

# IBM Japan Skills and Education Study

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November 2 – 28, 2022

# JAPAN KEY FINDINGS

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## STEM Jobs:

- *Job Seekers* report the highest levels of familiarity with STEM jobs, with three-in-ten saying they're very or somewhat familiar with these types of jobs. As compared to *Students* in the 12 other countries surveyed, Japan *Students* report feeling the least familiar with STEM jobs.
- Across all audiences, the vast majority of respondents don't currently work in a STEM job. A plurality of *Career Changers*, however, are interested in working in a STEM job.
- About half of *Students* and *Job Seekers* and three-in-five *Career Changers* agree that career opportunities in STEM jobs will increase over the next 10 years.
- *Students, Job Seekers, and Career Changers* don't feel qualified to work in a STEM job because they don't have the right skills. Across all audiences, most respondents agree that there are fewer STEM jobs in Japan than in other countries and in their communities than in other places.

## Digital Credential Programs

- Three-in-ten *Job Seekers* and one-in-five of *Students* and *Career Changers* are familiar with digital credential programs. The vast majority of those that have earned a digital credential agree that it was helpful in achieving their career goals.
- Cost is top-of-mind for *Students* and *Job Seekers* when deciding to earn a digital credential, while *Career Changers* say the most important factor is whether they could continue to work while doing the program.

# 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.

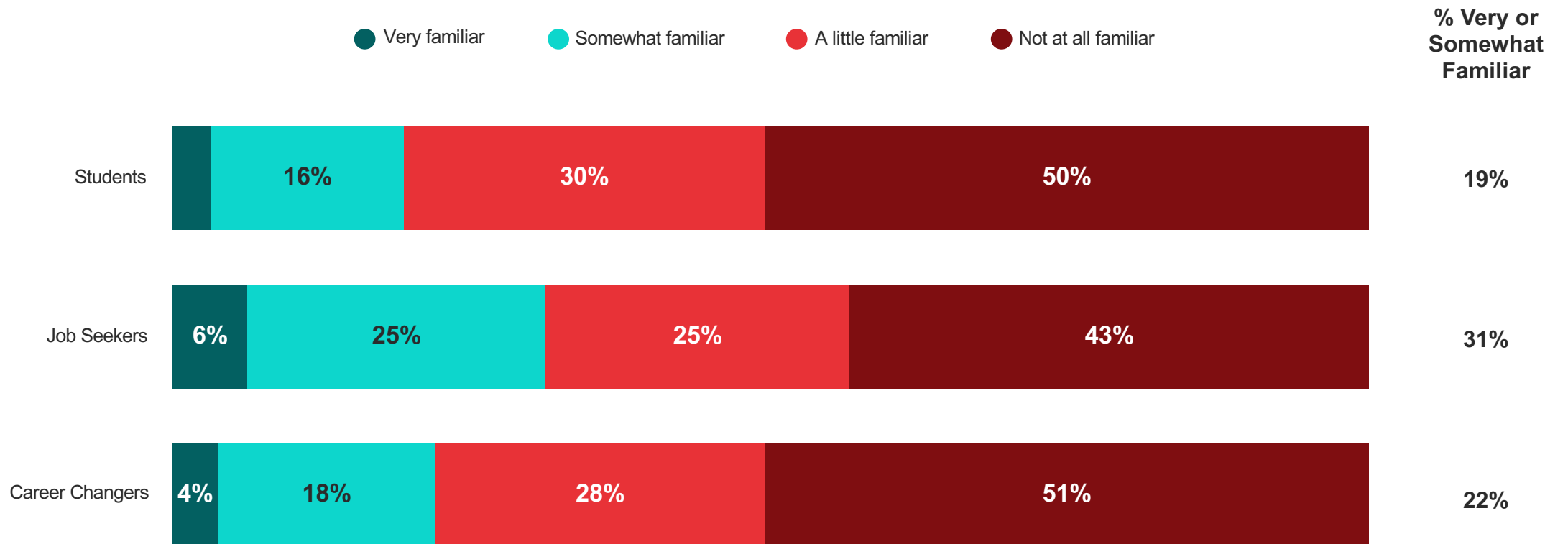
## **4. Learners and workers around the world are planning to make a change, with many looking for a new job in the next 12 months.**

- 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.

Job Seekers (31%) report the highest levels of familiarity with STEM jobs; Half of Students (50%) and Career Changers (51%) say they're "not at all familiar" with STEM jobs

