CONCEPT

Internal Talent Mobility and Talent Marketplace Design: Skills Matching and Gigs

2 – 6 August 2027
Paris - Right Bank business hotel



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Ref: 565_17462 **Date:** 2 – 6 August 2027 **Location:** Paris - Right Bank business hotel **Fees:** 23500 SAR

Introduction:

Many organisations recruit externally for roles that existing employees could fill, while capable staff leave because internal moves are hidden, slow or blocked by their managers. Internal talent mobility turns the workforce into the first source of supply by making promotions, lateral moves, short gigs, projects, rotations and mentoring visible and matched on skills. This Core Concept course equips HR and talent practitioners to build the skills foundations, marketplace rules and release policies that make internal moves routine. Participants leave with an Internal Mobility Strategy and Talent Marketplace Pilot Design.

Course Objectives:

- Build a business case for internal talent mobility that quantifies avoided hiring cost, time to productivity and retention gains
- Define a portfolio of mobility types, from promotions and lateral moves to gigs, rotations and mentoring, with eligibility rules for each
- Structure a skills taxonomy and skills profiles that allow employees and opportunities to be matched on skills rather than job titles
- Design gigs, stretch assignments and manager release policies that open internal opportunities and reduce talent hoarding
- Set governance, fairness and employee data privacy controls for skills inference and algorithmic matching
- Produce an Internal Mobility Strategy and Talent Marketplace Pilot Design with a mobility metrics scorecard

Target Audience:

- Talent management practitioners who run internal vacancy, redeployment and mobility processes
- HR business partners who advise line managers on staffing moves and team releases
- Learning and development practitioners who connect development activity to internal opportunities
- Workforce planning analysts who forecast skills gaps and internal supply
- HR technology and people analytics practitioners who configure skills data and matching tools
- Organisation development practitioners who shape culture and manager behaviour around internal moves

Course Outline:

Day 1: The Case for Internal Talent Mobility

- Build-Versus-Buy Hiring Cost Comparison for Internal and External Fills
- Mobility Type Portfolio: Promotions, Lateral Moves, Gigs, Projects, Rotations and Mentoring
- CIPD Talent Deployment Principles: Rotations, Secondments and Project Work
- Internal Mobility Barrier Diagnostic: Visibility, Eligibility and Manager Consent
- Current-State Mobility Audit of Vacancy Data and Internal Hire Records

Day 2: Skills-Based Organisation Foundations and Marketplace Models

- Skills-Based Organisation Model: Work Deconstructed into Tasks and Skills
- Skills Taxonomy Structure: Technical Skills, Human Capabilities and Proficiency Levels
- Skills Inference from Profiles, Work History and Learning Records
- Internal Talent Marketplace Operating Model: Opportunity Supply and Employee Demand
- AI Matching Logic at Overview: Skills Adjacency Scores and Recommendation Signals

Day 3: Designing Gigs, Assignments and Release Rules

- Gig and Project Posting Template: Scope, Time Share and Skills Required
- Stretch Assignment Design Using a Skills Gap to Opportunity Map
- Manager Release Policy: Notice Periods, Backfill Rules and Time-Share Caps
- Mobility-Focused Career Conversation Guide for Employees and Managers
- Employee Opportunity Journey Map from Profile Creation to Assignment Close

Day 4: Governance, Fairness and Mobility Metrics

- Talent Hoarding Countermeasures: Manager Scorecards and Talent Export Recognition
- Algorithmic Fairness Review of Matching Outcomes by Employee Group
- Employee Skills Data Privacy: Consent, Purpose Limitation and Retention Rules
- Mobility Linkages to Workforce Plans, Succession Slates and Learning Pathways
- Mobility Metrics Scorecard: Internal Fill Rate, Redeployment Time and Mover Retention

Day 5: Case Work and the Mobility Pilot Design

- Logistics Group Case: Redeploying Staff from Declining Roles Through a Skills Match
- Professional Services Case: Gig Uptake Stalled by Manager Resistance
- Pilot Scope Selection: Business Units, Opportunity Types and Success Thresholds
- Internal Mobility Strategy and Marketplace Pilot Design Drafting
- Steering Group Review Panel and Pilot Design Defence

Skills You Will Gain:

- Mobility Business Case Analysis
- Skills Taxonomy Design
- Skills-Based Opportunity Matching
- Gig and Stretch Assignment Design
- Manager Release Negotiation
- Algorithmic Fairness Review
- Mobility Metrics Reporting
- Marketplace Pilot Planning

Why Attend This Course:

- Return with an Internal Mobility Strategy and Talent Marketplace Pilot Design already challenged by a steering group panel
- Answer line managers who refuse to release people with a release policy and a recognition mechanism they can accept
- Show leaders how much external hiring and attrition internal moves can avoid, using figures from your own vacancy data
- Compare marketplace and gig practice with HR practitioners from other sectors and countries

Conclusion:

Internal talent mobility works when employees can see opportunities, managers are expected to release people and skills data is trusted and fairly used. The course moves from the business case and mobility types, through skills taxonomies, skills inference and marketplace operating models, to gig design, release rules, governance and mobility metrics. The final day applies that material to cases from several sectors and produces an Internal Mobility Strategy and Talent Marketplace Pilot Design that participants can take to their HR leadership for approval.