

Future-ready L&D Assessment



Discover your L&D strengths and opportunities for greater agility in 3 minutes

Change is the only constant in today's workplace. Skills evolve rapidly, budgets fluctuate, and priorities shift as business needs change. The question isn't whether disruption will affect your L&D plans - it's whether you'll be ready to turn challenges into opportunities.



Why Agile L&D Matters

When learning and development programmes can adapt quickly you can see measurable business benefits: faster time-to-competency for new hires, higher employee engagement, and better alignment between learning investments and business priorities. Agile L&D also shifts from being a reactive expense to a strategic advantage—anticipating needs, demonstrating ROI, and helping organisations stay competitive.

The three capabilities that distinguish agile L&D approaches are:



Speed without sacrifice: Deploying quality learning quickly when priorities shift



Shared ownership: Building learning partnerships across the organisation



Smart resource use: Focusing effort where impact is greatest

How to Use This Assessment

As you read through each section, count how many statements are true for your approach to L&D. Be honest - this assessment is most valuable when it reflects your current reality, not your aspirations.

Taking this assessment regularly (quarterly at a minimum) helps track your progress and identify new opportunities as your organisation grows.



Building rapid response capabilities without sacrificing quality

Pillar 1



Strategic Agility

When business needs change suddenly, can your L&D plans be adjusted quickly? Strategic agility means having systems, content, and processes that adapt at the speed of business.

We can deploy new training in days, not weeks


We predict skills gaps before they become critical

Our learning solutions are modular and rapidly adaptable

We use AI/automation to handle routine tasks

We have pre-approved content libraries ready to deploy

Our approval processes don't create bottlenecks during urgent needs



**Empowering others
to share the L&D load**

Pillar 2



Stakeholder Collaboration

The most effective L&D professionals don't work in isolation. They build partnerships with managers, executives, and employees to make learning everyone's responsibility.

Our managers are actively involved in learning strategy decisions


We have peer champions across different departments

Stakeholders can see direct connections between L&D and business outcomes

We regularly gather input from business leaders on capability needs

Our training programmes have visible executive sponsorship

Managers feel equipped to support their teams' learning goals



**Focusing resources
where they matter
most**

Pillar 3



Intelligent prioritisation

With limited time and budget, successful L&D involves smart choices about where to invest for maximum business impact.

We have clear frameworks for survival vs. innovation skills

We can reallocate resources quickly when priorities shift

Compliance and capability building are integrated, not separate

We use data to make L&D investment decisions

We regularly review and update our learning priorities

We can pause low-impact activities when urgent needs emerge

Your Agile L&D Score

Add up how many statements were true across all three pillars (out of 18 total):



0–6

Building Foundations

“Ready to evolve” Your approach to L&D is currently reactive to immediate needs. This is completely normal—most organisations start here. You have excellent opportunities to build more strategic capabilities that will make your work more impactful and less stressful.

What this means: You’re likely spending most of your time responding to urgent requests rather than anticipating future needs. Your colleagues may see L&D as a service to request rather than a strategic capability.

Priority: Start with one area that feels most achievable and build from there. Try beginning with ‘Intelligent Prioritisation’: list what you’re currently working on, ask leaders and managers what they need, then use the skills matrix below to prioritise and agree on 5 key focus areas for the year.



7–12

Building Momentum

“On the right track” You’re developing agile L&D capabilities with solid foundations in place. You’re already seeing the benefits of more strategic thinking and stronger working relationships around learning.

What this means: You have systems in place for some areas but inconsistency in others. Your colleagues are beginning to see L&D as more strategic, and you’re able to respond to some changes quickly.

Focus: Strengthen your lowest-scoring area while building on your existing strengths. Identify which pillar scored lowest, pick one statement from that section that wasn’t true, and make that your priority for the next month. For example, if you scored low on Stakeholder Collaboration, start by scheduling regular check-ins with 2-3 key managers.



13–18

Change-Ready

“Strong foundations in place” Your approach to L&D is built for agility and resilience. You have excellent foundations and you’re already turning challenges into opportunities. Your colleagues likely view L&D as a trusted strategic capability that delivers real value.

What this means: You have good systems and relationships in place. You’re responding well to change and demonstrating business impact.

Next level: With strong foundations in place, you’re positioned to push the boundaries of speed and agility even further. Are there processes that could be streamlined? Have you explored AI in L&D or experimented with varied learning formats like video and audio to boost engagement? The most agile L&D approaches are always evolving to stay ahead of the curve.