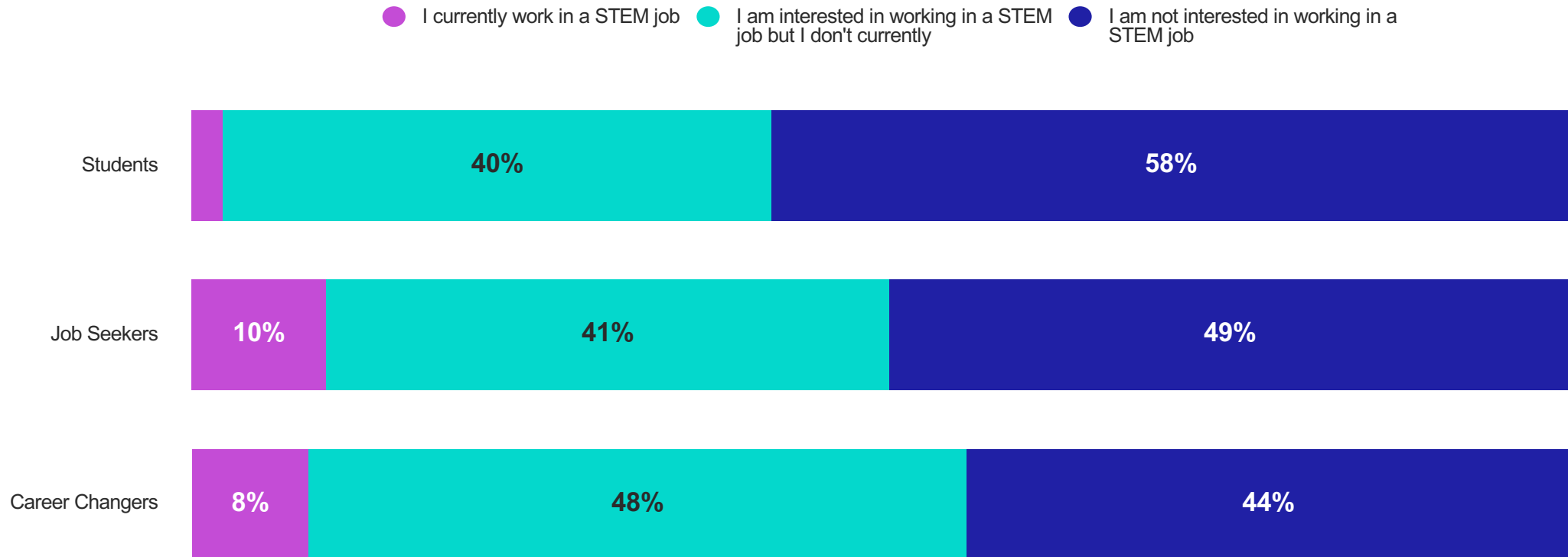
How familiar would you say you are with the idea of STEM jobs?

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



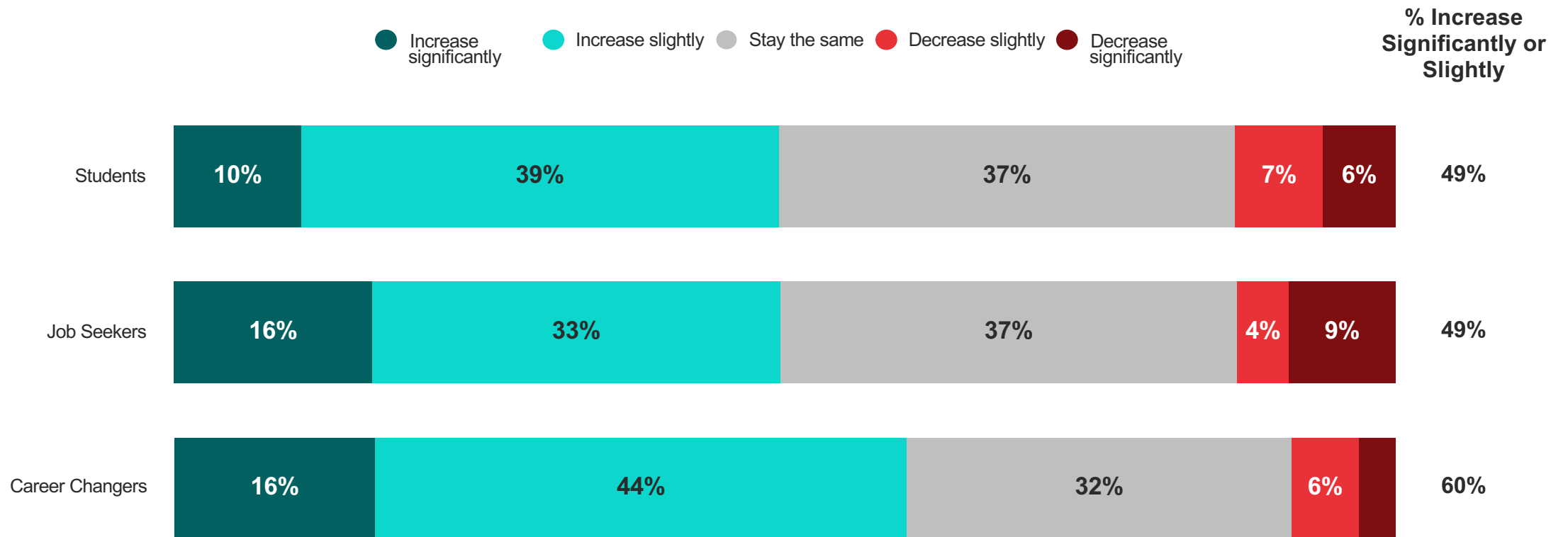
The vast majority of respondents across all audiences do not currently work in a STEM job; Three-in-five Students (58%) and half of Job Seekers (49%) are not interested in working in a STEM job

Which of the following would you say describes you?



About half of Students (49%) and Job Seekers (49%) and three-in-five Career Changers (60%) 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.

