

L&D Trends Report



20

25

Table of Contents

SPOILER ALERT!

01 A Little Hello

This is the part where we introduce ourselves and share some thoughts before you dig into the full report. It's pretty short, don't worry.

02 Upskilling a Reduced Workforce

Learn why upskilling is essential for leaner teams in 2025 and how to prepare employees for future challenges.

03 Getting Creative with Limited Resources

Check out creative strategies to overcome resource constraints and deliver meaningful training with smaller teams, tighter budgets, and fewer tools.

04 Adapting to New Technologies

How can L&D embrace emerging technologies like AI, AR, and VR while balancing human-centered learning and soft skills development for success in 2025?

05 Speaking the Language of the C-Suite

Explore how L&D can align training initiatives with business objectives, prove ROI, and communicate effectively with the C-suite this year.

06 Streamlining Foundational Training

This year, L&D teams will leverage off-the-shelf courses to efficiently handle foundational training, freeing up time for high-impact initiatives. Why and how?

07 Big Pants

2025 is the year to embrace "big pants" for ultimate comfort and practicality, both in L&D and life. You should already know why tbh, but we guess we'll explain.

08 Before You Go

This is the part where we say bye-bye and tell you how to keep in touch with us. There is absolutely no self-promotion in this section. Absolutely not.

A Little Hello

Welcome to our 2025 Learning & Development Trends Report!

There are about a billion trend reports out there, so we're very grateful that you chose to read ours. We hope you'll find it informative and not too boring.

First things first, yes, the start of every year is a bit nerve-wracking, no matter the industry. If you're feeling a little anxious about what 2025 has in store, you're not alone.

Change is coming at us from every direction, and we're here to help you navigate it all. If we could give just one piece of advice to L&D this year, it would be this: Prepare your people for change, full stop.

We're not talking about specific skills or scenarios (we'll get into those in the report)—we're talking about helping your workforce embrace the concept of change itself. Change is constant (lame!), and while we can't predict exactly what it will look like, we know it's coming. Some of it will be totally new, and that's okay. The best thing you can do for your team is help them build flexibility and adapt.

And remember, you may have had more time to prepare for these shifts as an L&D leader than your workforce has. You've done the research and probably noticed the little changes throughout 2024. Your employees, however, have likely been focused on their day-to-day responsibilities and their own challenges, with little time to keep an eye on the state of L&D. So give them the time and support they'll need to adjust as things unfold.

Here's something else we want you to keep in mind as you digest all of this: Even as we face big, sweeping changes on a macro level—technology, politics, the economy, regulatory changes, workforce shifts—*L&D's role will always be human.*

We can't forget that at the core of everything we do, it's about people. Always.

We know this report may leave you feeling a little overwhelmed. And that's totally okay! If that happens, [don't hesitate to reach out—we're happy to chat through anything that's on your mind.](#)

Unless it's about your overwhelming coulrophobia. Take that to a therapist, bud.



HAPPY READING!
TEAM IDLANCE

Upskilling a Reduced Workforce

Upskilling will be “the thing” for organizations to do in 2025, especially now that leaner teams are the norm.

Why the shrinking teams? A few reasons. Cost-cutting measures driven by economic uncertainty have led many organizations to reduce their workforce. The competitive job market has intensified, with companies facing increased competition for talent. The "Great Resignation" continues to impact the workforce, with [56% of full-time U.S. employees considering new job opportunities in 2025, and 27% already actively searching!](#)

More and more, it's becoming clear that upskilling is the best path forward.

In a tight labor market, finding people with the right skills is like spotting a needle in a haystack...in the dark...during one of those mega storms from the movie “Twister.” Just to be clear, that’s the original 1996 “Twister,” not the sequel. Great film.

It’s not just about filling roles today; it’s about equipping employees for the future. [The World Economic Forum](#) found that **58% of employees** expect significant changes to their job skills over the next five years thanks to the rise of AI and big data. That’s a lot of people staring at their job descriptions, wondering what’s next.

Excuse our use of the phrase “win-win,” but upskilling truly is just that. Employees grow, and businesses thrive. Studies show that investing in employee development boosts engagement, retention, and productivity. [One survey](#) revealed that **80% of employees** would stay longer if their company provided higher-quality training opportunities! Unless you can afford to see your top talent walk out the door, that’s a number that cannot and should not be ignored.

