

IBM Spain Skills and Education Study

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November 2 – 28, 2022

SPAIN KEY FINDINGS

STEM Jobs:

- *Students* report the highest levels of familiarity with STEM jobs, with over four-in-ten saying they're very or somewhat familiar with these types of jobs.
- Across all audiences, the majority of respondents don't currently work in a STEM job, but more than half of *Students* and *Career Changers*, and nearly half of *Job Seekers*, say they're interested in working in STEM.
- All audiences agree that career opportunities in STEM jobs will increase over the next 10 years.
- *Students, Job Seekers, and Career Changers* are worried that they won't be able to find a STEM job that pays enough to support themselves or their family. Across all audiences, respondents agree that there are fewer STEM jobs in Spain than there are in other countries.

Digital Credential Programs:

- Nearly half of all audiences are familiar with digital credential programs, and *Job Seekers* had the highest familiarity of these types of programs. Those that have earned a digital credential agree that it was helpful in achieving their career goals.
- Cost is top-of-mind for all audiences, as it's the most important factor to consider when deciding to earn a digital credential.

GLOBAL KEY FINDINGS

1. Awareness of STEM jobs is low, and many are concerned these careers won't pay enough.

- 50% of *Students*, *Job Seekers*, and *Career Changers* are interested in pursuing a STEM-related job.
- 64% of *Career Changers* are not familiar with STEM jobs.
- Many respondents are unsure of which careers are considered to be a STEM job.
- 62% share concerns that they won't be able to find a STEM job that pays enough to support themselves or their family.

2. With misconceptions that STEM training is expensive, many learners say they don't know where to start and that they don't know enough about digital credentials.

- 61% think they are not qualified to work in a STEM job because they don't have the right academic degrees.
- 40% of *Students* say the greatest barrier to professional or technical skill development is that they don't know where to start.
- 60% of respondents worry that digital credentials may be costly to obtain.
- 27% of *Job Seekers* and *Career Changers* say that affordability is the single most important consideration when pursuing digital credentials and training for STEM jobs.
- Being able to continue to work while earning a credential is particularly important to *Career Changers*.

GLOBAL KEY FINDINGS

3. Respondents are optimistic that jobs in STEM fields will increase in the future, and that digital credentials are a good way to supplement traditional education and increase career opportunities.

- 66% of all respondents are of the opinion that STEM jobs across industries will increase over the next decade.
- 47% of *Students*, *Job Seekers*, and *Career Changers* are familiar with digital credential programs.
- 86% of those who have earned a digital credential agree that it helped them achieve career goals.
- 75% of all respondents agree that digital credentials are a good way to supplement traditional education
- Increased career opportunities and qualifications were top reasons why respondents across the globe said they wanted to earn digital credentials.

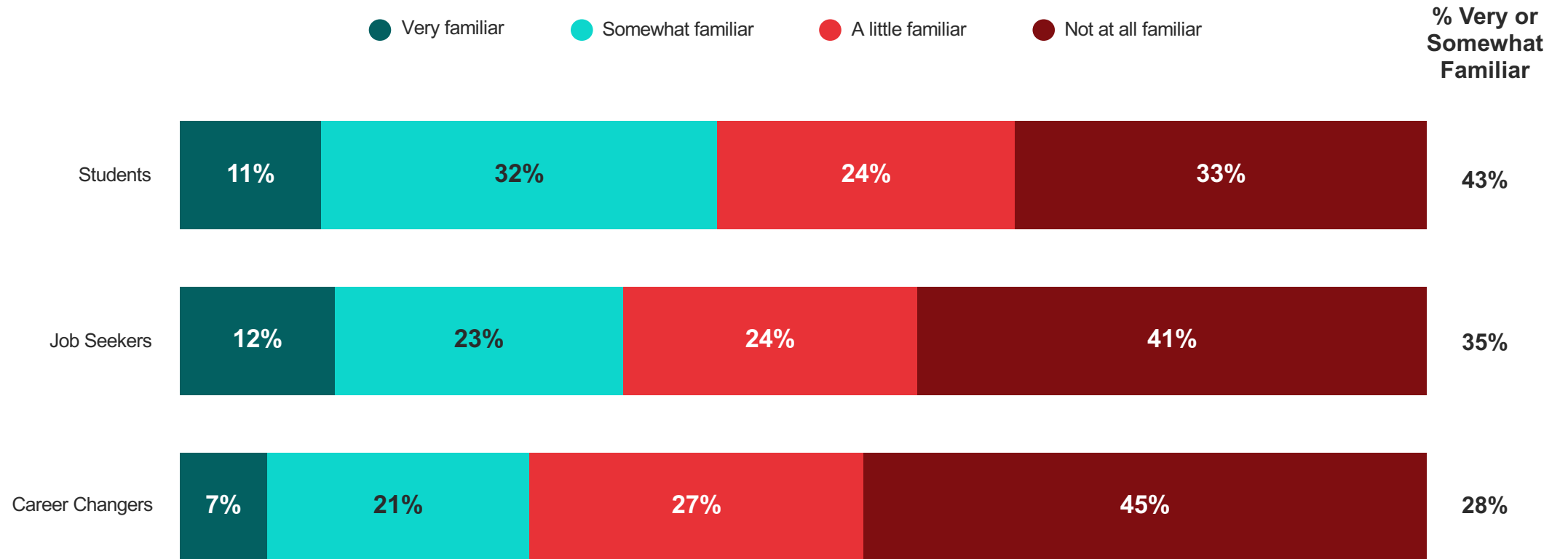
4. Learners and workers around the world are planning to make a change, with many looking for a new job in the next 12 months.

- 61% of *Students* and *Career Changers* are actively looking for a new job now or plan to within the next year.
- More than 80% of all respondents have plans to build their skills in the next two years.
- At least 90% are confident they can develop skills or learn something new from an online program.
- 25% of all respondents say they plan to complete online coursework in the next two years.

