

Mapping the changing global landscape of L&D skills

The LPI Capability Map defines the 25 essential skills for modern, effective and future-ready L&D teams. Since its launch in October 2018, we're looking at how the skills of L&D professionals around the world are shifting.

The top 5 skills

Sep 19	Oct 18	
1	1	Facilitate Face-to-Face Learning
2	2	Design and Develop Solutions
3	3	Develop L&D Capability
4	▲ 5	Create and Manage Content
5	▲ 8	Develop Continuous Learning Skills

The bottom 5 skills

Sep 19	Oct 18	
21	▲ 22	Evaluate Impact
22	▼ 20	Marketing & Communications
23	▼ 21	Assess Performance
24	24	Manage L&D Procurement & Finances
25	25	Data Analytics

The long-term chart leader?

There has been little change at the top of the charts, with *Face-to-face Learning* still firmly occupying the number one spot - a position from which it is unlikely to be toppled in the foreseeable future.

An encouraging new arrival

Last year's number 5, *Manage Projects*, has slipped down to position 6 to be replaced with a new entry - *Develop Continuous Learning Skills*. This is significant. It is the very first appearance of a skill that is required to support self-directed and self-managed learning capability - and perhaps represents an encouraging shift from L&D's traditional top-down approach to a more collaborative and networked approach.

Where does L&D need to improve?

That *Data Analytics* has remained in last place should be a concern to L&D leaders. Without a data-driven approach to learning, L&D professionals revert to guesswork and assumption when it comes to organising training and measuring its efficacy. Modern business are becoming more results and data-driven; L&D must step up and prove its impact on business performance - and this begins with a solid understanding of data.

Also making its first appearance in the bottom 5 is *Marketing & Communications*, having dropped two places from the previous year. This shows that, whilst L&D is good at designing solutions and content, it is less good at communicating the value of these resources in ways that attract and engage the intended audience.



67

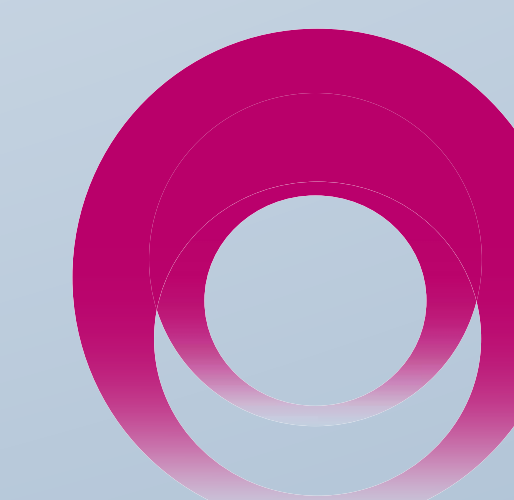
Individuals from **67 countries** have self-assessed their L&D skills - a 109% increase in global reach since 2018.

32

2018

2019

- Afghanistan
- Albania
- Argentina
- Australia
- Austria
- Barbados
- Belarus
- Belgium
- Brazil
- Brunei
- Canada
- Chile
- China
- Côte d'Ivoire
- Croatia
- Czech Republic
- Denmark
- Egypt
- Finland
- France
- Germany
- Ghana
- Greece
- India
- Indonesia
- Ireland
- Israel
- Italy
- Jordan
- Kazakhstan
- Kenya
- Korea, South
- Kuwait
- Lebanon
- Malaysia
- Mexico
- Moldova
- Nepal
- Netherlands
- New Zealand
- Nigeria
- Norway
- Pakistan
- Panama
- Paraguay
- Philippines
- Poland
- Portugal
- Qatar
- Romania
- Russia
- Saudi Arabia
- Singapore
- South Africa
- Spain
- Sudan
- Sweden
- Switzerland
- Thailand
- Turkey
- Ukraine
- United Arab Emirates
- United Kingdom
- United States
- Vietnam
- Zambia
- Zimbabwe



THE LPI
CAPABILITY MAP

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▲ The highest chart climber goes to *Facilitate Live Virtual Learning* with a huge jump of 5 places from position 23 to position 18. Clearly a skill on the rise...