

# IBM UAE Skills and Education Study

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November 2 – 28, 2022

# UAE KEY FINDINGS

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## STEM Jobs:

- *Students* report the highest levels of familiarity with STEM jobs, with nearly three-in-four (72%) saying they're very or somewhat familiar with these types of jobs. As compared to *Students* in the 12 other countries surveyed, UAE *Students* had the highest familiarity with STEM jobs.
- Most respondents don't currently work in a STEM job, but more than half of *Job Seekers* and *Career Changers*, and nearly three-quarters of *Students*, say they're interested in working in STEM. Compared to *Students* and *Career Changers* in the other surveyed countries, UAE *Students* and *Career Changers* are more 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 confident that their current skill and ability level would be enough to secure a STEM job. All audiences agree that there are fewer STEM jobs in UAE than there are in other countries, as well as fewer STEM jobs in their local communities.

## Digital Credential Programs

- Over half of all audiences are familiar with digital credential programs, and *Students* had the highest familiarity of these types of programs.
- While the time to complete the program is top-of-mind for *Students*, cost is top-of-mind for *Job Seekers* and *Career Changers*.

# GLOBAL KEY FINDINGS

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## 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

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## **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.

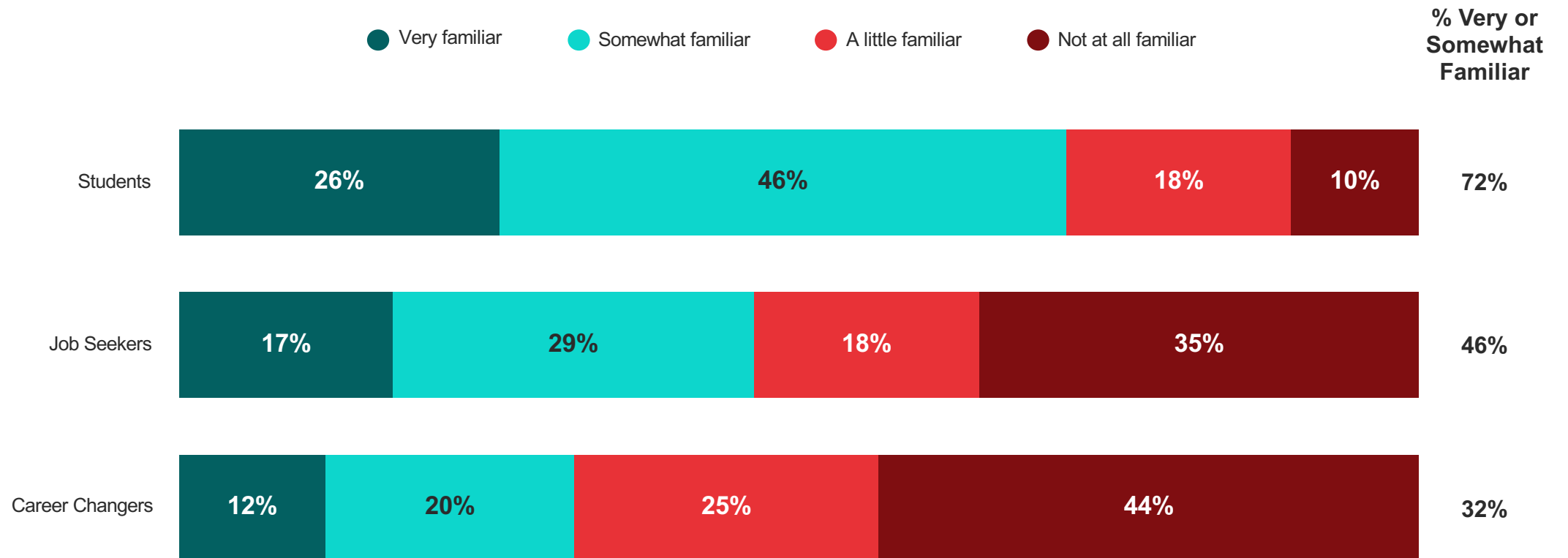
## **4. Learners and workers around the world are planning to make a change, with many looking for a new job in the next 12 months.**

- 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 (72%) report the highest levels of familiarity with STEM jobs; About one-in-three Job Seekers (35%) and over four-in-ten Career Changers (44%) 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."*

