

2021 Workplace Learning Report

Full report available at: lnkd.in/learning-report

After a year when everything shifted, learning has moved front and center. We surveyed thousands of learning professionals, managers, and learners to find out where learning is headed next.



Skill-building in the new world of work

L&D is stepping up as the strategic business partner organizations need in today's workplace.

L&D's seat at the table is here to stay

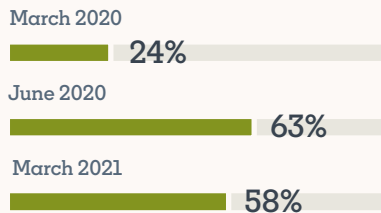
Executives took notice of the positive impact learning programs can have during times of change and uncertainty as learning leaders stepped up to prove their value this year.

64% of L&D pros in ANZ agree that L&D has shifted from a 'nice to have' to a 'need to have' in 2021.

Over half (58%) of L&D pros in ANZ said that they still have a seat at the C-suite table.

This number was just 24% globally at the beginning of 2020. It's a huge shift in the span of just a year.

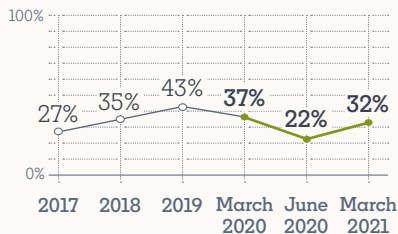
% of L&D pros in ANZ who agree that L&D has a seat at the executive table:



L&D pros are bullish on budget growth, even after a challenging year.

Now that many companies have 'more or less' settled into the new world of work, L&D budget growth is nearly back to pre-pandemic levels.

% of L&D pros globally surveyed at these times who expect their budget to increase:



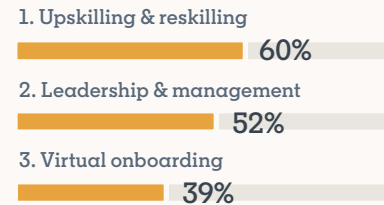
Upskilling and reskilling is the top priority for L&D pros in ANZ

According to a 2020 World Economic Forum report, 85 million jobs are predicted to be displaced and 97 million new ones will be created by 2025. This signals a huge opportunity for L&D to inspire the skillbuilding that organizations need to prepare for our new world of work. Based on our report, it seems like learning leaders have gotten the message.

60% of L&D pros in ANZ said the number one priority for their L&D programs in 2021 is upskilling and reskilling.

That's a 16% increase to the global number since June 2020

The top three areas of focus for L&D programs in 2021, in rank order:



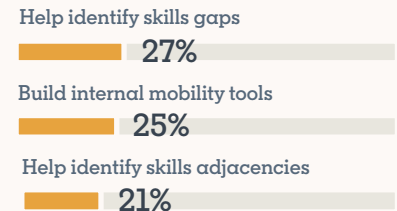
55% of L&D pros in ANZ say internal mobility is more of a priority now than pre-COVID-19.

Internal hires now make up a greater share of all hires.

Internal mobility programs help ensure skill-building is meaningful and strategic.

It's important that employees see the benefit of upskilling or reskilling programs, and one way to ensure that is through internal mobility programs. L&D plays a crucial role here.

Percentage of L&D pros who are doing these tasks as part of their organizations' internal mobility programs:



Community drives engagement in hybrid workplaces

Learner engagement was more of a challenge this year than ever before as we saw much of the workforce move to hybrid or remote workplaces. With a dramatic decrease in instructor-led training, we were curious if community-based learning was having an impact on engagement.

30X
more hours of
learning content

When we looked at the data from LinkedIn Learning, we found that learners who use social features on average watched 30x more hours of learning content.

L&D pros in ANZ deeply understand the power of community and the benefits of learning together beyond pure engagement. We found they believe that:



“When talking to CEO or the leadership team you need to align with business performance – they need to know what the endgame is. What I’ve done in some presentations is the following: what is the problem we’re trying to solve, a burning platform or an opportunity. Then talking about what are the consequences, what are the risks, if we don’t do this, for example not retaining high-value talent. And then make a recommendation of how to solve that particular problem.”

Food & Drink,
Australia and New Zealand
Source: [The Handbook of L&D Pioneers](#)

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Diversity and inclusion is a top talent development priority in 2021

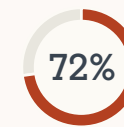
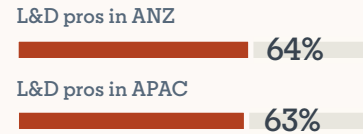
“At a time when the world is focused on racial justice, compounded by a pandemic that has disproportionately upended Black, Latino, and underserved communities, it is critical for companies—as the engines of economic opportunity and prosperity—to play a leading role in building a more equitable future for all.”



Rosanna Durruthy,
Vice President, Global Diversity, Inclusion, and Belonging at LinkedIn

One way organizations are working towards building a more equitable future is through L&D programs.

% of L&D pros who think D&I programs are a priority in 2021:



72% of organizations surveyed in ANZ currently have a D&I program or are interested in starting one this year

After a year of economic uncertainty, massive change, and a renewed focus on racial justice, it isn’t a huge surprise to see the programs that L&D pros in ANZ will plan to deploy in 2021 (in rank order):

1

Large-scale upskilling or reskilling

2

Leadership and management training

3

Employee well-being

LinkedIn Learning