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

Creating a culture of learning is the #1 priority

Top four focus areas of L&D for 2023
1. Create a culture of learning
2. Upskilling employees
3. Align learning programs to business goals
4. Improve learner engagement

Investment in learning remains steady
42% of L&D leaders surveyed expect to have more spending power in 2023.

L&D is meeting critical business needs
In 2023, L&D plans to deploy programs to support
1. Mentorship
2. Employee well-being
3. Large-scale upskilling and reskilling programs

80% of L&D pros say it is less expensive to reskill a current employee than hire a new one.

53% of L&D pros say learner engagement has increased in the past year.
Creating an engaged and resilient workforce

L&D helps create people-centric organizations

- 71% of organizations want to build a more people-centric culture.
- 89% of L&D departments are helping.

Skill building holds the key to success

- 58% of L&D pros agree that proactively building employee skills will help navigate the evolving future of work.

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

- Employees’ number one motivation to learn is “progress toward career goals.”

Learning helps retain your best employees

- 92% of organizations are concerned about employee retention.

- The number one way organizations are working to improve retention is “providing learning opportunities.”

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.

“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