

The Transformation of L&D

We surveyed thousands of learning leaders from across the globe to understand how learning is evolving to help people and organizations grow.



L&D is more central, strategic, and cross functional

Learning leaders lived up to high expectations over the past year. Their time in the spotlight is just beginning.



L&D pros seize their opportunity to lead

79%

of L&D pros in Australia and New Zealand helped their organization adapt to change

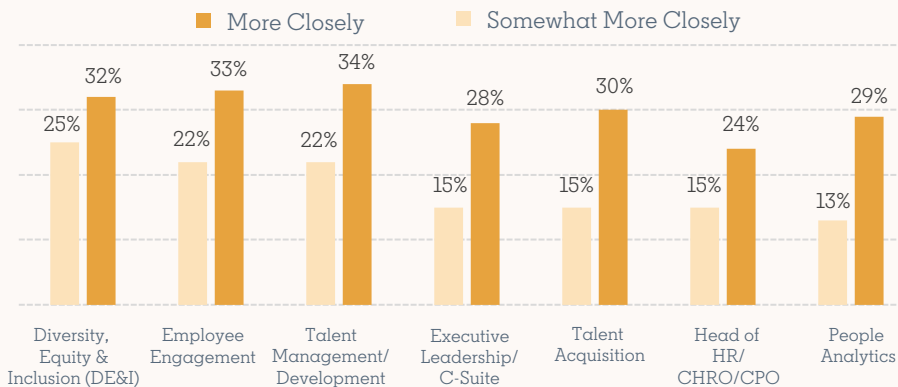
+94%

increase in demand for L&D specialists by mid-2021

Internal networks expand with more room to grow

74% agree that L&D in Australia and New Zealand has become more collaborative, particularly with DE&I, employee engagement, and talent development.

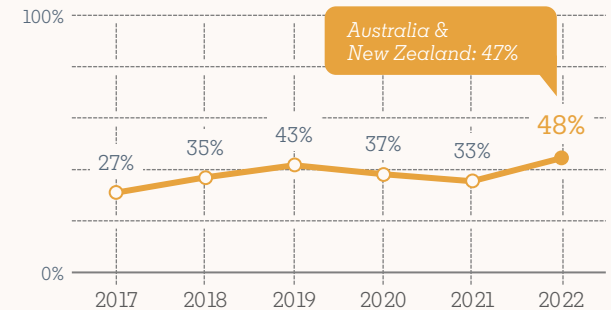
L&D Program Partnership Shifts vs. Last Year



Go big with budget

The percentage of L&D leaders who expect to have more spending power has reached a six-year high. That means more opportunities to build headcount and invest in technology.

Nearly half of L&D pros in Australia and New Zealand expect their budgets to increase this year.*



*Note that past surveys included more granular categories of budget increases. This year's question simply asked whether L&D pros expect their budget to increase, decrease, or remain the same.

"Learning and Development is key to improving the employee experience and connectedness – it's a big part of our purposeful return to campus."



Sally Connell

Chief People Officer, Foxtel Group

L&D's 2022 to-do list

With more partners and budget comes more responsibilities. L&D will need to scale in all key areas to meet growing demand for skills-development.



Leadership and upskilling are top priorities

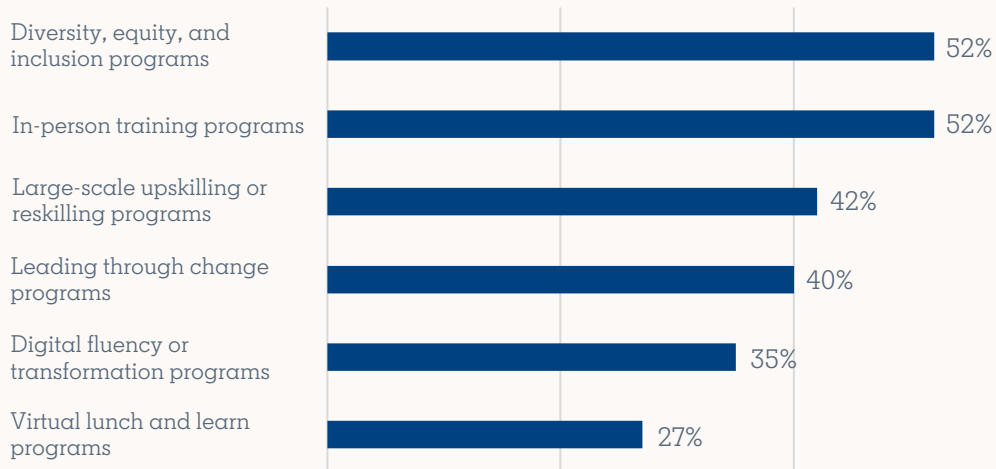
Amid many competing tasks, L&Ds ranked their top focus areas for the next year*:

- Upskilling and reskilling employees **58%**
- Leadership & management training **53%**
- Digital upskilling / digital transformation **26%**
- Diversity, equity & inclusion **24%**

*Percent who selected the focus area as one of their top three choices

Launch more programs at scale

Compared to last year, more L&D Pros globally are planning to launch programs across all key learning areas.



Build a better employee experience

The top three ways to motivate employees to learn in APAC were all connected to careers:

- 1 If it helps me stay up to date in my field
- 2 If it is personalised specifically for my interests and career goals
- 3 If it helps me get another job internally, be promoted or get closer to reaching my career goals

“Leaders need to say, ‘we believe that as long as our people are successful, our business will thrive.’”



Linda Cai
Vice President of
Talent Development,
LinkedIn

[Explore the full report](#) for deeper insights, data, and advice from global learning leaders.