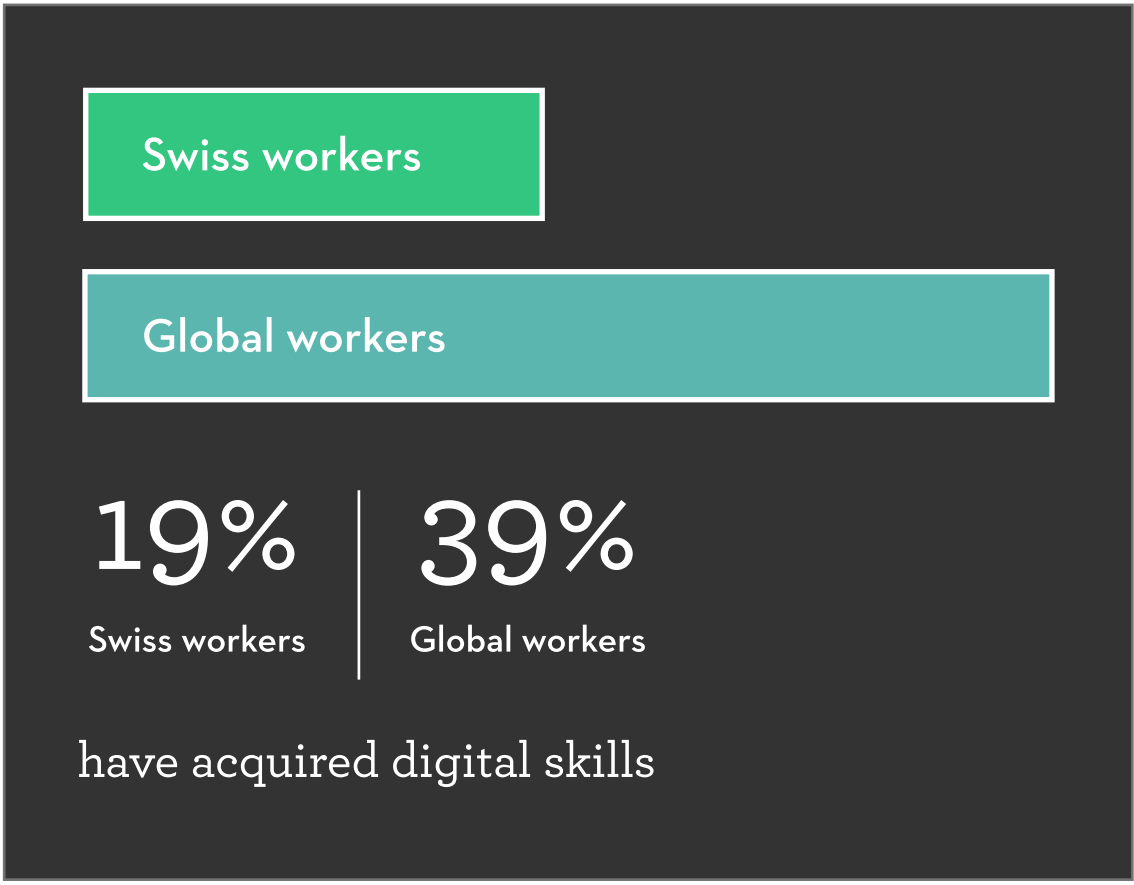
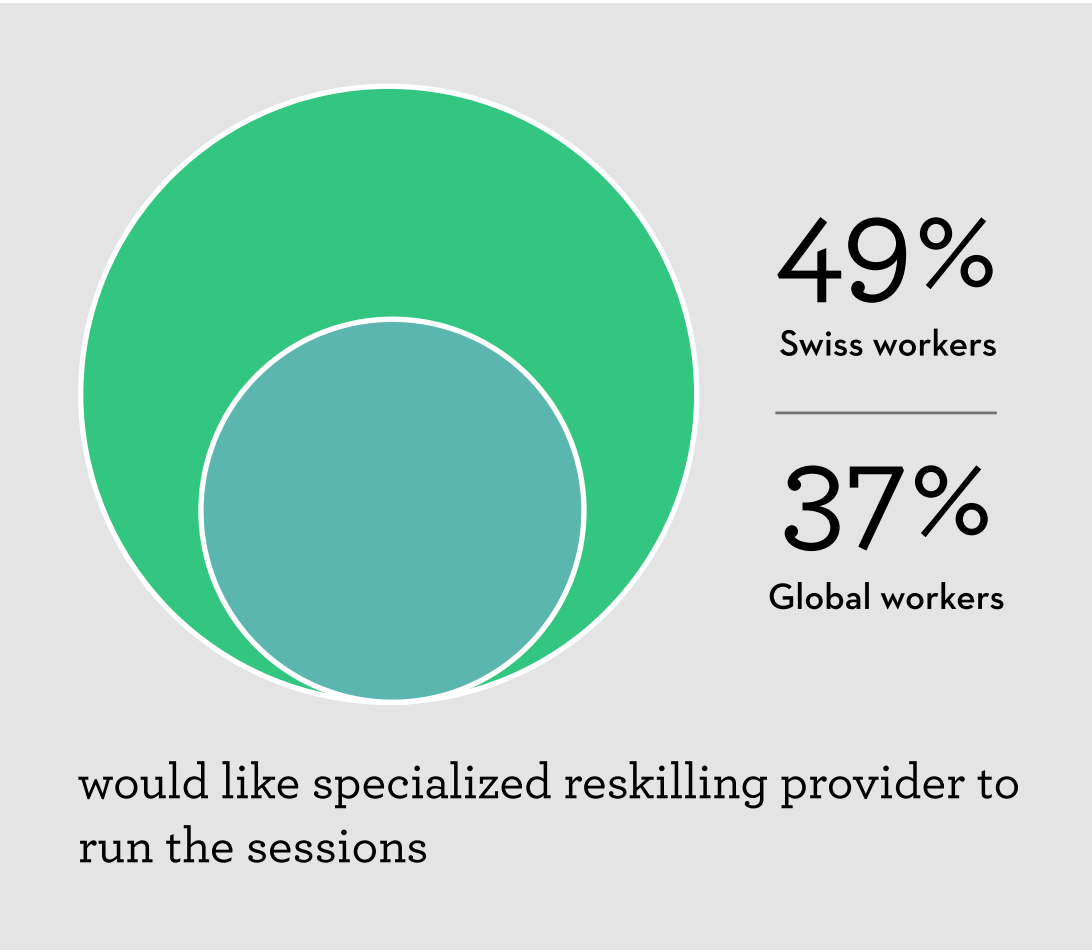
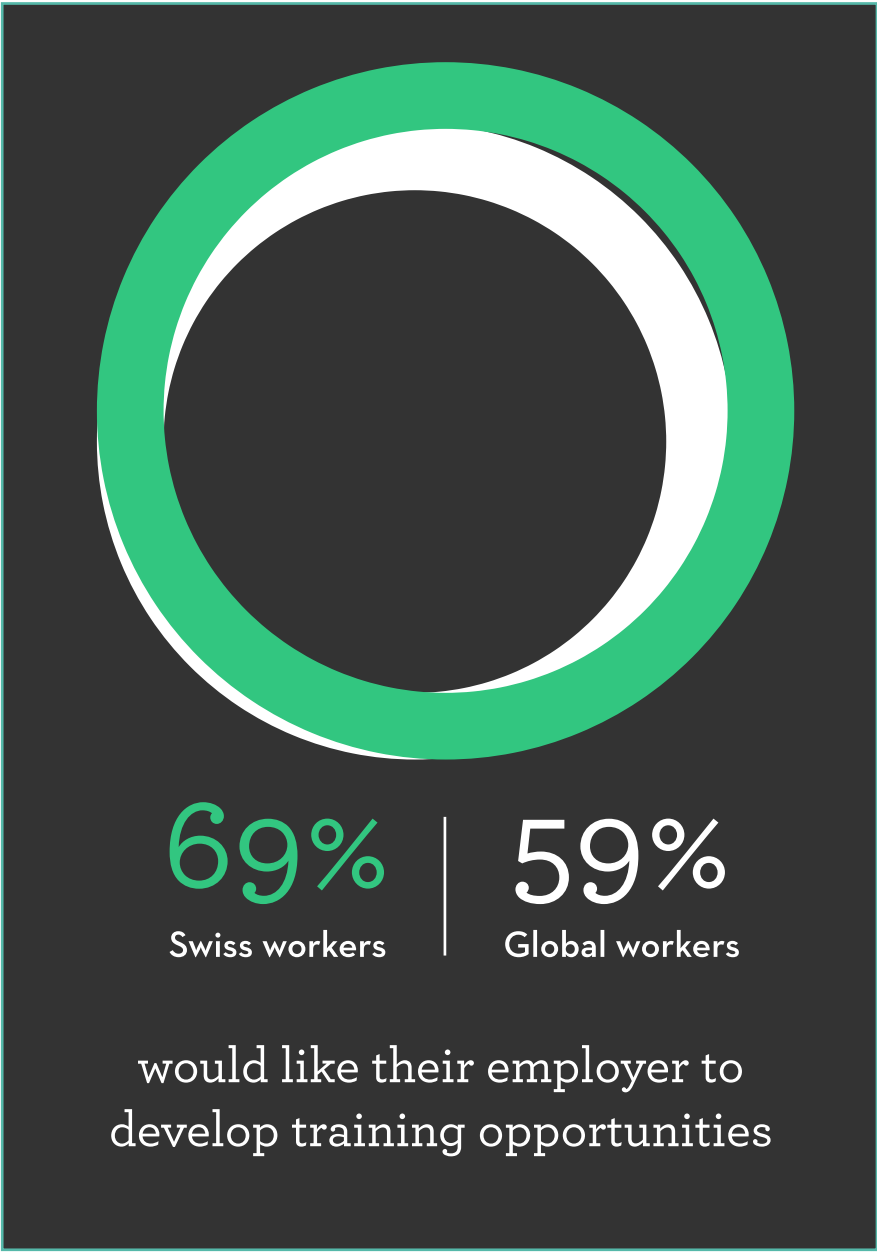
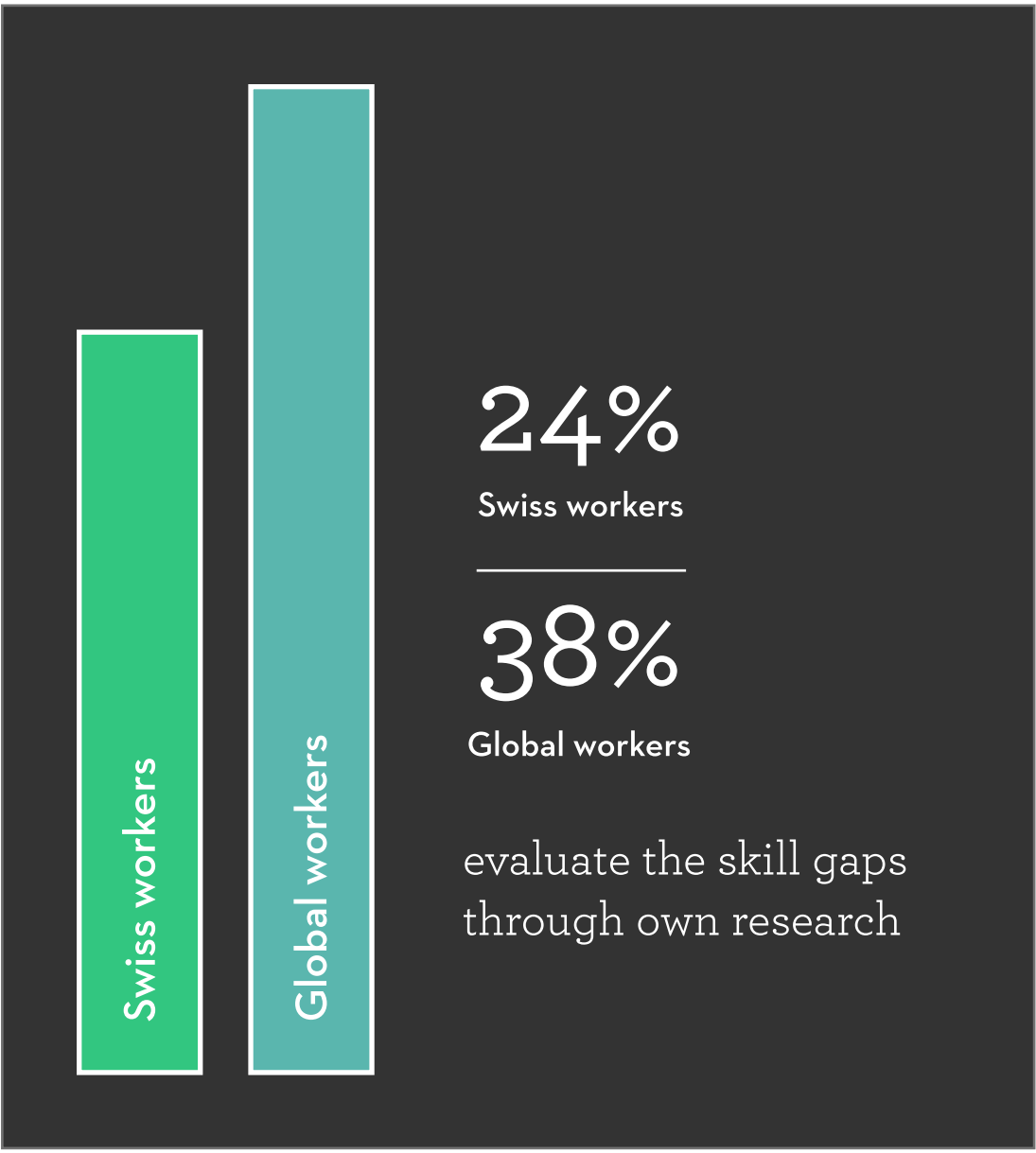


# Key learnings from Swiss workers

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.





