Enterprise L&D in 2025
Predictions and Trends

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Introduction

As we prepare for 2025, the landscape of enterprise Learning and Development is shifting. With rapid advancements in technology and an evolving workforce, staying ahead of the curve is key to tackling challenges and opportunities to create a stronger, well-developed team. We know that L&D and HR professionals aren't just facilitators; you're key partners in organizational success.

This is why Together created this report. **Enterprise L&D in 2025: Predictions and Trends** dives into emerging trends shaping the future of workplace learning, highlighting key insights that can help Learning & Development professionals and leaders foster a culture of growth, reduce burnout and turnover, and contribute to an organization employees want to stay and thrive at.

Navigating changes can feel overwhelming, but the opportunities for innovation and growth in Learning & Development are well worth it. In this report, we'll delve into HR and L&D's top priorities in 2025, like retention and burnout, social learning, and career development. Let's explore how these trends can be leveraged to support your team in creating a more engaged, skilled, and adaptable workforce.

Methodology

For this report, we gathered research from both primary and secondary sources to provide data-backed insights and recommendations.
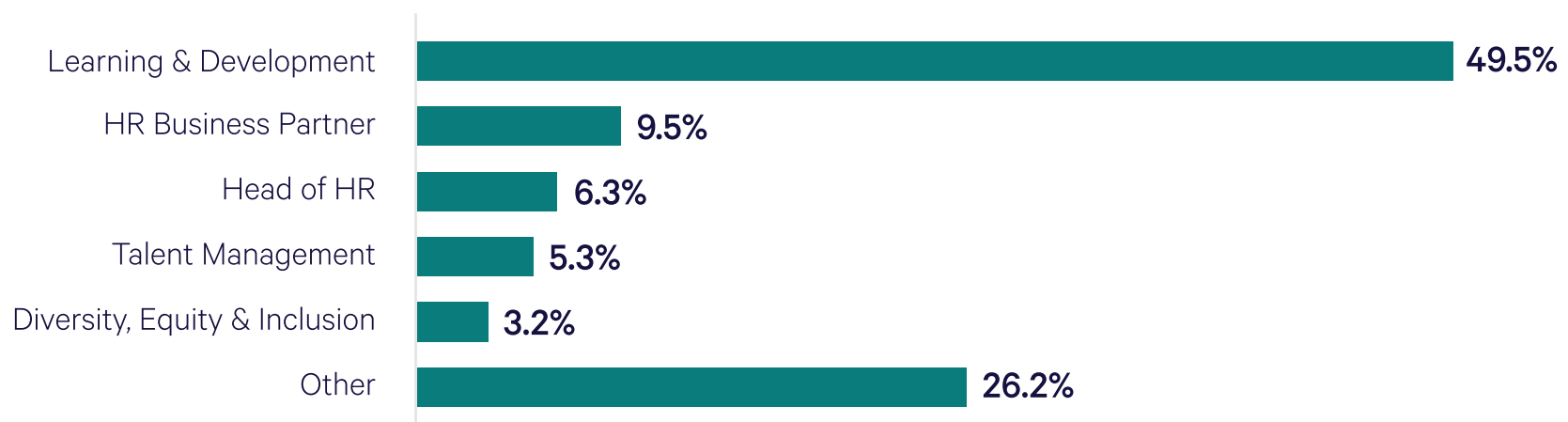
Our information comes from:

- A survey of 95 HR and L&D respondents containing 10 questions (3 demographic, 7 informational)
- Anonymized usage data from the Together mentorship platform
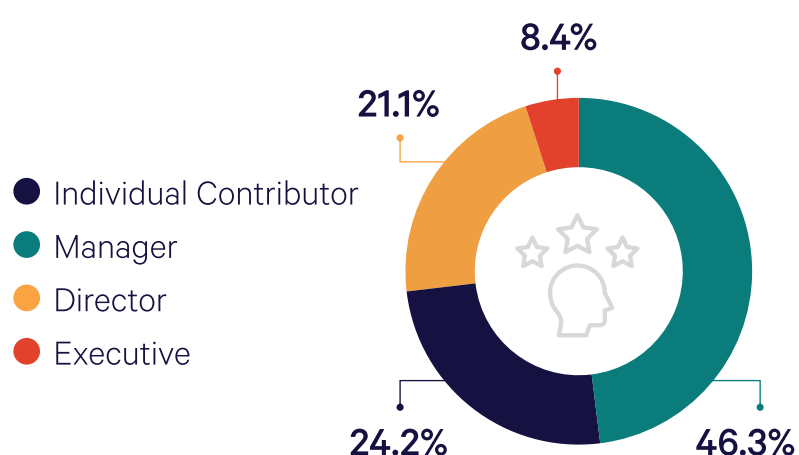- Secondary sources such as LinkedIn, Harvard Business Review, Gallup, and other reputable sources

By cross-referencing a range of data and sources, our goal is to provide a well-rounded analysis that truly reflects both the present realities for L&D teams and what to expect—or leverage—in 2025.

