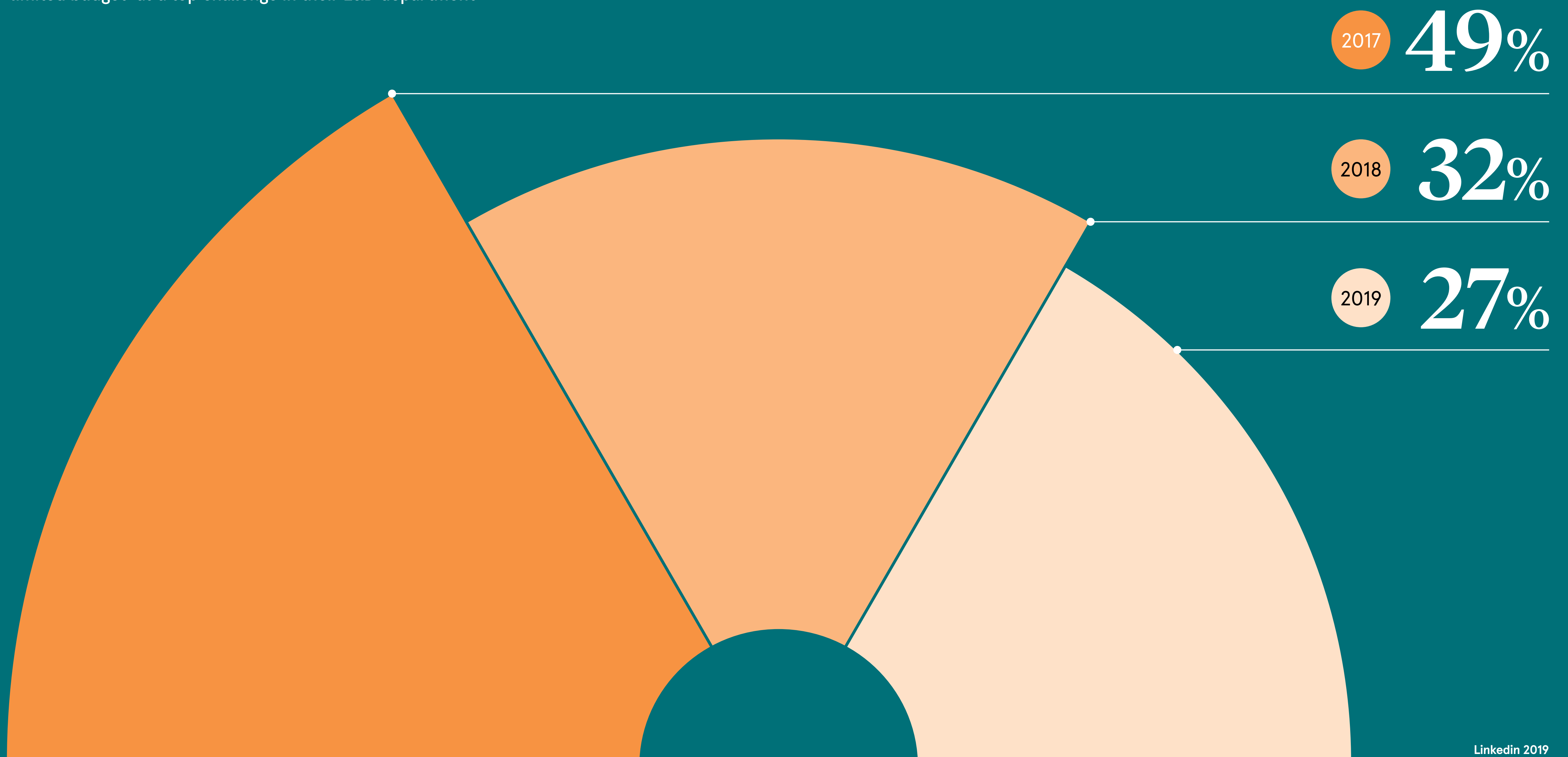


9 WAYS THE L&D FUNCTION IS EVOLVING

As workers increasingly demand that education and training be integral to their jobs, the nature of workplace learning and development is changing, and receiving a lot more attention in the boardroom

