

A low-angle, upward-looking photograph of a diverse group of people holding hands in a circle. Their arms and hands form a dense ring in the center, with their faces visible around the perimeter. The background is a bright, cloudy sky with the sun shining through the center of the circle of hands.

Deloitte.

Deloitte UK Learning & Development Offering

2025



The world of work is rapidly changing.

We are seeing a shift towards skills-based organisations; the adoption of automated technologies that are expected to replace 85 million jobs by 2025, and a shift in the way organisations source and manage talent.

Yet most organisations don't have appropriate measures in place to capture and optimise employee performance. Only 3% of respondents from our 2024 Global Human Capital Trends survey said that their organisation is extremely effective at capturing the value created by workers.

Our research shows that bridging the gap between *knowing* what shifts are shaping the future of work and *doing* things to put them into action will achieve better business and employee outcomes.

To stay competitive and agile in an evolving landscape, organisations must adapt.

That starts with their people.



What trends are we seeing in the market?



Business Alignment

Connecting **individual development** to **business outcomes** and ensuring the availability of relevant learning materials to support career development. In doing so, organisations can improve **employee engagement** and **productivity**, optimise **resource allocation** and drive a culture of **continuous improvement**.



Talent Marketplace

In a boundaryless world, **work** is no longer defined by jobs; the **workplace** isn't a specific place, and many **workers** aren't traditional employees. We're seeing the power of **AI** align employees (and their skills) to projects, gigs, mentorships, full-time roles and mobility, requiring **new ways** to develop their skills.



Skills-Based Orgs

A **rapid** pace of **change** means skills can quickly become obsolete in the workplace. **Continuous upskilling** and **reskilling** is vital for progressive career advancement and sustainable business success. Understanding how specific **skills** enable critical parts of a business ultimately provides greater **agility**.



Continuous Learning

Employees need access to the **right knowledge** at the **right time** – to support their learning without significantly disrupting their daily workflow. Creating a **seamless user experience** where learners can learn '**in the flow of work**' and access content for '**just in time**' learning will be critical.




AI & Automation

Generative and predictive AI is **revolutionising** how work is done – by automating routine tasks, generating new content and allowing workers to focus on higher-level tasks. In doing so, it fosters an environment where **human creativity** and **AI's computational power** can work in **tandem** to solve complex problems and **innovate**.



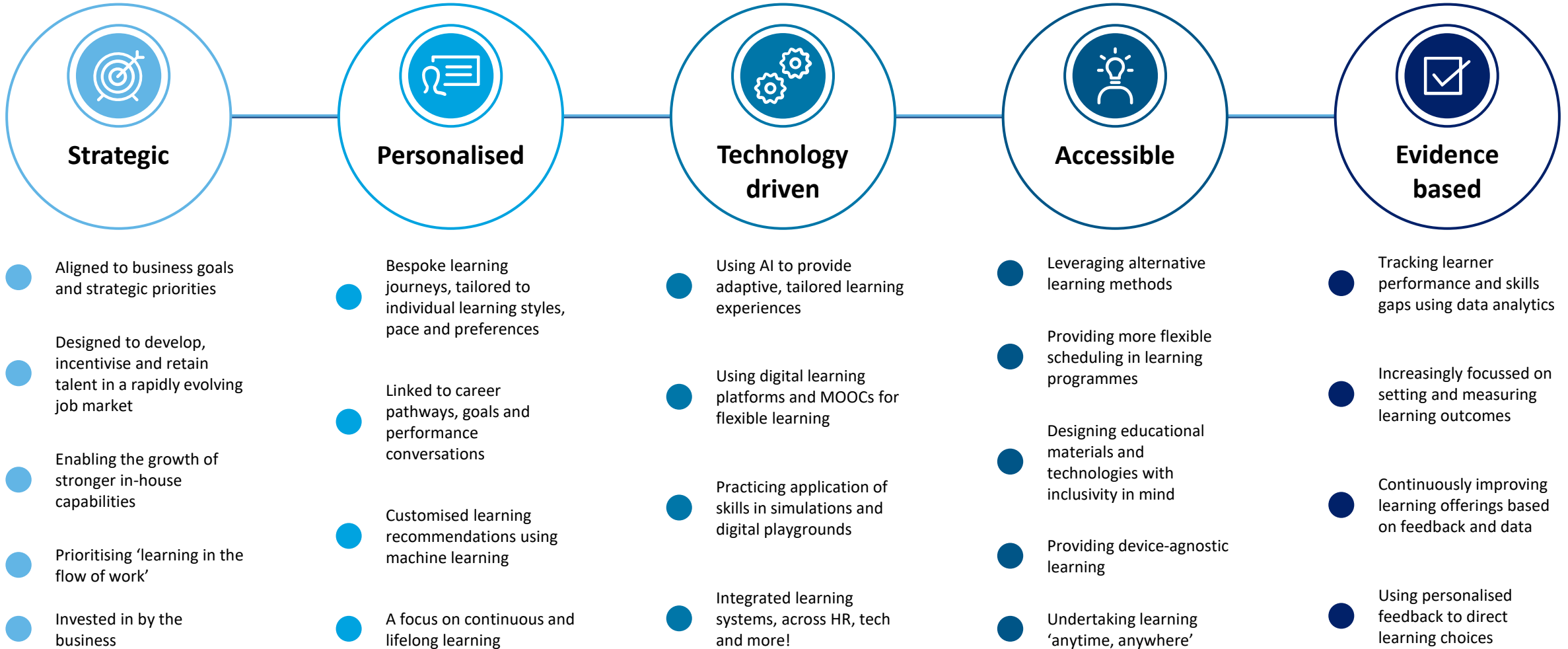
Unlimited Technologies

Extended reality (XR), covering virtual reality (VR) and augmented reality (AR), promises to create more **immersive** and **engaging** learning opportunities. **Digital playgrounds** are an approach in which technologies are curated with intention, and opportunities to use them are democratised.



