



SKYE LEARNING



The First Annual Work Confidence Study



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SKYE LEARNING PRESENTS: The First Annual Work Confidence Study

OVERVIEW

The world of work continues to evolve at a rapid pace, leaving workers wondering how best to future-proof their careers without actually knowing what the next five years - or even the next year - will bring.

College degrees are well-established as a prerequisite for most careers. But Skye Learning's first annual Work Confidence study found that - while most college grads believe their college education was worth the cost - many struggle to connect their college degree with their on-the-job success. According to the national online survey, which probed the attitudes of 1,004 adults between the ages of 21 and 70 who have at least a high school diploma, almost half of workers surveyed (44%) don't think their college education played an important role in giving them the skills needed to succeed at their job.

Even in today's strong economy, job security is a constant worry for many workers who are watching the steady encroachment of AI and automation into the workplace.

According to the report, **fewer than half (40%) of employed respondents feel very secure at their current job. And about one in four (23%) say they need to upgrade their job skills in order to remain employable.**



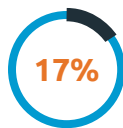
ADDITIONAL KEY TAKEAWAYS

Schools are lagging behind when it comes to job preparedness

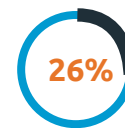
More than half (56%) of respondents say their college educations were an important factor in preparing them for work - but more than 40% disagree:



25% say their college degrees were mainly a credential that helped them get in the door for a job interview



17% say their college educations had no impact on their careers



Just 26% say their high school or college did an excellent job of providing them with the skills needed to succeed in the workforce

Workers view certifications as being as - or more - important than their college degrees

Among respondents who have already earned one or more certifications in a specific skill or industry:

- More than four-in-five say their certifications are **at least as important** as their college degrees
- Almost half (48%) say their certifications are **more important** than their degrees
- 35% say their certifications are **just as important**

Certifications – exam-based credentials awarded by an industry-recognized group, such as the Project Management Institute or the Human Resources Certification Institute – are a valuable option for boosting skills to future-proof careers.



46% of respondents have earned certifications in a specific skill, occupation, technology, or industry



68% of those who have a four-year college degree or higher earned their certification through their college




48% consider their certification more important than their degree in terms of preparing them for the workforce

Workers see online training as a highly viable skill-building option

In considering options for continued learning, many workers see online learning as the way to go:

A majority of respondents say that they would either prefer to receive training online (25%), or see online and in-person training as equally preferable (29%).

While a slim majority (51%) think that in-person training is more effective, a substantial minority either see the two options as equally effective (32%), or else say that online training is more effective (13%).



PROFESSIONAL DEVELOPMENT

Almost two-thirds (62%) of full-time employees currently take professional development courses. Almost half (46%) are required to take them by their employer.



Funding for training is an important issue for workers whose employers do not currently pay for it (79%).

Additional training is needed, but who’s responsible?

When it comes to ways to improve their job skills, workers look to their employer for support and funding for additional training.

34% of respondents consider employee training to be the responsibility of the employer, a percentage that increases to **45%** when asking young professionals between the ages of 21 and 30.

About half of these full-time workers say that their employer foots the bill for all of their training (52%) and a third pay for at least some of it (33%).

THE METHODOLOGY

Skye Learning’s work confidence study probed the attitudes of 1,004 U.S. Residents, aged 21 to 70, who were employed on some level (full time, part time, freelance, etc.) And who had completed a high school education or higher. The survey was conducted online between August 6 and August 9, 2018. The survey results have a margin of error of +/- 3.2%, a 95% confidence level.

ABOUT SKYE LEARNING

Skye Learning, a division of MindEdge Learning, is a Waltham-based online learning destination for new workforce entrants and professionals, offering fully online certificate programs, certification exam prep courses, professional credits, and micro-credentials. Skye Learning was launched from the idea that ongoing training can help workers of all ages future-proof their skills. Skye Learning courses are carefully curated and thoughtfully designed by experts and instructors to ensure course-takers learn concepts and earn credits quickly using a range of learning modalities from videos, readings, assessments, and case studies. Courses award combinations of IACET CEUs, PMI PDUs, CFRE credits, HRCI credits, SHRM credits, OMCP PDUs, and (ISC)² CPEs to help course-takers maintain pre-existing certifications.