Quick Skills Priority Matrix

Whether you scored high or low on Intelligent Prioritisation, this simple matrix helps you make smart decisions about where to focus your L&D resources. Use it to categorise any learning need and decide what gets attention first.

Priority 1: Must-Have Now (High impact + immediate need)

Skills that keep your business running today: core job competencies, essential compliance, basic digital skills for current work, customer service fundamentals.

Example: New data protection training after regulatory changes

Priority 2: Build for Tomorrow (High impact + future need)

Skills becoming critical but not yet urgent: AI collaboration, advanced digital literacy, emerging compliance areas, leadership development.

Example: AI essentials training for your team

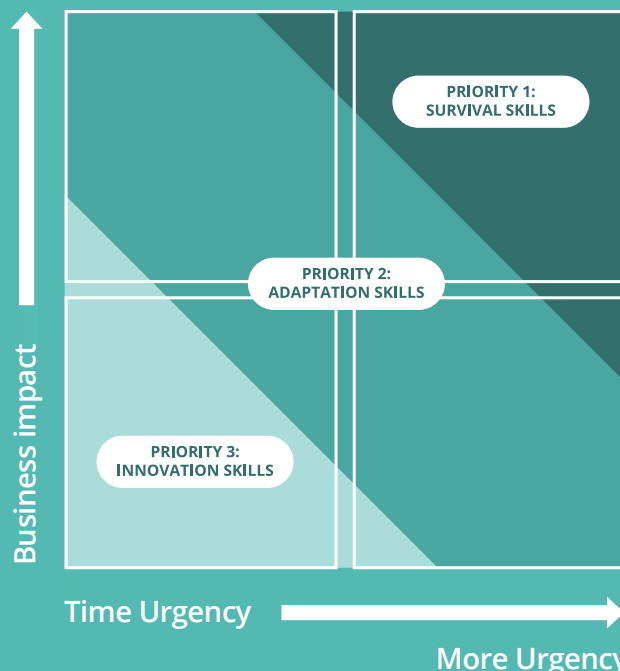
Priority 3: Nice-to-Have (Low impact + flexible timing)

Interesting but not critical: experimental tech training, speculative skills, impressive-sounding but non-essential development. Example: Advanced presentation skills workshop

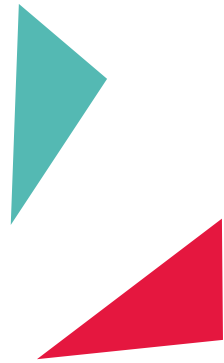
How to Use the Matrix

1. List your current learning priorities
2. Put each one in the appropriate box
3. Based on your business needs, think about the right balance for you, for example this could be 70% of resources on Priority 1, 25% on Priority 2, 5% on Priority 3.

Higher Impact



Ready to build a more skilled and adaptable workforce?



Immediate Actions

- ✓ **Identify your focus area:** Look at your lowest-scoring pillar and choose one specific improvement to work on
- ✓ **Start a strategic conversation:** Schedule a conversation with a key stakeholder about how L&D can better support business priorities
- ✓ **Review your priorities:** Which learning initiatives are “must-haves” for business continuity vs. “nice-to-haves” for future growth?
- ✓ **Check your tech readiness:** Can you quickly deploy new learning content when priorities shift? Do you have ready-to-go resources?

Strategic Development

- ✓ **Evaluate your technology:** How well do your current learning tools support agile L&D practices? What gaps exist?
- ✓ **Map your support network:** Which managers could become learning champions? Which senior leaders could sponsor strategic learning initiatives?
- ✓ **Create simple monitoring:** Set up basic systems to spot skills gaps early (like quarterly pulse surveys or regular manager check-ins) rather than waiting for annual reviews.

Long-term Transformation

- ✓ **Build systematic gap monitoring:** Implement regular processes to identify capability needs before they become urgent
- ✓ **Develop manager partnerships:** Create simple tools and processes that help managers support learning goals for their teams
- ✓ **Design for rapid deployment:** Organise your content and approval processes so you can respond to new requirements quickly



The Access L&D Suite provides everything you need, whether you're building L&D foundations or scaling existing efforts.

Strategic Agility: AI-powered LMS with modular content libraries and rapid deployment capabilities

Stakeholder Collaboration: Manager dashboards and analytics that show direct business impact

Intelligent Prioritisation: Real-time learning data and comprehensive content libraries that let you focus resources where they matter most

Develop a future-ready workforce with Access Learning's integrated suite of digital learning solutions—combining an AI-powered LMS, expert-led eLearning courses, and on-demand upskilling library in one learning ecosystem.

Find out more about the Access L&D Suite

Book a demo