The focus won’t just be on technical skills (though those are huge). Digital literacy is table stakes now, with tools like cloud platforms and blockchain becoming workplace staples. AI and machine learning are no longer optional; they’re must-have technologies to stay competitive.

56%

of full-time U.S. employees are considering new job opportunities in 2025.

27%

of full-time U.S. employees are already actively searching for new jobs.

80%

of employees would stay longer if their company provided higher quality training opportunities.

But don't forget the human side of things. Critical thinking, problem-solving, and emotional intelligence will be just as important to navigate disruptions. Smaller teams mean people taking on broader roles, so leadership and people management skills are essential, too.

Take [Amazon's Upskilling 2025](#) initiative as an example. They aim to train **100,000 U.S. employees** in high-demand skills like cloud computing, robotics, and AI—offering tuition funding, certifications, and on-the-job training. Okay, maybe we're not all Amazon (that's not a bad thing), but we can take a page from their playbook. Start small by pinpointing the in-demand skills in your industry and creating programs to help your employees develop them.

So, how do you tackle upskilling without overwhelming yourself or your team? Try a [skill gap assessment](#) to figure out what's missing today and what you'll need tomorrow. Then, roll out a phased approach. In phase one, address the skills that remove bottlenecks and streamline workflows. During phase two, tackle future-focused skills like GenAI and advanced problem-solving.

Variety is key when it comes to training. Mix it up with online courses, workshops, mentorship, and hands-on learning. For smaller teams, try bite-sized options like microlearning modules or peer-to-peer knowledge sharing. These high-impact, low-cost strategies can stretch your resources without stressing your people.

We all love to say we want “lifelong learners” on our teams, but here's the kicker: are we actually creating an environment where they can be lifelong learners? It's time to put our money where our mouth is! The idea that “no one likes to learn” is a tired myth. People do like to learn—they want to grow, improve, and feel like they're keeping up in our constantly changing world. The problem isn't a lack of curiosity; it's that too often, organizations fail to give people the tools, time, and encouragement they need to learn.

We get it. Sometimes, the budget decisions come from way up high in the C-Suite, or you're stuck navigating a labyrinth of bureaucratic red tape. But even if you're not the one holding the purse strings, there are still steps you can take in your department to support upskilling and growth. For example, consider setting up “learning hours”—dedicated time blocks where employees can focus on personal development guilt-free, without worrying about hitting deadlines or answering emails.

If time is tight, make learning feel more achievable with “learning sprints.” These are short, hyper-focused bursts of training tailored to specific skills your team needs right now. Or bring in guest speakers and industry experts for quick-hit virtual sessions—kind of like TED Talks without those adorable headset microphones. Heck, buy a tiny headset microphone! Why not!? You can pretend you're Britney Spears in the year 2000 as a bonus!

There's no *downside* to *upskilling*—zing! Organizations that lean into continuous learning will bridge those skill gaps and come out ahead. Isn't it better to invest in growing your team now than to play endless catch-up later?

Getting Creative with Limited Resources

In 2025, many L&D teams will be asked to do more with less—reduced budget, fewer tools, smaller teams, and tighter timelines.

It's like the corporate "Hunger Games," but instead of weapons, you've got a stapler and a weak Wi-Fi connection. Fun!

While resource constraints can feel like a frustrating setback, they also open the door for teams to get scrappy, adapt, and find smarter ways to deliver meaningful training experiences.

There are a few reasons we may see a resource crunch this year. To put it mildly, the current economic climate is a giant question mark. Predictions range from "Buckle up, we're heading for a recession" to "It's all sunshine, ponies, and pots of gold ahead!" This uncertainty has companies everywhere clutching their wallets, with budget cuts rippling across departments, including L&D.

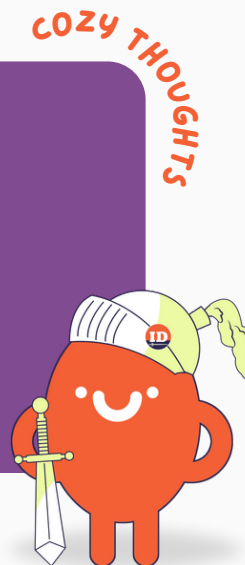
With this kind of economic instability, companies may prioritize immediate cost-saving measures over long-term investments like employee development. This leads to increased competition for resources, as L&D may find itself vying for funding with departments deemed "more critical" for short-term survival. Ouch! That burns.

