

# IBM India Skills and Education Study

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November 2 – December 20, 2022

# INDIA KEY FINDINGS

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## STEM Jobs:

- *Job Seekers* and *Career Changers* report the highest levels of familiarity with STEM jobs, with two-in-three saying they're very or somewhat familiar with these types of jobs. As compared to *Job Seekers* and *Career Changers* in the 12 additional countries surveyed, India *Job Seekers* and *Career Changers* report the highest levels of familiarity with STEM jobs.
- Just over a quarter of *Job Seekers* and *Career Changers* say they currently work these types of jobs, and a majority of respondents across all audiences say they're interested in working in STEM. Compared to *Career Changers* in the other countries surveyed, India *Career Changers* are more interested in working in a STEM job.
- All audiences agree that career opportunities in STEM jobs will increase over the next 10 years. More than 70% of Students think that career opportunities in STEM will increase over the next 10 years.
- *Students, Job Seekers, and Career Changers* are confident that their current skill level and ability would be enough to secure a STEM job. Across all audiences, respondents agree that there are fewer STEM jobs in India and their local community than in other places.

## Digital Credential Programs

- More than half of all audiences are familiar with digital credential programs, and *Job Seekers* and *Career Changers* 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 one of the most important factors to consider when deciding to earn a digital credential.

# 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.

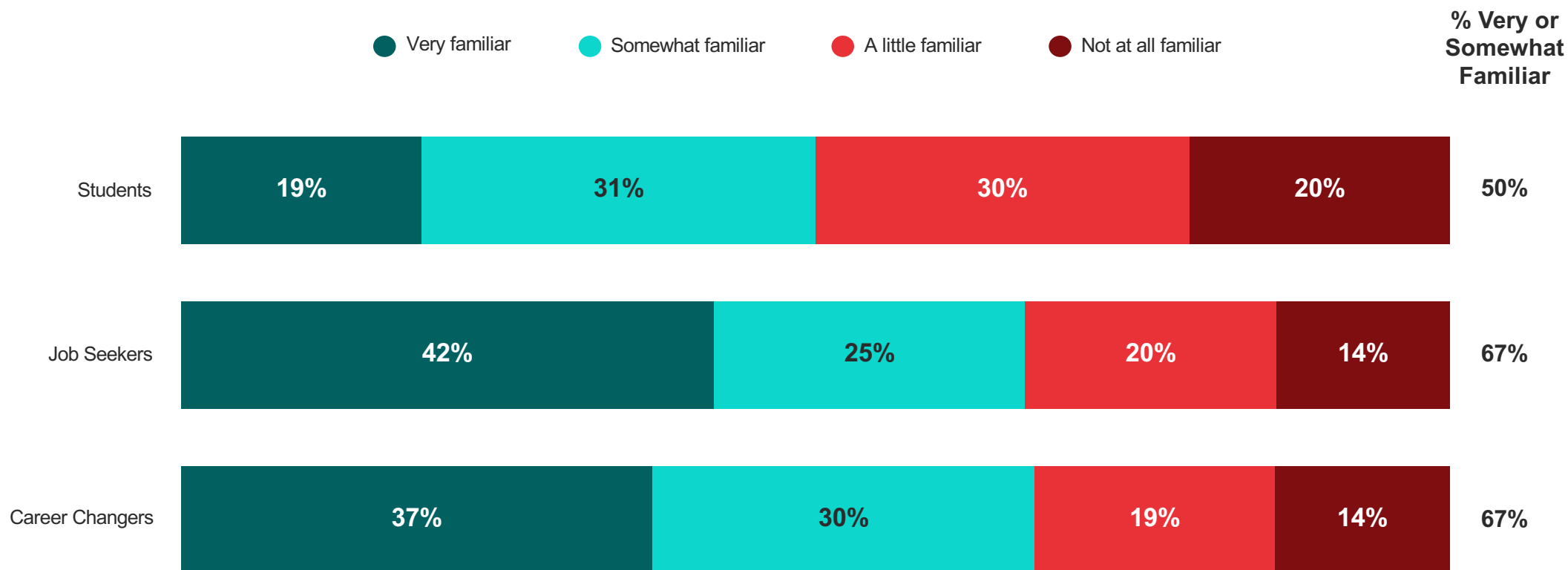
- 61% of *Students* and *Career Changers* are actively looking for a new job now or plan to within the next year.
- More than 80% of all respondents have plans to build their skills in the next two years.
- At least 90% are confident they can develop skills or learn something new from an online program.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

INDIA: SKILLS AND EDUCATION STUDY

Just over two-in-three Job Seekers (67%) and Career Changers (67%) say they're familiar with STEM jobs; Students report the lowest levels of familiarity with these types of jobs with one-in-five (20%) saying they're "not at all familiar" with STEM jobs

