



THE LEARNING PULSE:

EMPLOYEE INSIGHTS FOR 2025

Prepared by:
Hannah Byrne



Prepared for:
Intuition



In the final quarter of 2024, we engaged our LinkedIn community with a series of targeted questions to explore their views on the evolution of corporate learning in 2025, their top priorities, and the approaches they believe will have the most significant impact.

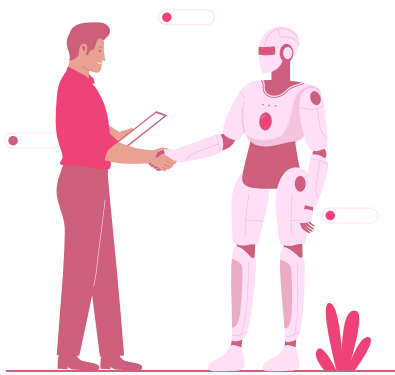
The insights gathered from these interactions form the basis of this in-depth report. Drawing on real-time data collected over the last three months of 2024, this report provides answers for those seeking the latest trends and priorities in professional learning and development.

Table of Contents

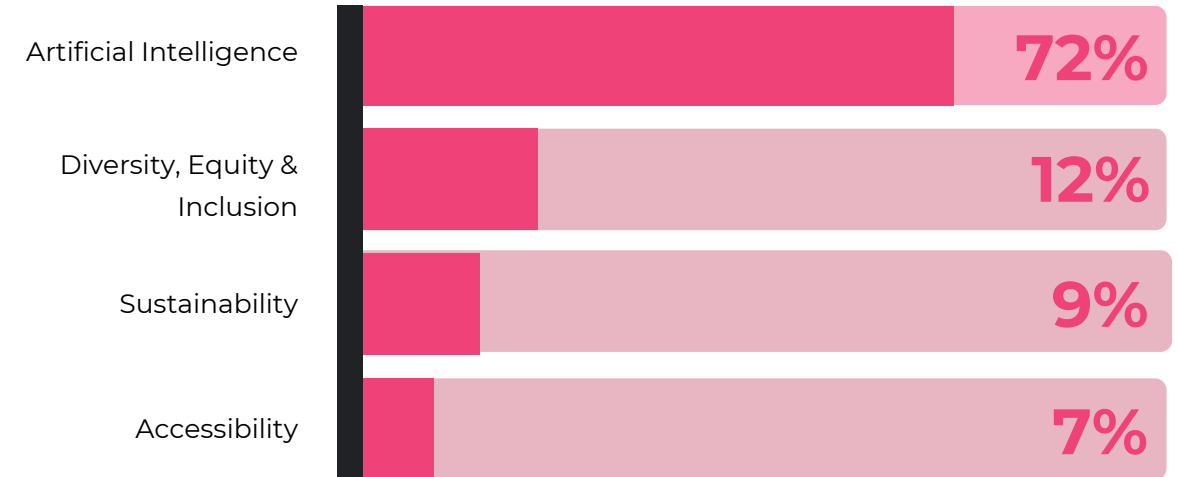
Corporate Learning Priorities for 2025: <i>Which Areas Will Take Center Stage?</i>	02
Professional Development: <i>What Learners Value Most</i>	06
2025 Learning Trends: <i>What Our Audience Says</i>	09
Learning Outcomes: <i>Where the Focus Lies</i>	12
Leading AI Teams: <i>Essentials Skills for Success</i>	17
Implementing AI: <i>Exploring the Top Learning Methods</i>	20
Final Thoughts: <i>Key Takeaways</i>	22

Corporate Learning Priorities for 2025: Which Areas Will Take Center Stage?

Learning & Development (L&D) leaders are looking at what trends will rise to prominence and which corporate learning topics to focus on. Prioritizing certain areas is essential to ensure that all employees are upskilling as effectively as possible.



Which area will be your biggest priority for corporate learning in 2025?



Why Plan Corporate Learning Goals?

Creating priorities for corporate learning is an essential strategy to ensure that learning initiatives are aligned with organizational goals and to ensure resources are used effectively. By focusing on key areas, companies can address skill gaps, adapt to industry changes, and foster employee growth that drives innovation and productivity. The most frequently cited goal when planning corporate learning in a [TUV Further training](#) study was to maintain a competitive edge. Planning clear learning priorities is essential to ensure that this competitive edge is developed as well as preparing teams for future challenges and supporting long-term success.

AI a Clear Priority

Artificial intelligence (AI) emerged as the top priority in our poll, with **72%** of the votes. This result reflects the growing influence of AI in workplaces and everyday life, driven by rapid advancements and widespread implementation in recent years.

Why Prioritize AI Education?

Skill Gap: From the data gathered, it is clear that many employees perceive a significant skills gap, feeling unprepared for the transformative impact of AI workflows on their roles. With skill gaps being listed as the most significant barrier to transformation in workplaces between 2025 and 2030 ([WEF](#)), addressing this through upskilling and reskilling is essential to ensure employees can collaborate effectively with AI.



Organizational Effectiveness: The importance of AI-focused learning goes further than individual employee development; it ensures business continuity and organizational effectiveness. Employees who can adapt to AI and harness its capabilities are better equipped to drive innovation and keep their companies competitive in a fast-evolving marketplace.

Addressing Ethical AI Use: As AI adoption grows, understanding its ethical implications will become critical. Prioritizing AI education helps employees navigate challenges such as bias, data privacy, and transparency, ensuring the responsible use of AI technologies within the organization.

Importance of Diversity, Equity & Inclusion (DEI) in 2025

The poll revealed that **12%** of respondents view DEI as a priority for corporate learning in 2025. While AI may dominate the conversation, diversity and inclusion remain a vital pillar of corporate learning. The [WEF](#) states that the focus on diversity in the workplace is increasing, with **83%** of employers having diversity initiatives in place at the end of 2024, compared to **67%** in 2023.