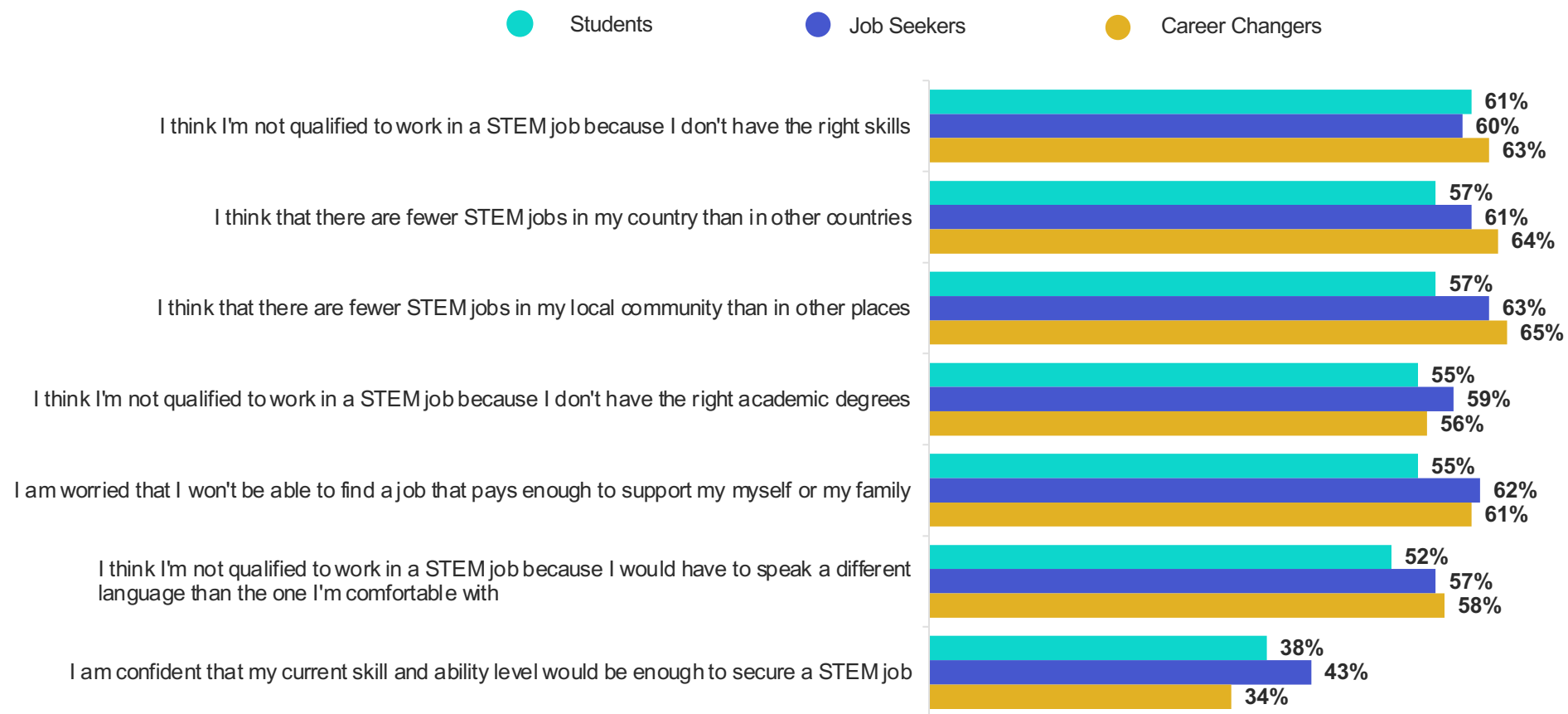
	Students	Job Seekers	Career Changers
Software Developer	45%	37%	54%
Mechanical Engineer	41%	29%	43%
IT help desk	38%	29%	30%
Life scientist (biologist, chemist, etc)	35%	24%	35%
Database administrator	34%	29%	39%
Website programmer	33%	30%	41%
Cybersecurity analyst	32%	29%	43%
Data analyst	31%	24%	31%
Social scientist (psychologist, sociologist etc)	22%	18%	17%
Project manager	18%	21%	21%
Customer service representative	13%	13%	16%
None of the above	23%	24%	15%



JAPAN: SKILLS AND EDUCATION STUDY

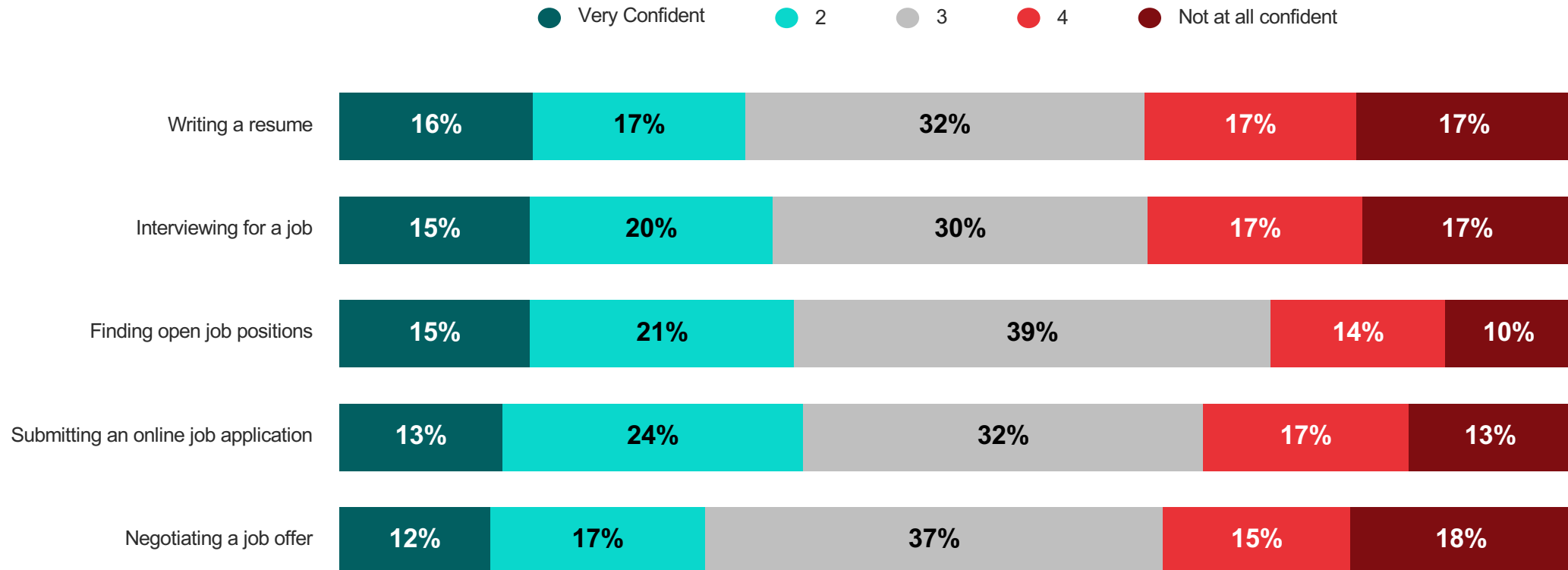
All audiences share high levels of agreement that they aren't qualified to work in STEM because they don't have the right skills, there are fewer STEM jobs in Japan than in other countries, and there are fewer STEM jobs in their local community than in other places

