IT Professionals Feel Hampered by Lack of Training and Development

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IT pros concerned they need more training and support to stay competent and prepare for the jobs of tomorrow

Bracknell, UK – 14 November 2019 – New research by Skillsoft (https://www.skillsoft.com/), a global leader in corporate learning, reveals many IT professionals are not receiving the training or support needed to implement digital innovation, keep up with emerging technologies and working practices, or perform effectively in roles that are rapidly evolving.

The study, conducted at the recent Digital Transformation Expo Europe event held in London in October, found IT professionals aren't getting the critical digital skills development training or support that will be essential for assuring their long term ability to undertake changing job roles or transition to new ways of working. Key findings from the survey conclude:
• Most (81 percent) say they will need to learn a new skill in the next 18 months to remain confident and competent in their current role
• However, 59 percent expressed concern that they will not receive enough training or preparation from their current organisation to remain employable or skilled in the future
• While 47 percent confirm that their team or department currently lacks the skills or capabilities required to meet the needs of the business today.

For those working in the fields of DevOps, AI, cyber and data security, infrastructure, and cloud, study respondents voiced strong concerns that investment in skills development is not keeping pace with the demands of digital transformation or empowering people to work in new ways.

Highlighting a startling disconnect between employers and employees when it comes to prioritising investment in workforce learning and skills development, the study findings reveal many organisations are failing to empower workforces to perform in line with fast-pace digital transformation ambitions.

Employees call for more skills development and support
Almost half (45 percent) of respondents confirm that upcoming new technology implementations mean their organisation will need to do more when it comes to workforce training and skills development, with a further 16 percent going on to say that increased investment in digital skills training will be essential.

Most respondents (85 percent) say their role has already been impacted by digital transformation, yet 79 percent would have liked more learning, development or training opportunities in the last 18 months to ensure they were appropriately skilled for their evolving roles.

Organisations neglect workforce reskilling
Rather than ensuring the right tools are in place to support sustainable learning that is aligned to the wider goals of the business, organisations appear to be neglecting workforce digital skills development needs:
• 89 percent of respondents say their organisation could do more to provide the training, learning, and

upskilling opportunities they need
• 84 percent would prefer to learn the skills required to undertake roles impacted by digital transformation with an existing employer, rather than seeking a job elsewhere, yet just 30 percent feel supported by their current organisation to meet the new demands of a digitally transformed role
• 59 percent believe their organisation prefers considering external employees for new roles, rather than upskilling current employees.

Reskilling efforts fall short of employee expectations
Despite the fact that job roles are evolving fast, and employees are eager to engage with skills development opportunities that will equip them with the competences and capabilities needed to perform against expectations, organisations appear to be struggling to address the workforce digital talent gap.

• Just 17 percent of organisations appear to have an effective programme in place for reskilling employees for new roles, while 57 percent have a programme that could be improved; 10% have no programme at all
• Only 15 percent of organisations have successfully implemented new technologies to help with learning, development and training; a further 69 percent have only partially done so.

Commenting on the study findings, Steve Wainwright, Managing Director EMEA at Skillsoft said:
"Today's workforce is made up of five different generations, ranging from Traditionalists to Generation Z, who all need to go through the digital transformation journey. That's why it is important organisations futureproof their workforce, ensuring they invest in their current employees and provide the training and support they need to take on new roles and acquire new expertise. To meet the demands of digital transformation, employees will need to be prepared to work with new technologies and upskilled appropriately to ensure they can perform their augmented roles with confidence, yet many organisations appear to be overlooking this vital element of their overall digital transformation strategy."
"With yet more disruptive technologies on the horizon, those responsible for recruitment and talent management will need to train their workforce to be ready for any eventuality – and those companies that grasp the opportunity and make it easy for employees to enhance their existing skills will be best placed to compete effectively in the ever-changing digital economy," concluded Wainwright.

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About Skillsoft
Skillsoft is a global leader in corporate learning, delivering beautiful technology and engaging content that drives business impact for modern enterprises. Skillsoft comprises three award-winning systems that support learning, performance and success: Skillsoft learning content, the Percipio intelligent learning experience platform and the SumTotal suite for Talent Development.

Skillsoft provides a comprehensive selection of cloud-based corporate learning content, including courses, videos, books and other resources on Leadership Development, Business Skills, Digital Transformation, Technology & Developer and Compliance. Percipio's intuitive design engages modern learners and its personalised consumer-led experience assists in accelerating learning. The SumTotal suite delivers measurable impact across that entire employee lifecycle via award-winning technology that powers talent acquisition, learning management and talent management.

Skillsoft is trusted by thousands of the world's leading organisations, including 65 per cent of the Fortune 500. Learn more atwww.skillsoft.com.

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