



BIZ  **LIBRARY**

Trends in Training
Report 2025



BizLibrary's 2025

Trends in Training Report

At [BizLibrary](#), not only do we strive to provide our clients with an all-in-one solution they need to deliver exceptional learning and development programs, but we also aim to help them understand the always evolving world of L&D and HR. When we started sending out our trends in training survey a few years ago, we had the intention of using the results to help inform prescriptive program development with our clients.

By the time the next year rolled around we realized that we wanted to use the results from our clients and other L&D experts to inform our stance on what we think the L&D world will look like in the coming year. Now with a few years of research and data we are more equipped than ever to deliver a report that is packed with valuable L&D golden nuggets.

We are excited to publish our first-ever deep dive into evolving trends, what L&D professionals are saying, and predictions for the coming year backed by our own platform and content utilization, survey, and research data.

In this robust report you'll not only find impactful data that can help inform leadership buy-in, budget, and planning meetings, but analysis and detail around what all the data means when applying the findings to your organization. We've broken the report out into sections following a natural progression of topics.

We invite you to share this report with your fellow L&D colleagues and to feel free to start a conversation on LinkedIn with [#BizLandDTrends25](#) sharing what you've gleaned.

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Part one

2025: Hitting Refresh



2025: Hitting Refresh

We all know when everything is a priority, nothing's really a priority. HR and L&D professionals are reporting record levels of burnout and constant competing priorities. It's time to get clear on what is most impactful. **We're coining 2025 as the year to Hit Refresh in training.** Learning initiatives seem to be in a frozen state while training professionals are tasked with spreading thin resources across growing responsibilities. **It's time to pause and hit refresh. Breathe new life into training programs and training professionals!**

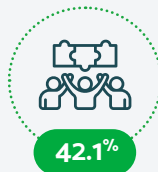


Read BizLibrary's 2025 Trends in L&D Report to learn more about the intersection between measuring program impact, getting leadership support, and solving top organizational challenges through training.

Top 3 challenges faced by CEOs



Leadership Development



Upskilling & Reskilling



Talent Acquisition and Retention

Top 3 challenges faced in L&D, related to high rates of burnout in HR & difficulty getting leadership support



Not enough time to devote to building a training program



Measuring the impact



Not enough learner participation

Top 5 programs currently supported

- 1 Compliance
- 2 Leadership
- 3 Onboarding
- 4 Cybersecurity
- 5 Workplace Safety

Top 5 Most Requested Programs

- 1 Leadership Development
- 2 New Manager training
- 3 Communication
- 4 Digital Literacy and Transformation
- 5 Technical Skills

Part Two

A CEO's Influence on Programming



A CEO's Influence on Programming

A Balancing Act

It's no secret HR and L&D professionals are stretched thin. They often find themselves in the middle – caught between the big picture initiatives the c-suite wants with the day-to-day needs of employees – not to mention state, local, and industry regulatory compliance.

That tension is evident in this year's survey findings. Through the data, we're seeing a story of training professionals balancing competing priorities all while feeling record levels of burnout.

Pressure from CEOs

CEO's have succession planning on the brain. HR and L&D professionals reported that their CEO thinks the three biggest challenges facing their organization are:



