

The L&D Landscape 2024

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20 Mins Brief Overview

Q&A



Introduction to the session

Introduction

- **Some Stats**
- **Language & Terminology Change Implications**

Emerging Issues

- **Future of Work Trends & Impacts**
- **Key Skills Shortages Ireland**
- **Skills First Recruitment & Management**

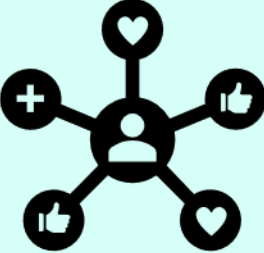



Forecast – the crystal ball

Q&A – AMA

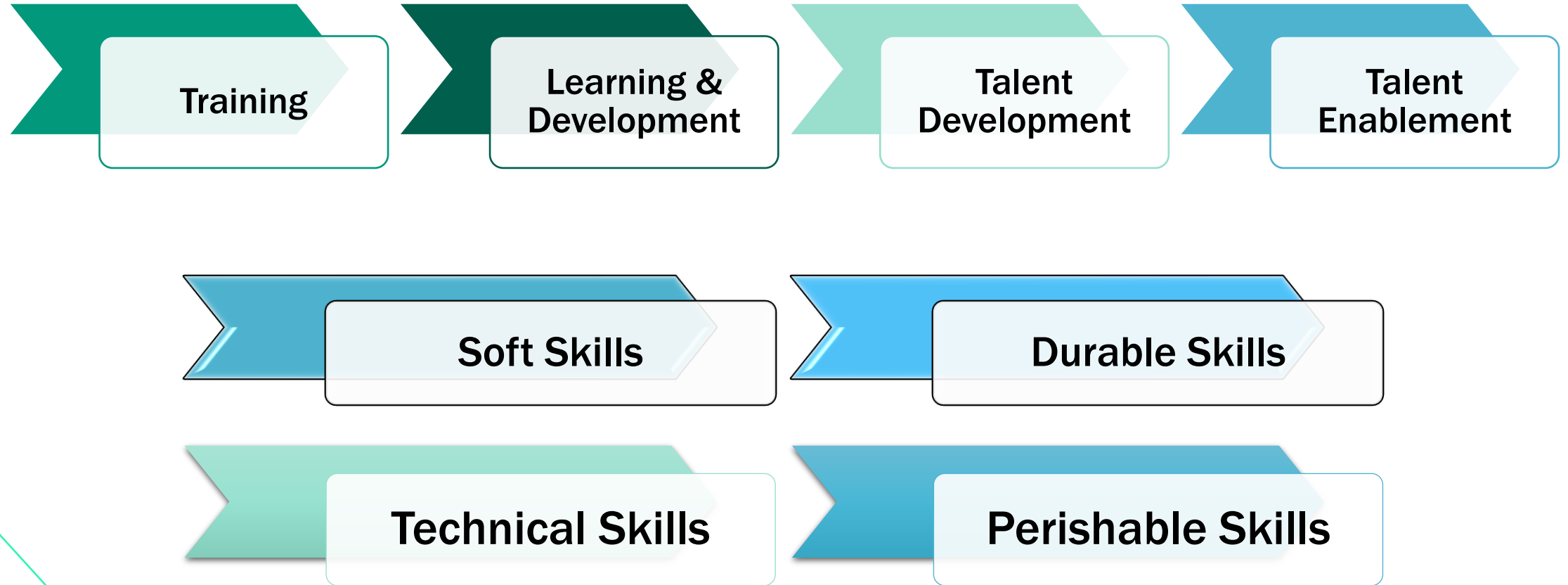
Some Stats.....

91% of businesses are facing skills shortages

Most concerning capability gaps

			
Leadership & Influencing Skills	Technology Design, programming & AI	Collaboration & Teamworking	Complex problem solving

Language & terminology change



Future of Work Trends & impacts

The future of work is.....



