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

### 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 in Australia for 2023:

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

#### Investment in learning remains steady

- 38% of L&D leaders in Australia surveyed expect to have more spending power in 2023.
- 42% of L&D leaders in Australia expect their budgets to stay the same in 2023.
- 7% of L&D pros surveyed expect their overall budget to decrease in 2023.

#### L&D is working more closely with HR peers

The percentage of L&D pros working more closely with leaders has grown year over year.

- With Diversity, Equity and Inclusion (DE&I)
  - 2022: 52%
  - 2023: 54%
- With Talent Acquisition
  - 2022: 52%
  - 2023: 54%

#### Learning is a cross-functional effort

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

- 74% of L&D pros say their role became more cross-functional in the past year.
Creating an engaged and resilient workforce
Skill building makes people and organisations agile

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<tr>
<th>Skill building holds the key to success</th>
<th>Learning helps retain your best employees</th>
<th>Aligning skill building with career growth helps engage employees — and unlock their potential</th>
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<td>85% of L&amp;D pros agree that proactively building employee skills will help navigate the evolving future of work.</td>
<td>94% of organisations are concerned about employee retention.</td>
<td>#1 Employees’ number one motivation to learn is “progress toward career goals.”</td>
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<td>84% agree they know what skills their workforce needs now and for the future (up 3% YOY).</td>
<td>64% of organisations are “providing learning opportunities” to improve retention.</td>
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<td>81% agree it’s less expensive to reskill a current employee than hire a new one.</td>
<td>Top four reasons candidates in APAC seek a new job:</td>
<td>L&amp;D pros expect training formats to change in 2023.</td>
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<td>1. Opportunities to develop and learn new skills</td>
<td>62% say their organisation will use more online learning or recorded on-demand video content.</td>
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<td></td>
<td>2. Compensation and benefits</td>
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<td>3. Flexibility to work when and where I want</td>
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<td></td>
<td>4. Opportunities for career growth within the company &amp; support for work-life balance</td>
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As organisations 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.