leadership development



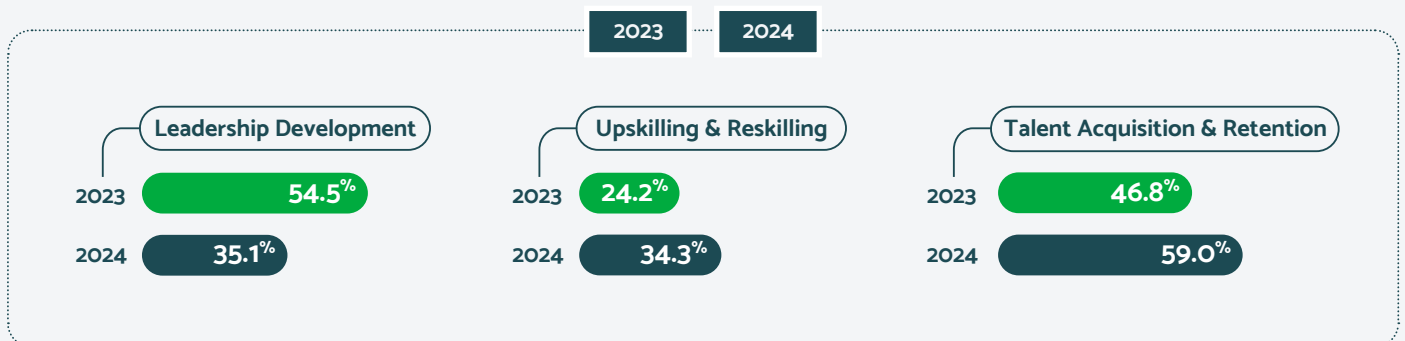
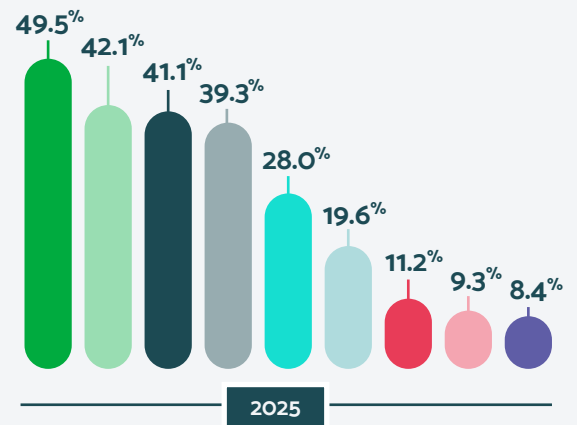
upskilling & reskilling



talent acquisition

What would your CEO say are the top three challenges your organization is facing going into next year?

- Leadership Development
- Upskilling & Reskilling
- Talent Acquisition & Retention
- Employee Engagement
- New Business Growth
- Managing Rapid Pace of Change
- Client/Customer Retention
- Fear of Recession
- Managing Hybrid/Remote Workforce



These challenges have remained consistent over the last few years with leadership development moving in and out of the first slot. The focus on these topics would indicate that CEOs are concerned with the future of their organizations, specifically their future leaders.

These three challenges are closely related. We've all heard the expression employees don't leave jobs, they leave managers. However, the last few years have seen employees leave for new opportunities to develop their skills (is it too soon to remind everyone about Quiet Quitting and the Great Resignation?). It makes sense CEOs would be prioritizing retaining talent through effective leaders and opportunities for employees to grow their skills.

A Disconnect

So how do these concerns carry over into programming?

Interestingly, neither leadership development or new manager programs make the list of the top three programs that are currently supported.

Instead, we see [compliance](#) as the most frequently supported program, followed by [safety](#) and [onboarding](#).



	Annual Compliance	Workplace Safety	Onboarding	Cybersecurity	Leadership	New Manager
2023	45.9%	33.8%	58.0%		60.2%	51.1%
2024	81.3%	69.4%	73.1%	55.2%	61.2%	44.8%

However, when we look at the programs HR and L&D professionals would like to see their organization add, we see [leadership development](#) as number one, followed closely by [new manager](#). We saw the same trend in 2024. There is a desire to add programs that tackle the challenges faced by organizations, but it's not being carried over into reality.

Despite a lot of buzz and many studies reporting AI skills in high demand, we aren't seeing mass adoption from either learners or administrators. Nearly 35% of training professionals said they would like to train on it in 2025 – up slightly from 28% in 2024. Interestingly, only 19.6% of training administrators report having support to use it while creating or administering training.

The tension HR and L&D professionals feel between the big-picture initiatives, trending topics, and necessary operational programs is evident in the data. It's not surprising to see record levels of burnout given the constant competing priorities coupled with lack of time.

In fact, the number one reported challenge for HR and L&D professionals is **having a lack of time to develop a training program**.

This has been the number one challenge for the last three years.

	Not enough time to devote to building a training program	Measuring the impact	Not enough learner participation	Not enough budget for training	No leadership support	Manage training across a dispersed and/or hybrid workforce
2023	45.0%	44.2%	37.2%	40.7%	18.6%	
2024	42.5%	30.6%	30.6%	35.8%	14.9%	25.4%
2025	46.7%	41.1%	39.3%	38.3%	28.0%	27.1%

	Centralizing training	Content isn't engaging enough	Clunky learning system
2023	20.3%	18.6%	20.3%
2024	11.9%	15.7%	11.9%
2025	17.8%	15.0%	12.1%

We see measuring impact of training, not enough learner participation, not enough budget for training, and no leadership support in the top five challenges, which seems to be indicative of a resource issue.



impact of training



not enough learner participation



not enough budget for training



no leadership support

Additionally, industry reports have noted that 95% of HR professionals surveyed say that their everyday was too much work and stress. 62% of respondents were considering leaving HR. Programs like compliance, workplace safety, and cybersecurity are often legally required, and it seems like there is no bandwidth left over for elective learning programs or even focus areas that are directly mapped to the top 3 challenges that CEOs say their organizations are facing.



