

# 2018 Skills Gap Report

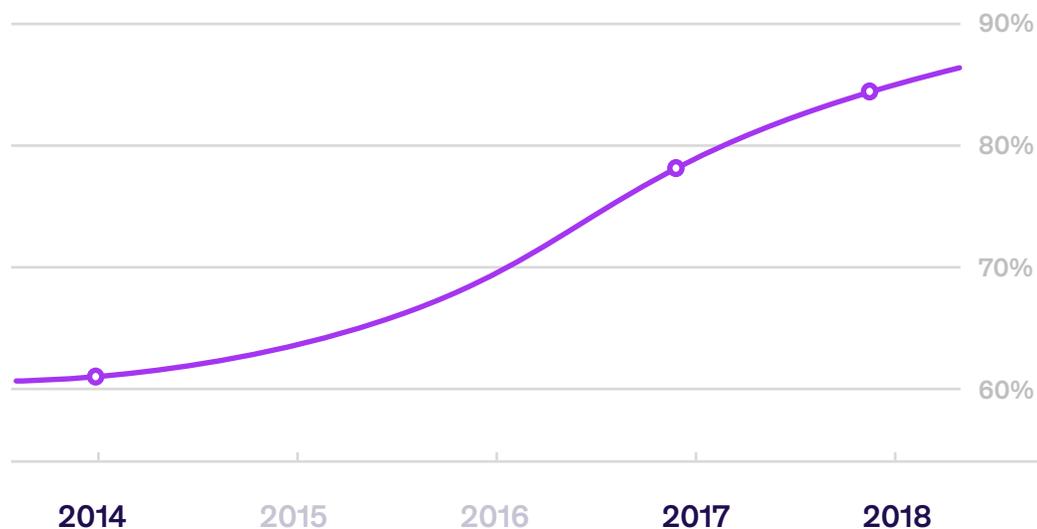


# Learn It or Leave It:

## Motivated Workers Follow the Training to Beat the Skills Gap

For the third time, Udeemy turns its attention to the skills gap: the divide between job-seekers' skills and the qualifications demanded by employers. In some cases, this phenomenon has left jobs unfilled; elsewhere, it's left workers with outdated skills on the sidelines of a growing economy. As technology and economic forces continue to reshape the world of work, we set out to determine how people's outlooks are shifting.

### Yes, I think there's a skills gap in the U.S.



According to our 2018 survey on the topic, awareness is increasing around the skills gap and the potential impact of automation and artificial intelligence on U.S. jobs. But, rather than see these trends as threats, most Americans feel good about their prospects and continue to believe in the American Dream. Still, the optimism is more muted among women, those without college degrees, and those not in management roles (i.e., individual contributors).

## Based on our findings, U.S. Workers can be described as:

- The Motivated** Those who don't necessarily see trends as positive forces but are driven by them. These people are pragmatic about the future, aren't taking anything for granted, and want to be prepared. They're taking control of their destinies by proactively upskilling, picking up side hustles, and following whatever opportunities come their way, even if that means quitting a job that doesn't offer training or moving to another country for a job.
- The Optimists** Those who've been less affected by soft parts of the economy. This group includes people in management, workers with college degrees, and employees closer to retirement age. These people are well-aware of digital transformation and definitely feel more personally affected by the skills gap, but they don't seem concerned it'll derail their career progress.
- The Passive** Those who aren't doing anything to upskill. About half of our survey respondents said they are content to stay at a job even if the company offers no training. Overall, 12% say they haven't learned any new skills for work. Not only do these people have the most negative perspective on their future prospects and the country's competitiveness, they are frowned upon by the other two groups. Our research suggests a strong stigma around both unemployment and lack of self-motivation, which could harden the negativity of those on the receiving end.

## A paradox: more challenges than ever but more optimism too

Not surprisingly, more survey respondents than last year say there is a skills gap in the U.S. (84%), and 39% feel personally affected by it (up 4%). Men and millennials/Gen Z feel the skills gap effect most strongly.