Students (43%) report the highest levels of familiarity with STEM jobs; Over four-in-ten Job Seekers (41%) and Career Changers (45%) say they're "not at all familiar" with STEM jobs

How familiar would you say you are with the idea of STEM jobs?

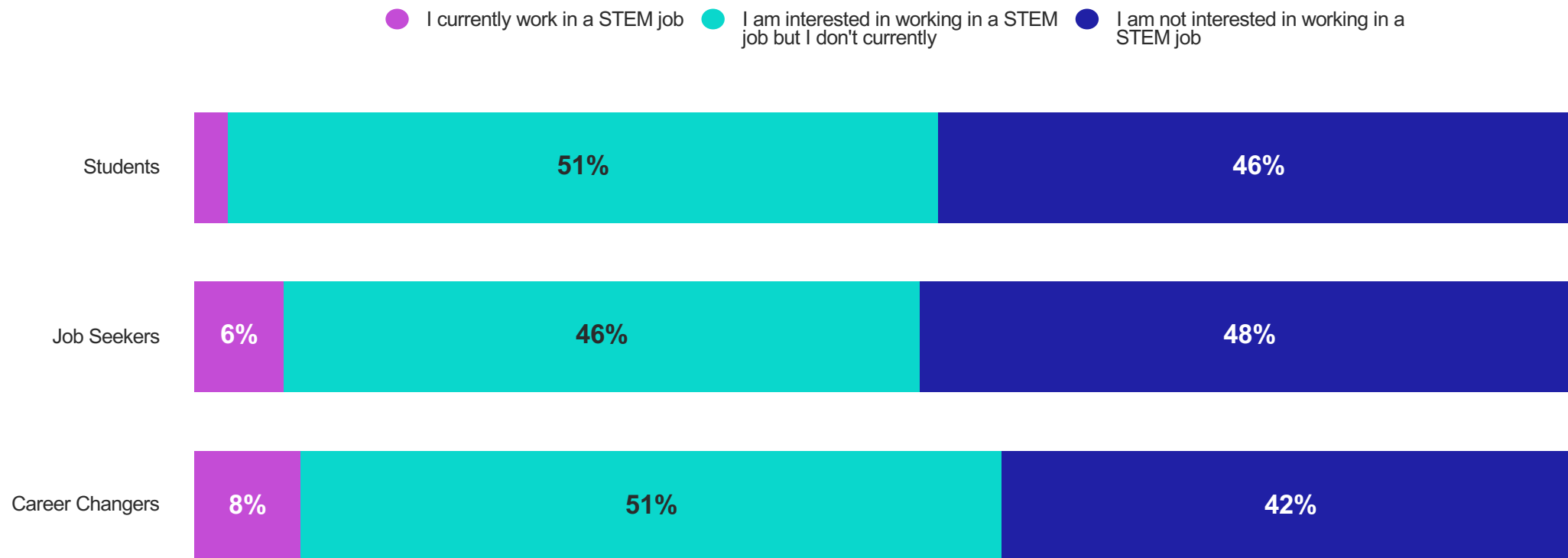
"STEM stands for Science, Technology, Engineering, Math and a STEM job is one that relies on any of those fields."



SPAIN: SKILLS AND EDUCATION STUDY

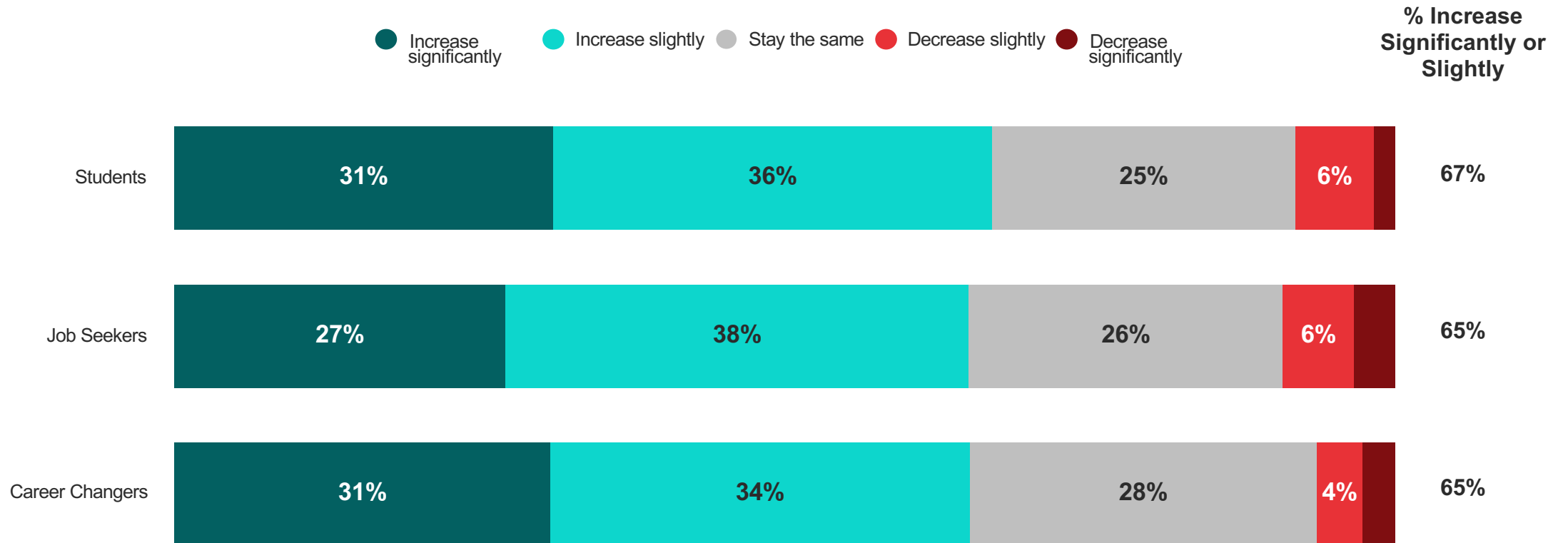
A majority of respondents across all audiences do not currently work in a STEM job; More than half of Students (51%) and Career Changers (51%) say they're interested in working in a STEM job while Job Seekers are split on whether they want to work in a STEM job or not

Which of the following would you say describes you?



