

# The Transformation of L&D

We surveyed thousands of learning 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

**91%**

of L&D pros in South-East Asia helped their organization adapt to change

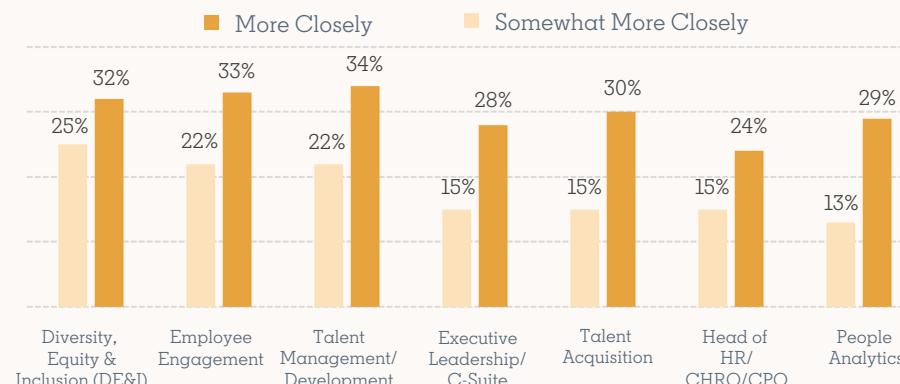
**+94%**

increase in demand for L&D specialists by mid-2021

### Internal networks expand with more room to grow

**84%** agree that L&D in South-East Asia has become more collaborative, particularly with DE&I, employee engagement, and talent development.

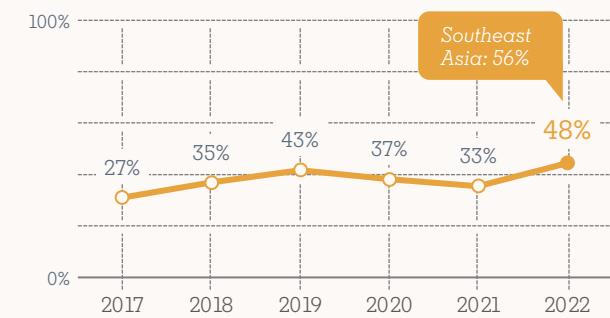
#### L&D Program Partnership Shifts vs. Last Year



### Go big with budget

The percentage of 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.

*Over half of L&D pros in South-East Asia 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.

*“Learning has become a priceless gift to thrive if not survive in this changing world. It enables success for both the individual and to the business.”*

#### Eileen Reyes

First Vice President, SBC Academy Head  
Security Bank Corporation

# L&D's 2022 to-do list

With more partners and budget comes 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

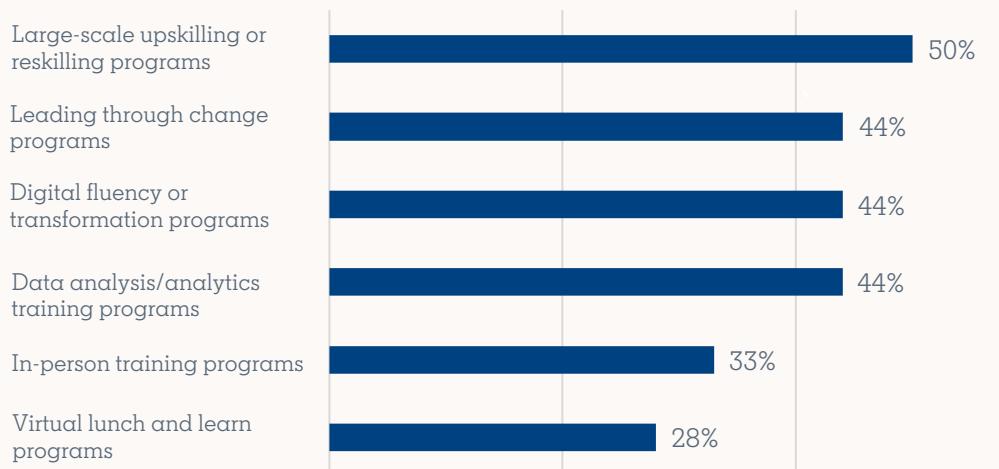
Amid many competing tasks, L&Ds ranked their top focus areas for the next year\*:

- Building NET Skills **45%**
- Upskilling and reskilling employees **44%**
- Leadership & management training **36%**
- Digital upskilling / digital transformation. **26%**
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\*Percent who selected the focus area as one of their top three choices

## Launch more programs at scale

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



Large-scale upskilling or reskilling programs	50%
Leading through change programs	44%
Digital fluency or transformation programs	44%
Data analysis/analytics training programs	44%
In-person training programs	33%
Virtual lunch and learn programs	28%

## Build a better employee experience

*The top three ways to motivate employees to learn in APAC were all connected to careers:*

- 1 If it is personalized specifically for my interests and career goals
- 2 If it helps me stay up to date in my field
- 3 If it helps me get another job internally, be promoted or get closer to reaching my career goals

*"We are transforming our culture to one of self-motivated and self-directed learning where employees want to learn and are not just forced to learn."*

**Eileen Reyes**  
First Vice President,  
SBC Academy Head  
Security Bank Corporation

[Explore the full report](#) for deeper insights, data, and advice from global learning leaders.

 **LinkedIn Learning**