



ILX GROUP UNVEILS NEW RESEARCH REPORT FOR 2024

Developing an adaptable and productive workforce for the future: The trends and challenges facing senior leadership teams in 2024

Aiming to answer the questions: what are the trends impacting learning and development (L&D) in 2024? What are the most in-demand skills? And how can organisations build the skills they need? For its third annual research report, ILX Group surveyed 250 business, HR and L&D senior leaders to discover the key challenges, priorities and opportunities facing their organisations when developing a flexible workforce in 2024 and beyond.

The report unveiled some key insights about the project management industry, and the skills gaps that need to be addressed by PMO leaders.

In-demand skills for 2024

This year, 71% of organisations are planning to increase budgets for Agile project management skills development, 66% for management and leadership skills, and 65% for PPM skills. These abilities are essential for helping manage time, budgets and resources, ensuring teams are able to deliver impactful, efficient and effective projects. At a time when budgets are constrained, businesses are under pressure to continue meeting customer demands and developing new products to remain competitive, building these skills could prove invaluable.

The importance of soft skills

78% of businesses state that professional skills, often referred to as power skills or soft skills, are a top focus for 2024. Of these, the most in-demand skills are personal leadership (40%), problem solving (39%) and managing change (38%). For those in the project management industry in particular, these skills are vital for helping organisations to achieve more with fewer resources. Building soft skills makes it easier for employees to take on new roles and challenges, plus these abilities allow them to be more adaptable and remain resilient to the social and technological challenges brought about by a given project, or in the wider organisation.

What does this mean for PMO leaders?

The pace at which our world is changing technologically, socially and environmentally has meant that many PMOs and project teams are struggling to keep up. Skills gaps are growing wider, and the need for a more flexible and agile workforce is greater than ever.

L&D is a critical component in supporting leaders to build the skills their workforces need to keep up in this increasingly fast paced, volatile, uncertain and unpredictable world.

How will L&D enable organisations in 2024?

Russell Kenrick, Managing Director of ILX Group, commented: "Business needs have changed, organisations are struggling to keep up with new technologies, advancements, and ways of

working. But by providing L&D programmes that develop both hard and professional (soft) skills, project managers will build capabilities within their team that enables them to be more adaptable and agile when faced with these uncertainties.

“Upskilling remains the number one way to fill skills gaps, allowing organisations to address this issue at a lower cost. And not only is upskilling most cost effective than hiring, but it also helps with improving employee satisfaction – a top priority this year – and talent retention, which the research revealed is a challenge for 75% of organisations.”

Download the [full research report](#), or visit www.ilxgroup.com to learn more about the project management training solutions available from ILX Group.

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NOTES TO EDITORS

For more information about ILX Group or the ‘Developing an adaptable and productive workforce for the future’ research report, please contact ettie.long@ilxgroup.com.

About ILX Group

A market leader for over 35 years, ILX has provided best practice learning to more than 500,000 people, across 5,000 organisations, in over 120 countries. We specialise in delivering portfolio, programme & project management learning and consulting solutions via a blend of multimedia e-learning, games and simulations, traditional and virtual classroom training, practical workshops and coaching. Working with our clients to help them to take control of change and improve project outcomes.