

2023 Workplace Learning Report | India

# Building the Agile Future

L&D puts people and skills at the center of organizational success | Explore the full global report

We surveyed learning leaders across India to understand how effective L&D programs put people and skills at the center of organizational 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 crossfunctional effort

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

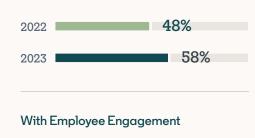
72%

of L&D pros say their role became more crossfunctional 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





## Creating an engaged and resilient workforce

#### L&D helps create peoplecentric organizations



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



of L&D departments are helping.

## Learning helps retain your best employees

99%

of organizations are concerned about employee retention.

#1

The number one way organizations 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 organization 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

As organizations 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.

Explore the full report for deeper insights, data, and advice from global learning leaders.