
The L&D Metamorphosis

Crafting an L&D Strategy for the Next 5 Years

Erica Young, MPS, SHRM-SCP

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To change.
Be inspired
Receive tools
Cultivate support

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Hi! I'm Erica

- 10+ years experience in learning, instructional design, and facilitation
- Masters in I/O Psychology with a focus on instructional design
- Moved from research → SHRMLabs → SHRM Enterprise Solutions
- Currently work with Fortune 500 organizations on their people, talent, and culture strategy
- Passionate about people, plants, and psychology.



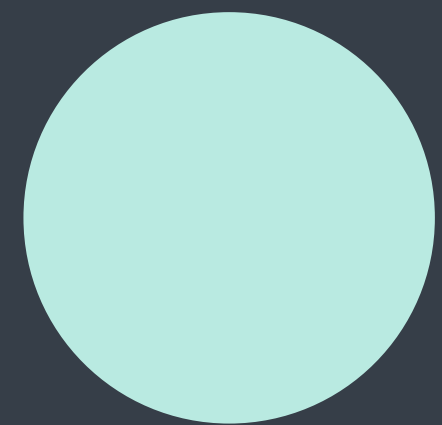
Agenda



Recapping the L&D Metamorphosis



L&D Today



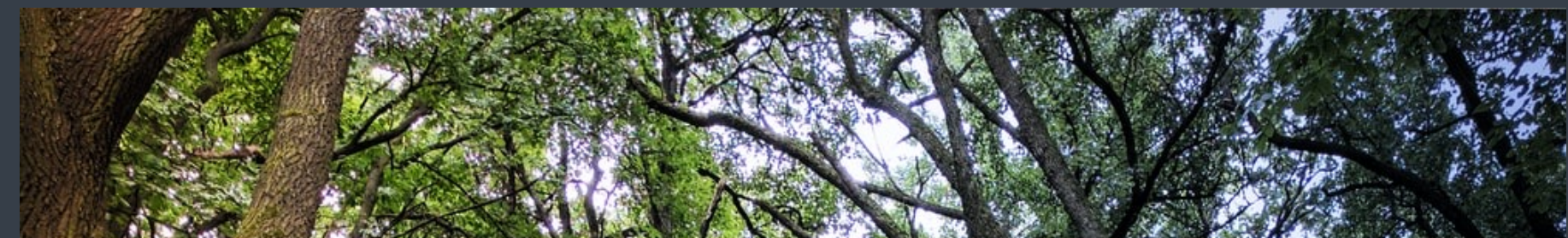
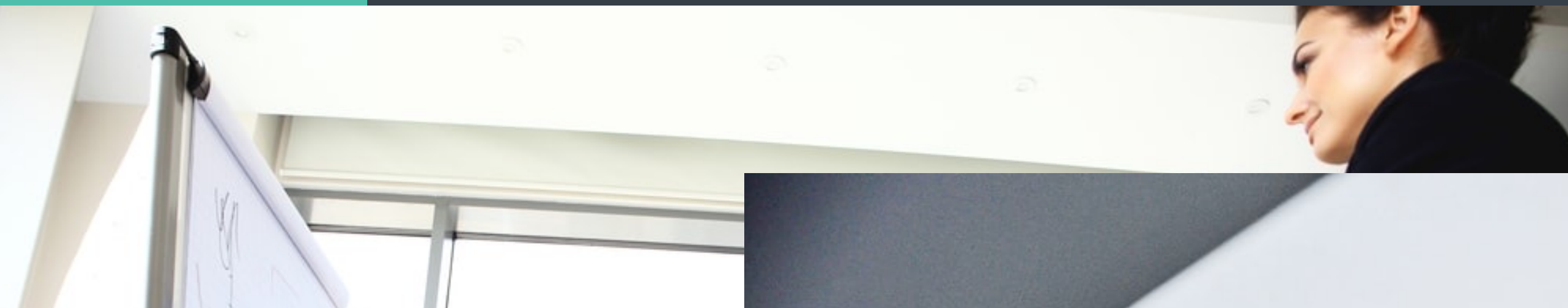
The Future of L&D