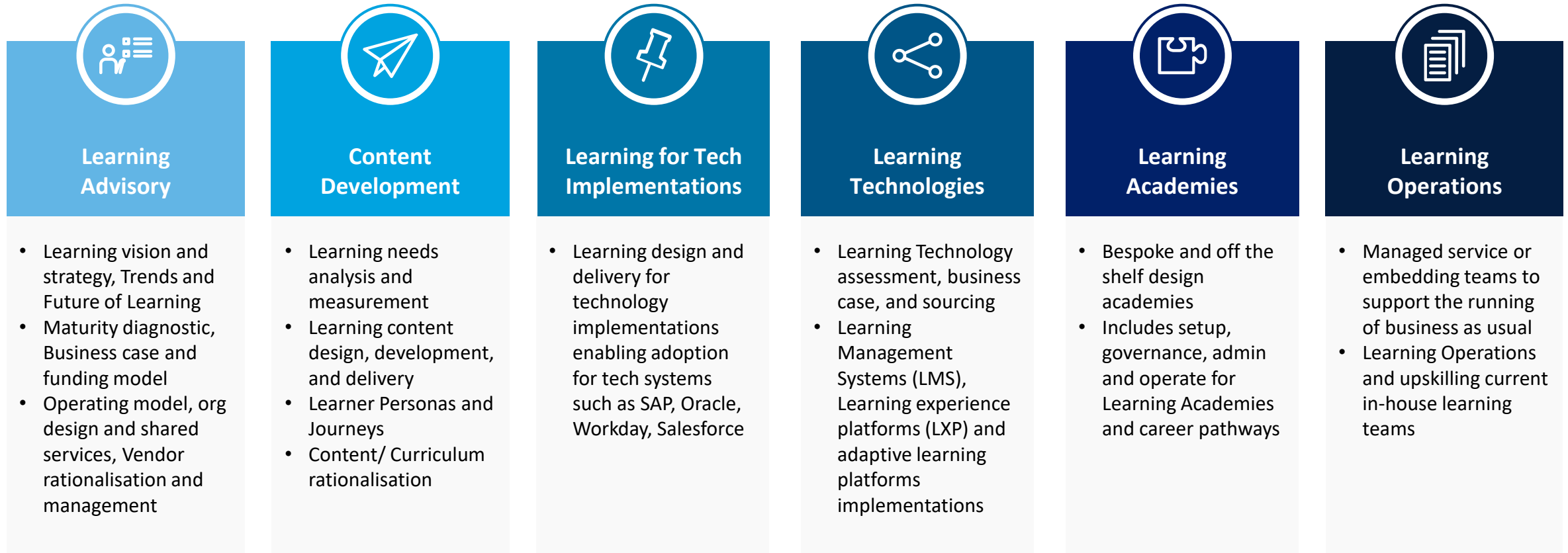
Organisations are seeking opportunities amid challenges and are aiming to create an **agile workforce** with the **right skills** in the **right place** at the **right time**.

Learning needs to be...



Deloitte UK's Learning Offering

Deloitte's Learning & Development offering empowers and enable organisations to design and build meaningful, high-impact learning experiences.



Skills-based Organisations, Change and Adoption, and Learning Innovation

Why Deloitte?



Research and Eminence

Deloitte also brings a breadth of research and evidence from across industries and disciplines to inform and shape our approach to Learning.



Driving Analytics Adoption: Getting Employees to Use Analytics to Realise ROI



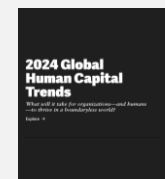
A new approach to soft skill development



Learning in the flow of life



LinkedIn Learning - Workplace Learning Report 2023



2024 Global Human Capital Trends

Credentials



MULTINATIONAL MINING COMPANY

S4/HANA Implementation: Large scale learning delivery

- A multinational mining company was carrying out a major finance transformation, enabled by SAP S/4HANA, and sought Deloitte's support in multiple areas, including learning
- Deloitte identified learning needs, developed a customised Training Curriculum for a 3rd party vendor to implement, and used a role mapping process to build learning pathways and allocate training to individuals
- We delivered 64 training artefacts/eLearnings, resulting in 238 end users being trained across 676 learning hours. Training was well received by end users with no critical feedback or requests for amendment to materials.



GLOBAL HEALTH COMPANY

Learning Academies | HR Academy

- Deloitte delivered a new future-focussed competency model with detailed proficiency levels, subskills, descriptors and how these map to all the roles in the organisation's HR function
- We created numerous comms assets and empowered a team of Academy representatives
- We ran a HR Function skills assessment to identify critical curriculum gaps

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