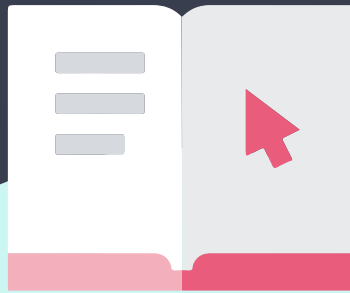


5Mins.ai

L&D Trends for 2024



EXECUTIVE SUMMARY

The comprehensive report "L&D Trends for 2024" by 5Mins.ai offers an in-depth look at the most impactful innovations, shaping the future of corporate learning and development. As skills become the global currency of the future economy, the report explores five critical trends that will enable organisations to effectively develop talent while delivering clear business value from L&D programs.

Skills-Based Learning Takes Center Stage

Skills-based learning dissects roles into bite-sized, measurable competencies, allowing for personalised learning paths tailored to addressing individual skill gaps. Organisations adopting skills-based learning see over 20% improvement in employee engagement and performance. The report offers tangible recommendations for implementing skills matrices, competency frameworks, robust analytics, and tools needed to unlock precision development at scale.

Microlearning: Optimised for Modern Attention Spans

As focus wavers, microlearning breaks down complex topics into short, focused learning bursts designed for retention. The report highlights the science behind microlearning and provides strategies to implement a modular, engaging learning experience.

AI Fundamentally Transforms L&D

AI will radically transform L&D, with generative language models like ChatGPT automating content creation while virtual assistants provide personalised, real-time support.

EXECUTIVE SUMMARY

The report also showcases how AI can develop skills taxonomies, identify competency gaps, create adaptive learning paths, and more. Recommendations focus on moving from experimentation to embedding AI-powered learning at scale.

Learning in the Flow of Work Takes Precedence

Learning in the flow of work represents the integration of bite-sized learning directly into daily workflows via multiple channels from email to collaboration platforms. This seamless approach leads to 50% better retention rates compared to classroom learning. The report offers examples and best practices to achieve ubiquitous, continuous on-demand learning.

Measuring Business Impact Accelerates

With L&D under increasing pressure, the report showcases moving beyond vanity metrics to demonstrate clear productivity gains, cost savings, and revenue boosts from skills development. Tactics focus on choosing meaningful metrics aligned to business goals, leveraging analytics for clear visualisation and skill/performance correlation.

With multi-faceted examples and clear, actionable recommendations, This report paints a definitive landscape of the innovations in modern corporate training. It's a must-read manual for all L&D leaders preparing their workforces for the years ahead.

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INTRODUCTION

At 5Mins.ai, we're passionate about making learning accessible, engaging, and impactful. That's why we've compiled the **L&D Trends for 2024 Report**, a comprehensive resource showcasing the key trends, and most effective practices in learning and development that will take precedence over this year. We will cover five major trends, and how they'll shape L&D in the coming year, backed by concrete examples and evidence from the L&D community:

- 1. Skills-Based Learning: Personalised Precision Learning**
- 2. Micro-learning/Bite Size Learning: Capturing Attention in Moments**
- 3. AI's impact on L&D: The Smart Training Assistant That Never Sleeps**
- 4. Learning in the Flow of Work: Seamless Integration, Maximum Impact**

The key similarity between all these trends, is they all help deliver **measurable results** beyond employee engagement and course completion, to your organisation's success. Which leads us to the **final and most important trend.**



INTRODUCTION

5. Business Impact: Deliver tangible business impact

Gone are the days when L&D is left to the mercy of ENPS surveys to showcase the benefits of employee satisfaction. The key things to focus on when showcasing business impact are:

- **Financial benefits of skill development**
- **Opportunity cost to business of poor training**
- **Cost of time saved for employees and HR/L&D**
- **Boost in employee satisfaction and engagement**
- **Reduction in staff turnover**



SKILLS-BASED LEARNING

Welcome to the era of precision learning. Skills-based learning is laser-focused, targeting the specific competencies that unlock individual, team and therefore, organisational potential.

Organisations embracing skills-based learning see a 21% increase in employee engagement and a 20% improvement in talent acquisition (1). So, how do you go about implementing a skills-based organisation?



5 Steps to implement skills-based learning:

1 Map your core functions to skills taxonomies

Deconstruct your roles into specific, measurable skills required for business success – we'd recommend using AI tools such as chat GPT to start the process and add any skills you think are missing.



SKILLS-BASED LEARNING

Give this prompt a go:

“Develop a detailed skills taxonomy for the (insert role) position at [insert company name] in the (Insert Industry) industry. Your taxonomy should encompass key technical skills, soft skills, relevant certifications, industry knowledge, tools and technologies, and any additional notes essential for success in this role.

Organise the taxonomy effectively and tailor it to the specific requirements of the role within the company and industry, providing each skill with a clear heading and appropriate details.

Please ensure that the taxonomy is comprehensive and addresses the specific needs of the role within the company and industry, covering a wide range of skills and knowledge areas. Your taxonomy should be well-structured and informative, offering a thorough overview of the skills required for success in this position.”

