

Global data also 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.<sup>2</sup>

The ideal solution needs to be quick to deploy, personally meaningful to your employees, and future-proofed.

It also needs to be truly agile with crowd-sourced employee data, resulting in powerful analytics for leaders and beautifully visible pathways to opportunities for employees.

**"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

<sup>1</sup> Global HCM Trends <sup>2</sup> Deloitte, The Millennial Survey

## What is Fuel50?

### AI TALENT MARKETPLACE FOR WORKFORCE MOBILITY

Fuel50 is the AI Opportunity 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 reskilling, 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 leading 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

## What do we do?

### 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! Your talent is our passion, and your future is our passion!

- 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™



# Talent Mobility and Machine Intelligence

HOW FUEL50 DELIVERS TALENT MOBILITY TO YOUR PEOPLE

## Plug and play

Next-gen zero touch employee experience suggests journeys and opportunities from your first login.



Use Fuel50's FuelFactors™ to get a better idea of you - who you are and what your aspirations are (see Page 6)

## Powerful skills inferencing

Fuel50 learns more about you with every interaction — your aspirations, talents, skills, and interests help Fuel50 match you to career journeys and paths, gigs, learning opportunities and much more.

## Insightful gap analysis

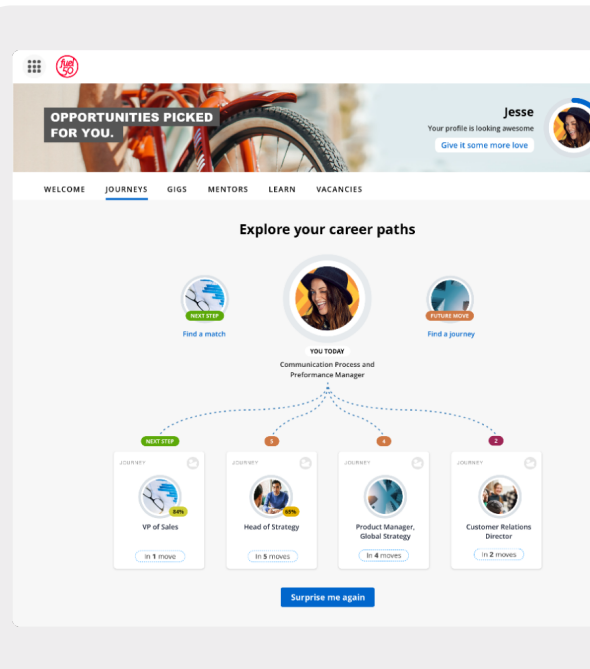
Powerful gap analysis enables you to clearly see what skills you have and what you need to work on to take that next step.

## Discover and connect

Connect with colleagues, coaches, and mentors who have followed similar journeys and gain insight on what skills and talents they developed for their role.

## AI-driven skill frameworks

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.



## Leader enablement and workforce data

Fuel50 also provides a powerful platform for leaders and managers to utilize employee data to have engaging career growth conversations with their people. HR also has access to powerful workforce data to support their strategic business decisions.

## Fuel50's FuelFactors™

GAMIFIED TOOLS THAT CHALLENGE YOUR EMPLOYEE'S THINKING



### Values

A quick, interactive, and insightful exercise that helps identify personal and career values, and how these align with your organization.



### Talents

Having an opportunity to use your talents at work is a critical component of motivating employees. This exercise identifies motivated talents and development gap areas.



### Fit

Identifies a preferred career path, whether it is sales, marketing, finance or something else entirely different.

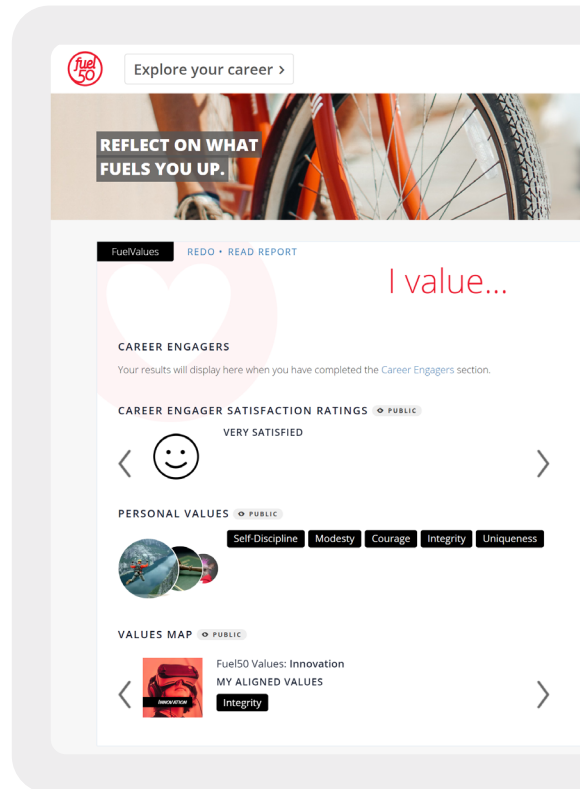


### Agility

How nimble is your workforce? Understanding employees' appetite to accelerate learning, move into different roles or relocate to other locations will help you execute powerful workforce planning strategies.

