

# 2021 Workplace Learning Report

Full report available at: [lnkd.in/learning-report](https://lnkd.in/learning-report)

We surveyed learning professionals, managers, and employees across the UK to find out where learning is headed next.



## Skill building in the new world of work

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

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

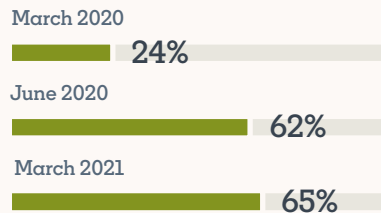
Executives took notice of the positive impact learning programmes can have during times of change and uncertainty as learning leaders stepped up to prove their value this year.

**57%** of L&D pros in the UK agree that L&D has shifted from a 'nice to have' to a 'need to have' in 2021.

#### Two-thirds of L&D pros say that they 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.

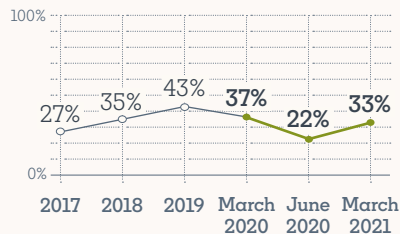
% of L&D pros globally who agree that L&D has a seat at the executive table:



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

Now that many companies 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:

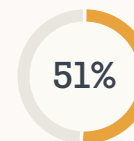
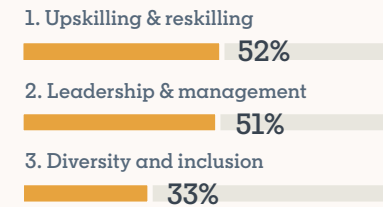


### L&D is prioritising upskilling and reskilling in 2021

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 L&D to inspire the skillbuilding that organisations need to prepare for our new world of work. Based on our findings, it seems like learning leaders have gotten the message.

#### Fifty-one percent of L&D pros in the UK said the number one priority for their L&D programmes in 2021 is upskilling and reskilling.

The top three areas of focus for L&D programmes in 2021, in rank order:



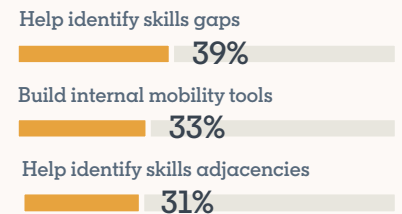
of L&D pros in the UK say internal mobility is more of a priority now than pre-COVID-19.

Internal hires now make up a greater share of all hires.

#### Internal mobility programmes help ensure skill building is meaningful and strategic.

It's important that employees see the benefit of upskilling or reskilling, and one way to ensure that is through internal mobility programmes. L&D plays a crucial role here.

Percentage of L&D pros who are doing these tasks as part of their organisations' internal mobility programmes:



## 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.

### L&D pros understand the power of community. They believe that:

learning is more engaging when people learn together

84%

employees who learn together are more successful

94%

it helps create a sense of belonging

95%

*“This is the time to ask those big questions and create change—and to disrupt and pioneer and take risks; you need to have that confidence. You need to have that swagger saying, ‘I know my function and I can make that difference.’ That is why my biggest advice is: Lead! Don’t wait for someone else to tell you to lead. Lead! Lead proactively! Grab the spotlight! If not now, then when? If not us, then who? This is our time. Let’s make a big impact.”*



Leena Nair,  
CHRO of Unilever

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## Diversity and inclusion is a top talent development priority in 2021

“At a time when the world is focused on racial justice, compounded by a pandemic that has disproportionately upended Black, Latino, and underserved communities, it is critical for companies—as the engines of economic opportunity and prosperity—to play a leading role in building a more equitable future for all.”

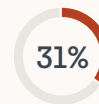


Rosanna Durruthy,  
Vice President, Global Diversity, Inclusion, and Belonging at LinkedIn

One way organisations are working towards building a more equitable future is through prioritising D&I programmes. And they’re asking for L&D’s help to meet the moment.

% of L&D pros who think D&I programmes are a priority in 2021:

L&D pros globally **64%**  
L&D pros in the UK **77%**



31%  
are working closely with D&I teams on related strategy, programmes and content.



81%  
of organisations surveyed in the UK 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 programmes that L&D pros in the UK plan to deploy in 2021 (in rank order):

1

Diversity and inclusion

2

Leading through change

3

Digital transformation

**LinkedIn** Learning