Key finding:

There's a disconnect between training priority and practice. The Top 3 challenges faced by CEOs are directly mapped to the Top 3 Most Desired Programs, however, challenges being faced by L&D and HR professionals such as record burnout and lack of resources seem to be creating a systemic barrier to implementing new programs to address larger organizational issues, such as employee retention.

Part Three

Content Focus Areas

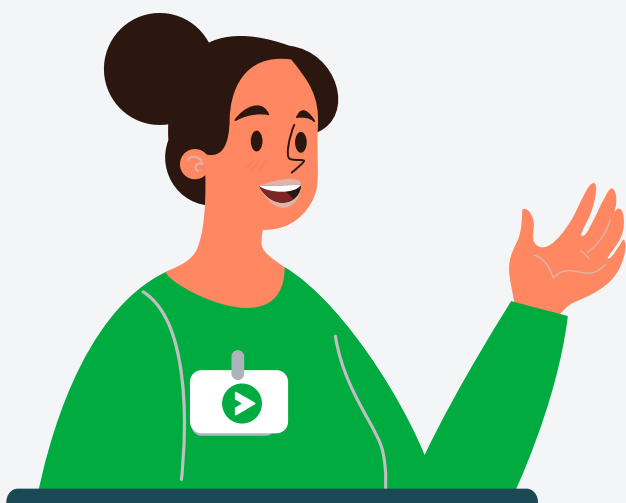


Content Focus Areas

Training Content Topics

We dug into our client utilization data to see if our clients were having some of the same challenges reflected in our overall survey. Some of the same issues were reflected – but we saw some pleasant surprises, too. For example, **business skills training is our second most-utilized category, implying that our clients are providing upskilling opportunities to their learners.**

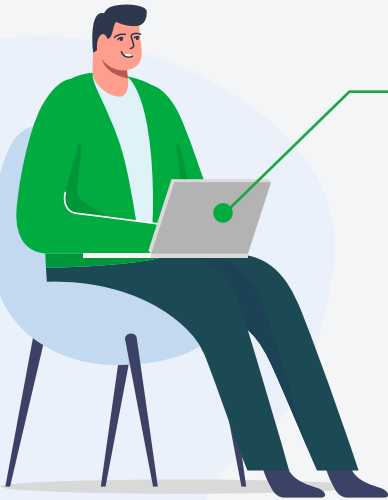
The mandatory program requirements like compliance and workplace safety are certainly present in our top 5 most-utilized subtopics, but so are themes like [DEI](#), personal and career development, and soft skills topics such as [Communication](#), a skill that is becoming more popular to have a training program around (3rd most requested in our survey!). Soft skills training is often requested and rarely prioritized, so it is a real encouragement to see it represented so strongly in BizLibrary client utilization data!



Most Popular Content of 2024

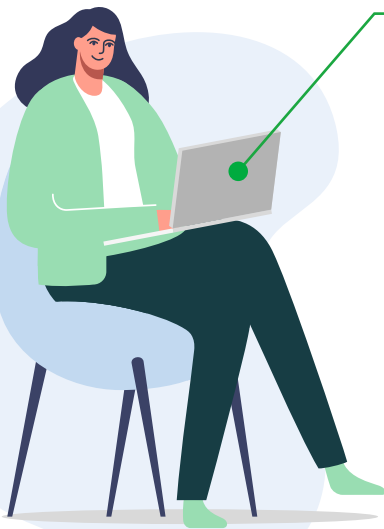
We pulled our utilization data from our award-winning content library for the past year. In 2024, the top 5 most-utilized content categories were:

- 1 [HR Compliance](#)
- 2 [Business Skills](#)
- 3 [Workplace Safety](#)
- 4 [Information Technology](#)
- 5 [Leadership and Management](#)



The top 5 most-utilized subcategories from 2024 were:

- 1 Anti-Harassment
- 2 Cybersecurity
- 3 Diversity and Respect
- 4 Personal and Career Development
- 5 Communication



The top 5 most watched lessons in our content library are:

- 1 Test Your Phishing Recognition Skills
- 2 Culture of Civility: Creating a Harassment Free Workplace
- 3 Bloodborne Pathogens
- 4 Building Great Relationships
- 5 Setting SMART Goals for Success

Our top 5 most watched lessons are another example of BizLibrary clients having strong diversity in their L&D programs – the categories represented here are cybersecurity, anti-harassment, workplace safety, communication, and personal/career development.

