



## PUBLIC POLL FINDINGS AND METHODOLOGY

These are the findings of an Ipsos poll conducted between August 31 – September 20, 2021. For this survey, a sample of 4,006 adults age 18+ from the United States, France, Germany, and United Kingdom was interviewed online in English, French, or German. The poll has a credibility interval of plus or minus 1.8 percentage points for all respondents.

For full results, please refer to the following annotated questionnaire:  
**Full Annotated Questionnaire**

1. How satisfied, if at all, are you with your life as a whole these days?

	<b>Total (N=4,006)</b>	<b>United States (N=1,002)</b>	<b>France (N=1,000)</b>	<b>Germany (N=1,000)</b>	<b>United Kingdom (N=1,004)</b>
Completely satisfied	10%	13%	7%	11%	7%
Very satisfied	29%	30%	22%	34%	29%
Somewhat satisfied	40%	35%	50%	36%	41%
A little satisfied	14%	15%	17%	12%	14%
Not at all satisfied	7%	8%	5%	7%	9%
<i>Completely/Very Satisfied (Net)</i>	<i>38%</i>	<i>43%</i>	<i>29%</i>	<i>45%</i>	<i>36%</i>
<i>A little/Not at all Satisfied (Net)</i>	<i>22%</i>	<i>22%</i>	<i>22%</i>	<i>19%</i>	<i>23%</i>

2. How would you rate your satisfaction level with your ...?

Total Completely/Very Satisfied Summary

	<b>Total</b>	<b>United States</b>	<b>France</b>	<b>Germany</b>	<b>United Kingdom</b>
Family life	50%	52%	45%	53%	53%
House or apartment	49%	55%	39%	55%	49%
Marriage or romantic relationships	42%	43%	36%	42%	46%
Social life	35%	38%	30%	42%	30%
Physical health	32%	41%	27%	32%	29%
Financial situation	29%	35%	16%	35%	31%
Current income	26%	32%	13%	30%	27%
Job	22%	24%	17%	30%	18%
Prospects for future earnings	21%	30%	9%	26%	19%
Prospects for career advancement	18%	21%	11%	24%	15%

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### a) Physical health

	Total	United States	France	Germany	United Kingdom
Completely satisfied	8%	12%	6%	9%	7%
Very satisfied	24%	29%	21%	24%	22%
Somewhat satisfied	38%	32%	49%	34%	36%
A little satisfied	18%	15%	19%	18%	18%
Not at all satisfied	12%	11%	6%	14%	16%
Does not apply to me	1%	1%	0%	1%	1%
<i>Completely/Very Satisfied (Net)</i>	<i>32%</i>	<i>41%</i>	<i>27%</i>	<i>32%</i>	<i>29%</i>
<i>A little/Not at all Satisfied (Net)</i>	<i>29%</i>	<i>26%</i>	<i>25%</i>	<i>33%</i>	<i>34%</i>

### b) Financial situation

	Total	United States	France	Germany	United Kingdom
Completely satisfied	9%	13%	4%	10%	8%
Very satisfied	21%	23%	12%	25%	23%
Somewhat satisfied	34%	28%	44%	32%	30%
A little satisfied	21%	17%	27%	18%	20%
Not at all satisfied	15%	17%	12%	13%	18%
Does not apply to me	2%	2%	2%	1%	1%
<i>Completely/Very Satisfied (Net)</i>	<i>29%</i>	<i>35%</i>	<i>16%</i>	<i>35%</i>	<i>31%</i>
<i>A little/Not at all Satisfied (Net)</i>	<i>36%</i>	<i>35%</i>	<i>38%</i>	<i>32%</i>	<i>39%</i>

### c) Job

	Total	United States	France	Germany	United Kingdom
Completely satisfied	7%	7%	5%	10%	4%
Very satisfied	16%	17%	12%	20%	14%
Somewhat satisfied	21%	16%	27%	22%	20%
A little satisfied	11%	10%	12%	10%	11%
Not at all satisfied	9%	12%	6%	7%	12%
Does not apply to me	37%	39%	39%	31%	39%
<i>Completely/Very Satisfied (Net)</i>	<i>22%</i>	<i>24%</i>	<i>17%</i>	<i>30%</i>	<i>18%</i>
<i>A little/Not at all Satisfied (Net)</i>	<i>20%</i>	<i>21%</i>	<i>17%</i>	<i>17%</i>	<i>23%</i>

### d) Current income

	Total	United States	France	Germany	United Kingdom
Completely satisfied	8%	11%	3%	9%	8%
Very satisfied	18%	21%	11%	21%	19%
Somewhat satisfied	33%	28%	39%	35%	31%
A little satisfied	21%	17%	31%	18%	19%
Not at all satisfied	16%	18%	13%	15%	18%
Does not apply to me	4%	5%	4%	3%	5%
<i>Completely/Very Satisfied (Net)</i>	<i>26%</i>	<i>32%</i>	<i>13%</i>	<i>30%</i>	<i>27%</i>
<i>A little/Not at all Satisfied (Net)</i>	<i>37%</i>	<i>35%</i>	<i>44%</i>	<i>33%</i>	<i>37%</i>

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### e) Prospects for career advancement

	Total	United States	France	Germany	United Kingdom
Completely satisfied	5%	6%	3%	8%	3%
Very satisfied	12%	15%	8%	15%	12%
Somewhat satisfied	20%	17%	20%	24%	19%
A little satisfied	14%	11%	19%	12%	15%
Not at all satisfied	12%	14%	10%	10%	15%
Does not apply to me	36%	38%	39%	31%	37%
<i>Completely/Very Satisfied (Net)</i>	<i>18%</i>	<i>21%</i>	<i>11%</i>	<i>24%</i>	<i>15%</i>
<i>A little/Not at all Satisfied (Net)</i>	<i>26%</i>	<i>25%</i>	<i>30%</i>	<i>22%</i>	<i>29%</i>

### f) Prospects for future earnings

	Total	United States	France	Germany	United Kingdom
Completely satisfied	6%	8%	2%	8%	4%
Very satisfied	15%	22%	7%	18%	15%
Somewhat satisfied	23%	24%	16%	24%	27%
A little satisfied	18%	14%	27%	17%	16%
Not at all satisfied	15%	15%	16%	12%	18%
Does not apply to me	23%	18%	33%	21%	21%
<i>Completely/Very Satisfied (Net)</i>	<i>21%</i>	<i>30%</i>	<i>9%</i>	<i>26%</i>	<i>19%</i>
<i>A little/Not at all Satisfied (Net)</i>	<i>34%</i>	<i>29%</i>	<i>43%</i>	<i>29%</i>	<i>34%</i>

### g) House or apartment

	Total	United States	France	Germany	United Kingdom
Completely satisfied	17%	23%	10%	21%	15%
Very satisfied	32%	32%	29%	33%	33%
Somewhat satisfied	30%	23%	43%	28%	28%
A little satisfied	11%	11%	12%	11%	12%
Not at all satisfied	8%	10%	5%	6%	9%
Does not apply to me	2%	2%	1%	1%	2%
<i>Completely/Very Satisfied (Net)</i>	<i>49%</i>	<i>55%</i>	<i>39%</i>	<i>55%</i>	<i>49%</i>
<i>A little/Not at all Satisfied (Net)</i>	<i>19%</i>	<i>20%</i>	<i>17%</i>	<i>17%</i>	<i>21%</i>

### h) Marriage or romantic relationships

	Total	United States	France	Germany	United Kingdom
Completely satisfied	19%	21%	16%	18%	23%
Very satisfied	23%	22%	21%	24%	24%
Somewhat satisfied	19%	15%	26%	19%	17%
A little satisfied	10%	9%	13%	11%	8%
Not at all satisfied	13%	15%	10%	12%	16%
Does not apply to me	15%	18%	15%	16%	14%
<i>Completely/Very Satisfied (Net)</i>	<i>42%</i>	<i>43%</i>	<i>36%</i>	<i>42%</i>	<i>46%</i>
<i>A little/Not at all Satisfied (Net)</i>	<i>23%</i>	<i>24%</i>	<i>23%</i>	<i>24%</i>	<i>24%</i>

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### i) Family life

	Total	United States	France	Germany	United Kingdom
Completely satisfied	18%	19%	16%	20%	18%
Very satisfied	32%	33%	29%	33%	35%
Somewhat satisfied	28%	25%	37%	24%	25%
A little satisfied	11%	11%	11%	11%	12%
Not at all satisfied	6%	7%	4%	5%	6%
Does not apply to me	5%	5%	3%	8%	4%
<i>Completely/Very Satisfied (Net)</i>	<i>50%</i>	<i>52%</i>	<i>45%</i>	<i>53%</i>	<i>53%</i>
<i>A little/Not at all Satisfied (Net)</i>	<i>17%</i>	<i>18%</i>	<i>15%</i>	<i>16%</i>	<i>18%</i>

### j) Social life

	Total	United States	France	Germany	United Kingdom
Completely satisfied	10%	15%	7%	13%	6%
Very satisfied	24%	23%	23%	29%	23%
Somewhat satisfied	37%	29%	49%	35%	33%
A little satisfied	16%	16%	15%	14%	19%
Not at all satisfied	10%	13%	5%	8%	15%
Does not apply to me	2%	3%	1%	2%	3%
<i>Completely/Very Satisfied (Net)</i>	<i>35%</i>	<i>38%</i>	<i>30%</i>	<i>42%</i>	<i>30%</i>
<i>A little/Not at all Satisfied (Net)</i>	<i>26%</i>	<i>29%</i>	<i>20%</i>	<i>22%</i>	<i>34%</i>

3. Below is a list of things that may or may not be important to you. How important are each of the following to your personal happiness?

#### Total Extremely/Very Important Summary

	Total	United States	France	Germany	United Kingdom
Being in good health	83%	80%	80%	90%	82%
Being financially secure or not having to worry about money	75%	78%	69%	76%	78%
Living in a city or place that I like	69%	70%	67%	74%	66%
Having hobbies or things that I like to do outside of work	65%	65%	64%	67%	64%
Having an interesting job	48%	43%	55%	50%	45%
Having a job that challenges me	38%	31%	49%	41%	31%
Having opportunities to develop skills that will help me advance at work	36%	37%	35%	38%	33%
Having access to tools that will help me develop skills that would allow me to start a new career or change industries	30%	35%	29%	26%	29%

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### a) Living in a city or place that I like

	Total	United States	France	Germany	United Kingdom
Extremely important	25%	27%	24%	27%	23%
Very important	44%	43%	43%	47%	43%
Somewhat important	24%	22%	28%	19%	25%
A little important	5%	5%	4%	6%	4%
Not at all important	3%	3%	1%	1%	4%
<i>Extremely/Very Important (Net)</i>	<i>69%</i>	<i>70%</i>	<i>67%</i>	<i>74%</i>	<i>66%</i>
<i>A little/Not at all Important (Net)</i>	<i>7%</i>	<i>8%</i>	<i>5%</i>	<i>7%</i>	<i>9%</i>

### b) Having an interesting job

	Total	United States	France	Germany	United Kingdom
Extremely important	15%	14%	19%	14%	13%
Very important	33%	29%	35%	36%	32%
Somewhat important	26%	25%	30%	25%	25%
A little important	7%	8%	4%	7%	8%
Not at all important	19%	24%	12%	19%	23%
<i>Extremely/Very Important (Net)</i>	<i>48%</i>	<i>43%</i>	<i>55%</i>	<i>50%</i>	<i>45%</i>
<i>A little/Not at all Important (Net)</i>	<i>26%</i>	<i>32%</i>	<i>15%</i>	<i>26%</i>	<i>31%</i>

