

Employee Training Business Case Stat Pack

Updated July 27, 2026

This pack pulls the strongest numbers from my article [40 Employee Training Statistics and Trends for 2026](#) and organizes them by argument. Each stat comes with its source and year so you can put it on a slide without anyone challenging where it came from. Pick the section that matches the case you need to make, pull the two or three numbers that fit, and cite them exactly as shown.

Before you present

most of these figures are self-reported survey data, not controlled studies. Say so if asked. It builds credibility, and the numbers still hold up.

1. Prove the ROI

Use these when the question in the room is "what do we get back for this money."

Stat	Source	Year
Companies with formal training programs earn 218% higher income per employee and have a 24% higher profit margin than companies without formalized training	Forbes	2019
Companies are 17% more productive and 21% more profitable when engaged employees get the training they need	Gallup, State of the Global Workplace	2017
59% of employees say training improves their overall job performance, and 51% say it gives them more confidence	SurveyMonkey	2019
92% of employees say the right workplace training positively impacts their job engagement	Axonify, State of Workplace Training study	2018

How to pitch the ROI numbers

- Put the 218% income figure next to your own revenue per employee. A percentage becomes real when the CFO sees it in your company's dollars.
- Lead with the 17% productivity number for operations leaders and the 21% profitability number for finance. Same study, different audiences.
- Print the source and year on the slide itself. Unsourced stats are the first thing that gets challenged in a budget meeting.

2. Make the Retention Case

Use these when turnover cost is the pain point. Retention math is often the fastest path to a yes because your HR team already knows the cost of a backfill.

Stat	Source	Year
94% of employees say development opportunities would keep them in a role, and 93% of organizations are concerned about employee retention	LinkedIn Workplace Learning Report	2023
45% of workers say they would be more likely to stay in their current role if their employer offered more training	Built In	2022
Employees at companies with strong internal mobility stay about 5.4 years on average, versus 2.9 years at companies with low internal mobility	LinkedIn	2023
86% of HR managers say training is critical for retention, and 76% of employees are more likely to stay with a company that offers continuous training	SHRM	2022

How to pitch the retention numbers

- Multiply last year's voluntary exits by your average cost per backfill, then place the 94% stat next to that total. The training budget will look small by comparison.
- If leadership distrusts self-reported intent, anchor on the internal mobility tenure gap. It measures what employees actually did, not what they said they would do.
- Frame training as the cheaper alternative to counteroffers. Development keeps people before they start interviewing; raises try to keep them after.

3. Show the AI and Skills Urgency

Use these when the objection is "why now." The answer is that the skill base of every job is turning over, and peer organizations are already funding the response.

Stat	Source	Year
The skills needed for jobs have changed by roughly 25% since 2015, and that figure is expected to reach 50% by 2027	LinkedIn Workplace Learning Report	2023
89% of L&D professionals agree that proactively building employee skills is crucial for the future of work	LinkedIn Workplace Learning Report	2023
71% of L&D professionals are exploring, experimenting with, or integrating AI into their work	LinkedIn Workplace Learning Report	2025
Organizations that lead on career development are 32% more likely to be deploying AI training programs this year than other organizations	LinkedIn Workplace Learning Report	2025

How to pitch the urgency numbers

- Present the 25% to 50% skills shift as a countdown, not a trend line. Half the skill profile of your roles changes within roughly a decade, funded or not.
- Use the 71% adoption stat to reframe the ask. You are not proposing an experiment; you are proposing to keep pace with the majority.
- Attach the AI training stat to one named program with an owner and a start date. Urgency without a specific ask gets nodded at and forgotten.

4. Benchmark Your Budget and Hours

Use these when someone asks "what do other companies spend." All four figures come from the same annual report, so they hold together under scrutiny.

Stat	Source	Year
Companies spent an average of \$774 per learner on training, down from \$954 the year before	Training Magazine, Training Industry Report	2024
Spend per learner varies by size: \$1,047 at small companies, \$739 at midsize companies, and \$398 at large corporations	Training Magazine, Training Industry Report	2024
Employees received an average of 47 hours of training for the year, down from 57 hours the year before	Training Magazine, Training Industry Report	2024
Total U.S. training expenditures fell 3.7% to \$98 billion	Training Magazine, Training Industry Report	2024

How to pitch the benchmark numbers

- Compare your ask against the size band that matches your headcount, not the overall average. A midsize company arguing from the \$774 figure understates its own benchmark.
- If your current spend per learner sits below your band, state that plainly and stop talking. The gap makes the argument for you.
- Budgets tightened in 2024, so shape the request as targeted rather than expansive: name the specific programs and tie each one back to the ROI and retention numbers in sections 1 and 2.

Sources

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3. SurveyMonkey:
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4. Axonify, State of Workplace Training study:
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5. Built In: <https://builtin.com/company-culture/employee-development>
6. LinkedIn Learning, Workplace Learning Report (2023 and 2025 editions):
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7. SHRM:
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8. Training Magazine, 2024 Training Industry Report: <https://trainingmag.com/2024-training-industry-report/>

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