Survey Participants

What Best Describes Your Job Title/Function?

Job Title/Function	Percentage
Learning & Development	49.5%
HR Business Partner	9.5%
Head of HR	6.3%
Talent Management	5.3%
Diversity, Equity & Inclusion	3.2%
Other	26.2%

What is Your Seniority Level?

- Individual Contributor
- Manager
- Director
- Executive

- 8.4%
- 21.1%
- 24.2%
- 46.3%

How Many Employees Work at Your Organization?

- Fewer than 500
- 500-1,000
- 1,000-10,000
- 10,000-20,000
- 20,000+

- 9.5%
- 5.3%
- 29.5%
- 21.1%
- 34.7%
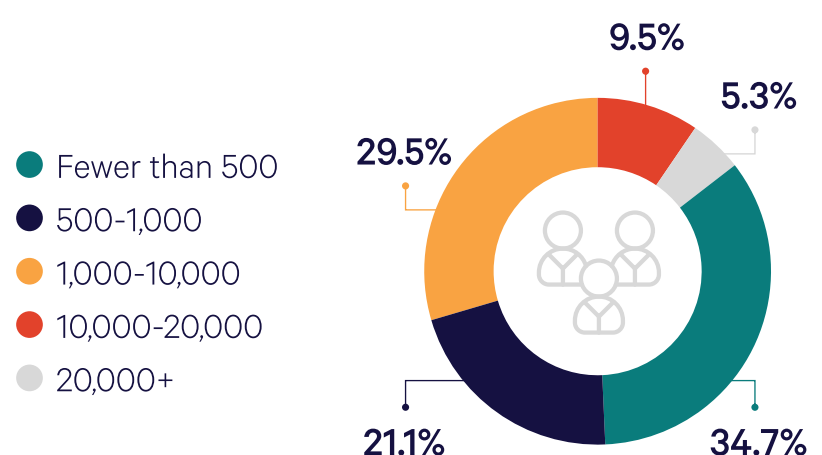
Executive Summary

Leadership development is top priority in 2025

Of eight listed priorities, leadership development was the most selected 2025 priority by HR and L&D survey respondents (26%).

Lack of growth opportunities predicted to be largest factor influencing turnover in 2025

Employees want to grow. Our survey respondents predict that a lack of growth opportunities will be the leading cause of turnover in 2025.

Employee burnout will continue to be top of mind for L&D professionals next year

78% of HR and L&D professionals think employees will be at the same or higher risk of burnout in 2025—compared to only 13% predicting less risk—due to factors such as higher workloads, unclear or unrealistic expectations, and change fatigue.

Peer learning will be more important in 2025—specifically workshops and mentorship

Only 1% of survey respondents said that social learning programs will be less of a priority next year than they were in 2024. Learning events and workshops (67%) and mentorship programs (66%) are the top choices for social learning in 2025.

Clear career development will be a top competitive factor in attraction and retention

To remain competitive in a shrinking talent pool and attract and keep Gen Z, career progression and growth opportunities need to be clearly defined. According to our survey respondents, Learning & Development programs and mentorship programs will be the two leading strategies to help facilitate internal growth opportunities.
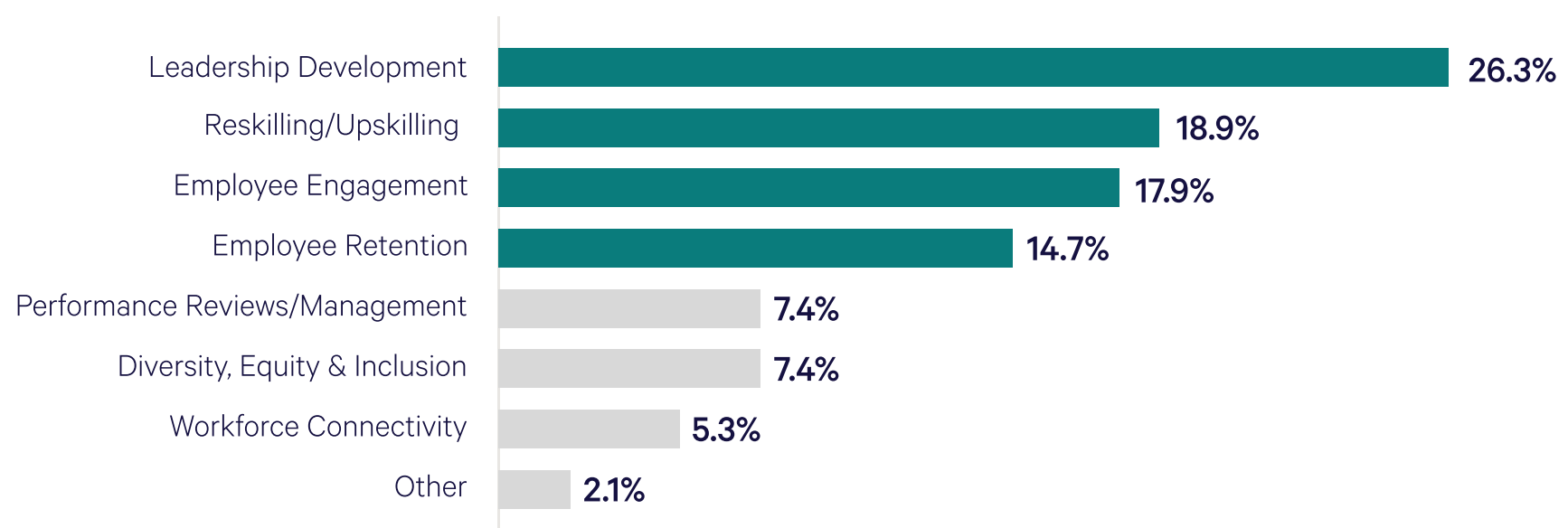
Part 1
L&D's Top Priorities In 2025

