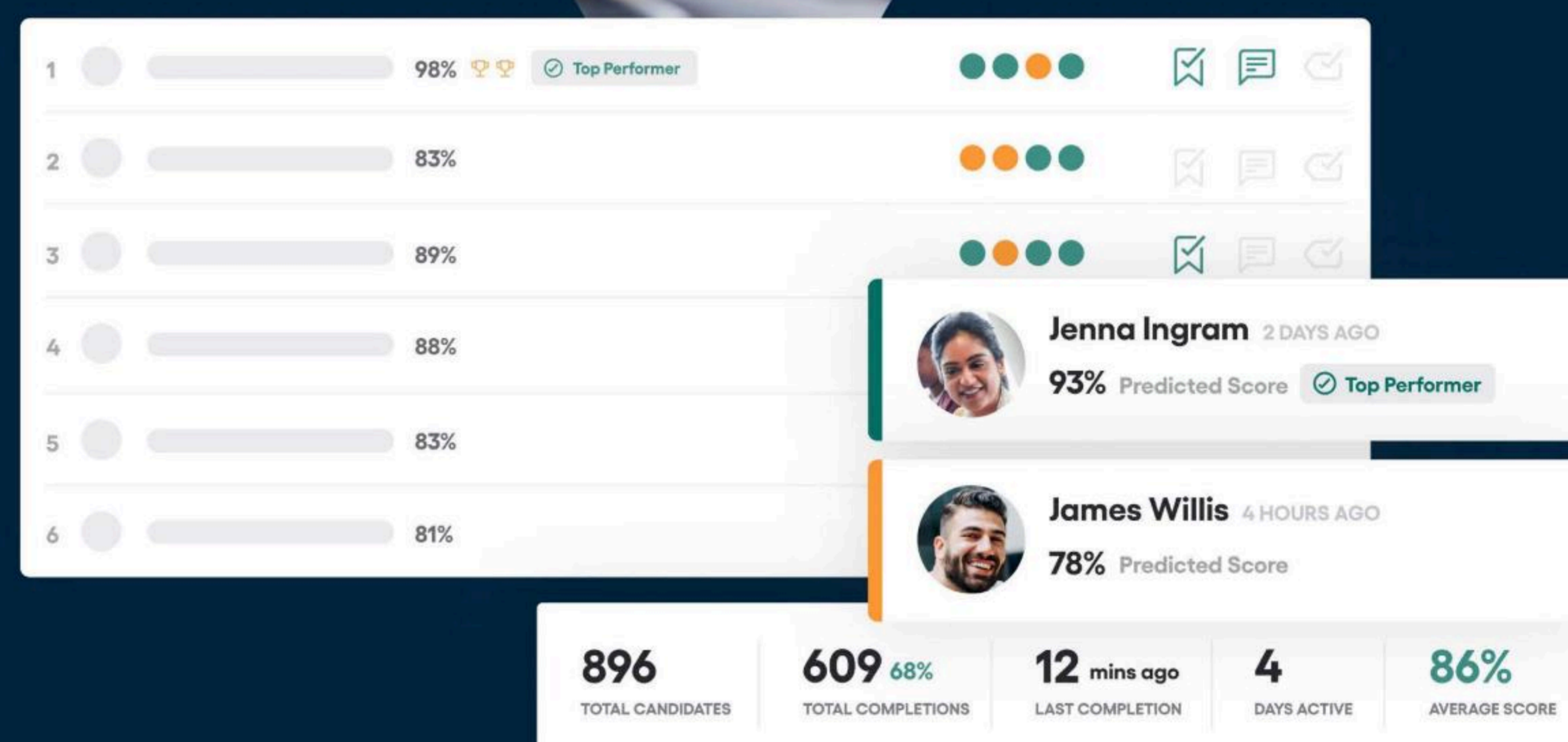




# Vervoe for internal mobility

Measure and harness the skills and potential that you already have within your organization, so you can **upskill and deploy employees** as your business develops and transforms.