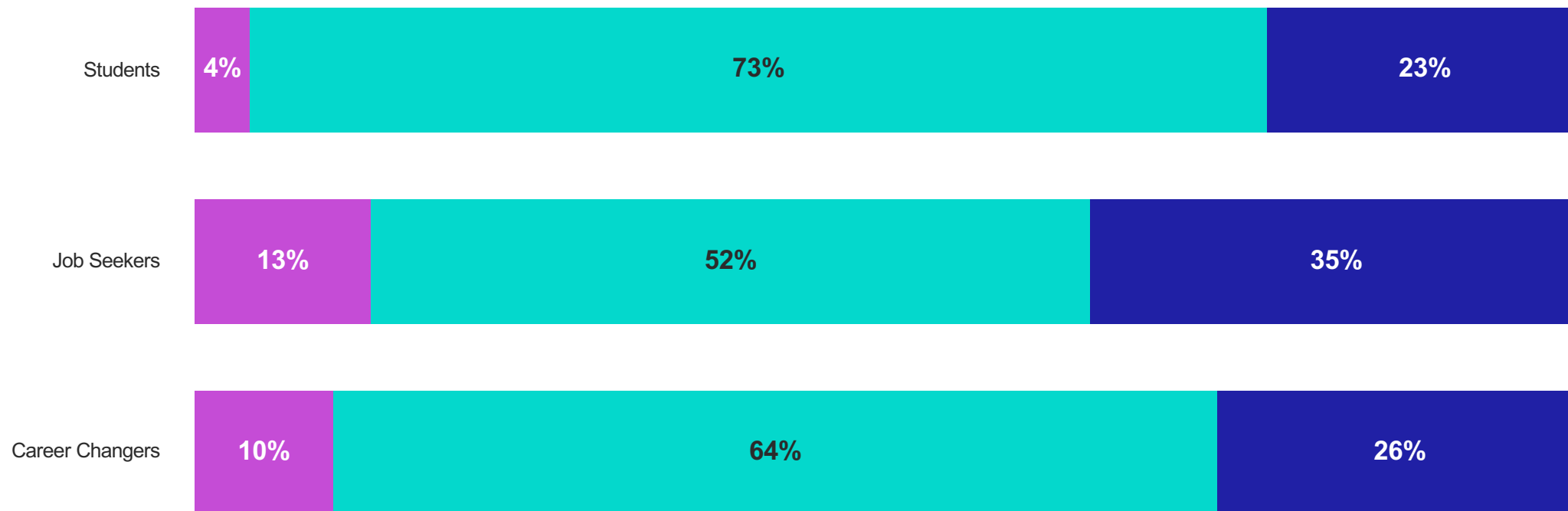


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A majority of respondents across all audiences do not currently work in a STEM job; More than half of Students (73%), Job Seekers (52%) and Career Changers (64%) say they're interested in working in a STEM job

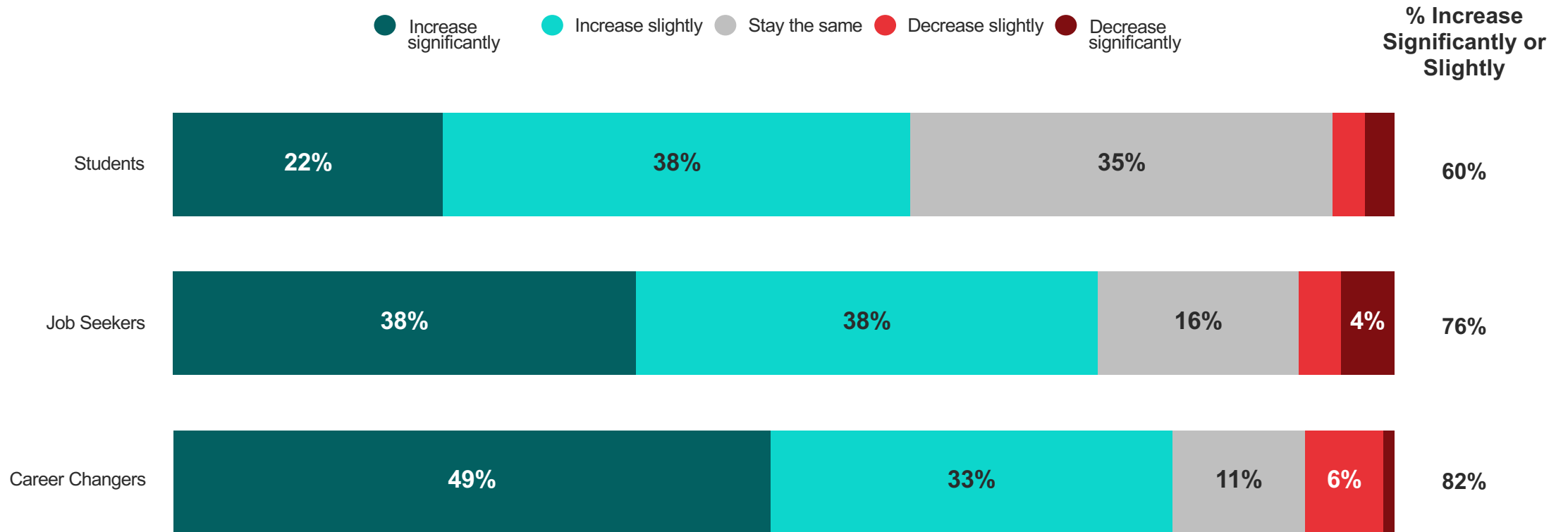
Which of the following would you say describes you?

