

## 3 EMERGING LEARNING TRENDS: Burnout, DEI, and Employee Belonging

### INTRODUCTION

Learning and talent development touch so many areas of an employee's experience at work, and employers who fail to see that may lose some of their best talent over time. In new research that draws insights from 1,000 global employers and 1,000 learners, we unveiled some areas where demand is increasing, from support for stress management and DEI to a unique perspective on employee belonging.

#### BURNOUT AND STRESS ARE KEY REASONS FOR JOB QUILTS

Behind pay, **BURNOUT AND STRESS** is the biggest factor in why people are quitting their jobs



# 98%

of employers say that learning has tied into employee wellbeing



# 7 IN 10

workers would be interested in training for stress management

### TOP 3

ways employers say learning can help with mental health:

- 1 **STRESS MANAGEMENT TRAINING**
- 2 **PROVIDING GROWTH OPPORTUNITIES**
- 3 **DEVELOPING CAPABLE PEOPLE LEADERS**



Employers with a strategic learning function are

# 72% MORE LIKELY

to say developing people leaders is a contributor to workplace mental health.

#### DIVERSITY, EQUITY, AND INCLUSION IS CENTER STAGE

### TOP 3

ways business leaders say learning can support DEI efforts:

- 1 **Manager-specific DEI training**
- 2 **Leadership commitment to DEI principles**
- 3 **Employee resource groups**

Beyond those areas, employers can also ensure that access to development and growth opportunities is equitable throughout the organization.



# 86% OF EMPLOYERS

have increased or held their budget steady for DEI-related training in the last 18 months



# 40% OF EMPLOYERS

say they offer mentoring to guide career growth



# WOMEN ARE MORE LIKELY

than men to say they don't have access to mentors at work and are uncomfortable having career discussions with their manager.

#### EMPLOYEE BELONGING: WHAT IT IS AND WHY IT MATTERS

The psychological definition of belonging is pretty straightforward:  
**I FEEL ACCEPTED, RESPECTED, AND APPRECIATED.**

#### EMPLOYEE'S EXPERIENCE AND FEELING OF BELONGING

Consistent manager feedback

Access to tools to manage work and work-related tasks

Options to share feedback and opinions at work

The outcomes of employee belonging are both powerful and positive:

**7.5X MORE LIKELY**  
to feel like the company is open and transparent

**1.75X MORE LIKELY**  
to feel like they are paid fairly

**4.5X MORE LIKELY**  
to perceive an equitable experience at work

**2.5X LESS LIKELY**  
to have plans to quit their job

**"Employees with a high belonging score are 5x more likely to recommend their employer as a great place to work."**

—GEORGE ROGERS

Chief Culture Officer, Lighthouse Research & Advisory

### CONCLUSION

In the modern workplace, learning encapsulates more than just job skills and safety. Today's workforce wants to bring their full selves to work. For that to be possible, employers have to provide them the tools to manage their mental health and create a true sense of belonging, ultimately creating a workforce that is enabled, empowered, and engaged to do their best work.

Check out all of our research and learn more about how it can support your organization's talent, HR, and learning objectives.

[LHRA.io/research](https://lhra.io/research)

#### ABOUT THE RESEARCH

The Lighthouse Research & Advisory 2022 Talent Development, Upskilling, and Career Mobility study was gathered via online surveys in Q3 2022 from 1,000 global employers and 1,000 currently employed workers.