The Transformation of L&D

We surveyed finance L&D 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

85% of L&D pros in the finance industry had 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

81% of finance learning leaders agree that L&D 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 finance 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 finance L&D pros 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.

“If you want to be leading the world, you have to be learning.”

David Perring
Director of Research, Fosway Group
Finance
L&D’s 2022 to-do list

With more partners and budget come 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, finance L&D leaders ranked their top focus areas for the next year*:

- Leadership & management training 57%
- Upskilling and reskilling employees 52%
- Digital upskilling / digital transformation 26%
- Employee performance support 26%

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

Launch more programs at scale

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

- Large-scale upskilling or reskilling programs
- Leading through change programs
- Diversity, equity, and inclusion programs
- Digital fluency or transformation programs
- Virtual lunch and learn programs
- In-person training programs

Build a better employee experience

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

1. If it helps me stay up to date in my field
2. If it is personalized 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.