### c) Being financially secure or not having to worry about money

	Total	United States	France	Germany	United Kingdom
Extremely important	33%	37%	28%	30%	35%
Very important	43%	41%	41%	46%	43%
Somewhat important	20%	16%	29%	19%	18%
A little important	4%	5%	2%	5%	3%
Not at all important	1%	2%	1%	1%	1%
<i>Extremely/Very Important (Net)</i>	<i>75%</i>	<i>78%</i>	<i>69%</i>	<i>76%</i>	<i>78%</i>
<i>A little/Not at all Important (Net)</i>	<i>5%</i>	<i>6%</i>	<i>3%</i>	<i>6%</i>	<i>4%</i>

### d) Having hobbies or things that I like to do outside of work

	Total	United States	France	Germany	United Kingdom
Extremely important	23%	25%	21%	23%	24%
Very important	42%	40%	43%	44%	40%
Somewhat important	26%	24%	31%	24%	26%
A little important	6%	7%	4%	6%	7%
Not at all important	3%	4%	2%	3%	3%
<i>Extremely/Very Important (Net)</i>	<i>65%</i>	<i>65%</i>	<i>64%</i>	<i>67%</i>	<i>64%</i>
<i>A little/Not at all Important (Net)</i>	<i>9%</i>	<i>11%</i>	<i>5%</i>	<i>9%</i>	<i>10%</i>

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### e) Being in good health

	Total	United States	France	Germany	United Kingdom
Extremely important	43%	39%	41%	53%	40%
Very important	40%	41%	39%	37%	42%
Somewhat important	14%	16%	18%	7%	14%
A little important	2%	3%	1%	2%	2%
Not at all important	1%	1%	1%	0%	1%
<i>Extremely/Very Important (Net)</i>	<i>83%</i>	<i>80%</i>	<i>80%</i>	<i>90%</i>	<i>82%</i>
<i>A little/Not at all Important (Net)</i>	<i>3%</i>	<i>4%</i>	<i>2%</i>	<i>3%</i>	<i>3%</i>

### f) Having a job that challenges me

	Total	United States	France	Germany	United Kingdom
Extremely important	11%	9%	16%	10%	9%
Very important	27%	22%	33%	31%	22%
Somewhat important	30%	29%	34%	27%	31%
A little important	10%	11%	5%	11%	11%
Not at all important	22%	29%	13%	21%	27%
<i>Extremely/Very Important (Net)</i>	<i>38%</i>	<i>31%</i>	<i>49%</i>	<i>41%</i>	<i>31%</i>
<i>A little/Not at all Important (Net)</i>	<i>32%</i>	<i>41%</i>	<i>17%</i>	<i>32%</i>	<i>38%</i>

### g) Having opportunities to develop skills that will help me advance at work

	Total	United States	France	Germany	United Kingdom
Extremely important	10%	13%	11%	10%	8%
Very important	26%	25%	24%	29%	25%
Somewhat important	30%	25%	41%	28%	27%
A little important	11%	11%	10%	13%	12%
Not at all important	22%	27%	14%	20%	28%
<i>Extremely/Very Important (Net)</i>	<i>36%</i>	<i>37%</i>	<i>35%</i>	<i>38%</i>	<i>33%</i>
<i>A little/Not at all Important (Net)</i>	<i>34%</i>	<i>38%</i>	<i>24%</i>	<i>33%</i>	<i>40%</i>

### h) Having access to tools that will help me develop skills that would allow me to start a new career or change industries

	Total	United States	France	Germany	United Kingdom
Extremely important	9%	12%	10%	8%	8%
Very important	21%	23%	20%	18%	21%
Somewhat important	29%	24%	39%	26%	27%
A little important	15%	13%	16%	16%	14%
Not at all important	26%	28%	16%	32%	29%
<i>Extremely/Very Important (Net)</i>	<i>30%</i>	<i>35%</i>	<i>29%</i>	<i>26%</i>	<i>29%</i>
<i>A little/Not at all Important (Net)</i>	<i>41%</i>	<i>41%</i>	<i>32%</i>	<i>48%</i>	<i>44%</i>

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4. **[Asked if Employed or Looking for Employment]** What are the top three areas in which you would like to improve your skills in the next three years? Please select up to three.

	Total (N=2,544)	United States (N=623)	France (N=612)	Germany (N=692)	United Kingdom (N=617)
Improving my technical skills (specialized knowledge and expertise needed to accomplish complex actions, tasks, and processes relating to computational and physical technology)	34%	36%	32%	28%	38%
Improving my communication skills	28%	31%	28%	24%	28%
Working more productively and/or efficiently	26%	30%	20%	24%	27%
Improving my analytical skills (ability to collect and analyze information, problem-solve, and make decisions)	24%	27%	22%	24%	24%
Increasing connections within my field/networking	21%	25%	19%	15%	25%
Improving how I work in a team	17%	17%	17%	20%	14%
Creating a professional brand	10%	12%	8%	8%	11%
Other	2%	3%	2%	2%	3%
I don't have any areas I want to improve	27%	24%	27%	31%	25%

5. **[Asked if Employed]** How worried are you, if at all, that you could lose your job in the next three years?

	Total (N=2,068)	United States (N=466)	France (N=472)	Germany (N=622)	United Kingdom (N=508)
Very worried	7%	8%	5%	7%	9%
Somewhat worried	14%	18%	12%	12%	16%
Slightly worried	27%	24%	30%	25%	31%
Not at all worried	51%	50%	54%	56%	45%
<i>Very/Somewhat Worried (Net)</i>	<i>22%</i>	<i>26%</i>	<i>17%</i>	<i>19%</i>	<i>25%</i>

6. Have you done anything to find a new job in the past three months?

	Total	United States	France	Germany	United Kingdom
Yes, actively looking for a new job	10%	12%	11%	7%	9%
Yes, but just casually looking at my options	14%	15%	11%	13%	17%
Yes, started a new job in the past three months	5%	5%	4%	6%	6%
No, have not done anything to look for a new job	71%	67%	74%	74%	69%

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### 7. [Asked if searching for a job] How long have you been searching for a job?

	Total (N=935)	United States (N=266)	France (N=213)	Germany (N=210)	United Kingdom (N=246)
Less than a month	18%	21%	14%	19%	16%
1-3 months	28%	28%	21%	30%	30%
4-5 months	16%	12%	12%	23%	17%
6 months to a year	18%	19%	20%	12%	20%
More than a year	22%	20%	33%	17%	18%

### 8. [Asked if Employed or Looking for Employment] Is there anything you think you could do to help you find a new job? Please select all that apply.

	Total (N=2,544)	United States (N=623)	France (N=612)	Germany (N=692)	United Kingdom (N=617)
Get specific skill-related training	39%	40%	42%	37%	36%
Need more career development skills, like interviewing and networking	33%	37%	31%	28%	36%
Get specific certifications	28%	28%	25%	30%	27%
Obtain a more advanced degree	19%	24%	18%	17%	16%
Other	16%	17%	12%	18%	17%

### 9. [Asked if Employed or Looking for Employment] In order to get promoted or advance to the next stage in your career, what steps do you need to take? (Select all that apply)

	Total (N=2,544)	United States (N=623)	France (N=612)	Germany (N=692)	United Kingdom (N=617)
I need to gain experience	26%	28%	25%	22%	29%
I need to get specific skill-related training	25%	29%	28%	19%	25%
I need to get specific certifications	17%	19%	16%	16%	18%
I need more career development skills, like interviewing and networking	16%	18%	14%	12%	20%
I just need to have more time on the job	15%	19%	10%	15%	15%
I need a more advanced degree	14%	17%	16%	11%	10%
Other	3%	3%	4%	3%	3%
Not sure	13%	14%	10%	13%	14%
Nothing	22%	18%	20%	27%	21%





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10. **[Asked if Employed]** What are the top five work benefits you currently enjoy that encourage you to stay in your current job?

	<b>Total (N=2,068)</b>	<b>United States (N=466)</b>	<b>France (N=472)</b>	<b>Germany (N=622)</b>	<b>United Kingdom (N=508)</b>
Paid time off/ vacation time	59%	55%	67%	57%	59%
Work-life balance	58%	58%	65%	44%	68%
Flexible work hours	57%	56%	53%	60%	59%
Positive work environment / corporate culture	42%	44%	29%	50%	42%
Competitive pay	33%	40%	24%	30%	39%
Option to work from home/remotely	33%	29%	29%	33%	39%
Financial bonus	33%	29%	42%	37%	24%
Retirement benefits (i.e. 401k match, etc.)	32%	40%	23%	35%	30%
Overtime pay	30%	23%	35%	33%	26%
Medical, dental, and vision insurance	28%	42%	38%	22%	13%
Employee learning and development programs	22%	15%	22%	25%	24%
Clear career paths / advancement opportunities	19%	16%	25%	17%	20%
Employee wellness programs	17%	19%	15%	16%	17%
Tuition reimbursement / continuing education options	15%	11%	10%	24%	15%
Bringing a pet to work	11%	11%	10%	11%	12%
Other	12%	12%	13%	9%	14%



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11. **[Asked if Employed or Looking for Employment]** To what extent do you agree or disagree with the following statements?

### Total Agree Summary

	Total (N=2,544)	United States (N=623)	France (N=612)	Germany (N=692)	United Kingdom (N=617)
I have the skills I need to do my current job.	74%	74%	71%	76%	74%
My industry has needed to find new ways to adapt over the past year.	47%	49%	43%	39%	58%
My industry is changing rapidly.	42%	40%	42%	39%	48%
There are more opportunities to develop soft skills than technical skills (data science, AI, programming, analytics, etc.).	33%	37%	33%	29%	33%
<b>[Asked if Employed]</b> I have considered quitting my job in the past 6 months.	<b>(N=2,068)</b> 33%	<b>(N=466)</b> 33%	<b>(N=472)</b> 31%	<b>(N=622)</b> 27%	<b>(N=508)</b> 39%
<b>[Asked if Employed]</b> I worry about not being competitive in my field because of gaps in my skill level.	<b>(N=2,068)</b> 23%	<b>(N=466)</b> 26%	<b>(N=472)</b> 20%	<b>(N=622)</b> 17%	<b>(N=508)</b> 29%
<b>[Asked if Employed, split sample]</b> I worry that my job will not exist in the next 5-10 years because of advances in technology.	<b>(N=688)</b> 23%	<b>(N=155)</b> 24%	<b>(N=157)</b> 25%	<b>(N=207)</b> 15%	<b>(N=169)</b> 30%
I feel like I am falling behind on the technical skills needed in my industry.	23%	29%	21%	17%	24%
<b>[Asked if Employed, split sample]</b> I worry that my job will not exist in the next 5-10 years because of Artificial Intelligence.	<b>(N=691)</b> 21%	<b>(N=155)</b> 21%	<b>(N=158)</b> 22%	<b>(N=208)</b> 21%	<b>(N=170)</b> 19%
<b>[Asked if Employed, split sample]</b> I worry that my job will not exist in the next 5-10 years because of automation.	<b>(N=689)</b> 21%	<b>(N=156)</b> 26%	<b>(N=157)</b> 18%	<b>(N=207)</b> 19%	<b>(N=169)</b> 20%
I worry about my job being outsourced.	20%	23%	18%	18%	22%
I have been told by a boss, coworker, and/or peer that I do not have enough technical skills (data science, AI, programming, analytics, etc.).	15%	18%	16%	13%	13%

## PUBLIC POLL FINDINGS AND METHODOLOGY

a) **[Asked if Employed]** I worry about not being competitive in my field because of gaps in my skill level.