● I currently work in a STEM job ● I am interested in working in a STEM job but I don't currently ● I am not interested in working in a STEM job



## The majority 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.

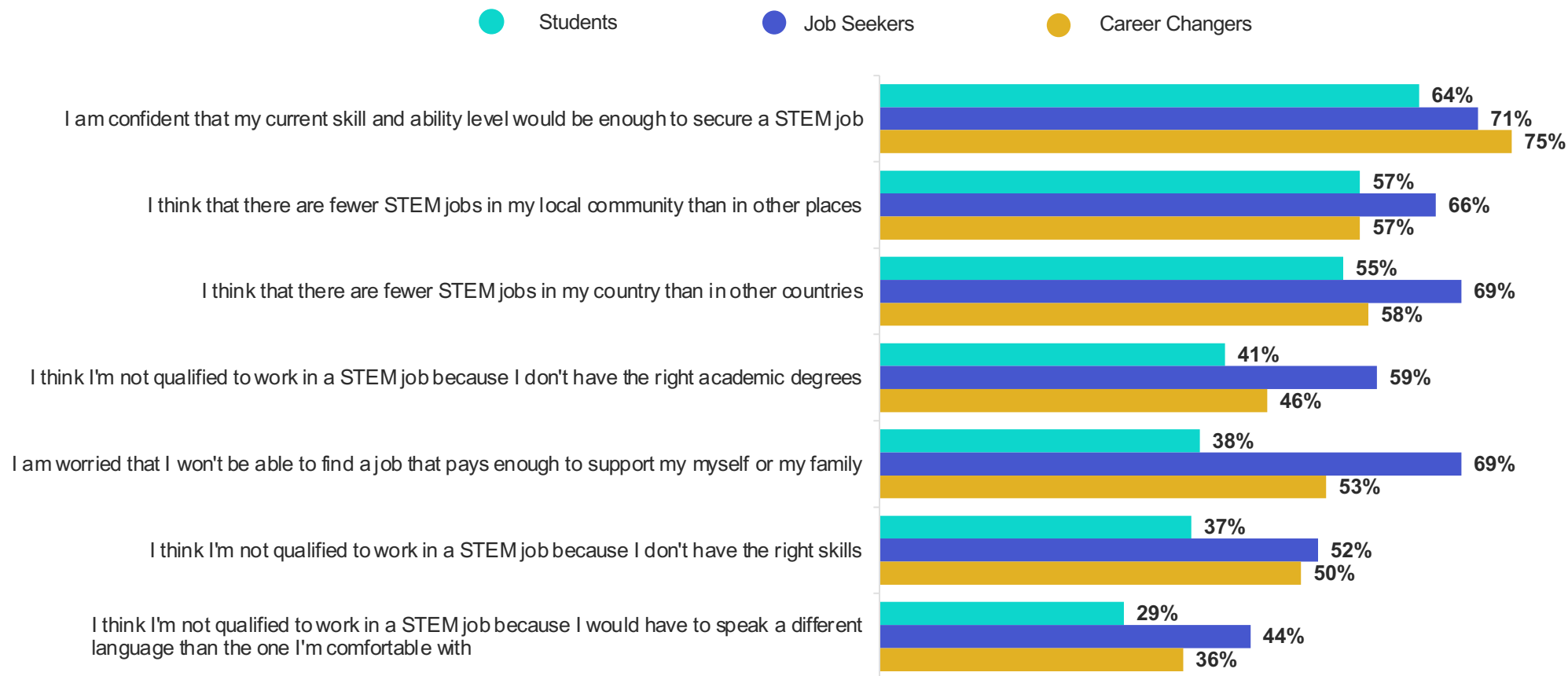
	Students	Job Seekers	Career Changers
Software Developer	30%	36%	47%
Cybersecurity analyst	28%	20%	37%
Data analyst	27%	31%	50%
Mechanical Engineer	25%	32%	26%
Project manager	25%	13%	23%
Database administrator	23%	23%	45%
Website programmer	22%	30%	45%
Life scientist (biologist, chemist, etc)	21%	25%	27%
IT help desk	19%	22%	31%
Social scientist (psychologist, sociologist etc)	15%	15%	21%
Customer service representative	12%	10%	21%
None of the above	11%	14%	12%