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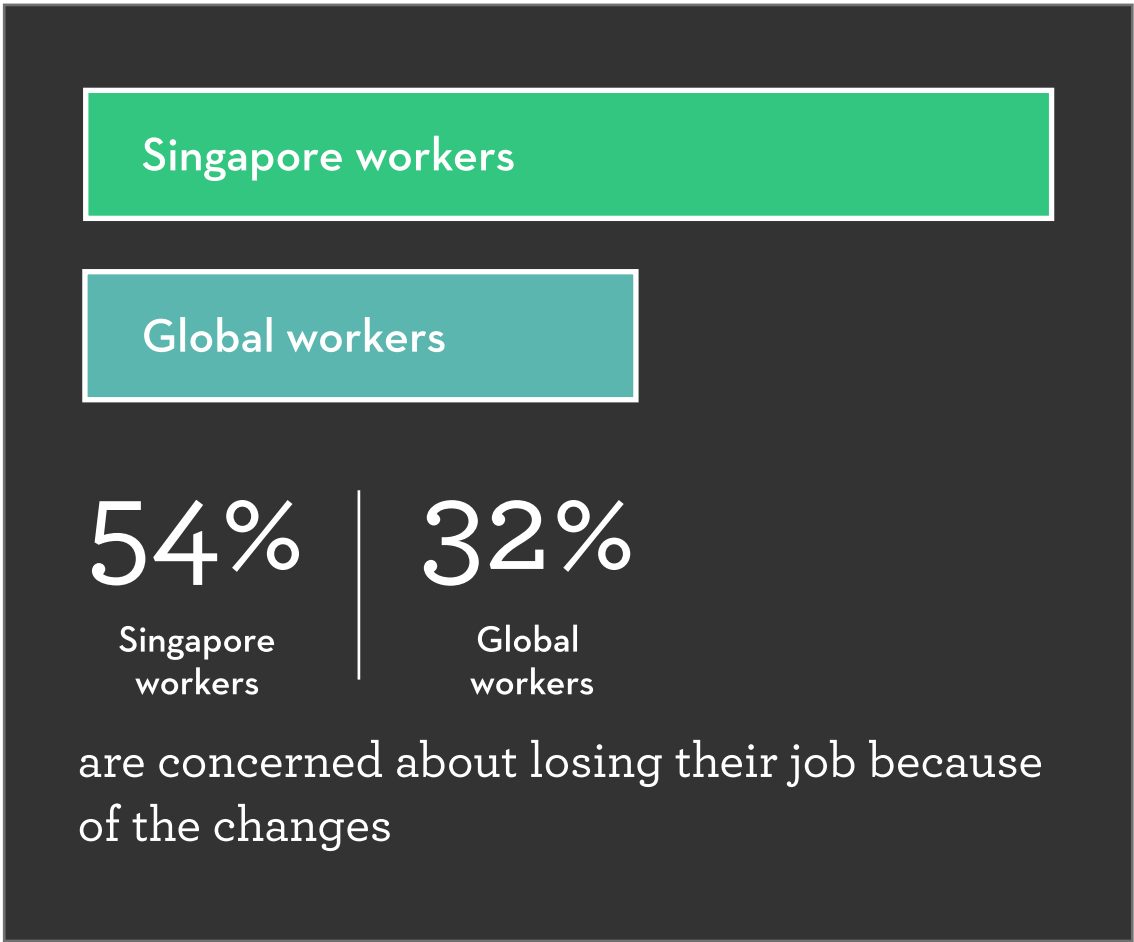
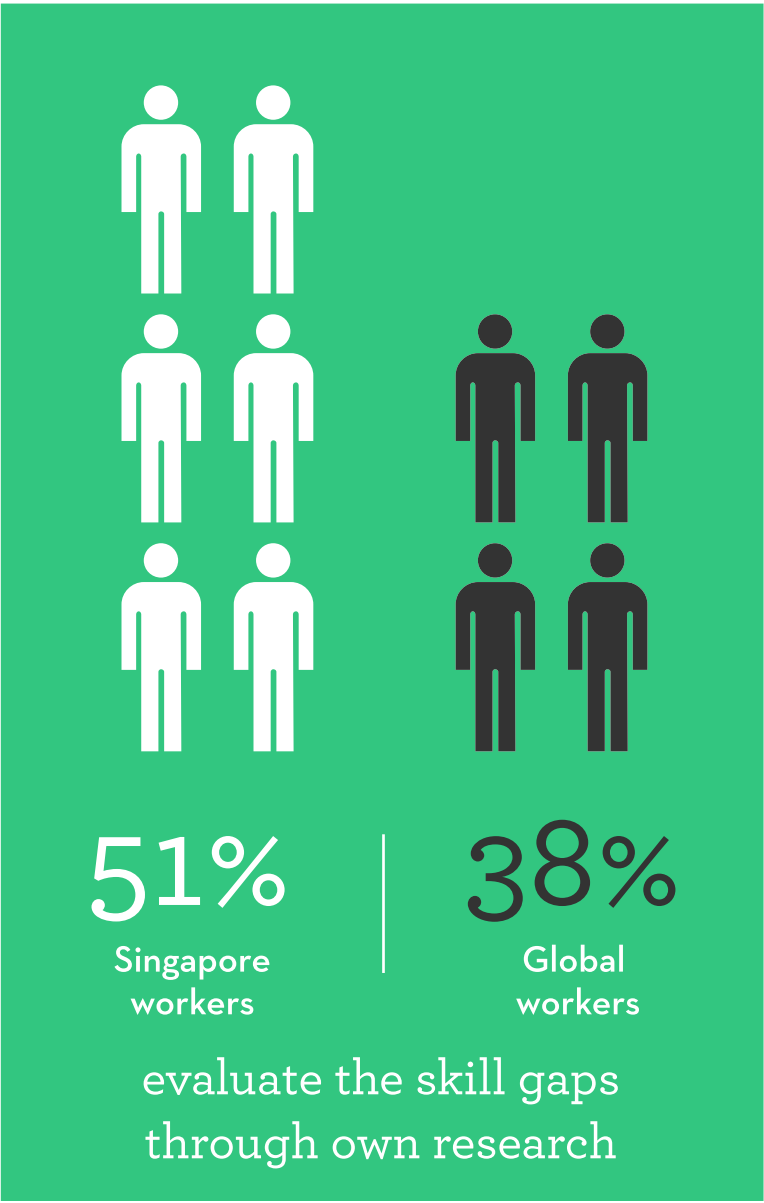
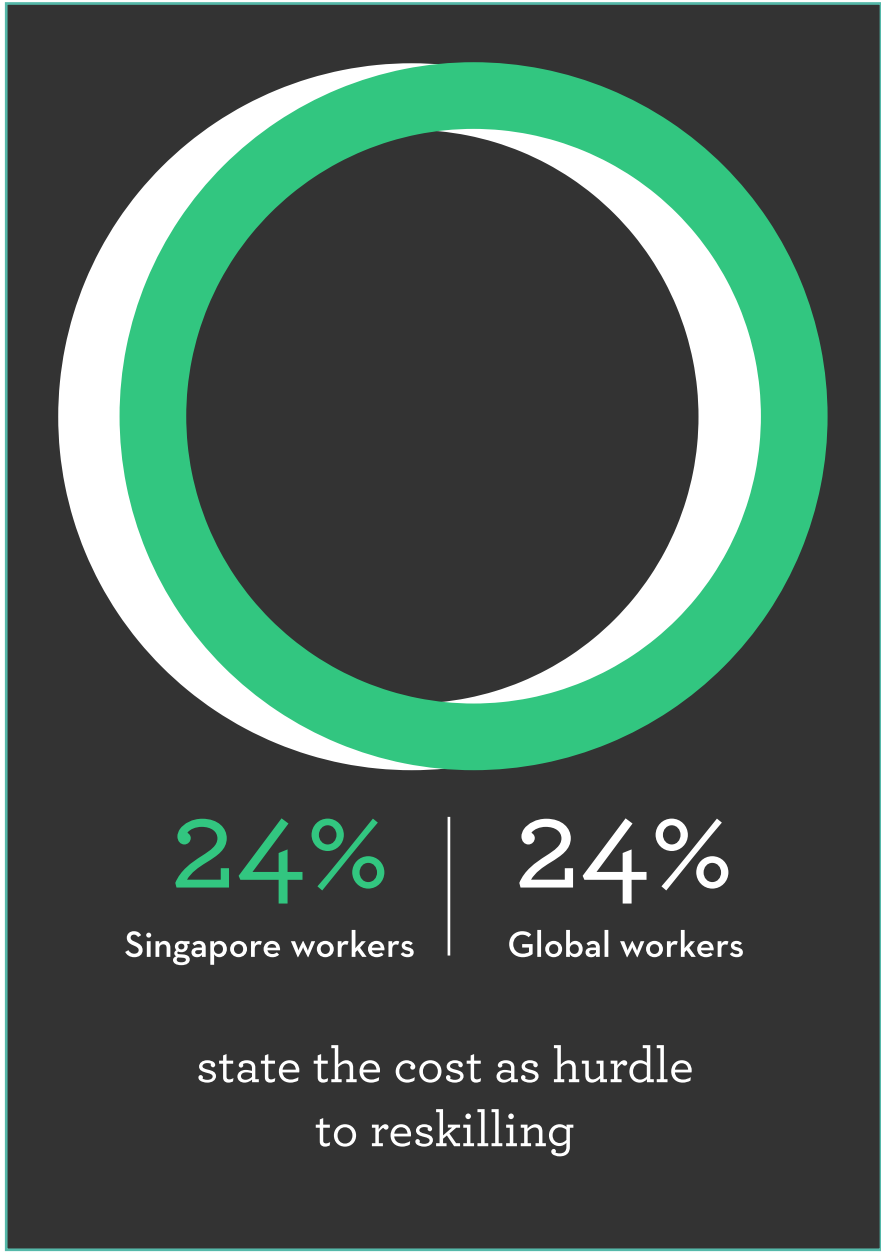
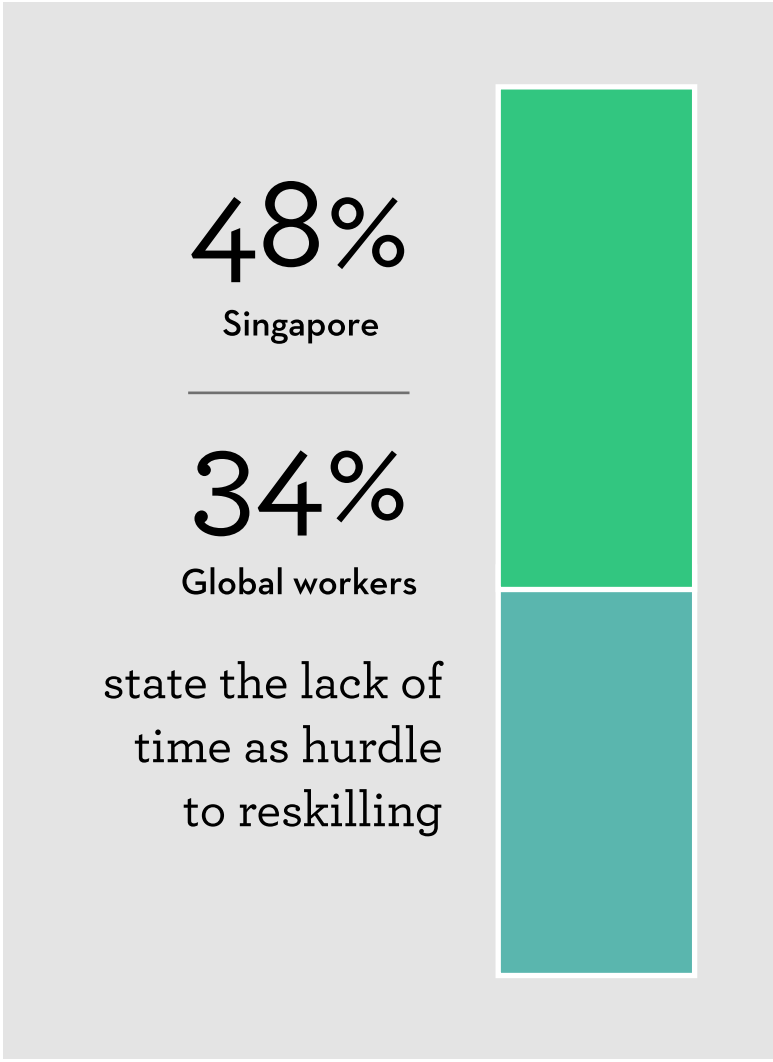
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# Key learnings from Singaporean workers

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.