We hate to say it, but many organizations just don't know where to put L&D. Is it part of HR, Sales, IT, or Talent Management? This ambiguity often leads to L&D being viewed as a secondary function, a "nice-to-have" rather than a strategic partner. While the pandemic briefly highlighted the importance of investing in people, the pendulum seems to be swinging back the other way, with L&D once again on the chopping block. Always the bridesmaid, never the bride! But don't worry, we always bounce back!

Instead of focusing on what's missing, shift gears and look at what's already in your toolbox. For starters, internal knowledge is often an untapped goldmine. Employees with specialized expertise can lead informal workshops or create resources for their peers.

“

Instead of focusing on what's missing, shift gears and look at what's already in your toolbox.



This not only saves money but also fosters a culture of collaboration and knowledge-sharing. Plus, it's a sneaky way to boost engagement—people love being recognized as the go-to person for something they're good at.

When time and budget are tight, microlearning may just be your knight in shining armor. Small, digestible training modules can be completed in short bursts, minimizing disruption while still packing a punch.

Take our partner [Arist](#), a text message learning platform, for example. [Baxter](#), a global leader in medical products, faced the challenge of training its highly mobile sales team on rapidly evolving product information. With Arist's microlearning solution, Baxter delivered product training via SMS, WhatsApp, and Microsoft Teams—ensuring reps received real-time updates wherever they were.

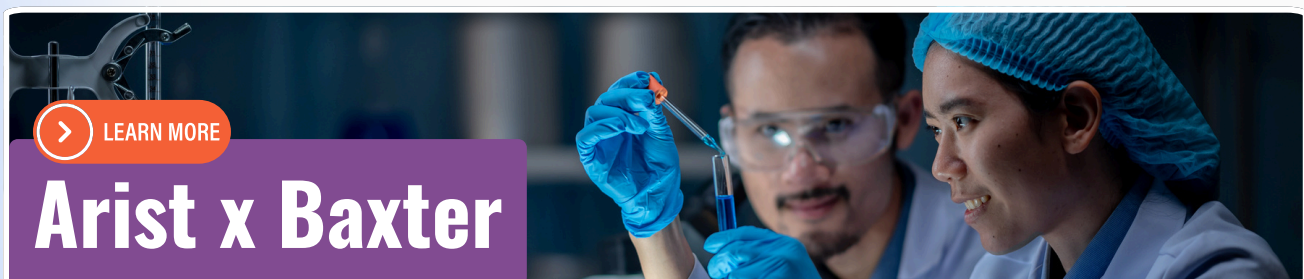
The results were impressive: reps rated the training **9.5/10**, with a **19% boost in confidence** and **90%+ completion rates**. This approach not only made learning more convenient but also helped Baxter launch new products faster, giving them a significant competitive edge. Using traditional training methods would have required more time, additional personnel, and significant costs to effectively train such a large, distributed team.

Outsourcing can also be a lifesaver when resources are limited. Partnering with external vendors like [IDLance](#) (wink wink) allows your team to focus on mission-critical projects while leaving the more standardized programs, like compliance or leadership training, in trusted hands. And it doesn't have to be all or nothing! A hybrid approach can give you the breathing room you need without losing control over your L&D strategy.

[In fact, companies reported saving 15-30% on average through outsourcing last year.](#) It's not just about cutting costs—it's about using your resources wisely.

Cross-training is another smart move for lean teams. By training employees to handle multiple roles, you can keep things running smoothly even when key team members are out or budgets don't allow for new hires. [Toyota](#) has mastered this with a cross-training strategy that turns its workforce into a dynamic, adaptable machine. Almost like a car, in fact! Mind blown. Their employees learn multiple roles across departments, reducing bottlenecks and ensuring productivity even when resources are stretched thin. It's a perfect example of doing more with less and doing it well.