	<b>Total (N=2,068)</b>	<b>United States (N=466)</b>	<b>France (N=472)</b>	<b>Germany (N=622)</b>	<b>United Kingdom (N=508)</b>
Strongly agree	6%	7%	5%	5%	5%
Somewhat agree	17%	19%	15%	12%	23%
Neither agree nor disagree	25%	24%	24%	22%	31%
Somewhat disagree	24%	24%	27%	25%	22%
Strongly disagree	28%	26%	29%	36%	18%
<i>Agree (Net)</i>	<i>23%</i>	<i>26%</i>	<i>20%</i>	<i>17%</i>	<i>29%</i>
<i>Disagree (Net)</i>	<i>52%</i>	<i>50%</i>	<i>56%</i>	<i>61%</i>	<i>40%</i>

b) I have the skills I need to do my current job.

	<b>Total (N=2,544)</b>	<b>United States (N=623)</b>	<b>France (N=612)</b>	<b>Germany (N=692)</b>	<b>United Kingdom (N=617)</b>
Strongly agree	37%	42%	30%	39%	36%
Somewhat agree	37%	32%	41%	36%	38%
Neither agree nor disagree	18%	19%	19%	16%	20%
Somewhat disagree	5%	4%	8%	5%	5%
Strongly disagree	3%	3%	3%	3%	2%
<i>Agree (Net)</i>	<i>74%</i>	<i>74%</i>	<i>71%</i>	<i>76%</i>	<i>74%</i>
<i>Disagree (Net)</i>	<i>8%</i>	<i>7%</i>	<i>11%</i>	<i>8%</i>	<i>6%</i>

c) **[Asked if Employed, split sample]** I worry that my job will not exist in the next 5-10 years because of advances in technology.

	<b>Total (N=688)</b>	<b>United States (N=155)</b>	<b>France (N=157)</b>	<b>Germany (N=207)</b>	<b>United Kingdom (N=169)</b>
Strongly agree	5%	8%	6%	2%	7%
Somewhat agree	18%	17%	19%	13%	23%
Neither agree nor disagree	18%	15%	18%	19%	22%
Somewhat disagree	21%	22%	18%	22%	21%
Strongly disagree	38%	39%	39%	44%	27%
<i>Agree (Net)</i>	<i>23%</i>	<i>24%</i>	<i>25%</i>	<i>15%</i>	<i>30%</i>
<i>Disagree (Net)</i>	<i>59%</i>	<i>61%</i>	<i>57%</i>	<i>66%</i>	<i>48%</i>

## PUBLIC POLL FINDINGS AND METHODOLOGY

d) **[Asked if Employed, split sample]** I worry that my job will not exist in the next 5-10 years because of Artificial Intelligence.

	<b>Total (N=691)</b>	<b>United States (N=155)</b>	<b>France (N=158)</b>	<b>Germany (N=208)</b>	<b>United Kingdom (N=170)</b>
Strongly agree	7%	8%	5%	6%	9%
Somewhat agree	14%	13%	17%	15%	10%
Neither agree nor disagree	21%	24%	18%	20%	22%
Somewhat disagree	22%	18%	24%	18%	28%
Strongly disagree	37%	37%	36%	41%	31%
<i>Agree (Net)</i>	21%	21%	22%	21%	19%
<i>Disagree (Net)</i>	58%	55%	61%	59%	59%

e) **[Asked if Employed, split sample]** I worry that my job will not exist in the next 5-10 years because of automation.

	<b>Total (N=689)</b>	<b>United States (N=156)</b>	<b>France (N=157)</b>	<b>Germany (N=207)</b>	<b>United Kingdom (N=169)</b>
Strongly agree	6%	7%	7%	5%	5%
Somewhat agree	15%	19%	11%	14%	15%
Neither agree nor disagree	21%	23%	19%	17%	24%
Somewhat disagree	21%	17%	25%	18%	25%
Strongly disagree	38%	35%	38%	45%	32%
<i>Agree (Net)</i>	21%	26%	18%	19%	20%
<i>Disagree (Net)</i>	59%	51%	63%	64%	57%

f) There are more opportunities to develop soft skills than technical skills (data science, AI, programming, analytics, etc.).

	<b>Total (N=2,544)</b>	<b>United States (N=623)</b>	<b>France (N=612)</b>	<b>Germany (N=692)</b>	<b>United Kingdom (N=617)</b>
Strongly agree	9%	11%	9%	8%	9%
Somewhat agree	24%	26%	24%	20%	24%
Neither agree nor disagree	44%	43%	45%	45%	44%
Somewhat disagree	13%	11%	13%	14%	14%
Strongly disagree	10%	9%	9%	13%	9%
<i>Agree (Net)</i>	33%	37%	33%	29%	33%
<i>Disagree (Net)</i>	23%	20%	22%	27%	23%

## PUBLIC POLL FINDINGS AND METHODOLOGY

g) I have been told by a boss, coworker, and/or peer that I do not have enough technical skills (data science, AI, programming, analytics, etc.).

	Total (N=2,544)	United States (N=623)	France (N=612)	Germany (N=692)	United Kingdom (N=617)
Strongly agree	5%	6%	4%	5%	5%
Somewhat agree	10%	13%	12%	8%	9%
Neither agree nor disagree	22%	19%	26%	20%	22%
Somewhat disagree	19%	17%	19%	16%	23%
Strongly disagree	45%	46%	40%	51%	42%
<i>Agree (Net)</i>	15%	18%	16%	13%	13%
<i>Disagree (Net)</i>	64%	62%	59%	67%	65%

h) I feel like I am falling behind on the technical skills needed in my industry.

	Total (N=2,544)	United States (N=623)	France (N=612)	Germany (N=692)	United Kingdom (N=617)
Strongly agree	7%	9%	6%	6%	6%
Somewhat agree	16%	20%	16%	11%	18%
Neither agree nor disagree	28%	27%	28%	25%	31%
Somewhat disagree	25%	23%	27%	25%	24%
Strongly disagree	25%	21%	24%	33%	21%
<i>Agree (Net)</i>	23%	29%	21%	17%	24%
<i>Disagree (Net)</i>	50%	44%	51%	58%	45%

i) I worry about my job being outsourced.

	Total (N=2,544)	United States (N=623)	France (N=612)	Germany (N=692)	United Kingdom (N=617)
Strongly agree	6%	7%	6%	5%	5%
Somewhat agree	14%	16%	12%	13%	17%
Neither agree nor disagree	27%	25%	34%	20%	28%
Somewhat disagree	20%	19%	18%	20%	21%
Strongly disagree	34%	33%	30%	42%	29%
<i>Agree (Net)</i>	20%	23%	18%	18%	22%
<i>Disagree (Net)</i>	53%	52%	48%	62%	50%

j) My industry is changing rapidly.

	Total (N=2,544)	United States (N=623)	France (N=612)	Germany (N=692)	United Kingdom (N=617)
Strongly agree	12%	12%	12%	9%	15%
Somewhat agree	30%	28%	31%	29%	34%
Neither agree nor disagree	32%	36%	29%	31%	31%
Somewhat disagree	16%	14%	19%	18%	13%
Strongly disagree	10%	10%	10%	12%	7%
<i>Agree (Net)</i>	42%	40%	42%	39%	48%
<i>Disagree (Net)</i>	26%	24%	29%	30%	20%

## PUBLIC POLL FINDINGS AND METHODOLOGY

k) My industry has needed to find new ways to adapt over the past year.

	Total (N=2,544)	United States (N=623)	France (N=612)	Germany (N=692)	United Kingdom (N=617)
Strongly agree	15%	17%	11%	11%	20%
Somewhat agree	32%	31%	31%	28%	38%
Neither agree nor disagree	30%	31%	33%	29%	26%
Somewhat disagree	12%	9%	14%	14%	10%
Strongly disagree	11%	11%	10%	18%	7%
<i>Agree (Net)</i>	<i>47%</i>	<i>49%</i>	<i>43%</i>	<i>39%</i>	<i>58%</i>
<i>Disagree (Net)</i>	<i>23%</i>	<i>20%</i>	<i>24%</i>	<i>32%</i>	<i>16%</i>

l) **[Asked if Employed]** I have considered quitting my job in the past 6 months.

	Total (N=2,068)	United States (N=466)	France (N=472)	Germany (N=622)	United Kingdom (N=508)
Strongly agree	12%	12%	10%	11%	15%
Somewhat agree	20%	21%	21%	16%	25%
Neither agree nor disagree	19%	19%	18%	19%	22%
Somewhat disagree	14%	13%	15%	13%	14%
Strongly disagree	34%	35%	36%	41%	25%
<i>Agree (Net)</i>	<i>33%</i>	<i>33%</i>	<i>31%</i>	<i>27%</i>	<i>39%</i>
<i>Disagree (Net)</i>	<i>48%</i>	<i>49%</i>	<i>50%</i>	<i>54%</i>	<i>39%</i>

12. **[Asked if considering leaving job]** Why have you considered leaving your job? Select all that apply.

	Total (N=1,261)	United States (N=342)	France (N=289)	Germany (N=284)	United Kingdom (N=346)
Looking for a job with better pay	44%	50%	38%	44%	42%
Looking for a job with flexible work hours	28%	32%	19%	29%	30%
Looking for a job with better career advancement opportunities	27%	33%	24%	26%	24%
Wanting to change careers	25%	27%	28%	20%	24%
Looking for a job with the ability to work remotely	21%	30%	18%	16%	19%
Looking for a job with better education or training opportunities	17%	18%	18%	15%	15%
Going back to school/continuing my education	12%	13%	12%	12%	9%
Other	14%	13%	11%	15%	17%

## PUBLIC POLL FINDINGS AND METHODOLOGY

13. [Asked if Employed] To what extent do you agree or disagree with the following statements?

### Total Agree Summary

	Total (N=2,068)	United States (N=466)	France (N=472)	Germany (N=622)	United Kingdom (N=508)
Having opportunities to improve my skills increases my overall satisfaction and happiness with my job.	56%	57%	57%	53%	58%
My employer should invest in my future by providing skill training.	53%	50%	50%	55%	55%
Having opportunities to improve my skills encourages me to remain at my company.	47%	50%	45%	46%	49%
I want to improve my technical skills to move up in my company/get promoted.	45%	47%	48%	39%	45%
Since the pandemic, I have had more flexibility in my schedule to pursue learning and development opportunities.	33%	36%	25%	30%	41%
I am scared to ask for additional training on the technical tools used in my company.	20%	22%	20%	18%	21%

a) My employer should invest in my future by providing skill training.

	Total (N=2,068)	United States (N=466)	France (N=472)	Germany (N=622)	United Kingdom (N=508)
Strongly agree	18%	18%	14%	19%	20%
Somewhat agree	35%	32%	37%	37%	35%
Neither agree nor disagree	33%	33%	33%	32%	33%
Somewhat disagree	8%	9%	11%	6%	6%
Strongly disagree	7%	8%	7%	6%	6%
<i>Agree (Net)</i>	<i>53%</i>	<i>50%</i>	<i>50%</i>	<i>55%</i>	<i>55%</i>
<i>Disagree (Net)</i>	<i>14%</i>	<i>17%</i>	<i>17%</i>	<i>12%</i>	<i>12%</i>

b) I am scared to ask for additional training on the technical tools used in my company.

