

HEALTH WEALTH CAREER

# MERCER CAREER FRAMEWORK



MAKE TOMORROW, TODAY



## ARE YOU CHALLENGED BY ...

- Attracting and engaging high-potential talent?
- Retaining employees due to unclear career progression options?
- A shortage of specific skills?
- Mapping the growth of key competencies needed for success?
- Unlocking “Big Data” insights from human capital management?

The dynamic interplay of multiple trends — talent exodus, workforce disenchantment, flatter organizations, skill shortages, talent hoarding, multigenerations, workforce mobility, and gender equality — creates real talent management challenges. And if you introduce new technology or pursue global expansion, your workforce will face major organizational change, requiring a realignment of talent practices and a new infrastructure to support evolving business needs.

## It's time to explore effective, integrated solutions. It's time for a career framework.

A career framework is a strategic centerpiece that sits at the core of every HR department and touches on all workforce initiatives. With **Mercer's Career Framework** you can clearly outline career levels and job families within your organization, clarify how the levels reflect meaningful differences in impact and career progression, and help employees understand career options available through self-service career navigation. For those who already have an underpinning architecture, Mercer's Career Management Solutions can create a dynamic, 3D view of careers, with manager and employee resources that drive career discussions.



## DELIVERING REAL BUSINESS VALUE

### Benefits for employers

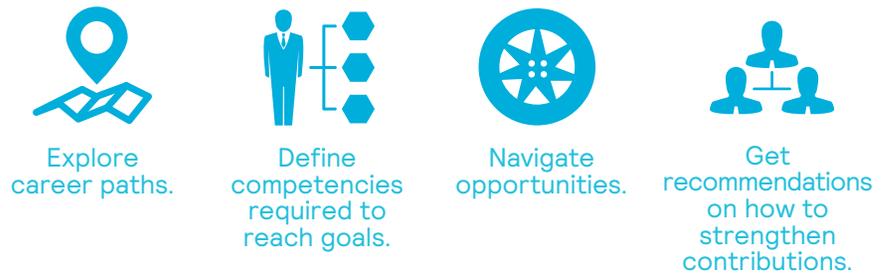
- Attract, retain, and engage employees by demonstrating options for growth.
- Translate business objectives into explicit talent requirements.
- Strategically map the growth of critical skills.
- Assign accountabilities, performance standards, and competencies to roles.
- Unlock “Big Data” insights from human capital management.
- Create easier benchmarking for rewards and benefits programs.
- Build an infrastructure and comprehensive reporting systems for analyzing, managing, and deploying talent.
- Connect HR initiatives to anchor a cohesive talent strategy.

### Benefits for employees

- Understand how their role supports the business.
- Know what competencies are needed, measured, and rewarded.
- Define steps, areas for growth, and pay potential.
- Know what’s needed to contribute day to day.
- Provide insight into career opportunities.
- View equivalent roles across the organization.
- Connect career development with stronger performance.

## A NEW TOOL FOR ENGAGING EMPLOYEES: MERCER CAREER VIEW APP

**Employee-centric: Helps talent chart career options in your organization**



Employers are struggling to tap internal labor markets and find the right skills in the right locations, yet the best source of hidden or untapped talent might already exist in the enterprise. As part of the Career Framework solution, Mercer includes a companion employee-centric app, Mercer Career View, to empower employees to directly navigate career progression opportunities within the organization. The app brings to life the organization’s career development and management infrastructure to provide the greatest return on investment while helping employers leverage talent from within.

Career progression opportunities are often not clear to employees and guidelines to support progression do not always exist. Many organizations struggle to retain high performers, which leads to higher turnover and a less productive workforce, increasing costs overall. Mercer’s new app directly addresses these business disablers.

## MERCER CAREER VIEW APP FEATURES

- Enables employees to explore career paths within functions and across the organization.
- Easy-to-use interface that reflects your organization's career framework.
- Optimized for mobile devices; device agnostic.

## PUTTING IT ALL TOGETHER

Mercer's Career Framework methodology involves:

- Identifying the right career philosophy and its associated levels, tracks (families/subfamilies), critical roles, and job structure.
- Defining the building blocks (such as accountabilities and competencies) throughout the organization.
- Mapping current jobs and employees to the career framework and determining where job consolidation is required.
- Aligning the infrastructure across all talent initiatives (such as performance, pay, succession, acquisition, and development).
- Communicating the benefits to employees, managers, senior leadership, and other stakeholders.



“I would stay longer with my employer if I knew I had a career rather than just a job.”



“It’s easier to look for a job outside my company than within it.”

# 8 REASONS TO INVEST

A career framework provides for business agility and delivers tangible returns on your investment.

- 1 Stronger employee engagement
- 2 Improved business outcomes
- 3 More precise talent investments
- 4 Increased customer satisfaction
- 5 Improved resource alignment
- 6 Greater agility
- 7 Reduced costs
- 8 More strategic talent management



## WHY MERCER

Mercer's depth and breadth of experience are what really sets us apart.

- First firm to introduce an employee-centric app bringing together our expertise in job architecture, competencies, and communications.
- Market leadership and acknowledged expertise in job leveling and architecture, core and technical competency development. Our established job classification system, job evaluation methodology, and other proprietary tools help to accelerate the process — an important requirement at any time but critical when implementing HCM simultaneously.
- Our experience in strategic workforce planning, understanding of how to address supply shortfalls, and expertise in assessing, enable us to support the development of current and future talent.
- Best-in-class client roster includes top, well-regarded global brands.
- Breadth of talent solutions portfolio uniquely positions Mercer to partner with clients across a broad range of HR challenges associated with career engagements.

## TALK TO MERCER TODAY

Contact one of our dedicated consultants.

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