

9 Ways L&D is Leading with Learning Today and Tomorrow

In the new [“Leading with Learning: Insights and Advice on the New State of L&D”](#) report, we asked 864 L&D pros globally, and analyzed LinkedIn Learning data from employees, about what they thought about how talent developers responded to the pandemic and how learning is playing a central role as we enter a new world of work.



5 Ways that L&D Has Changed Since COVID-19

- ### 1 Employees turned to learning to help them adapt to the new normal

130% ↑

in time spent learning by enterprise learners.*

It was the largest learning spike in the history of LinkedIn Learning.

3.8MIL ↑

in hours spent learning by enterprise learners.*

That equals 434 years.

*Source: LinkedIn Learning data from March/April compared to data from January/February, 2020.
- ### 2 Learning cemented its strategic position—both functionally and culturally

66%

of L&D pros agree that their function has become a much more strategic part of their organizations.

68%

of L&D pros said that the level of urgency around launching learning programs has risen significantly.
- ### 3 Executives are now prioritizing and actively championing learning

L&D pros who reported that their CEOs actively champion learning.

Month	Percentage
October 2019*	27%
May 2020	70%

L&D pros who said that they have a seat at the C-suite table.

Month	Percentage
October 2019*	24%
May 2020	62%

*Source: LinkedIn Learning 2020 Workplace Learning Report
- ### 4 Learning program spend pivoted to digital on a dime

61% ↓ of L&D pros expect to spend less on ILT than they did in 2019.

ILT
Instructor-Led Training (ILT) = in-person classroom training

66% ↑ of L&D pros expect to spend more on VILT than they did in 2019.

VILT
Virtual Instructor-Led Training (VILT) = live online training delivered in a virtual environment

60% ↑ of L&D pros expect to spend more on online learning than they did in 2019.

Online Learning
Online Learning = recorded, on-demand learning content
- ### 5 A stronger culture of learning emerged

56%

of L&D pros agree that their culture of learning is stronger now than before COVID-19.



4 Ways that Learning Will Lead the Future of Work

- ### 1 Blended online learning will continue, even when employees return to the workplace

ILT ↓

55%

of L&D pros expect to deliver a lot less ILT.

VILT ↑

78%

of L&D pros expect to have a lot more VILT.

Online Learning ↑

74%

of L&D pros expect to have a lot more online learning.
- ### 2 In response to social distancing, social learning is here to stay

Social learning will be a big part of learning programs going forward.

75%

of L&D pros expect an increase in social learning, such as online learning groups and Q&A.

More people are learning together, connecting with instructors, and finding community.

301% ↑

in professionals joining learning groups.*

111% ↑

in contributions to LinkedIn Learning Q&A available in courses.*

*Source: LinkedIn Learning data from March/April compared to data from January/February, 2020.
- ### 3 L&D will continue to support employee mental health and wellbeing

L&D pros are the new “Chief Mental Health Officers” within their organizations.

69%

of L&D pros said that supporting the mental health and wellbeing of employees is a new part of their role since COVID-19.

Enterprise learners are actively engaging with mindfulness and stress management content.

10X

as many learners watched courses on mindfulness and stress management on LinkedIn Learning in April compared to February.

LinkedIn Learning can help.

We have a pre-built learning path to help support employee mental health and wellbeing. To learn more, visit our [blog](#).
- ### 4 Reskilling, upskilling, and internal mobility will become even more critical

Building skills is the most critical part of rebuilding organizations for what’s ahead.

74%

of L&D pros say their focus is on rebuilding or reshaping their organizations for a post-COVID-19 world.

L&D pros are actively helping employees build the skills they need to stay within the organization.

62%

of L&D pros say internal mobility is a priority for them.

% of L&D pros who said that reskilling the current workforce to fill skills gaps is a priority now

64% More of a priority
24% No impact
9% Less of a priority
2% Don't know

Interested in learning more?

Dive into more insights and advice from learning leaders at Novartis, TomTom, Verizon, Netflix, Treasury Wine Estates, Kellogg’s, and LinkedIn.

[View insights](#)

Ready to explore LinkedIn Learning?

Get in touch with us to schedule a free demo and discuss how LinkedIn Learning can help your employees learn relevant skills, become more resilient, and thrive in the new world of work.

[Request a demo](#)

About LinkedIn Learning

LinkedIn Learning is the world’s largest online learning platform that helps professionals learn relevant skills and achieve their goals. It combines a library of 16,000+ up-to-date courses in 7 different languages with an engaging, intuitive, and personalized learner experience. LinkedIn Learning also includes real-time skills insights that help learning leaders identify skills gaps. For more information, visit <http://learning.linkedin.com>.