Two-thirds of each audience think that career opportunities in STEM jobs will increase over the next 10 years

Over the next 10 years, do you think career opportunities in STEM jobs will:



Many respondents are unsure of which careers are considered to be a STEM job

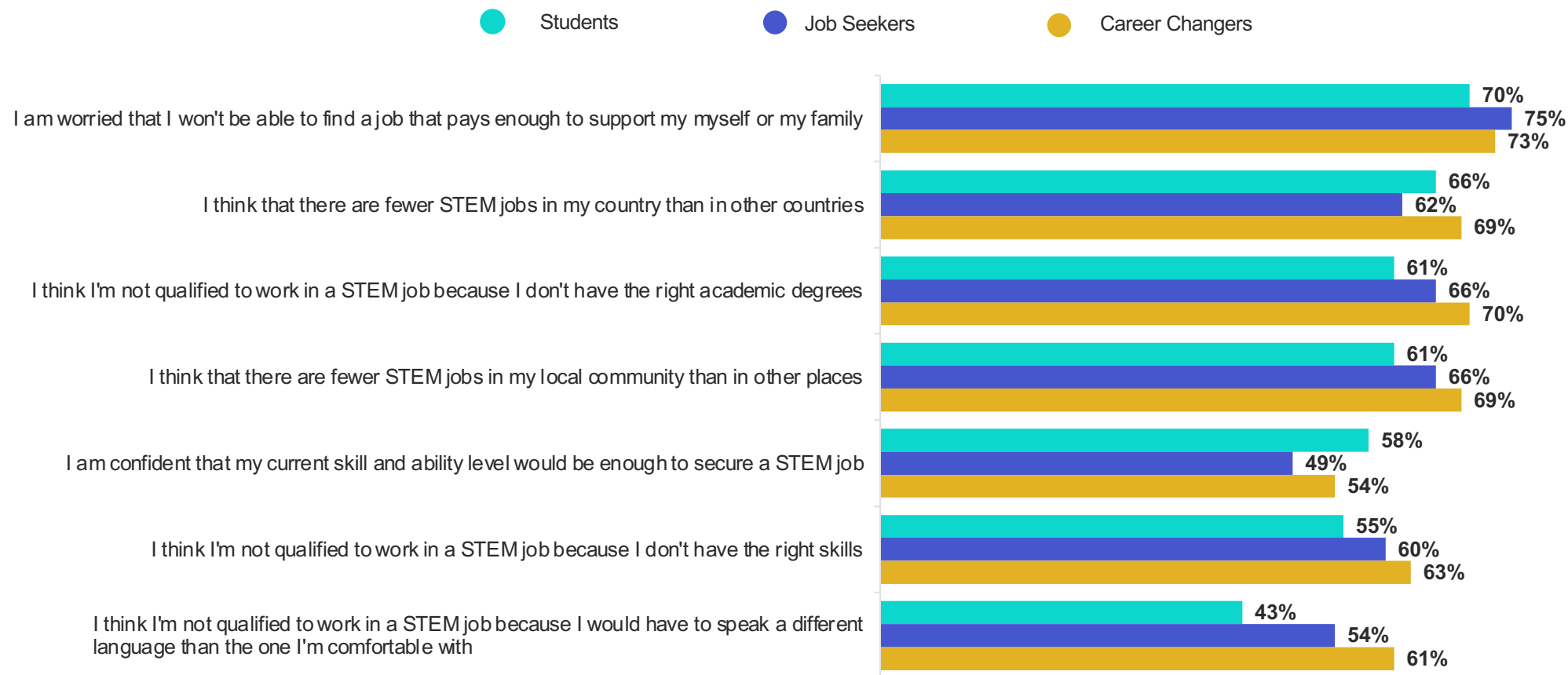
Which of the following careers would you consider to be a STEM job? Please select all that apply.

	Students	Job Seekers	Career Changers
Software Developer	57%	45%	41%
Website programmer	54%	43%	39%
Cybersecurity analyst	51%	40%	36%
Data analyst	50%	40%	41%
Database administrator	47%	39%	38%
Mechanical Engineer	40%	32%	23%
IT help desk	37%	30%	32%
Life scientist (biologist, chemist, etc)	33%	26%	23%
Social scientist (psychologist, sociologist etc)	21%	21%	16%
Project manager	20%	18%	18%
Customer service representative	9%	10%	11%
None of the above	10%	11%	15%