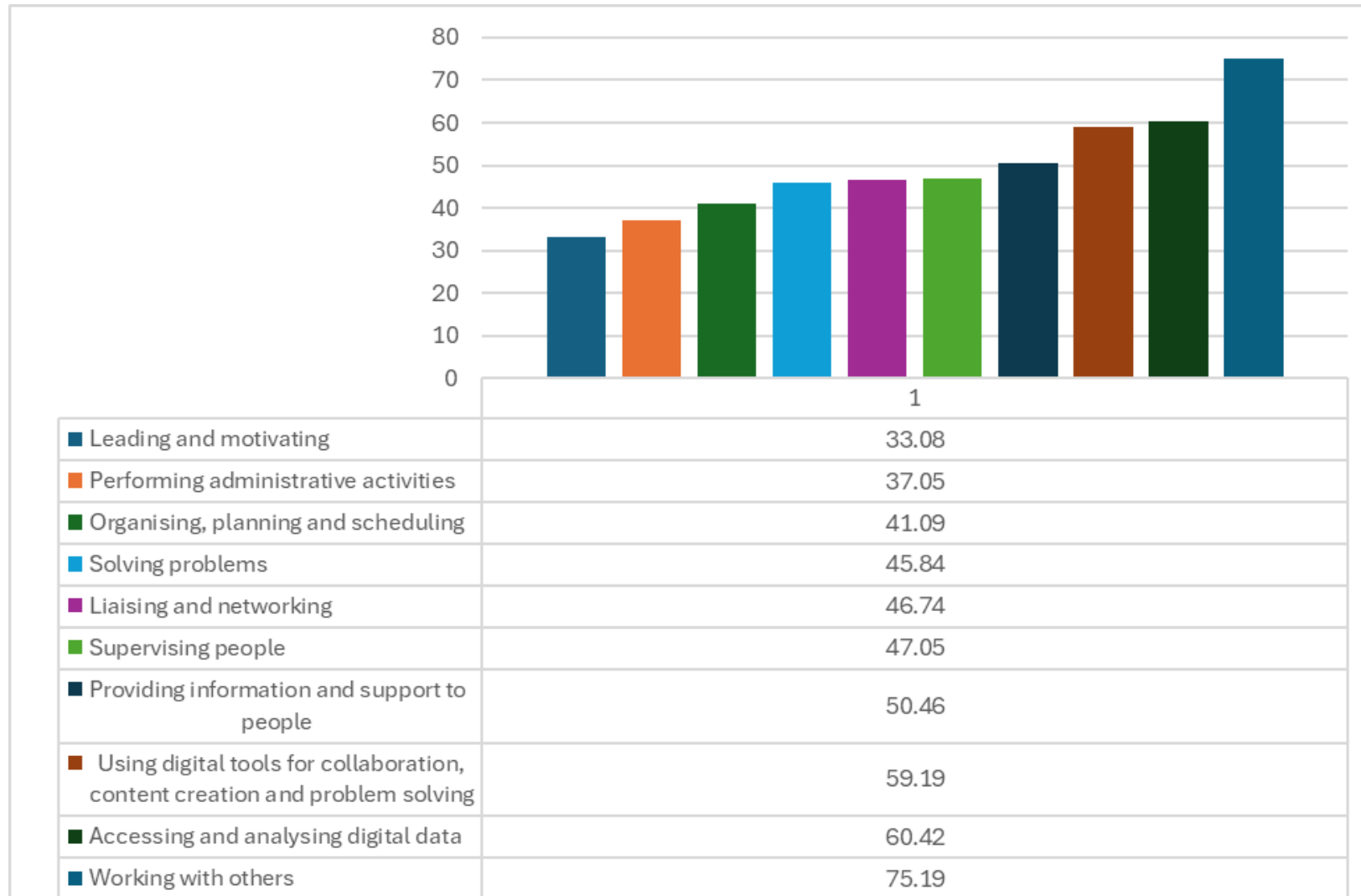
HYBRID!

Obviously. The impacts may be less obvious.

Potential Impacts:

- Hybrid implemented well is flexible.
- Flexible working requires flexible development.
- Increased focus on helping leaders and managers to lead well in the hybrid environment.

Top 10 skills mentioned in online job postings in Ireland 2020



OECD Skills Strategy
Ireland from cedefop

Post Pandemic

Rank these in order:

Transversal Skill	Rank in 2023
Tolerate Stress	
Work in Teams	
Provide Leadership	
Adapt to Change	
Assist Customers	
Think Proactively	
Apply Quality Standards	
Manage Time	
Show Responsibility	
Prioritise Tasks	