The bottom line? Constraints don't have to be a roadblock. With a little creativity, some strategic thinking, and maybe a lot of caffeine, L&D teams can not only survive but come out on top in 2025, proving once again that *when the going gets tough, L&D gets going.*



Adapting to New Technologies

The demand for L&D professionals to be fluent in emerging technologies like Artificial Intelligence, Augmented Reality, and Virtual Reality is skyrocketing.

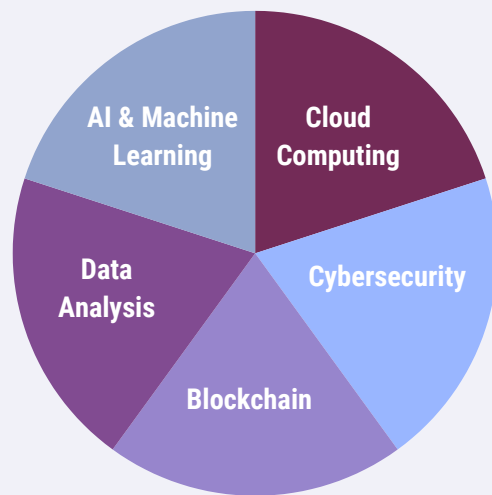
While these technologies might still feel “new,” they’ve been around for years. What’s different now is the speed at which they’re going mainstream, and that means it’s time to get serious about upskilling—not just for your learners but for ourselves as well.

Now that we’ve dipped our toes into tech like GenAI and have a basic understanding of it (most of the time), it’s time to figure out how to actually make it work for our goals and needs. Yes, new technology is shiny and exciting, but it shouldn’t be considered a band-aid solution or magical cure-all for whatever ails your department.

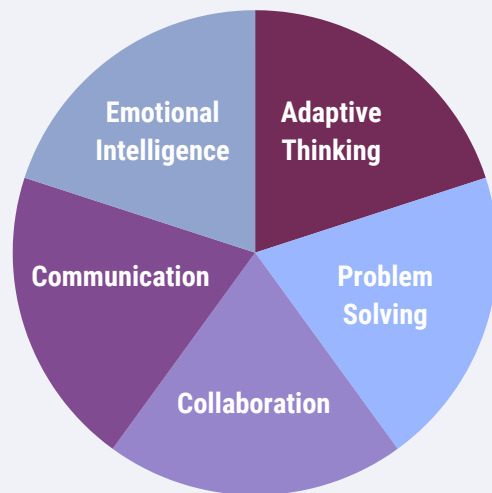
The integration of AI, AR, and VR will transform the way we design, deliver, and experience learning. AI is set to take hyper-personalization to the next level, curating training content in real time based on individual needs. AR and VR will bring immersive learning to life, creating spaces where employees can practice, problem-solve, make mistakes, and collaborate in environments that feel almost too real.

Of course, adopting these technologies can feel daunting, especially when you’re already dealing with tight budgets and limited technical expertise.

In-Demand Tech Skills 2025



In-Demand Soft Skills 2025



The gap between wanting to innovate and actually executing those ambitions is also real. Success in this space requires building strategic partnerships and fostering cross-functional collaboration.

One of the biggest hurdles L&D teams face when integrating emerging technologies is resistance to change. Whether it's employees or leaders, new tools often come with skepticism—"Why do we need this?" or, more likely, "What's wrong with the way we've always done it?" The key here is communication. Be transparent about why these technologies are being introduced and how they improve—not replace—the human element in learning. Manage expectations from the start: these tools hold incredible promise, but they're not magical (YET). Ease into implementation, offer ongoing training, and gather feedback to make the process smoother for everyone.

L&D teams must also address their own skill gaps. Dedicated training programs for your team and your learners are non-negotiable if you want to use these tools effectively. Strengthen your relationship with IT—your new, really smart BFFs. They'll help navigate infrastructure, data security, and integration challenges, all of which are critical for a smooth rollout. IT can also help you find budget-friendly solutions that still deliver impact.

If you're short on internal resources, outsourcing is another smart option. Partnering with external vendors can provide expertise and tools that would take forever to develop in-house. This lets your team focus on creating meaningful content and engaging learners while the heavy lifting on tech setup happens elsewhere.



4 in 5 people want to learn how to use AI in their profession.