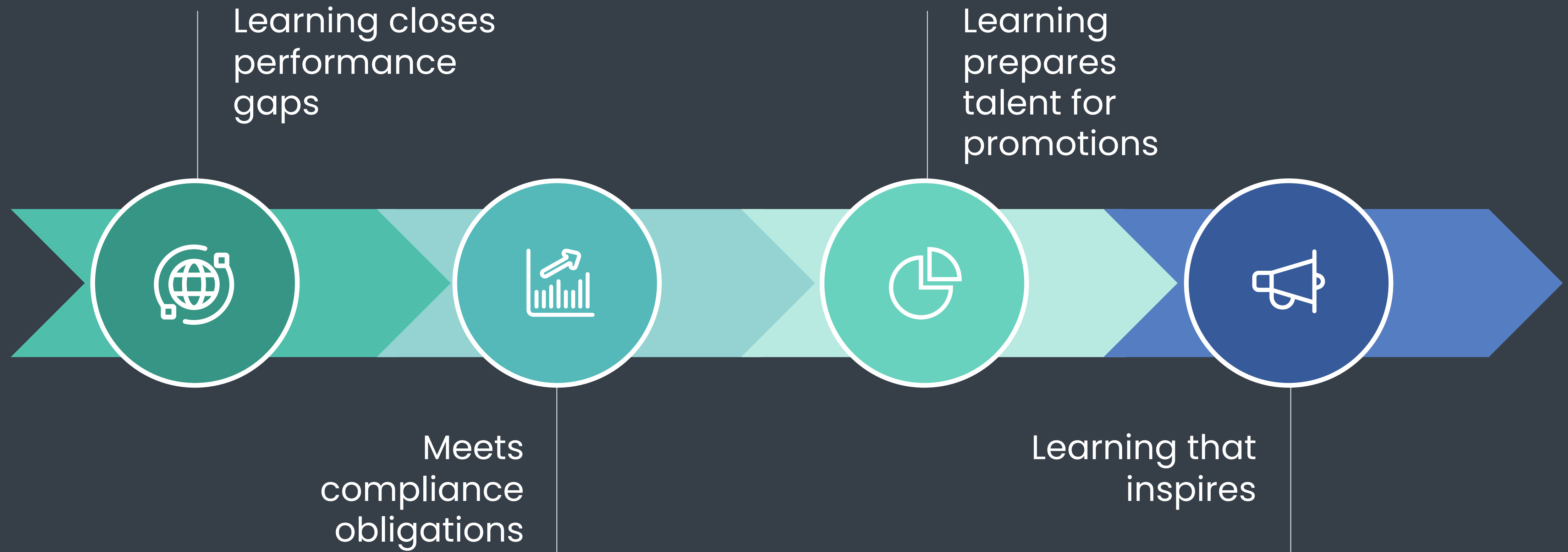
Future-Proofing Your Organization



The L&D Metamorphosis

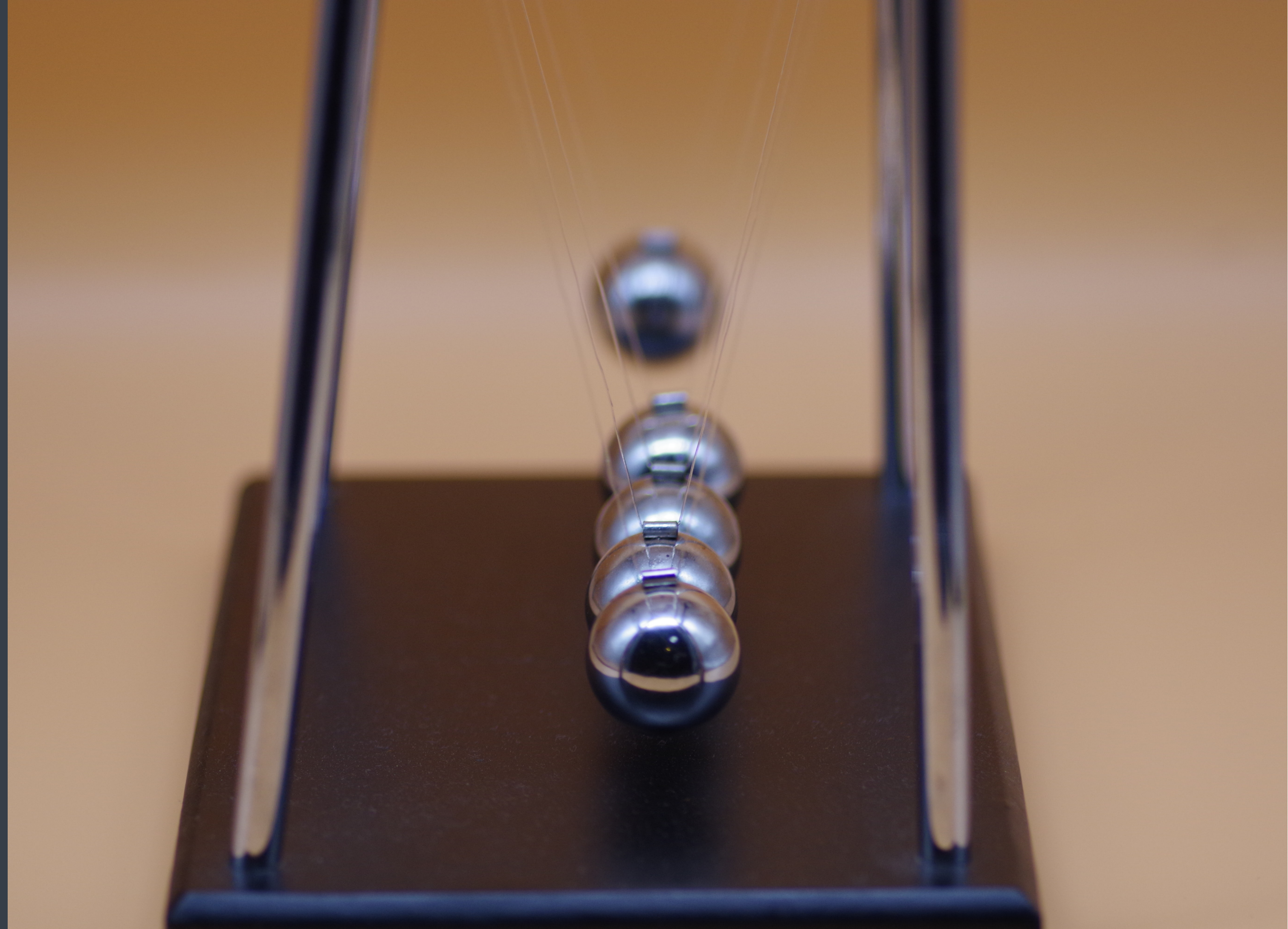


From Compliance to Strategic Partner



Forces Impacting L&D

- Business change impacts development changes
- Skill shortages
 - 48% of American workers would switch jobs if offered skills training opportunities, Gallup & Amazon, 2021
- The Great Reflection causing the Great Resignation
- Employees advocating for their needs and leaving when they don't receive them
- Generational change in the workforce
 - Baby boomers leaving the workforce
 - Millennials assuming management and leadership roles
 - Gen Z demanding a better workplace
- Diversity, Equity, Inclusion & Belonging
- Workplace flexibility
- Technology advancements



L&D is making strides



74%
agree that L&D has become **more cross-functional**



72%
agree that L&D has become a more **strategic function** at their organization



+94%
Demand for L&D specialists
increased 94% in July – September 2021, compared with April – June 2021.



87%
of L&D pros had some to a great deal of involvement in helping their organization **adapt to change**

Workplace Learning Report, LinkedIn, 2022



L&D Today

People Want:



Purpose

Nearly 2/3 of US-based employees we surveyed said that COVID-19 has caused them to reflect on their purpose in life.

