

People Power Everything — But They're Not Getting the Support to Adapt

SUMMARY

Companies don't serve customers, deliver services, or solve problems. People do. Yet most organizations aren't equipping their workforce to handle what's coming.

Our 2025 Learner Insights Survey shows that employees understand they're responsible for their own growth, but they're navigating disruption without the resources they need. The gap between expectation and support is widening.

Workers Know What's Coming

Employees aren't blind to the changes reshaping work:



51%

OF WORKERS ARE WORRIED ABOUT THE FUTURE OF WORK DUE TO AI, ECONOMIC CONDITIONS, AND OTHER DISRUPTIONS.



64%

FOR WORKERS AGED 18-28 — THOSE WITH THE LONGEST CAREERS AHEAD OF THEM.



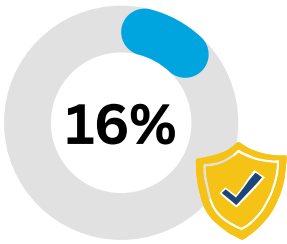
73%

OF EMPLOYEES SAY THEY'RE MOSTLY RESPONSIBLE FOR THEIR OWN DEVELOPMENT.

Workers see the disruption. They know it's on them to adapt. But knowing isn't the same as being equipped.

The Support Isn't There

Despite rising anxiety, employers aren't closing the gap:



ONLY **16% OF WORKERS STRONGLY AGREE** THEY HAVE THE SUPPORT AND RESOURCES TO ADAPT TO CHANGING WORK CONDITIONS



43%

CITE LACK OF TIME FOR TRAINING AS THE TOP BARRIER TO DEVELOPMENT.



32%

SAY THEIR MANAGER DOESN'T SUPPORT TRAINING — OR THEIR EMPLOYER DOESN'T VALUE TRAINING COMPLETED.



22%

HAVE NO ACCESS TO MENTORS AT ALL.

Workers are being asked to carry the weight of adaptation without the tools to do it.

What Workers Actually Want

The demand for development support is clear:



71%

OF WORKERS WANT TO LEARN FROM AND CONNECT WITH A HUMAN MENTOR OR COACH AT WORK.



93%

ARE INTERESTED IN OPPORTUNITIES TO TRY OR TEST NEW SKILLS IN A SAFE SPACE BEFORE USING THEM ON THE JOB.



29%

HAVE TECHNOLOGY AT WORK FOR MENTOR OR COACH MATCHING.

Employees are ready to grow. The infrastructure to support them isn't keeping pace.

CONCLUSION

You can't build an adaptable organization without adaptable people. And you can't expect people to adapt without giving them time, resources, and support.

Workers already know disruption is their responsibility. The question is whether employers will meet them halfway.

SOURCE:

2025 Lighthouse Research & Advisory Learner Insights Survey (n=700 employees)