SPAIN: SKILLS AND EDUCATION STUDY

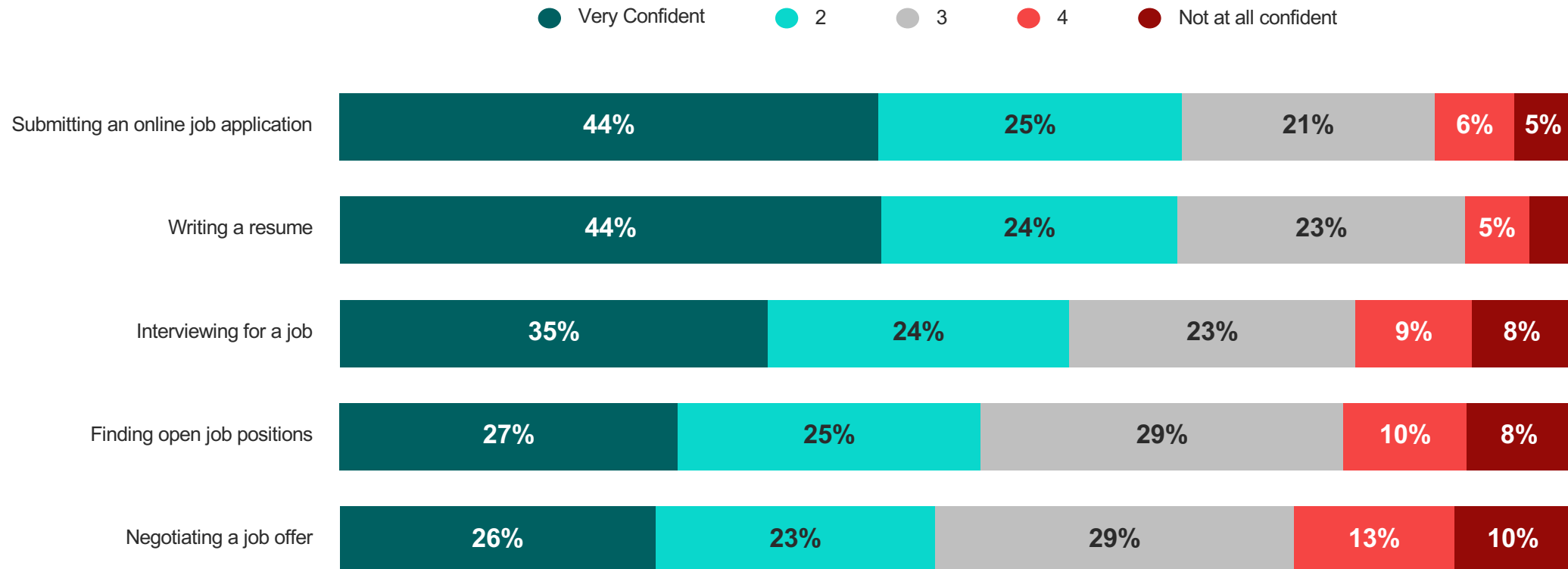
All audiences share concerns that they won't be able to find a STEM job that pays enough to support themselves or their family; Two-thirds of Students think that there are fewer STEM jobs in Spain than in other countries, compared with 62% of Job Seekers and 69% of Career Changers

If you were searching for a STEM job for your next position, to what extent do you agree or disagree with the following? [Showing % Strongly + Somewhat Agree]



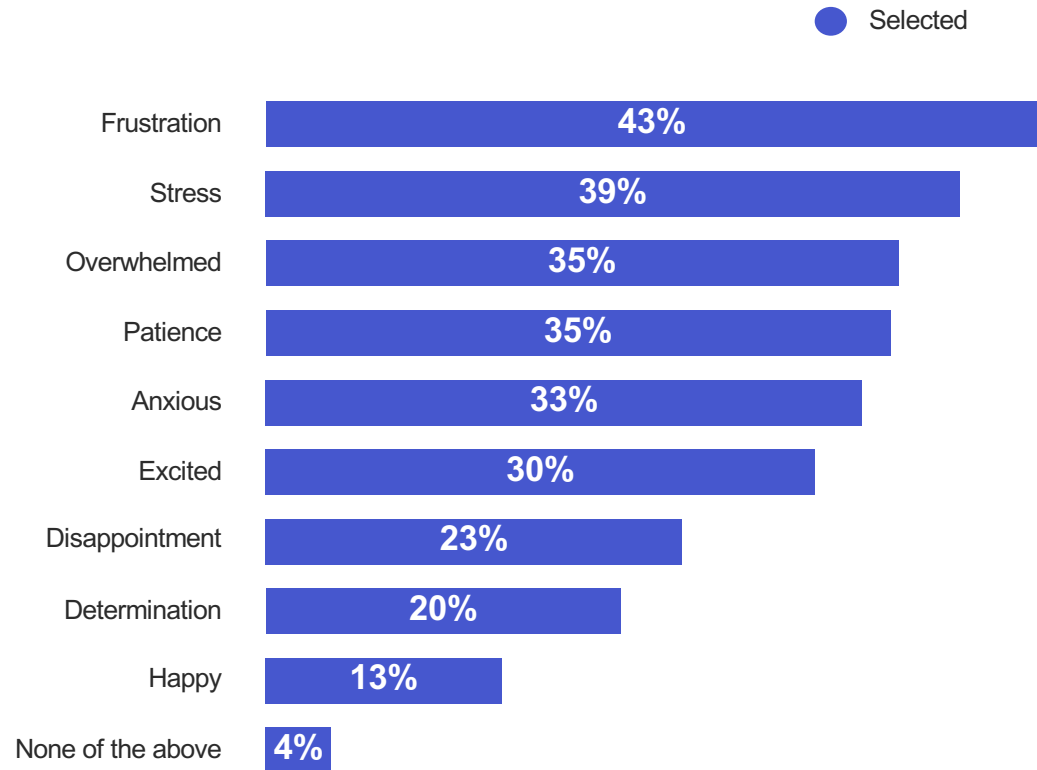
Job Seekers are confident in submitting online job applications and writing resumes, but are not as confident in finding open positions and negotiating a job offer

How confident are you with each of the following? [Showing for Job Seekers]



Job Seekers report feeling frustrated (43%), stressed (39%), and overwhelmed (35%) during the job search while 30% report feeling excited

Which emotions do you feel during the job search? Please select all that apply. [Showing for Job Seekers]



