

2021 Workplace Learning Report

Full report available at: lnkd.in/learning-report

After a year when everything shifted, learning has moved front and center. Want to know where learning is headed next? We surveyed government learning professionals globally to find out.



Skill building in the new world of work

L&D is stepping up as the strategic business partner organizations need in today's workplace.

L&D's seat at the table is here to stay

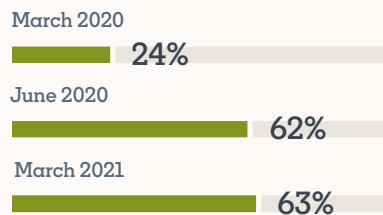
The data tells us that government learning leaders have elevated the L&D function and proven the value of their programs this year.

66% of government L&D pros globally agree that L&D has shifted from a 'nice to have' to a 'need to have' in 2021

Nearly two-thirds of L&D pros said that they still have a seat at the C-suite table.

This number was just 24% at the beginning of 2020. It's a huge shift in the span of just a year.

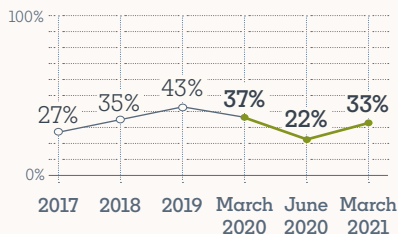
% of L&D pros globally who agree that L&D has a seat at the executive table



L&D pros are bullish on budget growth, even after a challenging year.

Now that many organizations have 'more or less' settled into the new world of work, L&D budget growth is nearly back to pre-pandemic levels.

% of L&D pros globally surveyed at these times who expect their budget to increase



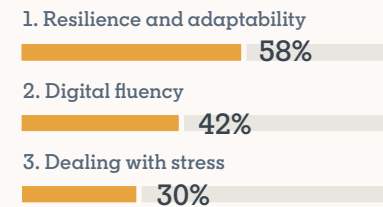
Upskilling and reskilling is a top priority for government L&D pros globally

According to a 2020 World Economic Forum report, 85 million jobs are predicted to be displaced and 97 million new ones will be created by 2025. This signals a huge opportunity for government L&D pros to inspire the skillbuilding that organizations need to prepare for our new world of work. Based on our report, it seems like they've gotten the message.

Fifty-nine percent of L&D pros globally said the number-one priority for their L&D programs in 2021 is upskilling and reskilling.

That's a 15% increase since June 2020

The top three skills government talent leaders are focused on developing within their employees are:



"I think we're going to see a shift toward employee development that is more humanistic and individualized at its core. Taking into account the whole person, including their home and work-life priorities, will become critical now that lines between both are a bit more blurry. Empowering people leaders to have real conversations with their employees to get to know more than just their career goals, and removing any notion for employees that they should leave their 'professional development' goals at their worksite."



Jennifer Healy,
Workforce Development
Manager, City of Seattle

Community drives engagement in hybrid workplaces

Learner engagement was more of a challenge this year than ever before as we saw much of the workforce move to hybrid or remote workplaces. With a dramatic decrease in instructor-led training, we were curious if community-based learning was having an impact on engagement.

30X
more hours of
learning content

When we looked at the data from LinkedIn Learning, we found that learners who use social features on average watched 30x more hours of learning content.

Government L&D pros globally deeply understand the power of community and the benefits of learning together beyond pure engagement. They believe that:

learning is more engaging when people learn together

82%

employees who learn together are more successful

94%

it helps create a sense of belonging

94%

Diversity and inclusion is a top talent development priority in 2021

“We realize this is the place and the time. We are all trying to push the envelope as fast and as far as we can right now. And we’re hoping in the next two-to-four years, we’ll be able to move the needle in a way we haven’t been able to in years.”



Donna Stephans,
Organizational Development Manager, City of Austin

One way agencies are working towards building a more equitable future is through L&D programs



66% of government L&D pros globally report that D&I programs are a priority in 2021.



75% of government agencies surveyed currently have a D&I program or are interested in starting one this year.

After a year of economic uncertainty, massive change, and a renewed focus on racial justice, it isn't a huge surprise to see the **programs that government L&D pros globally will plan to deploy in 2021 (in rank order):**

1 Leading through change

2 Diversity and inclusion

[Download the full report here](#)

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