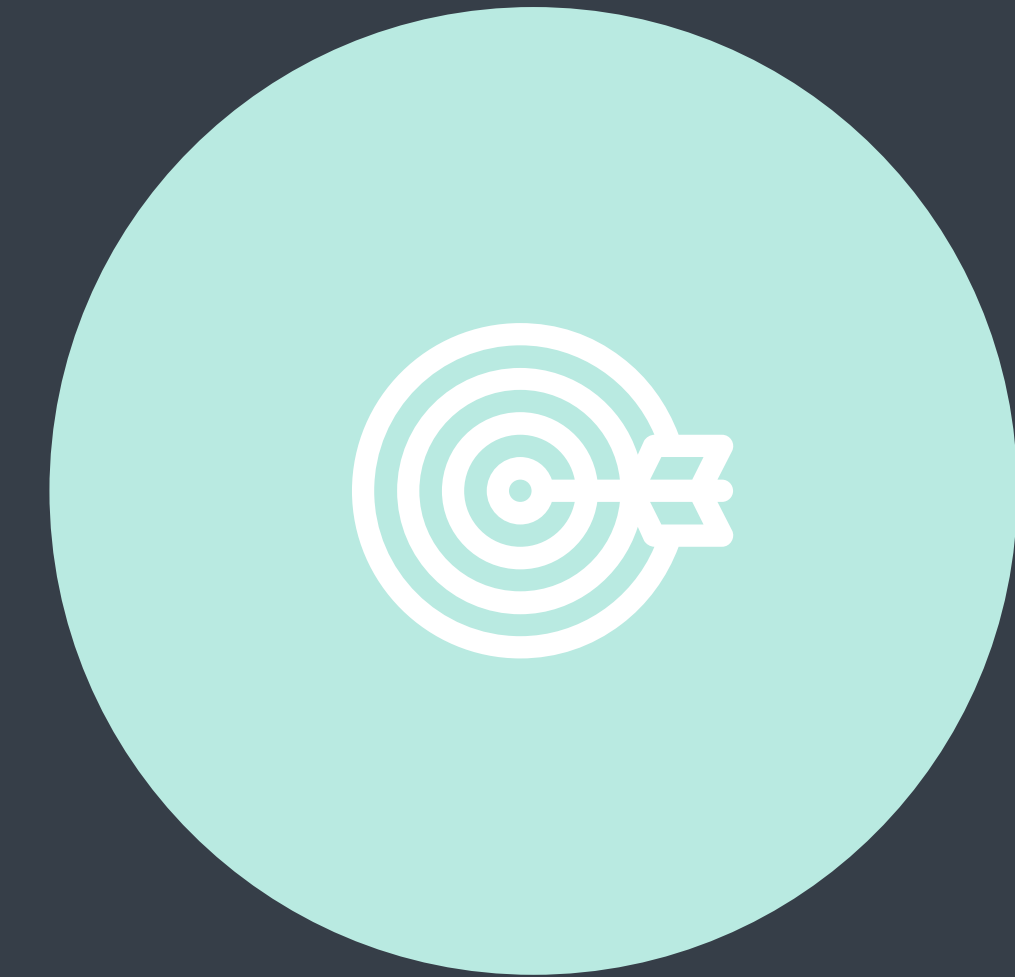
McKinsey, 2021



Pay

37% of respondents said higher wages would attract them to a job offer or incentivize them to expand their job search.

Business Insider, 2021



People

60% of workers left a job because of a poor people manager and workplace culture.

SHRM, 2018

Why do people seek learning opportunities?

Top 3 Reasons People Seek Learning Opportunities:

- To stay up to date in their field.
- To pursue personal interests and goals.
- To achieve career goals, like getting promoted or pursuing an internal move.

Workplace Learning Report, LinkedIn, 2022

Utilize individual skills & move talent

Employees who don't feel their skills are being put to good use are 10 times more likely to leave a job

Companies that excel at internal mobility retain employees for an average of 5.4 years, nearly twice as long as companies that struggle with it, where the average retention span is 2.9 years

Workplace Learning Report, LinkedIn, 2022

Soft & Self-management skills are king

50% of all employees will need reskilling by 2025, as adoption of technology increases

Critical thinking & problem-solving skills remain the top 2 most in-demand skills

Self-management skills (resilience, stress management, flexibility) are a newly added category of in-demand skills

