

Tackling Talent Retention Challenges

Introduction

In today's rapidly evolving work environment, engaging and retaining top talent is more challenging – and more important – than ever.

Half of employees (**51%**) are actively seeking a new job or eyeing job boards, according to [Gallup](#) – the highest number since 2015. The issue facing businesses isn't just great people quitting, it's the (bigger) cost of low productivity from those who don't feel engaged with their work.



\$8.9tn

Low employee engagement costs the global economy
\$8.9 trillion USD annually, or 9% of the global GDP.

([Gallup](#))

With high performers seeking continuous growth, flexibility, and purpose, businesses must embrace innovative strategies to ensure their workforce remains motivated, productive, and loyal.

At the center of those engagement and retention strategies, where everyone has a clear and accessible path to learning, growth and progression, lies better workforce skills data, and ethical AI.

Indeed, the two are connected: there is a role for AI in cleaning up and enriching your skills data, and upskilling workers, and a role for skills data in ensuring AI can work effectively as you use it to improve the employee experience, at scale.

So – how do they come together to contribute to lower employee turnover?



01.

Understand Employee Skill Sets – And Gaps

AI-powered skills data can provide a comprehensive and accurate picture of your organization's current talent landscape. By cataloging (and often inferring) the skills employees possess, AI can help identify gaps and areas for development across teams and departments.

This visibility into your skills inventory – the supply of skills – allows companies to address mismatches between employee capabilities and role requirements. It is foundational for any successful “skills” project, and it leads to slicker internal mobility programs, targeted L&D interventions, and transparent career paths.

Employees are more likely to stay engaged and feel valued when they are in roles where their skills are utilized effectively and aligned with their career goals. So having a system that helps you understand people's skills and potential – even as that changes – is vital.



98%

Skills-based organizations are **98% more likely to have a reputation as a place to grow and develop** and **98% more likely to retain high performers.**

([Deloitte](#))



02.

Deliver Personalized Learning and Development

With AI-driven skills data, you can also create personalized learning and development initiatives.

Traditional learning paths are often one-size-fits-all, which can lead to disengagement.

By understanding individual employees' skill profiles, AI can recommend tailored learning opportunities that align with their current skills, future career aspirations, and company goals.

Personalized development plans make employees feel seen and supported, which can increase engagement and retention rates.



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Two thirds of employees say that they are **more likely to stay with an employer that invests in upskilling or reskilling them.**

(The 2024 Career Optimism survey)



03.

Enhance Internal Mobility

Internal mobility is an often-overlooked driver of employee engagement and retention. Employees frequently want opportunities to advance within their organization rather than seeking new roles elsewhere... but these opportunities can be hard to find.

AI-driven skills data can help companies identify relevant internal talent for open roles, projects, or temporary assignments. It can also be used to surface relevant opportunities to talent – showing someone how they could move laterally to gain different skills, or use their existing skills in a new way.

Matching employees to internal opportunities this way (the skills-based approach) not only fills roles faster, but also provides employees with career growth options, reinforcing a sense of loyalty and engagement.

Skills-based organizations are...



107%

107% more likely to **place talent effectively**, and



57%

57% more likely to **anticipate change and respond effectively and efficiently.**

([Deloitte](#))



04.

Get Proactive

Using predictive analytics, AI can help identify retention risks before they become turnover issues. By analyzing patterns in skills data, alongside other indicators, AI can highlight employees who may be disengaged or looking for external opportunities – and help you get ahead of the risk.

This enables and encourages HR teams to take proactive measures, such as offering new roles, training opportunities, or enhanced benefits.

This level of insight can also be shared with managers, so they can better support their teams – addressing engagement factors that influence retention, such as meaningful work, career progression, and recognition

CULTIVATE A FUTURE-READY WORKFORCE

Ultimately, by leveraging AI and skills data, companies can cultivate a future-ready workforce that is not only engaged and productive, but is more agile and better equipped for upcoming challenges.

By investing in employees' growth through more targeted development and internal mobility – powered by skills intelligence and AI – organizations signal their commitment to employee success, fostering loyalty, boosting productivity, and reducing attrition... all while building up the skills they need for the future.

[Explore Talent Management solutions from Beamery](#)





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