



2023 Workplace Learning Report | India

Building the Agile Future

L&D puts people and skills at the center of organisational success

We surveyed learning leaders across India to understand how effective L&D programs put people and skills at the centre of organisational success.

“Career development is fundamental to our employee value proposition, and learning is a key business metric.”



Rajnish Borah
Global Head of
Organization Effectiveness
& Learning, WNS Global
Services

The business case for L&D

Learning and development (L&D) uses new influence to elevate people and their skills for business impact.

Upskilling employees is the #1 priority

Top four focus areas of L&D in India for 2023

- 1 Upskilling their employees
- 2 Aligning learning programs to business goals
- 3 Creating a culture of learning
- 4 Improving employee engagement



Investment in learning is expected to grow

71%

of L&D leaders in India expect to have more spending power in 2023.*

* Only 1% of L&D pros surveyed expect their overall budget to decrease in 2023.

Learning is a cross-functional effort

L&D's partnerships across HR and their companies keep getting stronger.

72%

of L&D pros say their role became more cross-functional in the past year.

L&D is working more closely with HR peers

The percentage of L&D pros working more closely with leaders has grown year over year.

With Talent Management/Development

2022 48%

2023 58%

With Employee Engagement

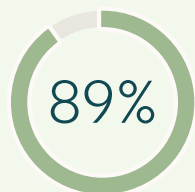
2022 49%

2023 54%

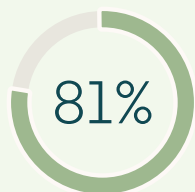


Creating an engaged and resilient workforce

L&D helps create people-centric organizations

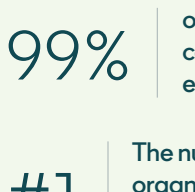


of organisations want to build a more people-centric culture.



of L&D departments are helping.

Learning helps retain your best employees



of organisations are concerned about employee retention.

#1

The number one way organisations are working to improve retention is “providing learning opportunities.”

Skill building holds the key to success



94% of L&D pros in India agree proactively building employee skills will help navigate the evolving future of work.

86%

of L&D pros know what skills their workforce needs now and for the future.

83%

of L&D pros agree it's less expensive to reskill a current employee than hire a new one.

88%

of L&D pros agree L&D has become a more strategic function in 2022.

Aligning skill building with career growth helps engage employees — and unlock their potential

#1

Employees' number one motivation to learn is “progress toward career goals.”

85%

of L&D pros in India say learner engagement has increased over the past year.

57%

of L&D pros say their organisation will use more recorded on-demand learning content in 2023.

“Companies that hire for skills and cultivate a culture of internal mobility by investing in upskilling and learning opportunities will find it easier to attract and retain top talent.”



Georgina O'Brien
Director, APAC Learning and Engagement, LinkedIn



LinkedIn Learning's 2023 Most In-Demand Skills in India

L&D pros need to ensure their people have the skills to navigate the evolving macro environment. That's why LinkedIn Learning pulled together the skills companies need most right now.

Skills sets for jobs are changing rapidly

30%

Skill sets for the same job have changed by 30% since 2015

48%

Skill sets for the same job are expected to change more than 48% by 2025

Using a skill-first approach to hiring can increase talent pools

12.1X

Indian companies that hire for skills can increase their talent pipeline by 12.1X

These are the most in-demand skills for professionals in India and the LinkedIn Learning courses that can help, unlocked for free until 15 March 2023.

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|---|---|----|--|
| 1 | Management:
How Managers Drive Extraordinary | 6 | Leadership:
Leading Global Organizations |
| 2 | Software Development:
Programming Foundations: Fundamentals | 7 | Engineering:
Getting Started with Technology: Think Like an Engineer |
| 3 | SQL:
SQL Essential Training (releasing January 2023) | 8 | Analytical Skills:
Critical Thinking and Problem Solving |
| 4 | Communication:
Communication Foundations | 9 | Python (Programming Language):
Python Essential Training |
| 5 | Java:
Hands-On Introduction: Java | 10 | Sales:
Cold Calling: The First Seven Seconds |

As organisations seek ways to navigate shifting priorities, rising employee expectations, and economic uncertainty, learning will always help to build the skills and develop the people for a stronger future.