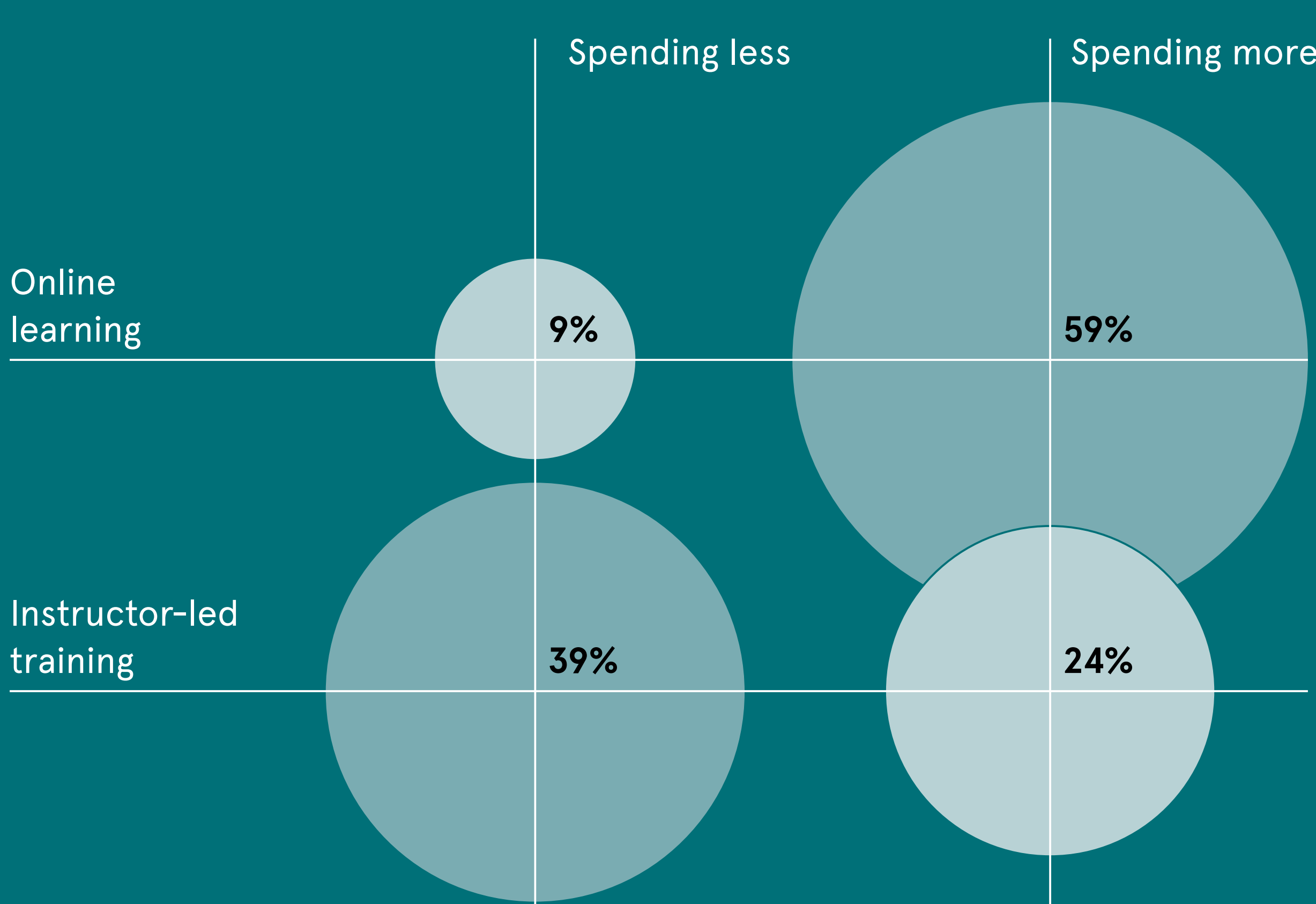
1 BUDGET RESTRAINTS ARE REDUCING

Percentage of global talent developers who rated 'limited budget' as a top challenge in their L&D department