Overall, 72% think skills needed for their jobs will change, and 73% say they've already had to gain additional skills to do their jobs. Again, men and younger workers were more likely to answer in the affirmative on both counts

We found similar splits on questions about the impact of technology and career opportunities. More men and millennials/Gen Z: believe

### Yes, the skills gap affects me personally

	2017	2018
Overall	35%	39%
Women	29%	31%
Men	41%	47%
Ages 18-37	44%	47%
Ages 36+	27%	30%

### Key Findings



automation/AI will be able to do their work within five years, feel limited by their geographic location, believe they have fewer career advancement opportunities than previous generations, and would quit a job where they received no training. As a result, both men and younger workers feel the need to upskill more urgently and are more apt to have undertaken some form of upskilling.

There were interesting deviations among other demographics, too. For example, 77% of people of color say the skills required for their jobs will change over the next five years, while only 69% of white respondents agreed. Similarly, 53% of people of color believe automation/AI will be able to do their jobs within five years, compared with 39% of white respondents.

### The future belongs to the self-motivated

Those who see the writing on the wall—that job skills will evolve, that technology will require them to change job functions, that a college education can't prepare them for their entire careers—recognize the urgency to upskill. They're hungry and motivated to learn, and they're

#### Yes, I would leave my job if my employer didn't provide necessary training

Overall	<b>51%</b>
Women	<b>43%</b>
Men	<b>61%</b>
Ages 18–37	<b>66%</b>
Ages 36+	<b>36%</b>

already doing what it takes to stay relevant in a fast-moving job market.

Half (51%) of respondents overall said they'd quit a job where they didn't get necessary training, but that number leaps dramatically among those who already know they need to learn new skills. Eighty percent of those who said the skills for their jobs will change also said they'd quit if their employers didn't offer the requisite training. Men

(61%), managers (60%), and younger workers (66%) would also leave their jobs for better training at an even higher rate.

These **self-motivated learners are exactly the ones companies want to hire**. They may see more dark clouds on the horizon, but they're not remaining passive and are finding ways to upskill, with or without the support of their employers.

**The 51% of survey respondents who said they'd quit a job where they didn't get necessary training, compared with those who'd stick around, are:**

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**18%** more likely to say the skills required for their jobs will change within five years

**27%** more likely to say AI/automation will be able to do their jobs within five years

**22%** more likely to feel limited by their geographic location

**27%** more likely to have a side hustle

**31%** more willing to move to another country for a good job opportunity

People who'd leave a job where they don't have access to training have a heightened awareness of economic trends that may hinder their career growth. That's what's motivating them to learn, even without their employer's support.

Companies are missing a big opportunity to embrace continuous learning and empower their employees to pursue it. If they want to retain people who see learning as critical to their future success, companies should provide access to learning resources right in their moment of need.

### **Workers know they need to keep growing their skill sets**

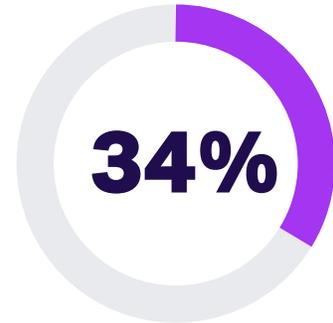
With the vast majority recognizing that job skills are changing and will continue to change, motivated employees are finding ways to continue building their skill sets—even though the vast majority (76%) also believe their education equipped them with the skills they need.

That's critical since, as found in **a survey conducted by the Association of American Colleges & Universities**, most executives and hiring managers agree that higher education prepares new grads for entry-level work, but “only 34 percent of executives and 25 percent of managers believe students have the skills to be promoted.” In other words, students have certain skills upon graduation that are good enough to get an entry-level job; however, they need to gain more skills throughout their careers if they hope to continue advancing.

Asked their primary resource for learning new skills, 34% are taking online courses, and the same percentage say they're participating in company-sponsored professional development.

This highlights a tremendous opportunity for employers to **invest in their workforce** and demonstrate their commitment to fostering a learning culture throughout their organizations. Not only are workers saying loud and clear that they expect employers to provide training, they're actively rejecting those who don't.