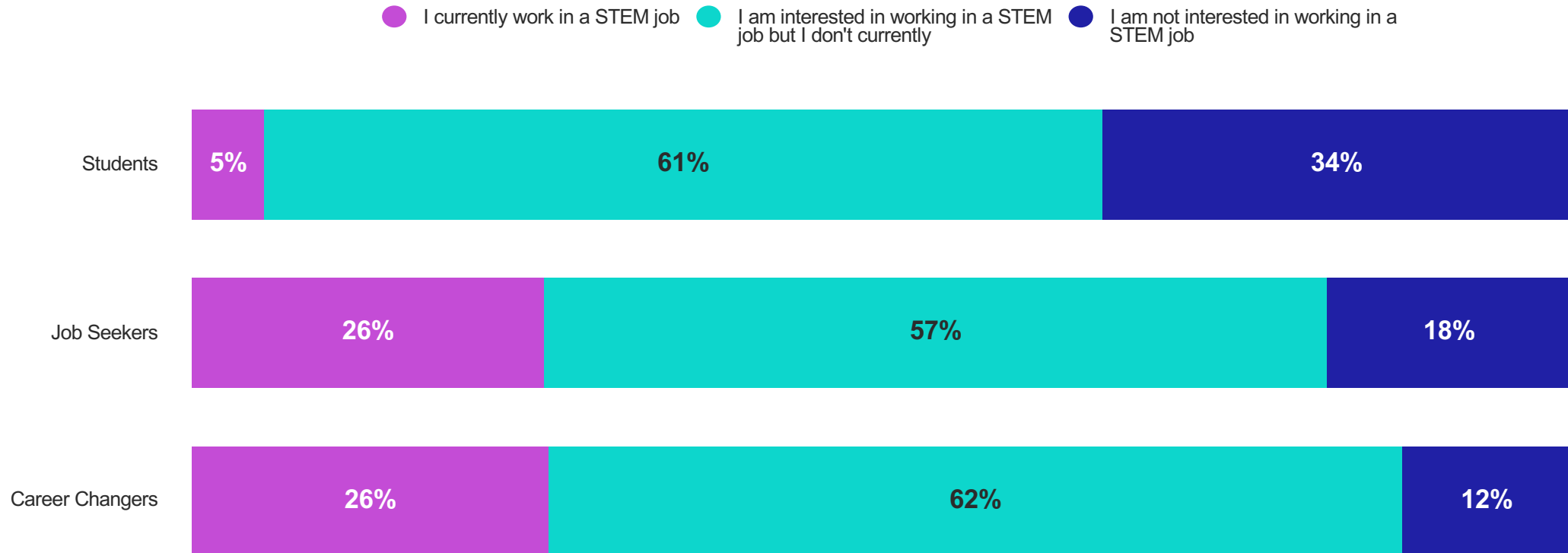
How familiar would you say you are with the idea of STEM jobs?

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



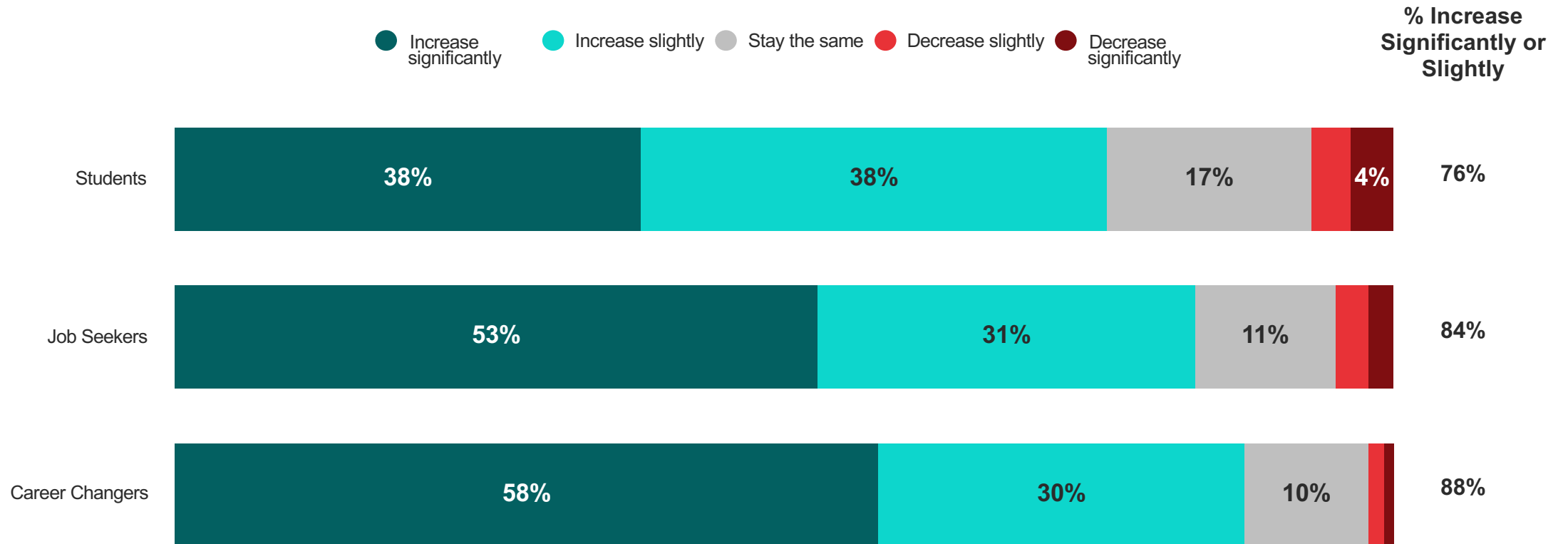
Around a quarter of Job Seekers (26%) and Career Changers (26%) currently work in a STEM job; Across all audiences, a majority of respondents say they're interested in working in a STEM job

Which of the following would you say describes you?