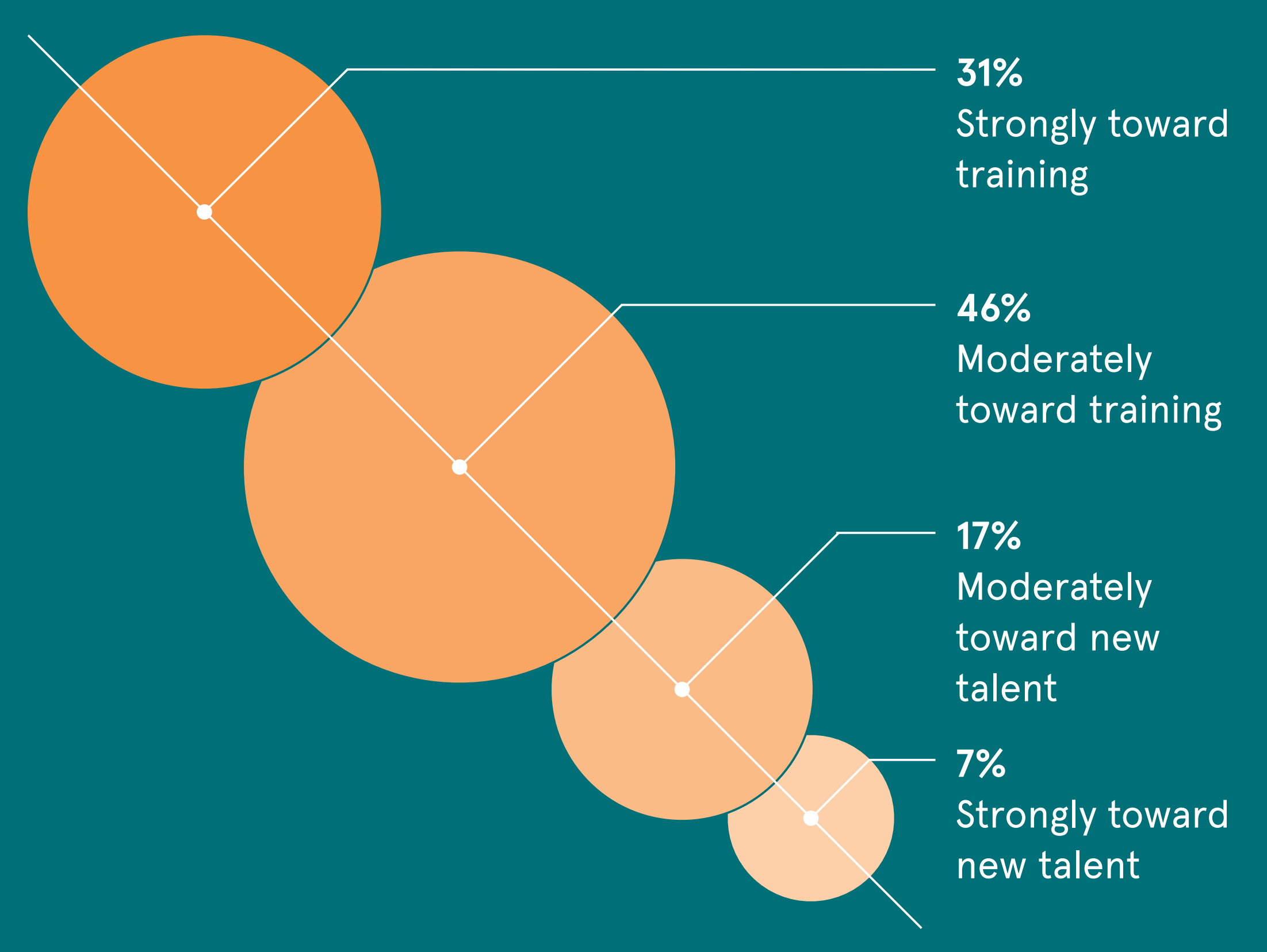
2 BUDGETS ARE CHANGING

Percentage of global talent developers who say they are spending more or less on the following compared with three years ago