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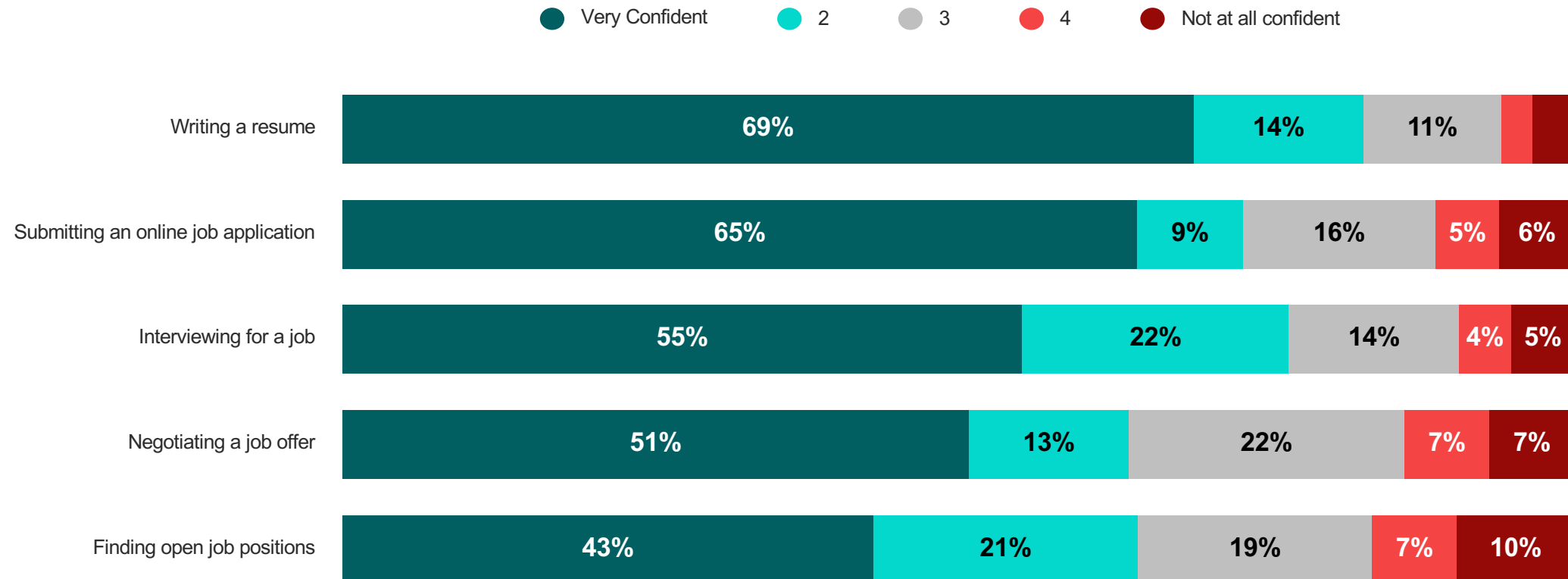
All audiences are confident that with their current skill and ability level they could secure a STEM job; There is the perception that there are fewer STEM jobs in the UAE and in all audiences' local communities

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

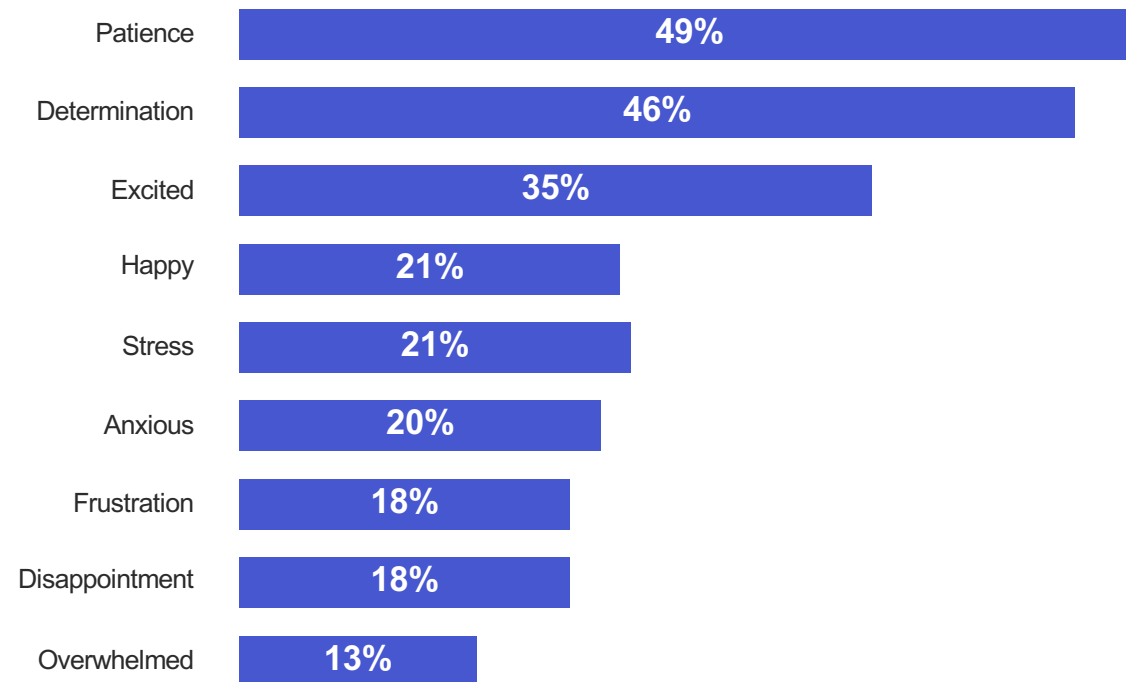
How confident are you with each of the following? [Showing for Job Seekers]



## Job Seekers report feeling patience (49%), determination (46%), and excitement (35%) during the job search while 13% report feeling overwhelmed