## More than three-quarters 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.

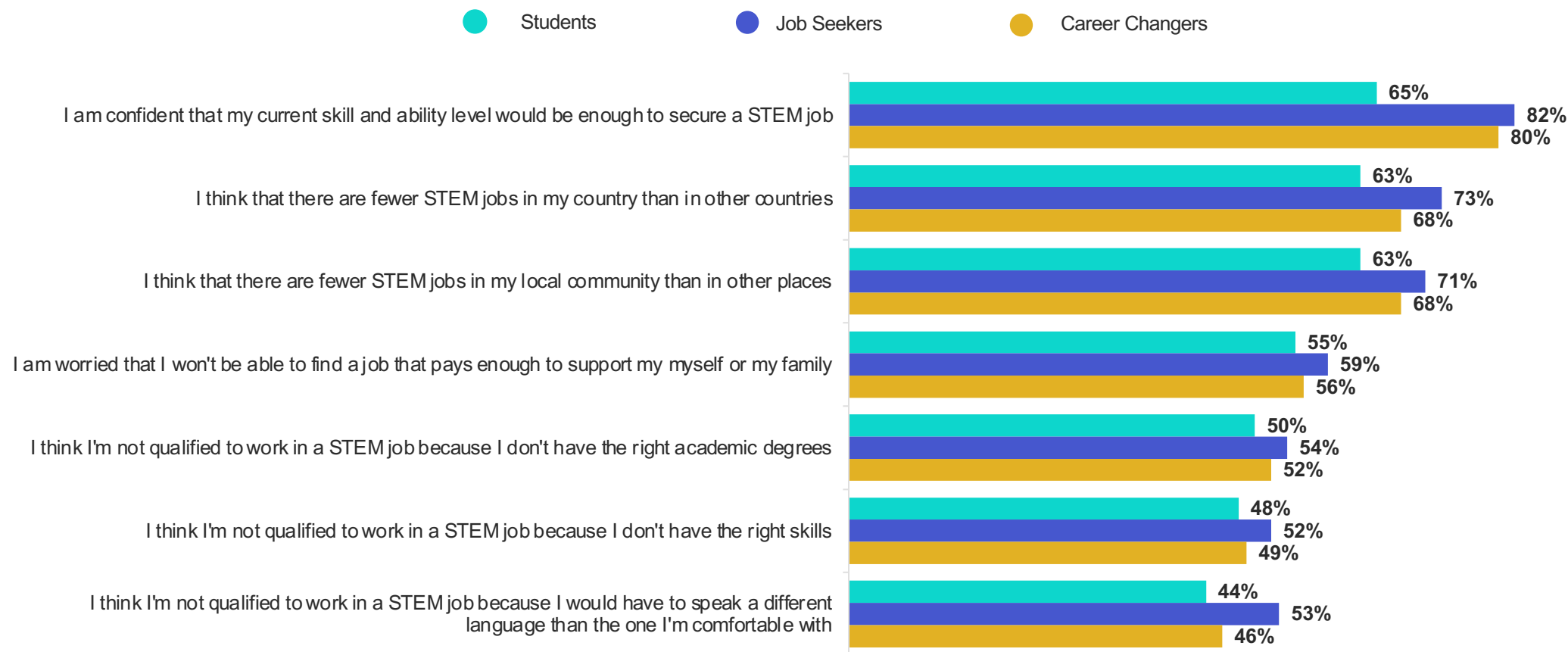
	Students	Job Seekers	Career Changers
Software Developer	42%	47%	48%
Data analyst	39%	35%	41%
Website programmer	33%	30%	33%
Mechanical Engineer	32%	26%	29%
Life scientist (biologist, chemist, etc)	31%	23%	33%
Cybersecurity analyst	30%	29%	33%
Database administrator	26%	23%	34%
IT help desk	25%	31%	34%
Project manager	22%	27%	30%
Social scientist (psychologist, sociologist etc)	22%	27%	27%
Customer service representative	11%	21%	21%
None of the above	11%	6%	3%



INDIA: SKILLS AND EDUCATION STUDY

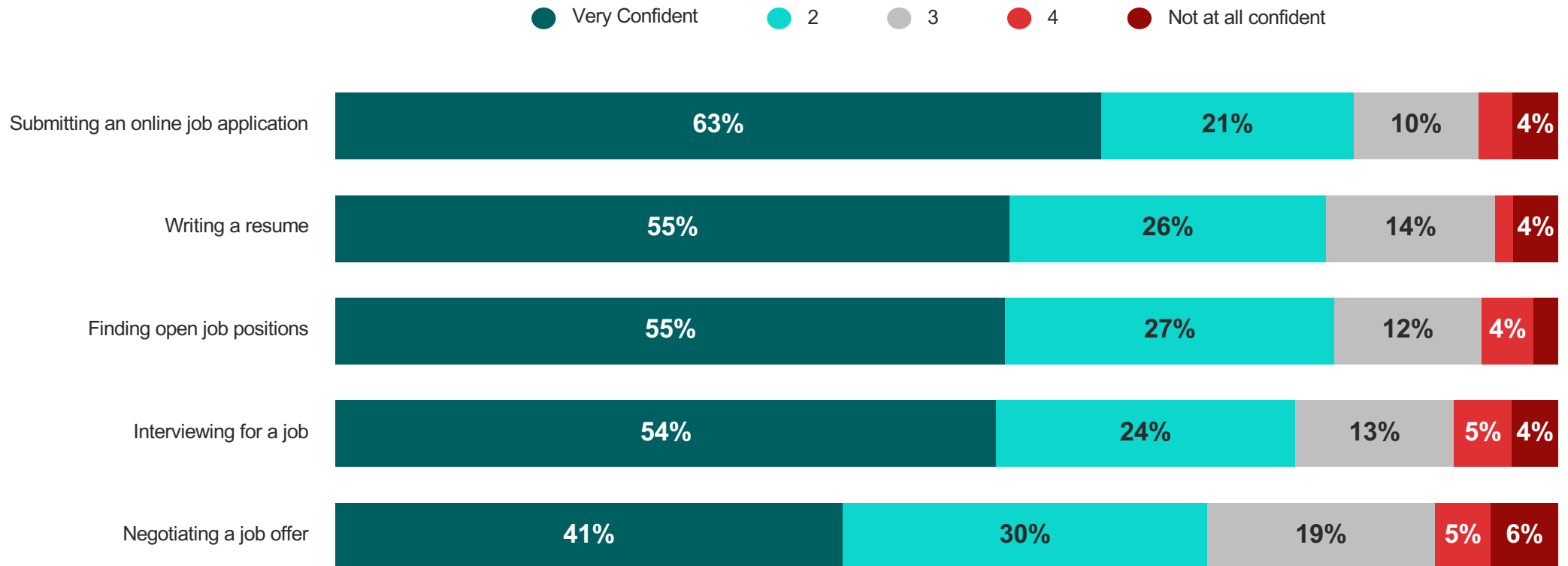
All audiences are confident that their current skill and ability level would be enough to secure a STEM job; However, a majority also agree that there are fewer STEM jobs in India and within their local communities than in other places