Even when companies do offer upskilling resources, they may not be going far enough. According to the **World Economic Forum's "Future of Jobs" report**, "41% of employers are set to focus their reskilling provision on high-performing employees while a much smaller proportion of 33% stated that they would prioritize at-risk employees in roles expected to be most affected by technological disruption. ***In other words, those most in need of reskilling and upskilling are least likely to receive such training.***"



**use online courses as their primary resource for learning new skills**

## How employees get ahead: online courses + side hustles

Where online learning was once considered unproven or inferior to traditional methods, half of survey respondents now say online-course takers are more qualified than their peers.

Taking the initiative to gain new skills is seen as a valuable asset and differentiator, especially among men and younger employees. Managers (56%) were even more bullish about online learners than individual contributors (44%).

People who think highly of online learning, generally, expect to do better than their parents and believe strongly in the American Dream, suggesting proactive upskilling can build confidence, despite other challenges.

Our research also found a 7% increase from last year in people who have a side hustle or second job (or are thinking of taking one on) and a 9% increase in those doing it for extra income, as opposed to filling spare time or pursuing a hobby.

In 2018, nearly half (46%) of full-time employees now report having a side hustle, and 83% of them are doing it purely to make ends meet.

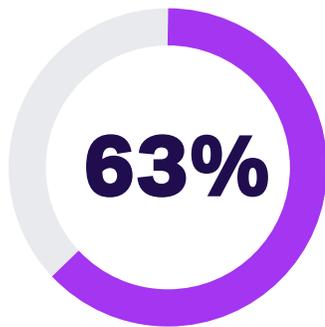
### Yes, I have a side hustle or second job

Overall	<b>46%</b>
Women	<b>41%</b>
Men	<b>52%</b>
Ages 18–37	<b>58%</b>
Ages 36+	<b>33%</b>
People of Color	<b>53%</b>
White	<b>43%</b>

Even if the motivation is financial, people with side hustles are also more aware of the changing job market and are certainly shoring up their resources in preparation. Side-hustlers take more online courses, and they're 27% more likely to quit an employer that doesn't offer training.

## U.S. workers remain optimistic

Despite current challenges and the recognition of more to come, most workers in the U.S. have so far retained their sunny outlook.



believe in the American Dream

Overall, 63% of respondents believe in the American Dream, defined in our survey as “the belief that everyone has the chance to be successful and happy if they work hard.” Most (65%) also say they expect to “go further, do better, achieve more and/or be more economically secure than [their] parents.” And 59% think the U.S. is the strongest competitor in the global economy.

But, as with their feelings about the skills gap and the impact of technology on jobs, respondents split along demographic lines. Men were more certain they'd outperform their parents, compared with women, but young men (75%) have the most confidence, compared with millennial women (58%).

Similarly, even though the majority across all demographics say they believe in the American Dream, the rate drops among high-school grads and individual contributors.

## Could the tide be turning?

There are signals in our research that the opportunity gap may be closing, but there's still a majority across demographics feeling like their hard work won't pay off as much as they'd like, despite a hot economy.

Our survey found a decreasing number of people saying they have fewer opportunities than previous generations:

**I have fewer career advancement opportunities than workers in previous generations**

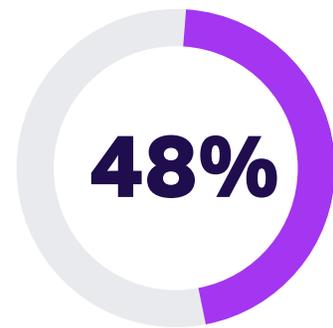
	2017	2018
Overall	64%	55%
Women	59%	51%
Men	69%	60%
Ages 18–37	72%	59%
Ages 36+	58%	51%

64% felt that way in 2017, compared with 55% in 2018. The responses by gender each decreased by 8%, with men being 10% more likely to feel their opportunities are reduced.

We also found that the generations are growing closer when it comes to views on career opportunities. Last year, there was a 14% divide between millennials/Gen Z and Gen X/Boomers; this year, that difference dropped to 8%. In perhaps another positive sign that companies are making progress on the opportunity gap, 74% of people of color think they have more opportunities than previous generations, compared with only 61% of white respondents. In its annual **Labor Day survey, the nonprofit Conference Board** found job satisfaction increasing for all workers but improving even faster for lower-income households.