	Total (N=2,068)	United States (N=466)	France (N=472)	Germany (N=622)	United Kingdom (N=508)
Strongly agree	6%	7%	7%	6%	6%
Somewhat agree	14%	15%	14%	12%	15%
Neither agree nor disagree	26%	23%	25%	28%	29%
Somewhat disagree	24%	22%	27%	23%	26%
Strongly disagree	29%	34%	28%	31%	25%
<i>Agree (Net)</i>	<i>20%</i>	<i>22%</i>	<i>20%</i>	<i>18%</i>	<i>21%</i>
<i>Disagree (Net)</i>	<i>54%</i>	<i>55%</i>	<i>55%</i>	<i>54%</i>	<i>51%</i>

## PUBLIC POLL FINDINGS AND METHODOLOGY

c) I want to improve my technical skills to move up in my company/get promoted.

	Total (N=2,068)	United States (N=466)	France (N=472)	Germany (N=622)	United Kingdom (N=508)
Strongly agree	14%	17%	13%	12%	13%
Somewhat agree	31%	30%	35%	27%	33%
Neither agree nor disagree	33%	31%	31%	37%	31%
Somewhat disagree	12%	11%	12%	11%	12%
Strongly disagree	11%	11%	9%	12%	12%
<b>Agree (Net)</b>	<b>45%</b>	<b>47%</b>	<b>48%</b>	<b>39%</b>	<b>45%</b>
<b>Disagree (Net)</b>	<b>23%</b>	<b>22%</b>	<b>21%</b>	<b>23%</b>	<b>24%</b>

d) Having opportunities to improve my skills encourages me to remain at my company.

	Total (N=2,068)	United States (N=466)	France (N=472)	Germany (N=622)	United Kingdom (N=508)
Strongly agree	14%	16%	13%	15%	12%
Somewhat agree	34%	34%	32%	31%	38%
Neither agree nor disagree	34%	31%	34%	36%	34%
Somewhat disagree	10%	10%	11%	10%	10%
Strongly disagree	9%	9%	11%	8%	7%
<b>Agree (Net)</b>	<b>47%</b>	<b>50%</b>	<b>45%</b>	<b>46%</b>	<b>49%</b>
<b>Disagree (Net)</b>	<b>19%</b>	<b>19%</b>	<b>22%</b>	<b>18%</b>	<b>17%</b>

e) Having opportunities to improve my skills increases my overall satisfaction and happiness with my job.

	Total (N=2,068)	United States (N=466)	France (N=472)	Germany (N=622)	United Kingdom (N=508)
Strongly agree	15%	18%	12%	15%	16%
Somewhat agree	41%	39%	45%	39%	42%
Neither agree nor disagree	31%	28%	29%	35%	29%
Somewhat disagree	8%	8%	9%	6%	8%
Strongly disagree	6%	7%	5%	6%	5%
<b>Agree (Net)</b>	<b>56%</b>	<b>57%</b>	<b>57%</b>	<b>53%</b>	<b>58%</b>
<b>Disagree (Net)</b>	<b>13%</b>	<b>15%</b>	<b>14%</b>	<b>12%</b>	<b>13%</b>

f) Since the pandemic, I have had more flexibility in my schedule to pursue learning and development opportunities.

	Total (N=2,068)	United States (N=466)	France (N=472)	Germany (N=622)	United Kingdom (N=508)
Strongly agree	10%	11%	6%	10%	11%
Somewhat agree	24%	25%	19%	20%	30%
Neither agree nor disagree	32%	32%	29%	36%	29%
Somewhat disagree	16%	14%	19%	16%	18%
Strongly disagree	19%	19%	27%	18%	12%
<b>Agree (Net)</b>	<b>33%</b>	<b>36%</b>	<b>25%</b>	<b>30%</b>	<b>41%</b>
<b>Disagree (Net)</b>	<b>35%</b>	<b>32%</b>	<b>46%</b>	<b>34%</b>	<b>30%</b>



## PUBLIC POLL FINDINGS AND METHODOLOGY

14. **[Asked if Employed]** Does your company provide any learning and development opportunities?  
This could include online training sessions, webinars, mentorship, etc.

	<b>Total (N=2,068)</b>	<b>United States (N=466)</b>	<b>France (N=472)</b>	<b>Germany (N=622)</b>	<b>United Kingdom (N=508)</b>
Yes	54%	46%	50%	60%	58%
No	35%	42%	35%	31%	32%
Don't know	12%	12%	15%	10%	10%

15. **[Asked if company provides learning and development opportunities]** How satisfied, if at all, are you with the learning and development opportunities your employer offers?

	<b>Total (N=1,112)</b>	<b>United States (N=218)</b>	<b>France (N=232)</b>	<b>Germany (N=370)</b>	<b>United Kingdom (N=292)</b>
Completely satisfied	17%	24%	14%	17%	14%
Very satisfied	28%	31%	23%	31%	25%
Somewhat satisfied	38%	37%	42%	34%	40%
A little satisfied	14%	6%	18%	15%	16%
Not at all satisfied	3%	2%	3%	3%	5%
<i>Completely/Very Satisfied (Net)</i>	<i>45%</i>	<i>55%</i>	<i>37%</i>	<i>48%</i>	<i>39%</i>
<i>A little/Not at all Satisfied (Net)</i>	<i>17%</i>	<i>8%</i>	<i>20%</i>	<i>18%</i>	<i>21%</i>

16. Have you ever used any online learning platforms (i.e. Coursera, Masterclass, Udacity, Udemy, etc.)?

	<b>Total</b>	<b>United States</b>	<b>France</b>	<b>Germany</b>	<b>United Kingdom</b>
Yes	17%	21%	10%	15%	21%
No	79%	75%	85%	80%	74%
Don't know	5%	4%	5%	5%	5%

## PUBLIC POLL FINDINGS AND METHODOLOGY

17. **[Asked if used online learning platforms]** Which online learning platforms have you used?  
Please select all that apply.

	Total (N=658)	United States (N=208)	France (N=95)	Germany (N=154)	United Kingdom (N=201)
LinkedIn Learning/Lynda.com	25%	27%	21%	27%	23%
Udemy	21%	23%	14%	23%	21%
Coursera	18%	21%	15%	12%	21%
MasterClass	17%	21%	22%	18%	10%
SkillShare	16%	17%	11%	15%	18%
Khan Academy	12%	16%	12%	6%	13%
EdX	9%	9%	10%	12%	6%
Udacity	8%	8%	12%	8%	7%
Codecademy	8%	9%	9%	10%	6%
DataCamp	8%	6%	14%	11%	6%
PluralSight	6%	5%	10%	9%	4%
Other	23%	17%	27%	23%	27%

18. **[Asked if used online learning platforms]** Was this a free or paid course?

a) Udacity

	Total (N=53)	United States (N=17)	France (N=11)	Germany (N=11)	United Kingdom (N=14)
Free	32%	29%	46%	27%	29%
Paid by me	42%	36%	38%	31%	58%
<b>[Asked if Employed]</b> Paid by my employer	19%	28%	0%	42%	7%
Don't remember	7%	7%	16%	0%	6%

b) Codecademy

	Total (N=52)	United States (N=17)	France (N=9)	Germany (N=15)	United Kingdom (N=11)
Free	52%	48%	46%	61%	52%
Paid by me	32%	25%	54%	33%	23%
<b>[Asked if Employed]</b> Paid by my employer	14%	20%	0%	6%	25%
Don't remember	2%	7%	0%	0%	0%

c) Coursera

	Total (N=115)	United States (N=42)	France (N=14)	Germany (N=18)	United Kingdom (N=41)
Free	52%	57%	29%	50%	55%
Paid by me	29%	26%	64%	12%	27%
<b>[Asked if Employed]</b> Paid by my employer	18%	15%	7%	33%	18%
Don't remember	2%	2%	0%	5%	0%

## PUBLIC POLL FINDINGS AND METHODOLOGY

### d) DataCamp

	Total (N=52)	United States (N=12)	France (N=12)	Germany (N=17)	United Kingdom (N=11)
Free	32%	36%	33%	30%	30%
Paid by me	31%	31%	34%	26%	35%
<b>[Asked if Employed]</b> Paid by my employer	30%	26%	17%	44%	27%
Don't remember	8%	8%	17%	0%	9%

### e) EdX

	Total (N=59)	United States (N=19)	France (N=9)	Germany (N=18)	United Kingdom (N=13)
Free	46%	70%	21%	29%	52%
Paid by me	33%	25%	47%	34%	33%
<b>[Asked if Employed]</b> Paid by my employer	16%	5%	23%	26%	15%
Don't remember	5%	0%	9%	11%	0%

### f) Khan Academy

	Total (N=78)	United States (N=33)	France (N=11)	Germany (N=9)	United Kingdom (N=25)
Free	61%	60%	84%	34%	60%
Paid by me	17%	11%	9%	36%	22%
<b>[Asked if Employed]</b> Paid by my employer	16%	20%	0%	20%	18%
Don't remember	6%	9%	7%	11%	0%

### g) LinkedIn Learning/Lynda.com

	Total (N=168)	United States (N=58)	France (N=21)	Germany (N=40)	United Kingdom (N=49)
Free	43%	37%	53%	38%	51%
Paid by me	24%	38%	19%	9%	23%
<b>[Asked if Employed]</b> Paid by my employer	25%	17%	20%	42%	22%
Don't remember	8%	9%	8%	12%	4%

### h) MasterClass

	Total (N=112)	United States (N=44)	France (N=21)	Germany (N=28)	United Kingdom (N=19)
Free	28%	23%	28%	38%	26%
Paid by me	36%	41%	54%	18%	26%
<b>[Asked if Employed]</b> Paid by my employer	30%	29%	9%	36%	44%
Don't remember	7%	7%	9%	8%	4%

## PUBLIC POLL FINDINGS AND METHODOLOGY

### i) PluralSight

	Total (N=43)	United States (N=12)	France (N=10)	Germany (N=13)	United Kingdom (N=8)
Free	34%	52%	63%	8%	16%
Paid by me	44%	41%	19%	70%	37%
<b>[Asked if Employed]</b> Paid by my employer	18%	7%	10%	14%	47%
Don't remember	4%	0%	9%	8%	0%

### j) SkillShare

	Total (N=97)	United States (N=34)	France (N=11)	Germany (N=22)	United Kingdom (N=30)
Free	36%	23%	35%	54%	37%
Paid by me	31%	31%	29%	30%	33%
<b>[Asked if Employed]</b> Paid by my employer	21%	34%	26%	16%	11%
Don't remember	12%	12%	10%	0%	19%

### k) Udemy

	Total (N=140)	United States (N=49)	France (N=13)	Germany (N=35)	United Kingdom (N=43)
Free	37%	28%	63%	34%	41%
Paid by me	43%	52%	21%	37%	43%
<b>[Asked if Employed]</b> Paid by my employer	18%	16%	16%	26%	15%
Don't remember	2%	4%	0%	3%	0%

### l) Other

	Total (N=155)	United States (N=36)	France (N=25)	Germany (N=37)	United Kingdom (N=57)
Free	49%	33%	35%	48%	65%
Paid by me	26%	40%	45%	11%	16%
<b>[Asked if Employed]</b> Paid by my employer	18%	18%	11%	32%	14%
Don't remember	8%	9%	9%	9%	5%

## PUBLIC POLL FINDINGS AND METHODOLOGY

19. [Asked if used online learning platforms] Did the digital learning platform you used include any of the following features? Please select all that apply.