2 Conduct a skills gap analysis

Analyse your current landscape: Conduct a skills gap analysis to identify existing skills, skill gaps, and future talent needs. This helps you prioritise and target your efforts. The key steps you need to take are to:

SKILLS-BASED LEARNING

- Identify key business goals
- Determine the skills required at your organisation to meet those goals
- Develop and use a skill matrix to assess existing skills.
 - **We've provided you with a list of skills matrices for every job function below – feel free to download them and customise them to your needs.**
- Identify the skill gaps to help prioritise your L&D initiatives.

For further information on how you can assess skill levels and conduct a skills gap analysis check out this [article](#) by Personio.io

3 Competency mapping

Map required competencies to roles and positions across the organisation. To do so

- Analyse the skill gaps identified in Step 2 and go beyond technical skills. Look at broader behavioural attributes, knowledge areas, and leadership qualities needed for success in your organisation.

SKILLS-BASED LEARNING

- Determine the critical competencies (knowledge, skills, abilities) required for success in each role and position
- Organise the competencies into logical clusters relevant to your business functions and goals. This structure aids understanding and comparison.
- Developing a competency framework matrix that maps competencies to specific jobs and levels.
- Identifying competency gaps at the individual and organisational levels

The competency mapping process builds on the skills gap analysis and allows targeted development of talent to meet current and future business objectives. It provides increased visibility into the competencies available within the organisation and where strategic investments are needed to elevate capability.

Competency matrices tend to be highly detailed documents, to get you started here's an example of a competency matrix we developed for recruiters. We'd suggest using the format as a guide and tailoring it for the relevant role.

4 Building Skill-Based Learning Paths and integrating Skill assessments

SKILLS-BASED LEARNING

It's important when implementing skills-based learning at your organisation that you create tailored learning paths with lessons designed to hone in on specific skills. Get started by taking these steps:

- **Modularise skills:** Break down complex skills into smaller, achievable chunks – those become your learning modules.
- **Sequence the path:** Structure the modules progressively, from foundational to advanced.
- **Offer diverse resources:** Mix up formats like e-learning, live sessions, and practical projects.
- **Enable tracking:** Ensure you and your employees can easily showcase their progress throughout their upskilling journey.
- **Once you've created learning modules it's essential to provide a quiz or short assessment at the end of each so your team can apply their learnings straight away.**
 - Providing assessments and case studies as people continue to go up in skill levels will ensure long-term retention

SKILLS-BASED LEARNING

This can seem like a lot of steps, but there are things you can do to help you along the way:

- Leverage AI: AI can help do a lot of the heavy lifting when it comes to course creation and assessment preparation. We'll touch on exactly more in our AI section – be sure to read on.
- Implement a learning solution built up as a skills-based learning tool. 5Mins.ai automates all of this, with skill and capability matrices as the foundation of our product, we leverage AI to deliver highly personalised learning paths to your team straight out of the box.

5 Feedback Loops

- Align performance reviews with skill development: Guide managers to use their 1-1s as opportunities to drive skill development for their teams. Provide feedback and create tailored skill development plans based on skill gaps and development needs.

SKILLS-BASED LEARNING

- Implement 360-degree feedback and regular performance reviews to provide employees with insights into their strengths and areas for improvement. This empowers them to adjust their behaviour and performance strategies, creating a positive feedback loop for development.
- Training Program Design: Gather feedback from participants after training programs to identify areas for improvement, refine content, and adapt delivery methods. This iterative process optimises future training programs based on real-world feedback.