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

● Selected



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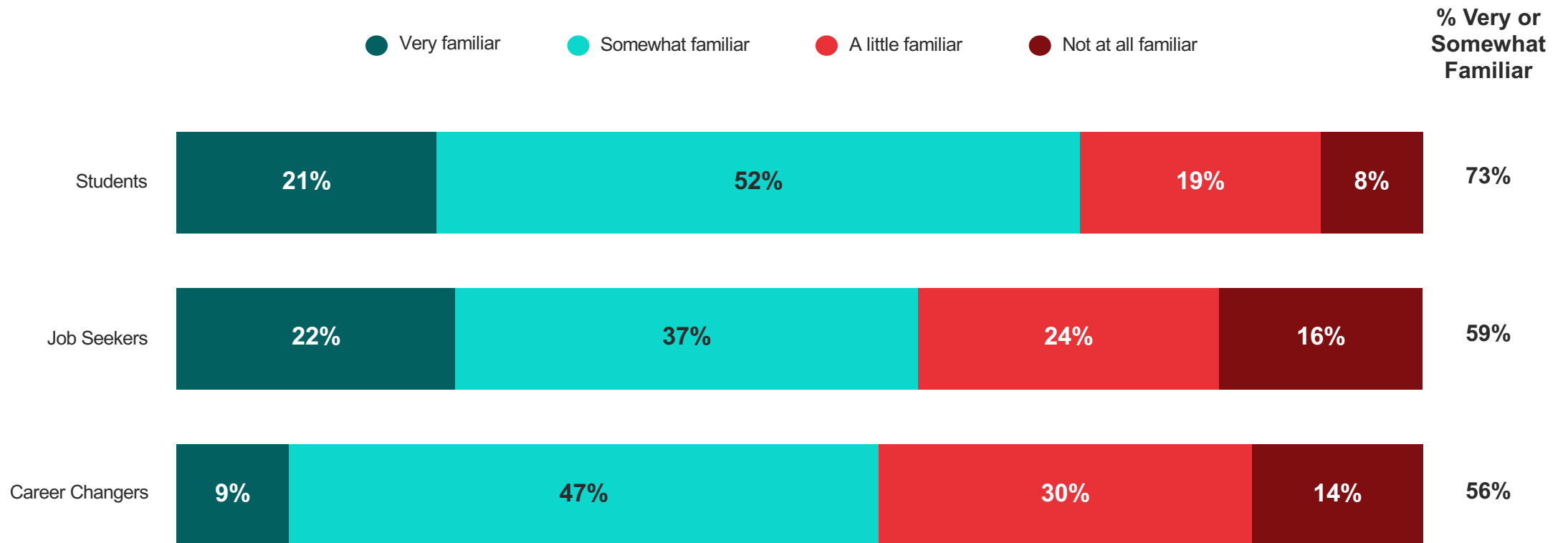
Across all audiences, a safe work environment, work-life balance, and health care benefits are important; However, offering competitive pay/salary is the most important aspect for Career Changers when looking for employment

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	45%	55%	70%
Supports work-life balance (is respectful of personal time/time off work)	42%	51%	65%
Offers the health care benefits I need/want	40%	49%	69%
Offers a clear path to mobility in the job/company (ability to be promoted)	37%	46%	57%
Offers competitive pay/salary	37%	46%	75%
Offers good vacation/paid time off (PTO) benefits	37%	43%	58%
Offers remote working options within my country	37%	33%	39%
Believes in the importance of diversity, equity, and inclusion	37%	47%	57%
Adjusts workplace policies based on COVID-19 safety guidelines	35%	31%	51%
Offers a fun work environment	34%	45%	53%
Offers continued learning and professional development opportunities	34%	39%	52%
Offers educational benefits such as tuition assistance	33%	31%	45%
Offers remote working options internationally (I can live and work in a different country)	31%	34%	44%
Acts in the interests of their own political, cultural, and/or social beliefs and values	30%	21%	29%

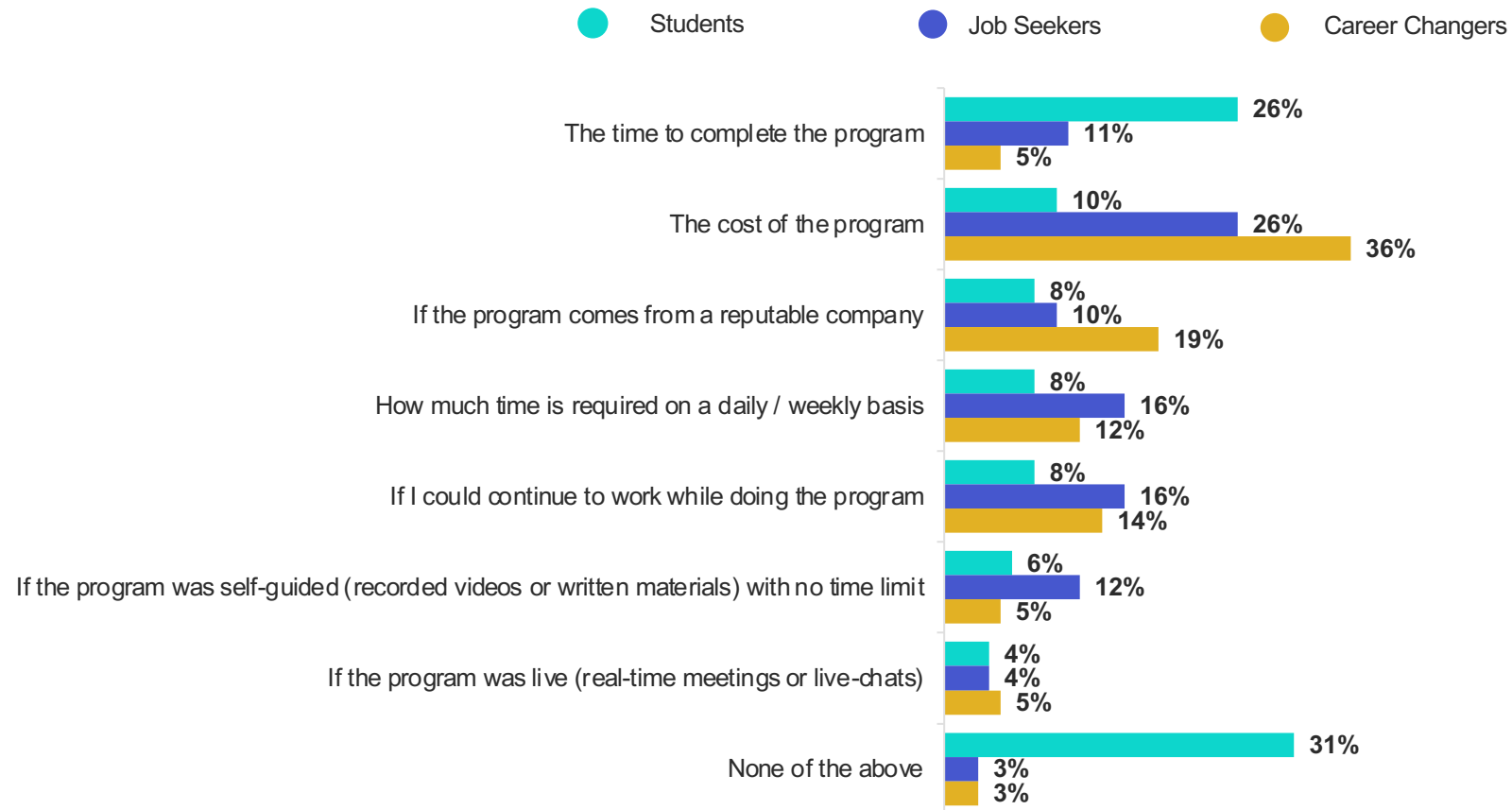
At least half of all audiences are familiar with digital credential programs; Students had the highest overall familiarity, with 73% saying they're at least somewhat familiar with these programs