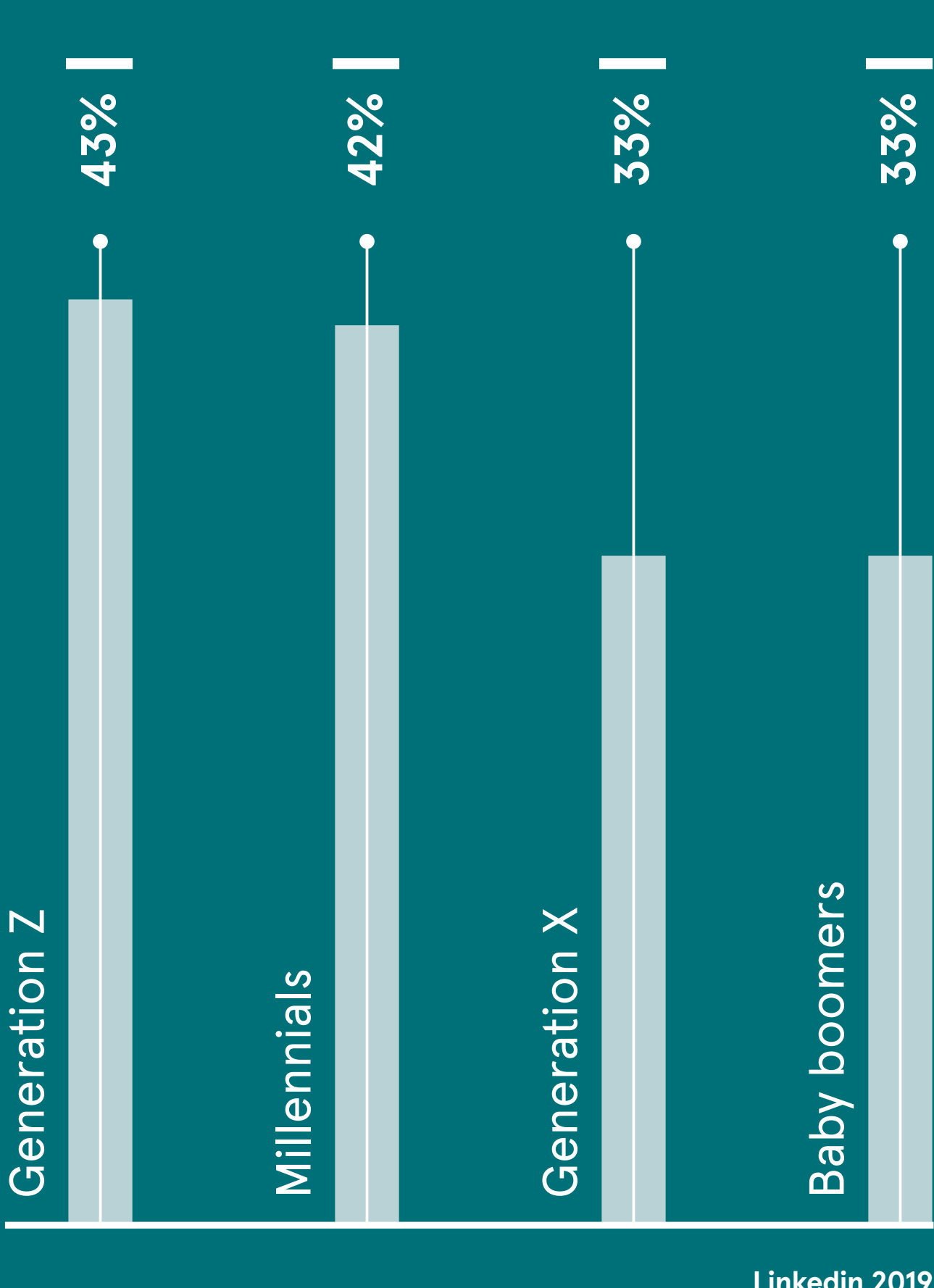
3 TRAINING BEATS HIRING

Areas where HR and workplace leaders expect to focus on given the choice between accessing new talent and training existing employees