LinkedIn Workplace Learning Report 2024

If you've made it to this point and are thinking, "2025 will be all about tech skills and nothing else, got it!" think again. For all the very valid reasons you need to upskill your people in technological literacy this year, soft skills like adaptive thinking, communication, emotional intelligence, and empathy are more in demand than ever before.

According to [McKinsey & Company](#), the demand for social and emotional skills is expected to rise by **11% in Europe and 14% in the U.S.!** Yowza!

Last year, we hosted a [Round Table Talk](#) with Luis Malbas, host of [TLDCast](#), who aptly said, "I feel like in five years we're going to be valuing our humanity more because of how much we'll depend on AI." Welp, less than a year later, his prediction is already panning out.

No matter how much technology evolves, L&D must stay human-centric. Tools are here to serve people, not replace them. A human-centered approach means creating an environment where employees feel valued, supported, and, yes, still like people—*not robots*.

Creating an environment where employees thrive starts with prioritizing their well-being and mental health. When people feel genuinely supported and valued, they're more prepared to adapt to change and tackle challenges creatively and resiliently. Equally important is maintaining open, ongoing dialogue. Actively listening to feedback, and acting on it, builds trust and fosters a culture of inclusion, giving employees a voice in shaping workplace learning strategies.

IBM has nailed this balance with programs like [IBM SkillsBuild](#), which combines technical training in AI, cloud computing, and data science with soft skills development in communication, problem-solving, and emotional intelligence. This holistic approach ensures employees are well-rounded, not just tech-savvy, which is exactly what modern organizations need.

Here's the thing about the current state of these technologies—they're a bit wonky. GenAI isn't exactly error-proof, as anyone who's gotten a bizarrely off-base response knows. You may be thinking, "Well, soon enough, AI will be AMAZING, and we can replace XYZ company positions with AI-driven automation!"

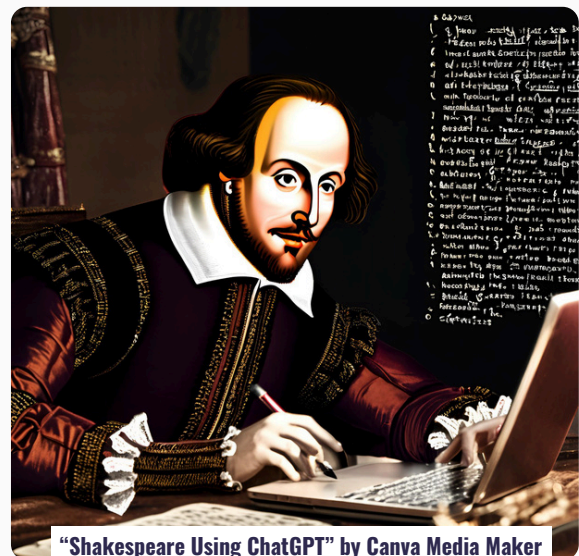
We cannot stress this enough—there is no replacing human talent. Not now. Not ever.

Let's say AI does reach a point of near-perfection. All that means is everyone, including your organization's competition, will have access to "the best of the best." The best is boring. And if everyone is the "best," well that's extra boring. Empathy, storytelling, and the heart we infuse into our actions are unmatched by any algorithm.

To borrow a quote from America's crankiest Batman, Ben Affleck, "AI can write you an excellent, imitative verse that sounds Elizabethan. It cannot write you Shakespeare." Hey, Batman are real smart!

Machines can mimic patterns, but they'll never capture the magic of a perfectly timed reference to the movie "Twister," the wow factor of nuanced wordplay, or the deep understanding that comes from lived experience. These uniquely human qualities are what set us apart and ensure our enduring value, no matter how sophisticated technology becomes.

Looking into the future, AI, AR, and VR will keep evolving, likely becoming part of everyday tools rather than stand-alone solutions. AI will go beyond personalization to predict skill gaps and recommend training paths. AR and VR will shift from niche to norm, becoming more accessible and affordable.



"Shakespeare Using ChatGPT" by Canva Media Maker

Even if L&D isn't fully ready to adopt AI, AR, or VR for deeper, more meaningful applications just yet, we need to stay curious and agile to stay ahead. Keep learning, exploring use cases, and engaging with voices you trust in the industry. There's a lot of "noise" out there, and sometimes, the chasm between thought leadership and reality can feel deep and wide. Trust your gut and focus on what aligns with your organization's needs and goals.