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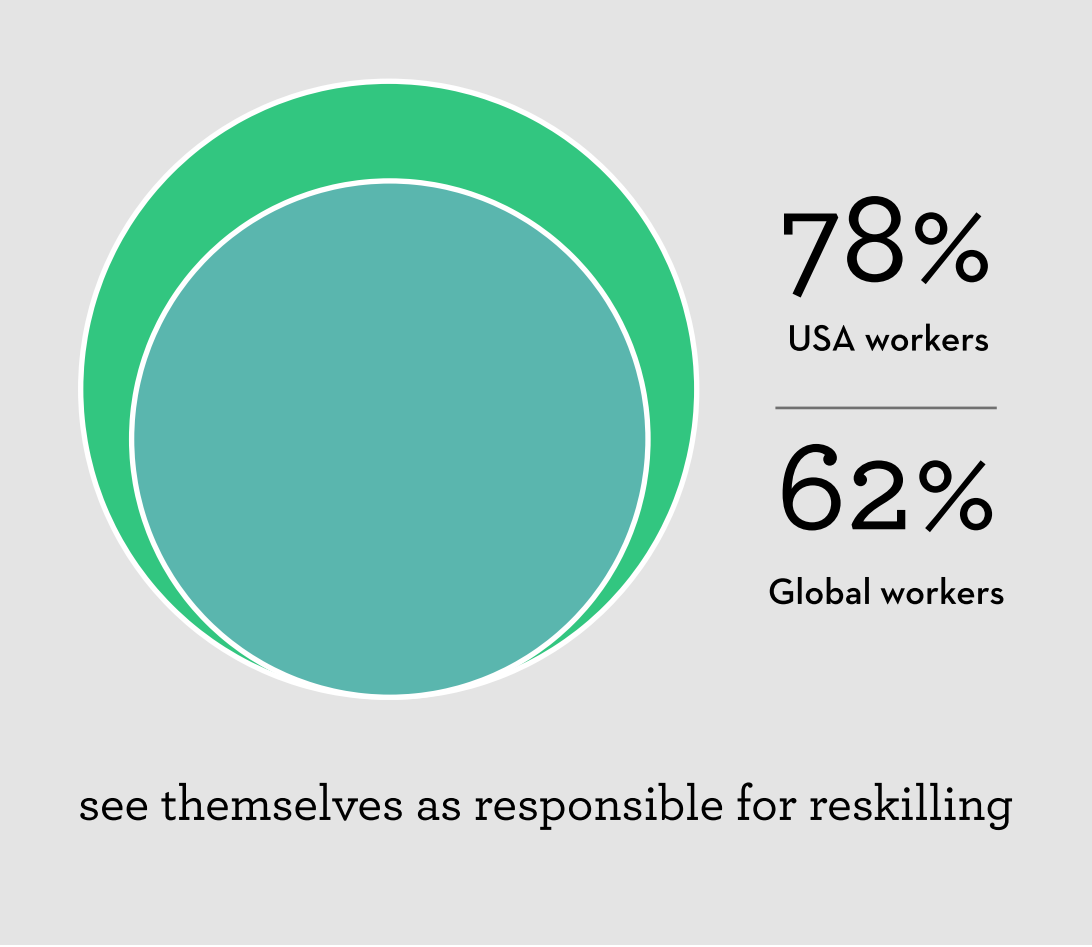
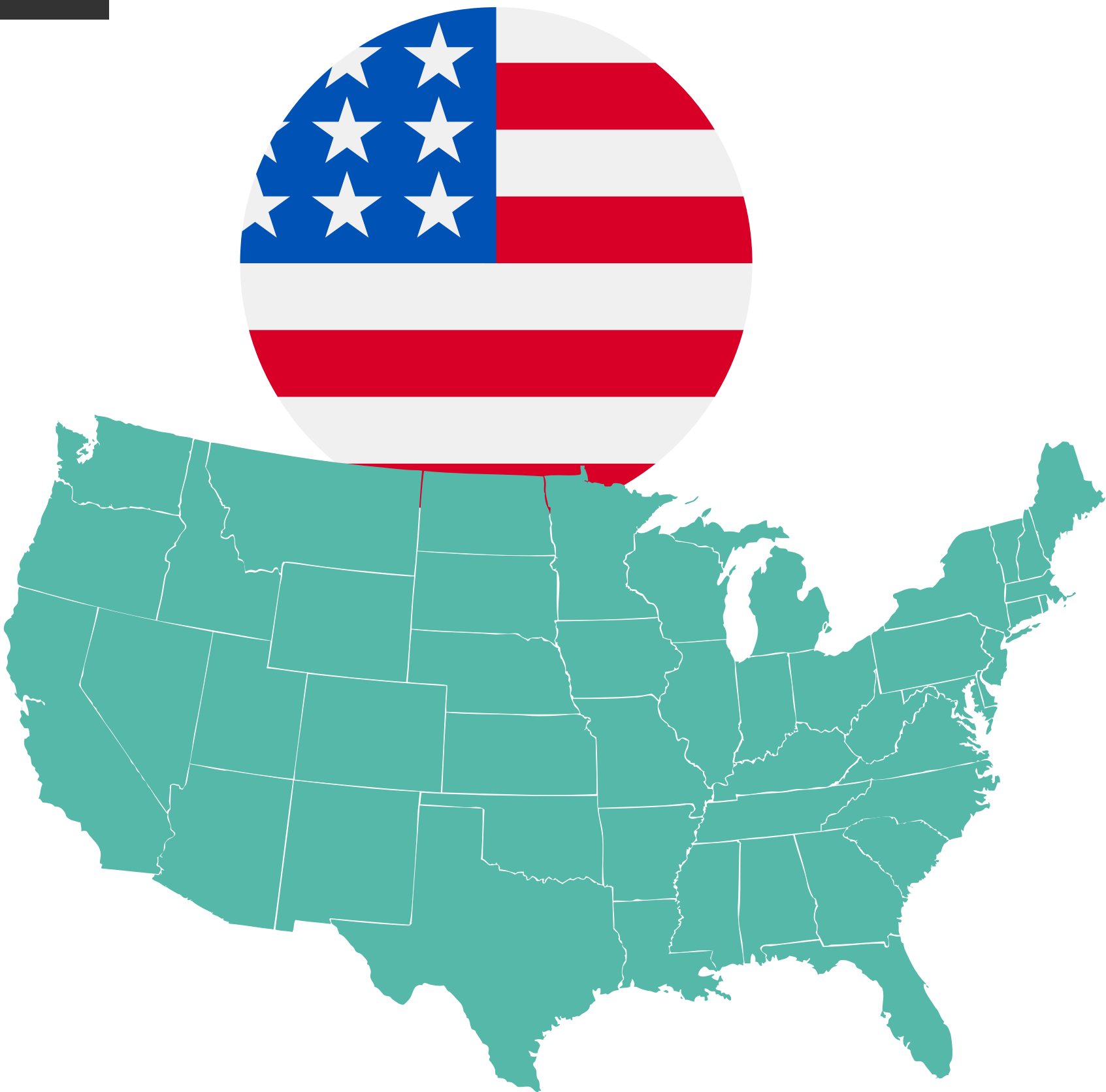
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# Key learnings from USA workers

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.