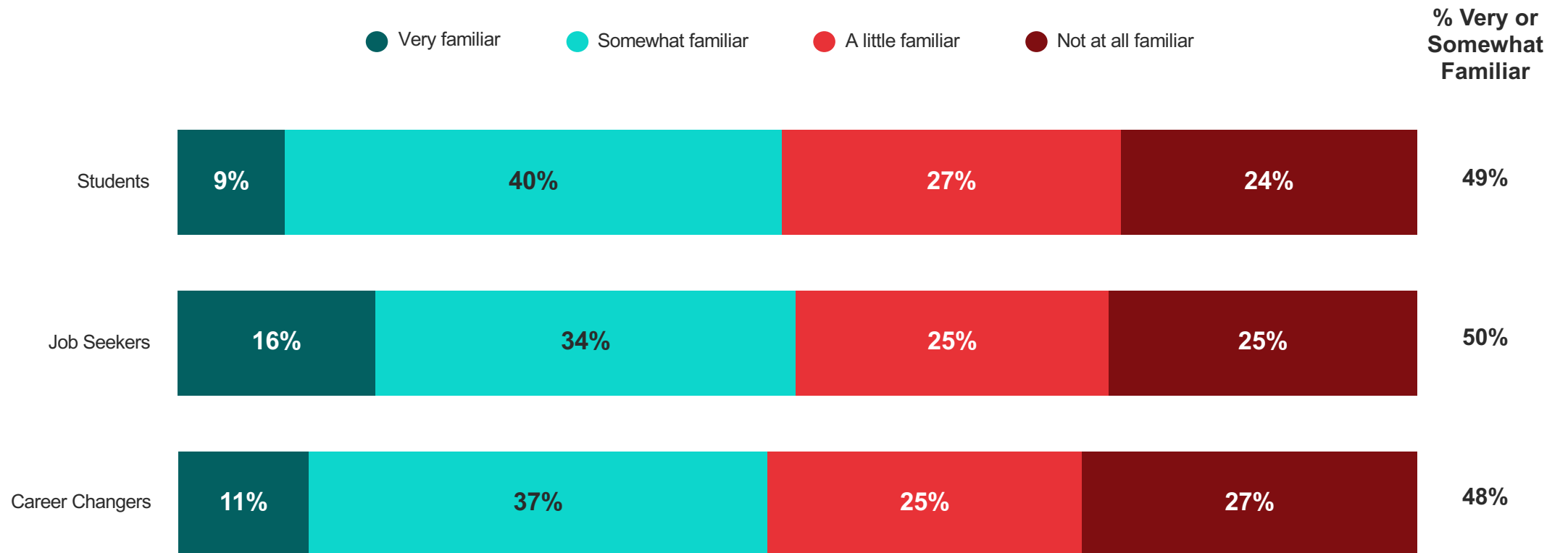
Across all audiences, a safe work environment, work-life balance, and a competitive pay/salary are the most important aspects when looking for employment

On a scale of zero to ten where zero is not important at all and ten is very important, how important are each of the following to you if you were looking for employment? The company/organization... **[Showing % Top Two Box]**

	Students	Job Seekers	Career Changers
Offers a safe work environment	66%	58%	56%
Supports work-life balance (is respectful of personal time/time off work)	57%	54%	57%
Offers competitive pay/salary	54%	59%	60%
Offers good vacation/paid time off (PTO) benefits	52%	55%	49%
Believes in the importance of diversity, equity, and inclusion	48%	40%	38%
Offers the health care benefits I need/want	46%	47%	42%
Offers a clear path to mobility in the job/company (ability to be promoted)	44%	44%	39%
Offers continued learning and professional development opportunities	43%	43%	42%
Offers a fun work environment	42%	40%	39%
Offers educational benefits such as tuition assistance	36%	33%	32%
Offers remote working options within my country	31%	37%	40%
Offers remote working options internationally (I can live and work in a different country)	30%	33%	29%
Acts in the interests of their own political, cultural, and/or social beliefs and values	28%	25%	25%
Adjusts workplace policies based on COVID-19 safety guidelines	28%	31%	32%

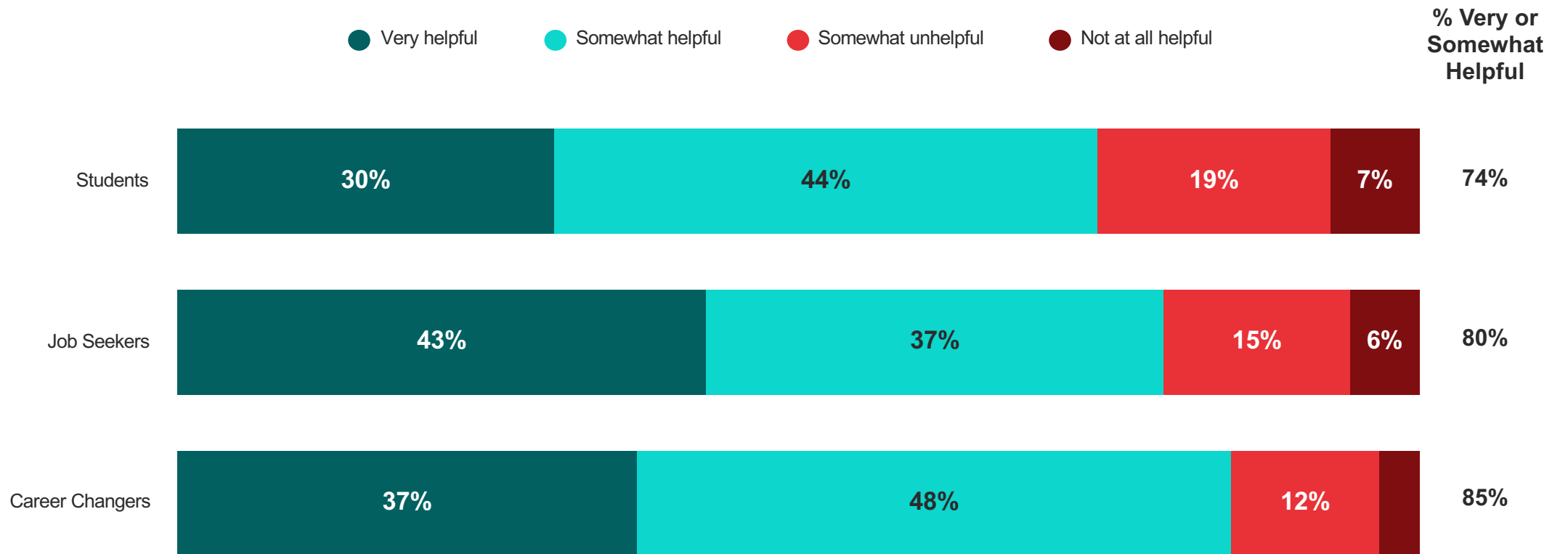
Nearly half of all audiences are familiar with digital credential programs; Job Seekers had the highest familiarity, with 16% saying they're very familiar with these programs

How familiar are you with digital credentials programs (These are online programs for professional or technical skill development where you can earn a credential for completion of the program).



