



The Career SatNav That Makes Progress Visible



Why Career Frameworks Fail

You've invested time, energy, and resources into developing a career framework. But is it really working? Too often, career frameworks remain static documents that never truly reach employees in a way they can use. The result isn't just poor communication: it's a talent and retention crisis with a real commercial cost.

- **Invisible Pathways:**

Employees can't see a clear future at your company, which leads to disengagement and voluntary attrition.

- **Missed Mobility:**

Hidden skills go undeployed, and internal talent stagnates while critical roles remain unfilled.

- **Misplaced Recruitment Spend:**

Without visibility of existing skills, you end up recruiting externally for capability that already exists in-house. And when overlooked talent leaves, your organisation bears the double cost of replacement.

Did You Know?

The forthcoming implementation of the EU Pay Transparency Directive will require every organisation with operations in an EU member state to define and communicate objective, gender-neutral criteria for pay levels and progression. This means that organisations need to consider now how they will help employees understand their growth journeys.

Career Paths Made Easy

Pathfinder transforms static frameworks into interactive, personalised career paths that employees can see and use. When career progression is visible, engagement rises, performance improves, and attrition falls.



Benefits For Employees

- Clear visibility of career progression options.
- Personalised development roadmaps.
- Identify and close critical skills gaps.

Insight for HR

Pathfinder doesn't just make careers clearer for employees. It equips HR leaders with the intelligence to strengthen succession, compliance, and retention.

Cross-Functional Mobility

Reveal hidden skills and redeploy talent across departments to reduce external hiring.

Succession Insights

Evidence-based visibility of pipeline strength and coverage for critical roles.

Skills Gap Analysis

Pinpoint capability gaps and align development spend to future business needs.

Workforce Analytics

Understand retention risk, mobility trends, and ROI from career development initiatives.

Compliance Ready

Support EU Pay Transparency requirements with visible progression criteria.

Seamless Integration

Connects with HRIS and LMS systems for fast, scalable implementation.



Benefits For HR Leaders

- Improved retention through career clarity.
- Enhanced internal talent mobility.
- Data-driven succession planning.



Pathfinder Delivers Results

Career frameworks only matter if they work in practice. Pathfinder turns them into tools that engage employees, empower HR with insight, and deliver ROI for the business.

■ Clarity

Make your frameworks visible and scalable by transforming static career frameworks into practical, interactive career maps.

■ Competitiveness

Demonstrate clear progression pathways to attract and retain top talent in a competitive market.

■ Commerciality

Drive a clear return on investment by reducing attrition costs and improving productivity.

Organisations with clear career paths achieve up to **34% higher retention**

(ClearCompany)



UK employees who see opportunities to progress are **2x more likely to stay**

(LinkedIn Workplace Learning Report, UK)



Companies that provide development opportunities see a **14% uplift in productivity**

(Gallup)

Why Leading UK Employers Choose Innecto

At Innecto, we know career frameworks only matter if they translate into something employees can use. Rooted in lived HR experience, we combine practical insight with legally robust frameworks and proprietary tools to deliver Pathfinder, giving HR leaders and employees career paths that are clear, competitive, and commercial in today's talent market.

 ManyPets


SWEATY BETTY

 Skyscanner


wellcome

 innocent




BLOOMSBURY


National Trust


CAFFÈ NERO



Bloomsbury had a strong desire to have a single structure that would create alignment across the organisation and prepare for further expansion. The main reason for this was employees asked for transparency, clarity, and career development. The framework provides a well-considered approach to progression.

Karl Burnett, Group Director of People and Engagement, Bloomsbury

Ready To Show Your People Their Future?

Don't let career frameworks sit on the shelf. See **Pathfinder** in action.

In just 20 minutes, we'll show you how **Pathfinder** makes career progression clear for employees and gives you the insight to manage mobility, succession, and retention with confidence.

Book Your Free Pathfinder Demo

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INNECTO

Learn more at
www.innectopathfinder.com