Progress doesn't happen all at once! It's the small, deliberate steps that will position you for success when the time is right.

Speaking the Language of the C-Suite

Getting the C-suite on board is like trying to convince your parents that your career in instructional design isn't just "making PowerPoints prettier"—critical and occasionally kinda frustrating.

To secure their support, it's crucial to align training initiatives with core business objectives. Framing programs in terms of ROI, growth, and strategic impact ensure they resonate with leadership priorities. When learning is positioned as a business driver, L&D shifts from being a support function to a true strategic partner.

In 2025, speaking the C-suite's language will be even more critical as organizations face an increasingly unpredictable and fast-moving business environment.

With rapid technological advances, shifting economies, and global uncertainties, executives will need to act quickly and decisively. For L&D, this means no room for generic or disconnected training efforts. Instead, learning solutions must directly address urgent business challenges and deliver measurable results.

As companies adapt to uncertainty, agility will be a survival skill. Investments will focus on initiatives with clear, immediate value, putting L&D in a position to prove its ROI in business terms. By aligning learning programs with organizational goals, L&D can ensure it's seen as an indispensable partner, not a cost center.

Another challenge this year will be mastering the art of rapid response. Change is often sudden and demands swift action. During critical moments, leaders expect quick solutions, not lengthy planning cycles. For L&D, this means designing and rolling out training that tackles immediate challenges while remaining adaptable in real-time.

To do this, L&D must foster a symbiotic relationship with executives. By framing discussions around metrics that matter to CEOs—such as operational efficiency, process improvements, and measurable outcomes—L&D can demonstrate its value.



Data Valued by the C-suite

At the same time, the C-suite can reinforce a culture of continuous learning, emphasizing development at every level. This two-way relationship fosters trust and cements L&D's strategic importance. Easier said than done, right? Proving L&D's value isn't always straightforward, especially when it comes to ROI. The key is linking training initiatives to tangible business outcomes.

Let's bring this to life with a few examples.

Pretend your company's goal is to increase sales by **15% within the next fiscal year**. L&D can step in with targeted sales enablement training, such as courses on advanced negotiation techniques or product knowledge deep dives. By equipping the sales team with sharper skills and better tools, you create a direct impact on revenue growth—and you've got the metrics to back it up.

Or say the focus is on reducing customer churn by **5% through improved customer support**. Training initiatives can center on improving communication skills, conflict resolution, and using CRM tools more effectively. When support teams feel confident and capable, customer satisfaction improves, and retention follows.

And if the company wants to achieve a **10% reduction in operational costs** through process optimization, L&D can deploy training programs that introduce employees to lean methodologies, time management strategies, or even automation tools. By helping employees work smarter, not harder, L&D ties learning directly to cost savings.

To engage effectively with the C-suite, L&D professionals must bring data that ties learning outcomes to business performance. **Let's be real; these folks want one thing—numbers.** They're basically The Count from "Sesame Street," but they've traded capes for blazers, and there's not quite as much maniacal laughing. Not quite.

Showing how training improves productivity, reduces turnover, or mitigates risk strengthens the case. Avoid L&D jargon—speak in terms of revenue impact, operational efficiency, and business goals instead. Stay solution-focused by framing initiatives as answers to pressing challenges, like talent retention or skill gaps, and keep communication brief but impactful. Sharing success stories that link training to business wins also builds credibility.

If there's no established "seat at the table," L&D professionals must create their own. We can do that now! This might involve integrating L&D metrics into company updates, partnering with department heads to showcase the impact of training, or proactively reaching out to executives with tailored insights. Informal relationship-building is equally important. By networking internally, joining cross-department initiatives, or offering training solutions for high-priority projects, L&D can make its value visible and indispensable.

Ultimately, the C-suite cares about one thing: how learning drives organizational success. By aligning programs with business priorities, responding quickly to change, and speaking in terms that matter to leadership, L&D professionals can secure their seats and reinforce the vital role learning plays in achieving growth and resilience.

Know your worth, L&D! We're good enough, smart enough, and doggonit people like us!