How DEI Education Impacts the Workplace:

DEI are critical elements of organizational success, as they directly impact employee engagement, innovation, and retention. In 2025, as workplaces become increasingly global and interconnected, fostering an inclusive culture will be essential to leveraging diverse perspectives and driving business growth in a competitive landscape.

Build a Welcoming Environment: Companies that invest in DEI-focused learning initiatives create environments where diverse perspectives are valued, enabling teams to collaborate effectively and produce better outcomes. Forbes stated that ethnically diverse executive teams are 36% more likely to outperform their peers on profitability. This demonstrates the tangible benefits of fostering diversity at all organizational levels, starting with a welcoming, inclusive culture.

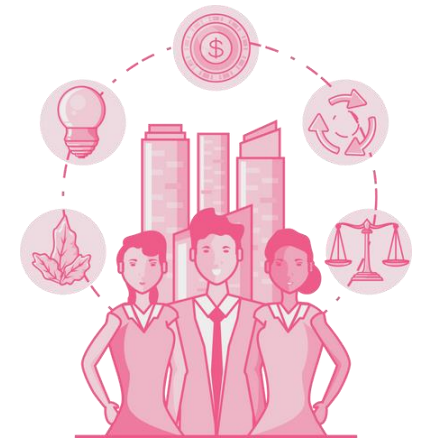


Raising Awareness: Providing education in the field of diversity and inclusion raises awareness about unconscious biases in the workplace as well as promoting equitable practices and equipping employees and leaders with the tools to build inclusive teams.

Improve Organizational Reputation: These initiatives also improve organizational reputation, making companies more attractive to top talent as well as developing an identity for the company as an inclusive workplace. This reputation also appeals to stakeholders who prioritize diversity and social responsibility. According to Forbes, **75%** of leaders in established companies report a positive impact of DEI investments on their competitive position.

Sustainability and Accessibility – On the Rise

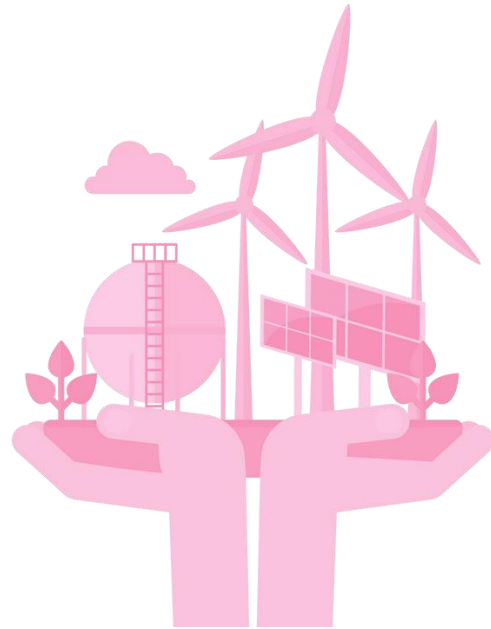
Sustainability and accessibility are two areas that are increasing in status in corporate learning. Sustainability received **9%** of votes in the poll, and accessibility received **7%**, but despite the lower figures, both areas provide tangible benefits to workplaces where they are implemented.



Benefits of Sustainability and Accessibility Learning

Sustainability: Sustainability's growing significance in corporate learning cannot be overlooked. As businesses face increasing pressure to address environmental concerns, sustainability-focused learning equips employees with the knowledge to implement eco-friendly practices, reduce waste, and innovate for a greener future.

The growing impact of sustainability has also been noted by the [WEF Future of Jobs](#) report, stating that *"nearly half of surveyed employers (47%) anticipate the ramping up of efforts and investments to reduce carbon emissions as a key driver for organizational transformation"*. With such a large percentage of companies being increasingly aware of sustainability goals, corporate learning programs that emphasize sustainability will enhance brand reputation and attract eco-conscious customers.



Accessibility: Accessibility, while not ranking at the top of the poll, is gaining traction as a vital element of corporate learning. Inclusive learning ensures that employees of all abilities can access learning materials, participate fully, and contribute meaningfully to organizational goals.

Accessible learning platforms — featuring tools like screen readers, captioning, and flexible formats — break down barriers, fostering inclusion, and boosting employee engagement. As organizations increasingly recognize the value of accessibility, its importance within corporate learning is expected to grow, reshaping how companies support diverse talent.

Conclusion

As organizations plan their yearly goals, it is essential that corporate learning priorities are incorporated. As shown above, by focusing on one, or more, of these areas, companies will be able to not only enhance employee engagement and retention but see a return on investment (ROI) from their learning programs.

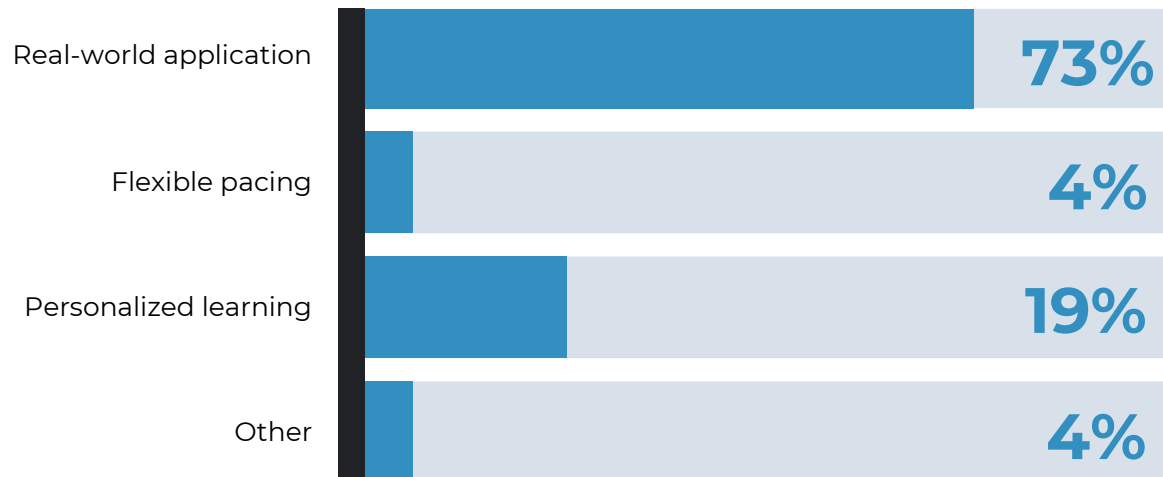
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- [Forbes](#) - DEI in 2025
- [Forbes](#) - The Business Impact of DEI
- [TUV Further Training](#)
- [WEF Future of Jobs](#)