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]



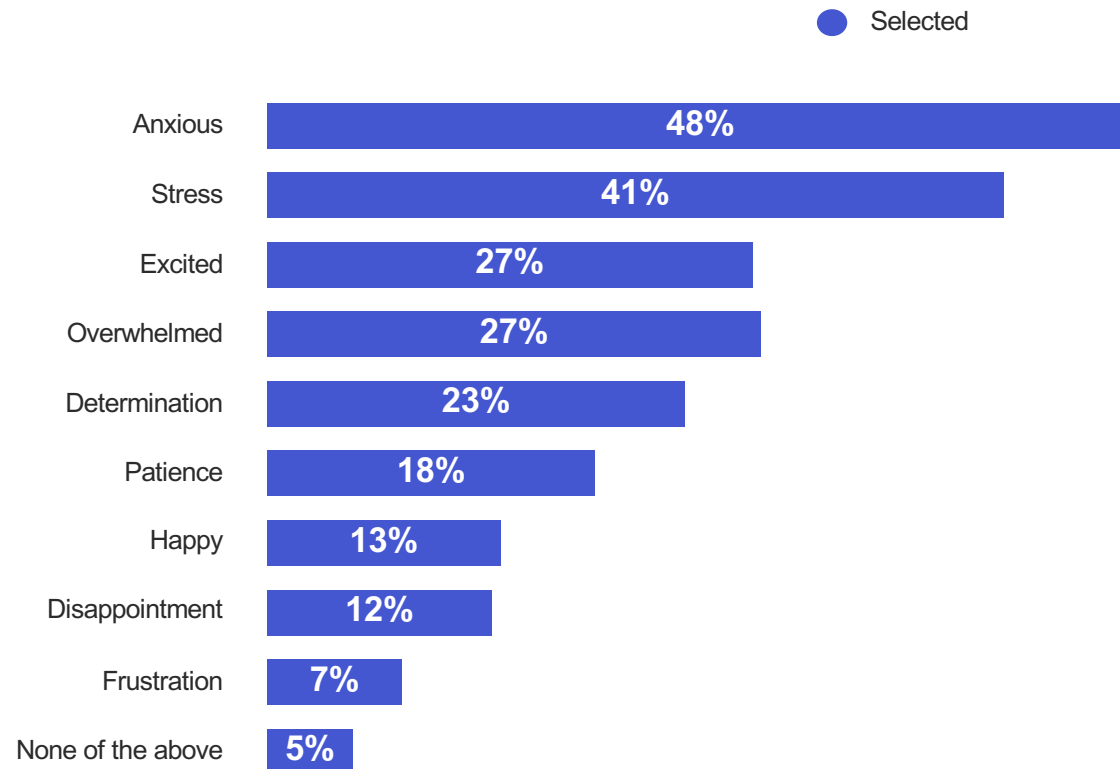
Job Seekers are most confident in submitting online job applications (37%) and finding open positions (36%), and are least confident negotiating job offers (29%)

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



## Job Seekers report feeling anxious (48%) and stressed (41%) during the job search while 27% report feeling excited

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



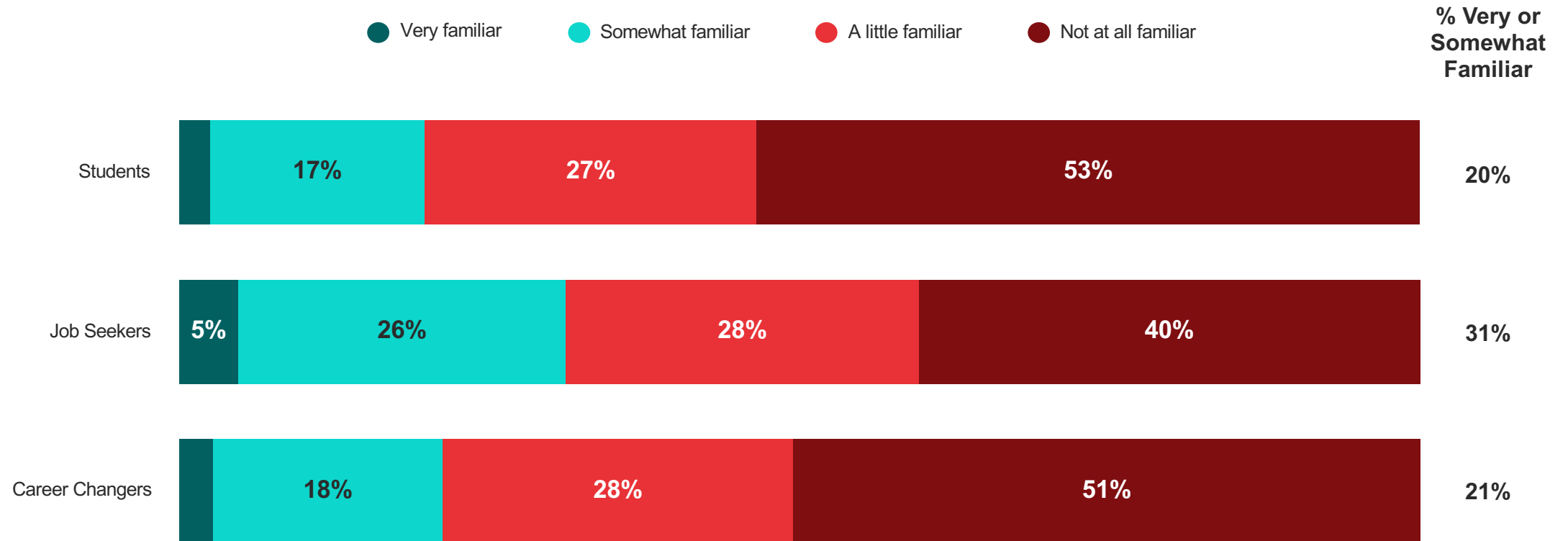
## A safe and a fun work environment, as well as good vacation benefits, are consistently important aspects across all audiences when looking for employment