Responses by gender were more mixed. On the one hand, women (51%) were less likely to say they have fewer career opportunities, compared with 60% of men. Yet women were also far less likely to think they'll do better than their parents: 59% of women believe they'll do "much" or "somewhat" better than their parents, but 72% of men have that expectation.

Perhaps this is an effect of the wage gap, with **women still earning less than men** performing the same jobs. **Women also continue to be underrepresented** in the most senior levels and on corporate boards. So, while progress is being made, there's considerable work to be done.



**think the current political climate will have a negative impact on their industry**

### Skills gap isn't just about tech

Compared with 2017, respondents in 2018 were 10% less likely to cite tech skills as most valuable to employers. Instead, when asked which skills are valued most by employers, we found a nearly equal distribution of responses across four skills categories: technical/digital, leadership/management, productivity, and soft skills. Seventeen percent fewer women put tech at the top of their list in 2018 than did in 2017, while leadership/management jumped 12% among women.

That doesn't mean everyone has turned away from developing tech skills for themselves, however. Technical and digital skills were cited as the area most workers think they need to build to advance in their careers. They apparently haven't gotten the message about **the importance of soft skills**, though women, especially those older than 38, are a bit more clued in about how highly employers value these "intangible" skills.

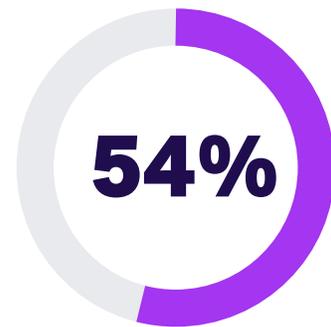
## So, who's NOT upskilling?

Given the overall increased awareness of the skills gap and how technology could impact jobs, it's worth taking a closer look at respondents who told us they're not actively upskilling.

Overall, 12% said they haven't learned any new skills, but 17% of people over 38 have avoided upskilling. Eighteen percent of those without college degrees haven't learned new skills either (compared to just 8% of college grads).

We can assume that the same people who said they would not quit a job for greater learning and development opportunities are also less proactive about finding ways to upskill on their own; indeed, 19% of non-quitters say they haven't gained new skills.

It's hard to know why some people haven't upskilled, whether because they're unaware of the need, don't have access to resources, or simply don't have the wherewithal to expend their time and effort. People who say they haven't gained new skills are more likely to earn less, work at smaller companies, and not be in management positions. This group risks falling further behind if they don't take steps to update their skills. Alas, 54% of survey respondents said they do not have confidence in government initiatives to upskill the U.S. workforce.



**do not have confidence in government initiatives to upskill the U.S. workforce**

We also found a powerful stigma attached to both unemployment and failure to upskill, with 80% of respondents saying these people are just unwilling to do the work.

### Among those who would stay in a job even if their employer did not provide training:

**75%** don't think the skills gap affects them personally, although they recognize its existence at the same rate as everyone else

**18%** less likely to think required job skills will change

**27%** less likely to think AI/automation will be able to do their job

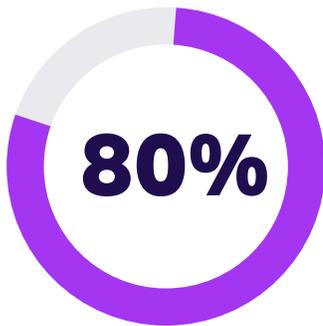
**27%** more likely to have a side hustle

## Without learning & development, the future looks scary for employees and employers alike

It's not enough to give valued workers a reason not to leave; employers have to give them a reason to stay. For half of the respondents in our survey, learning and development opportunities are a big incentive to stick around.

Corporate leaders and hiring managers may have been among the first to detect the skills-gap effect, but more employees are feeling it these days as they become aware of changes in the job market and the impact of automation. They're sensing the need for additional training,

and they're showing loyalty to employers that support their upskilling needs.



**of respondents think some adults are not currently participating in the workforce because they are unwilling to reskill**

Investing in people has never been more important: companies can close their own skills gaps and future-proof workers as skills continue to evolve. But they need to be thoughtful about it, empowering employees to drive their own learning experiences, taking care to include soft skills and manager training, and democratizing development opportunities throughout the organization.

