



# Career Highways + Businessolver®



## Who is Career Highways

Career Highways is a career path platform powered by a skills-based job architecture. It turns static roles and training assets into clear, visual, employee-facing pathways, helping organizations drive internal mobility, engagement, and retention by connecting every role to the skills, learning, and career moves that matter most.

### With Career Highways, employers can benefit from:

- Reduced time and cost to build and maintain robust, agile job structures.
- Lower recruiting spend by increasing internal mobility and reskilling into open roles.
- Improved engagement and retention when employees see transparent, skills-based career paths.
- Automated manual career pathing and job architecture work, freeing HR to focus on strategy.
- Real-time visibility into workforce capabilities, skill gaps, and internal mobility opportunities to support better workforce planning.
- Quantifiable cost savings from reduced external hiring, improved retention, and more efficient workforce utilization.

## The Businessolver advantage

Through Businessolver's Pinnacle Partner program, partnering with Career Highways gives employers added value beyond benefits administration and into career transparency, skills intelligence, and workforce strategy. Career Highways' platform helps employers create clear, skills-based career pathways that improve employee visibility into growth opportunities, directly supporting retention, engagement, and internal mobility. All Pinnacle Partners are hand-picked for performance, quality, and measurable results. You can count on built-in support with ready-to-use materials and expert launch support.

Together, Businessolver and Career Highways create a unified platform that connects benefits, career, and workforce intelligence—expanding Businessolver's value beyond benefits administration into broader workforce decision support.

## Why this benefits you and matters for employees

Career Highways helps employees by making career growth visible, attainable, and skills-based. The platform allows employees to clearly see how their current role connects to future opportunities, what skills are required to advance, and which learning, certifications, or experiences can help them get there. By translating complex job architecture into intuitive career pathways, Career Highways reduces uncertainty about "what's next," empowers employees to take ownership of their development, and supports informed decisions about reskilling, internal mobility, and long-term career direction.

## How to get started

**Ready to give your employees access to long-term career growth and simplify your talent management process?**

Adding Career Highways through Businessolver's Pinnacle Partner program is simple, valuable, and integrated. Connect with your Businessolver team today to get started.