A majority of respondents that have earned a digital credential agree that it was helpful in achieving their career goals

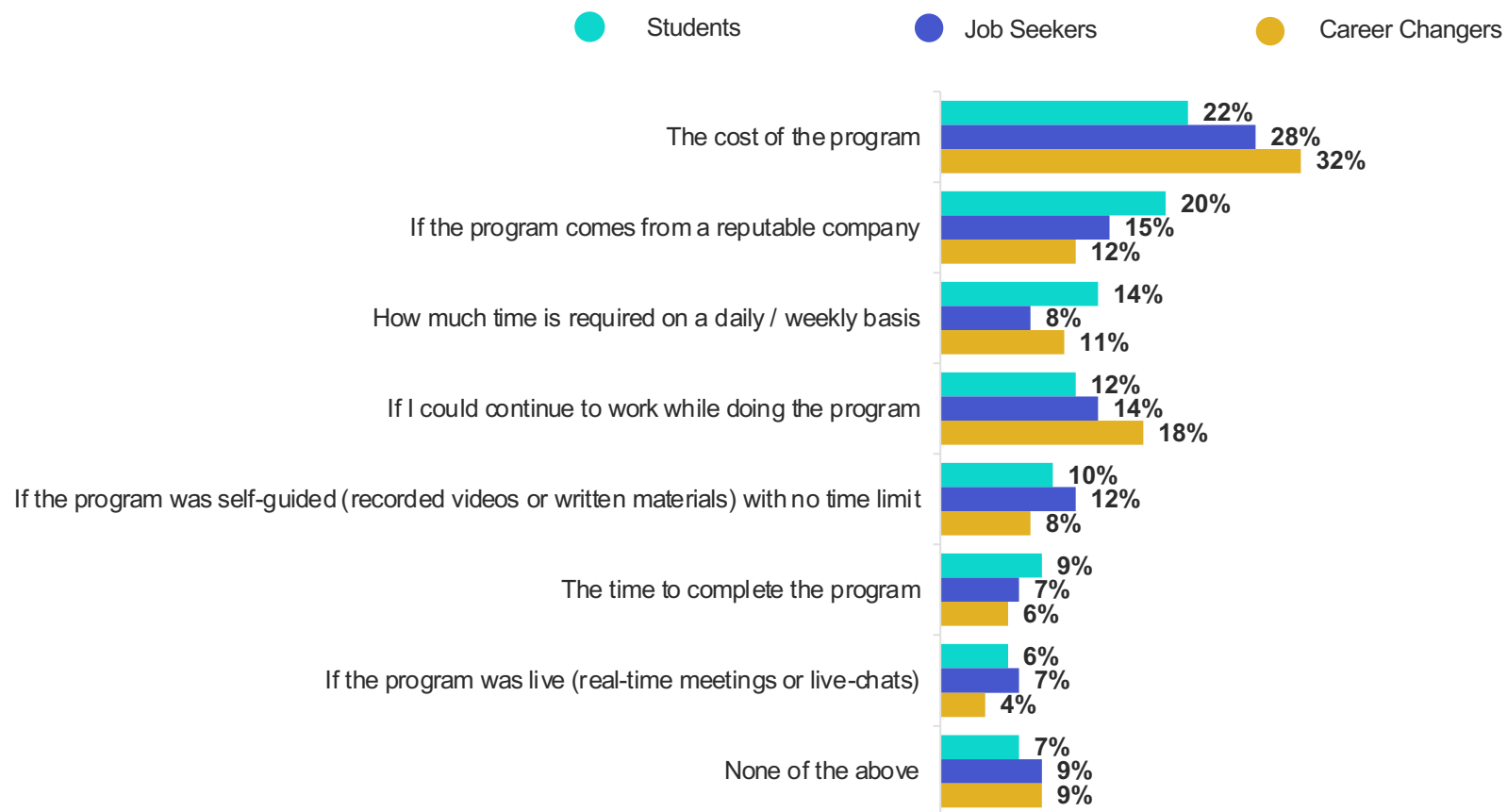
How helpful do you think your digital credential(s) were in helping you achieve your career goals?



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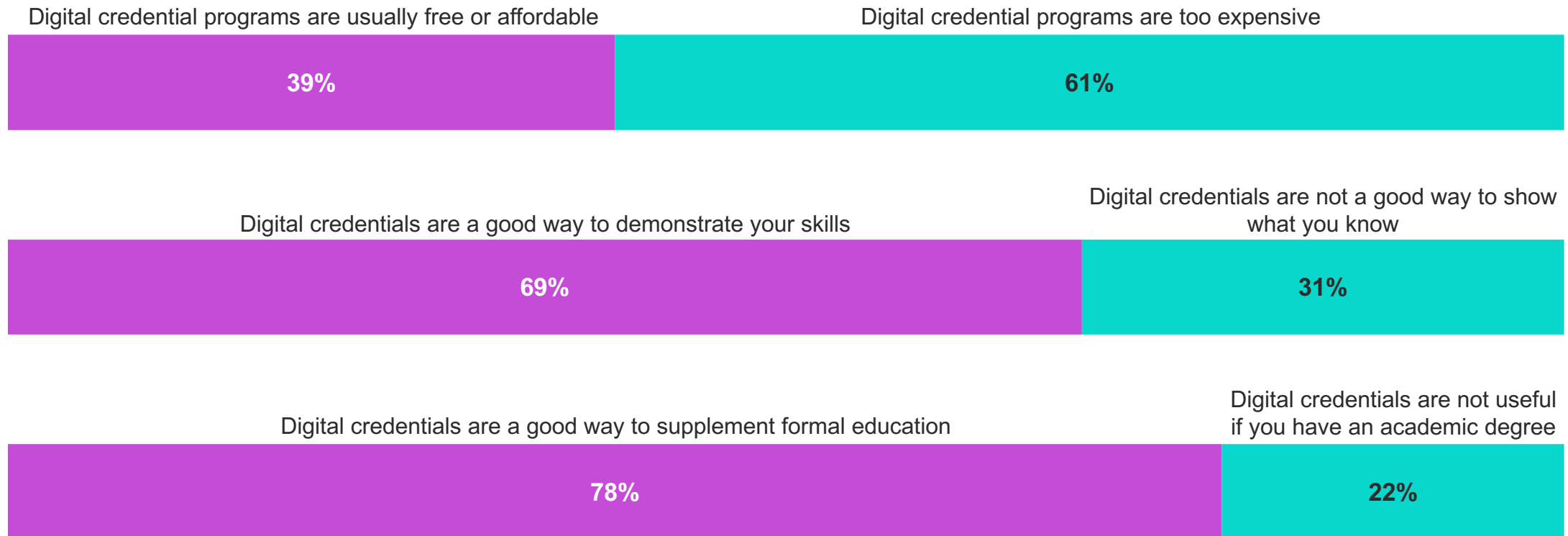
The most important factor for all audiences to consider when thinking about developing their skills and earning a digital credential is the cost of the program; Nearly one third of Career Changers (32%) say that the cost of the program is the most important factor for them to consider