Professional Development: What Learners Value Most

In 2025, learners are given a great deal of agency over what they want to learn and the content that they will prioritize engaging with. Studying learning methods, the [WEF](#) stated that, in 2025 “*traditional one-size-fits-all approaches no longer suffice in a world where individual aspirations and career trajectories are increasingly diverse*”. With this in mind, we asked learners:

In 2025, what do you think learners will value most in their professional development programs?



The results show an overwhelming majority vote for real-world application with almost three-quarters of people voting for this style. This learning style involves bridging the gap between theoretical learning and practical hands-on experience.

Below, we will unpack the benefits of this type of learning and why it is so popular among learners.



Benefits of Real-World Application

Immediate Relevance and Engagement: Real-world application ensures that learning is directly tied to tasks and challenges employees face in their roles. Due to this, engagement in learning will increase, as learners see the immediate value in applying new knowledge and skills to their work. Instead of abstract theories, employees gain practical tools and techniques that they can use right away, boosting their confidence and motivation to continue learning. [Harvard Business School](#) found that **87%** of their learners reported that they could apply their real-world skills instantly after learning. This relevance is essential to ensuring that learners gain satisfaction from their learning and see it as a beneficial use of their time.

Accelerated Skill Retention: Skill retention is improved through real-world application as it allows learners to practice new skills in authentic contexts. When employees apply what they have learned in real-time, it reinforces their understanding and bridges the gap between theory and practice. According to the 70:20:10 model, **70%** of learning occurs through hands-on experience and experimenting. Therefore, being able to apply these skills in the real world will make it easier to recall the information later. As they encounter similar situations in their work environment, the knowledge becomes embedded in their workflow. This leads to not only better memory retention but also a stronger ability to adapt those skills to new challenges.

Increased Organizational Impact: Professional development programs with real-world applications deliver measurable outcomes by directly addressing business needs and challenges. Employees who can immediately apply their learning are more ready to assist with solving problems, optimizing processes, or enhancing productivity. Teams benefit from increased collaboration, as employees who practice real-world scenarios often work together to find solutions. Ultimately, organizations see faster ROI from their learning initiatives, as employees are ready to apply their new skills to achieve business results more effectively.



Development of Critical Thinking and Problem-Solving Skills: Real-world application encourages learners to think critically and solve problems dynamically, preparing them for unpredictable challenges. By working on real scenarios, employees learn to evaluate situations, assess potential risks, and devise actionable solutions. This allows learners to focus on upskilling while also learning the human skills of critical thinking and problem-solving. Skills such as critical and analytical thinking set to increase in use by **55%** between 2025 and 2030 (WEF), highlighting their ongoing value in the workplace. Unlike theoretical learning, which can be rigid and detached, real-world application fosters a variety of human skills such as creativity and innovative thinking.

Why Surveying Preferences Drives Impactful Learning

As mentioned above, within real-world learning there is an opportunity to incorporate elements of other learning styles – such as flexible and personalized, which are mentioned in the poll.

With so many options available for professional development - ranging from traditional classroom settings to self-paced online courses - there is no single approach that works for everyone. This diversity highlights the importance of leveraging data like that taken from this poll to shape internal learning strategies. Results from an LPI poll state that only **12%** of organizations fully grasp how their employees prefer to learn, with **59%** stating that they lacked the data to guide them ([Mentimeter](#)). The data gathered from our poll begins to bridge the gaps in this area.

Understanding what learning professionals value most provides critical insights into where corporate learning initiatives should focus their efforts. For example, the strong preference for real-world application highlights a growing demand for programs that deliver measurable workplace impact, making skills immediately transferable to job performance.

Meanwhile, the acknowledgment of personalized learning and flexible pacing reflects an understanding of the importance of tailoring development programs to accommodate individual needs and varying schedules. By prioritizing what professionals see as most valuable, organizations can design learning solutions that not only meet employee expectations but also drive engagement, retention, and business success.



References:

- [Harvard Business School](#)
- [Mentimeter](#)
- [WEF](#)
- [70:20:10 model](#)

2025 Learning Trends: *What Our Audience Says*

When planning a learning and development program, it is vital to consider the approach that the learning will be delivered through. This needs to be looked at from a strategic business and budget point of view, as well as taking the learner's preferences into account. With multiple modes of learning available, and with various rates of effectiveness, we asked our followers:

Which learning approach do you think will have the biggest impact on employee development in 2025?