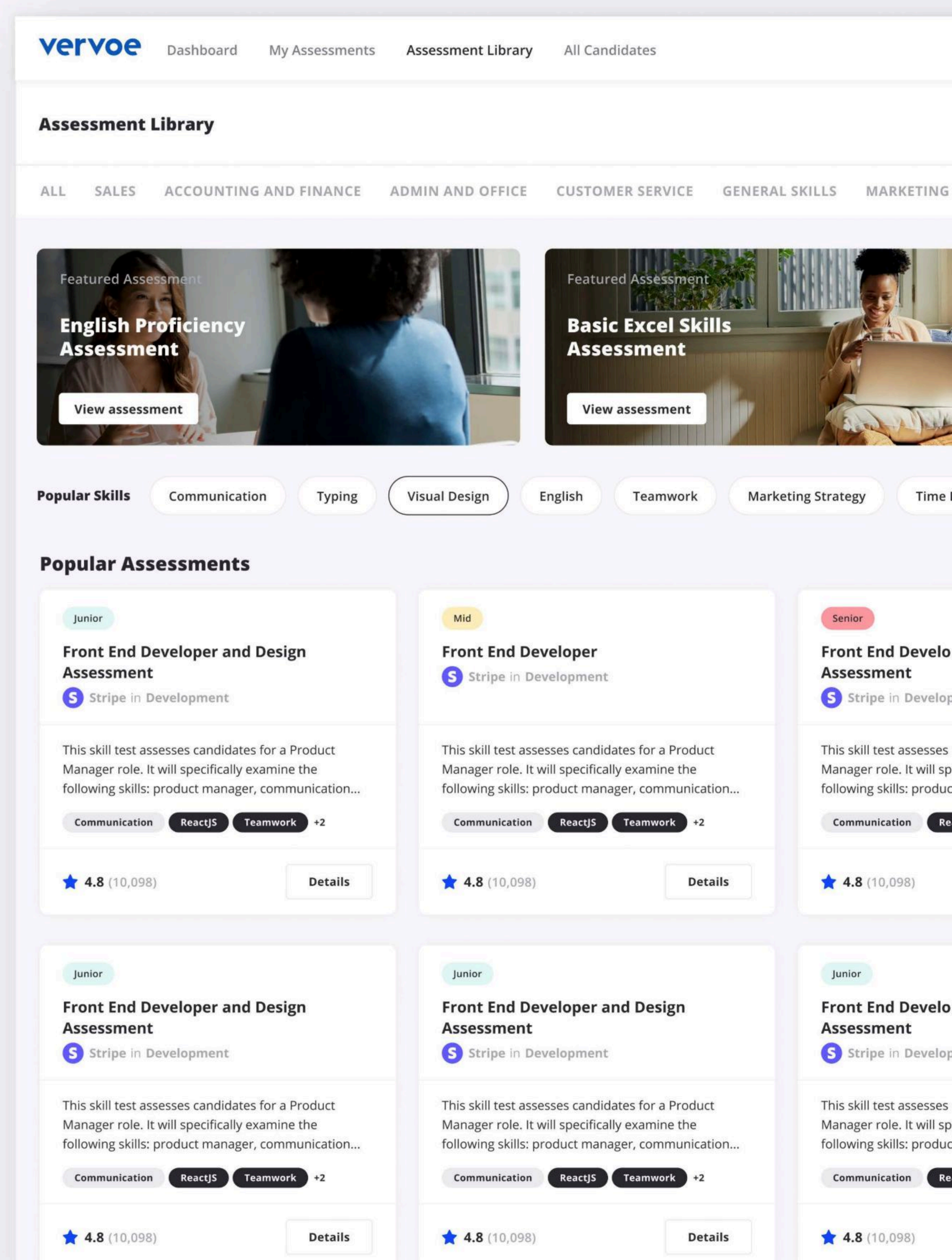


## Skills-based mobility

Vervoe helps you aid internal mobility by making it easy identify who's ready for a new role today and who requires some development to get them there.

Keep track of employee skill sets and proactively identify their potential by running a regular skills gap analysis to spot areas of improvement, or skills that aren't being used.

Go deeper by using one of the 300+ ready-made and growing assessments from our library, or by creating one yourself to test the competency levels of your staff on the soft and hard skills associated with their roles.





Analyze the results to pinpoint areas of development that will help them better fill your organization's needs. Then have confidence when a new role opens up that you have the right internal candidate to fill it.

We have a number of best practices we recommend you follow when building custom assessments from scratch or you can work with our behavioral science team to create bespoke and proprietary assessments.

Use our versatile set of question types to suit any job and communication style — from audio and video to text and activity-based. Our machine-learning AI helps you automatically grade, continuously adapting to your preferences.

Workers are then ranked according to their competency levels, with easy-to-use filters allowing you to see who's best at what skill.

Once you know where your workers stand, you can then use their results to design learning and development plans that will help them grow, and more efficiently serve your business goals. You can also see how employees are growing in competency and may be ready for promotions or new organizational opportunities.

# Case study: Recruiting during a hiring freeze

In 2020 a respected University used Vervoe to overcome skills gaps created by a hiring freeze. A number of roles that were crucial to the organization's success were vacant.

So, they used Vervoe to identify the skills those roles required.

People were encouraged to apply internally and complete the relevant skills assessment.

Their results clarified where in the organization they were best suited, along with what skills some employees needed to develop.

Vervoe helped the company overcome its hiring freeze and fill skills gaps by making internal mobility more efficient.



Marketing Coordinator

JANUARY 1, 2021

SUBMISSION DEADLINE IS  
JANUARY 5 2021 AT  
11:52AM AEST

9 QUESTIONS

Skills (4)

✓ Communication

✓ Learning Agility

✓ Teamwork

✓ Design

Questions (9)

Text

Multiple Choice

Video

Upload

Code

Spreadsheet

# Case study: Creating a hierarchy based on skills

An American non-profit organization used Vervoe to establish a staff hierarchy based on skills.

Having previously used a flat structure for case workers, they discovered there was no opportunity for development and career progression for long-term employees, with new employees coming in at the same level.

They created a hierarchy from level 1 to level 3 case workers. The organization collaborated with Vervoe to create a set of skills assessments to test current employees on skills relevant for level 2 and level 3 case manager roles.

The outcome determined which level they were best suited to, and where each worker needed to develop to progress to the next level.

They now have a structured data-driven promotional system that's entirely focused on skills.

## Benefits of Vervoe



Find hidden talent in your existing employee group



Identify who is best situated for promotion



Help employees understand how their skill set aligns with the role they're in today



Identify areas for learning to help employees grow their careers



Remove the need for adding workload to the L&D team with automated scoring