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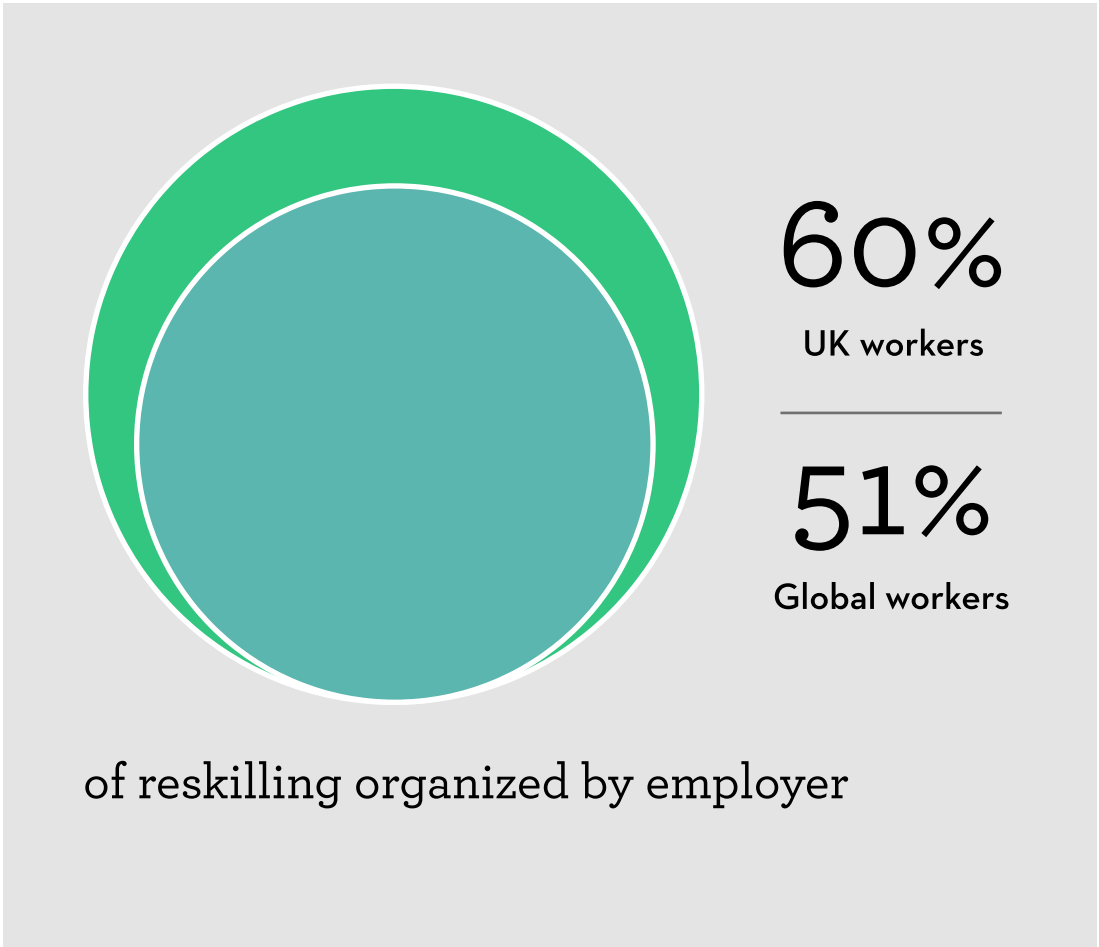
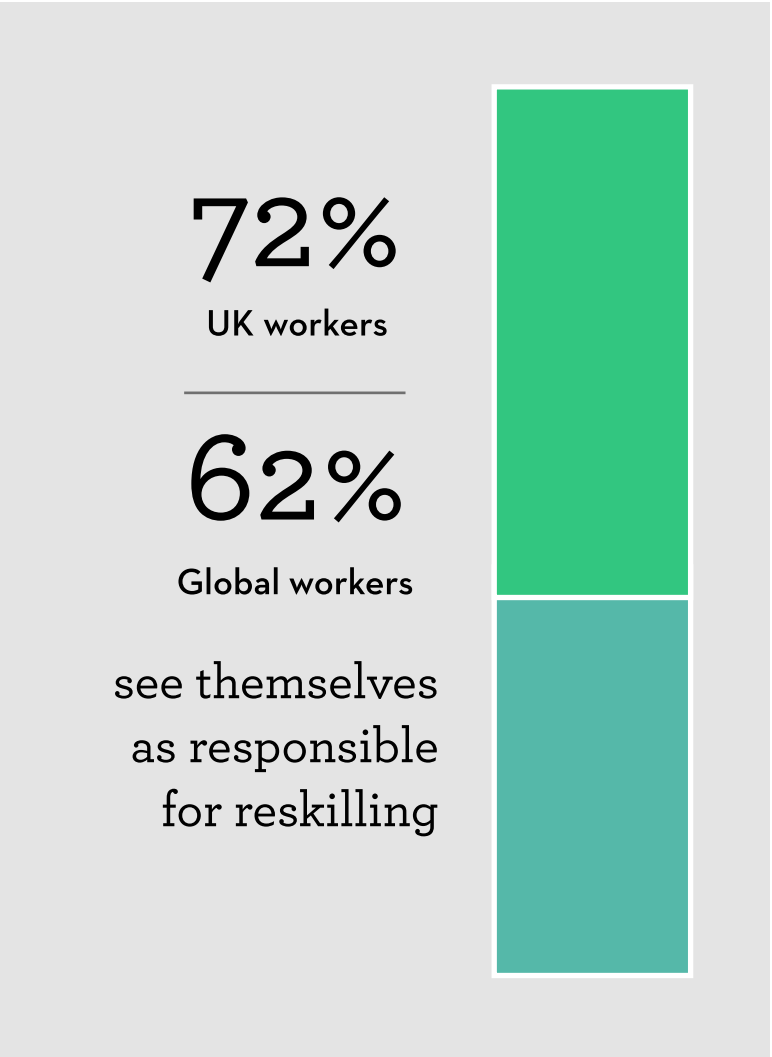
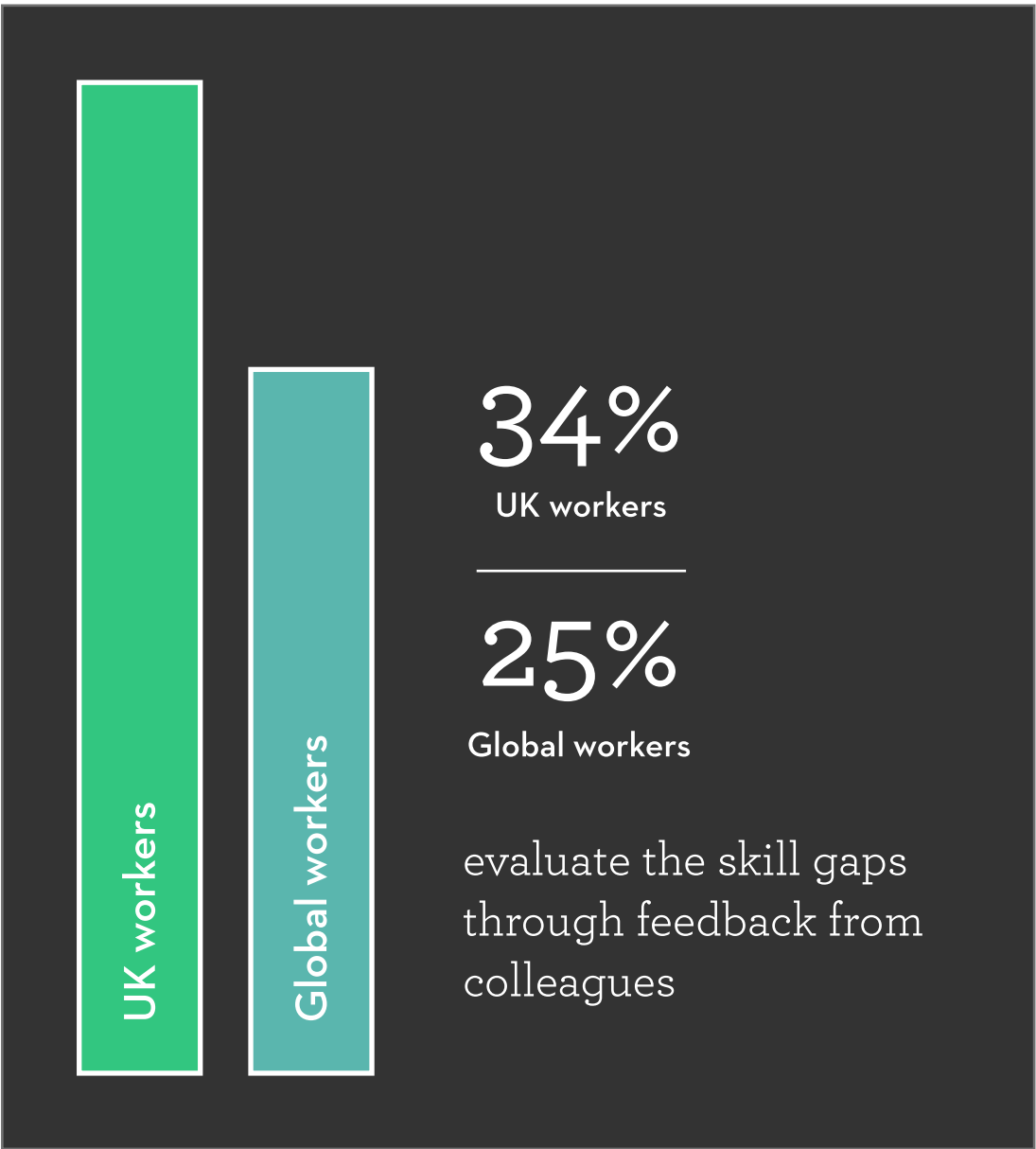
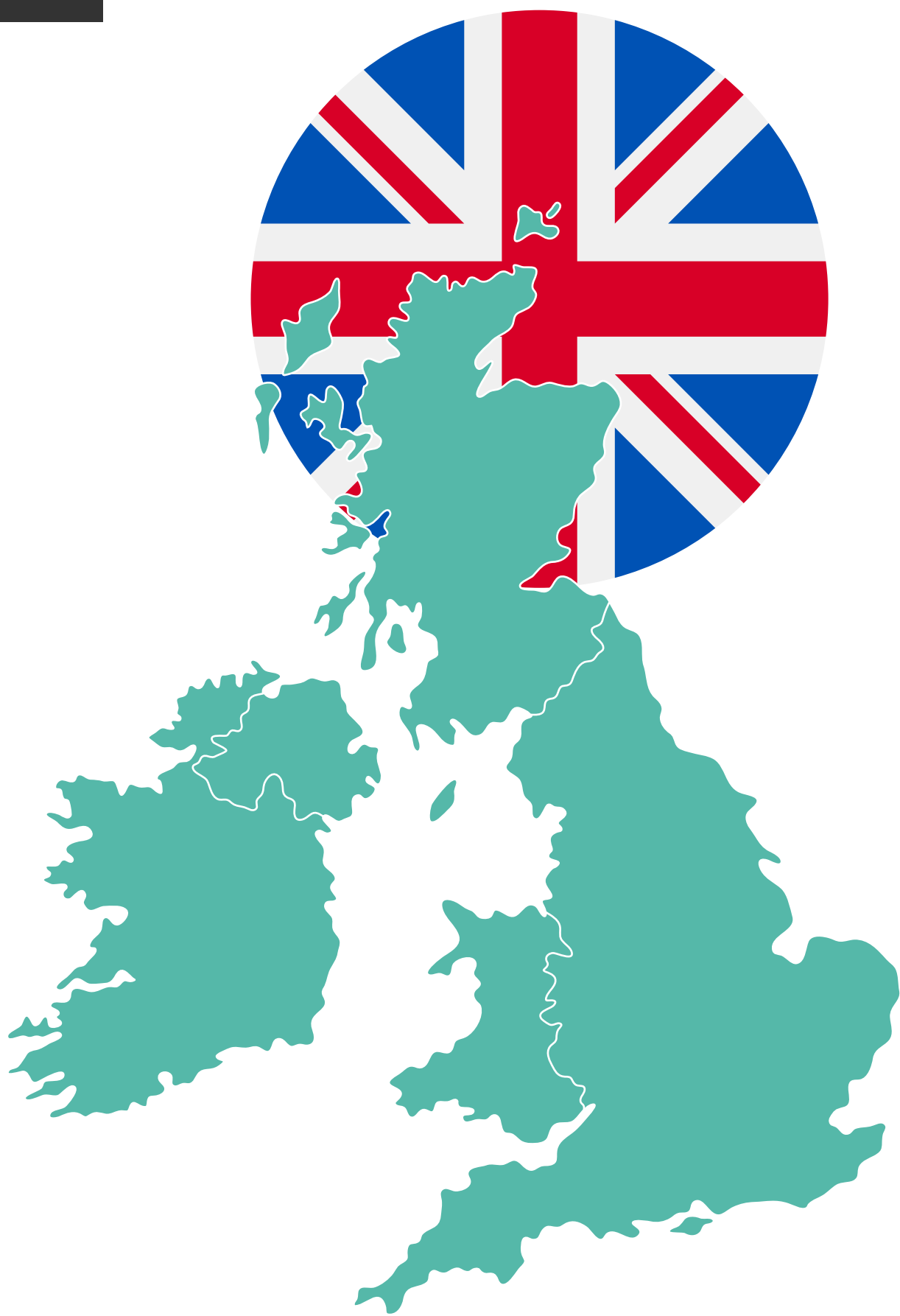
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# Key learnings from UK workers