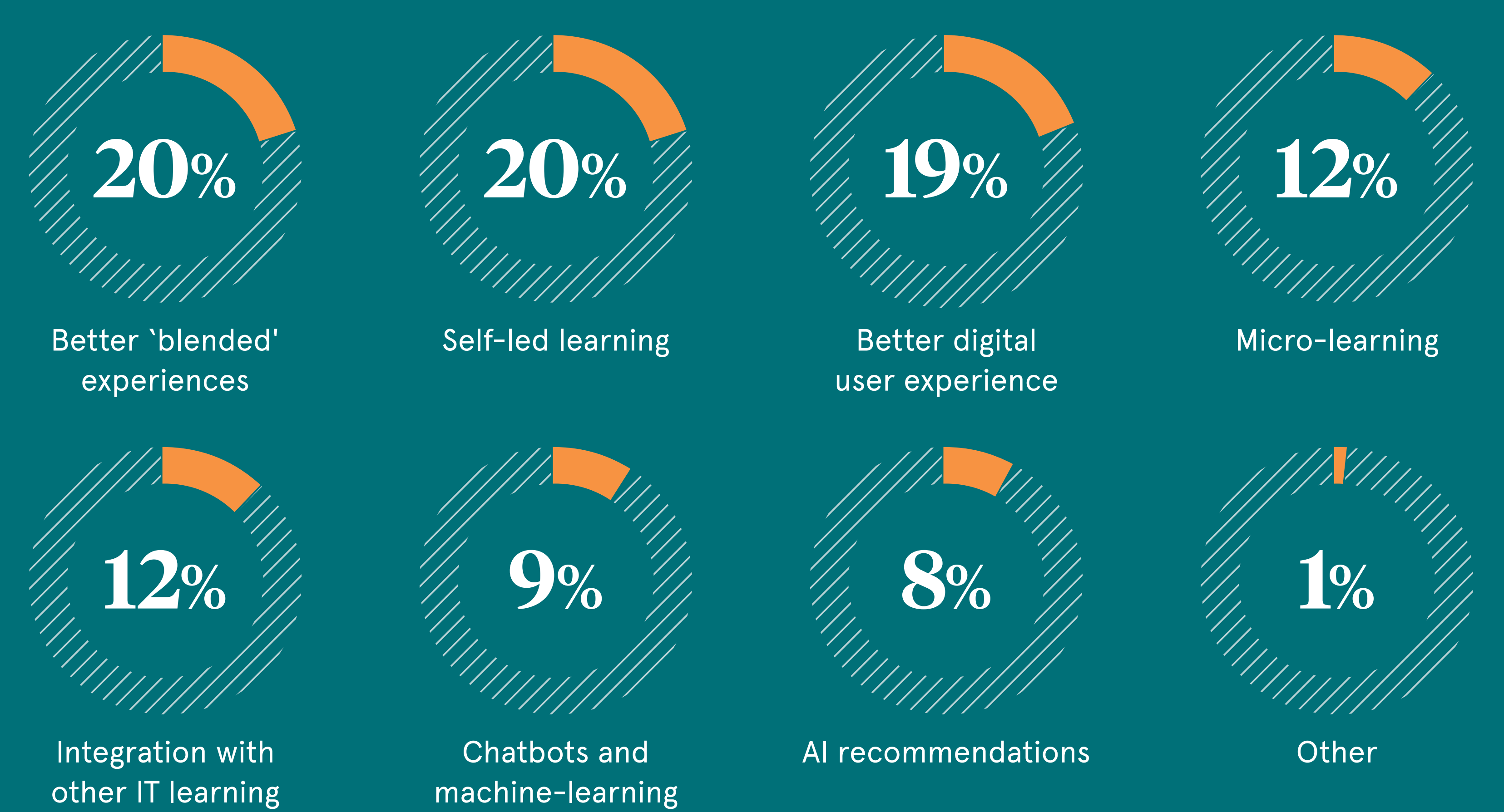
4 YOUNGER WORKERS WANT MORE CONTROL

Percentage of workplace learners who want fully self-directed and independent learning



