



Building the Agile Future

L&D puts people and skills at the center of organizational success | [Explore the full report](#)

We surveyed learning leaders at small businesses across the globe to understand how effective L&D programs put people and skills at the center of organizational success.

“Forward-thinking organizations need to create environments that embrace and unlock the potential of the whole employee.”



Linda Jingfang Cai
Global Head of Learning and Talent Development, LinkedIn

The state of L&D in small business

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

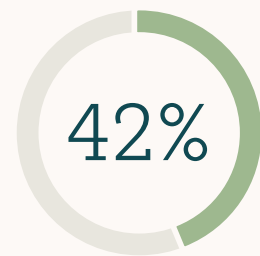
Creating a culture of learning is the #1 priority

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



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

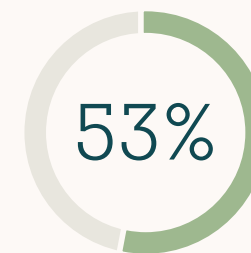
80%

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

L&D is meeting critical business needs

In 2023, L&D plans to deploy programs to support

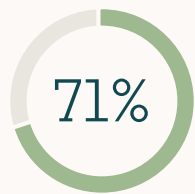
- 1 Mentorship
- 2 Employee well-being
- 3 Large-scale upskilling and reskilling programs



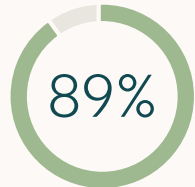
of L&D pros say learner engagement has increased in the past year.

Creating an engaged and resilient workforce

L&D helps create people-centric organizations



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

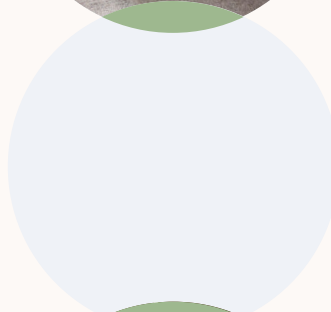


of L&D departments are helping.

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

#1

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.

#1

The number one way organizations are working to improve retention is "providing learning opportunities."

"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

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.