



# Employer skills assessment: *Annual Report 2024*

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## **Preface:**

Each year, we at LBI get together with a range of businesses to discuss skills. Specifically:

- What skills they are lacking today.
- What skills they would like to see increase within their business over the coming 12 months.
- What skills they anticipate their business will need over the coming 5-10 years.

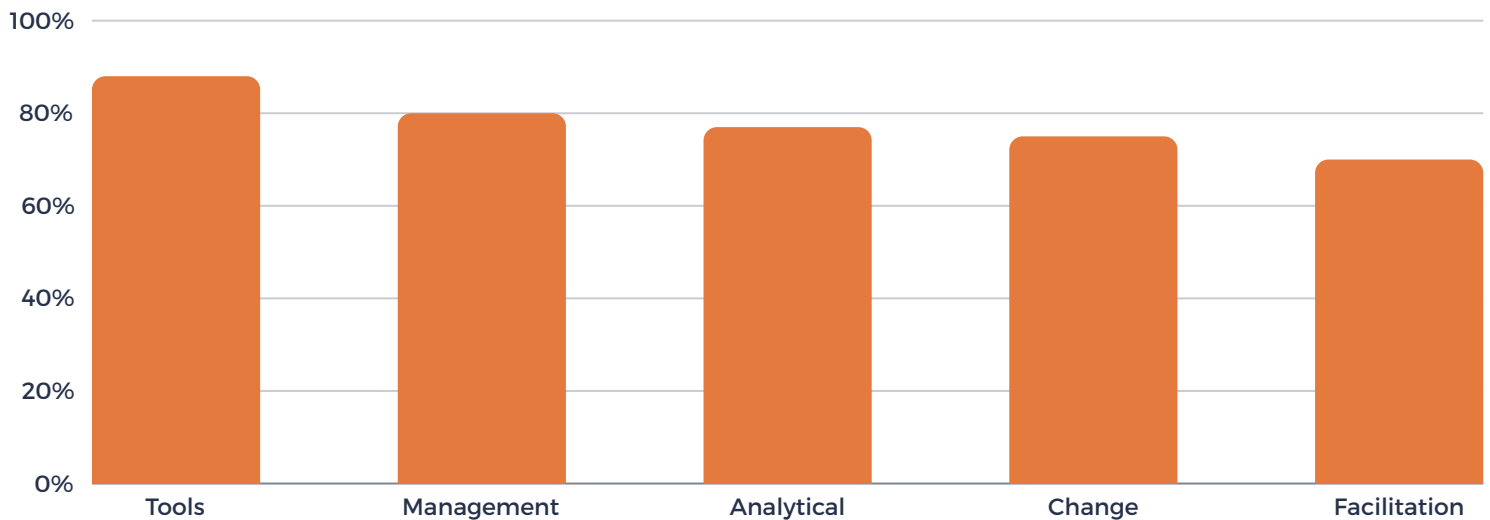
The conversations cover additional topics such as why they believe what they do, what their employees are saying to them, where they see an abundance of skills, the impact their current skill setup is having and what they plan to do to plug their skills gaps.

The conversations are fascinating, and the outputs for 2024 are covered in the following pages.

# Question:

Which of the listed skills do you believe your business lacks today?

We offered 5 options when asking this question - Practical Tools, Project Management, Analytical, Change and Facilitation skills. We asked the respondents to say YES to those skills that were lacking.



Each skill got 70% or more YES responses, indicating many businesses lack these crucially important skills within their teams.

Feedback included a lack of the ability to manage projects end to end, coming with solutions not problems, being able to deliver tools both reactively and proactively and being able to analyze and come to insight-led conclusions.