This section dives into what L&D and HR professionals are concentrating on, how they can adapt to changes, and the important initiatives they are rolling out to support both individual and organizational growth.

Top Priorities for L&D and HR Professionals

What Do You Expect to Be Your Team's #1 Priority in 2025?

Priority	Percentage
Leadership Development	26.3%
Reskilling/Upskilling	18.9%
Employee Engagement	17.9%
Employee Retention	14.7%
Performance Reviews/Management	7.4%
Diversity, Equity & Inclusion	7.4%
Workforce Connectivity	5.3%
Other	2.1%

Leadership Development

Leadership development isn't a one-off event; it's an ongoing journey that focuses on sharpening the skills and abilities of individuals so they can better lead and manage their teams. This process includes a mix of training, mentoring, and hands-on learning experiences that empower both current and future leaders. By nurturing leaders' capabilities, they are equipped to tackle challenges head-on, foster meaningful relationships, and inspire their teams to work together towards shared goals.

> **Key Takeaway:** Since it influences almost every aspect of the organization, leadership development should be at the top of all L&D and HR professionals' priority lists in 2025.

Reskilling and Upskilling

By keeping a pulse on widening skill gaps, especially around AI and emerging technologies, organizations know that reskilling and upskilling employees is key to remaining adaptable and competitive in 2025. L&D teams are focusing on programs that not only help employees learn new skills but also enhance the ones they already have. This commitment ensures that everyone stays capable in their roles, feeling empowered to thrive.

Employee Engagement

Studies have shown how deeply intertwined employee engagement and organizational success are—hence its top spot on the HR and L&D professionals' priority lists. Moving into 2025, they're exploring fresh and creative methods to keep teams motivated and truly connected to their roles.

70% of employees don't feel as engaged as they should be and don't feel a meaningful connection to their work

70%

Employee engagement increases 51% when organizations support leaders in implementing feedback

51%
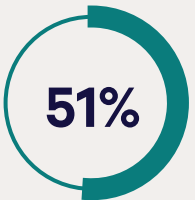
Employee Retention

Retention is a large issue for many organizations, and it's something that L&D teams can't afford to overlook—**51% of employees are <u>considering leaving their job</u>** or actively looking for other opportunities. HR and L&D teams can have a lot of influence in this category. According to the <u>2024 LinkedIn Workplace Learning Report</u>, **70% of respondents said learning improves their sense of connection** to their organization and **80% said it adds purpose to their work.**

Performance Reviews and Management

Traditional performance reviews are gradually being enhanced with a focus on continuous feedback and meaningful conversations about development. L&D teams are now adopting systems that prioritize ongoing improvement, creating a culture of support and growth. This shift not only helps employees understand their progress but also empowers them to take charge of their own development journeys.

