

LinkedIn Learning

# See how L&D is shaping the finance industry this year

Executive Summary from our  
2024 Workplace Learning Report



# Discover how L&D powers the future for the finance sector

In a world awake to AI's impact, skill building is no longer simply a perk for finance employees — it's a priority for organisational success. So it's no surprise that aligning learning to business goals is L&D's top focus area for the second year in a row.

## Aligning learning to business goals is L&D's No.1 priority for the finance industry

Top 5 L&D focus areas for 2024:

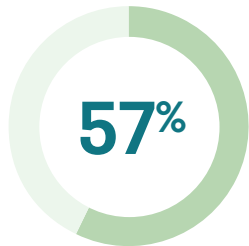
- 1 Aligning learning programmes to business goals
- 2 Creating a culture of learning
- 3 Upskilling employees
- 4 Helping employees develop their careers
- 5 Supporting employees through organisational change



## Learning across finance companies is evolving, in format and delivery

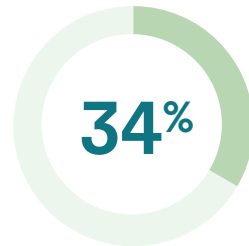
In 2024, finance employees expect to access learning in increasingly condensed, and more virtual, environments.

### Learning works well in small bites



of L&D teams in finance plan to deploy microlearning programmes (short bursts of instruction available in the flow of work) in 2024.

### Companies are meeting the needs of the modern learner



of L&D finance pros expect to have more virtual ILT (VILT) or live online training delivered in a virtual environment.

### Companies are empowering everyone to grow

# 36%

of L&D professionals in the finance industry surveyed indicate that their budgets are increasing in 2024, with the highest change in online learning/recorded on-demand online content.



# “

Internal mobility is a great idea for individual companies, but what if we think even bigger? A cross-industry talent exchange programme with temporary position swaps among employees with comparable functions and tenure levels would accelerate skill-building for all. This initiative, spanning vendor-customer partnerships and collaborations across various sectors, introduces fresh perspectives, promotes an exchange of best practises, and enriches skill sets. Employees gain a deeper understanding of diverse business environments, contributing to a dynamic, adaptable workforce.



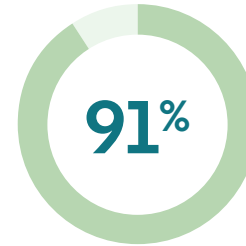
– **Chris Louie**  
Head of Talent Development at Thomson Reuters

# The value of L&D in the finance space is being recognised

Employee engagement, retention and internal mobility are directly linked to learning.

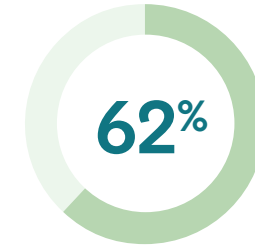


## L&D drives impact with internal mobility



of L&D pros in the finance sector say they can show business value by helping employees gain skills to move into different internal roles.

## L&D encourages employees to stay and grow

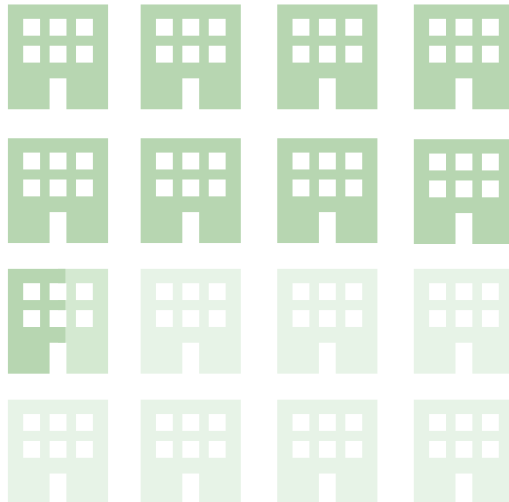


of finance companies are providing learning opportunities to boost employee retention.

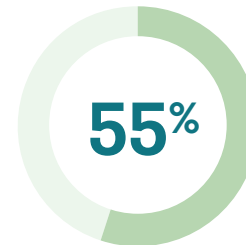
## L&D's voice is growing

# 57%

of finance companies now give L&D a seat at the executive table.



## Investing in L&D keeps employees engaged



of finance industry professionals say that learner engagement at their company has increased over the last year.

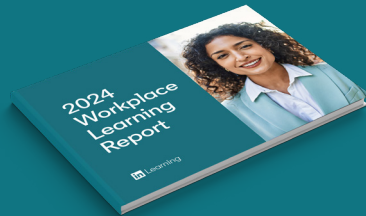




## It's not all about AI

While AI continues to permeate all aspects of finance, the human element is still vital to business growth.

**97%** of L&D pros agree that human skills, or soft skills, are increasingly important.



For more great global and UK insights, explore the full 2024 Workplace Learning Report.

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