World Economic Forum's Future of Jobs Report, 2020

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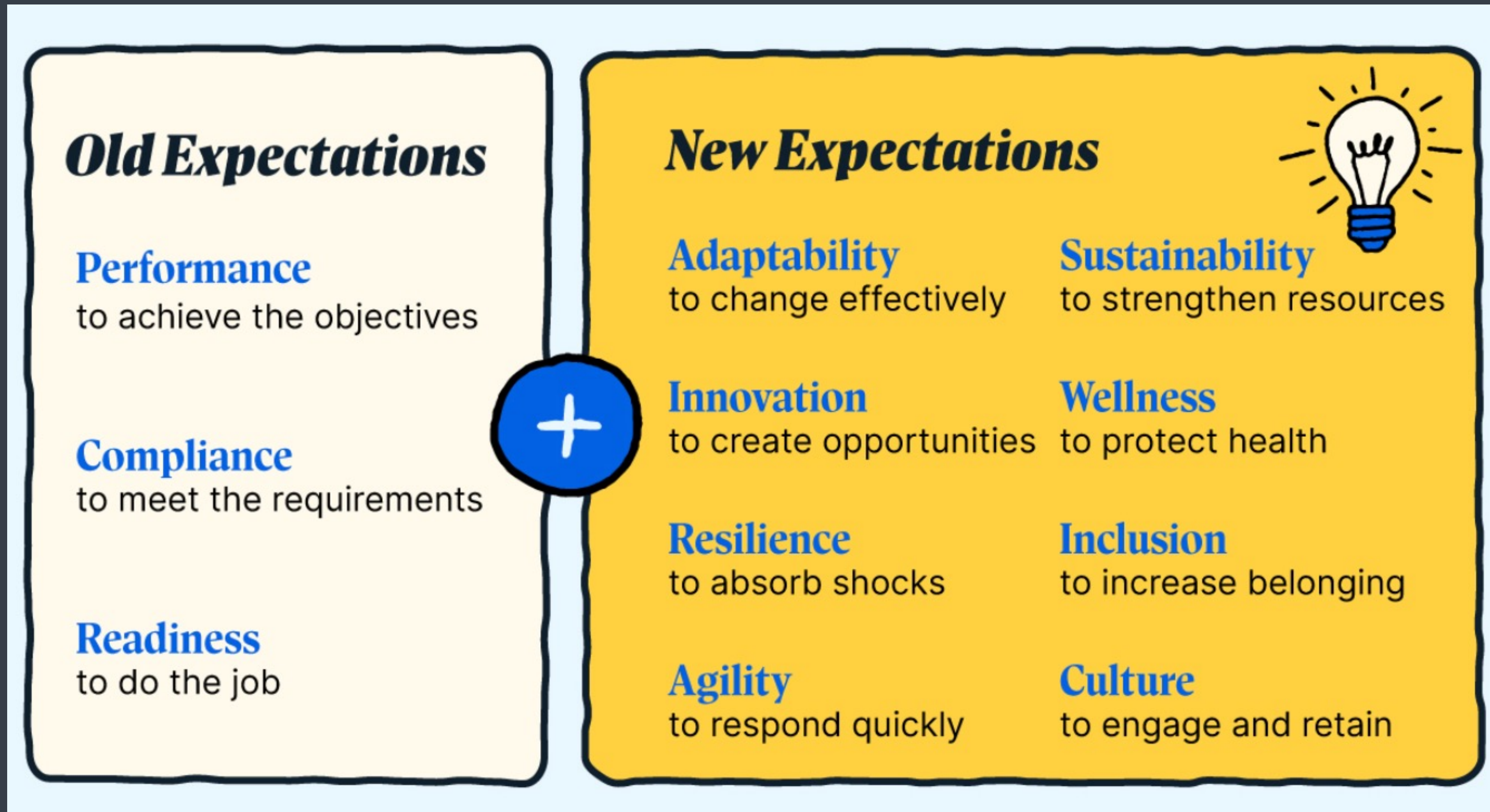
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The Future of L&D

