

randstad risesmart career development.



Dynamic companies able to embrace new opportunities know that organizational performance and growth demand an agile workforce. By developing a culture of continual learning, upskilling and reskilling, businesses can align the career aspirations of their employees with the needs of the organization.

ready for what's next

As part of our talent mobility platform, Randstad RiseSmart Career Development is the first step in preparing employees to be 'future-ready.' By unlocking the possibilities in your people, you can build and sustain an adaptable workforce primed for innovation and change, creating a pipeline of talent ready to be deployed throughout your organization.

- **retain and engage top talent** so that you have the right people in the right place at the right time.
- **boost employee productivity** through ongoing upskilling and reskilling.
- **promote a culture** where employees take responsibility for continual learning and skill building.

- 82% of employees say lifelong learning is important to them¹
- No. 2 reason why people leave their jobs is lack of career growth²
- 1 billion+ people need to be reskilled by 2030³

discover the risesmart difference



single platform

A consistent user experience engages employees and delivers access to resources and guidance at every stage of employment. One system of record enables HR to easily monitor and measure employee progress.



coaching

1:1 coaching with our high-caliber, certified career coaches helps employees synthesize what they've learned, develop a plan of action and successfully execute on it.



expertise and best practices

Our deep expertise in building organizational cultures and our experience working with large, complex organizations enable us to diagnose issues and make tailored recommendations.



transparent data reporting

We help customers establish success criteria for the near and long term with transparent data reporting and ongoing measurement.

career development for all

RiseSmart Career Development is geared toward your entire organization, providing four expertly designed career development tracks.

- **excel** for individual contributors who want to stay in their current role but need new skills to continue performing their job well.
- **expand** for employees who aren't yet ready to change roles but want to increase visibility within their organization through gig work or as part of a project team.
- **explore** for those who are actively considering a new role within their organization and need help understanding possible career paths, as well as how to pursue those options.
- **empower** for managers to facilitate talent mobility within their team by enabling talented individuals to pursue growth opportunities.

with risesmart career development...

onboarding

Career development is offered to all from day one, creating an inclusive environment and allowing career aspirations to be aligned with business needs.

career development

Employees have 24/7 access to career development resources and, if needed, a career coach, while HR receives data analytics to gauge performance and results.

upskilling/reskilling

Employees take charge of their career development and build skills where needed to move within the organization, enabling hidden gems in your workforce to emerge.

internal mobility

Participation in continual learning through stretch assignments, internal gigs, upskilling and reskilling build capacity to grow and move within the organization.

continual growth

Self-initiated career growth becomes a natural part of your organization's culture as employees 'rinse and repeat' career development throughout their employment.

risesmart career development program results

- 74% of employees are more likely to stay at their company for another two years
- 77% feel more satisfied and committed to their jobs
- 9 out of 10 employees identified their career goals within 30 days⁴

risesmart: your agile partner

Only RiseSmart can provide the expertise and innovation with award-winning technology to deliver a truly human-centered, technology-enabled experience to help organizations and employees expand their capabilities and strengthen competitive advantage.

Start building your future-ready workforce today. Find out how we can help you develop, accelerate and grow careers so that your organization is ready for what's next.

'RiseSmart Career Development fills a major gap for us – it helps our employees better understand their skills and take ownership over their career paths. It's a fantastic resource.'

director, global talent development

¹ Randstad Global Work Monitor Survey

² The Harris Poll, 2019

³ World Economic Forum, 2020, <https://www.weforum.org/agenda/2020/01/reskilling-revolution-jobs-future-skills/>

⁴ Career Development global study, 2019