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).



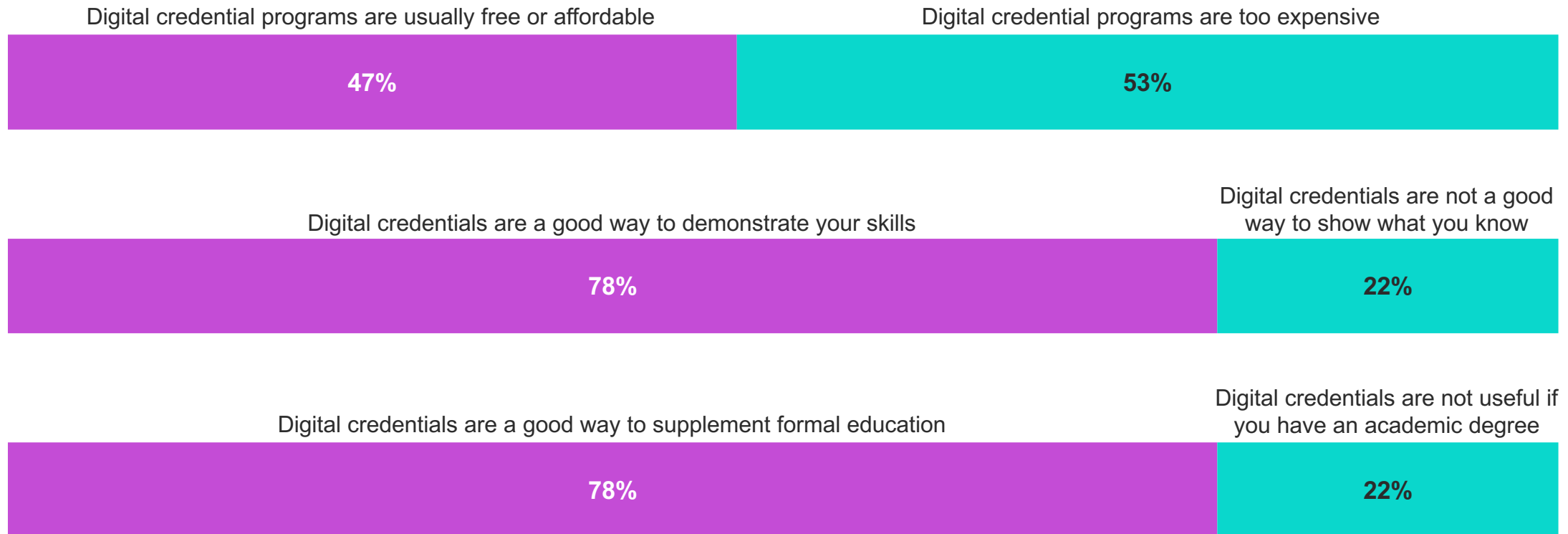
## While the time to complete the program is the most important factor for Students, Job Seekers and Career Changers say the cost of the program is the most important

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.