	Total (N=658)	United States (N=208)	France (N=95)	Germany (N=154)	United Kingdom (N=201)
Instructional videos	45%	51%	31%	45%	44%
Practice exercises	43%	45%	43%	40%	45%
Certification	32%	35%	26%	27%	37%
Exams	28%	41%	29%	25%	17%
Course was taught by a leader in the field	27%	31%	25%	26%	25%
Personalized learning dashboard	22%	26%	19%	15%	24%
Digital textbooks	21%	22%	26%	25%	16%
Personalized feedback	21%	22%	21%	21%	18%
Personalized contact for when I had questions	20%	20%	17%	28%	17%
Mentors	15%	18%	12%	13%	16%
None of these	9%	7%	10%	9%	12%

20. How much would you personally spend on an online training course to either get a raise or a promotion?

	Total	United States	France	Germany	United Kingdom
Less than \$500	73%	76%	74%	69%	75%
\$500-\$1000	12%	13%	13%	14%	10%
\$1001 - \$1500	6%	4%	5%	8%	8%
\$1501-\$2000	4%	4%	4%	5%	3%
\$2001-\$2500	2%	1%	2%	2%	2%
\$2501-\$3000	1%	1%	1%	1%	0%
More than \$3000	1%	1%	1%	2%	2%

## PUBLIC POLL FINDINGS AND METHODOLOGY

21. **[Asked if Employed]** Does your employer offer any of the following opportunities for learning and development?

	Total (N=2,068)	United States (N=466)	France (N=472)	Germany (N=622)	United Kingdom (N=508)
Hands-on training on the job	28%	32%	20%	30%	30%
Coaching	17%	18%	10%	21%	18%
Conferences	15%	15%	11%	19%	14%
Mentoring	15%	20%	5%	14%	22%
Task/ Job rotations	13%	13%	6%	17%	13%
Job shadowing	12%	15%	10%	7%	19%
Office hours	12%	14%	9%	11%	12%
Access to online learning platforms (i.e. Coursera, Udemy, PluralSight, DataCamp, etc.)	12%	13%	5%	14%	15%
Don't know	15%	11%	20%	16%	11%
None of these	30%	28%	39%	27%	28%

22. **[Asked if employer provides learning and development opportunities]** Have you participated in any of the learning and development opportunities your employer offers?

	Total (N=1,142)	United States (N=283)	France (N=193)	Germany (N=356)	United Kingdom (N=310)
Yes	61%	56%	58%	67%	63%
No	35%	39%	41%	29%	34%
Don't know	4%	5%	2%	4%	4%

23. **[Asked if used employer-offered learning and development opportunities]** How much do you agree or disagree with the following statements?

My company's learning and development opportunities...

Total Agree Summary

	Total (N=700)	United States (N=158)	France (N=112)	Germany (N=238)	United Kingdom (N=192)
Are relevant to my specific job	75%	77%	76%	72%	75%
Help me do my job better	74%	72%	82%	71%	74%
Enable me to apply what I learned to my job right away	72%	77%	81%	68%	68%
Are engaging	69%	73%	75%	68%	65%
Are not as effective as they could be	42%	44%	38%	41%	43%
Are not immediately applicable to my specific job	36%	32%	42%	34%	38%

## PUBLIC POLL FINDINGS AND METHODOLOGY

a) Are not as effective as they could be

	<b>Total (N=700)</b>	<b>United States (N=158)</b>	<b>France (N=112)</b>	<b>Germany (N=238)</b>	<b>United Kingdom (N=192)</b>
Strongly agree	14%	19%	11%	15%	10%
Somewhat agree	28%	24%	27%	26%	33%
Neither agree nor disagree	26%	30%	25%	27%	23%
Somewhat disagree	22%	18%	29%	21%	24%
Strongly disagree	10%	9%	8%	11%	10%
<i>Agree (Net)</i>	<i>42%</i>	<i>44%</i>	<i>38%</i>	<i>41%</i>	<i>43%</i>
<i>Disagree (Net)</i>	<i>32%</i>	<i>27%</i>	<i>37%</i>	<i>31%</i>	<i>34%</i>

b) Are not immediately applicable to my specific job

	<b>Total (N=700)</b>	<b>United States (N=158)</b>	<b>France (N=112)</b>	<b>Germany (N=238)</b>	<b>United Kingdom (N=192)</b>
Strongly agree	11%	13%	12%	12%	9%
Somewhat agree	25%	19%	30%	23%	29%
Neither agree nor disagree	24%	27%	14%	26%	26%
Somewhat disagree	27%	27%	32%	26%	25%
Strongly disagree	13%	15%	12%	14%	11%
<i>Agree (Net)</i>	<i>36%</i>	<i>32%</i>	<i>42%</i>	<i>34%</i>	<i>38%</i>
<i>Disagree (Net)</i>	<i>40%</i>	<i>41%</i>	<i>44%</i>	<i>40%</i>	<i>36%</i>

c) Enable me to apply what I learned to my job right away

	<b>Total (N=700)</b>	<b>United States (N=158)</b>	<b>France (N=112)</b>	<b>Germany (N=238)</b>	<b>United Kingdom (N=192)</b>
Strongly agree	23%	25%	22%	24%	22%
Somewhat agree	49%	52%	60%	44%	46%
Neither agree nor disagree	18%	15%	7%	24%	20%
Somewhat disagree	9%	6%	12%	7%	11%
Strongly disagree	2%	2%		2%	2%
<i>Agree (Net)</i>	<i>72%</i>	<i>77%</i>	<i>81%</i>	<i>68%</i>	<i>68%</i>
<i>Disagree (Net)</i>	<i>10%</i>	<i>8%</i>	<i>12%</i>	<i>9%</i>	<i>13%</i>

a) Are engaging

	<b>Total (N=700)</b>	<b>United States (N=158)</b>	<b>France (N=112)</b>	<b>Germany (N=238)</b>	<b>United Kingdom (N=192)</b>
Strongly agree	20%	25%	19%	18%	19%
Somewhat agree	49%	49%	56%	51%	46%
Neither agree nor disagree	22%	20%	20%	24%	23%
Somewhat disagree	6%	5%	4%	5%	9%
Strongly disagree	3%	3%	1%	2%	4%
<i>Agree (Net)</i>	<i>69%</i>	<i>73%</i>	<i>75%</i>	<i>68%</i>	<i>65%</i>
<i>Disagree (Net)</i>	<i>8%</i>	<i>7%</i>	<i>5%</i>	<i>7%</i>	<i>12%</i>

## PUBLIC POLL FINDINGS AND METHODOLOGY

d) Are relevant to my specific job

	Total (N=700)	United States (N=158)	France (N=112)	Germany (N=238)	United Kingdom (N=192)
Strongly agree	25%	28%	22%	25%	26%
Somewhat agree	49%	49%	54%	48%	49%
Neither agree nor disagree	19%	18%	15%	21%	18%
Somewhat disagree	6%	4%	10%	6%	5%
Strongly disagree	1%	1%		1%	2%
<i>Agree (Net)</i>	<i>75%</i>	<i>77%</i>	<i>76%</i>	<i>72%</i>	<i>75%</i>
<i>Disagree (Net)</i>	<i>7%</i>	<i>5%</i>	<i>10%</i>	<i>6%</i>	<i>7%</i>

e) Help me do my job better

	Total (N=700)	United States (N=158)	France (N=112)	Germany (N=238)	United Kingdom (N=192)
Strongly agree	23%	28%	19%	23%	21%
Somewhat agree	51%	45%	63%	49%	53%
Neither agree nor disagree	19%	18%	14%	22%	20%
Somewhat disagree	6%	8%	4%	6%	5%
Strongly disagree	1%	2%	1%	1%	2%
<i>Agree (Net)</i>	<i>74%</i>	<i>72%</i>	<i>82%</i>	<i>71%</i>	<i>74%</i>
<i>Disagree (Net)</i>	<i>7%</i>	<i>9%</i>	<i>5%</i>	<i>7%</i>	<i>7%</i>

24. [Asked if Employed] Does your company offer reimbursement for tuition/educational courses?

	Total (N=2,068)	United States (N=466)	France (N=472)	Germany (N=622)	United Kingdom (N=508)
Yes	30%	29%	20%	43%	25%
No	45%	51%	52%	33%	49%
I'm not sure	25%	21%	29%	25%	26%



## PUBLIC POLL FINDINGS AND METHODOLOGY

25. How important, if at all, are each of the following in helping you learn new skills?

### Total Important Summary

	Total	United States	France	Germany	United Kingdom
Content that is interactive and engaging	70%	68%	75%	64%	71%
Building skills that can be used on the job and/or projects right away	70%	66%	78%	68%	68%
Learning how to apply theory to real-world problems	70%	66%	76%	69%	68%
Being able to choose what courses I take to create my own education pathway	69%	65%	74%	67%	70%
Having a clear syllabus	68%	61%	80%	65%	66%
Hands-on learning assignments similar to workplace situations	68%	66%	76%	65%	67%
Learning from an industry practitioner in the field or on a subject	68%	62%	78%	65%	67%
Receiving feedback on projects that I complete	68%	67%	74%	62%	70%
Learning from highly qualified and vetted instructors and professors	67%	66%	74%	61%	68%
Receiving personalized feedback on coursework	65%	62%	70%	62%	67%
Learning the theory behind the subject	65%	61%	69%	66%	65%
Having the chance to incorporate feedback and resubmit coursework until I have mastered the material	63%	60%	69%	61%	63%
Having a mentor to help with assignments and to provide direct feedback	60%	56%	66%	58%	61%

### a) Content that is interactive and engaging

	Total	United States	France	Germany	United Kingdom
Very important	27%	32%	22%	21%	34%
Somewhat important	42%	37%	54%	43%	36%
A little important	15%	14%	11%	21%	14%
Not important at all	16%	18%	14%	15%	15%
<i>Important (Net)</i>	<i>70%</i>	<i>68%</i>	<i>75%</i>	<i>64%</i>	<i>71%</i>
<i>Not important (Net)</i>	<i>31%</i>	<i>32%</i>	<i>25%</i>	<i>36%</i>	<i>29%</i>

## PUBLIC POLL FINDINGS AND METHODOLOGY

### b) Having a clear syllabus

	Total	United States	France	Germany	United Kingdom
Very important	28%	30%	28%	26%	27%
Somewhat important	40%	31%	52%	39%	39%
A little important	14%	17%	7%	18%	15%
Not important at all	18%	22%	13%	18%	18%
<b>Important (Net)</b>	<b>68%</b>	<b>61%</b>	<b>80%</b>	<b>65%</b>	<b>66%</b>
<b>Not important (Net)</b>	<b>32%</b>	<b>39%</b>	<b>20%</b>	<b>35%</b>	<b>34%</b>