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.







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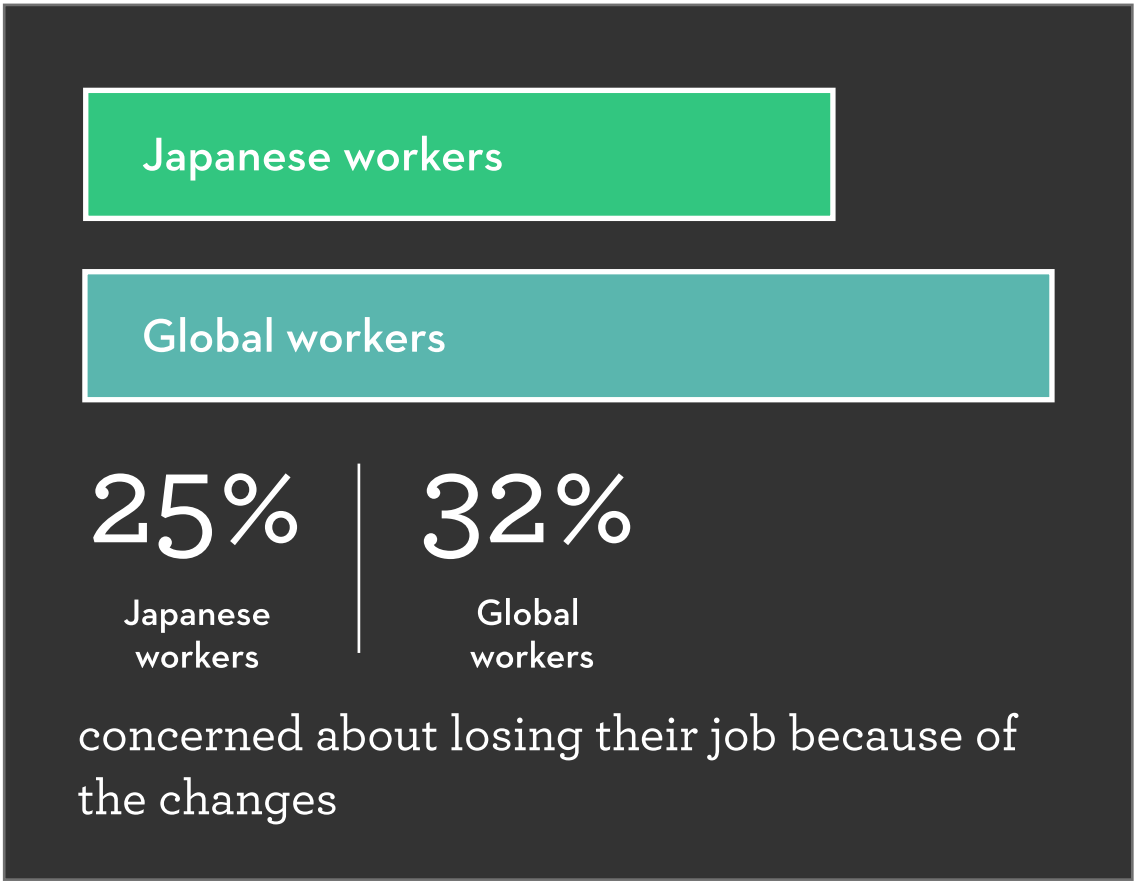
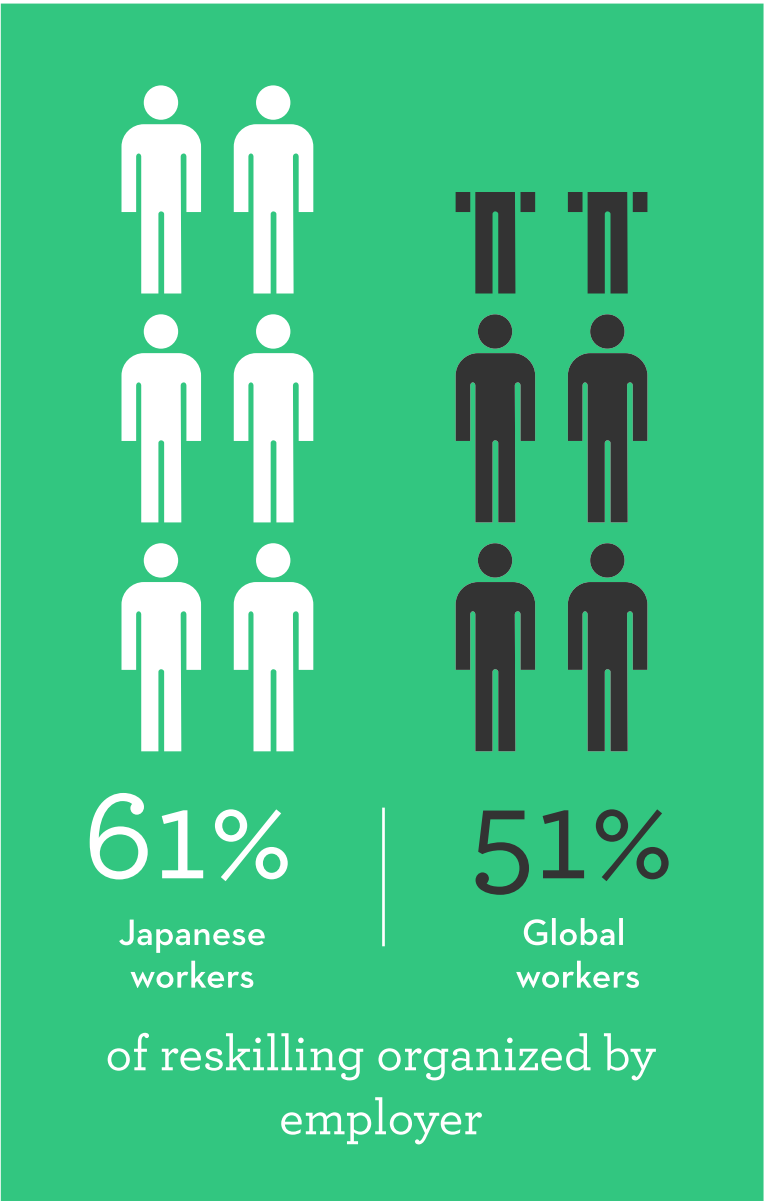
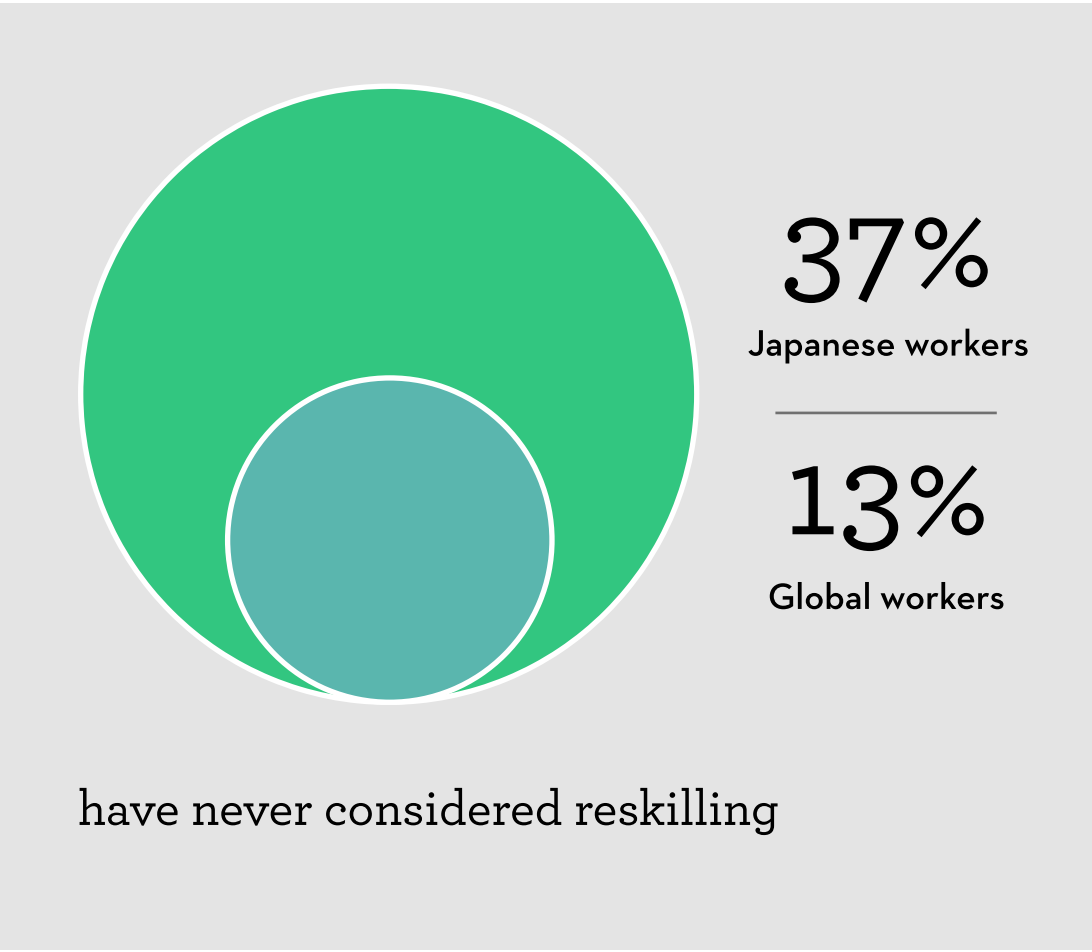
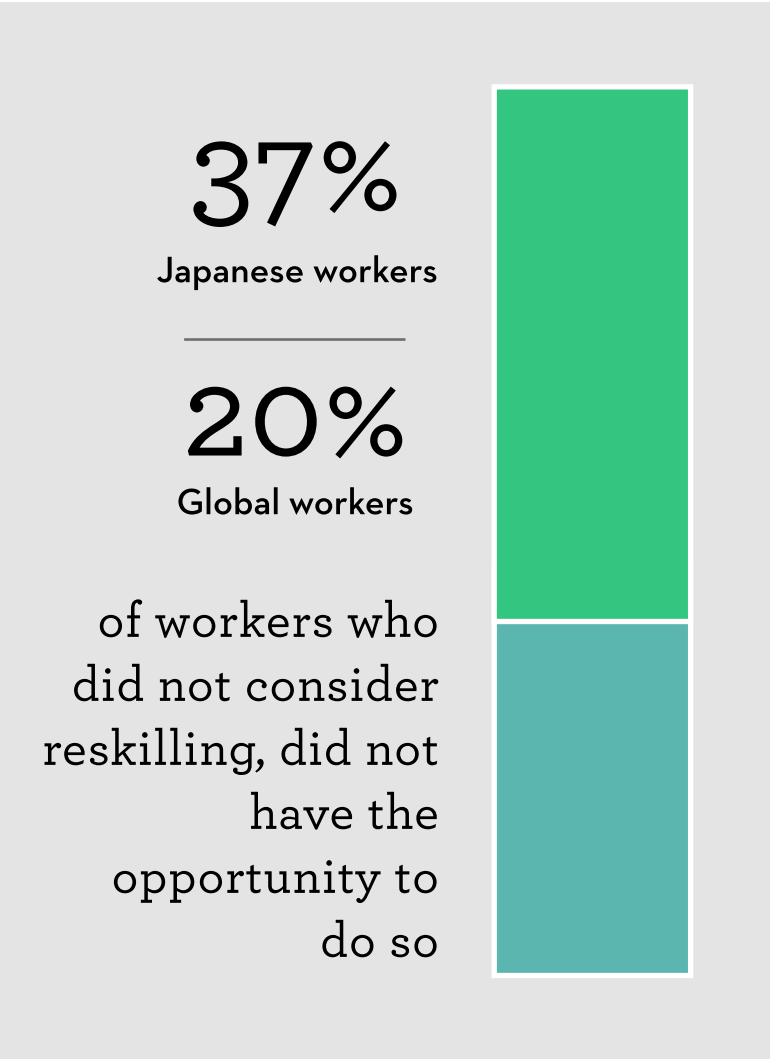
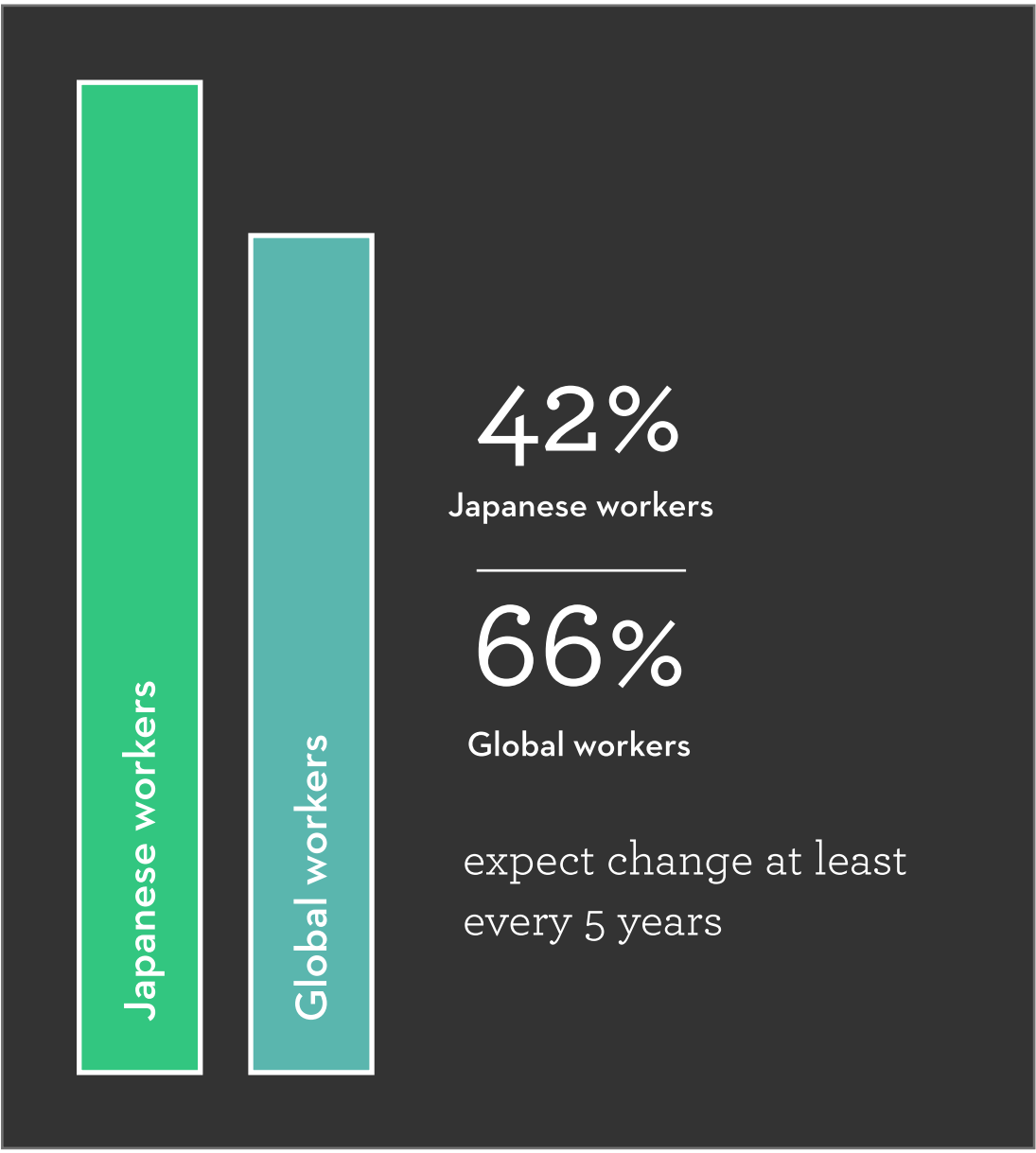
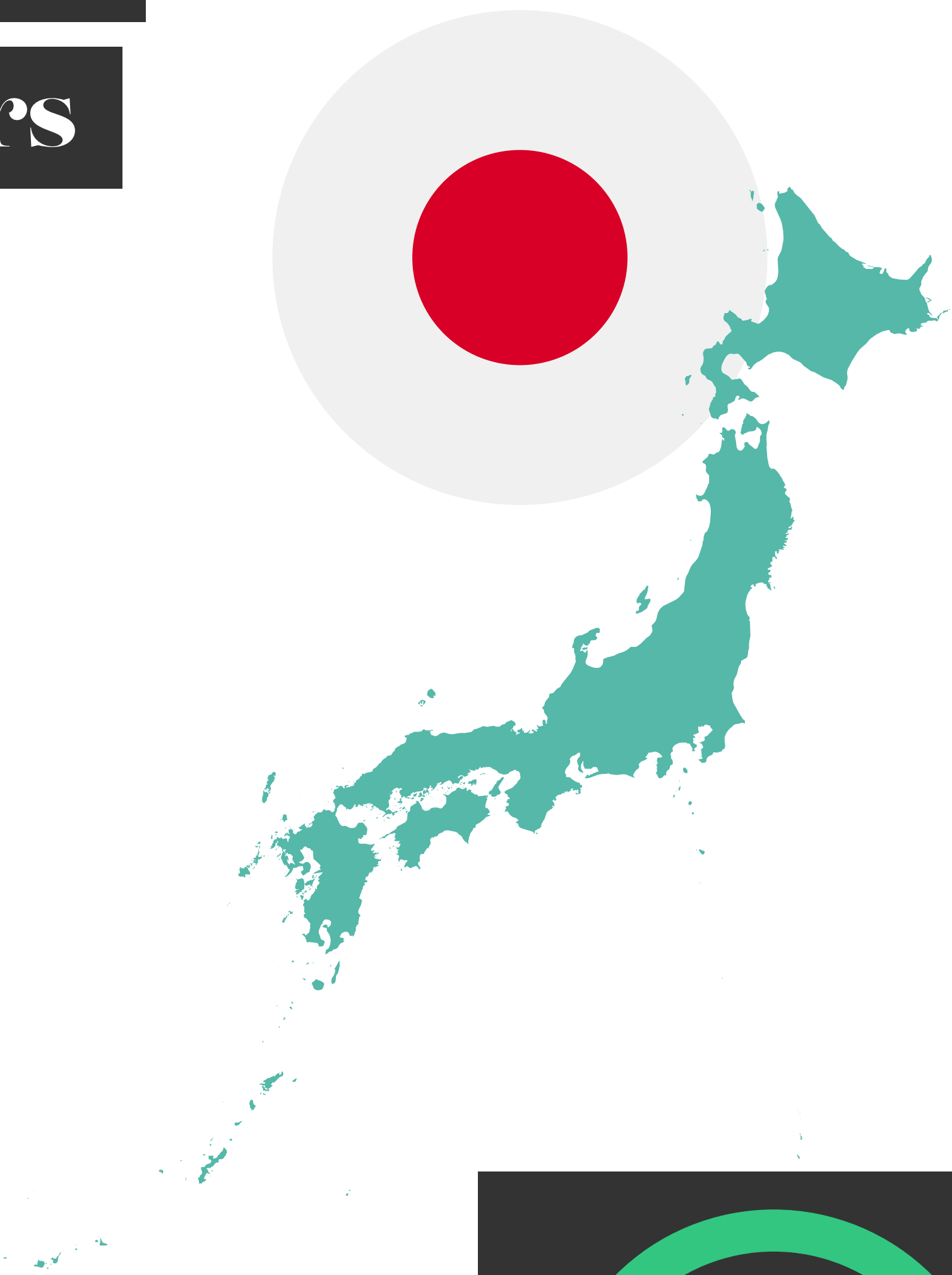
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# Key learnings from Japanese workers

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

In Japan, **less is happening around reskilling**. More workers do not evaluate their skill gaps, more did not considered 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**.