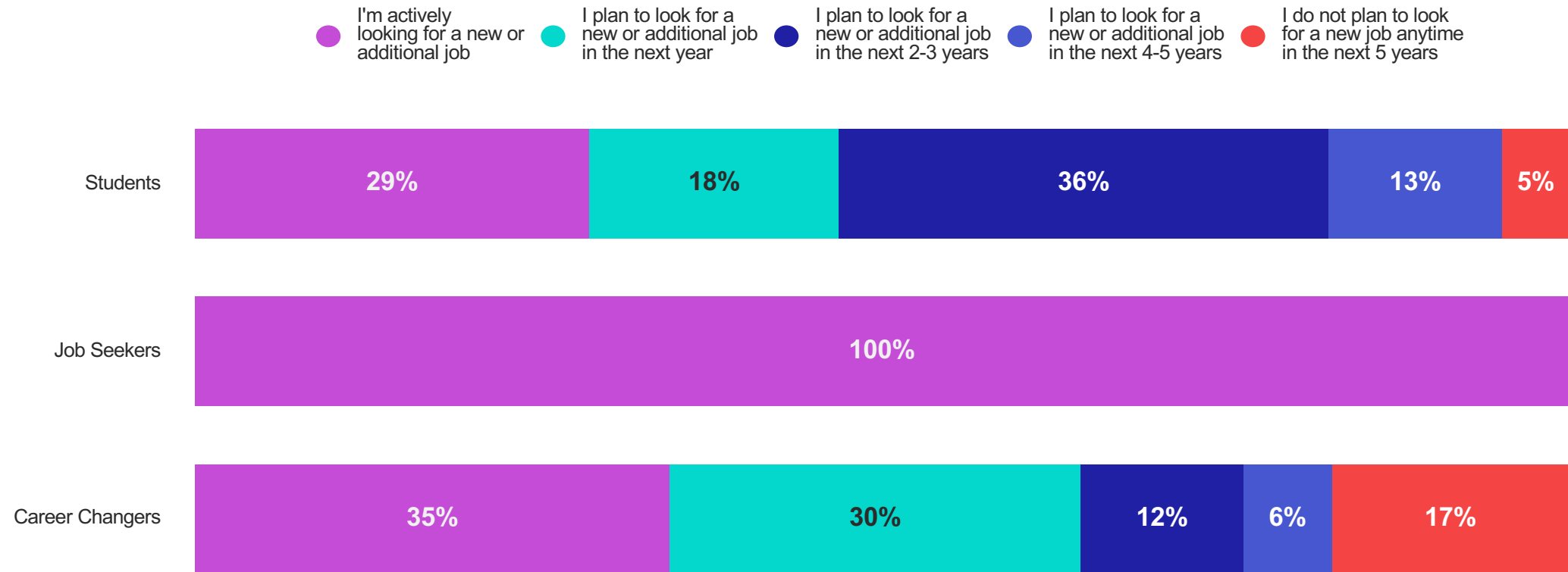
## 53% think that digital credential programs are too expensive; 78% think that digital credentials are a good way to supplement formal education

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]



# 95% of Students and 83% of Career Changers plan to look for a new or additional job within the next 5 years

Which best describes your current situation?