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]



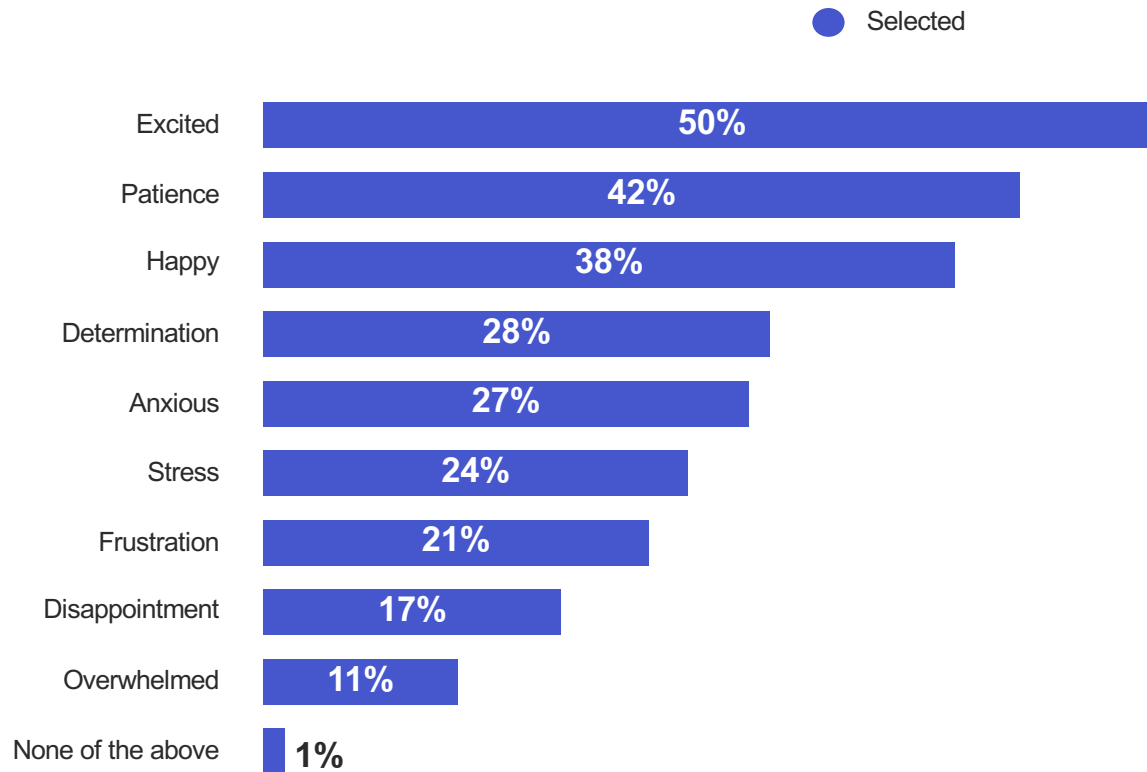
## Job Seekers are most confident in submitting online job applications and finding open job positions

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



## Job Seekers report feeling excited (50%) and patient (42%) during the job search, while 27% report feeling anxious

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



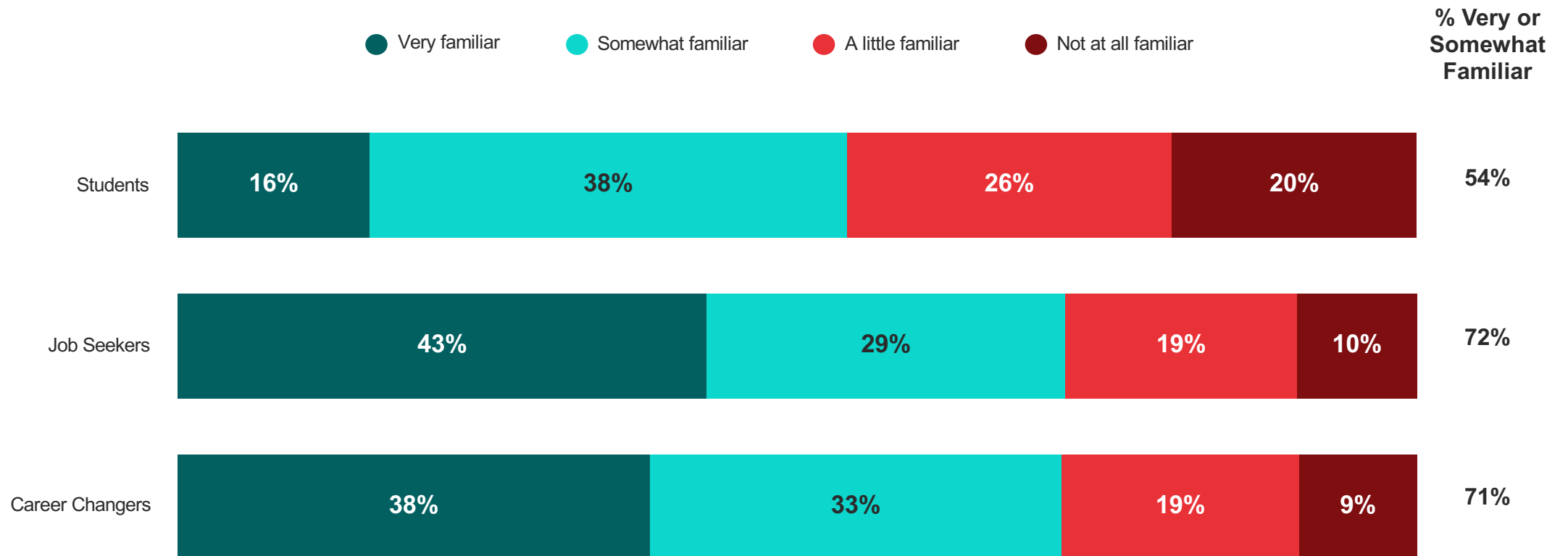
## Across all audiences, a safe work environment is the most important aspect when looking for employment

