Building the Agile Future

L&D puts people and skills at the center of organizational success | Explore the full report

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

"Learning gives us the power to change our thinking, adapt our behaviors, and deliver new choices."

David Perring
Director of Research,
Fosway Group

The business case for L&D

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

## Upskilling employees is the #1 priority

Top four focus areas of L&D for 2023

1. Upskilling employees
2. Aligning learning programs to business goals
3. Creating a culture of learning
4. Making learning more agile

Learning is a cross-functional effort

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

81% of L&D pros say their role became more cross-functional in the past year.

Investment in learning remains steady

in Learning

42%
33%
11%
11%
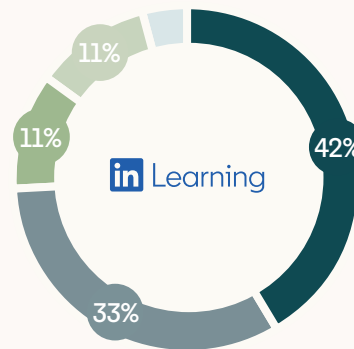
- **42%** of L&D leaders surveyed expect to have the same spending power in 2023 as they did the previous year.
- **33%** are expecting their budget to increase.
- **11%** of L&D leaders surveyed expect their overall budget to decrease.
- **11%** of L&D leaders ot sure if their budget will increase.
- **4%** prefer not to answer.

C-suite influence continues to surge

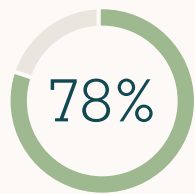L&D pros are working more closely with leaders from other departments than last year:

With Chief Human Resources Officer ↑ 40%
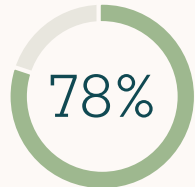
WIth other executive leadership ↑ 52%

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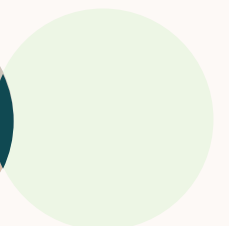
Creating an engaged and resilient workforce

L&D helps create people-centric organizations

78% of organizations want to build a more people-centric culture.
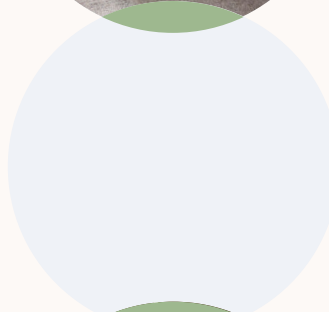
78% of L&D departments are helping.

Skill building holds the key to success

86% of L&D pros agree that proactively building employee skills will help navigate the evolving future of work.

Learning helps retain your best employees

95% of organizations are concerned about employee retention.

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

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."

> "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

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.

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