### c) Being able to choose what courses I take to create my own education pathway

	Total	United States	France	Germany	United Kingdom
Very important	27%	32%	21%	28%	28%
Somewhat important	42%	34%	54%	39%	42%
A little important	14%	15%	11%	17%	13%
Not important at all	17%	20%	15%	17%	17%
<b>Important (Net)</b>	<b>69%</b>	<b>65%</b>	<b>74%</b>	<b>67%</b>	<b>70%</b>
<b>Not important (Net)</b>	<b>31%</b>	<b>35%</b>	<b>26%</b>	<b>33%</b>	<b>31%</b>

### d) Hands-on learning assignments similar to workplace situations

	Total	United States	France	Germany	United Kingdom
Very important	26%	31%	23%	25%	26%
Somewhat important	43%	35%	53%	41%	41%
A little important	14%	13%	10%	17%	15%
Not important at all	18%	21%	15%	18%	18%
<b>Important (Net)</b>	<b>68%</b>	<b>66%</b>	<b>76%</b>	<b>65%</b>	<b>67%</b>
<b>Not important (Net)</b>	<b>32%</b>	<b>34%</b>	<b>24%</b>	<b>35%</b>	<b>33%</b>

### e) Receiving personalized feedback on coursework

	Total	United States	France	Germany	United Kingdom
Very important	24%	28%	17%	21%	29%
Somewhat important	41%	34%	53%	40%	38%
A little important	16%	17%	14%	21%	15%
Not important at all	19%	22%	16%	18%	19%
<b>Important (Net)</b>	<b>65%</b>	<b>62%</b>	<b>70%</b>	<b>62%</b>	<b>67%</b>
<b>Not important (Net)</b>	<b>35%</b>	<b>38%</b>	<b>30%</b>	<b>38%</b>	<b>33%</b>

## PUBLIC POLL FINDINGS AND METHODOLOGY

### f) Having a mentor to help with assignments and to provide direct feedback

	Total	United States	France	Germany	United Kingdom
Very important	20%	23%	15%	20%	22%
Somewhat important	40%	33%	51%	38%	39%
A little important	20%	20%	18%	23%	19%
Not important at all	20%	25%	16%	20%	20%
<b>Important (Net)</b>	<b>60%</b>	<b>56%</b>	<b>66%</b>	<b>58%</b>	<b>61%</b>
<b>Not important (Net)</b>	<b>40%</b>	<b>44%</b>	<b>34%</b>	<b>42%</b>	<b>39%</b>

### g) Learning from an industry practitioner in the field or on a subject

	Total	United States	France	Germany	United Kingdom
Very important	25%	25%	23%	23%	26%
Somewhat important	44%	37%	54%	42%	41%
A little important	15%	17%	8%	20%	15%
Not important at all	17%	21%	14%	15%	18%
<b>Important (Net)</b>	<b>68%</b>	<b>62%</b>	<b>78%</b>	<b>65%</b>	<b>67%</b>
<b>Not important (Net)</b>	<b>32%</b>	<b>38%</b>	<b>22%</b>	<b>35%</b>	<b>33%</b>

### h) Learning the theory behind the subject

	Total	United States	France	Germany	United Kingdom
Very important	21%	24%	15%	22%	25%
Somewhat important	44%	37%	55%	44%	41%
A little important	17%	17%	15%	18%	18%
Not important at all	18%	22%	16%	16%	17%
<b>Important (Net)</b>	<b>65%</b>	<b>61%</b>	<b>69%</b>	<b>66%</b>	<b>65%</b>
<b>Not important (Net)</b>	<b>35%</b>	<b>39%</b>	<b>31%</b>	<b>34%</b>	<b>35%</b>

### i) Having the chance to incorporate feedback and resubmit coursework until I have mastered the material

	Total	United States	France	Germany	United Kingdom
Very important	19%	23%	15%	19%	19%
Somewhat important	44%	37%	54%	43%	43%
A little important	17%	17%	16%	20%	17%
Not important at all	19%	23%	15%	19%	20%
<b>Important (Net)</b>	<b>63%</b>	<b>60%</b>	<b>69%</b>	<b>61%</b>	<b>63%</b>
<b>Not important (Net)</b>	<b>37%</b>	<b>40%</b>	<b>31%</b>	<b>39%</b>	<b>38%</b>

## PUBLIC POLL FINDINGS AND METHODOLOGY

### j) Building skills that can be used on the job and/or projects right away

	Total	United States	France	Germany	United Kingdom
Very important	26%	31%	22%	26%	26%
Somewhat important	43%	35%	56%	42%	42%
A little important	13%	15%	7%	16%	14%
Not important at all	17%	20%	15%	17%	18%
<b>Important (Net)</b>	<b>70%</b>	<b>66%</b>	<b>78%</b>	<b>68%</b>	<b>68%</b>
<b>Not important (Net)</b>	<b>30%</b>	<b>34%</b>	<b>22%</b>	<b>33%</b>	<b>32%</b>

### k) Learning how to apply theory to real-world problems

	Total	United States	France	Germany	United Kingdom
Very important	28%	32%	23%	29%	29%
Somewhat important	42%	34%	53%	40%	40%
A little important	14%	14%	9%	16%	15%
Not important at all	17%	21%	15%	15%	17%
<b>Important (Net)</b>	<b>70%</b>	<b>66%</b>	<b>76%</b>	<b>69%</b>	<b>68%</b>
<b>Not important (Net)</b>	<b>30%</b>	<b>34%</b>	<b>24%</b>	<b>31%</b>	<b>32%</b>

### l) Learning from highly qualified and vetted instructors and professors

	Total	United States	France	Germany	United Kingdom
Very important	27%	32%	25%	21%	31%
Somewhat important	40%	34%	49%	40%	37%
A little important	15%	15%	11%	19%	14%
Not important at all	18%	19%	15%	20%	18%
<b>Important (Net)</b>	<b>67%</b>	<b>66%</b>	<b>74%</b>	<b>61%</b>	<b>68%</b>
<b>Not important (Net)</b>	<b>33%</b>	<b>34%</b>	<b>26%</b>	<b>39%</b>	<b>32%</b>

### m) Receiving feedback on projects that I complete

	Total	United States	France	Germany	United Kingdom
Very important	25%	31%	18%	20%	31%
Somewhat important	43%	36%	56%	42%	40%
A little important	15%	14%	12%	21%	13%
Not important at all	17%	19%	15%	18%	17%
<b>Important (Net)</b>	<b>68%</b>	<b>67%</b>	<b>74%</b>	<b>62%</b>	<b>70%</b>
<b>Not important (Net)</b>	<b>32%</b>	<b>33%</b>	<b>26%</b>	<b>38%</b>	<b>30%</b>

## PUBLIC POLL FINDINGS AND METHODOLOGY

26. In what ways have you taught yourself a new technical skill for work? Please select all that apply.

	Total	United States	France	Germany	United Kingdom
Free online videos	21%	27%	14%	17%	28%
Asked a coworker	20%	20%	20%	21%	20%
Certified course	18%	17%	11%	23%	21%
Asked HR to fund a course	7%	5%	7%	7%	8%
Other	10%	7%	15%	12%	7%
I have not taught myself a new technical skill for work	48%	52%	49%	45%	46%

27. During the pandemic, which of the following have you used/done at work? (Please select all that apply.)

	Total	United States	France	Germany	United Kingdom
Working remotely / from home	22%	20%	18%	24%	27%
Using video conferencing (i.e. Skype, Zoom, etc.)	22%	22%	16%	22%	28%
Online training courses	15%	14%	8%	15%	22%
Using business communication platforms (i.e. Teams, Slack, etc.)	13%	11%	10%	15%	17%
Doing more tasks digitally (i.e. brainstorm sessions, filling out forms, weekly meetings, etc.)	12%	12%	8%	13%	15%
Using cloud-based collaborative suites (i.e. G Suite, Office 365, etc.)	10%	11%	5%	10%	12%
Having virtual social activities (i.e. happy hour, trivia night, etc.)	8%	9%	6%	6%	12%
Switched from an in-office process to a remote process (i.e. running payroll, project management, etc.)	6%	7%	6%	6%	7%
None of these	18%	18%	21%	20%	14%
N/A – I did not work at any point during the pandemic	40%	43%	44%	35%	39%

## PUBLIC POLL FINDINGS AND METHODOLOGY

28. [Asked if used/done at work during pandemic] Thinking to the future, do you want to continue doing/using these options?\*

Total More than I do now Summary

	Total	United States	France	Germany	United Kingdom
Online training courses	32%	32%	36%	30%	32%
Working remotely / from home	30%	31%	29%	27%	32%
Using video conferencing (i.e. Skype, Zoom, etc.)	25%	25%	25%	26%	23%
Using cloud-based collaborative suites (i.e. G Suite, Office 365, etc.)	30%	31%	29%	29%	29%
Using business communication platforms (i.e. Teams, Slack, etc.)	24%	27%	20%	22%	26%
Doing more tasks digitally (i.e. brainstorm sessions, filling out forms, weekly meetings, etc.)	29%	30%	29%	30%	26%
Having virtual social activities (i.e. happy hour, trivia night, etc.)	26%	29%	23%	31%	22%
Switched from an in-office process to a remote process (i.e. running payroll, project management, etc.)	34%	36%	27%	31%	40%

\*Base varies per statement. See detailed tables below.

a) Online training courses

	Total (N=574)	United States (N=134)	France (N=79)	Germany (N=152)	United Kingdom (N=209)
More often than I do now	32%	32%	36%	30%	32%
About the same as now	57%	58%	49%	56%	59%
Less often than I do now	12%	11%	15%	14%	9%

b) Working remotely / from home

	Total (N=880)	United States (N=192)	France (N=176)	Germany (N=244)	United Kingdom (N=268)
More often than I do now	30%	31%	29%	27%	32%
About the same as now	52%	56%	44%	57%	50%
Less often than I do now	19%	13%	27%	17%	19%

c) Using video conferencing (i.e. Skype, Zoom, etc.)

	Total (N=882)	United States (N=217)	France (N=159)	Germany (N=233)	United Kingdom (N=273)
More often than I do now	25%	25%	25%	26%	23%
About the same as now	57%	60%	44%	59%	60%
Less often than I do now	18%	15%	31%	15%	17%

## PUBLIC POLL FINDINGS AND METHODOLOGY

d) Using cloud-based collaborative suites (i.e. G Suite, Office 365, etc.)

	<b>Total (N=376)</b>	<b>United States (N=106)</b>	<b>France (N=52)</b>	<b>Germany (N=103)</b>	<b>United Kingdom (N=115)</b>
More often than I do now	30%	31%	29%	29%	29%
About the same as now	63%	65%	61%	66%	61%
Less often than I do now	7%	4%	10%	5%	10%

e) Using business communication platforms (i.e. Teams, Slack, etc.)

	<b>Total (N=520)</b>	<b>United States (N=107)</b>	<b>France (N=100)</b>	<b>Germany (N=152)</b>	<b>United Kingdom (N=161)</b>
More often than I do now	24%	27%	20%	22%	26%
About the same as now	64%	67%	57%	68%	62%
Less often than I do now	12%	7%	23%	10%	11%

f) Doing more tasks digitally (i.e. brainstorm sessions, filling out forms, weekly meetings, etc.)

	<b>Total (N=473)</b>	<b>United States (N=117)</b>	<b>France (N=76)</b>	<b>Germany (N=129)</b>	<b>United Kingdom (N=151)</b>
More often than I do now	29%	30%	29%	30%	26%
About the same as now	59%	62%	52%	57%	62%
Less often than I do now	12%	9%	19%	13%	12%

g) Having virtual social activities (i.e. happy hour, trivia night, etc.)