If companies want to hire—and retain—adaptable workers with strong soft skills and a growth mindset, they have to commit to delivering robust learning

and development and helping people advance in their careers. As the trends identified in our research continue to build, companies that fail to satisfy this need will find themselves struggling to maintain headcount—and business performance.

## 2018 Skills Gap Report:

# Awareness Growing Worldwide

The trends our skills gap research identified in the U.S. are mirrored in other countries as well, based on similar surveys we conducted in Brazil, France, Mexico, Portugal, and Spain. While each of these countries is facing its own economic challenges and cultural shifts, we found some consistencies in how workers are feeling about their career prospects and looming changes to the skills required to do their jobs.

### The world is changing, country by country

We all agree there is a skills gap, and an increasing number of people feel affected by it. Moreover, we all recognize AI/automation will have an impact on more jobs within the next five years, and the skills required to do our jobs will change in that time, too.

Brazil leads the pack when it comes to connecting automation to changing job skills; they're most aware of skills gap, most likely to say AI/automation will impact jobs within five years, and most likely to say skills required for their job will change within five years. Compare this with France, where 12% more people than in 2017 now recognize the existence of the skills gap.

Our survey found some parallels among European countries surveyed (France, Portugal, Spain) and the U.S., with all four having similar response rates to questions about the future impact of AI/automation and predictions around changing job skills. Portuguese workers, however, were least likely to think automation will take over their jobs. France and Portugal also lag far behind other countries surveyed, except the U.S., when it comes to feeling personally affected by the skills gap.

#### Do you believe there is a skills gap?

	2017	2018
U.S.	78%	84%
Brazil	98%	95%
France	81%	93%
Mexico	66%	70%
Portugal	—	79%
Spain	65%	73%

#### Do you feel personally affected by the skills gap?

	2017	2018
U.S.	35%	39%
Brazil	66%	72%
France	32%	49%
Mexico	65%	73%
Portugal	—	49%
Spain	57%	62%

## Governments probably won't solve our future

We also saw some common themes in how today's workers view their career prospects and whether they believe their governments will be effective in reskilling their workforce.

**Do you think AI/automation will be able to do your job within five years?**

U.S.	<b>43%</b>
Brazil	<b>61%</b>
France	<b>45%</b>
Mexico	<b>47%</b>
Portugal	<b>33%</b>
Spain	<b>40%</b>

**Do you think the skills to do your job will change within five years?**

U.S.	<b>72%</b>
Brazil	<b>93%</b>
France	<b>78%</b>
Mexico	<b>88%</b>
Portugal	<b>78%</b>
Spain	<b>73%</b>

Generally speaking, workers in all of our survey countries feel they have fewer opportunities than previous generations did, but Mexicans were most hopeful: only 38% of Mexicans feel they have limited opportunities, while at least half feel that way in other countries. Most respondents expressed pessimism that government reskilling efforts will be successful, and many also feel their current political climate will harm their industries.

Brazil is just emerging from a time of economic strife, so it's not surprising that the country's overwhelmingly young population expects to do better than their parents. But, rather than rely on the government, which has been mired in corruption for many years, young Brazilian workers see education as the key to opening doors.

Mexico bucks the pessimism trend a bit when it comes to individual prospects but, like Brazilians, they don't expect their government to be of much help in equipping them to advance in their careers. In both Brazil and Mexico, only about half have confidence in government initiatives to reskill

**I expect to do better, achieve more, and/or be more economically secure than my parents.**

U.S.	<b>65%</b>
Brazil	<b>86%</b>
France	<b>53%</b>
Mexico	<b>79%</b>
Portugal	<b>58%</b>
Spain	<b>55%</b>

employees. That still puts them way ahead of Spain, where only a third think the government can be effective reskilling workers.

The French government has been outspoken about the need to overhaul its professional training system, but citizens aren't buying what they're selling: about two-thirds of French respondents think the current political climate will negatively affect their industry. Just over half of Portuguese workers are wary of the impact politics will have on their work.

