



Building the Agile Future

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

We surveyed learning leaders across Singapore to understand how effective L&D programs put people and skills at the centre of organisational success.

“L&D is critical for staff engagement and retention.”



Crystal Lim-Lange
CEO and Co-Founder,
Forest Wolf

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 in Singapore

- 1 Upskilling their employees
- 2 Creating a culture of learning
- 3 Aligning learning programs to business goals
- 4 Make learning more agile and measure success of learning



Investment in learning remains steady

49%

of L&D leaders in Singapore surveyed expect to have more spending power in 2023.*
(+15% since 2022)

* Only 3% of L&D pros surveyed expect their overall budget to decrease in 2023.

Learning is a cross-functional effort

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

80%

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

C-suite influence continues to surge

L&D pros are working more closely with company leadership to deploy upskilling or reskilling programs this year than they were last year.

Department Heads

86%

Head of HR / CHRO / CPO

67%

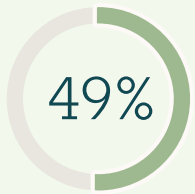


Creating an engaged and resilient workforce

L&D helps create people-centric organisations



70% of organisations want to build a more people-centric culture.



49% of L&D departments are helping.

Champion learning opportunities to improve retention

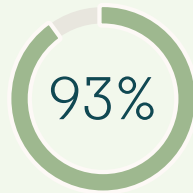
98%

of organisations are concerned about employee retention.

77%

of organisations use learning opportunities to improve employee retention.

Skill building holds the key to success



93% of L&D pros agree that proactively building employee skills will help navigate the evolving future of work.

80%

of L&D pros know what skills their workforce needs now and for the future.

77%

of L&D pros agree it's less expensive to reskill a current employee than hire a new one.

80%

of L&D pros agree L&D has become a more strategic function in 2022 (up 16% YOY).

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."

59%

of L&D professionals say learner engagement has increased over the past year.

75%

of L&D pros are helping their organisation navigate economic challenges.

"Companies that hire for skills and cultivate a culture of internal mobility by investing in upskilling and learning opportunities will find it easier to attract and retain top talent."



[Georgina O'Brien](#)
Director, APAC Learning and Engagement, LinkedIn



LinkedIn Learning's 2023 Most In-Demand Skills in Singapore

L&D pros need to ensure their people have the skills to navigate the evolving macro environment. That's why LinkedIn Learning pulled together the skills companies need most right now.

Skills sets for jobs are changing rapidly

36%

Skill sets for the same job have changed by 36% since 2015

50%

Skill sets for the same job are expected to change more than 50% by 2025

Using a skill-first approach to hiring can increase talent pools

6.2X

Singaporean companies that hire for skills can increase their talent pipeline by 6.2X

These are the most in-demand skills for professionals in Singapore and the LinkedIn Learning courses that can help, unlocked for free until 15 March 2023.

- 1 Management:**
[Manager as Coach](#)
- 2 Sales:**
[Sales Foundations](#)
- 3 Project Management:**
[Project Management Foundations](#)
- 4 Communication:**
[Unlocking Authentic Communication in a Culturally-Diverse Workplace](#)
- 5 Leadership:**
[Human Leadership](#)
- 6 Marketing:**
[Digital Marketing Foundations](#)
- 7 Analytical Skills:**
[Business Analysis for Project Managers](#)
- 8 Research:**
[Market Research Foundations](#)
- 9 Strategy:**
[Strategic Thinking](#)
- 10 Finance:**
[Build Your Financial Literacy](#)

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.