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	43%	39%	38%
Offers a fun work environment	42%	36%	40%
Supports work-life balance (is respectful of personal time/time off work)	38%	28%	31%
Offers good vacation/paid time off (PTO) benefits	37%	34%	38%
Believes in the importance of diversity, equity, and inclusion	30%	24%	22%
Adjusts workplace policies based on COVID-19 safety guidelines	27%	24%	21%
Offers a clear path to mobility in the job/company (ability to be promoted)	25%	23%	18%
Offers the health care benefits I need/want	25%	22%	19%
Offers educational benefits such as tuition assistance	24%	20%	16%
Acts in the interests of their own political, cultural, and/or social beliefs and values	19%	13%	10%
Offers competitive pay/salary	18%	22%	21%
Offers remote working options within my country	17%	20%	16%
Offers continued learning and professional development opportunities	16%	16%	12%
Offers remote working options internationally (I can live and work in a different country)	15%	17%	13%

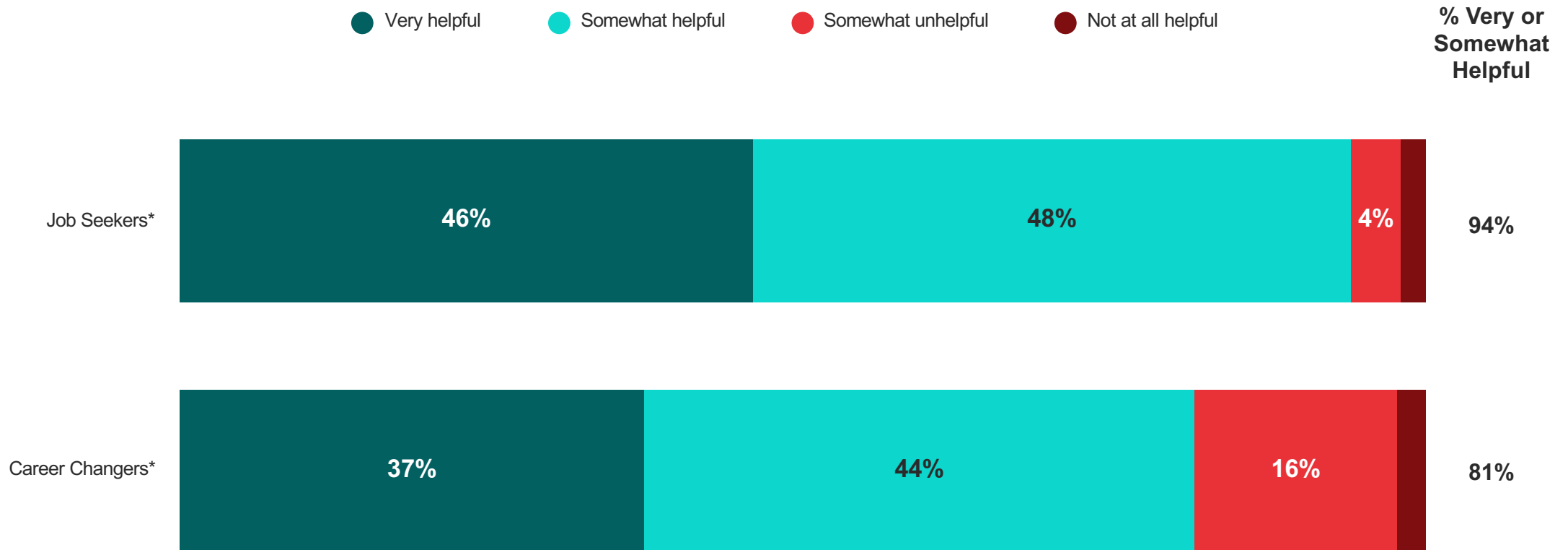
## Three-in-ten Job Seekers (31%) and one-fifth of Students (20%) and Career Changers (21%) are familiar with digital credential programs

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).