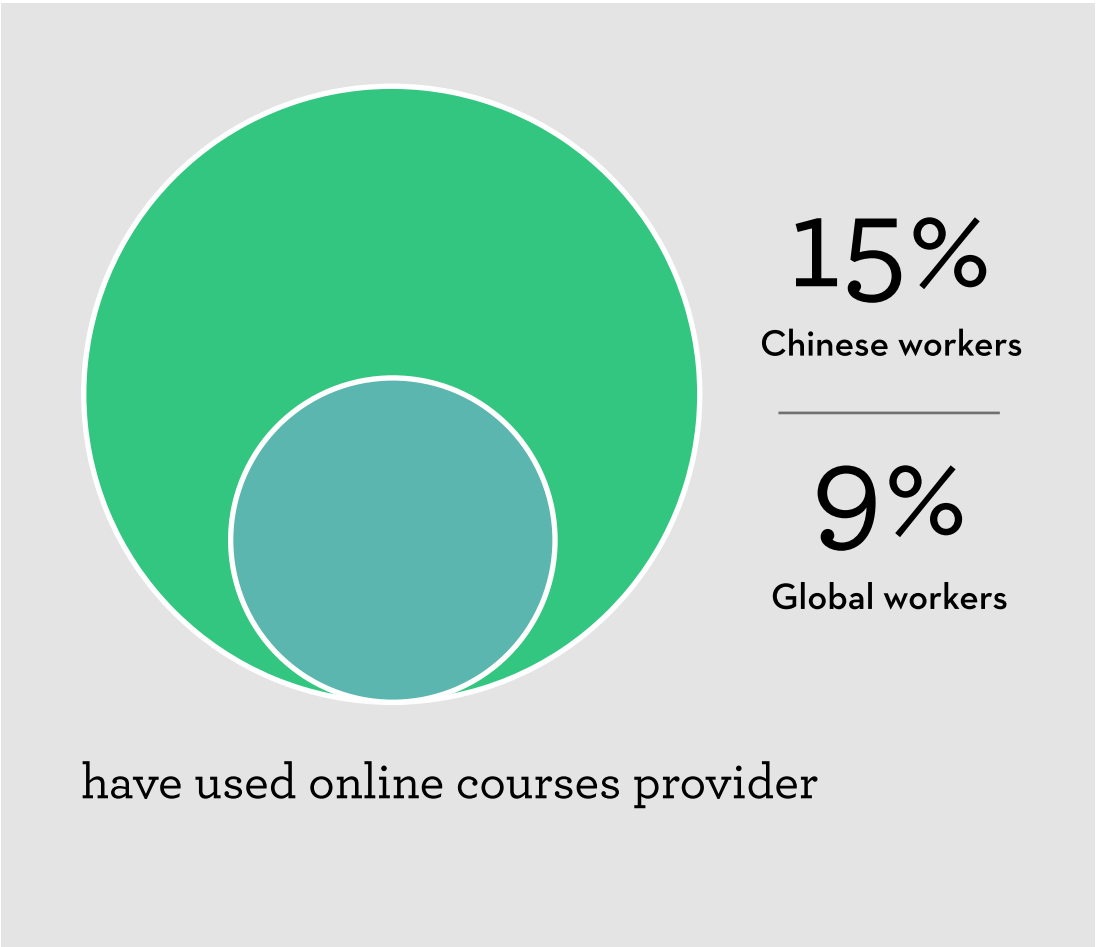
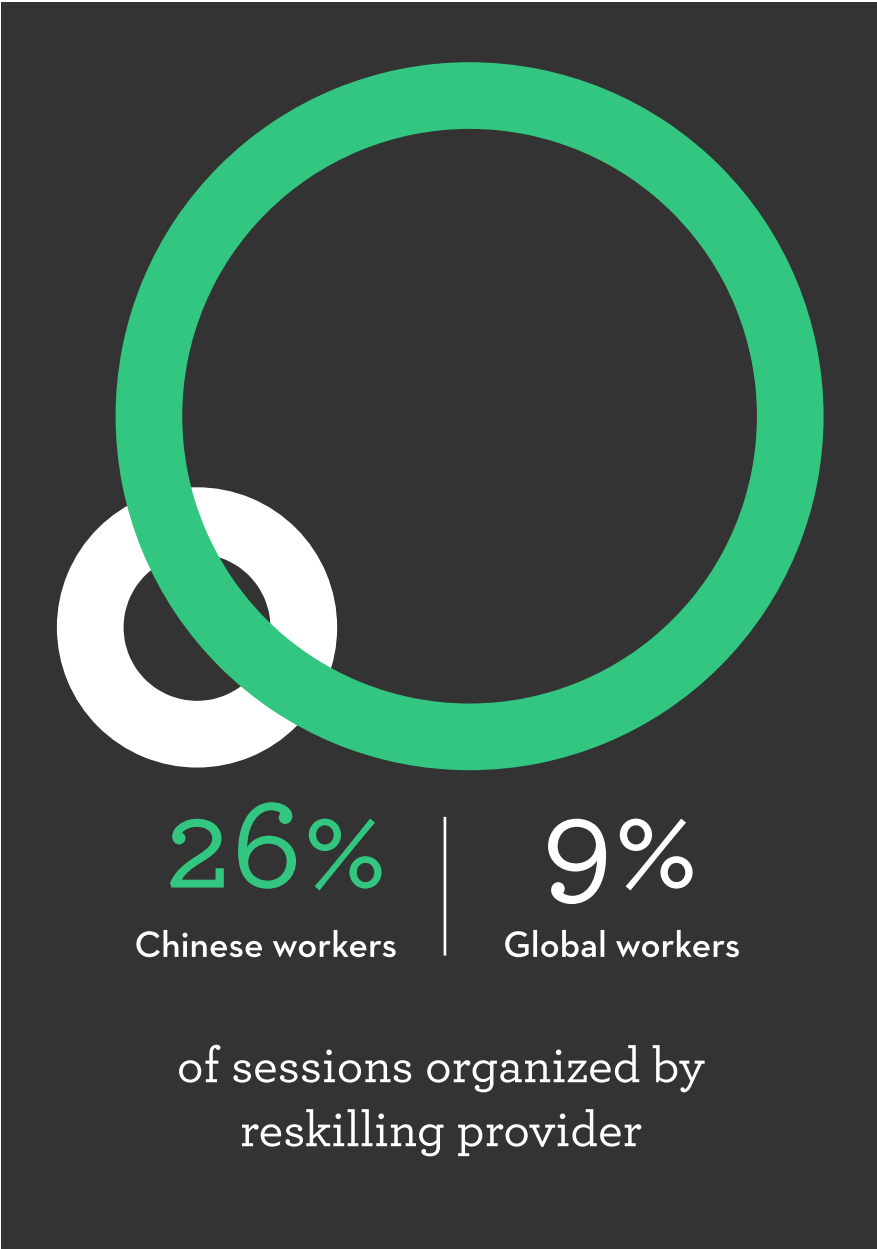
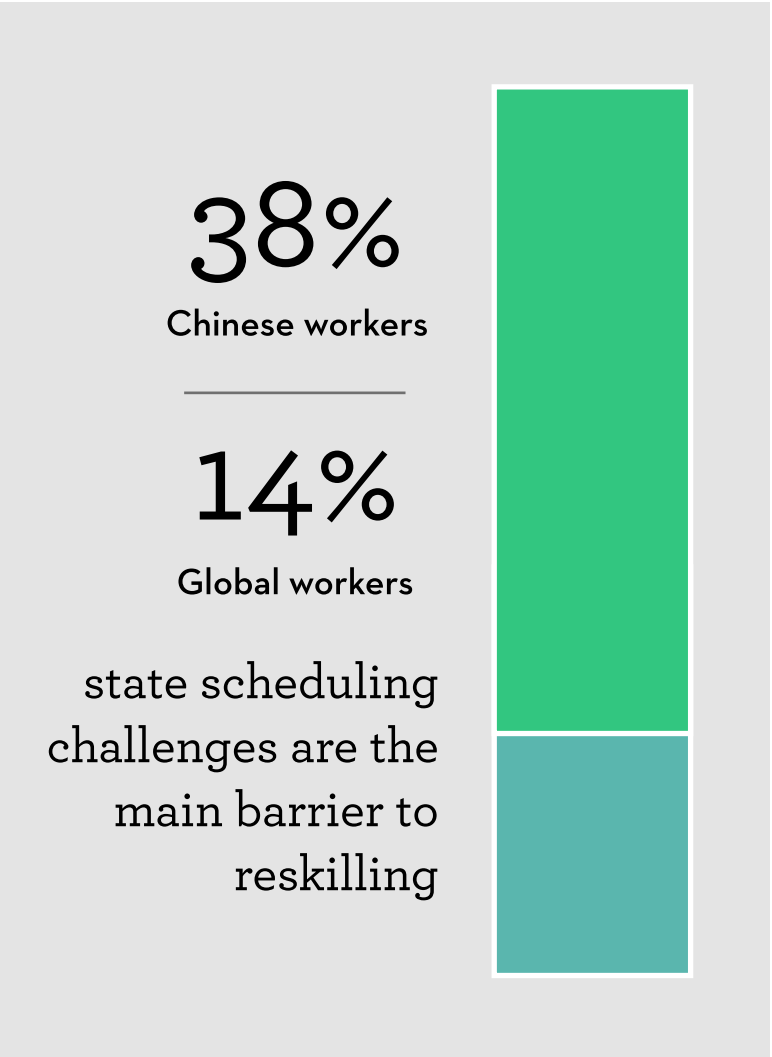
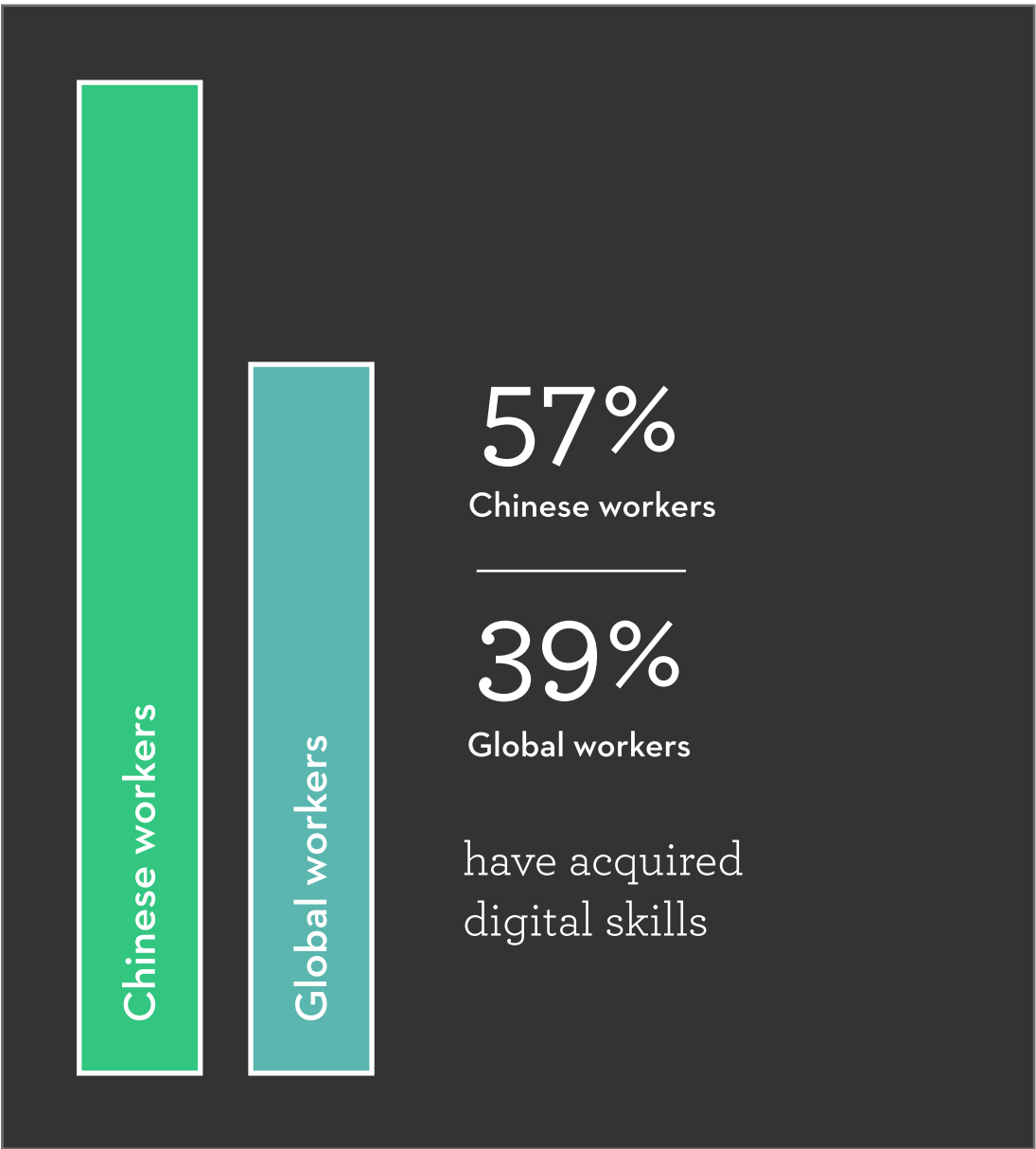


# Key learnings from Chinese workers

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.



