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.

**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%

**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.

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“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
## Creating an engaged and resilient workforce

**L&D helps create people-centric organizations**

- 89% of organisations want to build a more people-centric culture.
- 81% of L&D departments are helping.

**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**

- 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.

**Learning helps retain your best employees**

- 99% of organisations are concerned about employee retention.
- The number one way organisations are working to improve retention is “providing learning opportunities.”
- 89% of organisations are concerned about employee retention.

“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 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.

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  India 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.

1. Management: How Managers Drive Extraordinary
3. SQL: SQL Essential Training (releasing January 2023)
4. Communication: Communication Foundations
5. Java: Hands-On Introduction: Java
6. Leadership: Leading Global Organizations
7. Engineering: Getting Started with Technology: Think Like an Engineer
8. Analytical Skills: Critical Thinking and Problem Solving
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.

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