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	62%	61%	67%
Offers the health care benefits I need/want	51%	56%	58%
Offers a fun work environment	50%	48%	56%
Supports work-life balance (is respectful of personal time/time off work)	50%	54%	64%
Offers competitive pay/salary	48%	55%	66%
Adjusts workplace policies based on COVID-19 safety guidelines	46%	51%	57%
Believes in the importance of diversity, equity, and inclusion	46%	49%	55%
Offers a clear path to mobility in the job/company (ability to be promoted)	45%	48%	56%
Offers continued learning and professional development opportunities	45%	49%	57%
Offers good vacation/paid time off (PTO) benefits	43%	45%	56%
Offers educational benefits such as tuition assistance	42%	48%	50%
Offers remote working options internationally (I can live and work in a different country)	38%	39%	42%
Offers remote working options within my country	35%	43%	49%
Acts in the interests of their own political, cultural, and/or social beliefs and values	27%	34%	38%

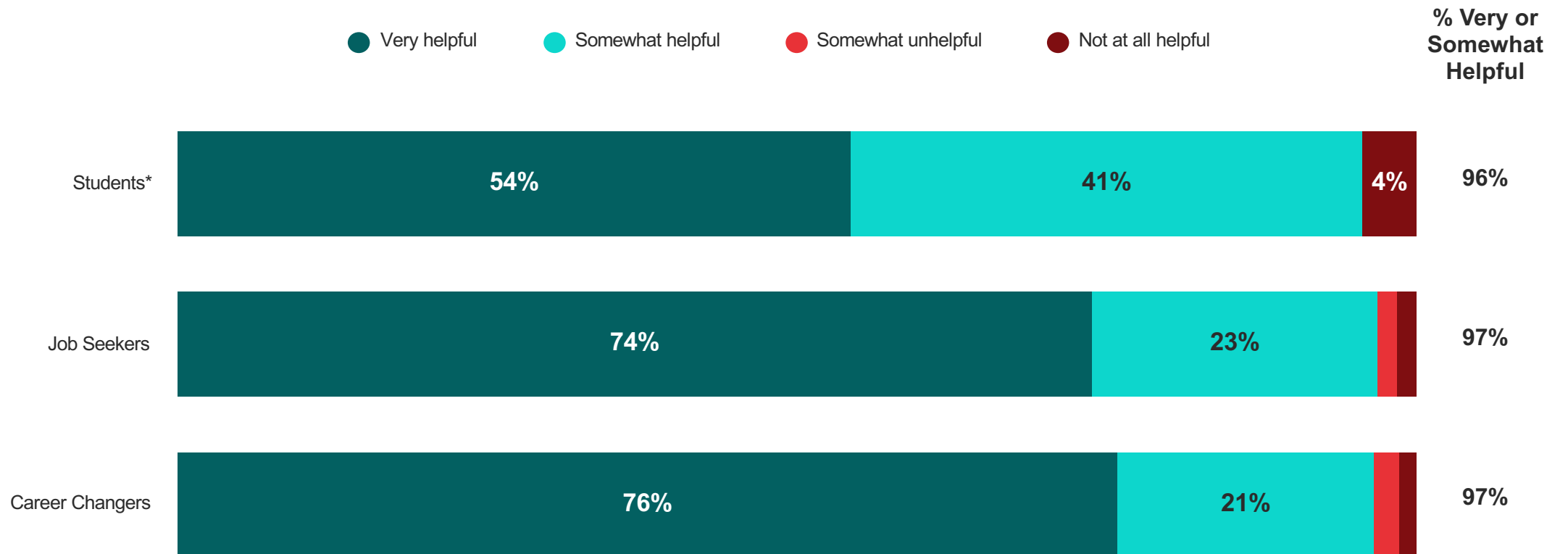
## More than half of all audiences are familiar with digital credential programs; Job Seekers (72%) and Career Changers (71%) had the highest familiarity

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).



