



Top 2017 workplace learning trends

1 Organizations are investing more in talent development.

69% of Learning and Development (L&D) professionals say that talent is the number one priority in their organizations, and over ¼ are expecting a budget increase in 2017 for L&D programs.

2 L&D is a highly varied function, from structure to top objectives.

⅔ of L&D pros say L&D is centralized within their org, while ⅓ say L&D is decentralized across HR, Business Operations, IT, Customer Service, Sales, Marketing, Engineering, and Finance. Objectives also vary. L&D professionals at smaller orgs are more likely to focus on training technical skills, while those at larger companies say career development and soft skills are more important.

3 Developing employees is important to executives, but demonstrating business value proves challenging.

80% of L&D pros agree that developing employees is top-of-mind for the executive team. Yet L&D pros are challenged with limited budgets, small teams, and a gap in demonstrating return on investment (ROI). To tackle these challenges L&D must demonstrate business impact.

4 Proving value to learners is equally important, and proves to be equally challenging.

Half of L&D pros are challenged to get employees to make time for L&D. With the influx of technology in the workplace, modern learners are demanding more modern formats for learning. Yet our data shows the number-one method for training today is still through an in-person classroom setting.

5 L&D professionals see room for improvement in their own programs.

L&D pros are a self-critical bunch. Our data show that less than ¼ are willing to recommend their program to peers. Perhaps connected to this is the fact that only 60% said L&D leaders have a seat at the table with their C-suite. To earn executive support, L&D must tackle top challenges and demonstrate value in 2017.