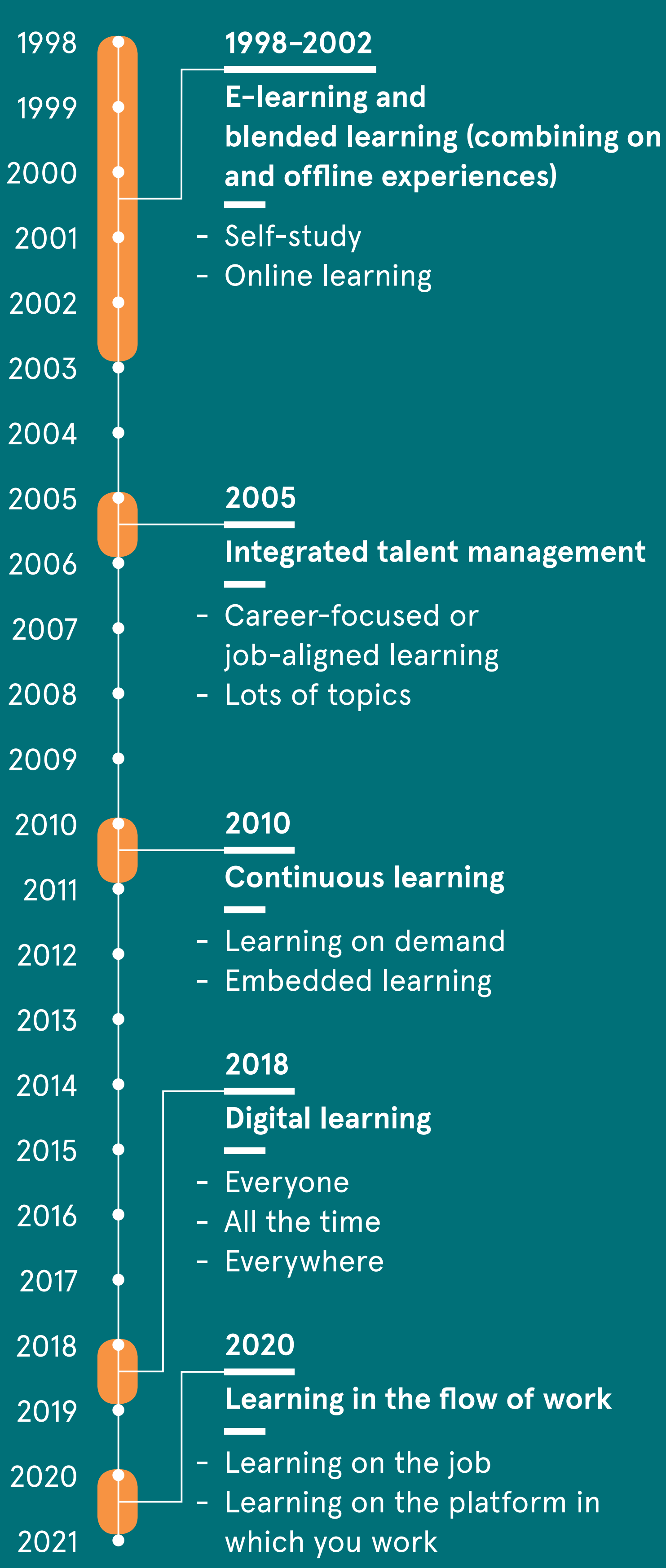
5 FACTORS DRIVING DIGITAL LEARNING

Percentage of L&D professionals who believe the following will accelerate digital learning the most over the next two to three years