## The vast 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?



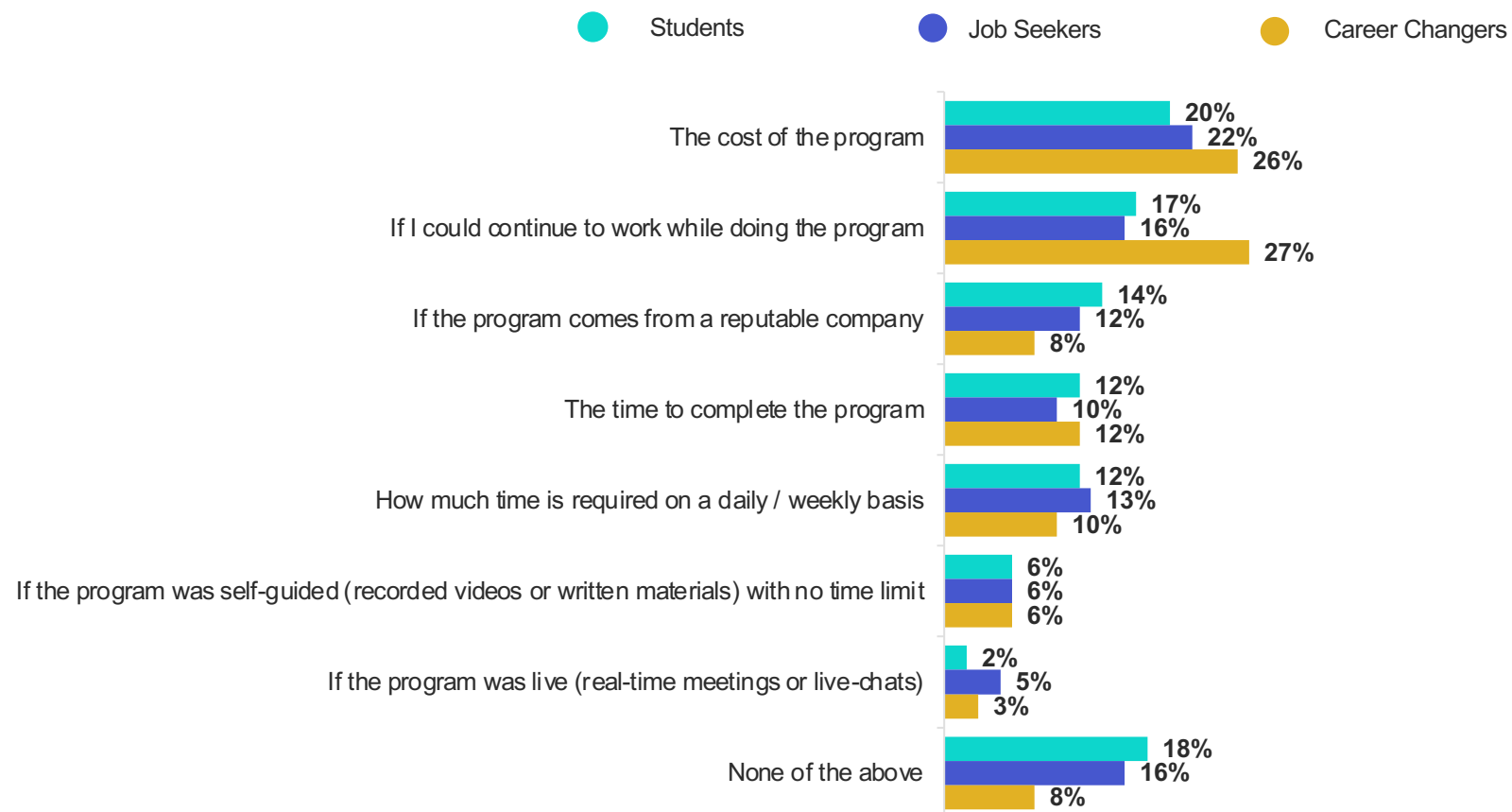
Among respondents that have earned a digital credential. Student data not shown due to low sample size.

\*Sample size less than 100

## JAPAN: SKILLS AND EDUCATION STUDY

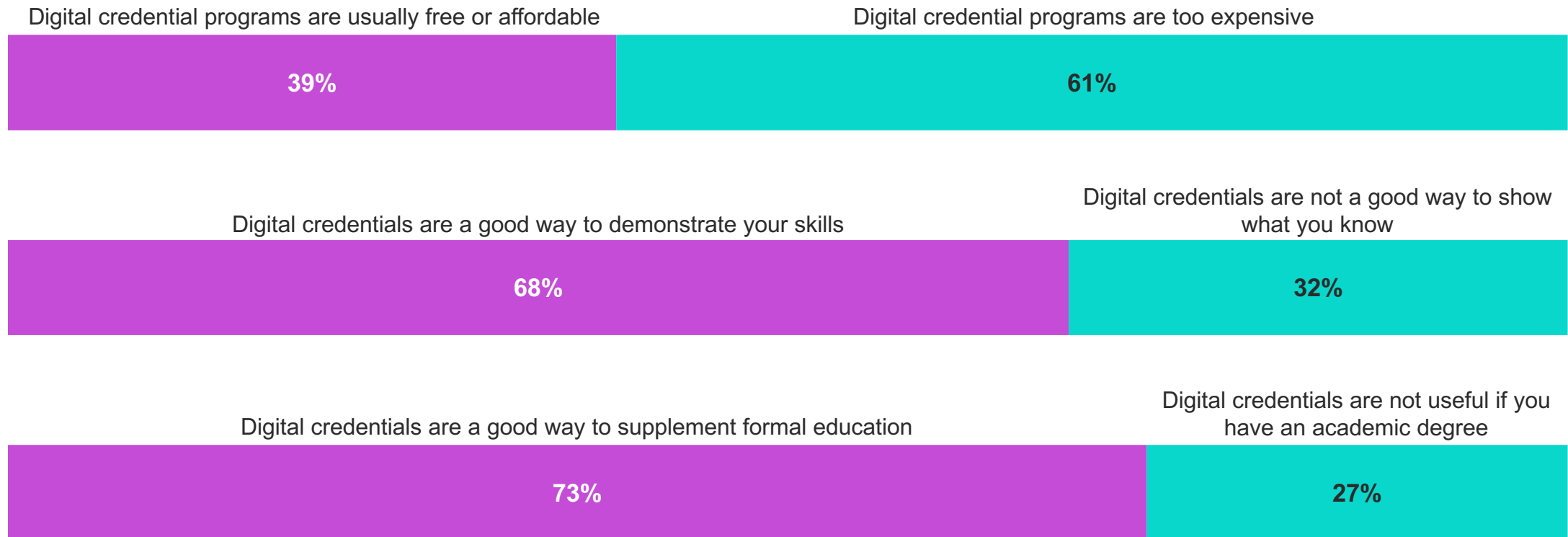
The most important factor for Students (20%) and Job Seekers (22%) to consider when thinking about developing their skills and earning a digital credential is the cost of the program; Career Changers (27%) say the most important factor is whether they could continue to work while doing the program