## Nearly all 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?

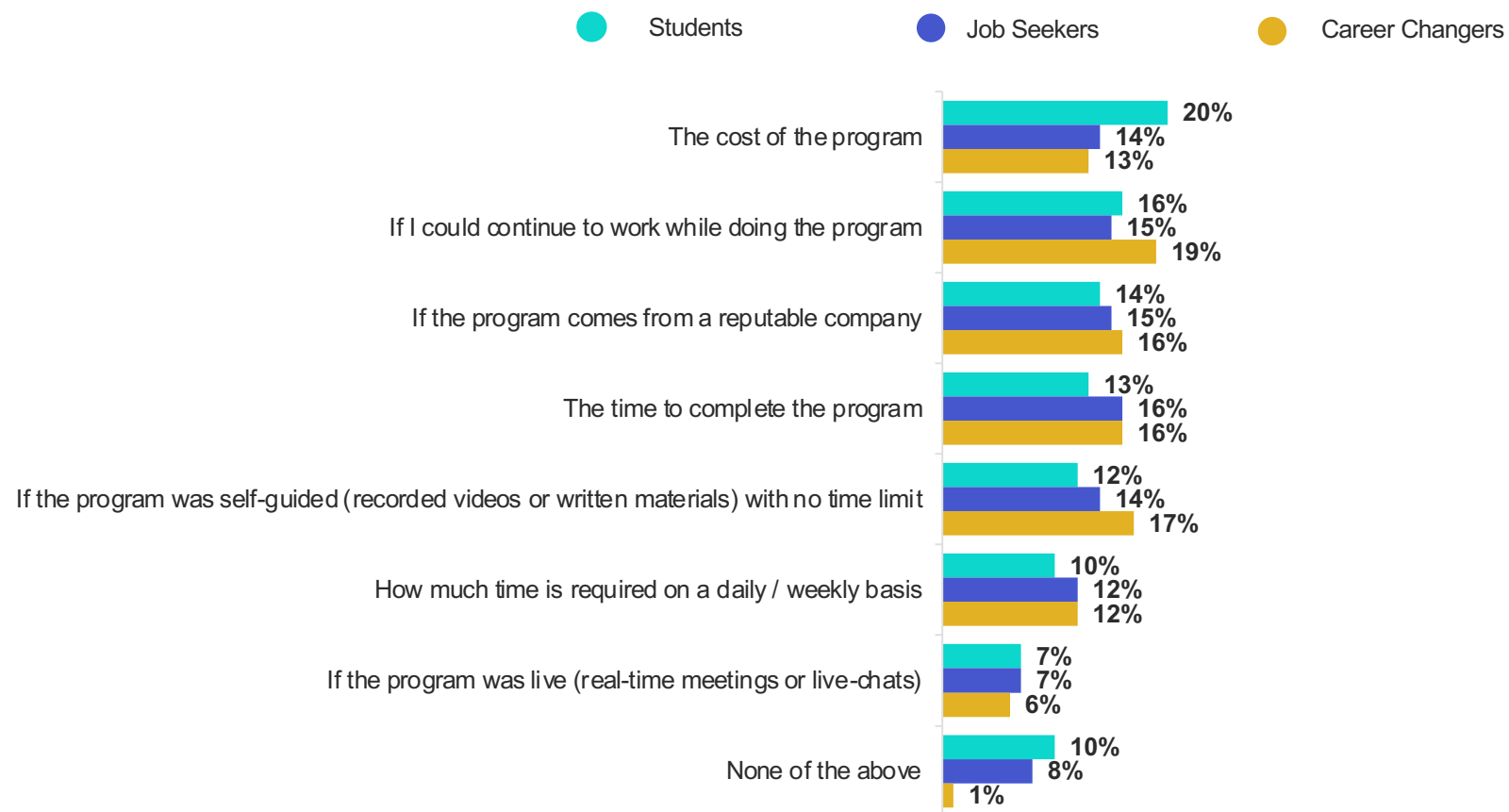


Among respondents that have earned a digital credential  
 \*Sample size less than 100

INDIA: SKILLS AND EDUCATION STUDY

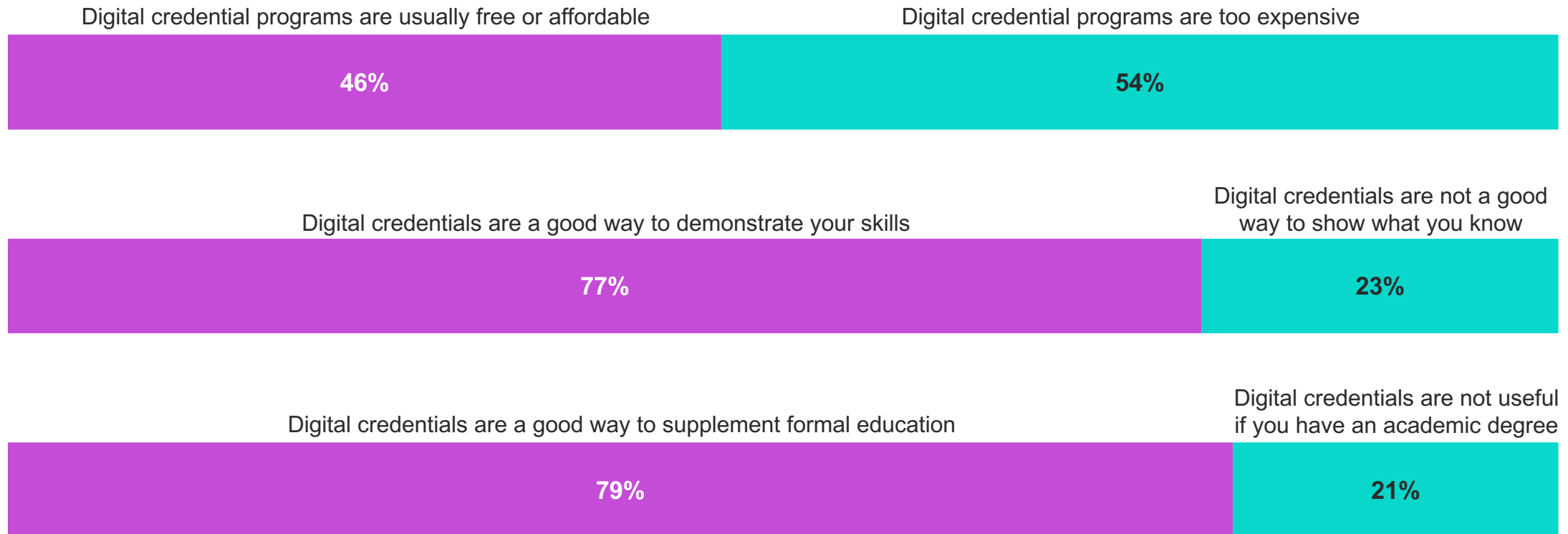
The most important factor for Students to consider when thinking about developing their skills and earning a digital credential is the cost of the program (20%), compared with 14% of Job Seekers and 13% of Career Changers