L&D and HR Priorities by Organization Size

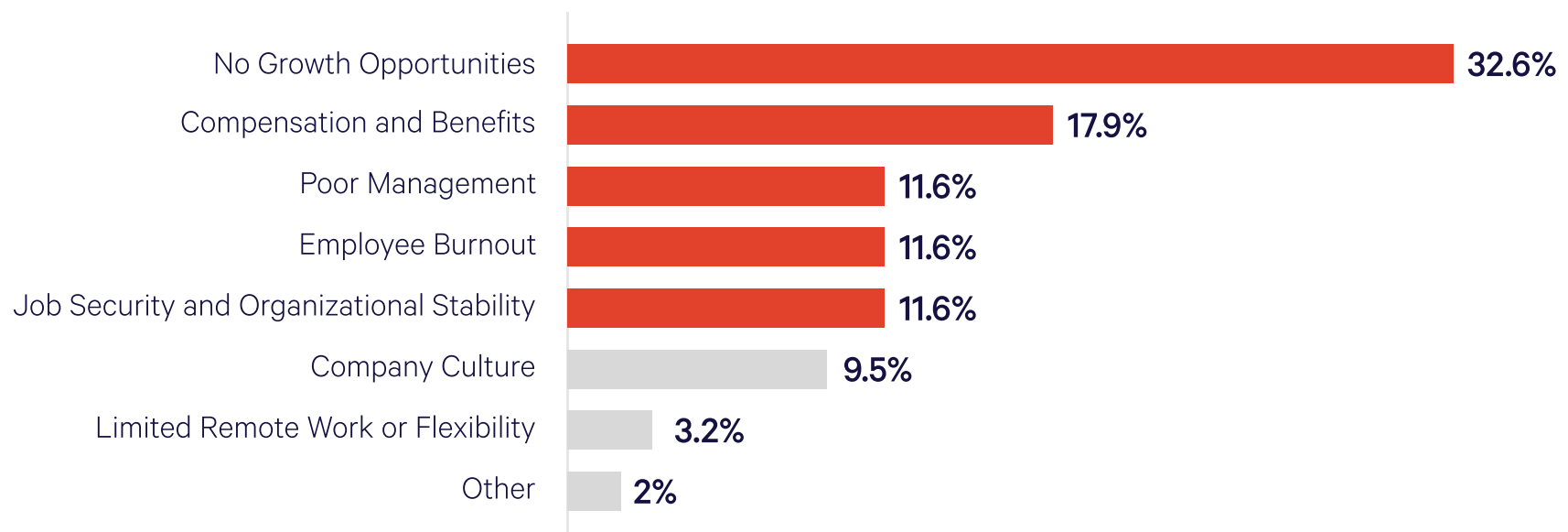| # of employees	Top Priority
Fewer than **500**	Leadership Development and Employee Engagement
500 - 1,000	Employee Retention
1,000 - 10,000	Leadership Development
10,000 - 20,000	Leadership Development and Reskilling/Upskilling
20,000+	Reskilling/Upskilling

Part 2
Retention
And Burnout

As the second and fourth most important priorities for L&D and HR professionals in 2025 respectively, employee engagement and retention are crucial topics worth a deeper dive. But first, let's acknowledge the intricate relationship between employee satisfaction and other areas of the modern work environment.

There are many factors that contribute to employee satisfaction such as growth opportunities, compensation and benefits, supportive leadership, and job security. In fact, these are the top factors predicted to influence turnover in 2025.

What Do You Foresee Being the Top Factor in Employee Turnover Next Year at Your Organization?

| Factor	Percentage
No Growth Opportunities	32.6%
Compensation and Benefits	17.9%
Poor Management	11.6%
Employee Burnout	11.6%
Job Security and Organizational Stability	11.6%
Company Culture	9.5%
Limited Remote Work or Flexibility	3.2%
Other	2%

Let's take a look at some of these factors and how HR and L&D teams can support employees while reducing burnout and turnover.

Lack of Growth Opportunities

Our survey respondents predict that the lack of growth opportunities will be the leading cause of turnover in 2025.

86% of professionals said that they would change jobs if a new company offered them **more opportunities for professional development.**

86%
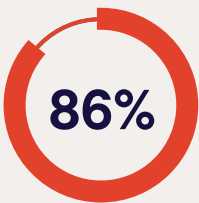
Professional development programs have the potential to close this gap. But, data shows that many professional development programs fail to launch and most fail to reach the measurement stage. On the other hand, most programs that fail are described as "expensive, one-size-fits-all programs that aim to reskill hundreds or thousands of employees at once." Companies that prioritize personalized professional development programs can win the war for top talent in 2025, in a job market where so many employees are more likely to choose employers that offer growth opportunities.

Key Takeaway: Prioritize personalization in professional development initiatives and give employees the power to decide what and how they want to learn (i.e. Employee-led growth)

Compensation Concerns

As the cost of living in North America continues to rise, compensation is a top concern for many employees. Employers must regularly assess and communicate their compensation strategies to stay competitive in their industry and keep their employees on the same page. By openly discussing these issues and ensuring fair pay, organizations can build trust and provide a sense of security for their employees.

30% of U.S. adults who quit their jobs said **additional compensation and benefits would have influenced their decision to stay.**

30%

Poor Management

The third predicted factor for turnover is poor management. When employees face poor or ineffective leadership, their morale suffers—and so does their productivity. Poor communication, lack of support, and unrealistic expectations can lead to frustration, driving talented workers to look for new opportunities.

70% of team engagement is determined by their leader

70%

Since leadership development is the top priority for L&D and HR professionals, many already know the issues with management and the long-held fact that employees leave bad bosses more than companies. Building a strong management pipeline and making sure leaders are well-equipped for 2025 is key to addressing challenges like lack of engagement and retention issues.

Key Takeaway: Focus on helping current leaders develop core competencies and listen to employee feedback to course-correct underperforming managers.

