Use the Blender Rigify addon to apply a rig onto **both** of your character rigs.

Example videos:

1. <https://www.youtube.com/watch?v=snvlZcQUoXs>
2. <https://www.youtube.com/watch?v=S52A-K5tLDc>
3. <https://www.youtube.com/watch?v=eWCZPSwZXxo>

Note: I recommend using the basic humanoid rig, where some of these videos use the normal humanoid rig which has a lot more bones for fingers/facial features.

Upload a screenshot of your generated rigs (I'll be looking for the inverse kinematic handles).