

# 2021 Workplace Learning Report

Full report available at: [lnkd.in/learning-report](https://lnkd.in/learning-report)

After a year when everything shifted, learning has moved front and center. We surveyed thousands of learning professionals, managers, and learners to find out where learning is headed next.



## Skill building in the new world of work

L&D is stepping up as the strategic business partner organizations need in today's workplace.

### *L&D's seat at the table is here to stay*

Executives took notice of the positive impact learning programs can have during times of change and uncertainty as learning leaders stepped up to prove their value this year.

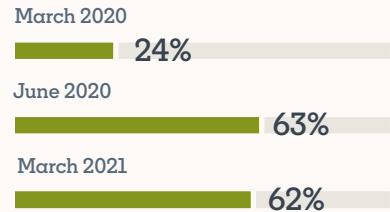
78%

of L&D pros in India agree that L&D has shifted from a 'nice to have' to a 'need to have' in 2021.

Nearly two-thirds of L&D pros in India said that they still have a seat at the C-suite table.

This number was just 24% globally at the beginning of 2020. It's a huge shift in the span of just a year.

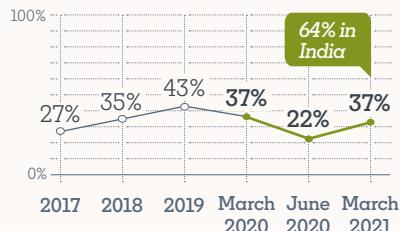
% of L&D pros in India who agree that L&D has a seat at the executive table:



L&D pros are bullish on budget growth, even after a challenging year.

Now that many companies have 'more or less' settled into the new world of work, L&D budget growth is nearly back to pre-pandemic levels.

% of L&D pros globally surveyed at these times who expect their budget to increase:



### *Upskilling and reskilling is the top priority for L&D pros in India*

According to a 2020 World Economic Forum report, 85 million jobs are predicted to be displaced and 97 million new ones will be created by 2025. This signals a huge opportunity for L&D to inspire the skillbuilding that organizations need to prepare for our new world of work. Based on our report, it seems like learning leaders have gotten the message.

58% of L&D pros in India said the #1 priority for their L&D programs in 2021 is upskilling and reskilling.

14% increase to the global number since June 2020

The top three areas of focus for L&D programs in 2021, in rank order:

1. Upskilling & reskilling



2. Leadership & management



3. Diversity & inclusion



of L&D pros in India say that internal mobility is more of a priority now than before COVID-19.

*internal hires now make up a greater share of all hires.*

Internal mobility programs help ensure skill-building is meaningful and strategic.

It's important that employees see the benefit of upskilling or reskilling programs, and one way to ensure that is through internal mobility programs. L&D plays a crucial role here.

Percentage of L&D pros who are doing these tasks as part of their organizations' internal mobility programs:

Help identify skills gaps



Build internal mobility tools



Drive internal mobility and fill critical roles



## Community drives engagement in hybrid workplaces

Learner engagement was more of a challenge this year than ever before as we saw much of the workforce move to hybrid or remote workplaces. With a dramatic decrease in instructor-led training, we were curious if community-based learning was having an impact on engagement.

30X  
more hours of learning content

*When we looked at the data from LinkedIn Learning, we found that learners who use social features on average watched 30x more hours of learning content.*

L&D pros in India deeply understand the power of community. We found they believe that:



*“The only way to convince the board is to present very clear, developed L&D strategies that will deliver the people with the requisite skills to take advantage of business opportunities”*



Technology, India

Source: [The Handbook of L&D Pioneers](#)

## Diversity and inclusion is a top talent development priority in 2021

“At a time when the world is focused on racial justice, compounded by a pandemic that has disproportionately upended Black, Latino, and underserved communities, it is critical for companies—as the engines of economic opportunity and prosperity—to play a leading role in building a more equitable future for all.”



Rosanna Durruthy,

Vice President, Global Diversity, Inclusion, and Belonging at LinkedIn

One way organizations are working towards building a more equitable future is through L&D programs.

% of L&D pros who think D&I programs are a priority in 2021:



of organizations surveyed in India currently have a D&I program or are interested in starting one this year.

After a year of economic uncertainty, massive change, and a renewed focus on racial justice, it isn't a huge surprise to see the [programs that L&D pros in India will plan to deploy in 2021 \(in rank order\)](#):

1  
Large-scale upskilling or reskilling

2  
Digital fluency

3  
Diversity and inclusion

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