Rising Burnout

Burnout is a growing concern, with 78% of respondents saying employees will be at the same or higher risk of burnout in 2025. Alarmingly, 42% of employees have reported that their burnout has worsened over the past year.

Do you expect that employees at your organization will be more or less at risk of burnout in 2025 than they were in 2024?
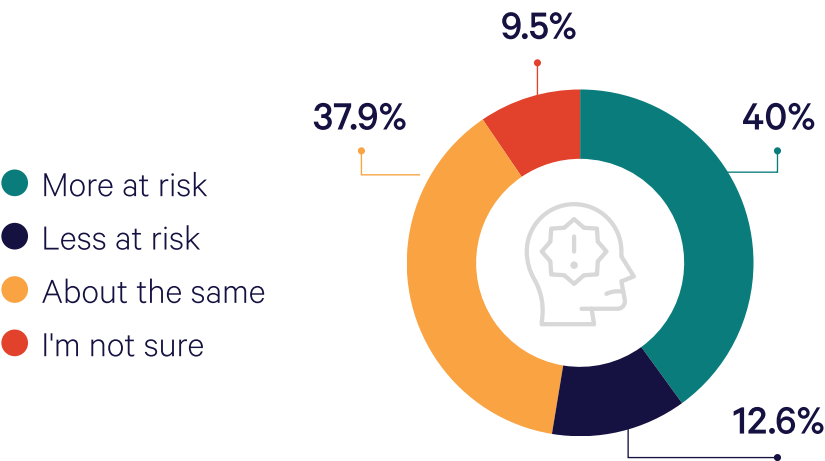
9.5%

37.9%

40%

- ● More at risk
- ● Less at risk
- ● About the same
- ● I'm not sure

12.6%

78%

78% of HR and L&D professionals think employees will be at the same or higher risk of burnout in 2025

Factors Contributing to Burnout and How to Address Them

Burnout is a complex issue that stems from many interconnected factors, and understanding these is the first step in managing it and finding solutions. Here are a few factors that contribute to burnout and how HR and L&D can understand and approach solutions as part of their 2025 strategy.

| Factors	Approach
Excessive Workload Constantly pushing employees to meet high workloads without adequate support or resources can lead to chronic stress.	**Workload Management** Encouraging realistic SMART goal setting and ensuring that workloads are balanced can help alleviate stress. Regular check-ins with managers can support employees in voicing concerns about their workload.
Unclear or Unrealistic Expectations Ambiguous tasks, unclear responsibilities, or unattainable expectations create confusion and frustration. This uncertainty leads to increased anxiety and even a sense of failure.	**Clarifying Expectations** Working with managers to communicate expectations clearly and accept and action employee feedback on roles and responsibilities reduces confusion and frustration.
Lack of Meaningful Work When employees feel their jobs lack purpose or don't contribute to a larger goal, it can lead to disillusionment.	**Connecting to the Bigger Picture** Clearly communicating how roles contribute to larger organizational goals and success or societal benefits can help inspire employees and strengthen their sense of purpose.

Part 3
Social Learning

Social learning plays a crucial role in personal and professional development. It allows employees to learn from one another through shared experiences, creating a collaborative and cohesive company culture. Because of this, the majority of HR and L&D professionals predict social learning is going to be even more important in 2025 and beyond.

In 2025, do you expect social learning programs to be more or less of a priority than they were in 2024?

3.2%

29.5%

- More important
- Less important
- About the same
- I'm not sure

1.1%

66.3%

96%
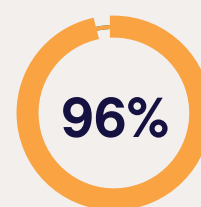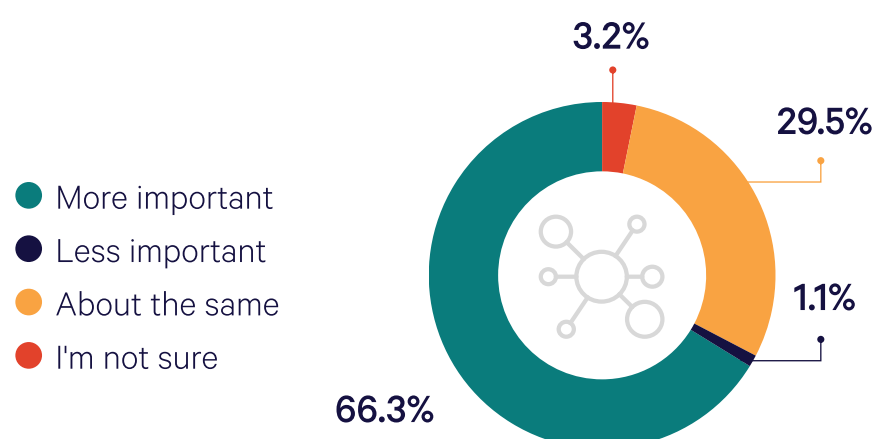
96% of respondents will prioritize social learning the same or more in 2025

HR and L&D professionals are increasingly recognizing what social learning means to overall culture and professional development. But what does social learning look like?

