

# The Future of L&D

Key insights from our 2025 industry report on AI, skills, and the evolving role of L&D—plus how to take action.

## 1 From Content Creation to Strategic Enablement

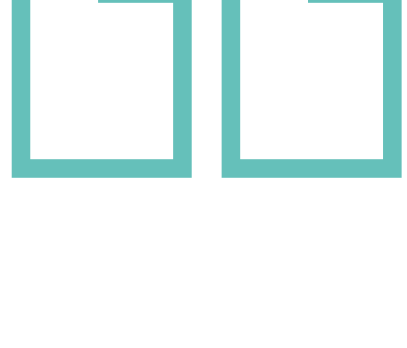
AI is shifting L&D's role from content producers to performance enablers.



More time is available to focus on **high-impact learning experiences** that drive measurable outcomes.

What This Means for You

- ✔ Utilise a [Learning Management System](#) that helps you align learning programmes with business goals.



It's predicted that that two-fifths of the core skills workers have today will be disrupted by technological change as soon as 2027

[The World Economic Forum](#)

## 2 Life Skills Over Work Skills

Empathy, creativity, and emotional intelligence are now essential in an AI-driven world.



What This Means for You

Prioritise human-centric learning to **future-proof your workforce**.

- ✔ Look for quality [eLearning](#) created with SMEs and featuring real life examples.

## 3 L&D's Own Skills Gap is a Bottleneck

L&D teams must upskill in AI, data literacy, and prompt engineering to lead transformation.



What This Means for You

**Invest in your team's capabilities** to stay ahead of the curve.

- ✔ Invest in expert-led courses or [on demand content libraries](#) to develop your teams's breadth and depth of knowledge.

## 4 Critical Thinking at number 1



As AI handles more creation, critical thinking becomes the top learning priority.



**Embed critical thinking** into every learning journey.

What This Means for You

- ✔ Examine your learning programmes and look for opportunities to practice, improve and test critical thinking skills.

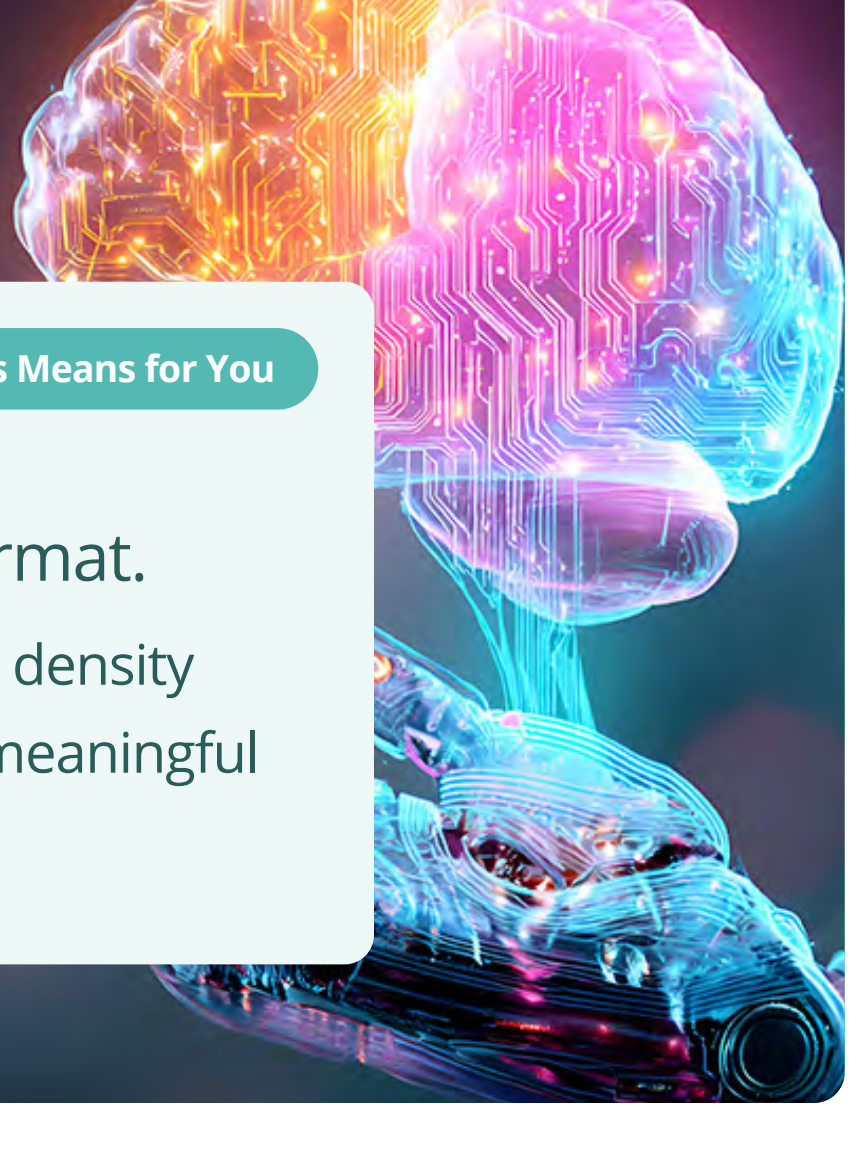


71% of L&D professionals are exploring, experimenting, or integrating AI into their work

[LinkedIn Workplace Learning Report 2025](#)

## 5 Just-in-Time Learning Gets Smarter

AI enables contextual, personalised microlearning in the flow of work.