Learning will be multifaceted



Degreed, 2022

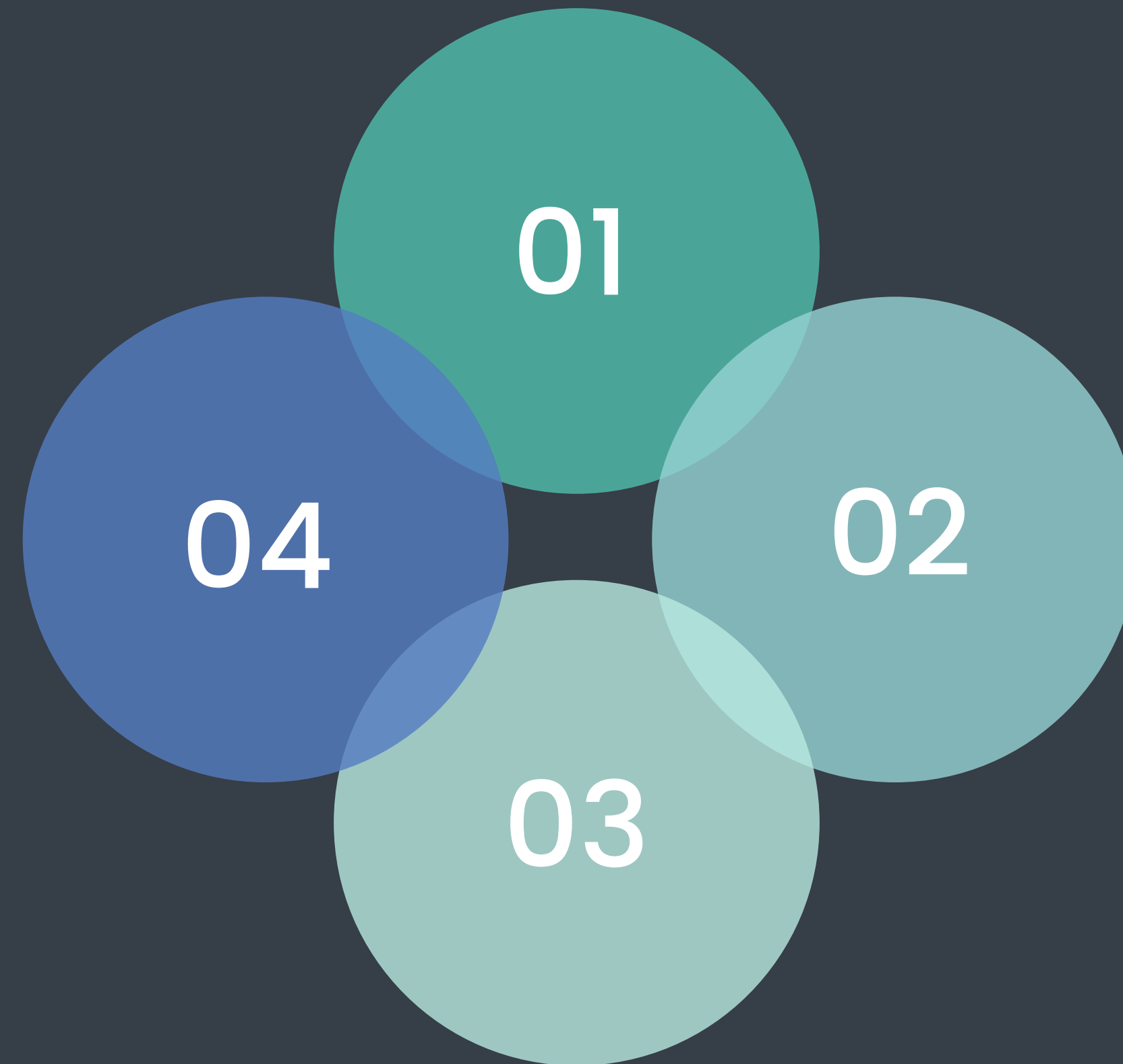
Prepare for Individualized & Holistic Learning





Future-Proofing Your Organization

Preparing for the future



✓ Leverage technology to make learning accessible. Consider text message learning, learning apps with a focus on gamification, and

✓ Develop scalable learning strategies, based on how individuals wish to grow and where your greatest needs will be in the future.

✓ L&D professionals report needing to strengthen their skills around data analysis, business acumen and leadership, among other areas. (LinkedIn, 2022)

✓ Identify how the business intends to adapt to meet future needs & conduct a skills gap analysis.

THANKS FOR ATTENDING

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