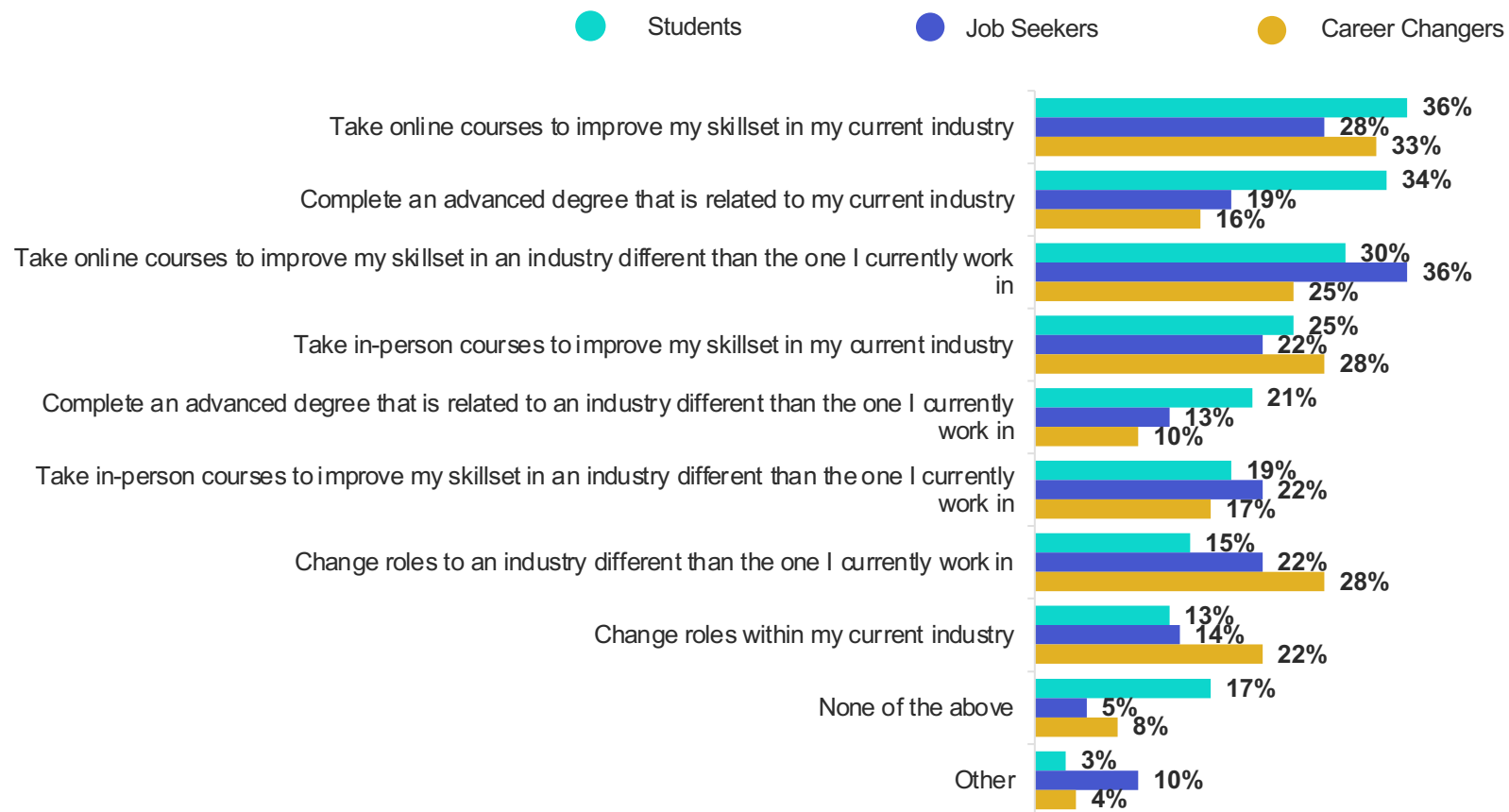




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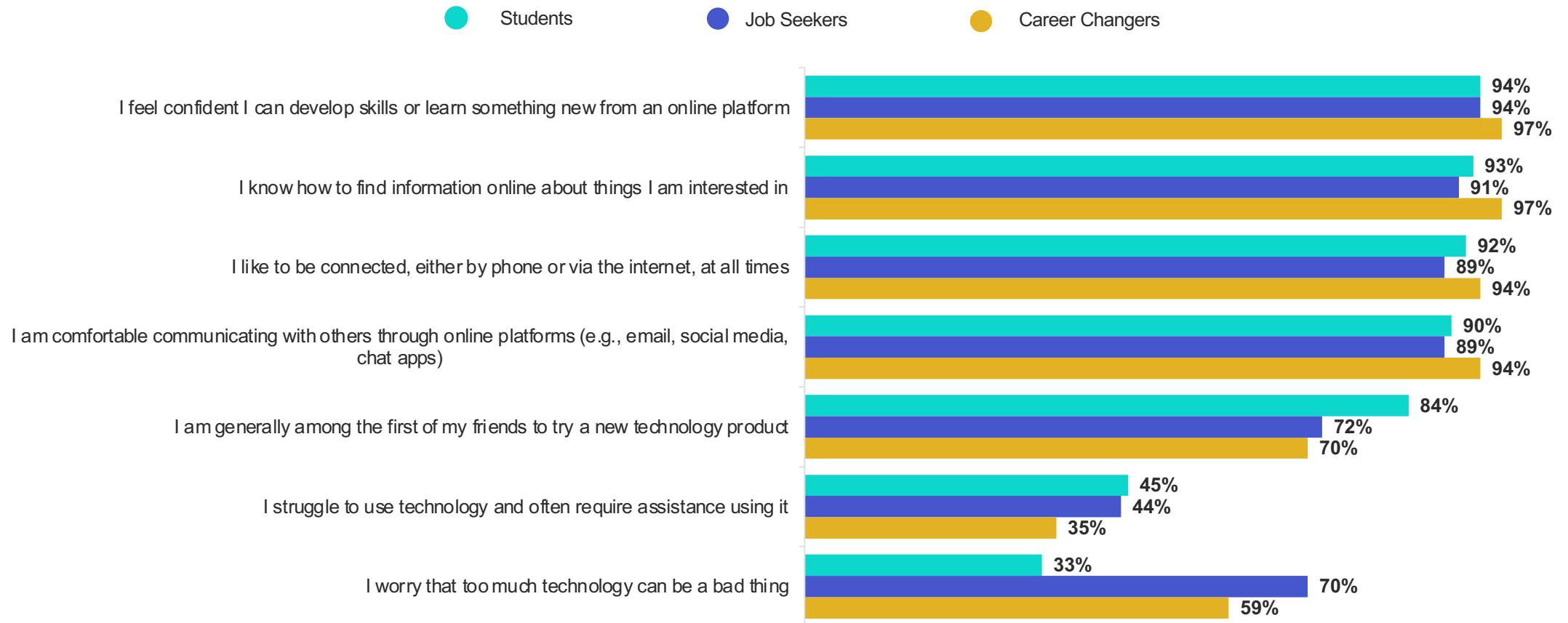
While Students and Career Changers are most likely to take online courses to improve their skillset in their current industry in the next two years, Job Seekers are most likely to take online courses to improve their skillset in an industry different than the one they currently work in

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



## Over nine-in-ten 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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