# Elevating people to drive impact

L&D puts people and skills at the center of organizational success | Explore the full report

We surveyed learning leaders in Healthcare from across the globe to understand how effective L&D programs elevate people and skills to drive business impact.

"Our world is moving fast. A dynamic learning and development ecosystem ensures that people can move with it."

Sandra Humbles
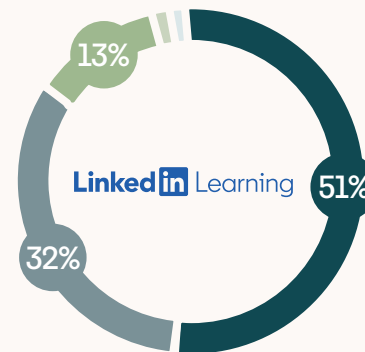Chief Learning Officer, Johnson & Johnson

## Improving employee retention is the #1 priority

**Top four focus areas of Healthcare L&D for 2023**

1. Improving employee retention
2. Aligning learning programs to business goals
3. Creating a culture of learning
4. Upskilling our learners

## Investment in learning remains steady

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13%
51%
32%

- **51%** of L&D leaders surveyed expect to have the same spending power in 2023 as they did the previous year
- **32%** are expecting their budget to increase
- **13%** of L&D leaders surveyed expect their overall budget to decrease in 2023
- **2%** of L&D leaders don't know
- **1%** prefer not to answer

## L&D is working more closely with HR peers

L&D pros are working more closely with cross-functional partners this year than they were last year:

**With Employee Engagement** ↑ 53%

**With Talent Management and Development** ↑ 50%

**With Diversity, Equity and Inclusion (DE&I)** ↑ 45%

## Learning is becoming more cross-functional

L&D's partnerships across HR and their companies keep getting stronger.

**32%** of L&D pros say their role became more cross-functional in the past year.

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# Learning can help meet business goals

## Learning helps retain your best employees

**93%** of organizations are concerned about employee retention.

**#1** The number one way organizations are working to improve retention is "providing learning opportunities."

## L&D helps create people-centric organizations

**64%** of organizations want to build a more people-centric culture.

**88%** of L&D departments are helping.

## Reskilling employees is an efficient way to future-proof your workforce

**81%** of L&D pros believe that it's less expensive to reskill a new employee than hire a new one.

**90%** say that proactively building employee skills for today and tomorrow will help their organization navigate the evolving future of work.
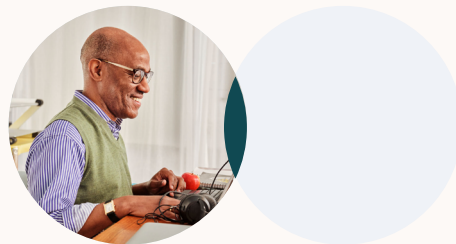
## Mentorship, upskilling, and DE&I are top learning priorities

**44%** of organizations are planning to deploy a mentorship program in 2023.

**34%** of organizations plan to deploy large-scale upskilling or reskilling programs and 34% of organizations plan to deploy to deploy a diversity, equity, and inclusion program.

"Especially in the nursing field, everyone wants experienced workers but lacks the capacity to train the new folks, so they are stealing talent from each other.

We need to figure out a way to break this cycle — and that includes investing in the training capacity to grow brand new workers."

**Van Ton-Quinlivan**
Chief Executive Officer,
Futuro Health

As organizations 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.

Explore the full report for deeper insights, data, and advice from global learning leaders.

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