



Investing in Wellbeing: **An L&D Business Case**



Contents

Introduction	03
The wellbeing gap: How L&D can bridge the divide	04
Why develop a learning strategy for wellbeing?	05
Prioritising a learning approach to workplace wellbeing	07
The benefits of a business case	08
Wellbeing proof points	09
Empowering employee wellbeing through learning	10
A holistic approach	11
About Access Learning	12



Many of us spend the majority of our waking time at work. The way we feel about our work impacts our personal lives and vice versa.

If we're struggling in our home life, this undoubtedly affects our ability to contribute effectively in the workplace.

If employees don't feel fully supported by a working culture that encourages them to come forward when they're struggling, they're more likely to hide it from their employer and less likely to take time off when they need to. Lower absence rates could be a sign of presenteeism, where employees continue to be 'present' at work when ill but as a result, can often be disengaged, unproductive and more likely to make mistakes.

While employee wellbeing strategies often involve immediate support mechanisms and proactive measures against burnout, presenteeism, and absenteeism, a truly robust approach understands the pivotal role of Learning and Development. By strategically investing in L&D initiatives across the employee lifecycle, organisations can cultivate a culture of continuous growth, resilience, and support.



The wellbeing gap: How L&D can bridge the divide

Many businesses are still missing the mark on employee wellbeing, often mistaking perks for genuine support.

This misunderstanding hinders engagement and retention, with senior leaders often failing to grasp the profound impact of wellbeing on core business goals. Superficial benefits won't cut it; true progress requires a deeper understanding and commitment. The scale of this challenge is significant; a recent [Mind Health Report](#) revealed that 25% of those surveyed are affected by anxiety, stress, or depression at severe or more extreme levels.

This stark reality underscores where Learning and Development (L&D) emerges as a critical driver for change. It's not just about training; strategic L&D initiatives are essential for promoting a genuine culture of wellbeing. By equipping managers with the tools they need to meaningfully support their teams, educating employees on wellbeing resources, and demonstrating the clear link between a thriving workforce and business success, L&D moves wellbeing from a tick-box exercise to an embedded organisational value.

Investing in targeted learning is not a nice-to-have, but instead must be a core strategy for building a resilient, engaged and happy workforce.



Why develop a learning strategy for wellbeing?

Embedding a successful wellbeing strategy requires senior leadership's active involvement. They should:

- Endorse and promote the wellbeing initiative
- Demonstrate a commitment to wellbeing through personal actions
- Share the importance of wellbeing and its impact on the business

Leaders often prioritise immediate business needs and may struggle to see the long-term benefits of a robust wellbeing strategy. Building a strong business case is critical for L&D to secure the necessary support and investment. This case should focus on the positive impact on employee engagement, performance, and retention, all of which are key drivers of business success.

Focusing solely on training can lead to a superficial approach where wellbeing becomes a “check-the-box” exercise. L&D needs to demonstrate the value of a comprehensive learning strategy that goes beyond one-off programs.

This includes:

- Building a supportive and inclusive environment
- Providing ongoing opportunities for development and growth
- Equipping leaders with the skills to advocate wellbeing efforts

By aligning the learning strategy with employee experience goals and demonstrating its impact on business outcomes, L&D can secure the buy-in needed to make a lasting impact on employee wellbeing.

“Smart, forward-thinking employers are investing in staff wellbeing, and those who do tend to save money in the long run

Paul Farmer, Chief Executive of UK charity Mind

Why develop a learning strategy for wellbeing?



Mental health and wellbeing can't be addressed through training programs alone. For a lasting impact, senior leadership needs to champion the strategy and hold themselves accountable for measuring progress. L&D must take a proactive approach by developing learning interventions that build employee resilience and equip leaders with the skills to support workplace wellbeing.

Wellbeing should be integrated throughout the learning journey, aligning with employee's specific needs and goals. To achieve this, L&D needs access to effective learning tools and have the backing from leaders and people managers to implement these tools. By incorporating wellbeing into learning programs, L&D can ensure mental health becomes a core part of the employee experience.



