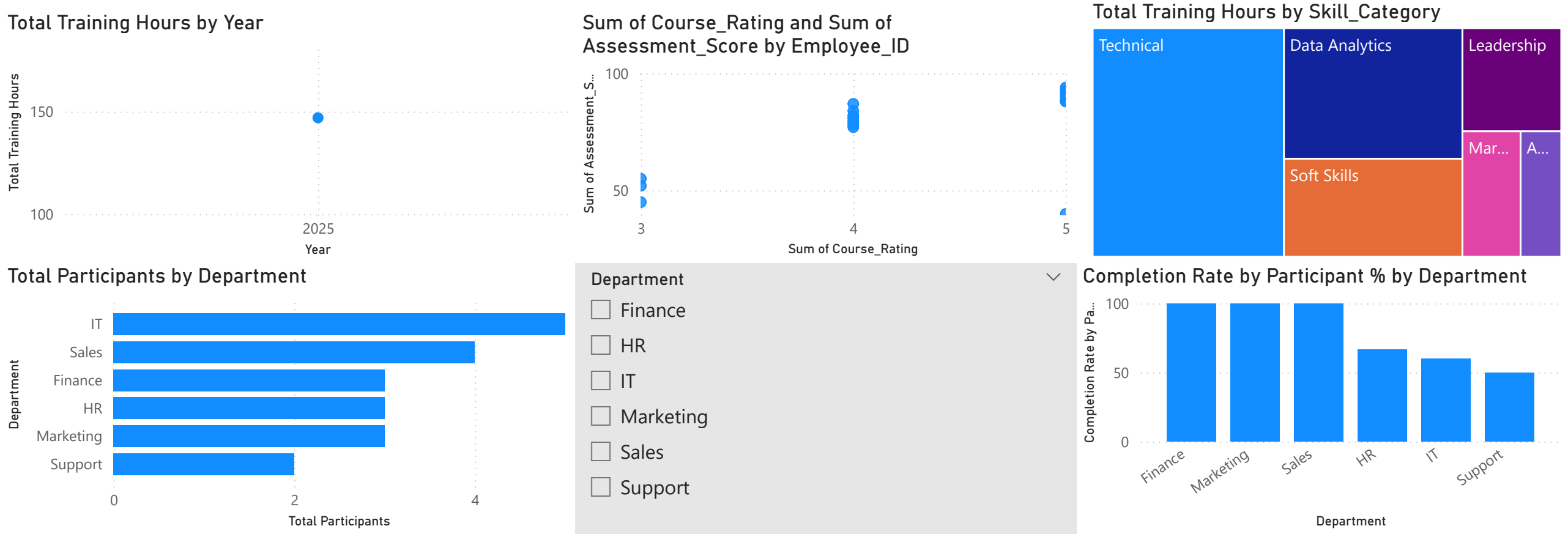
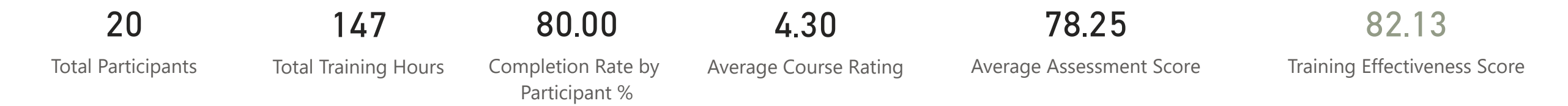


# Learning & Development Insights Dashboard



## Key Insights & Recommendations

This page summarizes insights derived from the Learning & Development dashboard, focusing on participation trends, completion rates, and employee performance across departments. These insights help identify opportunities to improve training outcomes and enhance workforce capabilities.

### Key Insights

- IT department shows the highest participation in training programs, indicating strong adoption of learning initiatives and a higher focus on technical upskilling.
- Support department has the lowest participation, which may reflect limited awareness, inadequate motivation, or operational workload constraints preventing employees from attending training.
- Employees are spending a total of 147 training hours, with an average course rating of 4.30, showing that learners are satisfied with the quality of the training content.
- The overall training completion rate stands at 80%, demonstrating positive engagement; however, targeted interventions in low-participation departments may further improve completion outcomes.
- An average assessment score of 78.25 suggests that training is effectively improving skills, especially in departments with higher participation.

### Recommendations

- Increase participation in the Support department by offering flexible training schedules, simplifying enrollment steps, and encouraging managers to assign mandatory learning modules aligned to role requirements.
- Introduce targeted communication campaigns and micro-learning nudges to create awareness about available training programs, especially for low-engagement departments.
- Expand technical learning pathways and advanced skill certifications for the IT team to leverage their high participation and further strengthen organizational digital capability.
- Implement recognition mechanisms—such as certificates, badges, or monthly learner spotlights—to motivate employees to complete assigned courses and improve overall completion rates.
- Conduct pre- and post-assessment evaluations for all courses to better measure learning impact and update training content based on identified gaps or low scoring skill areas.
- Align learning plans with performance reviews, ensuring employees receive personalized training recommendations that support both career growth and business skill needs.