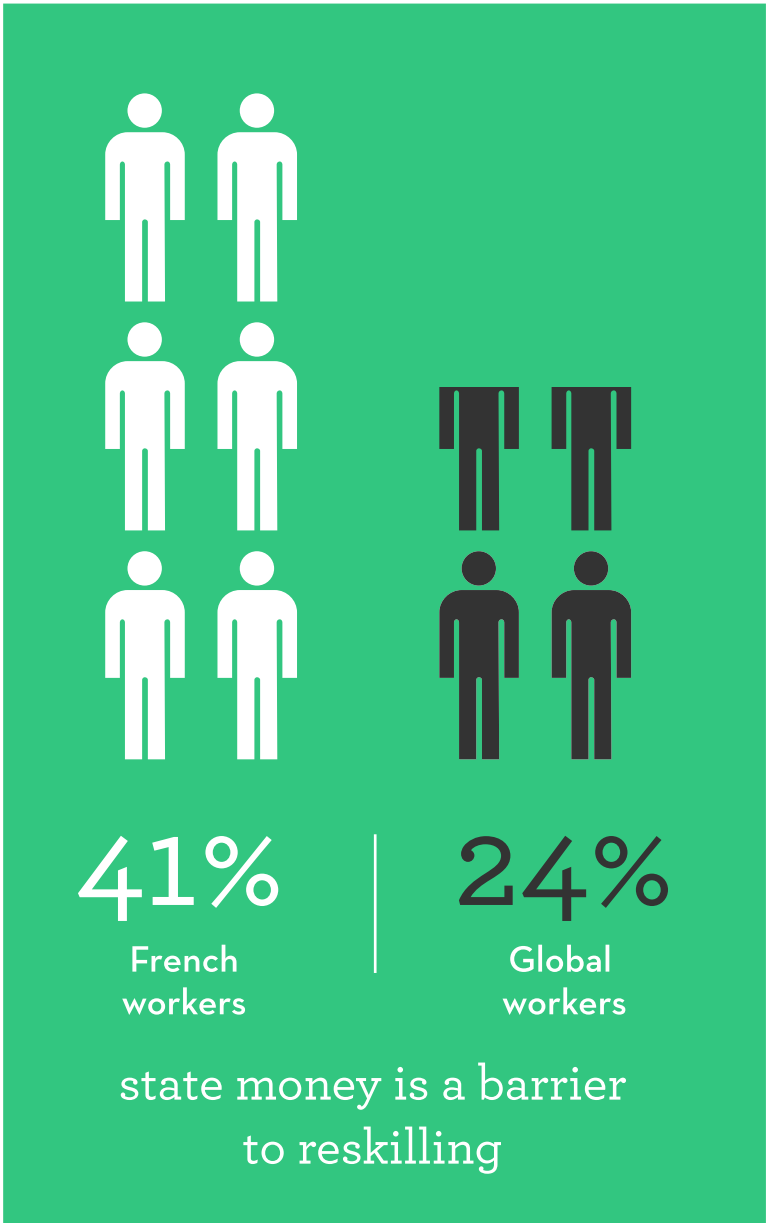
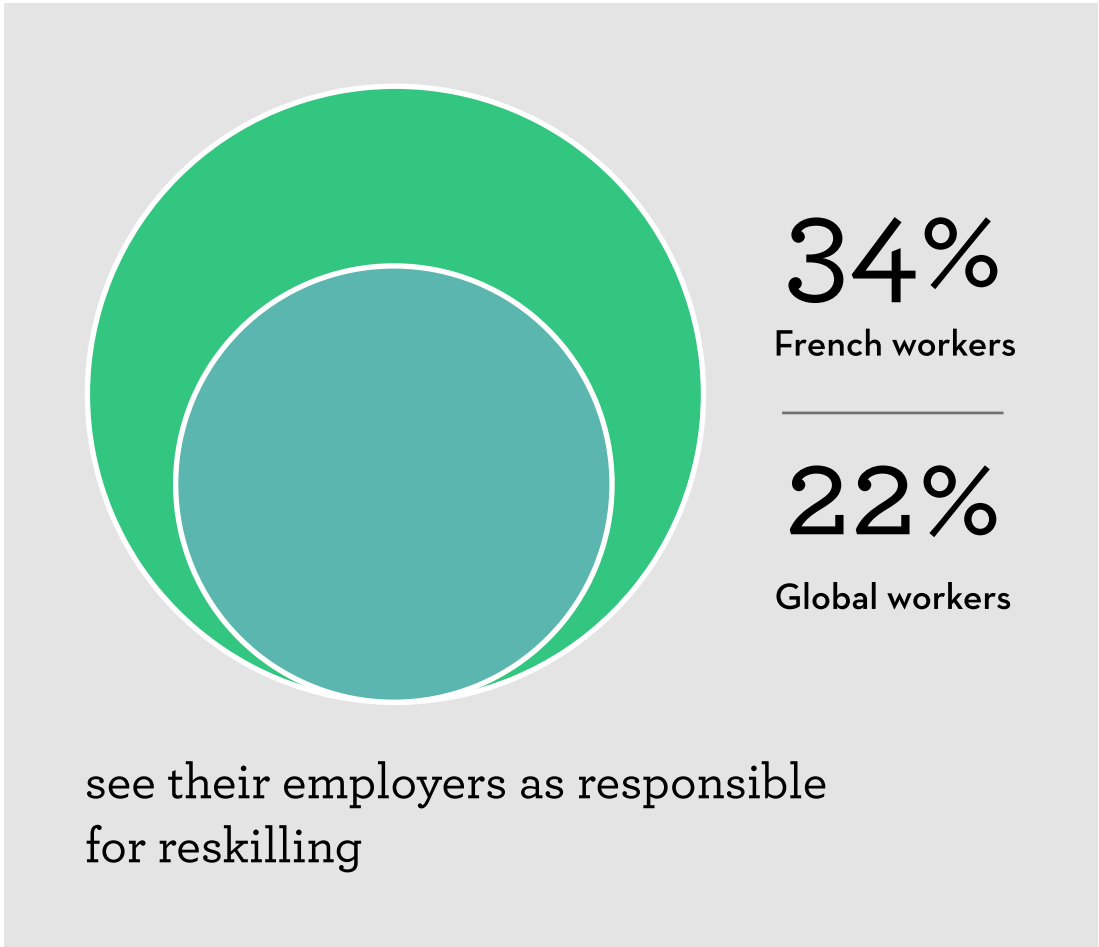
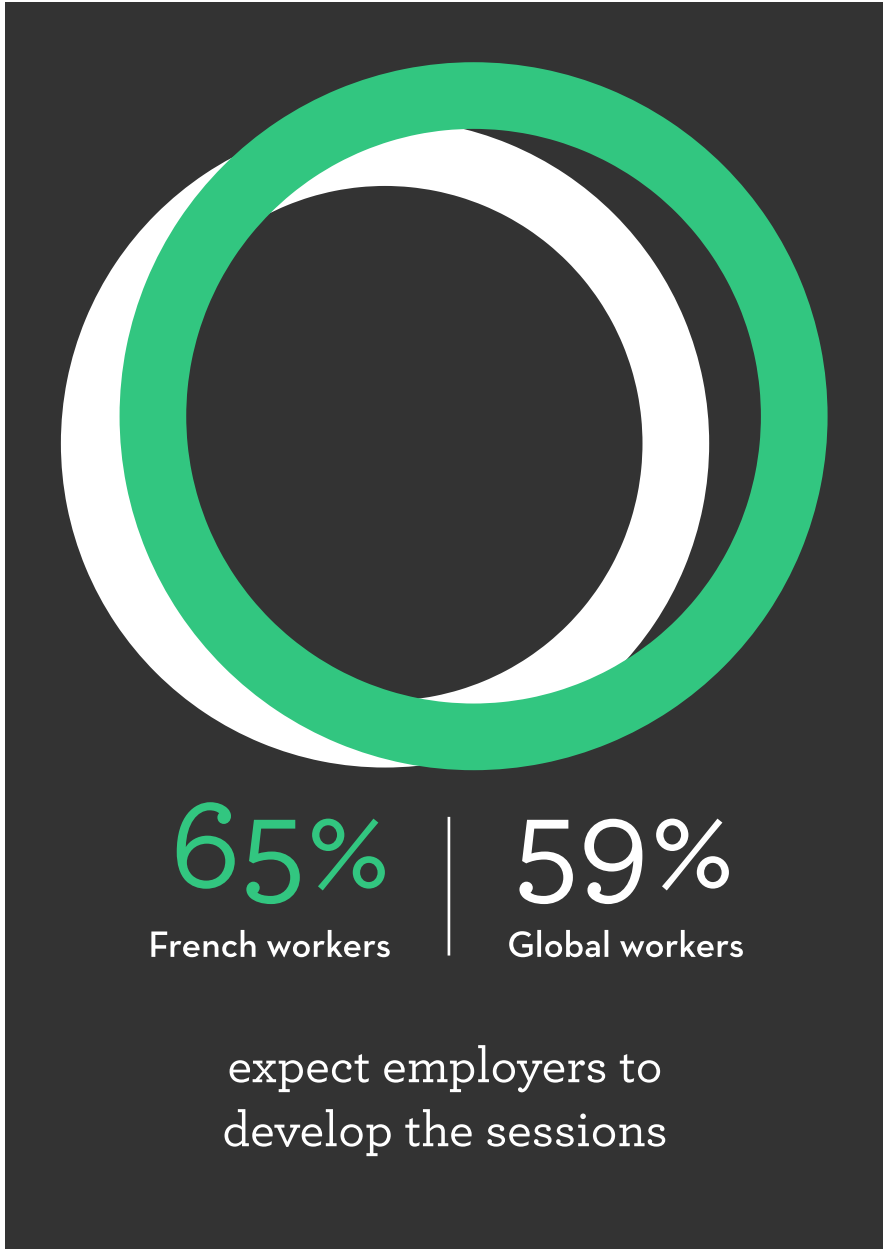
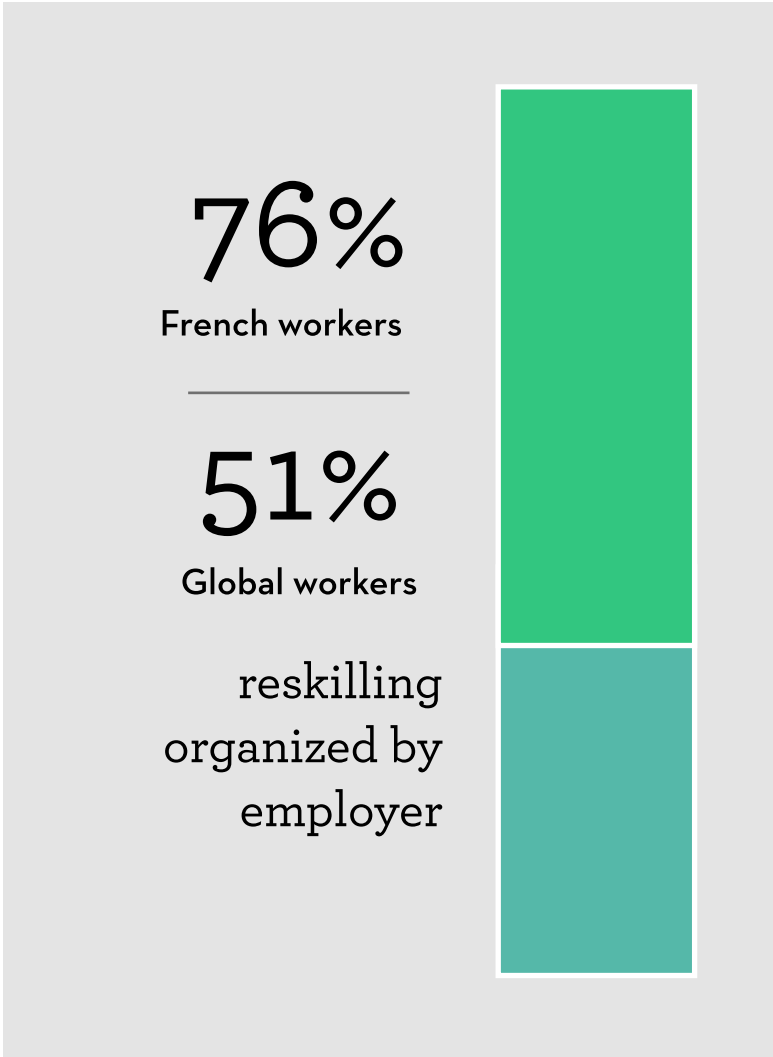
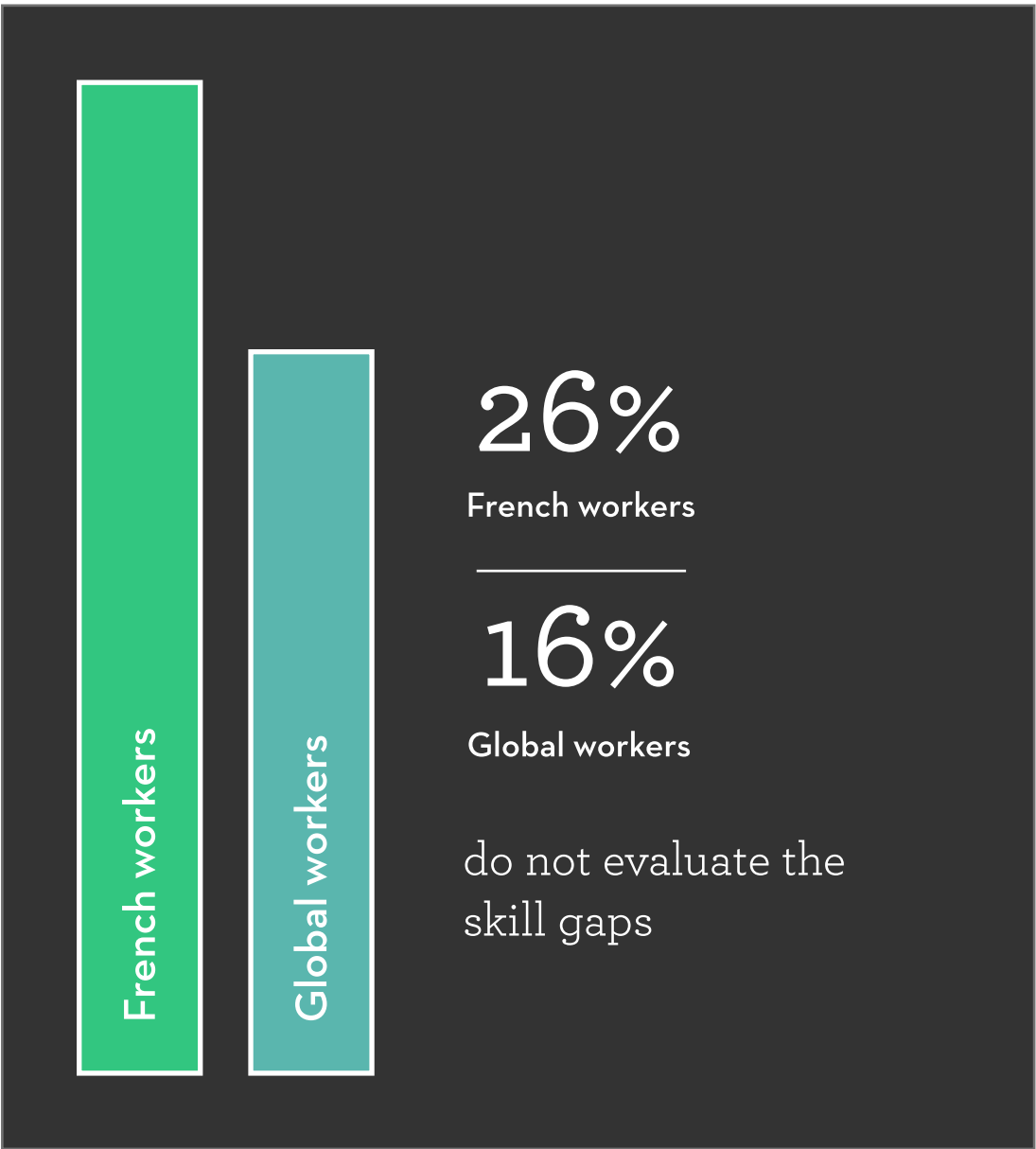
Key learnings from

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.