”

Prioritising a learning approach to wellbeing

Proactive Prevention:

Investing in a learning strategy for wellbeing now is more cost-effective than a reactive approach further down the line. By equipping employees with the right skills and knowledge to manage stress and maintain wellbeing, L&D can help prevent problems before they arise.

Measurable Business Impact:

Research shows poor mental health at work leads to significant financial losses. L&D can play a key role by developing learning programs that are shown to improve employee engagement, productivity, and advocacy for the organisation.

Building a Strong Employer Brand:

A positive learning culture that prioritises wellbeing enhances employee experience and strengthens your employer value proposition. This can be a significant advantage in attracting and retaining top talent.

Future-Proofing Your Workforce:

People-centric approaches are crucial for long-term organisational success. L&D's role in developing and implementing a comprehensive learning strategy for wellbeing positions your organisation as a leader in this area.



A well-designed learning strategy for employee wellbeing isn't just about feeling good - it's a strategic investment with a measurable impact on your organisation's bottom line.

Here's how L&D can frame the benefits to resonate with senior stakeholders:

- **Enhanced Employee Engagement:** Learning programs that equip employees with skills for stress management and self-care can create a sense of belonging and purpose, leading to higher engagement.
- **Improved Talent Acquisition & Retention:** A positive learning culture that prioritises wellbeing builds a strong employer brand. This translates into attracting top talent who are more likely to stay with the company due to a positive work environment.
- **Facilitating Growth & Scalability:** As your company grows, L&D can develop training initiatives that empower employees to adapt and manage increasing demands. This reduces turnover costs and creates a collaborative culture that supports growth.
- **Increased Employee Productivity:** By investing in wellbeing programs, L&D can help create a healthier workforce. Reduced stress and burnout lead to increased motivation, focus, and ultimately, higher productivity.
- **Reduced Absenteeism and Presenteeism:** L&D programs that promote healthy work habits can lower absenteeism due to illness and presenteeism (working while unwell). This translates to cost savings and a more efficient workforce.
- **Preventing Crisis through Early Intervention:** Learning interventions that address stress and burnout early can prevent costly issues from escalating. A proactive approach ensures a healthier and more productive work environment.

If lifting the lid on this perspective isn't enough, here are some impressive statistics and insights from employee wellbeing experts to help you make your point in that next boardroom meeting:

85.8%

of employees would be more likely to leave a job if there was no obvious support for employee wellbeing.

Executive Development Network

£5.30

on average for every £1 invested in staff wellbeing is seen on employees return. So it's never been timelier to prioritise staff mental health.

Deloitte survey

35%

said that their organisation's employee health and wellbeing activity has achieved better employee morale and engagement.

CIPD

31%

of employers expect increased demand for mental health support in 2025.

Towergate Health and Protection

75%

of organisations said early interventions and initiatives to support wellbeing had had a positive impact on their people's health.

Vitality

3.8x

Engagement has **3.8x** as much influence on employee stress as work location.