What social learning programs do you expect to be running at your organization in 2025? (Select all that apply)

Program	Percentage
Learning Events/Workshops	67.4%
Mentorship Programs	66.3%
Coaching Programs	48.4%
Networking/Employee Connection Programs	33.7%
We Don't Plan on Running Any Social Learning Programs	2.1%
I'm Not Sure	1.1%
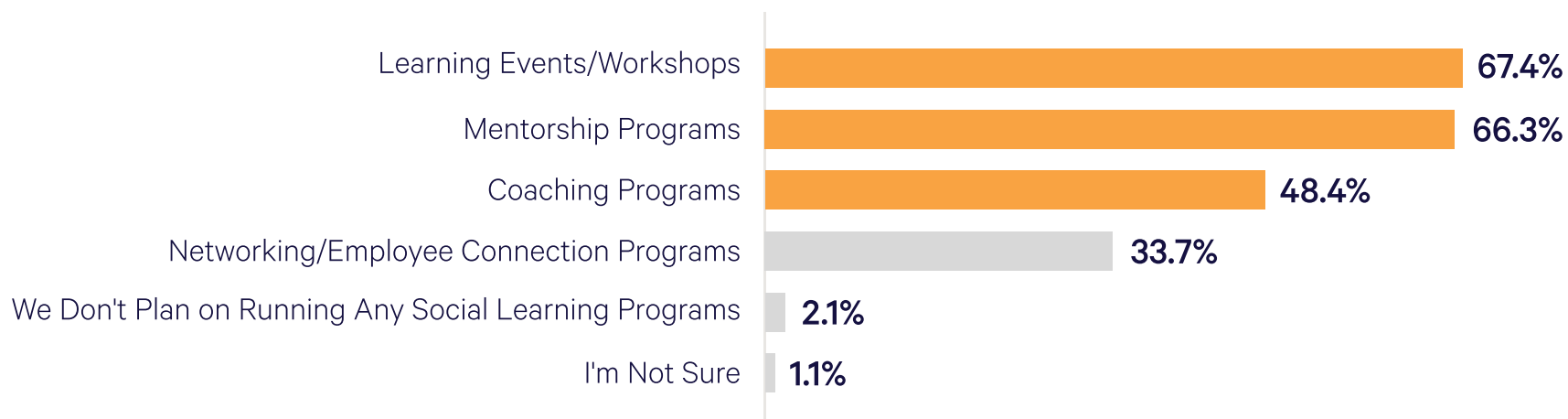
Learning Events and Workshops

Interactive learning events and workshops are gaining popularity and are the top expected (67.4%) social learning programs in 2025. Events such as lunch and learns, expert panels, and "ask me anything" sessions offer hands-on experiences and opportunities for employees to engage with experts and peers, supplementing their learning journey. Tools built specifically to host and promote learning events (like Together's Events feature) can help automate many of the back-end processes, making these workshops more seamless for administrators and participants.

Mentorship Programs

Mentorship is the second most (66.3%) sought after social learning program in 2025. Matching employees with more senior staff or even their peers not only increases knowledge sharing and skill development, but creates a sense of connection that contributes to employee engagement.

We gathered usage data from the Together platform to analyze types of mentorship programs run and the most common session feedback themes to help you get a better sense of how your peers are currently operating mentorship programs in their organizations.

1:1 Mentorship is Most Popular

One-on-one mentorship is still the most popular expression of mentorship programs, evidenced by mentor-mentee matches making up **92.7% of total matches in Together**. Executing those programs as part of a cohort is more popular than evergreen programs.

Cohort-based mentorship programs run for a fixed amount of time (such as six months or a year) and have a fixed employee registration and match period—compared to an evergreen program that has continuous intake and runs indefinitely. 1:1 cohort programs make up nearly three quarters of all mentorship programs run through the Together platform.

Types of Mentorship Programs Run Through Together
Jan-July 2024

3.1%
24.5%
72.4%

- 1:1 Cohort
- 1:1 Evergreen
- Group Cohort

Key Mentorship Feedback Themes

Reviewing anonymized mentorship session feedback submitted through Together shows the positive impact these programs have on mentees and how excited mentors are to be a part of their journey.

Mentee Feedback: Most Mentioned Themes

The word "goals" was mentioned 867 times, "helpful" 544 times, and "career" 505 times.

> "Talk about the perfect mentor for me! Two meetings in and his advice has been great. He is helping me focus on what I am doing. What I want to do. Then realistically assign a schedule to make this happen."
>
> - Anonymous Mentee

Mentor Feedback: Most Mentioned Themes

The word "goals" was mentioned 1,081 times, "work" 813 times, "conversation" 511 times, "questions" 417 times, and "progress" 225 times.