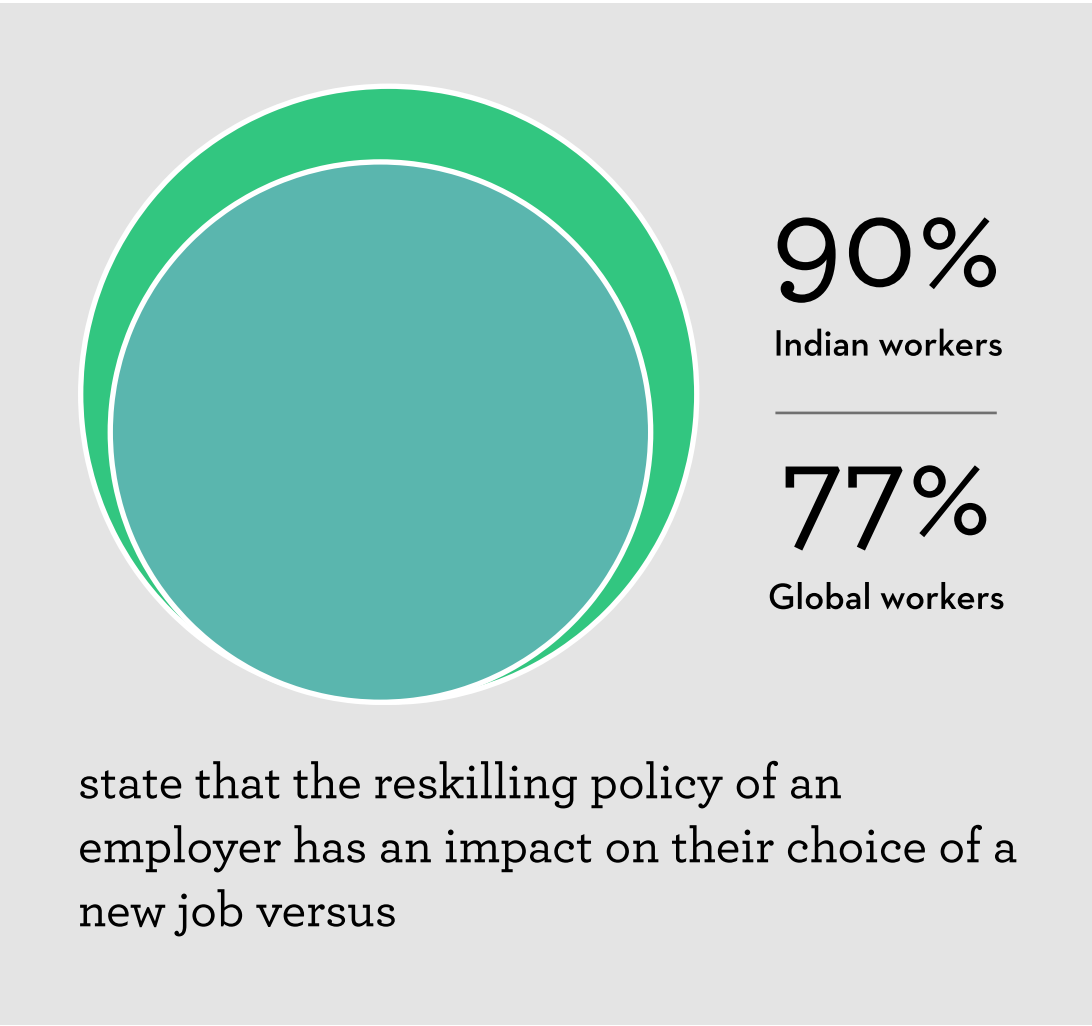
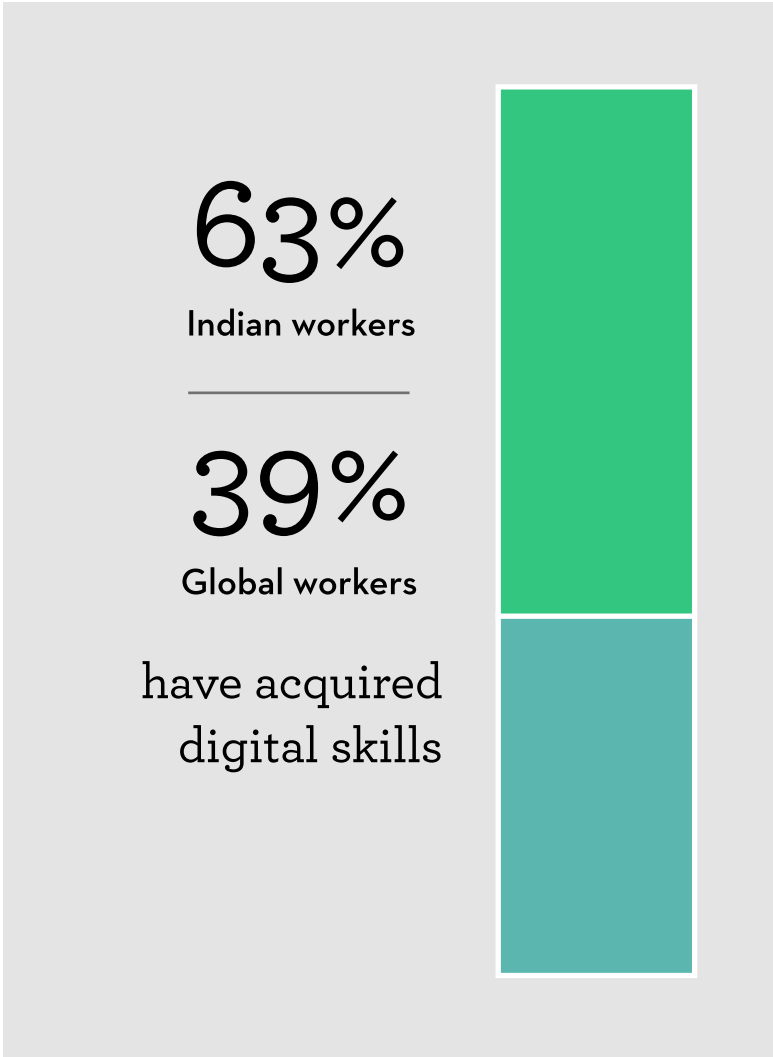
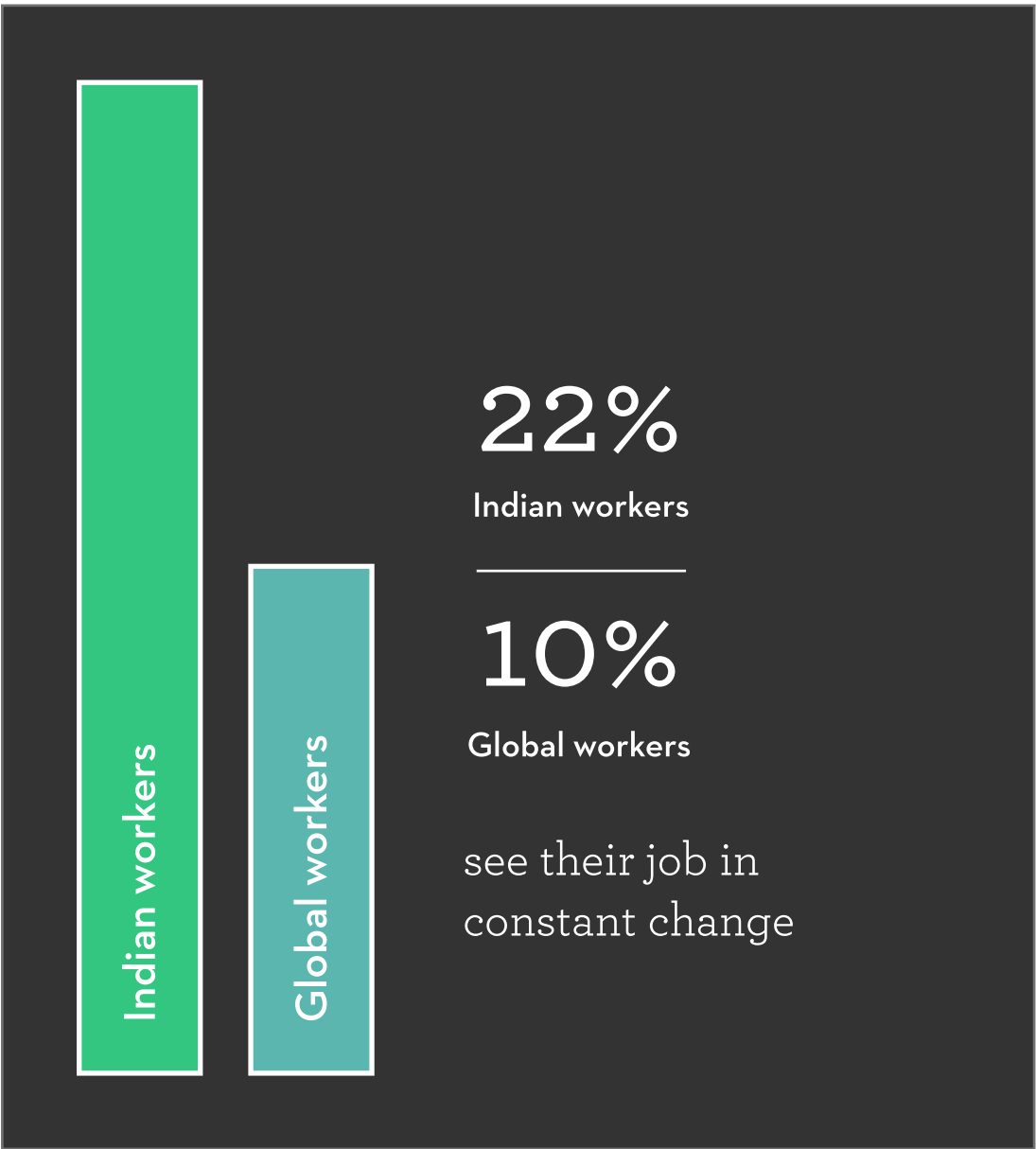
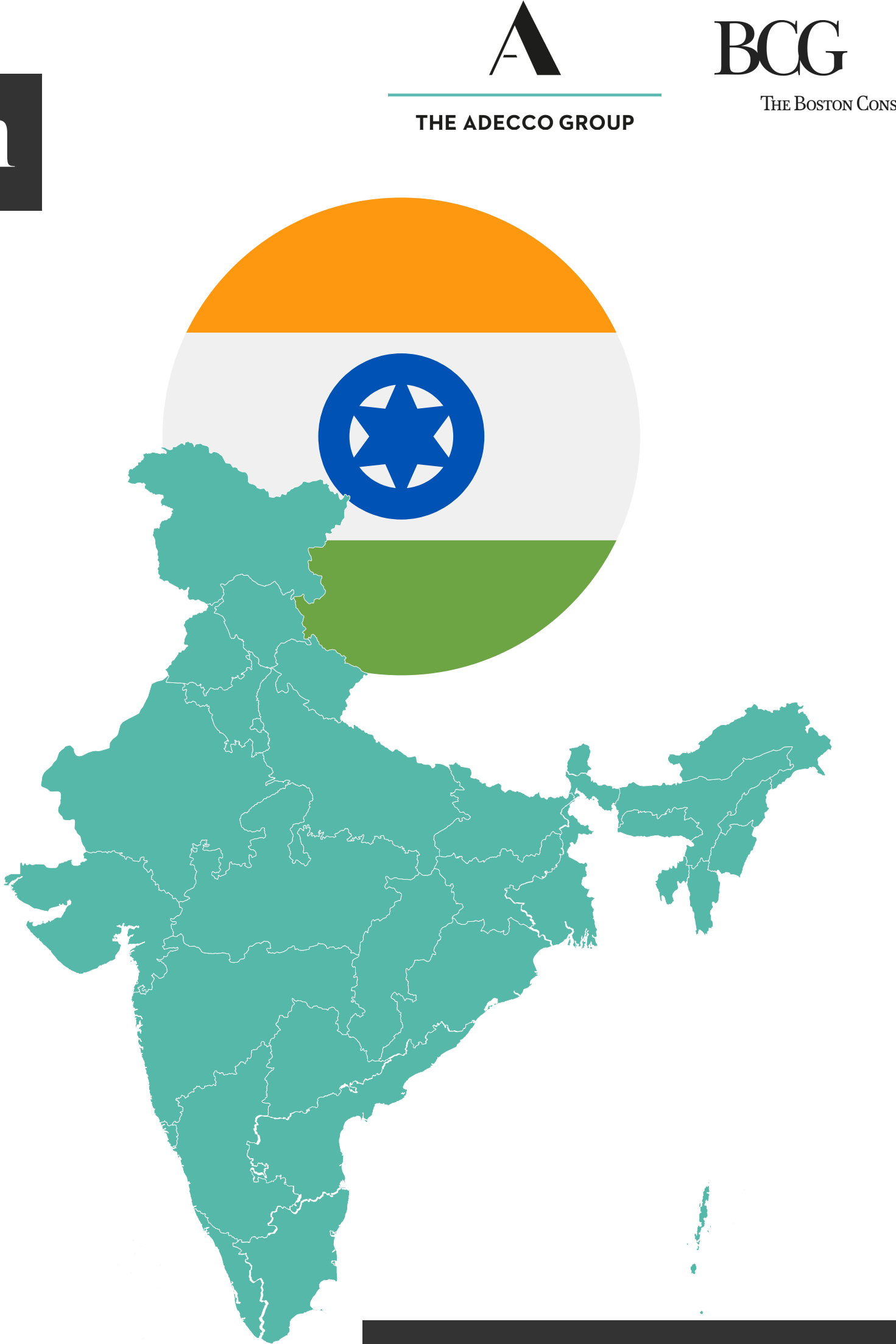
Key learnings from

Indian workers

Indian workers are expecting **quicker change** and are **more concerned about losing their job because of the them**, 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 a important hurdle to reskilling.







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# 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.

