JUPITER PRIME
Consulting • Training • Advisory
جوبيتر برايم للاستشارات والتدريب

COURSE BROCHURE

Internal Talent Marketplace and Career Lattice Design Training Course

18 – 29 October 2027
Paris

Internal Talent Marketplace and Career Lattice Design Training Course

Ref: 986_37322 **Date:** 18 – 29 October 2027 **Location:** Paris **Fees:** 9500 GBP

Internal Talent Marketplace and Career Lattice Design is a 2-week training course for learning heads, talent leads and HR business partners who will build a talent marketplace blueprint for their organisation. Skills now shift faster than job titles, and employees expect to grow sideways as well as upwards without leaving. Jupiter Prime Training runs this course on internal talent marketplace and career lattice design.

Why Internal Talent Marketplace and Career Lattice Design Matters Now

Three forces shape internal mobility today: skills that age quickly, employees who judge employers on visible growth routes, and line managers who hoard strong performers. An organisation that opens short gigs, rotations and lateral moves keeps scarce expertise and fills roles faster; one that relies on vacancy-led promotion loses people to rivals who offer movement. The course rests on skills-based talent practice, the four-level training evaluation model for growth outcomes and ISO 30414, the international guideline for human capital reporting, used to report mobility and development metrics.

Who Gains Most from Internal Talent Marketplace and Career Lattice Design

- Learning leaders responsible for capability academies and learning journeys tied to career moves
- Talent leads who own succession, high-potential pools and internal fill decisions
- HR business partners who broker moves between business units and resolve manager resistance
- Workforce insight specialists who track skills supply, mobility rates and retention
- Career and mentoring scheme owners who match people to sponsors and stretch work

Groups gain most when a learning lead, a talent lead and an HR business partner from the same organisation attend together and design one marketplace.

Internal Talent Marketplace and Career Lattice Design Capabilities

Participants turn skills data, gig rules and lattice maps into choices that move people across the organisation rather than out of it.

- Design a skills taxonomy with proficiency levels and adjacency links — for role architecture owners
- Build a career lattice showing lateral, diagonal and upward moves — for employees and managers
- Specify gig, rotation and secondment rules for the marketplace — for business unit heads
- Align learning journeys and capability academies to lattice moves — for learning leaders
- Weigh mentoring, sponsorship and manager release incentives — for executive sponsors

- Calculate mobility and growth indicators for board reporting — for HR directors

Key Internal Talent Marketplace and Career Lattice Design Terms

- Internal talent marketplace — a platform or process that matches employees to open roles, short gigs, projects and mentors inside the organisation.
- Career lattice — a map of lateral, diagonal and upward moves between roles, replacing the single vertical ladder.
- Skills adjacency — the degree to which skills held for one role transfer to another, used to find realistic next moves.
- Talent hoarding — the habit of managers blocking strong performers from moving, which slows growth and raises exit risk.
- Gig assignment — a short, part-time project taken alongside a current role to build a skill or test a move.
- Internal fill rate — the share of open roles filled by existing employees rather than external hires.

Internal Talent Marketplace and Career Lattice Design Day by Day

Day 1: Forces Reshaping Internal Mobility

- Skills Half-Life Signals — Which Roles Need Fastest Reskilling Routes
- Employee Growth Expectation Surveys — Where Exit Risk Concentrates
- Vacancy-Led Versus Marketplace-Led Mobility — Choosing The Operating Stance
- Talent Hoarding Diagnosis — Locating Managers Who Block Moves
- Mobility Maturity Self-Check — Setting The Starting Baseline

Day 2: Skills Taxonomy Foundations

- Skills Taxonomy Structure — Clusters, Families And Granularity Choices
- Proficiency Level Descriptors — Consistent Rating Across Business Units
- Skills Inference From Role Profiles — Speeding Initial Inventory
- Employee Skills Profiles — Self-Rating, Manager Validation And Evidence
- Taxonomy Ownership Model — Who Updates Skills And How Often

Day 3: Mapping the Career Lattice

- Role Architecture Families — Grouping Jobs By Shared Skills
- Skills Adjacency Matrix — Identifying Realistic Lateral Moves
- Diagonal And Downward Moves — Removing Stigma From Sideways Growth
- Critical Role Feeder Pools — Linking Lattice To Succession Cover
- Employee-Facing Lattice Visuals — Making Routes Easy To Read

