seekout>

How Peraton's Internal Talent Marketplace Accelerates a Shift to a Skills-Based Org

Using SeekOut, the national security company provides a holistic view of its workforce through a single platform that powers both talent acquisition and talent management.

Peraton

About

Peraton is a next–generation national security company that drives missions of consequence spanning the globe and extending to the farthest reaches of the galaxy. As the world's leading mission capability integrator and transformative enterprise IT provider, Peraton delivers trusted, highly differentiated solutions and technologies to protect our nation and allies from threats across the digital and physical domains. Peraton supports every branch of the U.S. Armed Forces and serves as a valued partner to essential government agencies that sustain our way of life. Every day, Peraton employees *do the can't be done* by solving the most daunting challenges facing their customers.

Objective

1. Increase employee engagement and retention by empowering internal talent with career growth opportunities.

2. Empower recruiters to hire hard–to–find and diverse talent quickly and make informed decisions when considering the tradeoffs between hiring externally versus growing talent internally.

3. Save on costs and increase revenue by having the ability to staff projects quickly with high–caliber talent.

Highlights

Deployed an AI-powered talent marketplace solution to more than 17,000 employees.

Invested in a single platform that supports both external talent and internal talent needs.

Increased retention and cost savings by redeploying internal talent faster.

Challenges

At Peraton, people fuel their clients' missions, and hiring and retaining a talented workforce are paramount to the business. Having undergone significant mergers, acquisitions, and divestitures over the last few years, Peraton's Vice President of Talent Management, Cari Bohley, and Senior Vice President of Talent Acquisition, Alison Paris, were eager to get a pulse on their workforce.

Peraton made the decision to enhance investment in capabilities to better empower employees to understand their career development paths and growth opportunities and to influence a stronger sense of belonging within the company. The business case was supported by employee feedback and survey data, as well as Alison and Cari's ability to articulate the cost of attrition. They had two primary objectives: enable quick redeployment of employees and empower internal career management and mobility.

Peraton needed a solid understanding of employees' experiences, skills, certifications, and backgrounds to make the best investments for their people. The company had employee data in its recruiting system, HR information system, and several bespoke databases, but lacked a tool to unite the disparate systems and provide insights to enable career development efforts.

Solution

Peraton was leveraging SeekOut Recruit for Talent Acquisition successfully; Alison expanded her team's capabilities to source passive candidates and better strategize recruitment marketing efforts to strengthen their pipeline.

With the addition of SeekOut Grow's Internal Talent solution and powerful search engine, the Talent Mobility team has moved from more processes to a scalable, faster and higher quality process that leverages insights into employees' skill sets, experience, and other qualifications.

Next, Peraton launched SeekOut Grow's Career Compass—a talent marketplace solution. It automatically aggregates employees' experience data from various internal and external systems then provides AI recommendations on career growth and development opportunities. The recommendations span jobs, short-term projects, learning opportunities, people connections, career paths, and more. It provides a level of transparency the organization never had before, for both employees and managers.
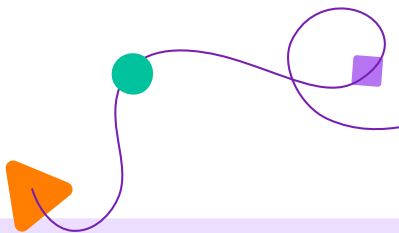
"The managers love that they can now see what career paths are in front of their employees," shared Cari. **"They can see what skills, jobs, and learning are being recommended, so they now feel equipped to have career conversations with their employees."**

Value of SeekOut

"We looked at a lot of vendors, and what made SeekOut the right solution for us was how the platform powers both talent acquisition and talent management," shared Alison. **"For a company like ours, hiring external talent and redeploying internal talent must be tied together. SeekOut provided a unified platform that supported both external talent and internal talent needs, and two products that work seamlessly together."**

Peraton's investment in SeekOut Grow also helped the company bypass the need to build a skills taxonomy. **"The amount of effort it takes to build and maintain taxonomy updates is wasteful because, as soon as the model is built, the skills and technologies have already changed. SeekOut's AI tracks all our employees' skills and allows them to update in real time,"** said Cari.

To other leaders, Cari and Alison recommend investing in AI for HR to unlock new data aggregation, insight, and scalability. **"AI is the future of HR, and if you are not using AI right now in some way, shape, or form, you are missing the boat. We always have to do more with less, and leveraging artificial intelligence is the way to take some of the burden off us."**

> *"SeekOut has the talent acquisition piece at the front end, coupled with the talent management piece as a one-two punch—that's what resonated with our stakeholders."*
>
> —Cari Bohley, Vice President, Talent Management

Request a Demo

SeekOut's leading talent intelligence platform can help you secure hard-to-find and diverse talent and empower internal career mobility to reduce attrition. **Request a demo** to see it in action.