Key learnings from Swiss workers

In Switzerland, workers seem to receive more support from their companies to define the need and are therefore less proactive in their yearly assessment.

Even if Swiss workers see themselves responsible to acquire new skills, they expect their employer to develop the training opportunities. Interestingly, they would like specialized training providers to run the sessions before their employer.

Swiss workers seem to be lagging behind their peers in the acquisition of digital skills, and to be more focused on technical skills.
Key learnings from Singaporean workers

Even if workers in Singapore expect a speed of change similar to their peer average, they are more concerned about losing their job because of the changes.

Singaporean workers are proactive in the evaluation of their skill gaps but would like professional reskilling providers to run the sessions.

Even with the on-going training subsidies initiative in Singapore, cost is still an important hurdle to reskill and time is a stronger hurdle for workers in Singapore than for their peer average.

57% Singapore workers
37% Global workers
would like a professional reskilling provider to run the sessions

51% Singapore workers
38% Global workers
evaluate the skill gaps through own research

24% Singapore workers
24% Global workers
state the cost as hurdle to reskilling

69% Singapore workers
66% Global workers
expect change at least every 5 years

48% Singapore
34% Global workers
state the lack of time as hurdle to reskilling

54% Singapore workers
32% Global workers
are concerned about losing their job because of the changes
Key learnings from USA workers

US workers are less concerned about losing their job because of the changes.

However, they seem to be more proactive about their skills set. They take more responsibility both to assess their skill gaps and to acquire the right skill sets.

Besides the time and cost hurdles, the lack of available training is also mentioned by workers as a reason for not acquiring new skills.

78% USA workers see themselves as responsible for reskilling

17% USA workers
32% Global workers concerned about losing their job because of the changes

16% USA workers
11% Global workers state the lack of available training as a hurdle to reskilling

44% USA workers
25% Global workers assessing skill gaps on through self-assessment

60% USA workers
66% Global workers expect change at least every 5 years
Workers in the UK are evaluating their skill gaps through feedback from colleagues more than their peer average.

Even if workers in the UK have a strong sense of responsibility in regards to having the right skill sets, they still expect their employer to organize the training similar to the way it is done today.

Workers in the UK are lagging behind their peers average in the acquisition of digital skills but acquire more technical and job related skills.
Key learnings from Japanese workers

Workers in Japan expect significantly slower changes than their peer average, but are still concerned about losing their job because of the changes.

In Japan, less is happening around reskilling. More workers do not evaluate their skill gaps, more did not consider reskilling and over a third did not have an opportunity to reskill.

When workers are reskilling, than almost 2 out of 3 times it is organized by their employer.
Key learnings from Chinese workers

Chinese workers appear to be more digital-oriented in their skills targeted, and experience more “modern” reskilling (i.e., use of reskilling providers and online courses).

However, scheduling training is still a main hurdle for workers to acquire new skills.

In addition, workers in China see themselves as slightly less responsible for their skills than their global peer average.

- **57%** Chinese workers have acquired digital skills
- **39%** Global workers have acquired digital skills

- **38%** Chinese workers use reskilling providers
- **14%** Global workers use reskilling providers

- **26%** Chinese workers of sessions organized by reskilling provider
- **9%** Global workers of sessions organized by reskilling provider

- **15%** Chinese workers see themselves as responsible for reskilling
- **9%** Global workers see themselves as responsible for reskilling

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Key learnings from French workers

France is lagging behind in evaluating the skills gaps.

For French workers, reskilling is strongly linked to the employer. They consider their employers as responsible for them to have the right skills, expect them to organize the training opportunities and to run the sessions.

Even with the training accounts put in place in France, money is still the main barrier for workers to reskill.

- 26% of French workers see their employers as responsible for reskilling.
- 76% of French workers do not evaluate the skill gaps.
- 51% of Global workers expect employers to develop the sessions.
- 41% of French workers state money is a barrier to reskilling.
- 24% of Global workers state money is a barrier to reskilling.
Indian workers are expecting quicker change and are more concerned about losing their job because of the changes, maybe because of the impact of automation on previously outsourced tasks.

Therefore, most Indian workers have considered reskilling and state that the employer reskilling policy as an impact on their choice of a company to work for.

Indian workers are acquiring more digital skills than their global peer average but scheduling training is still an important hurdle to reskilling.

Indian workers are expecting quicker change and are more concerned about losing their job because of the changes, maybe because of the impact of automation on previously outsourced tasks.

Therefore, most Indian workers have considered reskilling and state that the employer reskilling policy as an impact on their choice of a company to work for.

Indian workers are acquiring more digital skills than their global peer average but scheduling training is still an important hurdle to reskilling.
Key learnings from Italian workers

Half of Italian workers see themselves as responsible for acquiring new skills and are therefore expecting more from their employers (e.g., to develop training opportunities).

Italian workers have acquired more digital and communication skills than their peer average.

Besides the time and cost hurdles, the lack of available training is also mentioned by workers as a reason for not acquiring new skills.

64% Italian workers | 59% Global workers
expect employers to develop the sessions

53% Italian workers | 62% Global workers
see themselves as primarily responsible for reskilling

52% Italian workers | 39% Global workers
have acquired digital skills

23% Italian workers | 11% Global workers
state lack of available training is main barrier to reskilling

30% Italian workers | 47% Global workers
expect themselves to develop the sessions