**88%**

Said their teams lacked the necessary practical tools to improve

**80%**

Said their teams lacked the necessary skills to manage projects fully

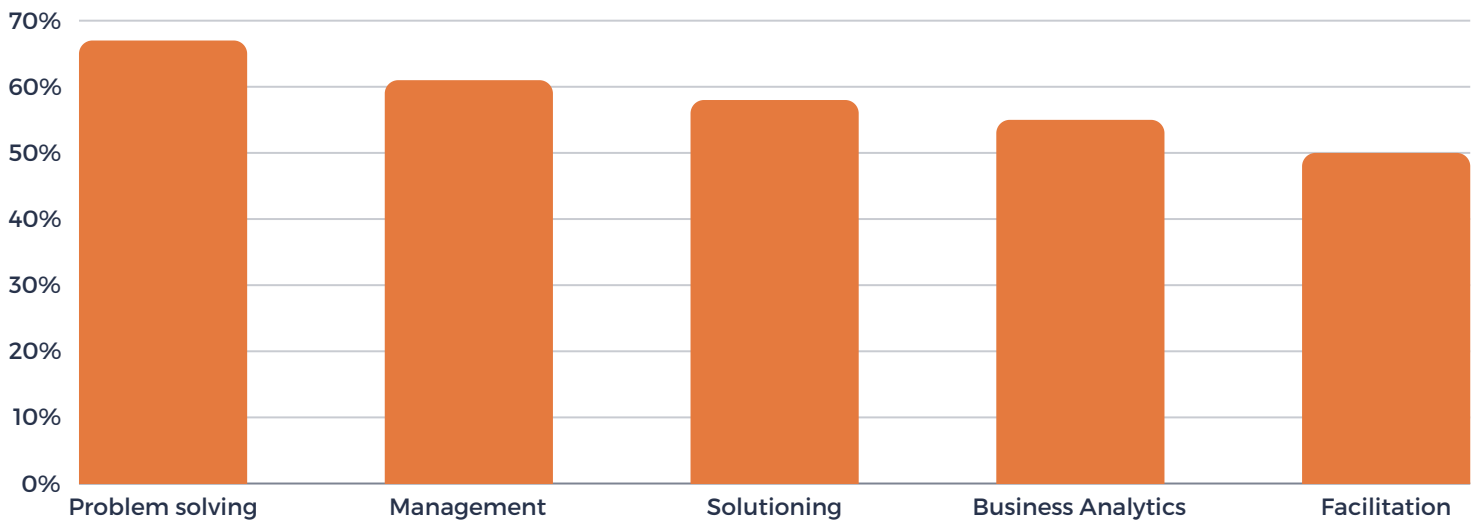
**3/4**

Said their teams lacked skills in initiating and deploying change

# Question:

Which skills do you want to see increase/improve over the coming 12 months within your business?

We offered 20 options for the types of skills the respondents would like to see (& they could choose 5). Below we detail the top 5 chosen by employers by % of respondents who chose that option.



Additional skills that ranked in the 40% range included time management, programme management and presentation of information.

Feedback included a burning need to have individuals who are dynamic, proactive and agile. They need to be able to solve problems quickly as they arise, manage the work needed to fix issues, solution when things do or could go wrong and be able to analyze well to come to sound conclusions.

# 67%

Said they wanted to see better problem solving abilities in their teams

# 58%

Said they wanted teams which could provide the right solutions, quickly

# 1/2

Wanted their teams to facilitate workshops & meetings better

# Question:

What skills do you anticipate requiring over the coming 5 - 10 years?

We allowed our respondents to simply tell us the list of skills needed. The top 8 most mentioned skills skill types are mentioned below.

*Artificial Intelligence*




*Analytical Reasoning*



*Automation*



*Problem Solving*



*RPA*




*Design*  
*(process/working practices)*



*Root Cause Analysis*



*Data*  
*(production & manipulation)*



There was a strong consensus that the workforce of the future needs to be more proactive at fixing, improving and changing. They need to generate, analyze and present data better and need to get to grips with the changing nature of work due to AI/Automation/RPA.

**82%**

Mentioned AI or automation - both technical & softer skills

**50%+**

Mentioned "process", whether change, design or improvement

**1/3**

Mentioned all 8 of the above, indicating strength of requirement



**Notes:**

68 employers were asked from 5 sectors. The sectors were: Finance, Legal, HR, IT, Real Estate. Each respondent answered all questions.