

2024 / 2025

# TRAINING & DEVELOPMENT NEEDS SURVEY

## Training & Development Budget & Spending in 2024



**74%**

of organisations had a budget earmarked for employee training & development

## Training Hours

**18.1** hrs

Average number of training hours per employee in 2024



**3.1%**

Average actual spending on training & development as a percentage of total annual base salary



**54%**



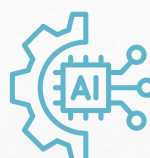
of actual spending on training & development was allocated to non-management level employees

## Digital Learning & Generative AI



**90%**

of organisations already implemented some form of online learning programmes



**73%**

of organisations allowed employees to use generative AI for work

## Reskilling & Upskilling, 2025 Outlook

**95%**

of organisations were engaged in reskilling and / or upskilling employee



**59%**

of organisations indicated that their 2025 training & development budget would be kept at the 2024 level



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## Top 5 Training Areas in 2024

### Management Grade

1. Change Management
2. People Management - Coaching / Mentoring & Managing Performance
3. Business Innovation
4. Strategic Thinking
5. AI Technology

### Non-Management Grade

1. Working with Others - Communication / Interpersonal Skills
2. Personal Effectiveness - Presentation
2. AI Technology
4. Customer Service
5. Managing Task - Problem Solving