Rank	%
5	6%
2	12%
8	4%
1	13%
5	6%
8	4%
8	4%
7	5%
3	7%
3	7%

Issues for Employers - Attraction & Retention

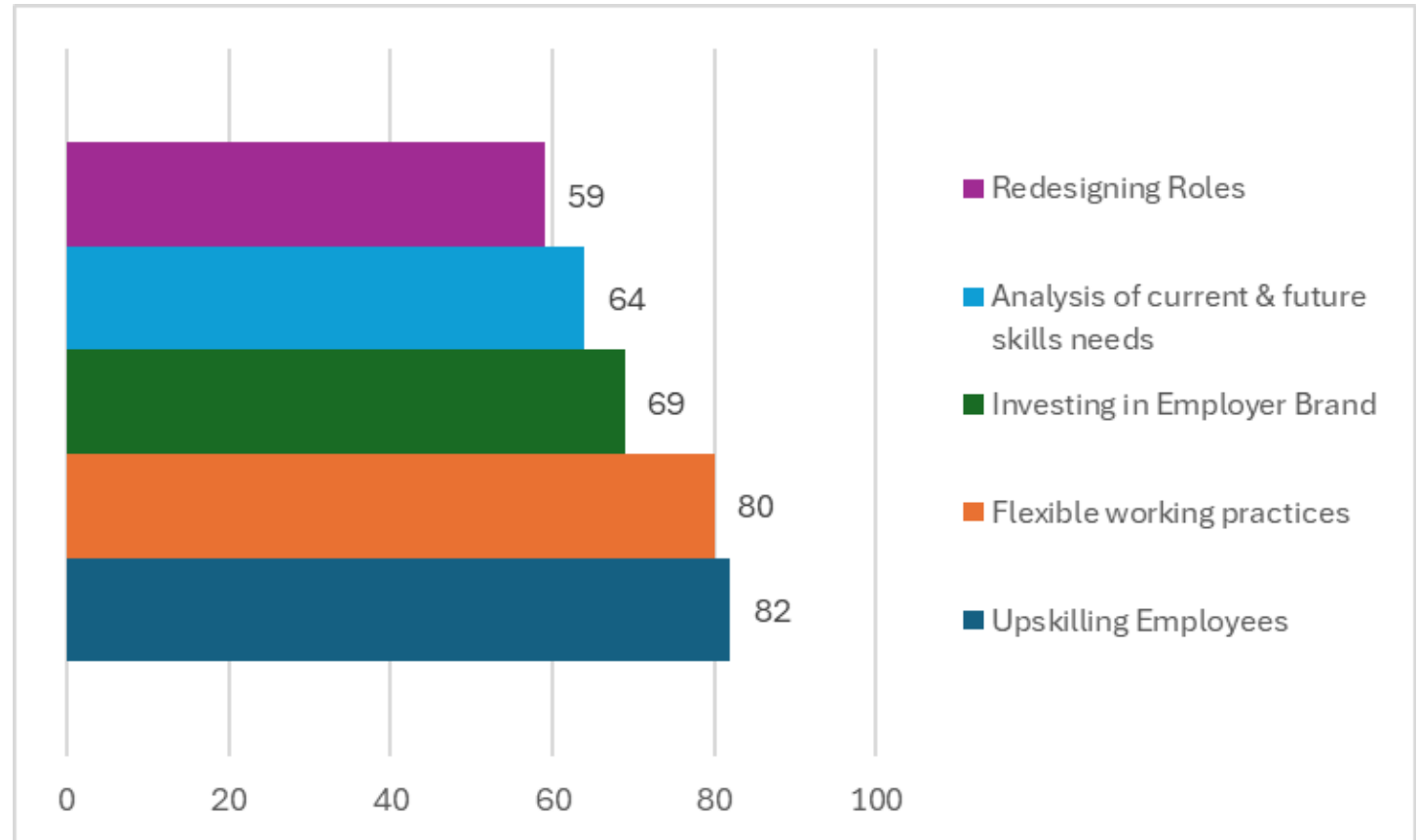
**90% of respondents
had faced an
increase in
competition for staff**

**77% of respondents
reported retention
difficulties**

Most impactful recruitment & retention activities

Given these choices, what do you think is the most impactful?