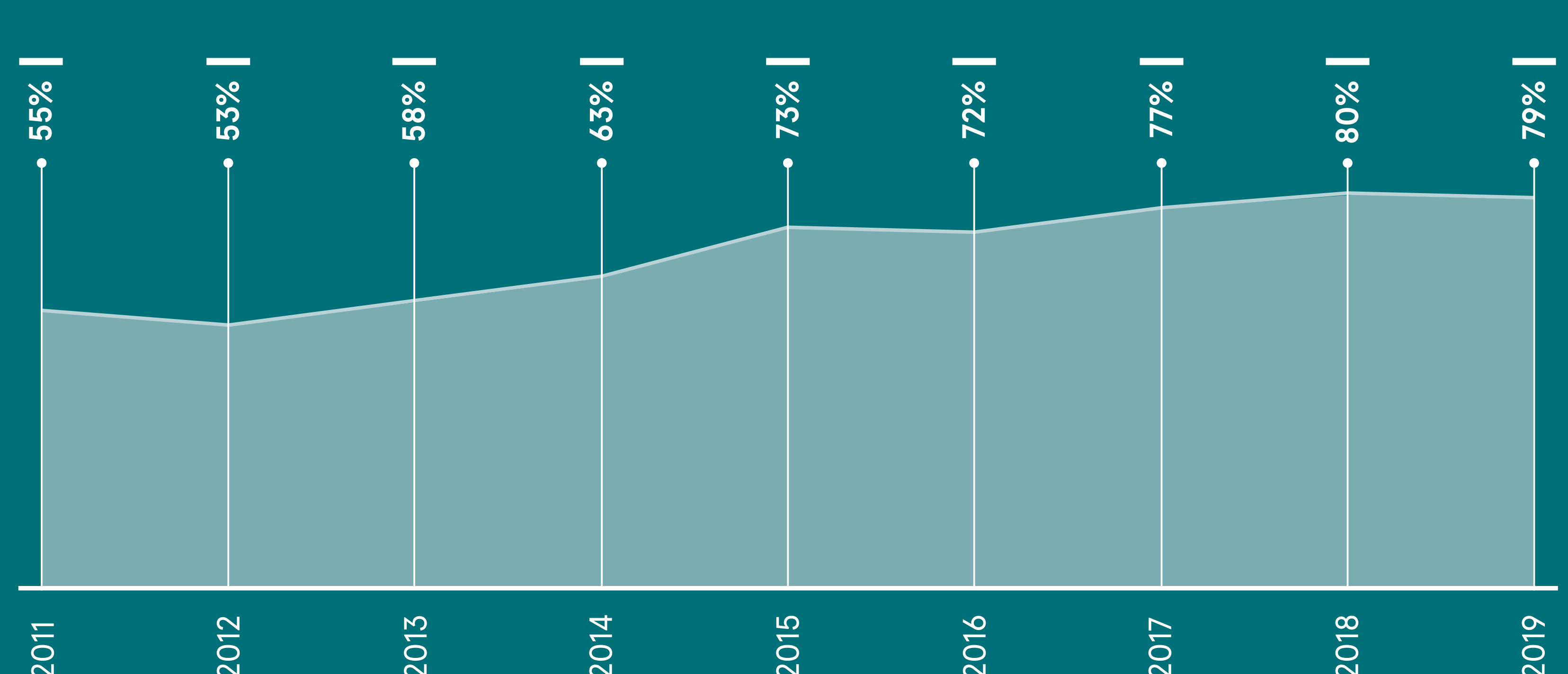
6 LEARNING METHODS CHANGE AS WORKPLACE L&D EVOLVES

How L&D methods have changed over the past two decades, based on Josh Bersin's analysis, 'A New Paradigm For Corporate Training: Learning In The Flow of Work'