**Would you leave your job if your employer didn't provide necessary training?**

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U.S.	<b>51%</b>
Brazil	<b>61%</b>
France	<b>53%</b>
Mexico	<b>71%</b>
Portugal	<b>39%</b>
Spain	<b>48%</b>

**Would you move to another country for a good job opportunity?**

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U.S.	<b>43%</b>
Brazil	<b>88%</b>
France	<b>55%</b>
Mexico	<b>88%</b>
Portugal	<b>64%</b>
Spain	<b>70%</b>

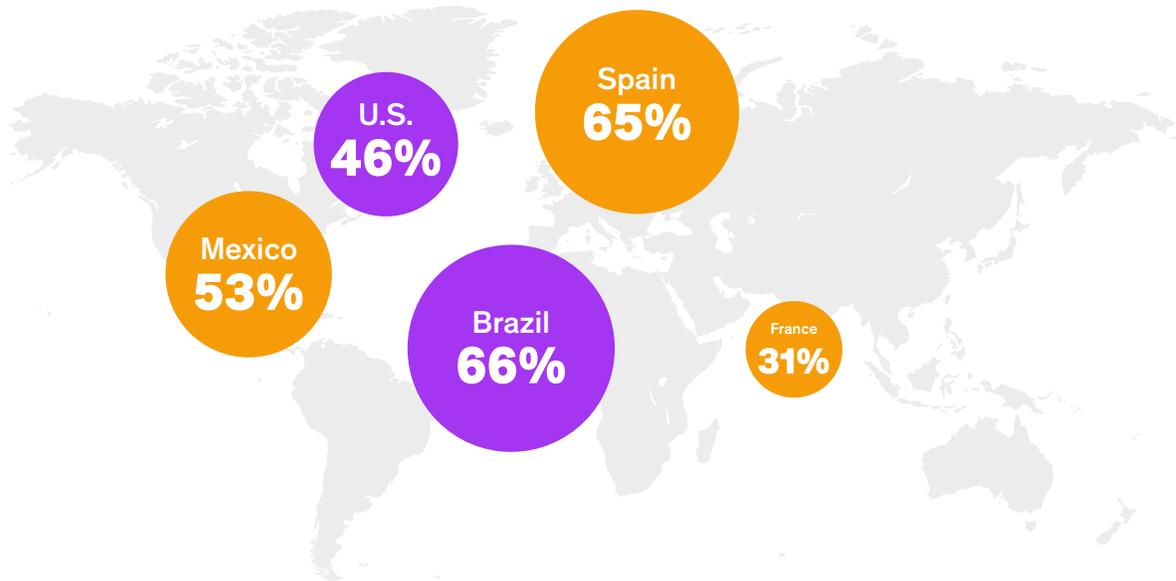
### Self-motivated knowledge seekers won't be stopped

As we saw in the U.S. survey, workers have two paths forward: they can take ownership of their destinies or they can let despondency take over.

Workers in Brazil and Mexico appear intent on finding whatever opportunities they can in the evolving world of work, while the French, Portuguese, and Spanish seem resigned to having less secure, prosperous futures. For example, we asked if workers would quit a job if their employer didn't provide adequate training, and responses can be viewed as a proxy for how much personal drive they possess. As gloomy as European workers seem about their career prospects, they were, nonetheless, less likely to switch jobs to gain access to training.

Brazilians, meanwhile, are embracing entrepreneurship to create their own better futures. Equipped with an internet connection, they are taking online courses to gain marketable job skills and maintaining side hustles to make financial ends meet. Even though Mexico wasn't strongest on recognizing the skills gap, a large percentage do feel personally affected by it, hence a sizable percentage take online courses to upskill and have a side hustle to earn extra income.

Do you have a side hustle or second job?



While most respondents shared a positive impression of people who take online courses, considering them more qualified than their peers, workers in Europe were less likely to learn this way themselves. Only 16% of French workers, 23% of Portuguese workers, and 34% of Spanish workers reported taking online courses, compared with 49% of Mexican workers and 46% of Brazilians.

Everyone agreed that people who aren't participating in the workforce are simply unwilling to get out there and gain new skills.