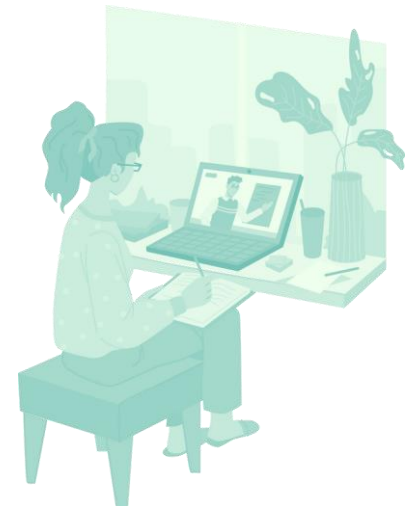


Blended learning (digital & in-person) received the majority of votes with **49%** of respondents agreeing that it is the mode that will have the biggest impact on employee development in 2025. This was followed by experimental learning with **19%** of the votes, with personalized and skills-based learning tying at **16%** of votes each.

The variety of results highlights the need for learning to be tailored to the particular group and topic, and delivered in a way that is most effective to its audience. In the following section, we will detail each method voted on in the poll and discuss its benefits.

Blended Learning (Digital & In-Person)

Topping the poll was blended learning which combines digital and face-to-face instruction, offering a flexible approach to professional development and corporate learning. In this model, learners benefit from using online learning platforms while also engaging in interactive, in-person sessions for collaboration and hands-on practice. This hybrid method caters to diverse learning preferences, ensuring that employees can balance their learning with work commitments.



The benefits of blended learning include increased engagement, as employees can access digital resources at their own pace while reinforcing knowledge through real-time discussions and workshops. In-person interactions allow for networking, peer-to-peer learning, and instant feedback from instructors. The digital component enables scalability and cost-effectiveness, providing organizations with the ability to train large teams without logistical constraints. By combining these, blended learning enhances skill retention and application.

Personalized Learning

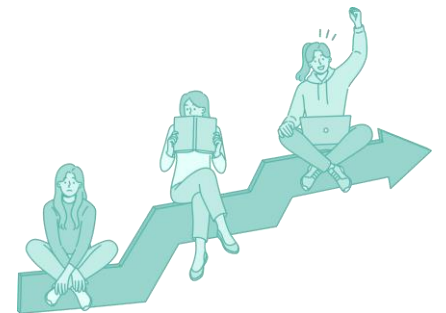
Personalized learning caters to each learner as it tailors learning content to the individual's needs, preferences, and goals. This approach often uses data and AI to recommend courses, resources, or activities that align with an employee's specific role, skill level, and career aspirations.



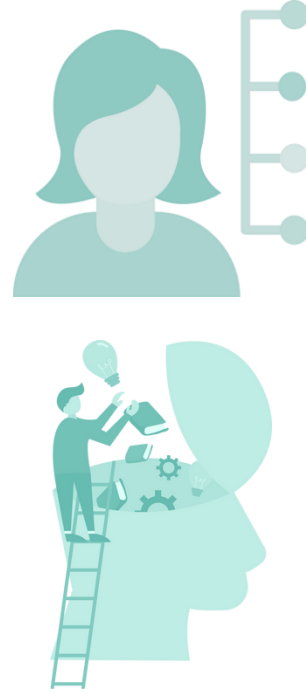
This method of learning is beneficial to the learner as the topics are relevant to their experience and any skill gaps they may have and are not forcing learners into a “one size fits all” learning model. This effectiveness has been shown with **93%** of high performing organizations agreeing that personalized learning supports an employee in reaching professional goals more efficiently ([Forbes](#)). From an employer perspective, personalized learning adds to employee satisfaction as each learner's individual needs are being met.

Experimental Learning

Experimental learning involves participation in real-world scenarios or simulations, allowing learners to practice skills in a controlled, risk-free environment. Techniques such as role-playing, virtual reality (VR), and gamified experiences immerse employees in realistic challenges that mirror workplace situations.



This hands-on approach allows learners to develop practical skills and test strategies without the fear of real-world consequences. The benefits include improved problem-solving abilities, as employees navigate complex scenarios and adapt to changing conditions. Experimental learning also boosts retention by 70% when compared to traditional learning ([FDM](#)), as the interactive nature of these exercises enhances memory and understanding. This style of learning is particularly effective for technical training, leadership development, and preparing teams for high-pressure environments, ensuring that they are equipped to handle real challenges with confidence.



Skill-Based Learning

Skill-based learning focuses on developing specific competencies and abilities required for success in a role or industry. The [WEF Future of Jobs](#) report states, “On average, workers can expect that two-fifths (**39%**) of their existing skill sets will be transformed or become outdated over the 2025-2030 period”. This data highlights the need to home in on applicable skill-building. This approach breaks down learning into targeted modules that address critical skills, such as technical proficiency, communication, or leadership.

The benefits of skill-based learning include practicality and direct application, with 90% of executives using a skill-based approach to learning ([Deloitte](#)). This is an outcome-driven and very targeted approach to learning. The skills that are focused on align with organizational goals and employee performance metrics. For learners, skills-based learning provides clarity, as they understand exactly what they’re working toward and how it impacts their role. It also builds confidence, as employees master tangible capabilities that enhance their effectiveness. Organizations benefit from using this learning method by addressing skill gaps and fostering a workforce that is adaptable, efficient, and aligned with current industry demands. This focused approach is ideal for equipping teams with the expertise needed to stay competitive in the marketplace.

