

The Transformation of L&D

We surveyed thousands of learning leaders from across the globe to understand how learning is evolving to help people and organizations grow.



L&D is more central, strategic, and cross functional

Learning leaders lived up to high expectations over the past year. Their time in the spotlight is just beginning.



L&D pros seize their opportunity to lead

91%

of L&D pros in India helped their organization adapt to change

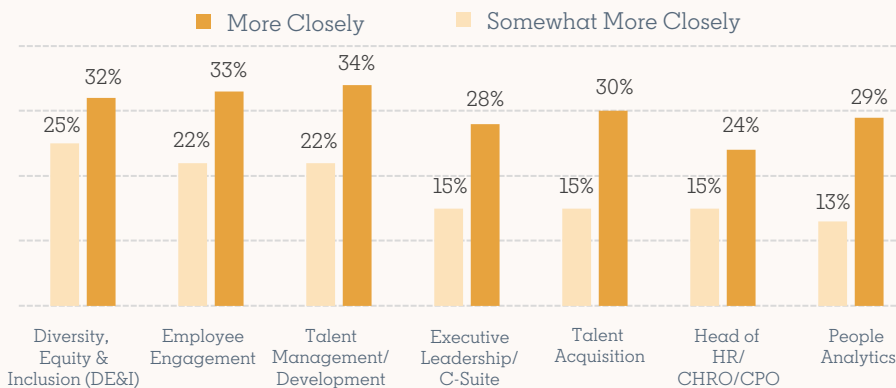
+94%

increase in demand for L&D specialists by mid-2021

Internal networks expand with more room to grow

84% agree that L&D in India has become more collaborative, particularly with DE&I, employee engagement, and talent development.

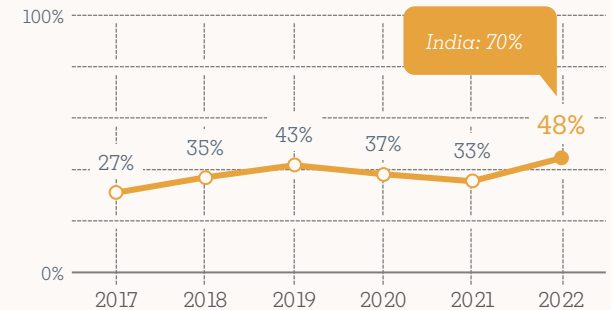
L&D Program Partnership Shifts vs. Last Year



Go big with budget

The percentage of L&D leaders who expect to have more spending power has reached a six-year high. That means more opportunities to build headcount and invest in technology.

Nearly three-quarters of L&D pros in India expect their budgets to increase this year.*



*Note that past surveys included more granular categories of budget increases. This year's question simply asked whether L&D pros expect their budget to increase, decrease, or remain the same.

"In an age where consumers are seeking minimum touchpoints to get the job done, there has been a tremendous focus on digital learning platforms to enable self-paced learning culture for employees."

[Manasi Yadav](#)

Head of L&D, CarDekho

L&D's 2022 to-do list

With more partners and budget comes more responsibilities. L&D will need to scale in all key areas to meet growing demand for skills-development.



Leadership and upskilling are top priorities

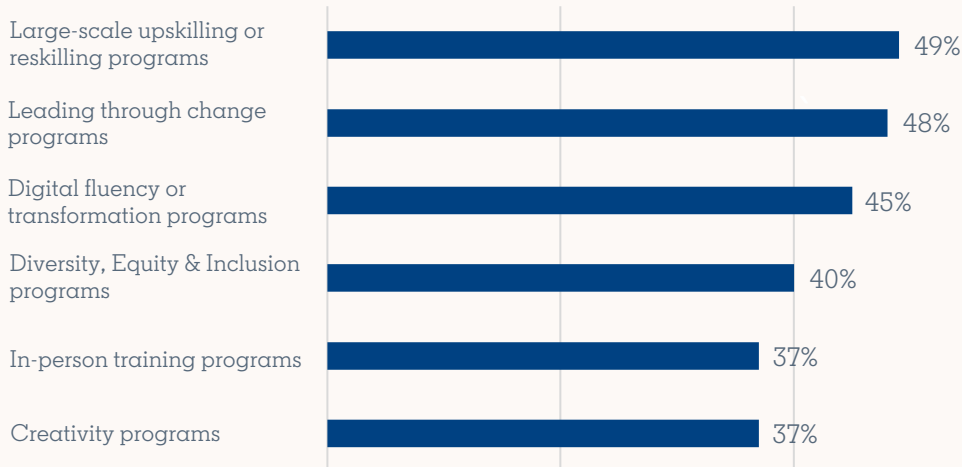
Amid many competing tasks, L&Ds ranked their top focus areas for the next year*:

- Leadership & management training **49%**
- Upskilling and reskilling employees **46%**
- Digital upskilling / digital transformation **26%**
- Diversity, equity & inclusion **26%**

*Percent who selected the focus area as one of their top three choices

Launch more programs at scale

Compared to last year, more L&D Pros globally are planning to launch programs across all key learning areas.



Build a better employee experience

The top three ways to motivate employees to learn in APAC were all connected to careers:

- 1 If it is personalized specifically for my interests and career goals
- 2 If it helps me stay up to date in my field
- 3 If it helps me get another job internally, be promoted or get closer to reaching my career goals

“Along with helping organizations bridge the skill gap, Internal Mobility empowers employees to take ownership of their careers and instills confidence that the organization prioritizes them and believes in their talent.”

Manasi Yadav
Head of L&D, CarDekho