

BUILDING SKILLS FOR THE CHANGING WORKFORCE IN GERMANY



COVID-19 HAS ACCELERATED THE NEED FOR DIGITAL SKILLS



of organizations accelerated their pace of digital adoption during the pandemic



of workers say they now need more digital skills to cope with changes in their jobs



The use of cloud-based tools is the top-most "in-demand" skill by employers by 2025



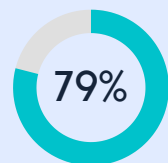
However, only 36% of workers have trained or are training in cloud-based tools

Tackling increased worker resignations during the pandemic

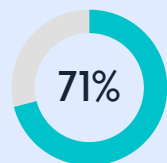


of organizations report increased worker resignations, but training can help

Training can help, driving...



Higher employee retention*



Higher job satisfaction**

*Share of organizations that report the benefit **Share of workers who report the benefit

BUT WORKERS ARE NOT GETTING THE TECH SKILLS THEY NEED FAST ENOUGH

Workers are at risk of being left behind

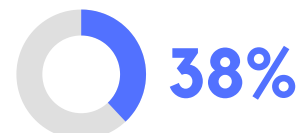


workers are not confident that they are gaining digital skills fast enough to meet future career needs

There is a heightened need for digital skills training



An estimated 15.9 million Germans will need digital skills training over the next year alone to meet future digital skill needs



This makes up 38% of Germany's workforce

OVERCOMING TRAINING BARRIERS IS KEY TO UNLOCKING FUTURE WORKFORCE POTENTIAL

Time and awareness are the top barriers to digital skills training

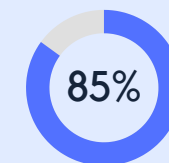


of employers and workers cite the lack of time as a barrier to training

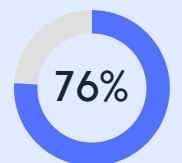


of employers and workers have limited awareness of the available training options

Benefits of digital skills training for organizations

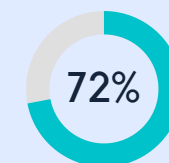


Accelerated digitization

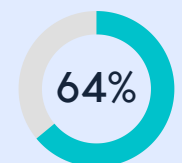


Faster innovation cycles

Workers who experience improved employability after doing training



Tech workers



Non-tech workers