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

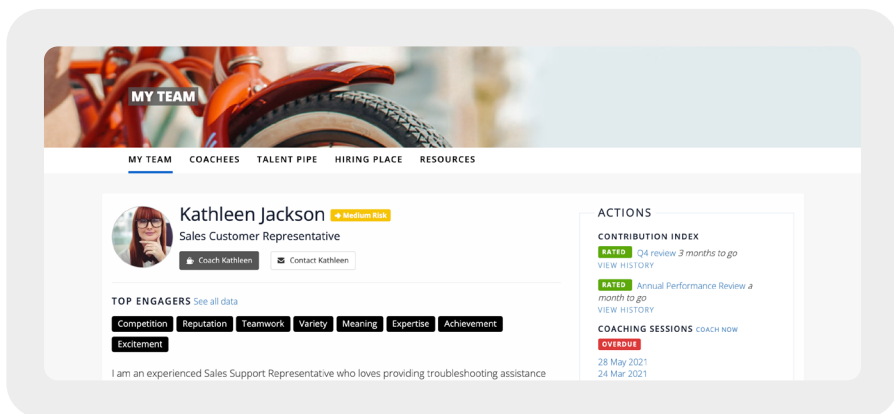
JASON AVERBOOK, CEO OF LEAPGEN



# Continuous Career Growth

ENABLING LEADERS TO HAVE VALUABLE CAREER CONVERSATIONS

Fuel50 enables leaders to engage their employees with powerful in-the-moment coaching. Through Fuel50's LeaderView™ interface, leaders can also see the current retention risk factors of their people at a glance.



Empowering your people and giving them the keys to their own career growth is critical to engaging and retaining productive, high-performing employees. Meaningful career growth requires a focus on the employee experience and skills development, rather than mere jobs and levels.

100% of HR leaders identified improving leader coaching conversations as a top priority for them<sup>3</sup>. 70% of employers say their career development processes are ineffective at providing career advancement opportunities to their people (i.e. vertical and lateral moves, promotions, etc)<sup>4</sup>.

**“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, VP GLOBAL TALENT, NETAPP

<sup>3</sup> Fuel50 HR Strategic Priority Insights Report <sup>4</sup> Willis Towers Watson

## Fuel Your Workforce with Talent Mobility

WHY TALENT MOBILITY IS IMPORTANT FOR YOUR BUSINESS

**+150%**

**REVENUE PER EMPLOYEE**

for organizations in the top quartile of career enablement practices vs those in the lowest quartile<sup>5</sup>

**+147%**

**EARNINGS PER SHARE**

for organizations in the top quartile of employee engagement vs those with below average engagement<sup>6</sup>

**+27%**

**OPERATING MARGIN**

for organizations with high engagement<sup>7</sup>

**43%**

**REDUCTION IN EMPLOYEE CHURN**

in organizations with high engagement<sup>8</sup>

<sup>5</sup> Career Enablement Benchmarking Report <sup>6</sup> Gallup <sup>7</sup> Towers Watson <sup>8</sup> The Conference Board

## Fuel50's AI Architecture

REIMAGINE THE WORKFORCE WITH FUEL50'S TALENT ONTOLOGY™

Fuel50's all-star team of I/O Psychologists, Workforce Architects, & AI Trainers have worked with leading global brands to tackle one of HR's "unsolvable challenges" — career frameworks.

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



# Impact Metrics

FUEL50 IMPACTS LEADING BRANDS WITH MEASURABLE RESULTS

**WON**

**GLOBAL DIVERSITY AWARD**

Top Australasian Bank (8,000 people)

**ENGAGEMENT GREW FROM**

**53% to 79%**

Top North American Bank (12,000 people)

**89%**

were more motivated to pursue career opportunities within the organization

**85%**

felt more motivated to take on additional challenges in their role

**+40%**

increase in internal mobility over two years

**50%**

reduction in voluntary attrition within 3 months

**WON**

**SILVER STEVIE® AT THE AMERICAN BUSINESS AWARDS**

Most Innovative Tech Company of the Year

Fuel50 clients, many of the global Fortune500, have achieved engagement uplifts of 3-30% within only the first year of launching. Fuel50 directly impacts the career development driver which, according to Aon Hewitt, is the

## #1 DRIVER OF ENGAGEMENT GLOBALLY

Companies using Fuel50 as part of their career development strategy experience:

- Increased engagement ratings
- Accelerated productivity
- Decreased turnover
- Retention of key knowledge during generational shifts
- Agile workforces with 'career lattice' strategies

## 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, VP Global Talent)*

Read more at [fuel50.com/stories](https://fuel50.com/stories)

## Easy to Scale

DELIVERING FUEL50 TO YOUR ENTIRE ORGANIZATION

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 FEATURES FLEXIBLE INTEGRATION AND BEST-IN-CLASS ENTERPRISE-GRADE SECURITY (SOC2)

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 boasts best-in-class security with SOC2 certification to 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 FINANCE SERVICES COMPANY

Fuel50 can work for your organization!  
Get a personal demo by visiting

**[fuel50.com/demo](https://fuel50.com/demo)**

or visit **[fuel50.com/platform](https://fuel50.com/platform)** to discover more.

Ask our team about:

- Internal Talent Mobility (eBook)
- Capability Trends Reports (PDF)
- Workfit Handbook (eBook)
- The Career Engagement Game (Paperback or PDF)

Plus, visit **[fuel50.com/research](https://fuel50.com/research)** for access to our research, white papers, exclusive video content and more.



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