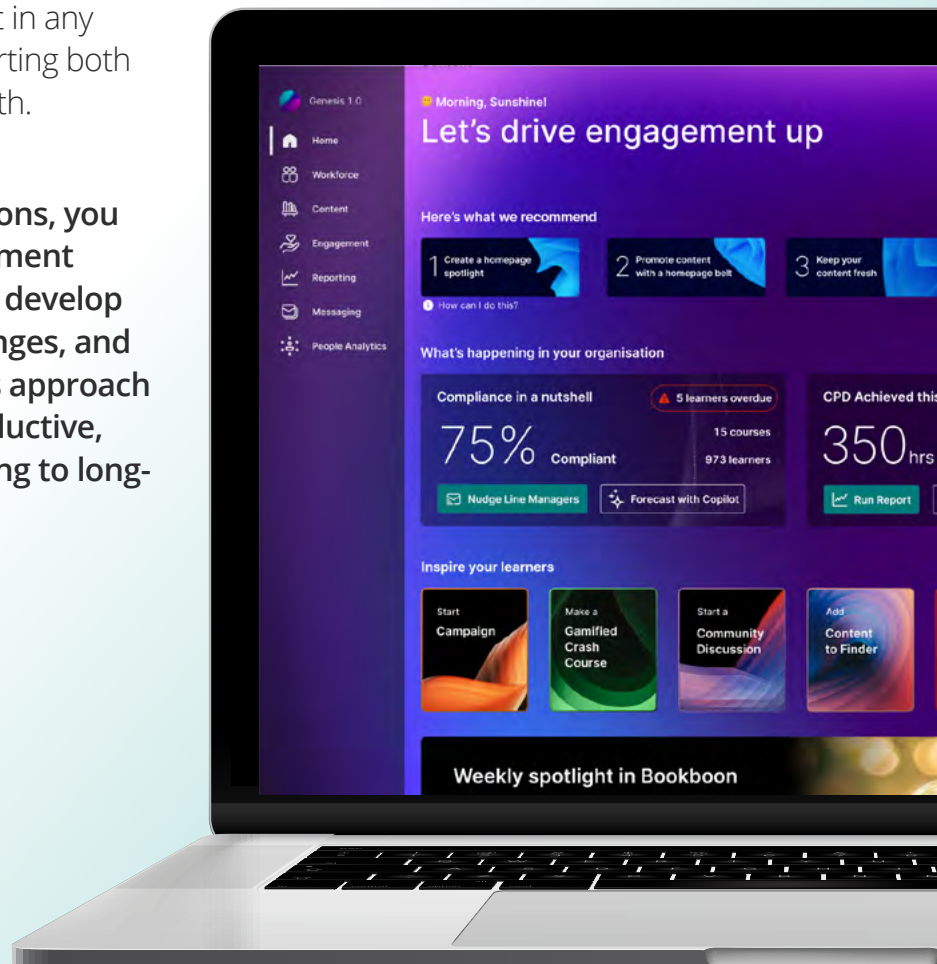
Gallup

Prioritising employee wellbeing is a strategic investment that strengthens your organisation.

Here's how we can equip your employees to thrive.

1. **Access eLearning Courses** includes a dedicated Mental Health and Wellbeing catalogue, featuring engaging training materials on:
 - Building Resilience
 - Workplace Wellbeing
 - Managing Emotions
 - Decision Making
 - Mental Health Awareness
2. **Access LMS Evo** simplifies the delivery of eLearning content with AI-powered automation and a dedicated platform for learners, managers, and admins. Make learning feel relevant and valuable with curated content targeted to individual interests.
3. **Access Bookboon** offers a vast library of on-demand content across various disciplines. Employees can explore self-paced courses, eBooks, and live virtual classrooms on a wide range of topics. This promotes a culture of continuous learning and empowers employees to take ownership of their development in any area that interests them, supporting both personal and professional growth.

By implementing these solutions, you can create a learning environment that empowers employees to develop their careers, navigate challenges, and prioritise their wellbeing. This approach creates a more engaged, productive, and resilient workforce, leading to long-term business success.



While this guide focuses on the transformative power of Learning and Development (L&D) in promoting employee wellbeing, we understand the importance of a comprehensive approach.

Our company offers a wider suite of People and HR solutions that can seamlessly integrate with your L&D strategy to create a holistic wellbeing ecosystem.



Employee benefits platform

Helps employees save on their outgoings



On-demand pay

Offers employees a safety net and reduces financial stress



Digital Learning

Provides practical training opportunities and encourages conversations surrounding employee wellness



Reward and recognition software

Boosts morale, improves wellbeing and makes your people feel valued



Evo

Streamlines operations and speeds up your processes



Employee Wellness Hub

Gives easy access to a wealth of expert health and wellbeing content



About Access Learning

Access Learning is your all-in-one partner for building a future-ready and compliant workforce. Combining a learning management system, engaging eLearning content, and a learner-centric upskilling tool, we empower organisations to deliver impactful and scalable learning experiences that ignite a joy for learning and create real business value.

Our solutions are designed to drive workforce excellence, spark curiosity, and supercharge people, all while simplifying the complexities of modern L&D. Whether you're looking for a powerful LMS, engaging content, or innovative upskilling, Access Learning has everything you need to build a thriving learning culture.

We recommend discussing your specific needs with our team to explore how we can tailor a comprehensive solution that empowers your employees and optimises your organisation's wellbeing strategy.

Get in touch today

www.theaccessgroup.com/digital-learning

