2021 workforce education trends that may surprise you:
Career paths most needed for the future of work

TREND #1
Biggest challenge = developing leaders
While everyone’s talking about upskilling, it comes in second as a top challenge to developing future leaders.

82% of senior leaders said developing future leaders is the most pressing challenge their company faces.
57% cite upskilling employees for high-demand functions.

TREND #2
Soft skills > tech and data skills
Technology and analytics skills are essential for the future of work, but soft skills, which some now refer to as “durable” skills, top the list of most immediate needs. These top skills cited as strategically important include:

General leadership skills 82%
Data and analytics-related skills 41%
Soft-related skills 54%
Specific technical skills 36%
Advanced technology skills 26%

TREND #3
Pre-COVID-19 data showed adult learners accelerating the uptake of online programs
While overall post-secondary enrollment has declined slightly, online enrollment increased by 4% per year since 2013, primarily driven by increasing adult learner uptake, with growth expected to continue moving forward.

What about the impact of COVID-19? Overall, undergraduate enrollment decreased across all age groups from fall 2019 to fall 2020, according to the National Student Clearinghouse.[1]

The takeaway:
We find increasing demand for an educated workforce while undergraduate enrollments show declines. This disparity highlights the opportunity for workplace education programs to provide employees the tools to succeed and employers the skills they need to win in the marketplace.

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