Resources

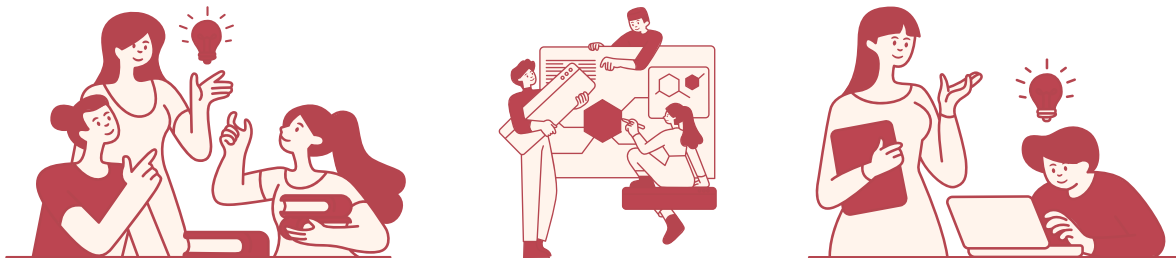
- [Deloitte](#)
- [FDM](#)
- [Forbes](#)
- [WEF Future of Jobs](#)

Learning Outcomes: Where the Focus Lies

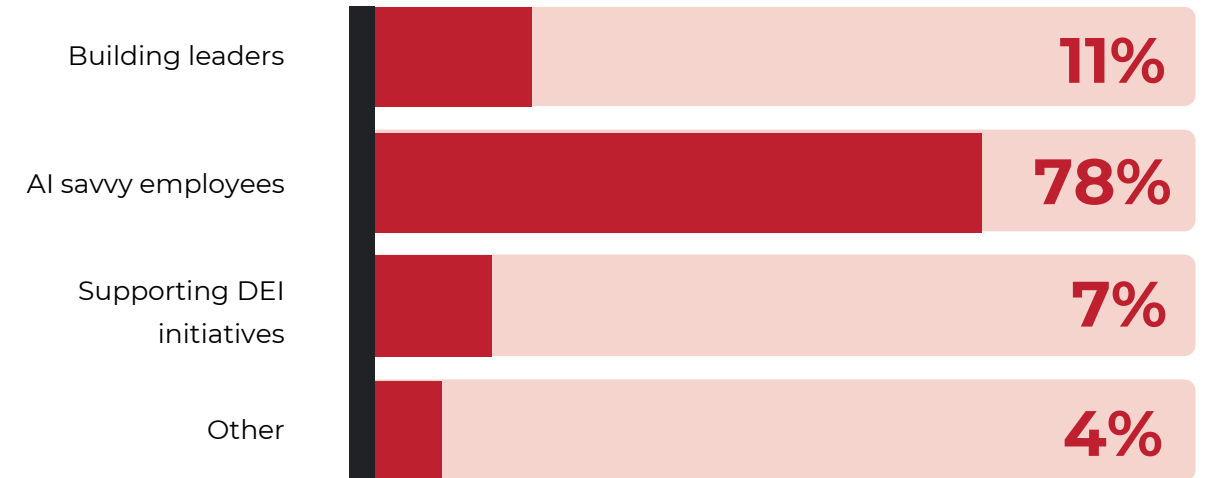
Ensuring that corporate learning pays off is crucial for employers. A key aspect of planning effective learning programs is evaluating the impact of the learning delivered - specifically, the skills employees will gain and how these will translate into workplace performance.

According to [McKinsey](#), only **40%** of companies state that their learning strategy is aligned with their business goals. This alignment is imperative to ensure that the business will see ROI on the corporate learning conducted. Prioritizing the outcomes of this learning benefits both employees and employers: employees are more motivated to engage when they clearly see the value and relevance of learning, while employers can justify the investment through improved performance, productivity, and business results.

With this in mind, we asked our LinkedIn audience the question:



What outcome will corporate learning programs focus on most in 2025?



Building Leaders:

In 2025, the importance of human skills, such as emotional intelligence, collaboration, and adaptability, will continue to rise. These skills are integral to effective leadership. By investing in leadership development, organizations are preparing for future challenges as well as creating a pipeline of capable leaders who can sustain growth and drive success. [McKinsey](#) states that “companies that invest in developing leaders during significant transformations are 2.4 times more likely to hit their performance targets”, highlighting the direct link between strong leadership development and organizational success.

How to Achieve this Outcome?

Leadership development programs: Create dedicated programs that focus on essential leadership skills such as strategic thinking, decision-making, and people management.

Mentorship and coaching: Pair employees with experienced leaders or external coaches who can guide them, provide feedback, and share practical insights. Personalized coaching helps employees refine their leadership style and navigate challenges.

Stretch assignments: Give employees opportunities to take on challenging projects or roles outside of their usual responsibilities. These assignments allow them to practice leadership in real-world situations, fostering growth and confidence.

Human skills: Offer targeted learning in areas such as emotional intelligence, communication, conflict resolution, and team management, which are critical for effective leadership.



AI Savvy Employees

Prioritizing AI literacy benefits organizations in several critical ways. Having AI-savvy employees can improve efficiency in the workplace. For example, this can be done by automating routine tasks which allows teams to focus on higher-value work, which 60% of business owners believe will increase productivity ([Deloitte](#)). They can also use AI-powered tools for data analysis, decision-making, and forecasting, enabling organizations to respond quickly to market changes and customer needs.

How to Achieve this Outcome?

AI-focused programs: Offer courses and certifications specifically tailored to AI concepts, tools, and applications relevant to employees' roles. Topics might include machine learning basics, AI ethics, data analysis, and using AI-powered tools.

Workshops with AI experts: Invite AI professionals and thought leaders to host workshops or talks. This exposure helps employees understand the practical and strategic implications of AI in their industry.

AI ethics and governance training: Provide training on responsible AI usage, including ethical considerations, data privacy, and compliance. This ensures employees use AI in ways that align with organizational values and regulatory requirements.

Continuous learning and updates: AI evolves rapidly, so it is critical to keep employees updated with the latest advancements. Offering ongoing learning opportunities through microlearning modules, webinars, or industry conferences can help employees stay ahead.

Supporting DEI Initiatives

DEI initiatives reflect a commitment to creating opportunities for all individuals and building a culture of belonging. This not only enhances employee satisfaction but also increases innovation by bringing diverse perspectives to the table. From a legal perspective, prioritizing DEI helps organizations comply with anti-discrimination laws and to avoid potential legal and reputational risks. Governments worldwide are increasingly mandating fair hiring, pay equity, and inclusive practices, making DEI a critical compliance issue. Ultimately, supporting and educating employees about DEI is both a moral imperative and a strategic business decision.

