

Transform Talent Strategy: How Businessolver Accelerated Workforce Transformation with Career Highways

Customer Quote







“Career Highways has given us a consistent Skills Intelligence foundation for defining roles, aligning skills, and empowering employees to understand their career opportunities. It has accelerated our job architecture and strengthened how we develop and plan our workforce.”

— Dr. Ashley Ellis, VP of Employee Engagement at Businessolver

BUSINESSOLVER FACED A CRITICAL CHALLENGE

As Businessolver continued to grow and evolve, the organization recognized the need to modernize its job architecture and talent infrastructure to support employee growth, workforce planning, and strategic business priorities.

Key challenges included:

-  Inconsistent job descriptions and role definitions across teams and departments.
-  Manual, time-intensive processes to create, standardize, and maintain roles and skills.
-  Limited visibility into employee skills and readiness for future roles.
-  Disconnected systems for career development, learning, and workforce planning.
-  Difficulty facilitating meaningful talent conversations between leaders and employees.
-  Limited ability to assess workforce readiness and future skill needs, including AI impact.

Businessolver needed a scalable, skills-based foundation to standardize roles, empower employees, and accelerate workforce transformation.

SOLUTION





Businessolver partnered with Career Highways to implement its AI-powered skills intelligence and career journey platform, establishing a unified framework for roles, skills, and career pathways across the enterprise.

- AI-powered creation and normalization of roles, job descriptions, and skills.
- Career Highways Journey platform enabling employees to view skills, career pathways, and development opportunities.
- Tools for HR and Total Rewards to create, standardize, and manage enterprise job architecture.
- Integrated career pathways aligned with learning and development programs.
- Workforce intelligence tools to assess skill gaps and evaluate workforce readiness.
- Provide tools for consistent job roles, skills gap analysis, and AI impact forecasting.

Career Highways enabled Businessolver to rapidly implement a scalable, enterprise-wide skills foundation while significantly reducing manual effort and accelerating implementation timelines.

RESULT

Impact Metrics

-  **75% faster job architecture implementation**
Reduced timeline from more than 12 months to just 3 months, including HR creation, business review, and leadership approval.
-  **2-4 hours saved per role created and standardized**
Significant efficiency gains by eliminating manual drafting, skill mapping, and formatting.
-  **95% reduction in manual role and skills creation effort**
Automatic extraction, standardization, enrichment, and skills identification enabled HR and business leaders to focus on validation and refinement rather than manual creation
-  **95% of employees reported improved understanding of skills and career pathways**
Employees gained clarity on role requirements, career progression opportunities, and skill development priorities.



Ready to accelerate your workforce transformation?

Learn more at CareerHighways.com, or [BOOK A DEMO TODAY](#)

TARGET

Businessolver's goal was to establish a consistent, scalable job architecture and skills framework that would:

- Provide employees with clear career pathways and growth opportunities.
- Enable HR and Total Rewards to standardize roles and job descriptions across the enterprise.
- Empower leaders with visibility into workforce capabilities and development needs.
- Support learning, development, and recruiting with consistent, skills-based role definitions.

DEVELOPMENT

Career Highways enabled Businessolver to rapidly create and standardize pathways, roles and skills using Skills Intelligence role and skills normalization. HR and business leaders were able to review and validate roles efficiently, accelerating a process that traditionally requires extensive manual effort and prolonged timelines.

Employees gained access to the Career Highways Journey platform, where they could:

- Understand the skills required for their current and future roles.
- Explore career pathways across the organization.
- Identify skill gaps and development opportunities.
- Access learning aligned directly to their career progression.

This unified platform replaced fragmented systems and manual processes, creating a seamless and scalable talent infrastructure.

CUSTOMER SNAPSHOT

Organization: Businessolver

Industry: HR Technology and Benefits Administration
Employees: 3,000+

Mission: Deliver innovative HR solutions while investing in the growth, development, and future readiness of their workforce.

SUCCESS

Career Highways delivered measurable value across Businessolver's workforce, HR operations, and business strategy.

Employees

- Gained clear visibility into career pathways and skill requirements.
- Improved understanding of development opportunities and career progression.
- Engaged more effectively in career planning and growth.

HR and Total Rewards

- Established standardized job descriptions, roles, and skills across the enterprise.
- Accelerated job architecture creation and implementation.
- Reduced administrative burden and manual effort.

Business Leaders

- Enabled more effective talent and career development conversations.
- Improved visibility into workforce capabilities and readiness.
- Strengthened workforce planning and strategic decision-making.

Learning and Development

- Connected learning programs directly to roles and required skills.
- Enabled targeted development aligned with career pathways.

Recruiting

- Enabled standardized, skills-based job postings aligned with internal roles.
- Improved consistency and efficiency in hiring processes.

Enterprise Impact

- Established a scalable, skills-based workforce foundation.
- Accelerated talent strategy execution.
- Strengthened Businessolver's ability to demonstrate workforce capability and talent investment in customer engagements and RFP processes.



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