



Building the Agile Future

L&D puts people and skills at the center of organisational success | [Explore Regional Insights](#)

We surveyed learning leaders from across the United Kingdom to understand how effective L&D programs put people and skills at the center of organisational success.

“The support of L&D is greatly valued. For us, skills and qualifications are the jewel in the crown when it comes to L&D.”



Laggi Diamandi
Head of Learning & Development,
Foster + Partners

The business case for L&D in the United Kingdom

Learning and development (L&D) uses new influence to elevate people and their skills for business impact.

Aligning learning and business goals is the #1 priority

Top three focus areas of L&D for 2023

- 1 Aligning learning programs to business goals
- 2 Upskilling employees
- 3 Creating a culture of learning

Learning is a cross-functional effort

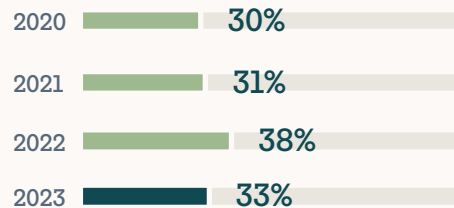
L&D’s partnership across HR and their wider company keeps getting stronger.

74% of L&D pros say their role became more cross-functional in the past year.

Investment in learning remains steady

33% of L&D leaders surveyed expect to have more spending power in 2023.

Percentage of L&D leaders who expect to have more spending power, 2020 – 2023*



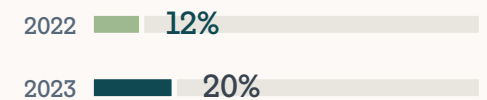
* Only 12% of L&D pros surveyed expect their overall budget to decrease in 2023.



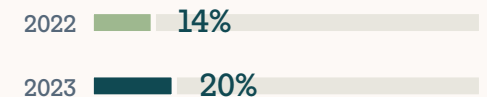
C-suite influence continues to grow

The percentage of L&D pros working more closely with leaders has grown notably year over year.

With chief human resources officer



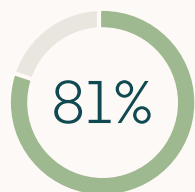
With other executive leadership



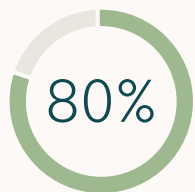
Creating an engaged and resilient workforce in the UK

Aligning skill building with career growth helps engage employees — and unlock their potential

L&D helps create people-centric organisations in the UK



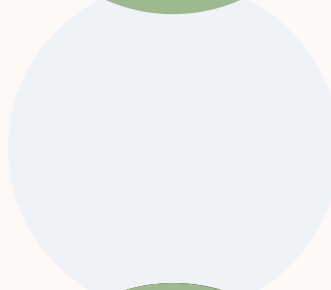
of organisations want to build a more people-centric culture.



of L&D departments are helping build a more people-centric culture.

#1

Employees' number one motivation to learn is "progress toward career goals."



Learning helps retain your best employees

92%

of organisations in the UK are concerned about employee retention.

68%

of organisations think providing learning opportunities is as important as having flexible work arrangements, when it comes to improving retention.

Skill building holds the key to success

88%

88% of UK L&D pros agree that proactively building employee skills will help navigate the evolving future of work.

"Flexibility is not just about location, it is also about how people learn and how leaders facilitate learning.

It would be travesty for L&D professionals to not rethink what true flexibility looks like when it comes to learning."



Amy Williams
Head of Global Performance Development, Austin International



Business metrics fall to the middle or bottom of the list – these include 'progress towards closing workforce skill gaps', 'number of hours spent learning' and 'number of new skills learned per learner'.



Top priorities to help L&D in the UK lead the way in 2023

L&D pros need to make time for their own skill building — it's like putting on an oxygen mask before helping others.

Tip: Prioritise your own learning

Top three fastest growing skills for UK L&D pros*



Coaching and Mentoring



Learning Management Systems



Analytical skills



Employee satisfaction – measured via survey



Number of employees taking courses/trainings



Employee satisfaction – informal/qualitative feedback

Tip: Improve your data literacy

The top three ways UK L&D pros are measuring success are vanity metrics, based on satisfaction with programs.

*Excluding core L&D and HR skills, such as training and development, and instructional design.

As organisations seek ways to navigate shifting priorities, rising employee expectations, and economic uncertainty, learning will always help to build the skills and develop the people for a stronger future.

[Explore the full global report](#) for deeper insights, data, and methodology advice from global learning leaders.