Streamlining Foundational Training

In 2025, L&D professionals will be feeling the squeeze, not from skipping leg day but from the constant challenge of balancing the basics with big-picture goals.

Leg day is overrated anyway! Our spaghetti-like limbs have gotten us plenty far in life!

Foundational training like compliance, onboarding, and other must-have programs will always be a non-negotiable part of workforce development. But here's the deal. These essentials can eat up time, resources, and budget faster than you can say, "mandatory refresher training on password security." To work smarter (not harder), many L&D teams are leaning into off-the-shelf courses to knock out the basics efficiently and cost-effectively.

This frees up bandwidth to tackle high-value projects, like workforce upskilling, addressing unique organizational challenges, and preparing for the AI-powered future of training.

As AI-integrated LMSs become more prevalent, many companies will also be focused on converting and migrating existing training content into formats that work seamlessly with these smarter systems. This will help reduce the time and effort spent on manual updates and enable more dynamic, personalized learning experiences. With AI on the rise, training programs will become more agile and responsive to learner needs, further streamlining the L&D process and ensuring companies remain competitive.

But there's another AI evolution on the horizon: agentic AI. Agentic AI refers to systems that can make decisions and perform actions autonomously to achieve goals. These systems adapt to their environment, handle changes in real-time, and complete tasks with minimal human guidance. Spooky! It's only a matter of time before these tools are baked right into LMS platforms—or spark entirely new systems designed specifically for instructional designers. We're not quite there yet, and it'll still need human oversight to keep things on track, but the momentum is undeniable.

Effective Topics for Off-the-shelf Training

Customer Service Fundamentals

Compliance Training

Leadership Development

Employee Onboarding

Soft Skills Training

Diversity, Equity, and Inclusion

Cybersecurity Awareness

Project Management Basics

Here's how it works: traditional AI focuses on matching employees with training options based on their roles and past performance. Generative AI steps things up by designing personalized content like modules and assessments. But agentic AI? It takes charge of the learning journey, adapting on the fly to new data, providing immediate insights, and continuously refining the path forward to help employees grow. It's not just a tool; it's a proactive problem-solver.

The secret to streamlining foundational training is to break down an organization's learning priorities into two categories: the essential basics and the tailored company-specific stuff. By handling the "must-have" topics through off-the-shelf solutions, businesses can knock out those critical areas faster (remember the whole rapid response thing we mentioned earlier?). For example, while off-the-shelf compliance training checks off the regulatory boxes, custom-built courses can focus on internal leadership frameworks, AI data strategy, or whatever vital goals are top of mind.

The real magic happens when L&D teams divide and conquer their priorities—think of it as sorting your training pantry into canned essentials and gourmet ingredients like the fancy cheese you buy at the "rich hipster supermarket" as a special grown-up person treat. Off-the-shelf courses can handle the standard stuff, while custom training focuses on high-impact initiatives like leadership development, cultural transformation, or your company's next big strategic pivot. It's about saving your creative energy (and budget) for the things that actually move the needle.

Streamlining foundational training isn't just about saving time—it creates a ripple effect across the entire L&D strategy. With the basics handled, teams can shift their focus to the good stuff: weaving in cutting-edge tech, fostering a culture of continuous learning, and closing skills gaps that really matter to the organization's growth. By getting the basics done better, faster, and cheaper, L&D teams can amplify their strategic impact within the organization.

When choosing the right off-the-shelf courses for your organization, look for content that aligns with your company's core values and culture. Just because a course is popular doesn't mean it will resonate with your team or address your specific needs. Find programs that suit your workforce, whether it's compliance, cybersecurity, or general skills development. Don't forget to factor in ease of use and scalability. If a course is clunky or hard to integrate into your LMS, it'll be more of a headache than a help.

If you need to sell the idea of off-the-shelf courses to leadership, you'll need to speak their language—numbers (insert maniacal laugh). Off-the-shelf courses are often the ROI dream for L&D because they cut down on time-to-competency. With ready-made solutions, your employees can hit the ground running instead of waiting for a custom course to be developed, which saves both time and resources.

Plus, these courses are built on proven content, meaning you can skip the trial-and-error phase. You're getting a ready-made product that's been tested and refined, so you're not reinventing the wheel, just getting straight to the results!