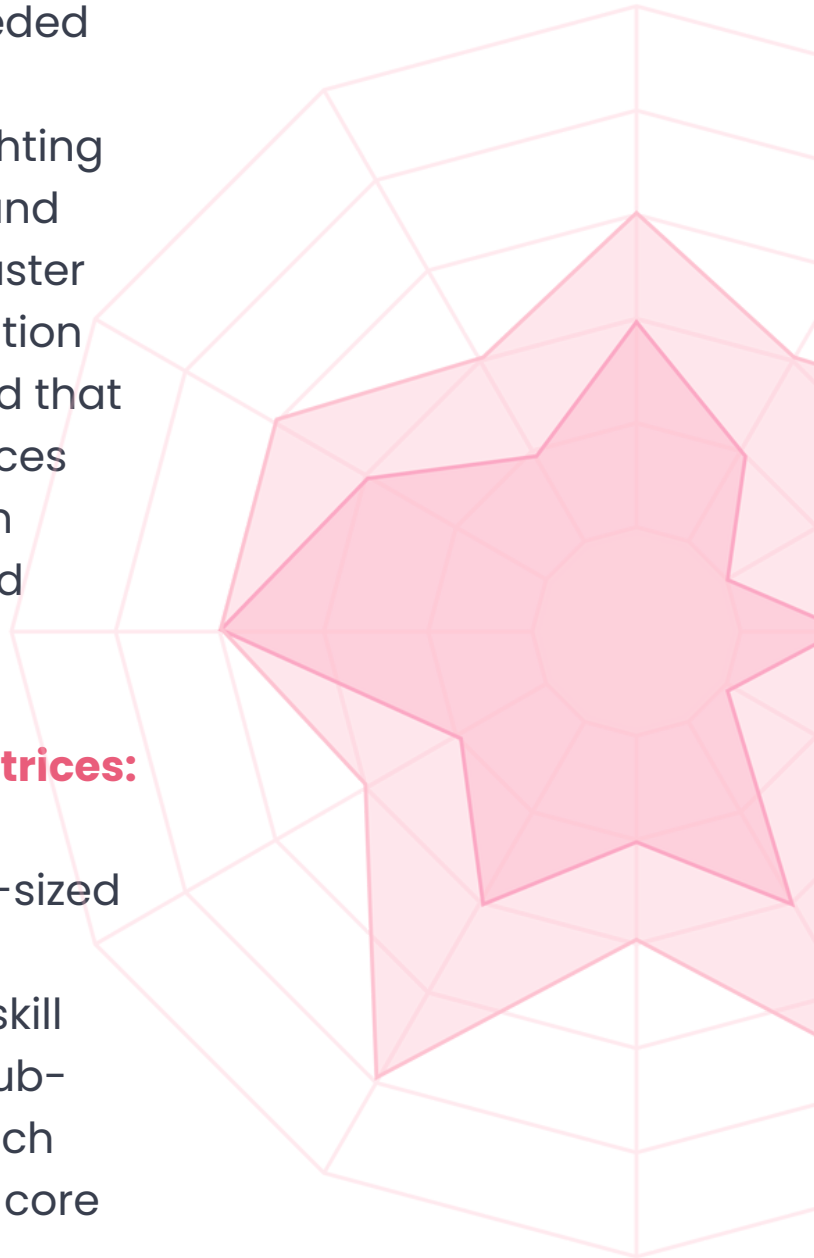
5Mins.ai was built ground up using a skills-based model. If you'd like to learn how we can help you seamlessly facilitate skills-based learning at your organisation click [here](#) to book a demo.



SKILLS-BASED LEARNING

YOUR SKILL-BUILDING ARSENAL:

- **Skills Matrices:** Imagine a map charting the critical skills needed to achieve objectives. Skills matrices do just that, highlighting the key destinations (skills) and the learning pathways to master them. A study by the Association for Talent Development found that companies using skills matrices experience a 15% reduction in training costs due to targeted development.
- **Capability/Competency Matrices:** Want to dissect a skill like "Customer Support" into bite-sized chunks? Enter the capability matrix. It breaks down each skill into levels, highlighting the sub-skills you need to acquire, each leading to the summit of the core skill.



SKILLS-BASED LEARNING

FOR INSTANCE, MASTERING "LEADERSHIP" MIGHT INVOLVE:

Level 1: Effective communication, delegation, and team motivation.

Level 2: Strategic thinking, conflict resolution, coaching and development.

Level 3: Building vision, fostering innovation, leading through change.

With this roadmap, you chart personalised paths to competence – ensuring a clear and deliverable outcome of training programmes beyond engagement with training programmes.

THE BENEFITS ARE:

Faster Skill Acquisition: Focused learning leads to mastery in half the time, according to a study by LinkedIn Learning.

Enhanced Engagement: Personalised learning paths keep employees motivated and invested in their development, as revealed by research from Bersin by Deloitte.

Better alignment with business: Senior leaders understand the language and value of skills, demonstrating skill progression aligns with business goals.

SKILLS-BASED LEARNING

Getting faster executive buy-in: Executives are acutely aware of the shrinking half-life of skills in this new world of AI, and the need to stay up to date.

Improved Business Performance: Organisations with a skills-based approach to learning are likely to experience higher employee performance and improved retention (2)

Skills-based learning is not just a trend; it's a **revolution** in organisational development. By leveraging skills matrices, capability matrices, and powerful learning analytics, you can unlock your organisation's full potential and pave the way for success. **So, take the first step today and dive into the world of targeted, mastery-driven learning.**



SKILLS-BASED LEARNING

Further Resources from 5Mins.ai

Skills Matrices

As promised, here are some skill matrices to get you started.

[HR Skills Matrix](#)

[Sales Skills Matrix](#)

[Leadership Skills Matrix](#)

[Marketing Skills Matrix](#)

[Product Skills Matrix](#)