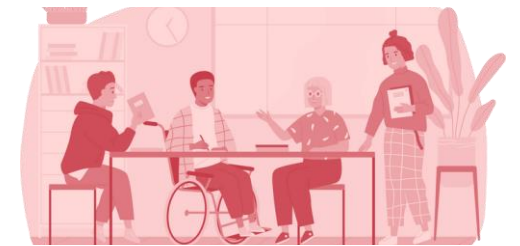
How to Achieve this Outcome?

DEI programs: Offering workshops and eLearning courses on topics such as unconscious bias, inclusive leadership, allyship, and cultural competency. These programs help employees and leaders recognize and address biases while fostering inclusive behaviors.

Leadership commitment to DEI: Train managers and executives on how to lead inclusively, prioritize equity, and create safe spaces for diverse teams. **51%** of employers plan to implement DEI courses for managers and staff over the coming 5 years ([WEF](#)). Leadership buy-in such as this is critical for embedding DEI values throughout the organization.

Measuring and acting on DEI progress: Train employees to track and measure DEI efforts through surveys, feedback, and metrics. Teach teams how to analyze data and use insights to implement equitable practices across hiring, promotion, and daily workflows.

Inclusive recruitment and onboarding practices: Educate hiring teams on unbiased recruitment practices and design onboarding programs that help new employees feel valued, included, and supported from day one.





Developing Human Skills

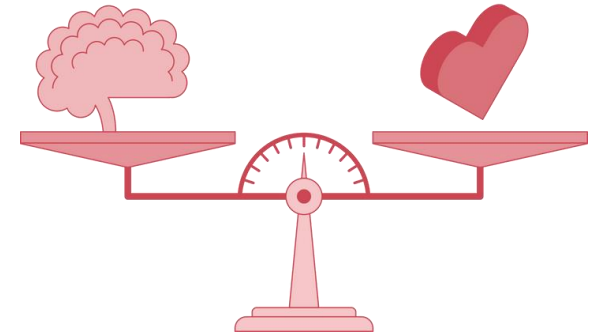
In the [WEF Future of Jobs](#) report, the top 5 core skills for 2025 are all human skills. This highlights that while AI excels in automating processes and analyzing data, it cannot replicate uniquely human traits such as analytical thinking, resilience, creativity, critical thinking, and leadership.

In an AI-powered environment, human skills ensure that technology is applied ethically and effectively, enhancing rather than replacing human decision-making. For example, critical thinking allows humans to navigate complex business challenges that AI might not fully grasp, such as managing interpersonal dynamics or addressing ethical dilemmas. Similarly, empathy and adaptability are crucial in managing relationships with clients, colleagues, and stakeholders.

To develop human skills such as collaboration, communication, and emotional intelligence in the workplace, corporate learning programs can implement the following strategies:

Human skills training: Human skills training can be delivered in many ways such as through workshops or eLearning. Offer targeted modules on communication, empathy, and emotional intelligence.

Team based learning: Organize cross-functional team projects or collaborative learning experiences that encourage employees to work together, share knowledge, and leverage each other's strengths. This enhances teamwork and builds trust.



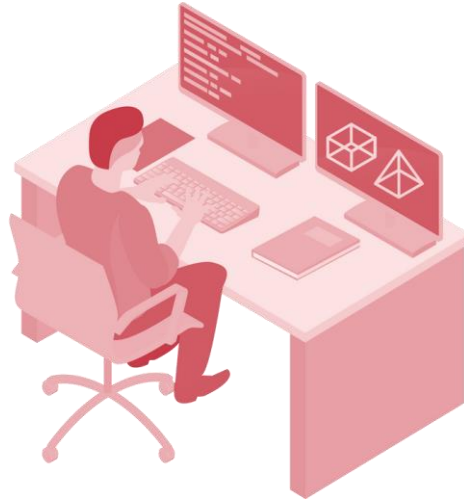
Emotional intelligence development: Offer specialized learning to help employees recognize and manage their own emotions, as well as understand and influence the emotions of others. Emotional intelligence is critical for effective leadership and collaboration.



Peer learning and knowledge sharing: Create spaces for employees to share knowledge, insights, and best practices. Peer learning helps employees grow together and enhances collective problem-solving capabilities.

Conclusion

In conclusion, understanding the desired outcomes of corporate learning is crucial when deciding which programs to assign to staff. By aligning learning initiatives with specific goals - whether it's developing AI expertise, fostering leadership potential, supporting DEI efforts, or enhancing human skills - employers ensure that learning efforts translate into tangible business results.



Focusing on the outcome helps prioritize relevant skills, maximize employee engagement, and ultimately improve overall performance. When learning programs are designed with clear, measurable objectives, organizations not only invest in their employees' growth but also build a workforce that is agile and skilled.



References

- [Deloitte](#)
- [McKinsey](#)
- [WEF Future of Jobs](#)

Leading AI Teams: Essential Skills for Success

Looking at the data collected from each of our polls, AI was a front-runner, receiving a large portion of votes in each poll. Given the interest in AI, this prompted us to ask:

Which leadership skill will be essential for guiding AI-driven teams in 2025?

With AI skills being listed as the top core skill that is on the rise in 2025 ([WEF](#)), and **87%** of employers agreeing that the need to be skilled in AI and big data is increasing, it is not just teams who will need to be upskilled but also team leaders.



Embedding AI Ethics: Why it is Important



Embedding AI ethics is a crucial leadership skill for guiding AI-driven teams in 2025. AI technologies are extremely valuable, but their misuse can lead to unintended consequences, such as biased algorithms, privacy concerns, or harm to stakeholder trust.

