For employees, learning equals career growth. To motivate skill-building in employees, add energy, focus, and engagement to their career development.

Employees say that opportunities to learn and grow is the #1 driver of a great work culture.

Employees' top 3 motivations to learn are all related to career development.

Employees' top 3 barriers to career growth:

1. Lack of time
2. Knowing where to focus
3. Access to a mentor

Upskilling is critical for everyone:

- Employees who feel their skills are not delivering value in their current role are 10x more likely to be job hunting.
- Job skill sets have changed by around 25% since 2015 and are expected to change by 41% by 2025.

Membership and coaching help employees to grow.

The Career Growth & Skills Connection

At the two-year mark, an employee who has made an internal move has a greater chance of staying with their company.

Internal mobility drives skill growth and retention.

Mentorship and coaching help employees to grow.

The more you invest in your coaching skills, the higher your people will perform. You’ll also create more loyalty, and you’ll build your reputation as a developer of people, which then makes you a talent magnet. Who doesn’t want that?

Alisa Cohn, LinkedIn Learning instructor, Promoting Internal Mobility as a Manager

Benefits for organizations that offer coaching and mentoring

- 29x more likely to be a place where employees grow, develop, and unleash their full potential
- 7.2x more likely to engage and retain employees
- 46% more likely to build skills and capabilities needed for career growth
- 29x more likely to see an increase in the retention of employees who have undergone mentorship.

Employees need support to overcome challenges.

- Lack of time
- Knowing where to focus
- Access to a mentor

LinkedIn Learning can help.

Join the LinkedIn Learning Course Club for access to unlocked courses on career development and other topics to help every employee achieve their full potential.

Learn more

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The Career Growth & Skills Connection

Flipside Building with career growth to inspire learners — and value their potential.