	<b>Total (N=329)</b>	<b>United States (N=91)</b>	<b>France (N=57)</b>	<b>Germany (N=64)</b>	<b>United Kingdom (N=117)</b>
More often than I do now	26%	29%	23%	31%	22%
About the same as now	48%	46%	55%	53%	44%
Less often than I do now	26%	25%	22%	16%	34%

h) Switched from an in-office process to a remote process (i.e. running payroll, project management, etc.)

	<b>Total (N=243)</b>	<b>United States (N=65)</b>	<b>France (N=55)</b>	<b>Germany (N=63)</b>	<b>United Kingdom (N=60)</b>
More often than I do now	34%	36%	27%	31%	40%
About the same as now	55%	51%	51%	63%	56%
Less often than I do now	11%	13%	23%	6%	5%

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29. **[Asked if Employed]** How has your company performed overall compared to corporate expectations in the last two years...?

### Total Exceptional/Above Average Performance Summary

	<b>Total (N=2,068)</b>	<b>United States (N=466)</b>	<b>France (N=472)</b>	<b>Germany (N=622)</b>	<b>United Kingdom (N=508)</b>
2019	30%	41%	22%	23%	37%
2020	31%	42%	21%	25%	36%

#### a) In 2019

	<b>Total (N=2,068)</b>	<b>United States (N=466)</b>	<b>France (N=472)</b>	<b>Germany (N=622)</b>	<b>United Kingdom (N=508)</b>
Exceptional performance	8%	14%	4%	5%	10%
Above average performance	22%	27%	18%	17%	27%
Performance met expectations	56%	51%	61%	63%	49%
Below average performance	10%	7%	12%	10%	12%
Poor performance	3%	1%	5%	5%	2%
<i>Exceptional/Above Average (Net)</i>	30%	41%	22%	23%	37%
<i>Below Average/Poor (Net)</i>	13%	8%	17%	14%	14%

#### b) In 2020

	<b>Total (N=2,068)</b>	<b>United States (N=466)</b>	<b>France (N=472)</b>	<b>Germany (N=622)</b>	<b>United Kingdom (N=508)</b>
Exceptional performance	9%	15%	6%	7%	10%
Above average performance	22%	27%	16%	18%	26%
Performance met expectations	51%	43%	57%	59%	45%
Below average performance	14%	13%	16%	12%	16%
Poor performance	4%	3%	5%	5%	3%
<i>Exceptional/Above Average (Net)</i>	31%	42%	21%	25%	36%
<i>Below Average/Poor (Net)</i>	18%	15%	22%	16%	19%



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30. **[Asked if Employed]** To what extent would you say your company prioritizes each of the following?\*

### Total Essential/High Priority Summary

	Total (N=2,068)	United States (N=466)	France (N=472)	Germany (N=622)	United Kingdom (N=508)
Meeting financial targets / Meeting shareholders needs	54%	57%	56%	47%	57%
Finding innovative ways to meet customer needs	50%	54%	43%	53%	50%
Being agile and adapting quickly to what is going on in the world	50%	53%	49%	47%	50%
Having a diverse workforce	44%	49%	43%	41%	45%
Attracting and retaining employees	43%	48%	40%	46%	38%
Staying current with new trends and/or technology	43%	50%	40%	42%	42%
Developing employees' current skills	41%	42%	38%	46%	39%
Helping employees maintain a healthy work-life balance	41%	48%	39%	40%	40%
Focusing on sustainability	39%	43%	37%	36%	41%
Promoting from within the company before bringing in new talent	38%	45%	37%	36%	36%
Helping employees gain new skills that can allow them to expand their long-term career	37%	39%	36%	40%	33%

\*Base varies per statement. See detailed tables below.

### a) Finding innovative ways to meet customer needs

Base: Excludes "I don't know"	Total (N=1,867)	United States (N=432)	France (N=410)	Germany (N=553)	United Kingdom (N=472)
Essential	16%	18%	15%	14%	17%
High priority	35%	36%	29%	39%	33%
Medium priority	33%	33%	35%	33%	34%
Low priority	10%	10%	13%	9%	10%
Not a priority	6%	3%	9%	6%	7%
<b>Essential/High priority (Net)</b>	<b>50%</b>	<b>54%</b>	<b>43%</b>	<b>53%</b>	<b>50%</b>
<b>Low/Not a priority (Net)</b>	<b>16%</b>	<b>13%</b>	<b>22%</b>	<b>14%</b>	<b>17%</b>

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### b) Attracting and retaining employees

<i>Base: Excludes "I don't know"</i>	<b>Total (N=1,870)</b>	<b>United States (N=433)</b>	<b>France (N=413)</b>	<b>Germany (N=549)</b>	<b>United Kingdom (N=474)</b>
Essential	15%	20%	14%	13%	12%
High priority	28%	28%	26%	32%	26%
Medium priority	31%	29%	32%	32%	32%
Low priority	16%	15%	14%	15%	20%
Not a priority	10%	9%	14%	7%	10%
<i>Essential/High priority (Net)</i>	<b>43%</b>	<b>48%</b>	<b>40%</b>	<b>46%</b>	<b>38%</b>
<i>Low/Not a priority (Net)</i>	<b>26%</b>	<b>23%</b>	<b>28%</b>	<b>22%</b>	<b>30%</b>

### c) Developing employees' current skills

<i>Base: Excludes "I don't know"</i>	<b>Total (N=1,890)</b>	<b>United States (N=433)</b>	<b>France (N=423)</b>	<b>Germany (N=555)</b>	<b>United Kingdom (N=479)</b>
Essential	12%	16%	11%	11%	12%
High priority	29%	26%	27%	35%	26%
Medium priority	34%	34%	35%	33%	36%
Low priority	16%	15%	18%	14%	17%
Not a priority	9%	9%	10%	7%	9%
<i>Essential/High priority (Net)</i>	<b>41%</b>	<b>42%</b>	<b>38%</b>	<b>46%</b>	<b>39%</b>
<i>Low/Not a priority (Net)</i>	<b>24%</b>	<b>24%</b>	<b>27%</b>	<b>21%</b>	<b>26%</b>

### d) Staying current with new trends and/or technology

<i>Base: Excludes "I don't know"</i>	<b>Total (N=1,888)</b>	<b>United States (N=436)</b>	<b>France (N=421)</b>	<b>Germany (N=560)</b>	<b>United Kingdom (N=471)</b>
Essential	15%	16%	15%	14%	16%
High priority	28%	34%	24%	28%	25%
Medium priority	37%	34%	36%	39%	37%
Low priority	13%	11%	14%	11%	16%
Not a priority	7%	4%	11%	8%	5%
<i>Essential/High priority (Net)</i>	<b>43%</b>	<b>50%</b>	<b>40%</b>	<b>42%</b>	<b>42%</b>
<i>Low/Not a priority (Net)</i>	<b>20%</b>	<b>16%</b>	<b>25%</b>	<b>19%</b>	<b>22%</b>

### e) Meeting financial targets / Meeting shareholders needs

<i>Base: Excludes "I don't know"</i>	<b>Total (N=1,776)</b>	<b>United States (N=405)</b>	<b>France (N=394)</b>	<b>Germany (N=527)</b>	<b>United Kingdom (N=449)</b>
Essential	20%	22%	24%	12%	23%
High priority	34%	35%	32%	35%	34%
Medium priority	30%	30%	24%	36%	30%
Low priority	9%	7%	11%	10%	6%
Not a priority	8%	7%	9%	8%	7%
<i>Essential/High priority (Net)</i>	<b>54%</b>	<b>57%</b>	<b>56%</b>	<b>47%</b>	<b>57%</b>
<i>Low/Not a priority (Net)</i>	<b>16%</b>	<b>13%</b>	<b>20%</b>	<b>17%</b>	<b>13%</b>

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### f) Helping employees maintain a healthy work-life balance

<i>Base: Excludes "I don't know"</i>	<b>Total (N=1,896)</b>	<b>United States (N=441)</b>	<b>France (N=424)</b>	<b>Germany (N=554)</b>	<b>United Kingdom (N=478)</b>
Essential	14%	17%	14%	13%	12%
High priority	28%	30%	25%	27%	28%
Medium priority	34%	31%	32%	38%	32%
Low priority	15%	13%	16%	14%	17%
Not a priority	10%	9%	14%	8%	11%
<i>Essential/High priority (Net)</i>	<i>41%</i>	<i>48%</i>	<i>39%</i>	<i>40%</i>	<i>40%</i>
<i>Low/Not a priority (Net)</i>	<i>25%</i>	<i>22%</i>	<i>29%</i>	<i>22%</i>	<i>28%</i>

### g) Promoting from within the company before bringing in new talent

<i>Base: Excludes "I don't know"</i>	<b>Total (N=1,814)</b>	<b>United States (N=418)</b>	<b>France (N=408)</b>	<b>Germany (N=530)</b>	<b>United Kingdom (N=459)</b>
Essential	12%	15%	13%	10%	10%
High priority	27%	30%	25%	26%	26%
Medium priority	34%	33%	30%	36%	38%
Low priority	16%	13%	18%	18%	16%
Not a priority	12%	10%	15%	11%	10%
<i>Essential/High priority (Net)</i>	<i>38%</i>	<i>45%</i>	<i>37%</i>	<i>36%</i>	<i>36%</i>
<i>Low/Not a priority (Net)</i>	<i>28%</i>	<i>23%</i>	<i>33%</i>	<i>29%</i>	<i>27%</i>

### h) Being agile and adapting quickly to what is going on in the world

<i>Base: Excludes "I don't know"</i>	<b>Total (N=1,867)</b>	<b>United States (N=432)</b>	<b>France (N=410)</b>	<b>Germany (N=553)</b>	<b>United Kingdom (N=472)</b>
Essential	16%	17%	17%	12%	17%
High priority	34%	36%	32%	35%	32%
Medium priority	34%	32%	30%	37%	35%
Low priority	11%	11%	12%	10%	11%
Not a priority	6%	4%	9%	6%	4%
<i>Essential/High priority (Net)</i>	<i>50%</i>	<i>53%</i>	<i>49%</i>	<i>47%</i>	<i>50%</i>
<i>Low/Not a priority (Net)</i>	<i>17%</i>	<i>15%</i>	<i>21%</i>	<i>16%</i>	<i>15%</i>

### i) Helping employees gain new skills that can allow them to expand their long-term career

<i>Base: Excludes "I don't know"</i>	<b>Total (N=1,891)</b>	<b>United States (N=431)</b>	<b>France (N=428)</b>	<b>Germany (N=556)</b>	<b>United Kingdom (N=476)</b>
Essential	12%	14%	13%	11%	9%
High priority	25%	24%	23%	30%	24%
Medium priority	35%	34%	35%	35%	36%
Low priority	17%	16%	17%	17%	19%
Not a priority	11%	12%	12%	7%	11%
<i>Essential/High priority (Net)</i>	<i>37%</i>	<i>39%</i>	<i>36%</i>	<i>40%</i>	<i>33%</i>
<i>Low/Not a priority (Net)</i>	<i>28%</i>	<i>28%</i>	<i>29%</i>	<i>25%</i>	<i>31%</i>

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### j) Having a diverse workforce