If you wanted to develop your skills and earn a digital credential, which of the following would be the most important factor for you to consider? Please choose the most important.



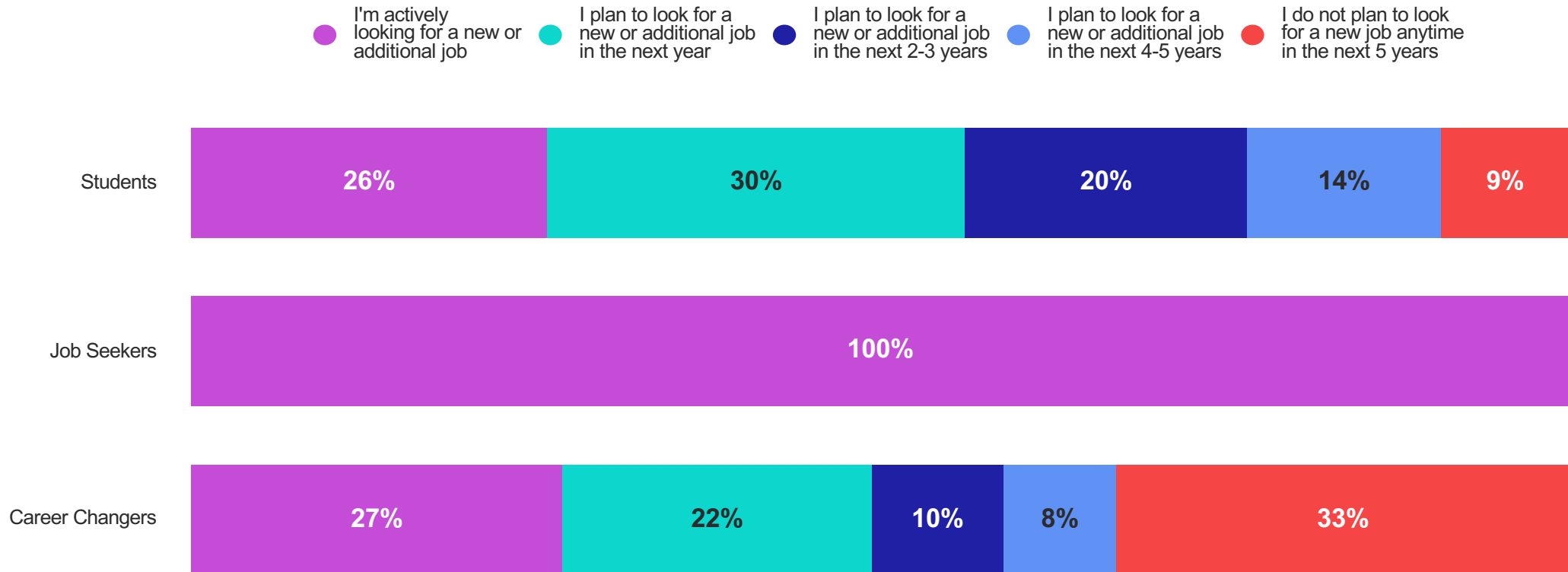
61% think that digital credential programs are too expensive

Based on what you know about digital credential programs, which of the following statements do you agree with most, even if neither one is exactly right?
[Showing Across Students, Job Seekers, and Career Changers]