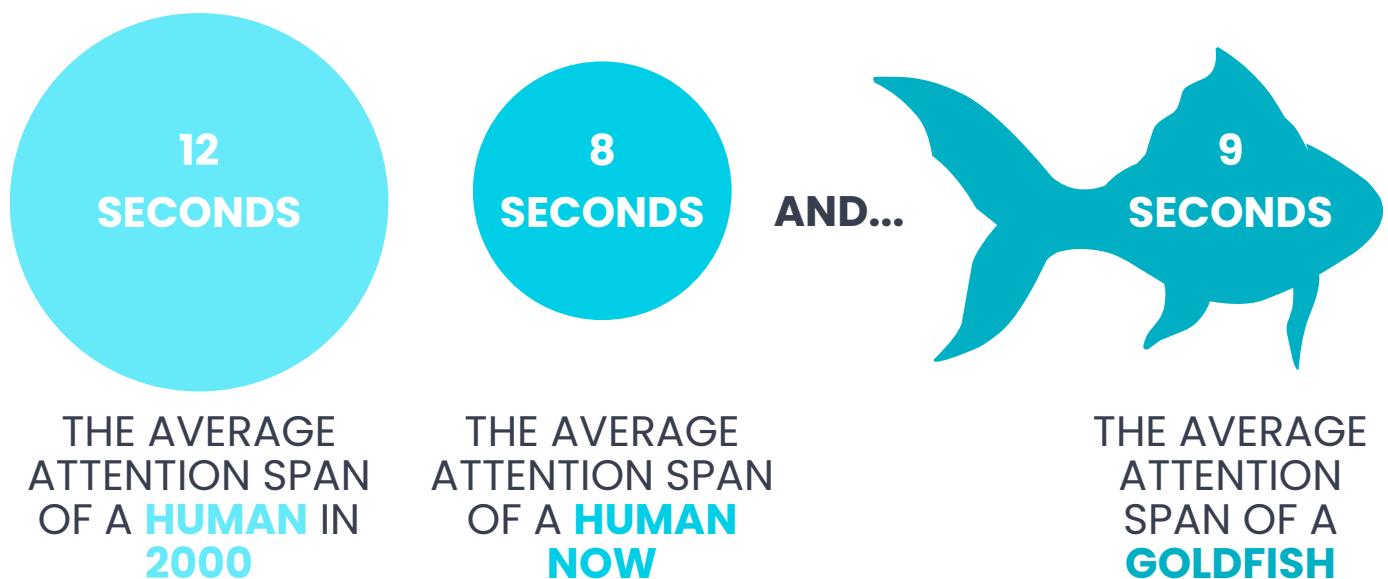
[Customer Support Skills Matrix](#)

Capability Matrices

While we can't provide a capability matrix for every role – here's an example of a [recruiter capability matrix](#) to give you an idea of a template you can use. If you'd like a specialised capability matrix get in touch with us [here](#).

MICRO/BITE-SIZED LEARNING

The days of half-day, lecture-stuffed training sessions are fading faster than your New Year's resolutions did. In today's information-overload era, attention spans are **shrinking to be shorter than a goldfish's** (8 seconds vs. 9!), and traditional long-form training methods alone won't cut it. That's where micro-learning comes in, improving the way we learn with bite-sized knowledge nuggets that are as impactful as they are engaging.



Micro-learning transforms classroom training by facilitating a flipped classroom approach, where learners digest essential information via short modules before class. The application of micro-learning continues after training, serving as a tool to reinforce learning, to overcome the forgetting curve.

MICRO/BITE-SIZED LEARNING

This innovative approach not only primes learners for more engaging and application-focused training but also reinforces their knowledge afterwards, securing lasting comprehension and skill retention.

Microlearning relies on 3 key principles: chunking, repetition, and recall—distilling complex content into focused, manageable segments for easier absorption. Strategic repetition reinforces these segments, while recall activities prompt learners to apply their knowledge, enhancing retention. This streamlined approach fosters a deeper, more efficient learning experience by targeting the essentials and actively engaging the learner's memory and understanding.

Here's why microlearning works:

Science Says Short is Sweet:

- Micro-learning can boost knowledge retention by up to 50% (3)
- Microlearning can boost employee engagement by up to 80% (4)
- 78% of employees prefer training focused on specific job skills (5)

MICRO/BITE-SIZED LEARNING

But the benefits go beyond just improving learning:

- Bite-sized learning helps learners apply knowledge faster in their work. A report by the Center for American Progress suggests that organisations with a micro-learning approach see a 20% increase in employee performance. Smaller chunks translate to quicker mastery and faster application.
- Cost-Effective: Microlearning's smaller content pieces are cost-effective to create, deliver AND consume. Microlearning can reduce the overall cost of training by up to 50% (6).

Ready to dive into the world of microlearning?

- **Get Your Bite-Sizing Guide:** Download our guide packed with tips and a step by step guide for transforming lengthy content into micro-learning magic. Unleash the power of micro-learning in your organisation.
- **Experience Microlearning in Action:** *Explore our platform's diverse library of engaging microlearning modules on topics like "3 Trends for Learning and Development" and "Keys to Make Your Training Videos a Success with Synthesia." See firsthand how bite-sized learning can be transformative.*

MICRO/BITE-SIZED LEARNING

FURTHER RESOURCES FROM 5MINS.AI

Bite-Sizing Guide

3 Trends for Learning and Development - Micro-Learning

Keys to Make Your Training Videos a Success With Synthesia

The State of Microlearning

Examples of bite-sized material

We've bite-sized some of the most important books from leading industry experts, so you can get their key learnings in a matter of minutes!