<i>Base: Excludes "I don't know"</i>	<b>Total (N=1,835)</b>	<b>United States (N=422)</b>	<b>France (N=400)</b>	<b>Germany (N=550)</b>	<b>United Kingdom (N=465)</b>
Essential	13%	17%	12%	9%	14%
High priority	32%	32%	31%	32%	31%
Medium priority	33%	30%	33%	38%	30%
Low priority	13%	11%	14%	12%	16%
Not a priority	10%	10%	11%	9%	10%
<i>Essential/High priority (Net)</i>	<i>44%</i>	<i>49%</i>	<i>43%</i>	<i>41%</i>	<i>45%</i>
<i>Low/Not a priority (Net)</i>	<i>23%</i>	<i>20%</i>	<i>25%</i>	<i>21%</i>	<i>25%</i>

### k) Focusing on sustainability

<i>Base: Excludes "I don't know"</i>	<b>Total (N=1,833)</b>	<b>United States (N=409)</b>	<b>France (N=412)</b>	<b>Germany (N=548)</b>	<b>United Kingdom (N=463)</b>
Essential	13%	14%	13%	12%	14%
High priority	26%	30%	24%	24%	27%
Medium priority	33%	32%	31%	35%	33%
Low priority	17%	14%	20%	19%	16%
Not a priority	11%	11%	13%	10%	9%
<i>Essential/High priority (Net)</i>	<i>39%</i>	<i>43%</i>	<i>37%</i>	<i>36%</i>	<i>41%</i>
<i>Low/Not a priority (Net)</i>	<i>28%</i>	<i>25%</i>	<i>33%</i>	<i>30%</i>	<i>26%</i>

31. During the pandemic (since March 2020), have you done any of the following? Please select all that apply.

	<b>Total</b>	<b>United States</b>	<b>France</b>	<b>Germany</b>	<b>United Kingdom</b>
Looked for a new job	14%	18%	10%	11%	17%
Interviewed for a new job	9%	12%	5%	8%	10%
Took advantage of additional time and flexibility to pursue learning on my own	8%	9%	5%	8%	9%
Enrolled in an online learning course	8%	8%	5%	9%	11%
Received a pay raise	8%	10%	5%	9%	9%
Worked at the same time as caring for children	7%	6%	7%	8%	8%
Quit a job	6%	7%	4%	4%	7%
Changed jobs	6%	7%	4%	6%	7%
Took advantage of additional time and flexibility to pursue learning through my company	5%	6%	4%	5%	5%
Was laid off or fired due to pandemic-related business disruption	5%	9%	3%	3%	4%
Had trouble with childcare	4%	3%	3%	6%	5%
Was laid off or fired for a non-pandemic-related reason	3%	5%	2%	3%	3%
Went back to school	3%	4%	2%	3%	3%
None of the above	60%	56%	68%	62%	54%

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32. How much do you agree or disagree with each of the following statements?

### Total Agree Summary

	Total	United States	France	Germany	United Kingdom
Companies have a responsibility to pay for training and upskilling opportunities for their employees	62%	54%	63%	59%	70%
Diversity, equity, and inclusion in the workplace are more important now than ever	55%	52%	54%	60%	55%
I would prefer part-time online education over full-time enrollment at a traditional college or university	41%	46%	37%	33%	47%
Women have fewer opportunities than men in STEM fields	37%	36%	41%	33%	37%
Diversity, equity, and inclusion is lower in STEM (high-tech) fields than in other fields	29%	33%	25%	27%	30%
It's a person's responsibility to pay for training and upskilling that will benefit their career	28%	36%	25%	29%	24%
Advancing my education and building skills would help me overcome imposter syndrome	27%	27%	28%	19%	32%
I struggle with imposter syndrome	19%	16%	29%	9%	23%

a) Diversity, equity, and inclusion in the workplace are more important now than ever

	Total	United States	France	Germany	United Kingdom
Strongly agree	21%	22%	13%	25%	24%
Somewhat agree	35%	30%	42%	35%	31%
Neither agree nor disagree	33%	35%	34%	28%	35%
Somewhat disagree	6%	6%	6%	6%	5%
Strongly disagree	6%	8%	6%	5%	5%
<i>Agree (Net)</i>	<i>55%</i>	<i>52%</i>	<i>54%</i>	<i>60%</i>	<i>55%</i>
<i>Disagree (Net)</i>	<i>12%</i>	<i>14%</i>	<i>12%</i>	<i>11%</i>	<i>10%</i>

b) Diversity, equity, and inclusion is lower in STEM (high-tech) fields than in other fields

	Total	United States	France	Germany	United Kingdom
Strongly agree	8%	10%	6%	8%	10%
Somewhat agree	21%	23%	19%	19%	20%
Neither agree nor disagree	54%	48%	58%	51%	57%
Somewhat disagree	10%	10%	10%	12%	6%
Strongly disagree	8%	9%	7%	10%	6%
<i>Agree (Net)</i>	<i>29%</i>	<i>33%</i>	<i>25%</i>	<i>27%</i>	<i>30%</i>
<i>Disagree (Net)</i>	<i>18%</i>	<i>19%</i>	<i>17%</i>	<i>22%</i>	<i>13%</i>

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### c) Women have fewer opportunities than men in STEM fields

	Total	United States	France	Germany	United Kingdom
Strongly agree	10%	12%	11%	7%	12%
Somewhat agree	26%	24%	30%	27%	25%
Neither agree nor disagree	44%	40%	44%	45%	46%
Somewhat disagree	11%	13%	8%	12%	10%
Strongly disagree	9%	11%	7%	10%	7%
<i>Agree (Net)</i>	<i>37%</i>	<i>36%</i>	<i>41%</i>	<i>33%</i>	<i>37%</i>
<i>Disagree (Net)</i>	<i>20%</i>	<i>24%</i>	<i>15%</i>	<i>22%</i>	<i>17%</i>

### d) I struggle with imposter syndrome

	Total	United States	France	Germany	United Kingdom
Strongly agree	7%	6%	9%	4%	8%
Somewhat agree	13%	10%	20%	5%	15%
Neither agree nor disagree	35%	34%	48%	19%	41%
Somewhat disagree	11%	12%	8%	10%	14%
Strongly disagree	35%	39%	15%	63%	22%
<i>Agree (Net)</i>	<i>19%</i>	<i>16%</i>	<i>29%</i>	<i>9%</i>	<i>23%</i>
<i>Disagree (Net)</i>	<i>45%</i>	<i>50%</i>	<i>23%</i>	<i>73%</i>	<i>36%</i>

### e) Advancing my education and building skills would help me overcome imposter syndrome

	Total	United States	France	Germany	United Kingdom
Strongly agree	7%	9%	7%	5%	8%
Somewhat agree	19%	18%	21%	14%	24%
Neither agree nor disagree	47%	49%	50%	42%	48%
Somewhat disagree	8%	8%	9%	8%	8%
Strongly disagree	18%	17%	14%	31%	12%
<i>Agree (Net)</i>	<i>27%</i>	<i>27%</i>	<i>28%</i>	<i>19%</i>	<i>32%</i>
<i>Disagree (Net)</i>	<i>27%</i>	<i>25%</i>	<i>22%</i>	<i>40%</i>	<i>20%</i>

### f) I would prefer part-time online education over full-time enrollment at a traditional college or university

	Total	United States	France	Germany	United Kingdom
Strongly agree	15%	19%	12%	11%	17%
Somewhat agree	26%	27%	25%	22%	30%
Neither agree nor disagree	35%	36%	36%	32%	36%
Somewhat disagree	11%	7%	14%	14%	8%
Strongly disagree	14%	11%	14%	22%	9%
<i>Agree (Net)</i>	<i>41%</i>	<i>46%</i>	<i>37%</i>	<i>33%</i>	<i>47%</i>
<i>Disagree (Net)</i>	<i>24%</i>	<i>18%</i>	<i>28%</i>	<i>35%</i>	<i>17%</i>

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g) Companies have a responsibility to pay for training and upskilling opportunities for their employees

	Total	United States	France	Germany	United Kingdom
Strongly agree	20%	18%	18%	22%	24%
Somewhat agree	41%	36%	45%	38%	46%
Neither agree nor disagree	29%	33%	28%	31%	24%
Somewhat disagree	6%	8%	4%	6%	4%
Strongly disagree	4%	5%	4%	4%	3%
<b>Agree (Net)</b>	<b>62%</b>	<b>54%</b>	<b>63%</b>	<b>59%</b>	<b>70%</b>
<b>Disagree (Net)</b>	<b>10%</b>	<b>13%</b>	<b>9%</b>	<b>10%</b>	<b>6%</b>

h) It's a person's responsibility to pay for training and upskilling that will benefit their career

	Total	United States	France	Germany	United Kingdom
Strongly agree	7%	10%	6%	9%	3%
Somewhat agree	22%	26%	19%	21%	20%
Neither agree nor disagree	40%	43%	37%	39%	41%
Somewhat disagree	20%	15%	22%	19%	26%
Strongly disagree	12%	7%	16%	14%	10%
<b>Agree (Net)</b>	<b>28%</b>	<b>36%</b>	<b>25%</b>	<b>29%</b>	<b>24%</b>
<b>Disagree (Net)</b>	<b>32%</b>	<b>22%</b>	<b>38%</b>	<b>32%</b>	<b>36%</b>



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### About the Study

These are the findings of an Udacity/Ipsos poll conducted between August 26 – September 16, 2021. For this survey, a sample of 4,006 adults age 18+ from the United States, France, Germany, and United Kingdom was interviewed online in English, French, or German. The sample includes 1,002 respondents from the United States, 1,000 respondents from France, 1,000 respondents from Germany, and 1,004 respondents from the United Kingdom.

The sample was randomly drawn from [Ipsos' online panel](#), partner online panel sources, and “[river sampling](#)” and does not rely on a population frame in the traditional sense. Ipsos uses fixed sample targets, unique to each study, in drawing a sample. After a sample has been obtained from the Ipsos panel, Ipsos calibrates respondent characteristics to be representative of the U.S. Population using standard procedures such as raking-ratio adjustments. The source of these population targets is U.S. Census 2018 American Community Survey data. The sample drawn for this study reflects fixed sample targets on demographics. Posthoc weights were made to the population characteristics on gender, age, race/ethnicity, region, and education.

Statistical margins of error are not applicable to online non-probability polls. All sample surveys and polls may be subject to other sources of error, including, but not limited to coverage error and measurement error. Where figures do not sum to 100, this is due to the effects of rounding. The precision of Ipsos online polls is measured using a credibility interval. In this case, the poll has a credibility interval of plus or minus 1.8 percentage points for all respondents. The credibility interval per country is plus or minus 3.5 percentage points. Ipsos calculates a design effect (DEFF) for each study based on the variation of the weights, following the formula of Kish (1965). This study had a credibility interval adjusted for design effect of the following ( $n=4,006$ ,  $DEFF=1.5$ , adjusted Confidence Interval= $\pm 3.3$  percentage points).

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## PUBLIC POLL FINDINGS AND METHODOLOGY

### About Ipsos

Ipsos is the world's third largest Insights and Analytics company, present in 90 markets and employing more than 18,000 people.

Our passionately curious research professionals, analysts and scientists have built unique multi-specialist capabilities that provide true understanding and powerful insights into the actions, opinions and motivations of citizens, consumers, patients, customers or employees. We serve more than 5000 clients across the world with 75 business solutions.

Founded in France in 1975, Ipsos is listed on the Euronext Paris since July 1st, 1999. The company is part of the SBF 120 and the Mid-60 index and is eligible for the Deferred Settlement Service (SRD).

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