# Brazil

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**Yes, I believe there is a skills gap in Brazil**

**95%**



**Yes, I feel personally affected by the Brazil skills gap**

**72%**



**Yes, I've had to gain additional skills to do my job effectively**

**93%**



- 95% of Brazilians think there is a skills gap in their country, and 72% feel personally affected by it; women (75%) feel the impact more than men (69%).
- The majority (93%) of respondents agree the skills required to do their jobs today will change within the next five years, while 61% think artificial intelligence/automation will be able to do their work within the same time frame.
- At the same time, over 76% of those surveyed believe the Brazilian market is competitive or very competitive.
- 78% of Brazilians think the current political climate will have a negative impact on their industry, and only 46% have confidence in government initiatives to reskill employees.
- Brazilians feel their formal education has prepared them for their current jobs (81%), but they are also embracing lifelong learning.
- 93% have gained additional skills in order to do their job effectively, and they do so by taking courses online (46%) and through company-sponsored professional development (35%).
  - In addition, 61% of respondents agreed that they would leave their job if their employer didn't provide training to advance their careers.
  - The same percentage (61%) think that employees who take online courses to learn new skills are more qualified than their workmates.
- 86% of respondents think some adults are not currently participating in the workforce because they are unwilling to reskill.
- The majority (88%) of respondents would move to another country for a good professional opportunity, while over half (55%) think they have fewer opportunities to advance professionally than previous generations.
  - Full-time Brazilian employees cited English (99.6%), Spanish (88%), and French (53%) as the three most important languages for working or doing business.
- There is still some optimism, however: 66% think people have the opportunity to be successful and happy if they work hard, while 86% think they will do somewhat or much better than their parents.
- 37% believe they need to learn new tech and digital skills in order to advance their careers, while they say leadership and management skills are the hardest to learn (35%) and critical thinking and problem solving are the soft skills their colleagues lack the most (27%).

# France

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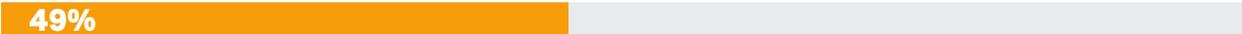
**Yes, I believe there is a skills gap in France**

**93%**



**Yes, I feel personally affected by the French skills gap**

**49%**



**Yes, I think the skills required for my job will change within the next five years**

**78%**



**Yes, I've gained additional skills to do my job effectively**

**75%**



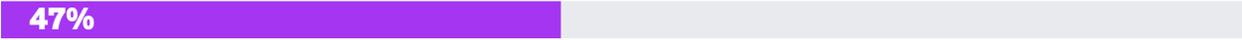
- The majority (93%) of respondents agree there is a skills gap in France, while 49% feel personally affected by it. Women (52%) say they feel the skills gap more than men (45%).
- An overwhelming 78% think the skills required for their job will change over the next five years.
- As the French government is making strides in educating the workforce about various trends impacting the labor market, 45% of respondents agree that artificial intelligence/automation will be able to do their work within the next five years.
- Half of respondents (50%) feel that the French labor market is competitive or very competitive, a decrease from the 55% who felt that way last year.
  - Men (55%) are more negative about French competitiveness than women (45%).
- 63% of respondents think the current political climate will have a negative impact on their line of work; millennials (67%) are the most worried of all generations.
- Only half (50%) of French employees think their education has equipped them with the skills required for today's workplace, and 75% have had to gain additional skills in order to do their jobs effectively.
  - 78% think that some adults are not currently participating in the workforce because they are unwilling to reskill.
  - 53% would leave their job if their employer didn't provide professional training to advance in their careers.
- In France, 63% think they have fewer opportunities to grow professionally than previous generations. Millennials (69%) feel most grim about the future.
- 43% of all respondents think that, even if they work hard, they won't be as successful as older generations, while 47% think they will achieve about the same or even less than their parents.

## Mexico

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**Yes, I think AI/automation will be able to do my job within five years**