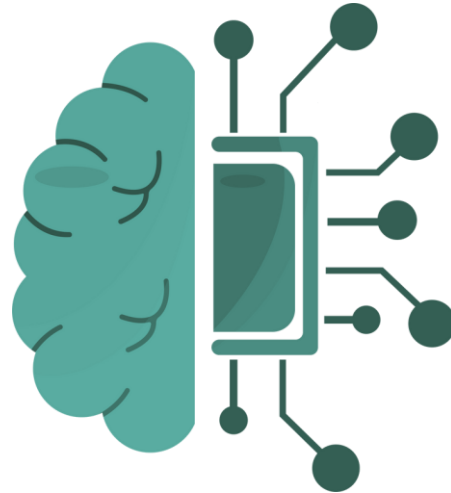
[PWC](#) stated that **52%** of employees were worried that Gen AI will increase bias in their organization that affects employees. It is due to this that leaders must prioritize ethical considerations to ensure that AI implementations align with values of their organization. This involves establishing clear ethical guidelines, fostering transparency, and holding teams accountable for adhering to responsible AI practices.

By embedding ethics into AI learning, leaders can mitigate risks, protect organizational reputation, and build trust among employees, customers, and stakeholders. With AI's increasing use in all elements of the mechanics of day-to-day work, embedding AI ethics is more than solely a responsibility – it is vital for ensuring employee cohesion and retention.

Communicating AI's Purpose: What it is and Why it's Being Used

Communicating the purpose of AI initiatives is an essential leadership skill for fostering alignment within a team. This involves explaining what AI is being used for, the goals it aims to achieve, and how it benefits both the organization and its employees. With **70%** of employees believing that AI will change **30%** or more of their work ([McKinsey](#)), leaders must demystify AI, breaking down its functions and implications in clear, relatable terms.

By effectively communicating AI's purpose, leaders foster trust and collaboration, empowering employees to embrace the technology with confidence. Transparent communication also helps teams understand their role in the AI journey, building enthusiasm and shared ownership of the outcomes. This skill is crucial for creating a culture where AI is seen as a tool for empowerment rather than disruption.



Upskilling Teams for AI: Continuous Upskilling, Constant Change

In 2025, upskilling teams for AI is a non-negotiable leadership priority, this is clear with the skill gathering almost half of the votes in our poll. As processes and systems change, leaders must foster a culture of continuous learning, equipping employees with the knowledge and skills needed to adapt to new AI tools and workflows.

Continuous upskilling ensures that teams remain agile and future-ready and that workplaces are able to adapt to current technology. **63%** of employees in one survey believe skill gaps will be a barrier to organizational transformation ([WEF](#)). To ensure this does not happen, businesses need to have leaders who are committed to ensuring their teams are constantly up to date with the latest advancements in AI. Leaders who prioritize development initiatives and close skill gaps boost employee morale and engagement by demonstrating a commitment to their professional growth. By investing in learning, organizations enhance their competitiveness and resilience.

Resources

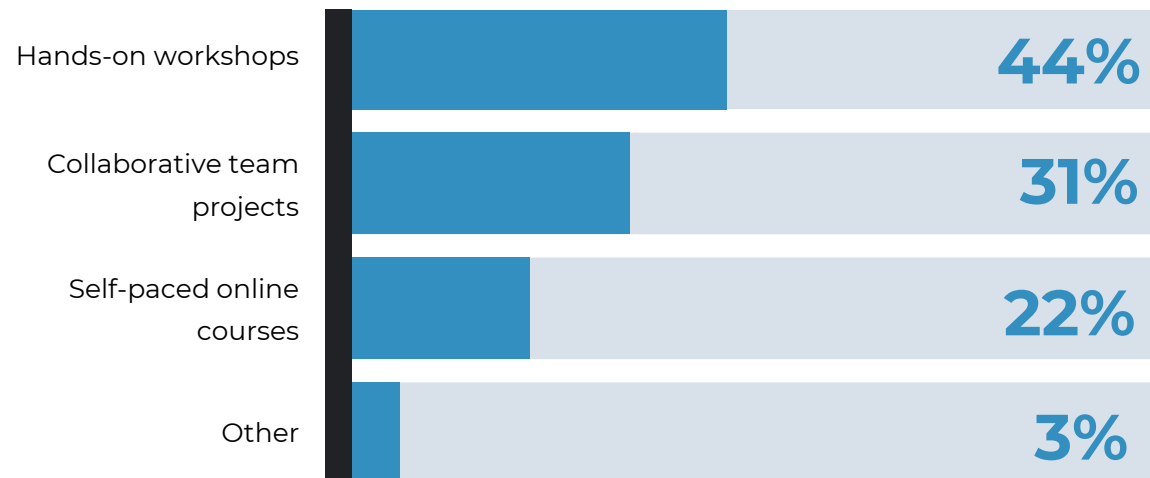
- [McKinsey](#)
- [PWC](#) – Reinvention on the edge of tomorrow
- [PWC](#) – Global workforce: Hopes and fears
- [WEF](#)

Implementing AI: Exploring the Top Learning Methods

Diving deep into how AI will be adopted by employees in 2025, we asked our LinkedIn followers:

As companies prepare employees for AI, what learning methods will be most popular?

