

2025 / 2026

TRAINING & DEVELOPMENT NEEDS SURVEY

Training & Development Budget & Spending in 2025



73%

of organisations had a budget earmarked for employee training & development

2.5%

Average actual spending on training & development as a percentage of total annual base salary



Training Hours

19.4 hrs

Average number of training hours per employee in 2025



33%



of companies provided over 20 hours of training for their employees

Digital Learning & Generative AI



92%

of organisations already implemented some form of online learning programmes

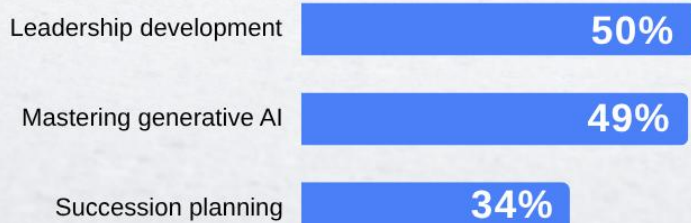


82%

of organisations allowed employees to use generative AI for work

2026 Outlook

2026 Learning & Development Priorities



61%



of organisations indicated that their 2026 training & development budget would be kept at the 2025 level

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Top 5 Training Areas in 2025

Senior Management

1. AI Technology
2. Change Management
3. Strategic Thinking
4. Business Innovation
5. Coaching/ Mentoring & Managing Performance

Middle Management / Supervisory Level

1. AI Technology
2. Coaching/ Mentoring & Managing Performance
3. Problem Solving
4. Communication/ Interpersonal skills
5. Change Management

Individual Contributors / Junior Level

1. AI Technology
2. Communication/ Interpersonal skills
3. Customer Service
4. Health & Safety
5. Ethics/ Conduct/ Corporate Governance/ Compliance