Day 4: Designing Gigs, Rotations and Secondments

- Gig Assignment Templates — Scope, Time Share And Skill Target
- Rotation Scheme Rules — Duration, Eligibility And Return Rights
- Cross-Unit Secondment Agreements — Cost Sharing And Reporting Lines
- Project Staffing Requests — How Units Post Opportunities
- Gig Completion Evidence — Updating Skills Profiles After Assignments

Day 5: Matching Mechanics and Platform Choices

- Opportunity Matching Logic — Skills Fit Versus Aspiration Fit
- Marketplace Platform Options — Build, Buy Or Extend Existing HRIS
- Fairness Checks In Matching — Equal Visibility Across Groups
- Employee Data Consent Rules — What Profiles Managers May See
- Marketplace User Journey Mapping — Posting, Applying And Release

Day 6: Learning Journeys and Capability Academies

- Capability Academy Blueprint — Faculties Aligned To Lattice Families
- Learning Journey Design — Sequencing Courses, Gigs And Coaching
- Experience, Exposure And Education Blend — Balancing How Skills Grow
- Bridging Curricula For Lateral Moves — Closing Adjacency Gaps
- Learning Credential Badges — Recording Skills Gained In Profiles

Day 7: Mentoring, Sponsorship and Manager Release

- Mentoring Match Criteria — Pairing By Target Skill And Lattice Move
- Sponsorship Commitments — Senior Advocacy For Under-Represented Talent
- Manager Release Incentives — Rewarding Leaders Who Export Talent
- Career Conversation Guides — Structured Talks On Next Moves
- Talent Council Charter — Arbitrating Contested Moves Between Units

Day 8: Measuring Growth Outcomes

- Internal Fill Rate Tracking — Signalling Marketplace Health
- Gig Participation And Completion Ratios — Engagement With Opportunities
- Four-Level Training Evaluation Model — Linking Journeys To Behaviour Change
- ISO 30414 Mobility Metrics — Consistent Human Capital Reporting
- Retention Of Movers Versus Stayers — Testing Growth Value

Day 9: Change Leadership and Rollout Decisions

- Marketplace Launch Sequencing — Which Units And Skills First
- Stakeholder Resistance Mapping — Managers, Unions And Executives
- Policy Alignment Review — Grading, Pay And Transfer Rules
- Employee Communications Campaign — Inviting Profiles And First Gigs
- Sector Cases From Energy And Banking — Lessons On Adoption Pace

Day 10: Practising the Talent Marketplace Blueprint

- Skills Taxonomy And Lattice Draft — Applying Days Two And Three
- Gig And Rotation Rule Set — Applying Day Four Templates
- Journey And Mentoring Links — Applying Days Six And Seven
- Growth Indicator Dashboard — Applying Day Eight Measures
- Talent Marketplace Blueprint — Peer Challenge And Final Sign-Off

Applying Internal Talent Marketplace and Career Lattice Design After the Course

- Run a skills adjacency session with one role family to publish its first career lattice map.
- Launch five pilot gig assignments with agreed release terms and track completion evidence in skills profiles.

Internal Talent Marketplace and Career Lattice Design Questions FAQ

What is internal talent marketplace and career lattice design, and why does it matter now?

It is the practice of matching employees to roles, gigs and mentors inside the organisation through skills data and mapped moves. It matters now because skills change quickly and people leave when they cannot see a route to grow.

Which roles gain most from internal talent marketplace and career lattice design?

Learning leaders, talent leads and HR business partners gain most. They own the skills taxonomy, the gig rules and the conversations with managers who must release people, so the design work sits with them.

How does internal talent marketplace and career lattice design differ from a training needs or succession course?

It connects learning, succession and mobility in one system. A training needs course stops at the learning plan, and a succession course covers a few critical roles; here you design moves, gigs and journeys for the whole workforce.

What do you bring back from internal talent marketplace and career lattice design?

You bring back a blueprint covering your skills taxonomy, career lattice, gig and rotation rules, mentoring links and growth indicators, ready to present to your executive sponsor and to test with one role family first.

Internal Talent Marketplace and Career Lattice Design: The Way Forward

The talent marketplace blueprint first informs which role family opens to lateral moves and gigs. Talent leads and HR business partners use it with unit heads to agree release terms, while learning leaders tie academy journeys to each move. After the first cycle, revisit how managers respond to losing people, since manager release decides whether the marketplace grows.