

Key Trends for Learning & Development in 2025*

2025 marks a year of growth for L&D, with **budgets and tech investments projected to rise**. As businesses adapt to rapid change, L&D must foster resilience, innovation, and human-centered strategies to future-proof the workforce.

Wondering what steps can you take in 2025?

- Personalize learning with AI tools
- Embed AI in daily workflows
- Use virtual AI coaches for support
- Track and refine learning with AI



Leverage AI to Sustain Learning

- Engage across all levels
- Align efforts across departments
- Foster cross-function collaboration
- Build internal L&D champions
- Shift to proactive strategies



Build connections

Improve Leadership Pipelines



Enhance Skills Transparency



Navigate Workforce Transformation



- Make leadership training accessible
- Start leadership training early
- Train all employees, not just managers
- Focus on empathy and conflict skills
- Build strong succession plans

- Define core skills for roles
- Map skills with AI tools
- Create tailored learning paths
- Empower employees to manage skill development
- Use data to guide performance conversations

- Address technical and emotional needs
- Build adaptability and resilience
- Add change management to training
- Support AI integration at work
- Build confidence in transitions



Connect with [It's Logical](#) to explore how these trends can reshape your L&D strategy in 2025!



*Based on the report by Ken Taylor and Michelle Eggleston Schwartz, Training Industry, Inc. Click [here](#) to read the full report.