The Bite-Size Bookshelf

We also bite-sized the iconic Netflix culture guide to provide insight into how a 125-page slide deck can be compacted into a 3-minute long video. We can bite-size any of your internal training in a similar manner. If you'd like to learn more, click here to [book a demo](#).

AI-POWERED LEARNING

A 2023 study by Gartner predicts that by 2025, AI will personalise 80% of corporate learning content. Picture virtual learning assistants like co-pilots, always available to answer your questions and provide real-time feedback. What's more when it comes to learning design generative AI can:

- Reduce time to design by 94% (7)
- Reduce design time per learning hour by 92% (7)
- Increase design quality by 96% (7)

But we don't need to go on about the benefits. We all know AI will be a major trend in L&D. The question is how do you master it, implement it, and embed it into your organisation?

Here's how you can leverage AI to become a business innovator.

1. Think of AI as assisted intelligence rather than artificial intelligence. AI lacks the human capability of emotion and interaction, so use it for tasks that don't require that human touch. Look at the manual tasks you do on a day to day – i.e., finding case studies for your courses, and letting AI automate that. Use that time for “people time” to better understand your team's wants and needs.

AI-POWERED LEARNING

2. Know your tools. Learn the major tools, their benefits, and their limitations. Here are some key ones you should have in your toolkit:

- Text Generation: ChatGPT, Bard, Claude, Bing AI
- Multi-modal data analysis: ChatGPT (GPT- 4 Only), Claude, Fireflies
- Image Generation: Midjourney, DALLÉ-2, Canva
- Video Generation: HeyGen, Runway, Lumen 5, Synthesia

3. Prompt engineering: The outputs you receive will only be as good as your inputs. While AI has access to a vast amount of knowledge, to provide you with the correct output you need to get your prompting right. **Here's what you can do:**

- Provide context: Roleplay, your organisation's description, the context of your situation, etc.
- Be as specific as possible: add word limits, tone requirements, number of paragraphs, etc.
- Use negatives: tell it what not to do as well.
- Challenge it. Ask it questions like what could have made your prompt better or what other questions you should be asking when writing this prompt.

AI-POWERED LEARNING

Example of a bad prompt:

"Suggest appropriate instructional strategies for our upcoming project management course based on the provided learning objectives."

Example of a good prompt:

"As an L&D manager for an IT software business, I'm designing an online project management course for mid-level project managers with some prior experience in the field. The learning objective is 'Improve project risk management skills', with a focus on risk identification and mitigation techniques. Could you recommend two instructional strategies that effectively teach these concepts, along with examples or case studies to illustrate their application?"

Now that you understand how to get the most out of AI tools, we're going to look at the 5 key trends we expect to see when it comes to AI in L&D in 2024.

AI is changing on a daily basis and it's essential that L&D and HR teams are ready for what's to come.

AI-POWERED LEARNING

From Experimentation to “Embedding”

By now most L&D teams have been experimenting with AI to varying degrees with the biggest use case being content creation. But did you know you can use AI for every step in the L&D process, from conducting a needs assessment all the way to course creation?

Here are some prompt examples to get you started. Beyond just using it to supercharge learning programmes it's L&D's responsibility to enable effective AI training to the wider organisation. Workers using AI were able to get 6 months' worth of experience in just 2 months. Those kinds of productivity gains are enormous and are substantial outcomes for any business (8).

Going Beyond ChatGPT

It's time to level up from plain old ChatGPT. The GPT app store is now enabling you to use generative AI and build custom-made GPTs for dedicated functions. AI co-pilots as a result will be on the rise, where instead of a standard chatbot on websites, there'll be an AI helper on hand to answer any questions. For L&D what that'll look like is an AI coach built into the company's learning solution to guide learners. To get an idea of what that looks like – this is our very own custom co-pilot:

AI-POWERED LEARNING



Gen AI fuels skills-based learning

You can use generative AI tools to cover all the steps to implementing a skills-based learning system at your organisation including tools to cover all the steps to implementing a skills-based learning system at your organisation including:

1. Creating skills taxonomies
2. Conducting skills gap analysis
3. Competency mapping
4. Creating skills-based Learning paths
5. Developing skills assessments
6. Creating feedback loops

AI-POWERED LEARNING

More decentralisation of L&D

In a world where knowledge is accessible at people's fingertips, learning is becoming more and more autonomous. L&D teams need to adapt to this new environment. To do so L&D teams must:

- Lean in to AI adoption – encouraging a mindset of safe, efficient and ethical use.
 - Spend less time with curriculum design and content creation, and spend more time on L&D strategy, coaching and nurturing a culture of learning
 - Become the internal AI consultant. Be the expert, and help your teams get the most out of the new tools available to them.

AI Change Management goes BIG

With over 40% of working hours standing to be impacted by Gen AI (9), L&D has to play a leading role in effective implementation.

AI-POWERED LEARNING

- Get internal AI champions and make the tools easily visible and accessible to employees.
- Assess AI's impact on tasks (not jobs), refresh talent and training strategy. Proactively address concerns on job security.
- Make AI-specific training available to benefit from available technologies.
- Establish channels for all to express concerns, ask questions, provide feedback on Gen AI, and their feelings around it.