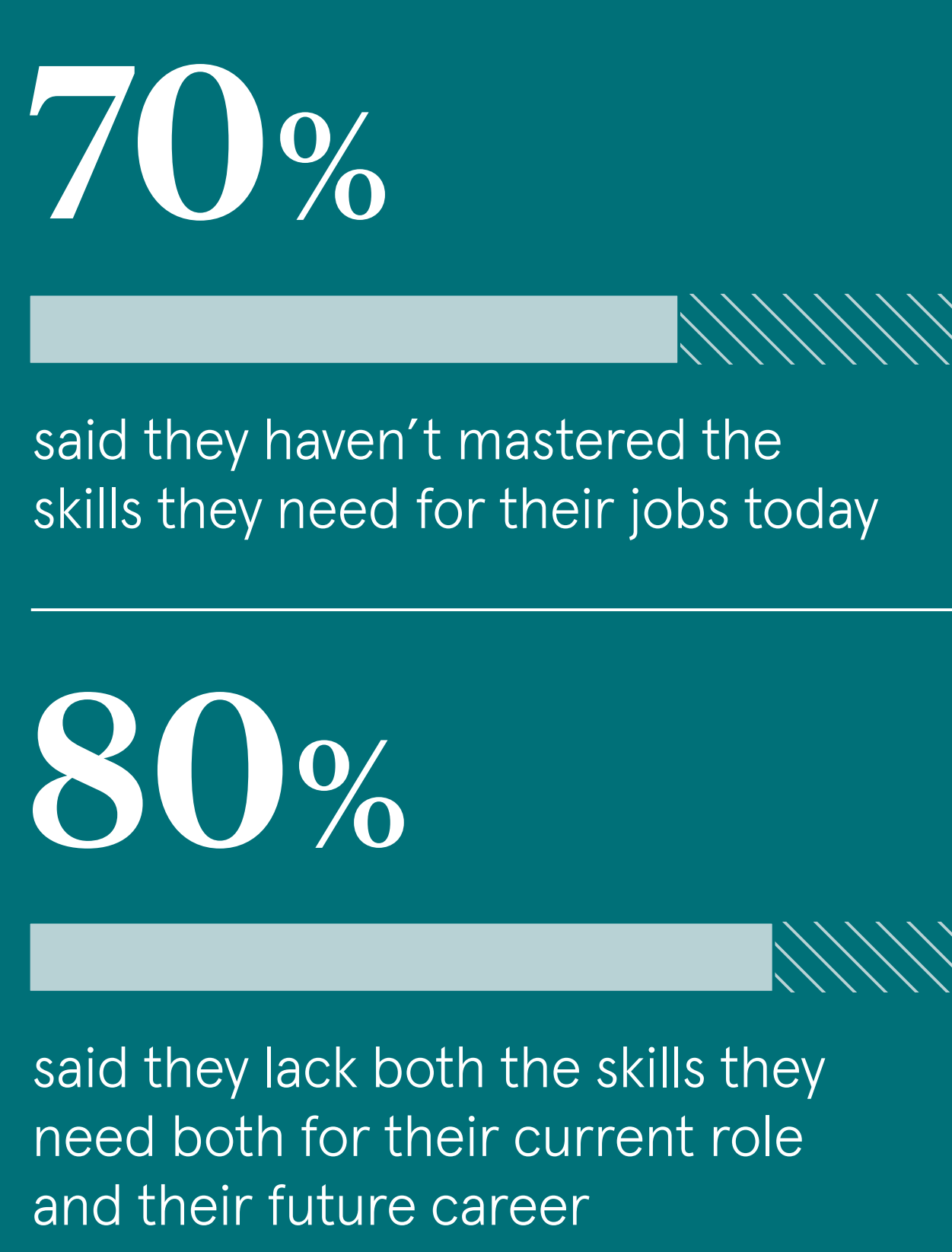
7 SKILLS GAP CONCERNS ARE GROWING

Percentage of global chief executives who are concerned about the availability of key skills



8 EMPLOYEES ARE AWARE OF THEIR SKILLS GAPS

Survey of 7,000 employees self-assessing their level of proficiency of in-demand skills



9 SOME BARRIERS STILL PERSIST

Percentage of L&D professionals who see the following as a challenge

