

The Future of Employee Learning

In an evolving work landscape, employee learning is overdue for an update. Find out how to leverage new trends to improve employee retention and satisfaction.

8 in 10

employees say they need additional skills to do their day-to-day work.¹

76%

of employees say they'd stay at their company longer if they had more learning and development support.¹

55%

of employees say the best way to develop their skills is to change companies.¹

Employees don't feel that their learning and development is being prioritized

Nearly half of employees express that neither their immediate manager (**48%**) nor their senior leadership (**49%**) prioritize learning and development at work.¹ Companies must quickly reprioritize learning in the workplace or risk challenges like skill gaps, poor company culture, and employee turnover.



Bring learning into the context of work activities

Respondents that see how engaging in learning applies directly to their work were **2.2x** as likely to engage in professional learning and development.²

1

3 ways to modernize your learning program

2

Leverage real scenarios and interactions to deliver learning

People obtain **70%** of their knowledge from on-the-job experiences, **20%** from interactions with others, and **10%** from formal learning.³

3

Incorporate learning with the tools employees use

61% of employees would be more engaged with learning if it was intertwined throughout their work and collaboration platforms.²

Drive a modern learning culture with Microsoft Viva Learning

Weave learning into the work platforms your employees are already using, like Microsoft Teams, with built-in social capabilities to realize benefits like:

50%

reduction in time to full productivity via accelerated onboarding⁴

20%

reduction in employee attrition⁴

58%

increase in the number of employees who have taken 2+ elective learning courses in a month at Microsoft since deploying⁵

"We wanted to create a different experience with peer-to-peer and social recommendations to put employees at the center of their learning."

– Nur Duygun
Senior Product Manager at Microsoft⁵



Check out the [Viva Learning webpage](#) to learn more.

1. [Work Trends Index](#), 2022

2. [People Science](#), July 2022

3. [Center for Creative Leadership](#), 2022

4. [The Total Economic Impact of Microsoft Viva](#), Sept 2022

5. [Microsoft upgrades its employee learning experience with Viva](#), Sept 2022