**47%**



**Yes, I think the skills required to do my job will change within five years**

**88%**



**Yes, I would move to another country for a good job opportunity**

**88%**



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- 73% feel personally affected by the skills gap in Mexico, up 7% since 2017.
- 47% of Mexican respondents think artificial intelligence/automation will be able to do their work within the next five years.
- 79% of respondents think some adults are not currently participating in the workforce because they are unwilling to reskill. And only 53% of respondents have confidence in the government's initiatives to reskill employees and make them competitive in the current job market.
- While the majority (82%) of those surveyed believe their education has prepared them for the workforce, 90% have had to gain additional skills in order to do their job effectively.
- Mexicans learn predominantly online (49%) and through company-sponsored training (35%).
  - Employers should take note because 71% of respondents would leave their job if there is no training provided to advance in their careers.
  - 88% of millennials believe employees who take online courses to learn new skills are just as qualified or more qualified than their workmates.
- 38% of respondents think they have fewer opportunities to grow professionally than previous generations. At the same time, 72% think people in Mexico have the opportunity to be successful and happy if they work hard. Perhaps that's why 53% have a side hustle to earn some extra money.
- Despite uncertainty about the global economy, 79% of respondents think they will achieve more than their parents.

# Portugal

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**Yes, I think there is a skills gap in Portugal**

**79%**



**Yes, I have had to gain new skills to do my job effectively**

**70%**



**Yes, I think the skills required for my job will change in the next five years**

**78%**



- The majority (79%) of Portuguese workers recognize that there is a skills gap, and almost half (49%) feel personally affected by it.
  - More men (82%) believe there is a skills gap than women.
  - Half of women (51%) feel personally affected by the skills gap, compared with only 47% of men.
- 69% think their education equipped them with the skills required for today's workplace, but nevertheless, 70% have had to gain new skills to do their job effectively.
  - 48% have used company-sponsored professional development resources to learn new skills.
  - 23% have used online courses to learn something new.
- Only 51% see the Portuguese labor market as competitive, and 78% believe Portugal's workforce is not the most powerful in the global economy.
- Nearly half (45%) of Portuguese employees have a side job or are thinking about starting one, with 76% of them relying on it to generate extra income.
- 78% agree that the skills required for their job today will change over the next five years, but only 33% believe automation/AI will replace their job over the next five years.
- Over half of respondents (58%) think they have fewer opportunities to grow professionally than previous generations, yet the same percentage think they will be more successful than their parents.
- Only 33% have confidence in government initiatives to reskill employees, and 39% of respondents say they'd leave their job if their employer didn't provide training necessary to advance their careers.
- 64% of respondents would move to another country for a good professional opportunity.

# Spain

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**Yes, I think there is a skills gap in Spain**

**73%**

**Yes, the skills gap affects me**

**62%**

**Yes, I believe the skills required to do my job will change within five years**

**73%**

**Yes, I believe AI/automation will be able to do their work within five years**

**40%**

- The majority (73%) of Spanish full-time employees think there is a skills gap, up from 65% in 2017; 62% feel personally affected by it, up from 57% last year.
- 73% agree the skills required for their jobs today will change in the next five years, while 40% think AI/automation will be able to do their work within five years
- 82% have had to gain additional skills to do their job effectively; 50% of those surveyed have used company-sponsored professional development to do so, and 34% have taken online courses.
  - 48% of respondents would leave a job if their employer didn't provide training to advance in their careers.
  - 45% of respondents think employees who take online courses to learn new skills are more qualified than their peers.
- Only 27% of respondents believe the Spanish labor market is the most competitive in the world, and only 30% have confidence in the government's initiatives to reskill employees.
- 62% of full-time Spanish employees believe the current political climate will have a negative impact on their industry.
- Half of the Spanish workforce (50%) thinks they have fewer opportunities to advance professionally, compared with previous generations.
  - 55% believe that hard work isn't enough to achieve a successful and happy future.
  - 45% of respondents think they will achieve about the same or even less than their parents.
- 52% of respondents think their geographic location limits their job opportunities.
  - 70% of respondents would move to another country for a good professional opportunity.
  - For full-time Spanish employees, English (96%), Chinese (71%) and German (61%) are the three most important languages for working or doing business.

The U.S. survey was conducted online by Toluna Group on behalf of Udemy in September 2018 among 1,000+ U.S. employees in full-time jobs who are ages 18 or older. Udemy partnered with local research firms to survey 1,000 full-time workers in their respective countries. Complete survey methodology available upon request.

## About Udemy

With a mission to improve lives through learning, Udemy is a global marketplace for learning and teaching online. More than 24 million students are mastering new skills and achieving their goals by learning from an extensive library of over 80,000 courses taught by expert instructors.