Part Four

Program Planning and Logistics



Program Planning and Logistics

Training Content Topics

• How are you delivering your training programs in 2025?



65.4%

Blended learning approach, mix of in-person and virtual



8.4%

Virtual



16.8%

Online, off-the-shelf content



8.4%

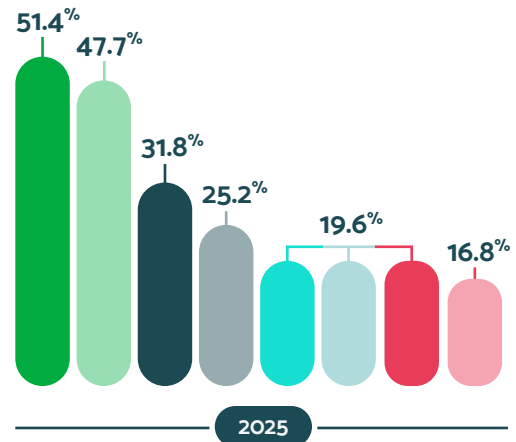
In Person



Training delivery methods remain mostly consistent from last year. Blended learning continues to grow as the most common delivery method, **with a majority of respondents reporting that they deliver their training as a mix of in-person and virtual events.** On-location instructor-led training experienced a small jump from last year, but that's nearly a 50% drop from 2023's 16.5%. This could be due in part to the large growth of hybrid workplaces in the last two years – workplaces that had previously trained in-person have shifted to blended learning or other forms of e-learning to keep up with skills demands. Training delivery should be intensely personal to individual organizations based on what yields the best results.

• **What learning trends do you have support to implement in 2025?**

- Personalized or Role Specific
- Microlearning
- Social learning
- Cohort-based learning
- Gamification
- Utilizing virtual coaching and reinforcement tools
- Leveraging Gen AI to create or administer training
- None



Trends that have support can be tied into an upskilling story in combination with the pressure put on HR and L&D professionals to provide opportunities with resources they don't have.

Training techniques such as microlearning and personalized learning can also go through trend cycles. Microlearning was the #1 learning trend of 2024, but [Personalized or Role-Specific Learning](#) has surpassed it this year. CEOs reported that upskilling and reskilling is the #2 challenge faced by their organizations this year, so it makes sense that personalized upskilling would be the most supported new learning technique in the coming year.

Role-specific upskilling can be a program that requires heavy administrative lift as not every organization has access to personalized upskilling tools like, such as the features found in BizLMS. For example, BizAI allows learners to set their learning preferences like skills interests and delivery methods.

But that's where elective learning programs can have a big impact – learners who are empowered to drive their own development do not need administrative oversight to pursue their own upskilling. However, building a new program of any kind, including an elective learning program, does take an initial upfront investment that it seems that many training professionals do not currently have the bandwidth for.

Other learning trends and techniques that professionals have support to implement in 2025 include social learning, gamification, cohort learning, virtual coaching, and AI. Virtual coaching, cohort learning, and AI are at a 3-way tie for last, which is interesting considering that so many sources are reporting that AI skills are in high demand. This could be due to the fact that many administrators and their C-Suite are not yet comfortable enough with [AI tools](#) to implement them into their day to day – thus contributing to the need for upskilling!



52% of training professionals

reported that they were not focusing on elective learning as much as they'd like to, which could be contributed to the recent rise in difficulty acquiring leadership support making implementing elective learning difficult.