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.



## 54% think that digital credential programs are too expensive; 77% think that digital credentials are a good way to demonstrate your skills

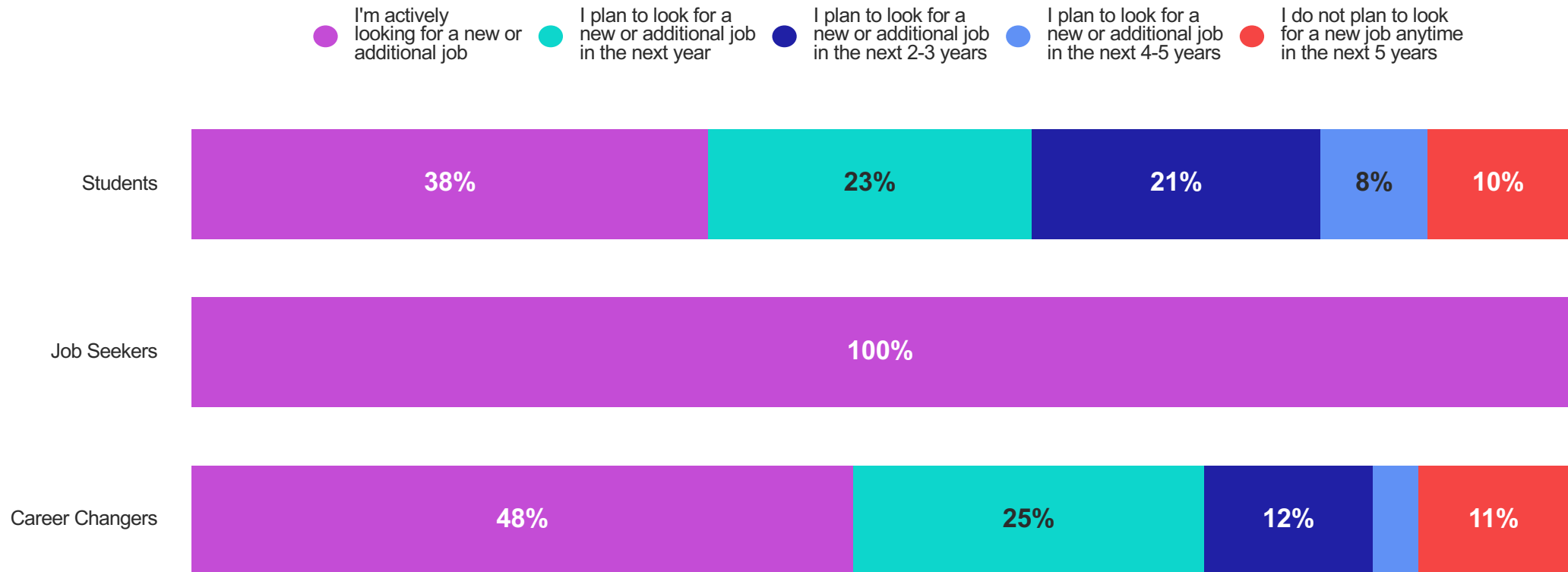
Based on what you know about digital credential programs, which of the following statements do you agree with most, even if neither one is exactly right?  
[Showing Across Students, Job Seekers, and Career Changers]