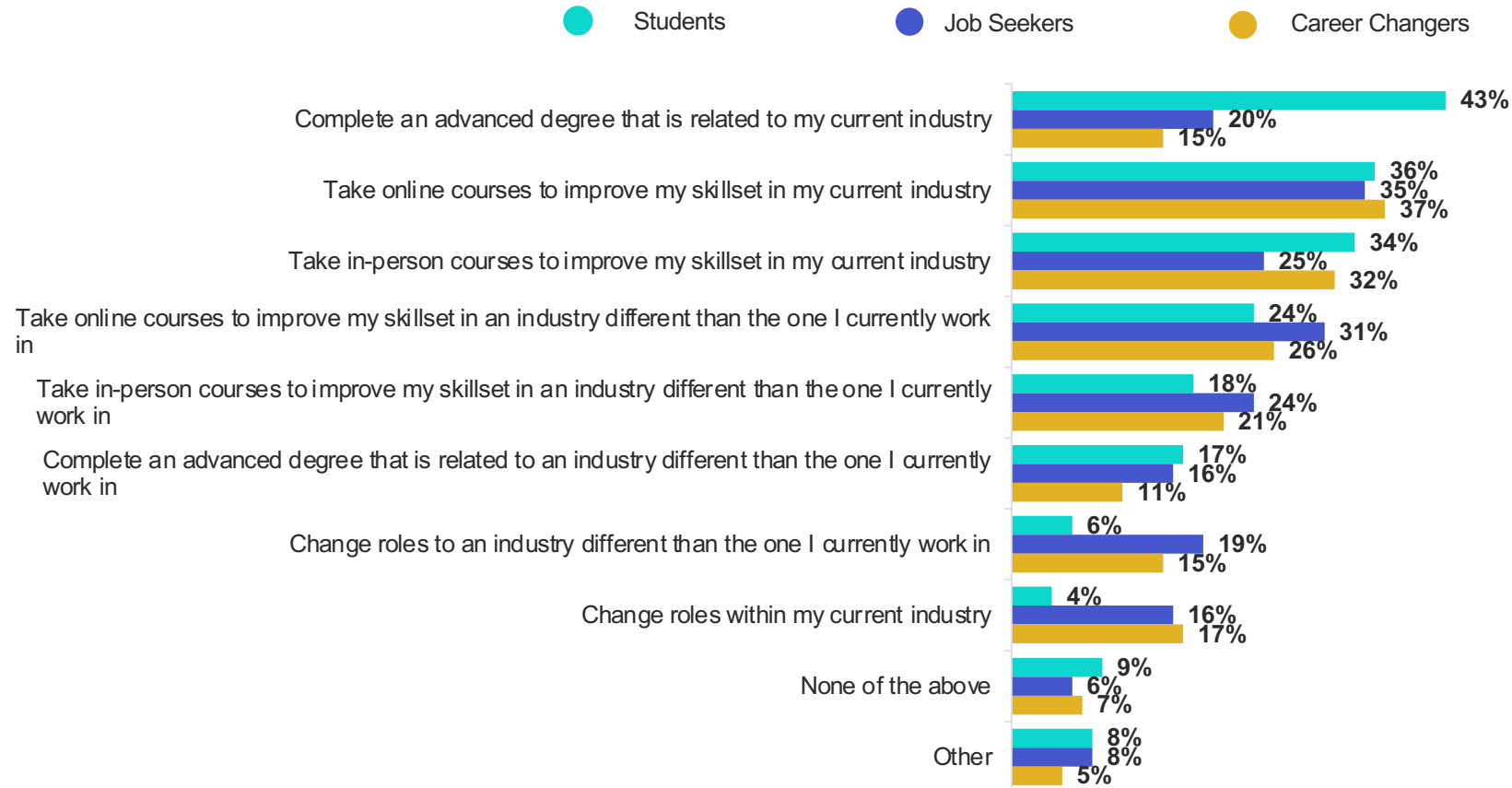
26% of Students and 27% of Career Changers are actively looking for a new or additional job

Which best describes your current situation?



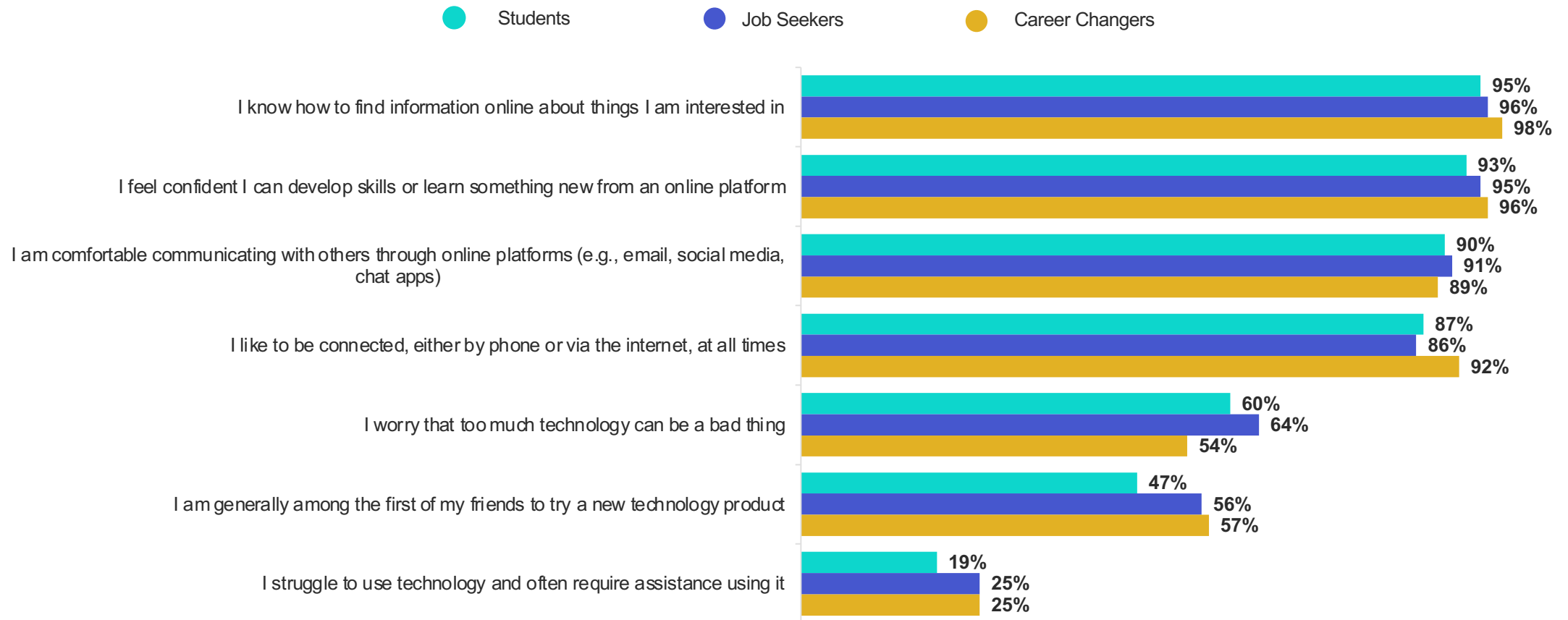
More than one-third of each audience say they plan to take online courses to improve their skillset in their current industry in the next 2 years

Do you plan to do any of the following in the next 2 years? Please select all that apply.



Nearly all respondents across all audiences feel confident that they can develop skills or learn something new from an online platform

To what extent do you agree with the following statements? [Showing % Strongly + Somewhat Agree]





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