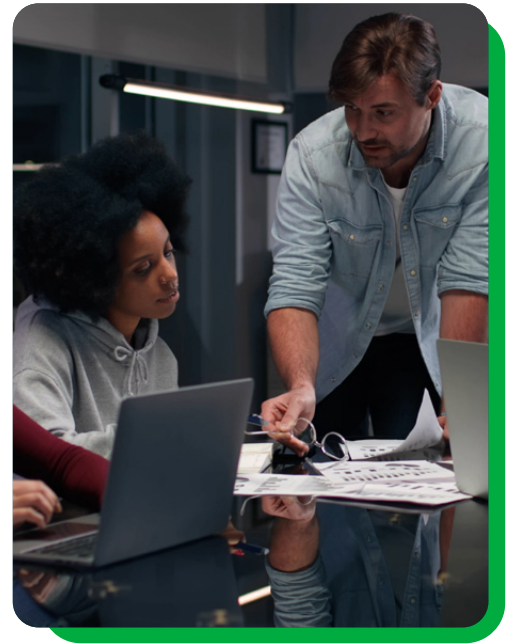
BizLibrary strategically supports our clients in elective learning program through initiatives such as our direct-to-learner marketing Skill Booster emails and other marketing templates such as playbooks, competency guides, email templates, and more. BizLibrary's strategic support through Skill Booster and other resources helps to give back some bandwidth to training professionals by removing the responsibility of planning multiple elective learning initiatives.

When looking at BizLibrary's direct-to-learner marketing campaign, the desire to learn is further emphasized by looking at the learner behavior associated with these emails.

What we've found is when given the choice between a specific skill like [time management](#), [leadership](#), or [communication](#) our learners click through that email at a higher rate than the emails that cover a **broad range of topics such as “most watched in our content library” or “most recently released.”**

Additionally, we find that learners are more apt to select content that can be applicable to all aspects of their lives, not just the workplace. Things like goal setting, [stress management](#), financial literacy, rather videos that are geared toward the workplace like “applying AI to the workforce” or specific work applications like Teams and Excel.

Although a majority of employees everywhere are expressing a desire for upskilling organizations are choosing to prioritize foundational programs rather ones that may enhance the employee experience.



Budget, Buy-In, and Support

Acquiring leadership support has become something of a mixed bag – roughly the same number of training professionals are not having difficulty getting buy-in from their leadership teams. However, a concerning amount of professionals are finding it impossible to receive training support from their leaders – **double the amount from the previous year.**

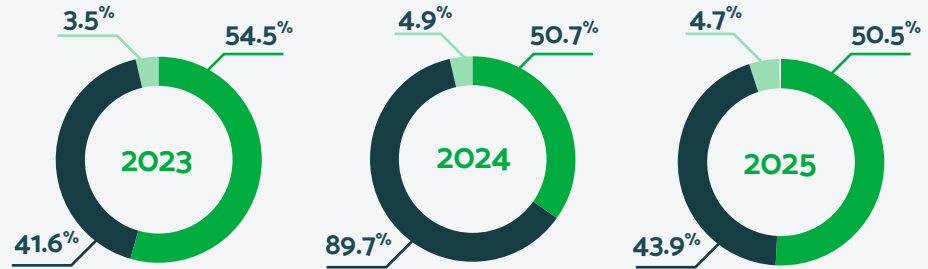
On a scale of 1-5, how easy is it to gain leadership buy-in for your training and development programs



On some levels, leadership support for training is returning to levels we saw in 2023. However, data for the most recent year overall shows that difficulty in receiving leadership buy-in increased by 11%, and ease in acquiring leadership buy-in dropped by 6.3%.

• In the coming year, do you anticipate leadership's support for learning and development to:

- Stay the same
- Increase
- Shrink



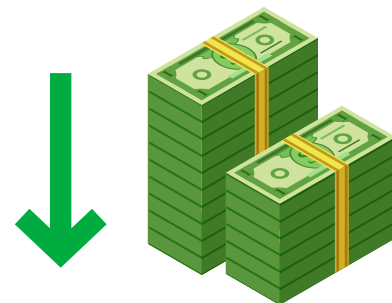
Additionally, **less than half of respondents expect leadership support to increase in 2025. This is a 45% drop from last year, when 89.7% of respondents thought that leadership support would increase.** This could be reflective of the recent difficulty training professionals have had getting support for their programs. However, it is worth noting that about 50% of training professionals anticipate leadership support to remain the same. That could mean two things – one, while it's may not be increasing, it's also not getting worse, and two – it could be indicative of the resource issue we've seen evidence of in other aspects of the report – training professionals being expected to do more with less.