> "[My Mentee] is keen to action on recommendations and asking questions. Regardless of the difficulty of the subject matter, she continues to strive towards creating the change that is desired. We have been putting in actionable steps for her ownership and she is seeing results."
>
> - Anonymous Mentor

For both mentors and mentees, mentorship programs provide opportunities to network internally and grow professionally and personally. For organizations seeking solutions to disengagement, lack of career growth, and employee turnover, mentorship provides a personalized and relational solution.

Coaching vs. Mentorship Programs

Coaching is the third-most expected social learning program in 2025, and has become a vital part of L&D strategies. Personalized coaching helps employees develop specific skills, build confidence, and achieve their career goals.

Employee coaching is not to be confused with mentorship, though they are similar in many ways. Coaching is a short-term, structured relationship that focuses on developing set skills or reaching set goals, while mentorship is more informal and focuses on overall personal and professional growth.
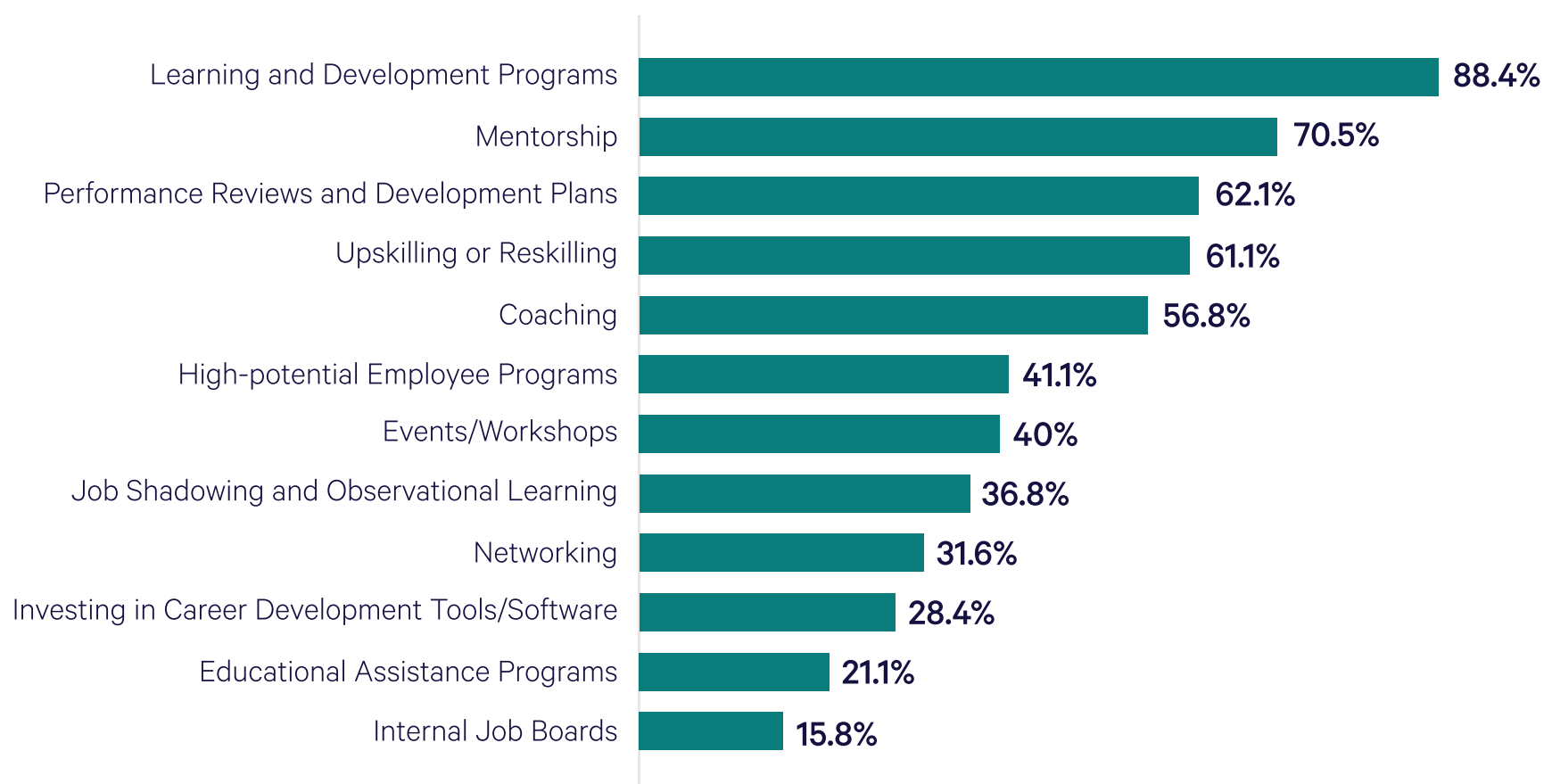
Part 4
Career Development

As we've discussed throughout this report so far, career development is an essential element that influences engagement, satisfaction, and is the **most predicted influencer of employee retention**. HR and L&D professionals are working hard to make career development programs a reality in 2025.

