

# Using Pinnacle Series to Hire, Develop, and Retain Top Talent.



**The rapid pace of technological evolution is making it increasingly essential**—and increasingly challenging—to find employees with the right skills. Workers see the trend too, and too many are responding by seeking out development opportunities to stay ahead of the curve.

Savvy organizations recognize this demand for the win-win scenario that it is: provide a rich learning and development (L&D) framework, and talented candidates will choose to grow their skills under your organization's umbrella. And with Pinnacle Series, you have all the tools at your disposal to make it happen.



## WITHOUT A LEARNING & DEVELOPMENT STRATEGY...

**Problem:** It's hard to find workers with the right skills.

**Solution:** Development opportunities are a high priority for job seekers. Pinnacle Series helps you attract top talent, assess candidates' skills, and target training to onboard hires quickly.

**Problem:** Your organization falls behind in times of change.

**Solution:** With easy access to the leading industry learning materials through Pinnacle Series, your teams stay ahead of shifting market pressures and embrace change as a chance to grow.

**Problem:** Top performing employees depart for greener pastures.

**Solution:** Fresh and relevant content in Pinnacle Series keeps ambitious employees engaged, while structured learning paths highlight the growth opportunities close to home.

## EMPLOYEE DEVELOPMENT AND THE BOTTOM LINE

**Robust L&D is a long-term investment in your workforce, and the evidence is clear: it pays. With the flexibility and power of Pinnacle Series, you maximize your return.**

\$1 trillion:	.....	estimated total cost to US businesses from voluntary turnover (pre-pandemic). <sup>1</sup>
48%	.....	of workers are "extremely" or "very" likely to switch jobs for access to upskilling.
71%	.....	of upskilling workers report increased job satisfaction.
75%	.....	of upskilling workers report that they've advanced in their careers. (For 39%, it was with their current employer.) <sup>2</sup>

1. Gallup. <https://www.gallup.com/workplace/247391/fixable-problem-costs-businesses-trillion.aspx>  
2. Amazon/Gallup. <https://www.gallup.com/file/analytics/354647/amazon-upskilling-report.pdf>

## KEY PINNACLE SERIES FEATURES



**PERSONALIZED LEARNING:** Assess strengths and gaps in employee skills and tailor learning paths toward them.



**ROLE-BASED LEARNING:** Boost consistency and compliance with learning packages aligned to organizational structure.



**CUSTOM CONTENT:** Design materials to meet employee needs, like step-by-step workflows or real-time microlearning.



**PINNACLE AI:** Shrink the distance between question and answer with intelligent recommendations and search results.



**REPORTING:** Unearth rich insights into your workforce's skills over time.



**PINNACLE SERIES CONTENT LIBRARY:** Support your workforce with the highest quality knowledge resources.

## SKILLS ASSESSMENT

Learning strategies are most effective with a clear goal. KnowledgeSmart skill assessments provide a starting point for personalized learning, building engagement through materials that are immediately relevant to employee growth. Better engagement leads to higher retention rates, which in turn help business achieve their strategic goals.

## CONTINUOUS LEARNING

Learning doesn't just happen in structured sessions. Some of the most valuable lessons come in the flow of daily work, where the rubber meets the road. Robust search and adaptable content management put knowledge right at employees' fingertips, enabling workers to capitalize on these learning opportunities in the moment.

## PINNACLE SERIES IS THE KNOWLEDGE PLATFORM THAT EVOLVES WITH YOUR WORKFORCE.

Knowledge needs change throughout the course of the employee life cycle. Rise to the occasion with a dynamic learning system that fosters engagement, deepens connections, and empowers your people to grow.

**Contact our service representatives today for a demo of our software and to learn more about our content catalog.**