Key finding:

One of the critical points of friction is illustrated in the relationship between lack of leadership support and the challenges that organizations are facing. Training initiatives can have a big impact on leadership development, upskilling, and talent retention (the top challenges of 2025), however, L&D professionals are struggling to get support to expand programming beyond what is legally mandated.

We were curious – would this impact L&D budgets? **Budget results remained fairly steady from year to year, with the biggest change being a 2% drop in responses that say they believe budgets will increase.** However, it's important to note that spending can vary wildly across industry and organization size. While definitive results are not yet available for 2025, but our research indicates that nearly 60% of respondents believe budgets will remain steady.

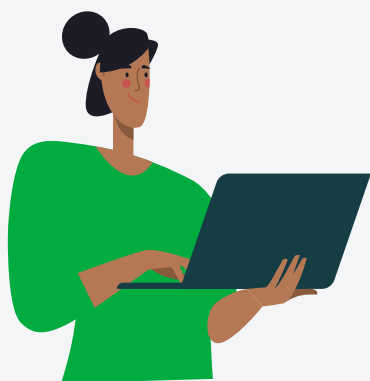


2% drop in responses that say they believe budgets will increase

Corporate budgets are often projections based on priority, pattern of spending, and ROI. In order to advocate for a larger budget, it's important that training professionals can report that they're using the current budget well.

While not every organization will be able to say the same, we pulled our clients' utilization data for the past year to see how employees were engaging with the new development benefit offered to them.

The average clients who are 30 days post launch are utilizing around 70% of their license, with an average of 14.5 launches per client YTD. So it seems that BizLibrary clients are launching and measuring the results of their skills development programs much faster and more often than the typical organization, helping them prove the benefit of having an online learning partner. Leadership buy-in, budgets, and the ability to measure the impact of training may be deeply related.



Measuring Impact

Measuring the impact of training is becoming more important than ever. **The lack of measurement could have a large impact on the availability of leadership support.** Not knowing how to measure the impact of training was the #2 most reported challenge for training professionals in the past year. A growing number of professionals found that while it was easy for them to achieve leadership support, they did need to make a case to their leadership board for that to happen.

On a scale of 1-5 how easy is it to track the impact of your program?



It's becoming vital to defend and champion for training based on the potential results for a business's bottom line. However, **21.5% of professionals reported that they have no plans to track the impact of their program at all in 2025. The majority of professionals responded that tracking the impact is difficult due to not knowing what to measure.** This is when it's important for training professionals to invest in their own development – learn [how to measure training impact and prove ROI!](#)

Even fewer L&D professionals than last year responded that they felt they had a good handle on L&D reporting. **In 2024, 29.9% of L&D and HR professionals reported that they found it very difficult to track the impact of training due to not knowing what metrics to look out for. In 2025, that number is expected to grow to 34.6%.** Additionally, fewer L&D professionals reported that it felt “very easy” to track the impact of training. A small minority of 5.2% professionals found it very easy to track the impact of training in 2023 through knowing what reports to pull in their LMS, whereas only 4.7% knew what reports to pull from their LMS to track the impact of their training in 2024.



Training professionals that are tracking their program effectiveness are primarily utilizing the reporting functionality in their LMS, employee feedback, and attendance. It’s important to find the right metrics to track when it comes to training impact. Tracking performance reviews, employee productivity, employee retention, business impact such as closed won deals, customer satisfaction, closing skill gaps, and new skills acquired per learner are tangible statistics that have a direct impact on business success related to learning and development.

There are a few different measuring tools that training professionals can use to determine L&D impact. Learning software, like LMS’s, should be able to provide basic statistics such as courses completed, types of courses taken, skills gained, and more. Beyond that, HRIS software should be keeping track of employee turnover and retention, internal mobility, etc. Training professionals should also have relationships with or direct access to information such as closed won deals and customer satisfaction so that all of this information can be compared against each other. The ability to track the ROI of training can have a big impact on budgetary decisions, not to mention increased trust and support from executives. This can start a beneficial cycle that leads to more learning, stronger results, healthier businesses, happier employees – a chain reaction that could impact the entire economy.

Part Five

Trends and Themes for 2025



Trends and Themes for 2025

After diving deep into the meat and potatoes of the L&D world, we began thinking to ourselves, what themes will we see consistently play out in 2025?



