

LinkedIn Learning

See how L&D is shaping the finance industry this year

Executive Summary from our
2024 Workplace Learning Report



Discover how L&D powers the future for the finance sector

In a world awake to AI's impact, skill building is no longer simply a perk for finance employees — it's a priority for organizational success. So it's no surprise that aligning learning to business goals is L&D's top focus area for the second year in a row.

Aligning learning to business goals is L&D's No.1 priority for the finance industry

Top 5 L&D focus areas for 2024:

- 1 Aligning learning programs to business goals
- 2 Creating a culture of learning
- 3 Upskilling employees
- 4 Helping employees develop their careers
- 5 Supporting employees through organizational change



Learning across finance companies is evolving, in format and delivery

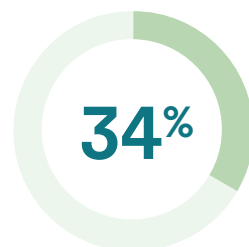
In 2024, finance employees expect to access learning in increasingly condensed, and more virtual, environments.

Learning works well in small bites



of L&D teams in finance plan to deploy microlearning programs (short bursts of instruction available in the flow of work) in 2024.

Companies are meeting the needs of the modern learner



of L&D finance pros expect to have more virtual ILT (VILT) or live online training delivered in a virtual environment.

Companies are empowering everyone to grow

36%

of L&D professionals in the finance industry surveyed indicate that their budgets are increasing in 2024, with the highest change in online learning/recorded on-demand online content.



“

Internal mobility is a great idea for individual companies, but what if we think even bigger? A cross-industry talent exchange program with temporary position swaps among employees with comparable functions and tenure levels would accelerate skill-building for all. This initiative, spanning vendor-customer partnerships and collaborations across various sectors, introduces fresh perspectives, promotes an exchange of best practices, and enriches skill sets. Employees gain a deeper understanding of diverse business environments, contributing to a dynamic, adaptable workforce.



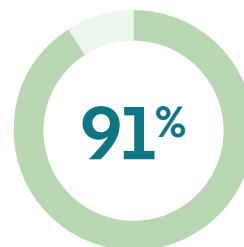
— **Chris Louie**
Head of Talent Development,
Thomson Reuters

The value of L&D in the finance space is being recognized

Employee engagement, retention and internal mobility are directly linked to learning.

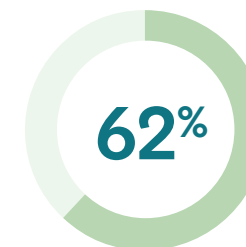


L&D drives impact with internal mobility



of L&D pros in the finance sector say they can show business value by helping employees gain skills to move into different internal roles.

L&D encourages employees to stay and grow

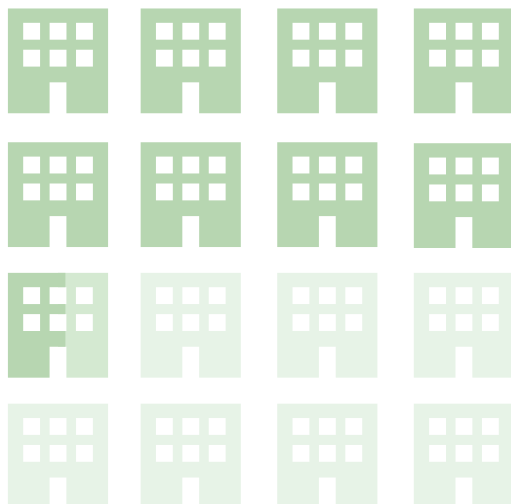


of finance companies are providing learning opportunities to boost employee retention.

L&D's voice is growing

57%

of finance companies now give L&D a seat at the executive table.



Investing in L&D keeps employees engaged



of finance industry professionals say that learner engagement at their company has increased over the last year.





It's not all about AI

While AI continues to permeate all aspects of finance, the human element is still vital to business growth.

97% of L&D pros agree that human skills, or soft skills, are increasingly important.



For more great insights, explore the full 2024 Workplace Learning Report.

Linked  Learning