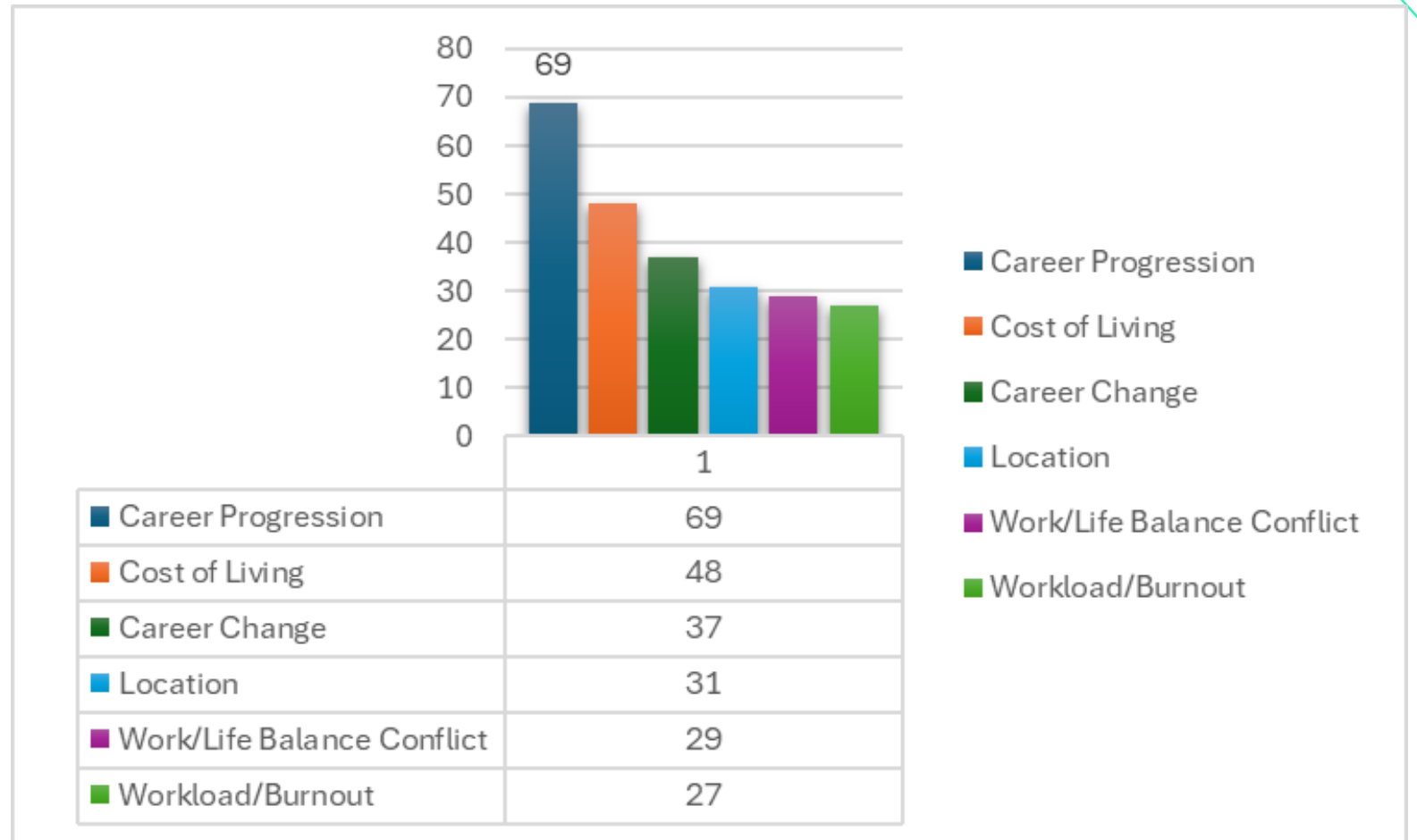
- Flexible working practices
- Investing in Employer Brand
- Analysis of current & future skills needs
- Upskilling employees
- Redesigning roles



Factors contributing to employee turnover

Given these choices, what do you think contributes most to employee turnover?

- Workload/Burnout
- Cost of living
- Location
- Career Change
- Work/Life Balance Conflict
- Career Progression



Durable vs Perishable Skills

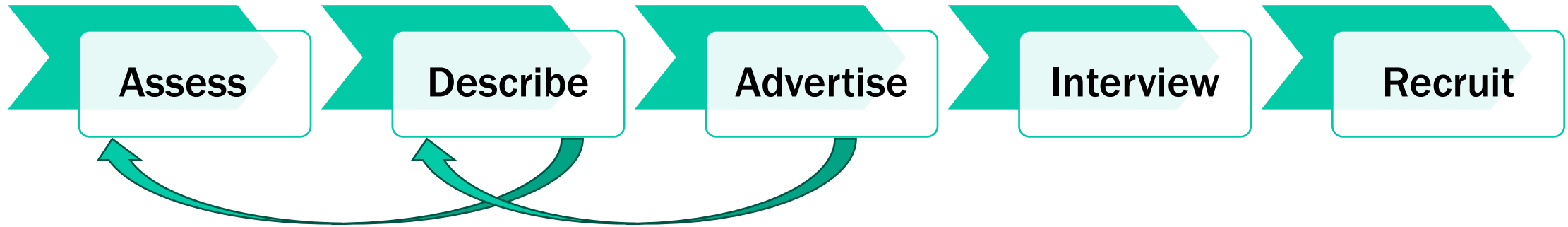
Durable (some examples)

- Communications
- Teamworking
- Prioritising
- Thinking Proactively
- Creative Problem Solving

Perishable

- Pretty much every technical skill you can list. Everything from programming to Excel skills.

Skills First Recruitment & Management



There are obvious implications here not just for management, retention, progression and so on, but also for development/enablement.

Forecast

- A move away from central L&D
 - A move away from synchronous
 - A move away from time intensive days/weeks/months
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- A move towards L&D BPs
 - A move towards asynchronous super flexible learning
 - A move towards true assessment for accreditation of existing skills.



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Any questions?