Stronger focus on upskilling + compliance while dedicated leadership development plays the background

Upskilling is going to become a major focus with leadership development as a smaller subsection of that upskilling – a way to tie it in without dedicating extra resources to it. The landscape of work is continuing to rapidly change through technology and culture shifts, and employees need to be prepared for that.



A disconnect between training priority and practice will become more stark without course correction

While training administrators are calling for more leadership development all over the industry, the data is also reporting that it's not currently being prioritized. Our own data shows that annual compliance, workplace safety, onboarding, and cybersecurity training are being prioritized over leadership development, new manager training, health and wellness content, and others. Uncovering more resources to create and implement training programs isn't something that gets solved overnight – so while we wait, upskilling workers at scale to prepare them for the future is being prioritized.



C-Suite Executives will need to admit there is a bandwidth problem.

The top three challenges in L&D in 2025 can all be related back to a lack of bandwidth. Lack of bandwidth can be a difficult challenge to solve for, as it can often be systemic. Whether it's through prioritizing burnout recovery or finding new tools and solutions, training administrators have to face the reality that without increased capacity, their programs cannot solve the top business challenges that CEOs are facing.



Data-driven decisions are going to become the law of the land.

If you look at 2024's stalled growth in budget and supported programs coupled with the data that tells us that many training professionals are not tracking their impact, we're predicting that many leadership teams are going to double down on needing a solid case for ROI before approving new programs and techniques in 2025

So, with all the competing priorities, a renewed focus on foundational programs, and emphasis on redefining the role of training professionals, where does that leave us for 2025? **At BizLibrary, we are coining 2025 as 'The Year of Hitting Refresh.'** Merriam-Webster defines refresh as "restoring strength and animation to: revive" and we think this encompasses the exact sentiment we want to have when looking at the world of HR and L&D.

Breathing new life into core programs that make workplaces safer, more secure, and more respectful is at the top of our list as we know the impact it brings to fellow employees and outside the walls of the workplace.

Additionally, professionals are tired and overwhelmed and playing a part in helping them feel supported is why we emphasize strategic support. Being our clients' partner from program conception to execution will continue to be a focus for us at BizLibrary.

And lastly, providing guidance and recommendations to C-Suite, executive sponsors, and decision-makers on how to ensure their training professionals' wellbeing can be improved. This could be done through clearly defined job roles and responsibilities as well as alignment between business goals and training programs to ensure outcomes that benefit employees and an organization's growth.

Our Roadmap to Helping Clients Overcoming 2025's Challenges



Prioritize new Integration Capabilities:

WorkDay Content Connector: BizLibrary is integrating with Workday Learning to provide a seamless content experience and introduce access to our award-winning content library. Workday Learning is a free LMS for Workday HRIS users, providing even more options for tracking training impact.

BizConnect: Organizations will soon be able to seamlessly connect their HRIS or payroll platform with BizLibrary's LMS for simplified user management. BizConnect will include 60+ native connectors for top HRIS and payroll providers.



Add new BizAI Functionality:

Learners will soon find BizAI-powered content recommendations by job role on their homepage to encourage further self-directed learning.

Administrators can look forward to content recommendations based on theme or targeted topic for Learning Initiative creation.

We are also looking into adding BizAI to our Content Creation and Customization strategy as well as part of our Skills Assessments feature.



Produce updated compliance and safety content:

Coming soon to our award-winning content library are generic, industry-specific, and state specific anti-harassment versions for employees and supervisors.

Additionally, we will be releasing Culture of Civility (Canada Generic) in English and French Canadian languages, a Job Aid for California's OSHA Heat Regulation, HIPAA: Basics, Title IX for Students and Employees, Food Handling Safety, Code of Conduct, and more.



Launch improved client training documentation:

Find all new Help Articles that reflect updates to BizLMS in our re-organized Help Section.

Explore BizHub, our one-stop-shop for in-depth client training videos, marketing templates, program guides, and more.

In 2025, L&D and HR professionals will need more support than ever to strategically align their goals and programs with core business challenges. At BizLibrary, [we are all about providing strategic support to our clients and partners](#). Your success is our success – and in a market full of L&D providers that want to give clients the keys to the kingdom and turn them loose, we're ready to hop into the trenches and start digging out tunnels to escape from an overburden of work, half-baked programs, and more.