Aligning with this, "helping employees develop their careers" has climbed from 9th to 4th on L&D's priority list this year.

In 2025, what strategies do you expect to execute to help employees develop their careers? (Select all that apply)

Strategy	Percentage
Learning and Development Programs	88.4%
Mentorship	70.5%
Performance Reviews and Development Plans	62.1%
Upskilling or Reskilling	61.1%
Coaching	56.8%
High-potential Employee Programs	41.1%
Events/Workshops	40%
Job Shadowing and Observational Learning	36.8%
Networking	31.6%
Investing in Career Development Tools/Software	28.4%
Educational Assistance Programs	21.1%
Internal Job Boards	15.8%

So, why are career development and growth opportunities so important to today's employees?

Lack of Growth is a Point of Contention

As the largest predicted influencer of turnover in 2025, lack of growth opportunities can often create tension within organizations. Employees may feel frustrated when they perceive a lack of opportunities for advancement or development, while leadership, HR, and L&D teams sometimes struggle to align their objectives.

1 ### Job Security in Uncertain Times

Tying for the **third most predicted factor influencing turnover, job security and organizational stability** are putting more pressure on employees to become indispensable. Employees are hungry to strategically acquire new skills or further develop existing ones, not only building their own confidence, but creating more job security for themselves—a powerful motivating force.

2 ### Gen Z Wants to Stay and Grow

Despite sensational headlines, many younger employees don't want to job hop, but understand they can only grow so much at organizations that don't prioritize career or personal development. They desire feedback, mentorship, and opportunities to expand their skill sets. In fact, **43% of US college seniors and recent graduates want a long-term career** with an employer that offers growth opportunities.

3 ### Competing for a Smaller Talent Pool

In June 2024, the U.S. had **8.1 million job openings and 6.8 million unemployed workers**—and could face **a deficit of 6 million workers** by 2030. In other words, organizations are competing for a smaller talent pool. Clearly defined and intentional career development programs help attract and retain talent.

43% of US college seniors and recent graduates want a long-term career with an employer that offers growth opportunities.

43%
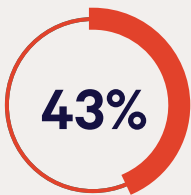
Making Career Development Programs a Reality

01

Assess Employee Wants and Needs

Gather employee input on what they would find most valuable. For example, <u>76% of study respondents say mentorship is valuable</u> to them.

02

Set Clear Objectives

Define what success looks like for the program, such as increasing employee retention, enhancing skillsets, or training current and future leaders.

03

Weigh Against Resources

Find the middle ground between program development, ongoing administration, budget, and L&D staff commitment.

04

Get Buy-in

Create a business case highlighting the organizational benefits of development programs to get executive by-in. Leverage the statistics in this report and <u>ROI calculations</u>.

05

Leverage Technology

Several software solutions are out there to suit any particular program plan or needs. For example, mentorship platforms can help automate and personalize a highly manual process for administrators and participants.

06

Promote Programs

Make sure available programs are visible and accessible to all employees. Regularly use internal communications and team meetings to promote programs and share success stories.

07

Create Feedback Channels

Create surveys and other regular check-ins with participants to communicate progress and challenges, allowing for program adjustments for maximum impact.

08

Evaluate and Iterate

Measure employee participation and performance against set objectives using metrics like employee satisfaction, retention rates, and performance improvements.

Conclusion

As we look ahead to 2025, it's important to acknowledge there are unique challenges ahead that will shape Learning and Development in the future. Employee burnout is a worsening concern, and skill gaps—particularly around AI and other new technology—are becoming increasingly apparent. In addition, building a strong management pipeline is a key challenge. L&D and HR professionals have their work cut out for them in the next year.

To solve challenges and ensure their organizations are adaptable and resilient, teams are working hard to make sure their leadership teams are supported, new and current staff want to stay, and employees have a variety of highly accessible ways to grow—all while leaning on technology to streamline the processes and execute the programs needed for success.

We hope the findings in this report are helpful and serve as a valuable resource as you develop your strategies to take on 2025 with confidence. By leveraging the insights from this report, you can influence the support, growth, and satisfaction of your employees, helping your organization come out stronger in the next year and beyond.

About Together

Together's mentoring software empowers enterprise organizations to drive performance through relationships. Whether you're running traditional 1:1 mentoring programs, peer or group mentoring programs, or just want to connect employees over a cup of coffee, Together matches employees at scale.

Together has consistently been granted the #1 mentorship software award for user experience by G2, the world's leading software review site.

Together Administrators Report...

94%
Improved Employee Skills

95%
A More Connected Company

100%
Improved Inclusion and Support

79%
Improved Retention

Some of our customers include

Teladoc HEALTH

Kellogg's

randstad

Discovery

HEINEKEN

New York Life Foundation

Book Demo

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