Big Pants

All right, hear us out. It's time to get very, very, very serious.

In the words of Kevin Meaney, ["WE'RE BIG PANTS PEOPLE!"](#)

In last year's trend report, we named "Jorts and Sweatbands" the absolute fashion-must for L&D professionals everywhere. Needless to say, we've been severely crestfallen to see that it didn't catch on the way we imagined it would. You guys think you're too good for denim cutoffs and sports bands, eh?! Wow, L&D. You've changed.

This year, we're all about big pants! We'll let the stats below speak for themselves.

When strategically shopping for big pants that align with your objectives of comfort, cost-effectiveness, and durability, it's crucial to implement a multi-faceted approach. Start by assessing fabric performance, prioritizing high-quality, flexible materials like cotton-elastane or poly-spandex that offer maximum ROI in terms of comfort and longevity.

Cost containment strategies, such as bulk purchasing and targeted vendor negotiations, will ensure optimal savings without compromising quality. By aligning functionality with versatility, big pants can deliver exceptional value across various scenarios, ensuring a seamless fit for both immediate and long-term needs.

Don't let us down. Buy big pants.

65%

of big pants wearers report increased confidence in their stride.

78%

report that they cannot remember their lives before big pants.

100%

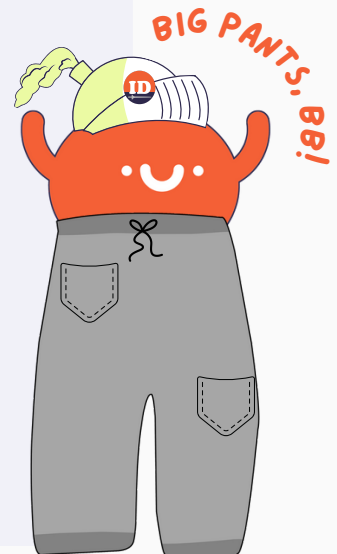
of Team IDLance relies upon big pants to get the job done.

+3.5

average number of candy bars big pants wearers can fit in their pockets.

6 in 8

feel unstoppable.



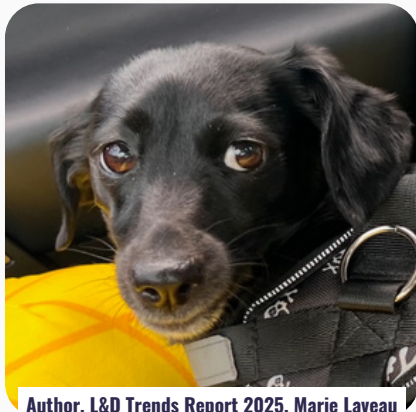
Before You Go



Co-Head Honcho, Andrea Dottling



Co-Head Honcho, Dr. Parker Grant



Author, L&D Trends Report 2025, Marie Laveau

MESSAGE US



There ya have it, our 2025 L&D Trends Report!

What did you think? Did you love it? Did you hate it? Did you stop reading it to go watch the 1996 tour-de-force “*Twister?*” Us too.

We hope our report sparked some fresh ideas and gave you a roadmap for what’s coming around the bend. And if you need a hand navigating all of this, that’s where we come in!

Here comes the awkward self-promotion bit...

IDLance is an eLearning vendor and Agency+ that specializes in everything from course design and development to on-demand project support, managed services, and all the acronyms you can think of (ILT, VILT, BLTs, eLearning, AR, VR, M&Ms—you name it, we’ve got it). We also handle microlearning, video production, graphic design, animations, course conversions and migrations, and offer IDLance+ retainer services to keep things running smoothly.

We’ve partnered with top companies in the telecommunications, medtech, tech, higher education, and retail spaces, so you could say we know a thing or two about a thing or two. At least that’s what our Mom says.

If you’re curious about any of our services or just want to chat more about what’s inside this report, don’t hesitate to click the button below to shoot us a message directly. We’d love to hear from you.

And before we go, a huge thank you for making it to the end of the report! We know your time is valuable, and we appreciate you sticking with us.

Now, go forth and conquer 2025 like the L&D juggernaut you are!





All Rights Reserved | Copyright 2025