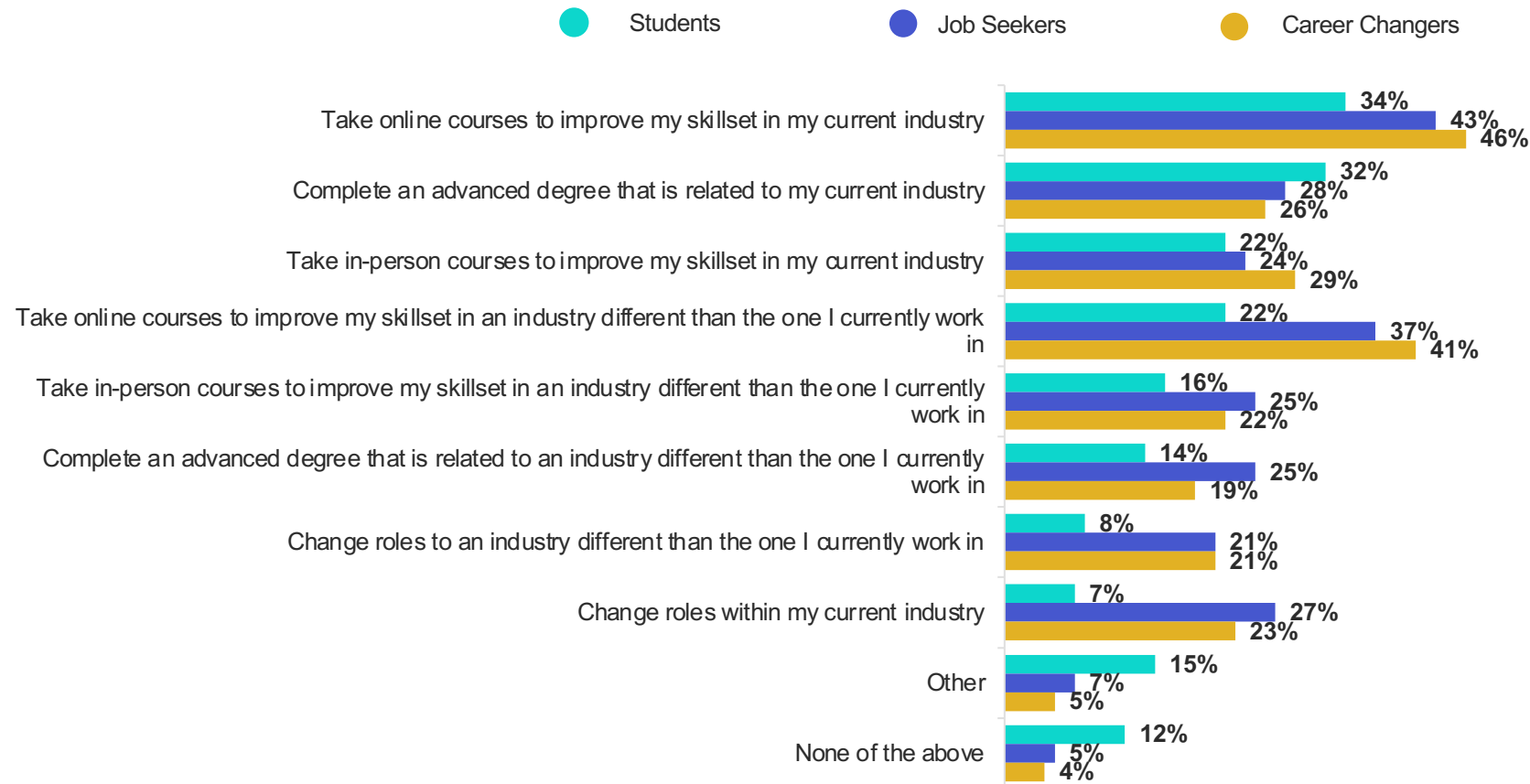
## Nearly half of Career Changers are actively looking for a new or additional job (48%)

Which best describes your current situation?



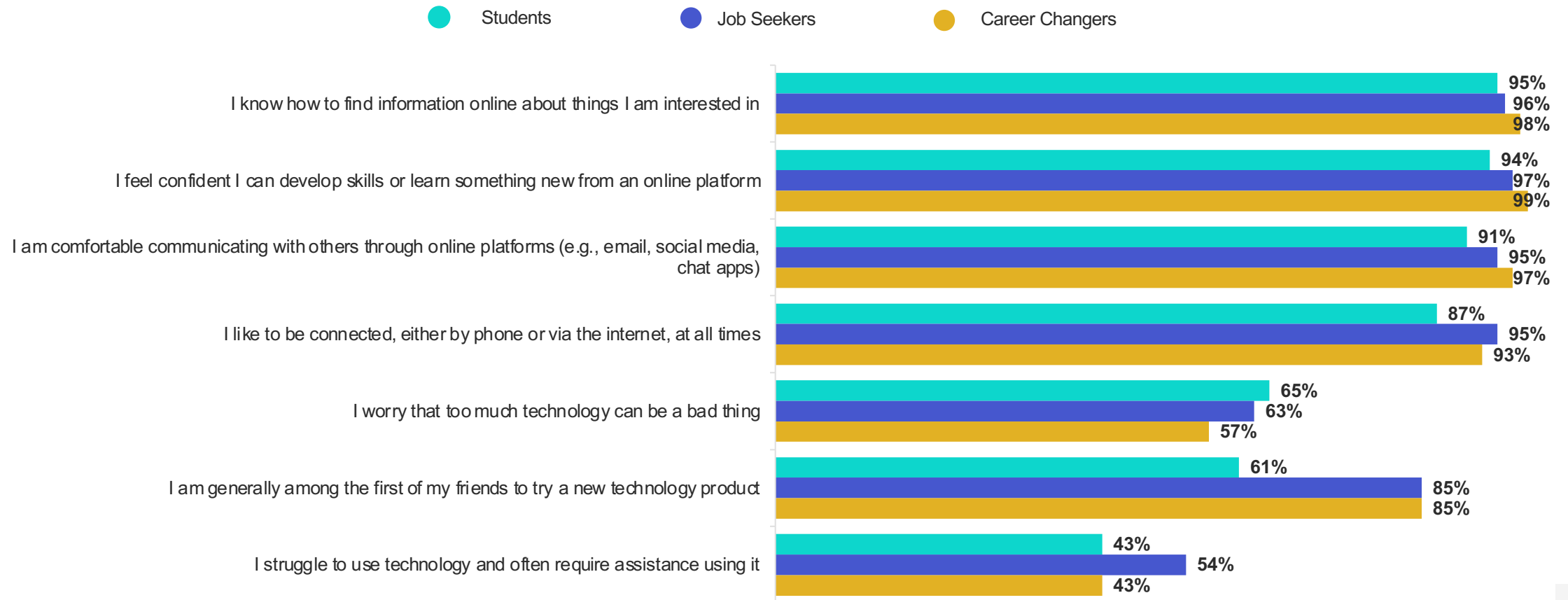
## At least one-third of each audience say they plan to take online courses to improve their skillset in their current industry in the next 2 years

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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