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

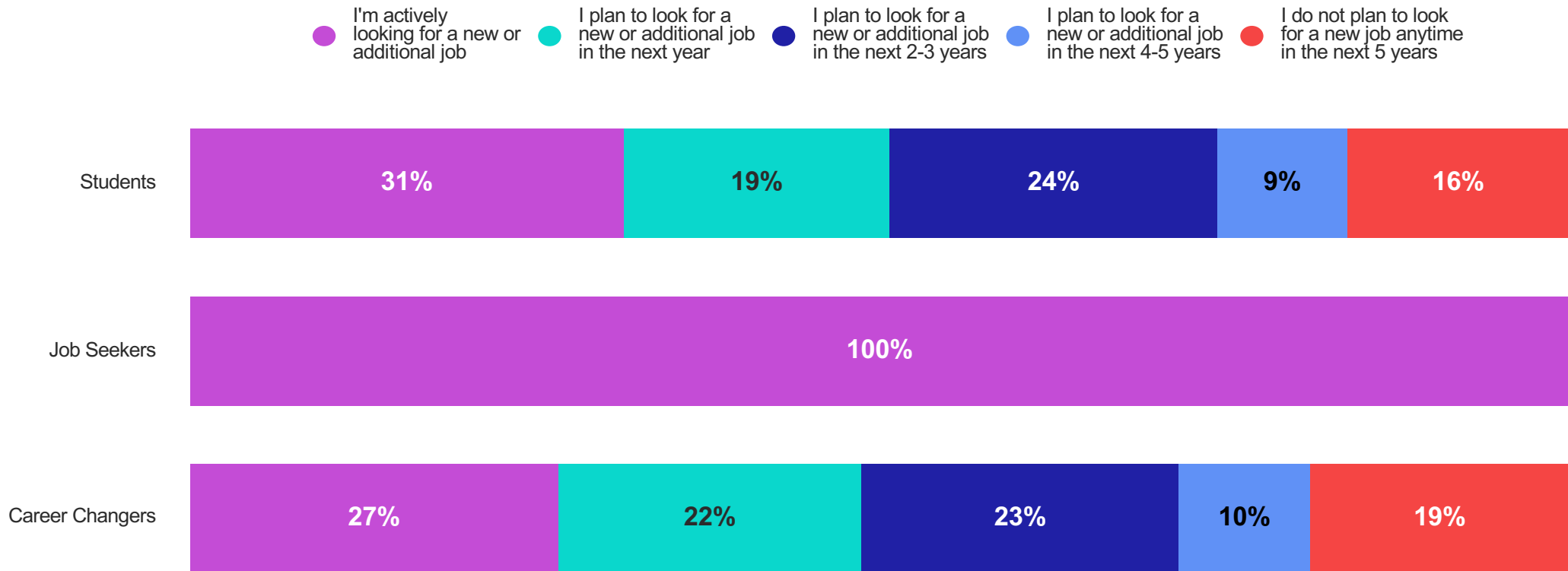
Based on what you know about digital credential programs, which of the following statements do you agree with most, even if neither one is exactly right?  
[Showing Across Students, Job Seekers, and Career Changers]





### 31% of Students and 27% of Career Changers say they are actively looking for a new or additional job

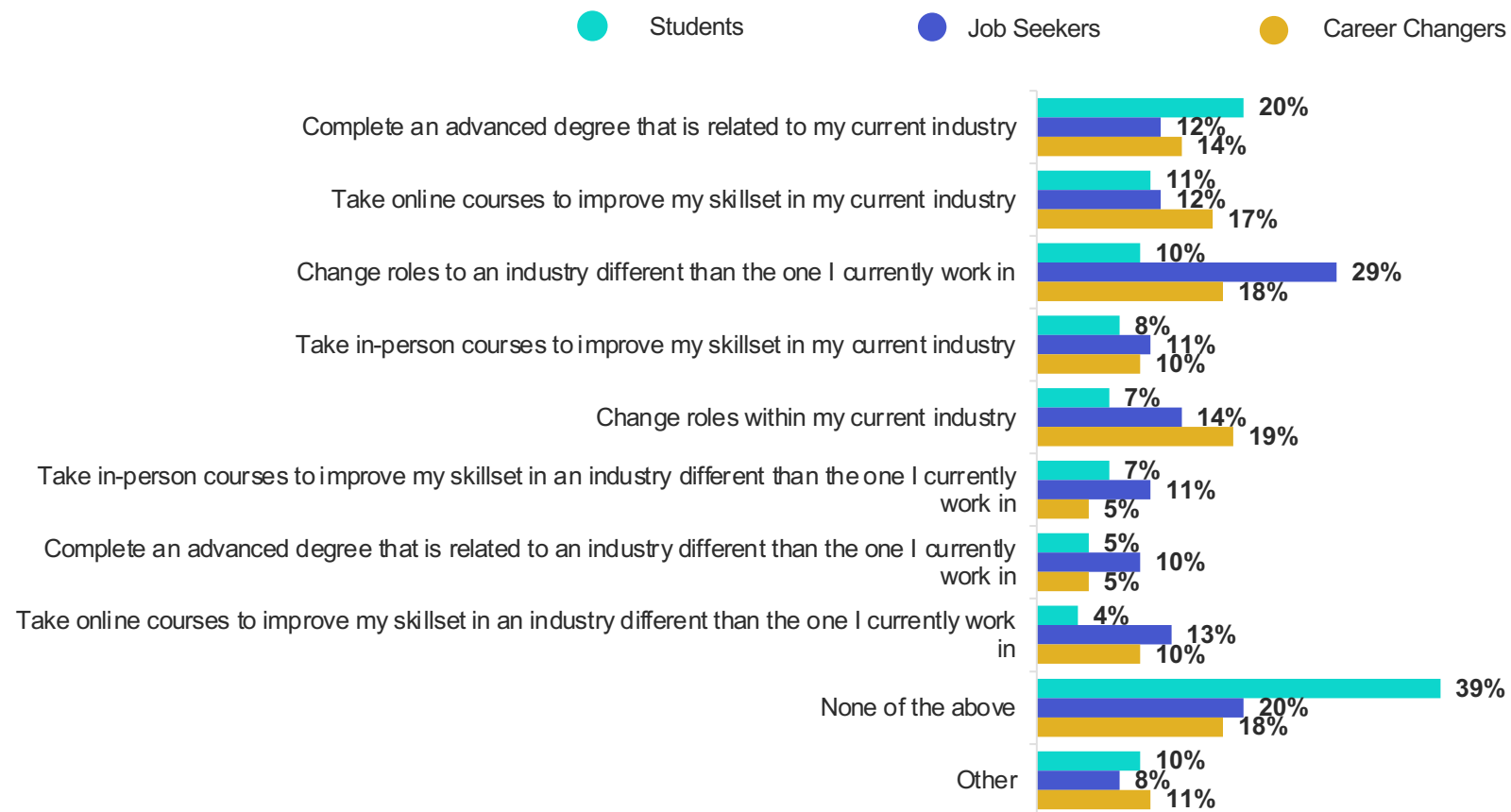
Which best describes your current situation?