**Rethink microlearning** as a strategic tool, not just a format.

- ✔ Explore opportunities to turn high density learning programmes into short, meaningful learning bites.

What This Means for You

## 6 Cybersecurity is Reshaping Learning Design

With AI comes sensitive data—L&D must balance innovation with protection.



What This Means for You

**Build security and ethics** into your learning design process.

- ✔ Take cyber safety seriously and ensure your [digital learning solutions use AI both effectively and securely](#).

## 7 AI Can Unlock Inclusive Learning

With the EU Accessibility Act coming into effect in June 2025, inclusive design is essential.



What This Means for You

Use AI to **scale accessibility** and **meet compliance standards**.

- ✔ Utilise the ability for AI and modern digital learning solutions to help make your learning inclusive and impactful for all learners.



L&D has a critical role to play in challenging the status quo. In fast-moving environments, where the pace of work is accelerating and skills needs are shifting, learning strategies must evolve too.

— Elliot Gowans, General Manager, Access Learning

## Is Your L&D Strategy Future-Ready?

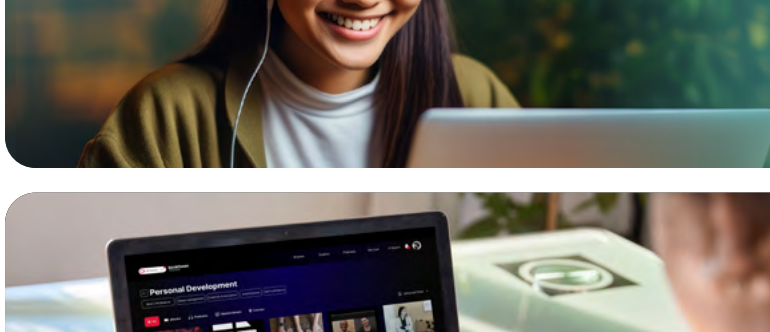
- ✔ Prioritises critical thinking
- ✔ Includes AI governance
- ✔ Supports inclusive design
- ✔ Enables just-in-time learning
- ✔ Empowers L&D teams with AI skills



[View our Full Report](#)

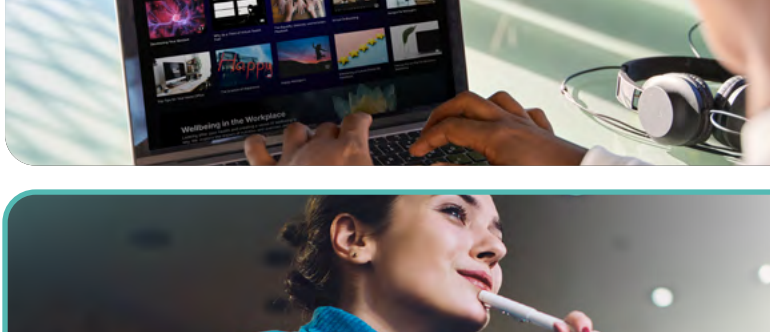
## Turn Insight into Action

Explore how Access Learning's L&D Suite helps you respond to the trends shaping tomorrow's workforce



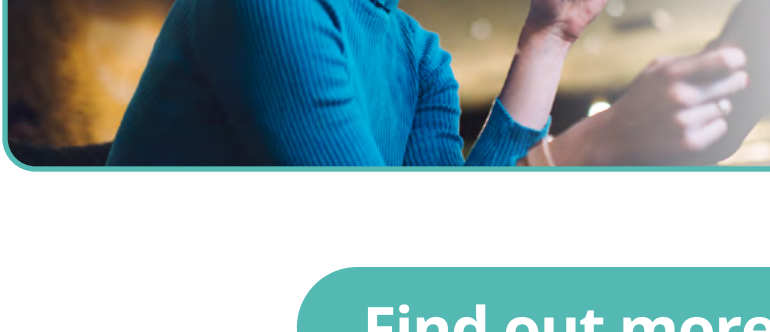
### Learn

Deliver high-impact, AI-powered learning with **Access LMS Evo**



### Explore

Build essential skills and critical thinking with **Access Bookboon**



### Discover

Go beyond compliance with human-centric and engaging courses with **Access eLearning**



[Find out more about the Access L&D Suite](#)