udemy business

Building Learning Alliances That Future-Proof Your Tech Teams

Technology is evolving faster than your team can keep up, and you're feeling the strain. With critical skills in cybersecurity, artificial intelligence, and software architecture increasingly hard to hire for, and the average tech skill lasting only 2.5 years, keeping your team's capabilities up to date is more critical and more challenging than ever.

Yet, your team's specific learning needs are often overlooked. The common, and often draining, reality is that you end up shouldering the responsibility for your team's development. The leaders that stay ahead do something different, though: They partner with L&D to deliver continuous, hands-on learning that meets the real needs of engineering, data, and IT roles.



This guide shows you how to build partnership with HR and L&D to give your teams the learning they need.

Why partner with L&D?

Across organizations, technical teams often end up designing and managing their own upskilling programs. They source content, manage licenses, run enablement sessions, and troubleshoot adoption challenges — all while leading product roadmaps, overseeing architecture, and delivering business-critical outcomes.

This “shadow CLO” burden drains time, splits focus, and results in inconsistent learning experiences. The good news? With the right guidance, HR and L&D can become true partners in developing your technical team.

L&D leaders don’t need to be engineers or security architects to help your teams thrive. But they do need a clear understanding from you of the skills your team must build, the tools they use, and the outcomes you expect.

The four inputs L&D needs to support your tech teams

When collaborating with L&D and HR on building a learning program comprised of relevant learning paths for teams and individual roles, you’ll want to provide these four inputs:

1 Define the theme of the learning path

In under 10 words, share the overall skills you want your team to develop. For example:

“Secure cloud infrastructure design using AWS.”

This orients L&D to the core problem.





2 Specify what learners should be able to do

This is where you articulate your desired outcomes, such as:

- “Deploy automated security controls using AWS Config and Security Hub.”
- “Configure IAM policies using AWS best practices.”
- “Assess the security posture of existing AWS workloads.”

3 Share the tools and technologies of interest



Engineers need tool-specific training, not just a theoretical background. Tell L&D leaders exactly what your team needs to know so that they select the right content.

For example, a secure cloud infrastructure learning path might require familiarity with:

- AWS Identity & Access Management (IAM)
- Amazon VPC for network segmentation
- AWS Key Management Service (KMS)

4 Name the intended audience

Who is this learning program for: junior developers, data analysts, or senior architects?

Once defined, these inputs power Udemy’s AI to generate a **skills tree framework** — a structured map of competencies needed for mastery, which is then matched to relevant content.

What every technical learning path needs

Your technical teams need to acquire and apply new skills fast. The 70-20-10 learning model shows that 70% of all learning is acquired through hands-on experience — by far the most effective way to make knowledge stick.

Udemy Business Pro and Enterprise deliver an ecosystem to make learning effective by combining top courses, hands-on practice, assessments, and certification prep into structured paths aligned to roles and skills.

Work with your HR or L&D partners to ensure these must-haves are in any technical learning program:

Assessments

Assessments pinpoint where learners stand today and where they need to grow. Each one includes 30 knowledge-based questions, takes about 25–30 minutes, and produces personalized recommendations with detailed explanations, ensuring every learner begins their journey at the right level.

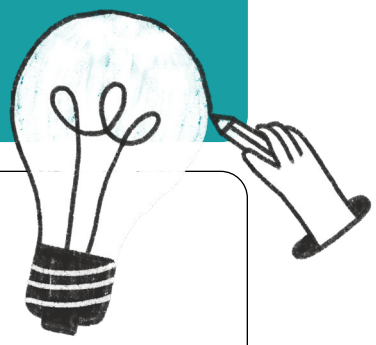
Practice exams for certification readiness

Certification lends your team credibility. Not to mention that 94% of IT leaders say certified employees deliver value beyond the cost of certification.

Udemy practice exams simulate the real testing environment and reinforce learning through answer explanations.

Hands-on practice in risk-free workspaces

Hands-on learning isn't only more effective, but it can also boost retention by up to 75%.



Udemy Business provides the scale to support hands-on learning across the organization:

- → 60+ pre-built Udemy Pro paths combining courses, assessments, and real-world projects
- → Over 400 project-based labs and 600+ coding exercises for hands-on practice
- → 2,500+ practice tests and 9,000+ quizzes
- → 35+ risk-free technical workspaces for testing, building, and experimenting safely

Available through Udemy Business Enterprise/Pro plan

Udemy offers two types of labs for practical learning experiences:

In-course labs

Integrated directly into the learning experience, these labs provide:

- Seamless transitions from video lessons to hands-on tasks
- Real-time practice inside secure, sandboxed environments
- Resource files and guided exercises that reinforce learning

Project-based labs

Standalone, real-world scenario projects:

- Choose “Follow Along,” “Guided Challenge,” or “Open Challenge”
- Includes a companion workspace for exploration
- Some labs offer automated reviews for real-time feedback

Build the learning engine your tech teams deserve

With Udemy Business Pro or an Enterprise plan, L&D can help you deliver hands-on labs, assessments, AI-powered learning paths, and certification prep — all without adding work to your plate.

> **Bring immersive technical learning** to your teams.

About Udemy Business

Udemy is an AI-powered skills acceleration platform transforming how companies and individuals across the world build the capabilities needed to thrive in a rapidly evolving workplace. Udemy Business provides enterprise skills development solutions to thousands of companies, including Ericsson, Samsung SDS America, On24, Tata Consultancy Services, The World Bank, and Volkswagen, to build agile, future-ready teams.

Learn more at business.udemy.com

A checklist to share with L&D

Gather these details to ensure your learning program is built right the first time:

1 Skills definition

- [ ] Path theme (≤10 words)
- [ ] Required outcomes (what learners should be able to do)
- [ ] Required tools/technologies
- [ ] Who the learning path is for

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2 Program structure needs

- [ ] Role-based or skill-based learning path
- [ ] Include assessments at the start
- [ ] Include hands-on labs and workspaces
- [ ] Include certification prep where relevant

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3 Success metrics (provided by your L&D partner)

- [ ] Skill progression (from assessments)
- [ ] Lab completions
- [ ] Certification pass rates
- [ ] Time-to-productivity improvements
- [ ] Other

