Improving employee retention is the #1 priority

Top four focus areas of Healthcare L&D for 2023

1. Improving employee retention
2. Aligning learning programs to business goals
3. Creating a culture of learning
4. Upskilling our learners

Investment in learning remains steady

51% of L&D leaders surveyed expect to have the same spending power in 2023 as they did the previous year

32% are expecting their budget to increase

13% of L&D leaders surveyed expect their overall budget to decrease in 2023

2% of L&D leaders don’t know

1% prefer not to answer

L&D is working more closely with HR peers

L&D pros are working more closely with cross-functional partners this year than they were last year:

- With Employee Engagement: ↑ 53%
- With Talent Management and Development: ↑ 50%
- With Diversity, Equity and Inclusion (DE&I): ↑ 45%

Learning is becoming more cross-functional

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

32% of L&D pros say their role became more cross-functional in the past year.

“We our world is moving fast. A dynamic learning and development ecosystem ensures that people can move with it.”

Sandra Humbles, Chief Learning Officer, Johnson & Johnson
“Especially in the nursing field, everyone wants experienced workers but lacks the capacity to train the new folks, so they are stealing talent from each other. We need to figure out a way to break this cycle — and that includes investing in the training capacity to grow brand new workers.”

Van Ton-Quinlivan
Chief Executive Officer,
Futuro Health

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.