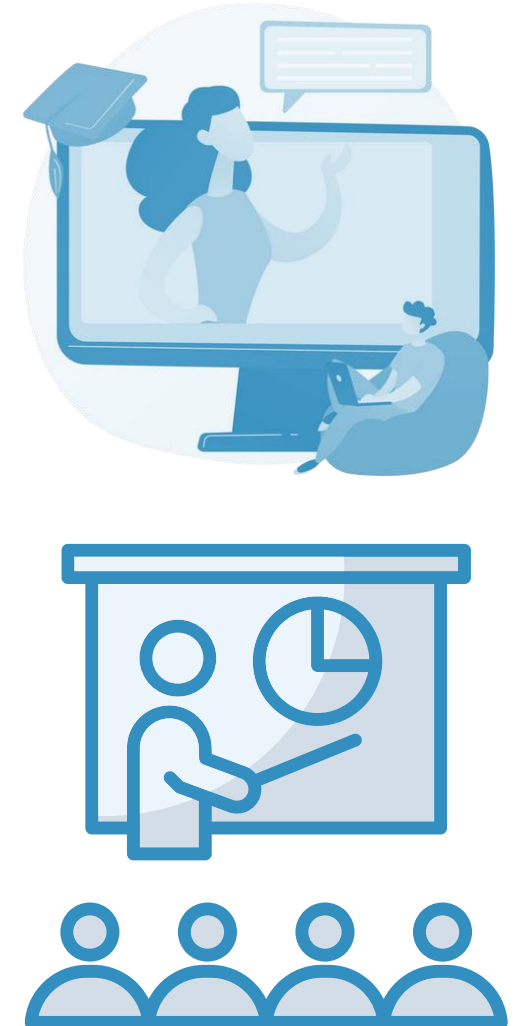
This poll resulted in a series of close results. This could be because that AI is still very new in the workplace, and people have different views on which learning method would be most effective. Below, we discuss the merits of each method.



Learning Methods

Hands-on Workshops

Leading the results were hands-on workshops, securing 44% of votes. With 62% of workers stating that they didn't have the skills to “safely and effectively” use AI ([SHRM](#)), hands-on workshops are beneficial to provide employees with practical experience in using AI tools in real-world scenarios. Employees can have direct contact with AI systems and can experiment and troubleshoot in a controlled environment. Having this hands-on approach ensures that when a system is implemented, learners are familiar with the system, its capabilities, and its purpose and are therefore more confident when implementing it within their work.



Collaborative Team Projects

Collaborative team projects came in second place, with 31% of respondents favoring this interactive approach. This preference highlights the growing emphasis on teamwork in the AI-driven workplace, where cross-functional collaboration is key to innovation. These projects provide employees with opportunities to tackle AI-related challenges as a team, utilizing creativity, problem-solving, and collective decision-making. The collaborative nature of this method also ensures that employees learn from diverse perspectives, which is crucial when working with complex, dynamic technologies like AI. Organizations benefit from this approach as it not only builds technical expertise but also enhances team cohesion, communication, and adaptability.

Self-Paced

Self-paced online courses received **22%** of the votes. Online courses play a vital role in providing flexibility and scalability for organizations. Materials such as eLearning courses allow employees to learn at their own pace, catering to varying skill levels and schedules. As companies integrate AI into their operations, self-paced courses serve as an essential supplement, ensuring that foundational knowledge is accessible to all employees at any time. As there is more emphasis on work-life balance in society, employees are able to access their learning at a time that suits them and are not bound to the schedule of a trainer.

The Broader Impact of AI Education

Future-proofing the workforce: AI education equips employees with the skills needed to adapt to rapidly evolving technologies, ensuring they remain relevant and valuable in a tech-driven workplace. **42%** of CEOs state they must reinvent business models of their company, as the business with its current model will not remain viable for more than 10 years ([PWC](#)). This highlights the need to stay up to date within the workplace, such as including AI upskilling immediately.

Enhanced decision-making: With AI education, employees gain the ability to leverage data analytics and AI tools to make faster, more informed decisions. By combining human insight with AI-driven recommendations, teams can solve complex problems more effectively and identify opportunities for growth.



Maximizing ROI: Investing in developing AI skills delivers measurable returns by increasing productivity, streamlining operations, and driving innovation. A [PWC](#) study states that 32% of CEOs have reported their revenue increasing due to Gen AI. This data shows that as employees integrate AI into their roles, organizations can achieve greater efficiency and cost savings, resulting in a significant return on investments.



Driving innovation and creativity: AI courses encourage employees to think creatively about how to apply emerging technologies to business challenges. By empowering teams to experiment and innovate, companies can develop cutting-edge solutions and enhance product offerings.

Conclusion

With AI entering the workplace in force by 2025, its most effective implementation and full benefits are yet to be realized. However, data from this poll highlights a clear eagerness to integrate AI into corporate learning programs. Organizations recognize the transformative potential of AI and are prioritizing its adoption to equip employees with the skills needed to harness this technology effectively. By focusing on learning, companies can ensure their workforce is prepared to unlock AI's capabilities, driving innovation, efficiency, and long-term growth.



References

- [SHRM](#)
- [PWC](#)

Final Thoughts: *Key Takeaways*



Each poll offered a variety of insights into how modern learners see 2025 in terms of their corporate learning and development.

In their “[Future of Jobs](#)” report, the World Economic Forum lists AI as number one on its “Top 10 Fastest Growing Skills by 2030” list. Between data that is collected at this level to the data collected through our polls, it is clear that AI is the number one corporate learning priority in people’s minds entering 2025. From the initial teaching and implementation of AI in the workplace to the upskilling required, there are many elements that need to be taken into consideration to ensure that the process is smooth for all employees.

Alongside AI, another key takeaway from the polls conducted was the different learning styles that suit people. From hands-on learning to blended learning, no two people or teams have the same requirements.

Overall, the data collected indicates a strong interest and response to corporate learning from both employees and employers. Conducting polls on corporate learning trends over the next 12 months offers invaluable insights into how employees perceive and engage with professional development. These findings equip teams with the knowledge needed to create effective, forward-thinking learning strategies that align with both employee needs and organizational goals.



info@intuition.com



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