The business case for L&D

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 four focus areas of L&D pros in SE Asia for 2023

1. Aligning learning programs to business goals
2. Upskilling their employees
3. Creating a culture of learning
4. Improving employee engagement

**Investment in learning remains steady**

53% of L&D leaders in SE Asia surveyed expect to have more spending power in 2023.

* Only 4% of L&D pros surveyed expect their overall budget to decrease in 2023.

**People who aren’t learning will leave**

Top four reasons to seek a new job in APAC

1. Opportunities to develop and learn new skills
2. Compensation and benefits
3. Flexibility to work when and where I want
4. Opportunities for career growth within the company + support for work-life balance

**Learning is a cross-functional effort**

L&D’s partnerships across HR and their companies keep getting stronger.

86% of L&D pros say their role became more cross-functional in the past year.

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“L&D is critical for staff engagement and retention.”

Crystal Lim-Lange
CEO and Co-Founder, Forest Wolf
Creating an engaged and resilient workforce

L&D helps create people-centric organizations

- 80% of organizations want to build a more people-centric culture.
- 58% of L&D departments are helping build a more people-centric culture.

Learning helps retain your best employees

- 94% of organizations are concerned about employee retention.
- The number one way organizations are working to improve retention is “providing learning opportunities.”

Skill building holds the key to success

- 90% of L&D pros agree that proactively building employee skills will help navigate the evolving future of work.
- 85% know what skills their workforce needs now and for the future.
- 82% agree it’s less expensive to reskill a current employee than hire a new one.
- 79% agree L&D has become a more strategic function in 2022.

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

- Employees’ number one motivation to learn is “progress toward career goals.”
- 62% of L&D professionals say learner engagement has increased over the past year.
- 78% of L&D pros are helping their organization navigate economic challenges.

As organizations 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 report for deeper insights, data, and advice from global learning leaders.

“Companies that hire for skills and cultivate a culture of internal mobility by investing in upskilling and learning opportunities will find it easier to attract and retain top talent.

There has never been a more important time for organizations to invest in their talent.”

Georgina O’Brien
Director, APAC Learning and Engagement, LinkedIn