



# Building the Agile Future

L&D puts people and skills at the center of organisational success

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%

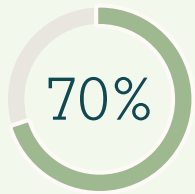
Head of HR / CHRO / CPO

67%

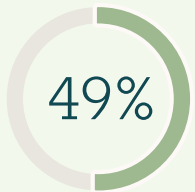


# Creating an engaged and resilient workforce

## 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

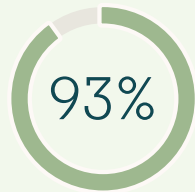


98% of organisations are concerned about employee retention.

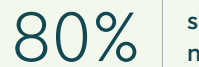


77% of organisations use learning opportunities to improve employee retention.

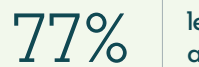
## Skill building holds the key to success



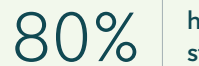
93% of L&D pros agree that proactively building employee skills will help navigate the evolving future of work.



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).

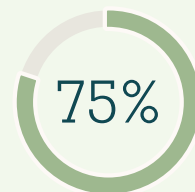
## Aligning skill building with career growth helps engage employees — and unlock their potential



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.