○

AI is a core part of our product when it comes to personalising content based on roles as well as integrating an AI co-pilot in to our product to ensure users have a seamless learning experience. Our clients can provide each of their employees with an AI tool baked in to their learning platform, which is accessible at their fingertips. Book a demo to learn more.

AI-POWERED LEARNING

Further Resources from 5Mins.ai

AI Catalogue:

Check out the 5Mins.ai content catalogue for a list of the most important topics in AI learning, as well as a list of top instructors and coaches currently sharing their expertise.

[The AI Content Catalogue](#)

Function Specific AI Courses:

We've created specific playlists to train teams across different functions in the best ways to use AI for their roles.

[The AI Playlist for L&D](#)

[How to use AI for Learning Design](#)

[The AI playlist for Sales](#)

[The AI playlist for Strategy and Ops](#)

[The AI playlist for HR](#)

[The AI playlist for Marketing](#)



AI-POWERED LEARNING

Cheat Sheet:

Check out our ultimate Generative AI cheat sheet for a list of our favourite models as well as some tips for prompting and how to get the best out of AI!

AI Cheat Sheet

If you'd like to provide your team with access to 5Mins.ai's full AI training library, click [here](#).

LEARNING IN THE FLOW OF WORK

The concept of **Learning in the Flow of Work (LiFOW)** has emerged as a vital strategy in response to the evolving nature of workplace learning. It represents a shift from traditional, interruptive learning methods to a more integrated, continuous process embedded within the natural workflow. But what does that look like:

Traditional learning flows look something like this:

Get assigned training → get an email about it → login to LMS (password to which has likely been forgotten) → 2+ hours of videos → quizzes → measure completion.

I'm sure most of our readers would be familiar with the above flow and have also realised the only meaningful metric you can show from that kind of flow is completion rate.

Whereas learning in the flow of work looks something like this:

Scheduled micro-training or training requested on-demand → notification on your preferred device and comms channel → one click to lesson → 2 – 10 minutes of training per session → scenario-based case studies and assessments → measured progress and skill growth.

LEARNING IN THE FLOW OF WORK

The key benefits of learning in the flow of work are:

- **Happier Learners:** LIFOW enables your employees to fit learning around their busy schedules as opposed to training being perceived as a chore.
- **Easier to manage:** Reminders and prompts become automated and delivered through multiple channels i.e. email, Slack/Teams, push notifications, Whatsapp leading to increased engagement with L&D programmes.
- **Better Knowledge Retention:** Spaced training across 1 – 2 months can lead to 50% overall better retention according to Harvard Magazine.
- **Enable employees to be more efficient day to day:** Deliver a clear ROI by embedding learning in the flow of work instead of making employees put aside hours every year for training.

A comprehensive Learning in the Flow of Work (LIFOW) system within an organisation requires various key elements.

Different learning modalities: Such as audio for multitasking, video for conveying complex concepts quickly, and text for those who prefer reading.

LEARNING IN THE FLOW OF WORK

Delivery mechanisms: Ensure ubiquity through multiple channels (Slack/Teams, Emails, etc.) collaboration tools and multi-platform compatibility across mobile devices as people may consume learning at different points in the day.

Varied Learning approaches: For example just-in-time learning, structured/programmatic learning, experiential learning through simulations, and social/collaborative learning.

Personalised and adaptive: Utilise role-based customisation, behaviour adaptation to individual progress, and AI-powered adaptive personalisation leveraging usage patterns.

Event-driven learning: Deliver training/learning tied to key events. For example if someone has a 1-1 coming up or they just got promoted, specific training could be triggered through their email or other work comms channels.

5Mins.ai is embodying LIFOW by enhancing our micro-learning platform with an innovative AI co-pilot. This isn't just any chatbot; it's your on-demand guide equipped to handle your specific questions with ease. Day or night, our AI chatbot will be there to offer personalised assistance and ensure your learning journey is as efficient as possible.

BUSINESS IMPACT

Showcasing Outcomes and ROI in L&D: From Data to Decisions

Measuring the impact of your L&D programs is no longer optional. In today's cost-conscious environment, demonstrating a return on investment and tangible business outcomes is the expectation from any business investment... But how do you move beyond basic usage metrics and survey responses to showcase the real impact of L&D? Here are some key strategies:

1 Align L&D goals with business objectives:

Start by ensuring your L&D programs directly address specific business needs and strategic goals. This might involve increasing customer satisfaction, reducing operational costs, or boosting employee productivity. By defining clear links between L&D initiatives and desired business outcomes, you establish a framework for measuring ROI.

2 Choose meaningful outcomes:

Go beyond vanity metrics like course completion rates and delve deeper into data that reflects actual skill development and behaviour change, such as:

BUSINESS IMPACT

The opportunity cost of poor or ineffective training:

Effective training helps reduce the lost opportunities when employees take longer to ramp and to reach their best performance. Without proper training and skill development, employees face longer periods of adjustment, which can slow down their contributions and affect the company's financial performance. To understand this cost, one can look at how long it takes for employees to ramp and become fully productive with and without the right training. This involves comparing their actual contributions to the business and productivity, to what could be achieved with focused training.

