# Top 5 Learning Talent Solutions Trends in 2023

In today's hybrid world, organizations need to adopt a holistic approach to continuously retain and upskill their top talent. In 2023 and beyond, organizations will witness a paradigm shift in talent acquisition from a siloed approach to one integrated with other functions such as HR, L&D, and others.

Listed below are 2023 top five learning talent solutions trends to watch out for

1

### Internal Mobility-
Move Up or Move Around

Prioritizing the need for internal mobility to bridge employees' skills-gaps, improve career paths, and increase retention.
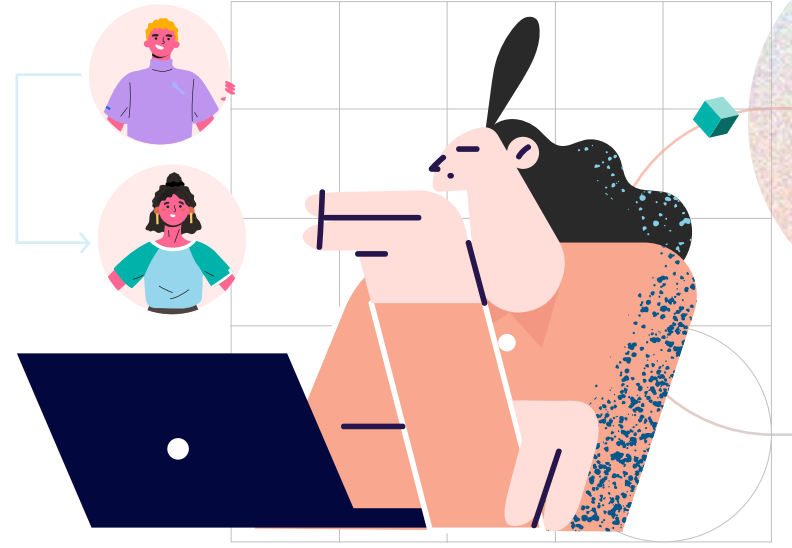
2

Remote Hiring-
Virtual is Here to Stay

Leveraging digital tools to facilitate collaborative hiring helps improve the candidates' experience by giving insight of the company culture, values, and vision.
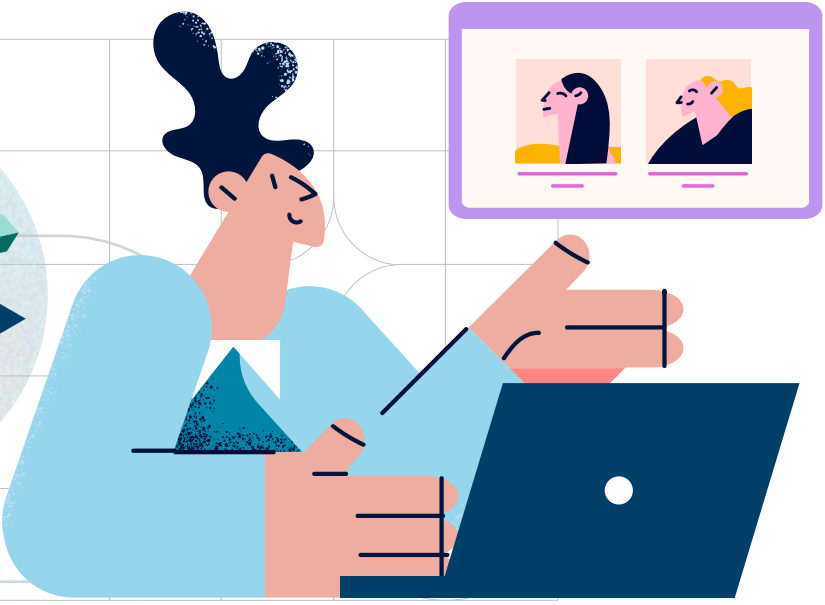
3

Calling Boomerang Workforce-
Time to Bounce Back

Rehiring employees gives an extra benefit of getting the boomerang workforce with desired skill sets to meet the diverse business needs.

4

Successful Workforce Planning- Make it Smarter

Leading scenario-based, smarter, and more flexible workforce demand plans to manage risks and grab better opportunities to thrive in the future.

5

Focusing on Diversity & Inclusion- Value your Employees

Connecting journeys of recruiters and talent managers to retain diversity and make new hires feel valued and revered.

The focus for organizations in the year 2023 will be clear - to encourage virtual collaboration, enhance the candidate experience, retain employee diversity, making both employers and employees grow and excel together.