JAPAN: SKILLS AND EDUCATION STUDY

In the next 2 years, one-fifth of Students (20%) plan to complete an advanced degree related to their current industry and three-in-ten Job Seekers (29%) plan to change roles to a new industry; Two-in-five Students (39%) say they don't plan on doing any of the actions asked about

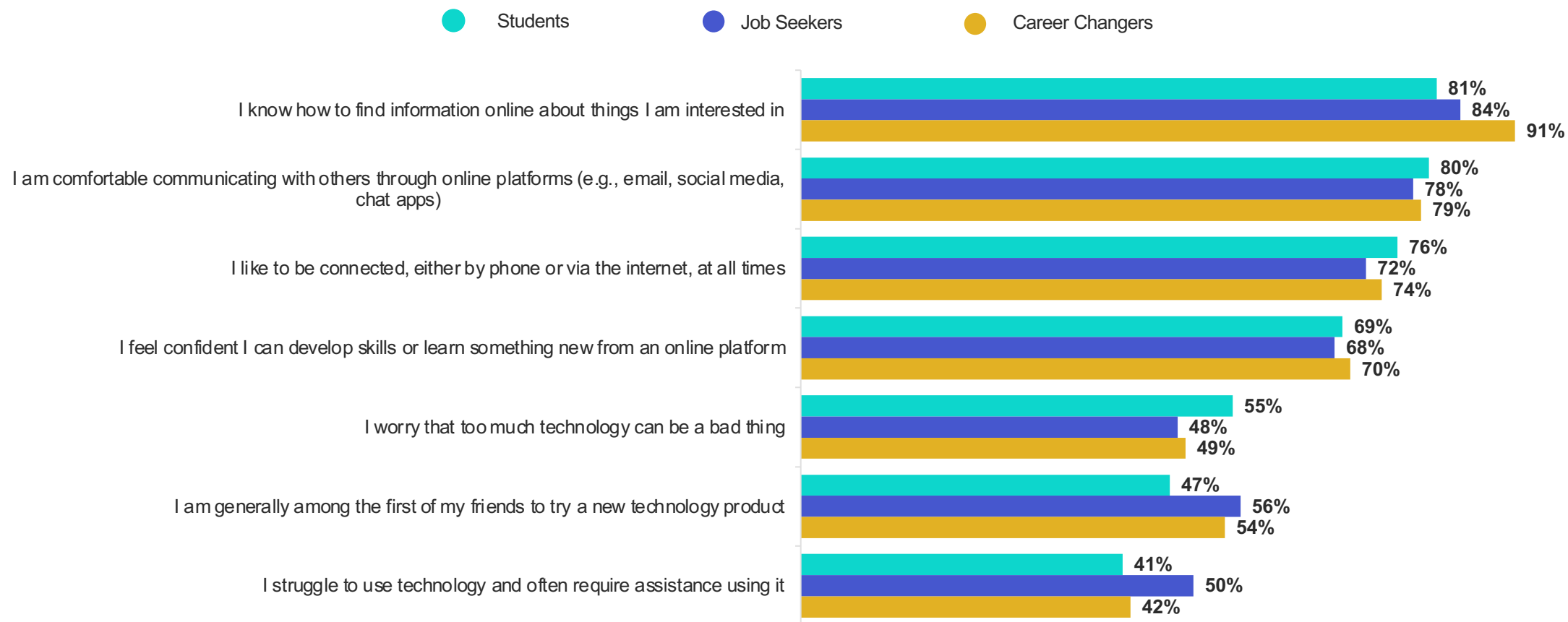
Do you plan to do any of the following in the next 2 years? Please select all that apply.



JAPAN: SKILLS AND EDUCATION STUDY

More than seven-in-ten respondents across all audiences know how to find information online about things they are interested in, are comfortable communicating online, and like to be connected via phone or internet at all times

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





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