ROI of skill development: The ROI of skill development is a crucial metric to gauge the effectiveness of L&D efforts. Beyond the direct costs associated with training initiatives, organisations must evaluate the impact on employee performance and overall business outcomes. Measuring the ROI involves assessing how skill development contributes to increased productivity, efficiency and improved performance across specific teams or the whole organisation. By understanding the tangible benefits of skill development, organisations can make informed decisions about the value of their investment, ensuring that training initiatives align with strategic goals.



BUSINESS IMPACT

Recruitment cost savings through internal mobility:

Training and teaching new skills to current employees can help companies fill job gaps without having to hire externally. This saves recruitment costs and time spent on finding new people. By improving the skills of employees they already have, companies can make sure that jobs are filled by workers who already know about, and culturally fit in with, the company.

Value of time saved for employees and L&D/HR: Beyond traditional metrics, the value of time saved stands as a powerful indicator of L&D's impact on organisational productivity and efficiency. Implementing microlearning or bite-sized training modules can enable your team to save between 60-80+% of time compared to long-form training methods. Not to mention by effectively using AI you can cut the time needed for your L&D and HR team to develop the training modules substantially.

Employee satisfaction: While it shouldn't be the only metric to measure your L&D effectiveness, it's important your employees feel like the training and development initiatives are aiding in their development.

Better onboarded and trained employees will ramp faster, are more likely to hit their targets, and are less likely to leave or be made redundant.

BUSINESS IMPACT

3 Leverage technology:

Use learning tools with effective data analytics to track skill development and progress at user, team and organisational levels. Gather performance data and showcase your employee's progress in upskilling and align it with their performance. These tools can automate data analysis, help you visualise the impact of L&D programs and present your findings in a clear and compelling way.

4 Showcase Testimonials:

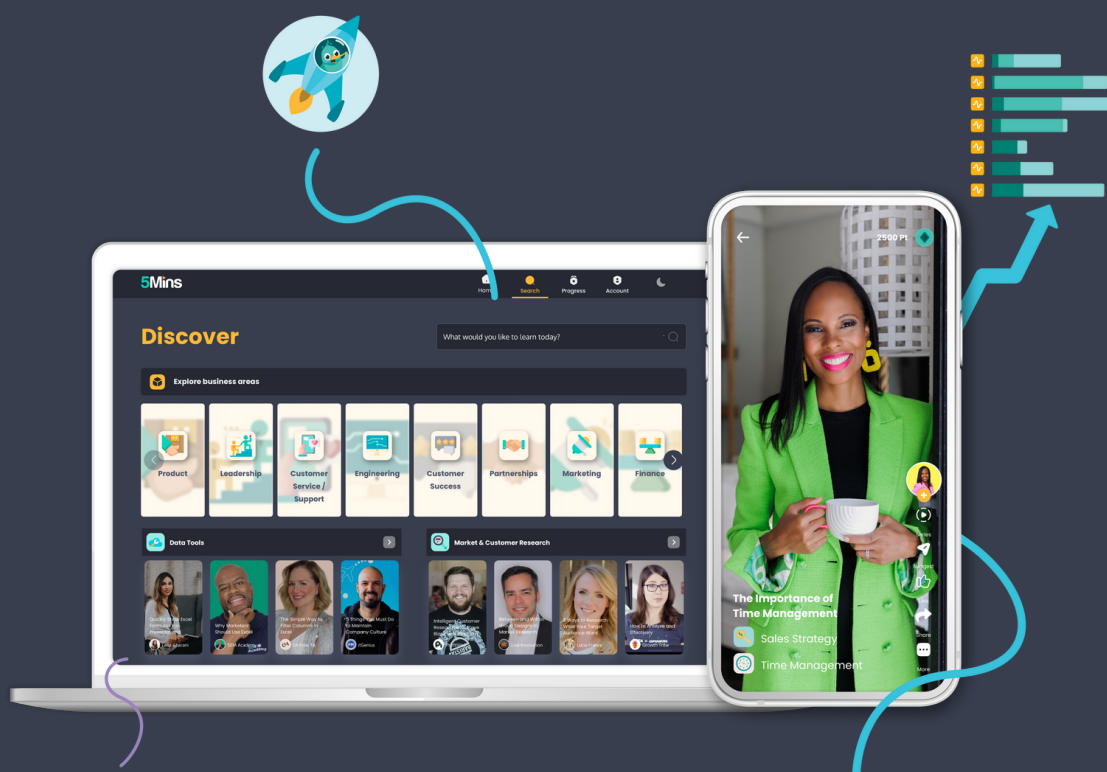
Data alone can be dry and difficult to interpret. Translate your metrics into impactful stories that showcase the human side of L&D's impact. Share testimonials from employees who benefited from the training, highlight real-world examples of performance improvements and use this to quantify the financial benefits (cost savings, revenue increases) generated by successful L&D initiatives.

