


# The Career Growth & Skills Connection

Align skill building with career growth to engage learners — and unlock their potential.

## For employees, learning equals career growth.

To motivate skill-building in employees, add energy, focus, and engagement to their career development.

 **#1** Employees say that **opportunities to learn and grow** is the #1 driver of a great work culture.

Source: [Employee Well-Being Report](#)

### Employees' top 3 motivations to learn are all related to career development.

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

Source: [Workplace Learning Report](#)

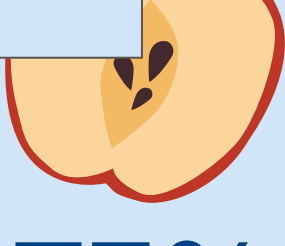
## Internal mobility drives skill growth and retention.

Employees who move internally, whether upwards or laterally, broaden their skills and are more likely to remain with their company.

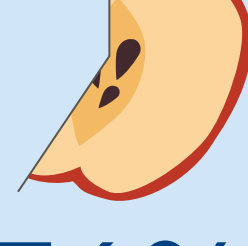
At the two-year mark, an employee who has made an internal move has a greater chance of staying with their company.

Has made internal move

Has not made internal move



**75%**  
likelihood of staying



**56%**  
likelihood of staying

Source: [Global Talent Trends](#)



Give employees more ownership over their career paths at your company. Start the conversation with them on their possibilities for learning, growth, and — ultimately — internal career transformation on Day 1.”

Linda Jingfang Cai  
Global Head of Learning and Talent Development at LinkedIn

## Upskilling is critical for everyone.

Learning helps companies stay agile in a shifting landscape, and investing in employees’ skills helps them become more productive in the jobs of today — and tomorrow.

**41%** Job skill sets have changed by around 25% since 2015 and are **expected to change** by 41% by 2025.

Source: [Future of Skills Report](#)

**10x** Employees who feel their skills are not delivering value in their current role are 10x **more likely to be job hunting**.

Source: [Skills Advantage Report](#)

## Employees need support to overcome challenges.

### Employees' top 3 barriers to career growth

- 1 Lack of time
- 2 Access to a mentor
- 3 Knowing where to focus

Source: LinkedIn Internal Research

## Learning and career growth thrive when they’re part of everyday work.

Positive outcomes for companies that facilitate growth in the flow of work (ongoing skill development)

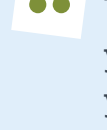
**29x**  
**more likely** to be a place where employees grow, develop, and unleash their full potential

Source: [Growth in the Flow of Work](#), Josh Bersin.com

**20x**  
**more likely** to build skills and capabilities needed for career growth

**7.2x**  
**more likely** to engage and retain employees

## Mentorship and coaching help employees to grow.



The more you invest in your coaching skills, the higher your people will perform. You'll also create more loyalty, and you'll build your reputation as a developer of people, which then makes you a talent magnet. Who doesn't want that?"

Alisa Cohn  
LinkedIn Learning instructor, Promoting Internal Mobility as a Manager

### Benefits for organizations that offer coaching and mentoring

**46%**  
higher leadership quality

**23%**  
increase in speed at filling roles

**20%**  
lower turnover

Source: [The Changing Face Of Leadership](#), Forbes.com

## LinkedIn Learning can help.

Join the [LinkedIn Learning Course Club](#) for access to unlocked courses on career development and other topics to help every employee achieve their full potential.

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