

TOP FOCUS AREAS FOR TALENT DEVELOPMENT IN 2020



Identify and assess skills gaps

As the shelf-life of skills is depleting quite rapidly, talent teams have accelerated the process of identify, assess and close skills gaps, and learners are also keen towards learning new skills.

Skills gaps might leave an estimated 2.4 million jobs unfilled till 2028

Increase engagement with learning programs

Various promotional activities like email marketing, intranet posting, LMS and leadership involvement are being taken up by L&D teams to increase participation

L&D teams spend only 15% of their time in promoting L&D programs



Develop career framework

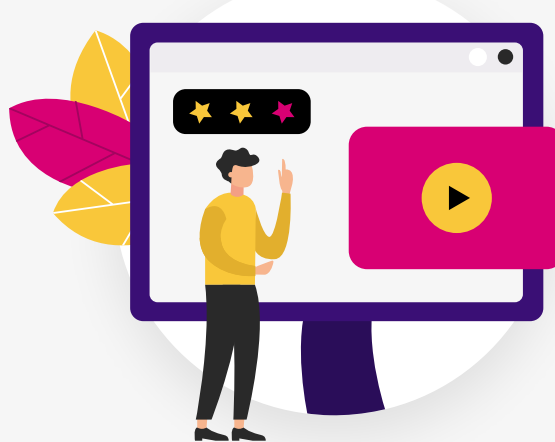
Explicitly shows the progress graph of an individual to demonstrate their career advancement and remove recency bias

93% of employees are willing to stay with a company ready to invest in their careers

Provide consistent and valuable learning to employees globally

Multi-national organizations are focused on building a pool of talent that deliver consistent learning to cater to local as well as global offices

20% of total learning content needs to be regionalised on account of cultural differences



Understand the impact of technology and automation

Technology-based learning like online, gamification, video, etc. are some of the effective means that encourages learners' engagement

50% of companies with learning technology lasting over 5 years are replacing LMS because of learners' satisfaction

Sources

www.forbes.com www.deloitte.com www.linkedin.com