

Germany



↓ **78%*** consider lifelong learning to be quite important or very important for their professional development

↓ **36%*** consider the impact of global digital learning and professional development platforms to be quite positive or very positive

Lifelong learning

Top 5. Key areas

- Soft skills
- Health and well-being
- Work tools
- Technology and digitalization
- Languages

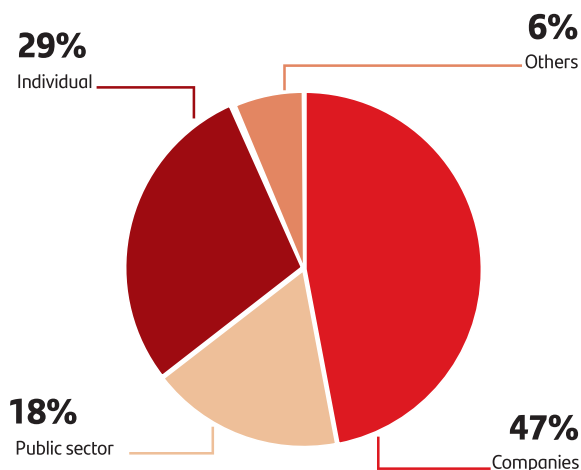
Top 5. Key drivers

- 47%** Develop a lifelong learning mentality
- 29%** Adapt to changes in the job market and new technologies
- 27%** Boost employability and professional competitiveness
- 26%** Foresee and respond to new challenges
- 25%** Increase efficiency and productivity at the workplace

Top 5. Main barriers

- 38%** Cost
- 31%** Time
- 19%** Lack of commitment or support from the company
- 17%** Lack of incentives and/or recognition
- 14%** Lack of interest from the company

Who should be responsible



Future of work

Key challenges and trends

- 70%** Future generations will work in jobs that are yet to exist
- 67%** Lifelong learning will be vital
- 63%** People are confident of their ability to remain competitive in the job market
- 48%** Knowledge of AI will be crucial
- 46%** Practical experience and informal education will be more important than formal education

Most in-demand job disciplines in the next five years

- AI and data science
- Technology and digitalization
- Health and well-being
- Sustainability
- Soft skills

* Above (↑) or below (↓) the global average