By employing these strategies, you can move beyond simply showing activity in L&D to demonstrating its undeniable impact on your organisation's performance and bottom line. **Remember, a successful L&D program is not just about training, but about driving meaningful change and measurable results.**

ABOUT 5MINS AI

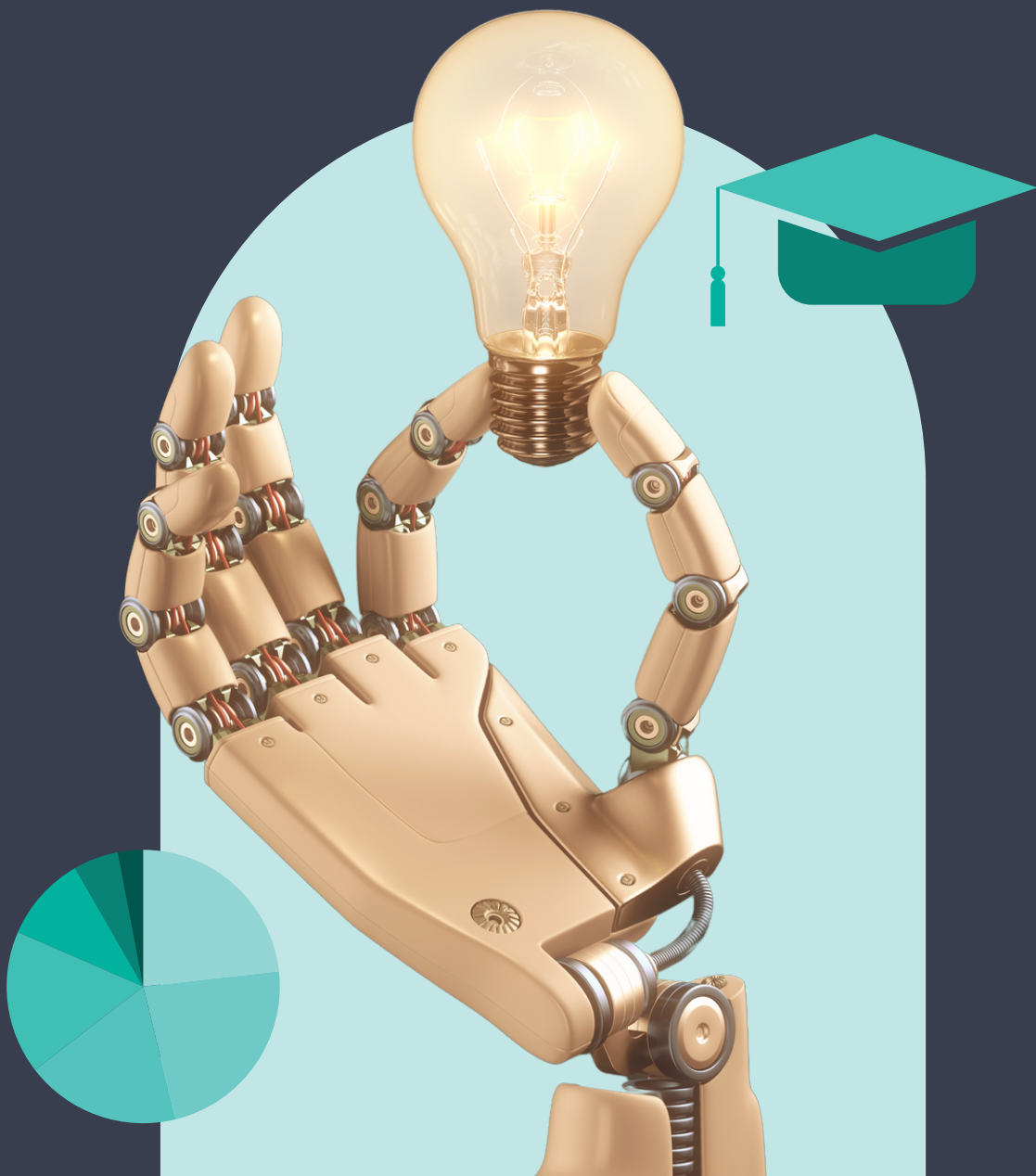
5Mins.ai, the TikTok-styled Skills and Learning platform, helps organisations develop all their employees efficiently and effectively, no matter what their role. With 20,000+ micro-lessons from world-leading instructors covering 200+ essential skills, 5Mins.ai is used by diverse workforces across leading brands such as Dropbox, GSK, Holiday Extras, Perkbox and many more. Additionally 5Mins AI helps its users to bitesize internal training by up to 80%, create assessments for them, and provide comprehensive analytics to administrators.

Our product is built bottom up using skill-based learning as our core methodology. We combine AI-driven personalisation, micro-learning, and gamification to deliver an engaging learning experience for their employees that fits into the flow of work. If you'd like to learn more about how 5Mins.ai can help you make a transformational impact at your organisation click [here](#)!



5Mins.ai

www.5mins.ai
hello@5mins.ai



APPENDIX:

SOURCES.

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