

SKILLSOFT 2021 WOMEN IN TECH REPORT

A woman with short dark hair, wearing glasses and a white blazer over a grey top, is sitting at a desk and working on a laptop. She is looking towards the camera with a slight smile. The background is a blurred office environment with other people working.

TABLE OF CONTENTS

3	INTRODUCTION
5	HOW TO USE THE REPORT
6	PRIMARY FINDINGS
8	WOMEN IN TECH
13	CERTIFICATIONS
17	JOB SATISFACTION AND EMPLOYEE BENEFITS
24	IMPORTANT ISSUES AND CHALLENGES
28	ENCOURAGEMENT AND ADVICE
30	CONCLUSION
32	ADDENDUM
33	UNITED STATES
46	CANADA
59	UNITED KINGDOM
72	FRANCE
85	SURVEY METHODOLOGY
85	PARTNERS
86	MEDIA INQUIRIES



INTRODUCTION

Welcome to the Skillssoft 2021 Women in Tech Report, an in-depth study of women who work in technology. Women have long been under-represented in tech, although that situation is improving. In our first study of its kind, we set out to examine the current state of women in tech careers, how they feel about their challenges and opportunities, and what they need to succeed. The subject has broader implications than you might think.

TODAY, EVERY COMPANY IS A TECHNOLOGY COMPANY

Greatly accelerated by COVID-19, Digital Transformation is everywhere — so every company's success depends on its ability to execute digitally and continue to invest in new technology-driven offerings and operations.

This brave new world has created a skills gap in IT. Technology simply evolves too fast, and it's impossible to foresee the competencies that will be needed tomorrow. And the gap has only been exacerbated by the pandemic. Offices closed, work-from-home became the norm, and knowledge workers can now take their jobs anywhere. Pair this with major disruption to the economy and a social justice movement, and it's no wonder people are re-thinking their priorities — ultimately leading to the so-called Great Resignation that we're all experiencing. Filling roles has become one of the most critical issues for everyone from HR manager to CEO.



HOWEVER, THERE IS A GREAT UNTAPPED RESOURCE: WOMEN

Women have represented a growing — albeit slowly, from 7% to 27% in the past 50 years¹ — minority in tech for decades. As we discovered in this study, women crave opportunity. They still encounter inequity when compared to their male peers on multiple levels, and that has to change. Today, it's vital that women are given the opportunities, training, and resources traditionally offered to their male counterparts.

FROM THE GREAT RESIGNATION TO THE GREAT REINVENTION

Women in tech have historically been underrepresented and undervalued. But, a clear opportunity for radical change is in view. This starts with understanding where we are now, how we got here, and where we need to go next.

In the Skillsoft 2021 Women in Tech Report, you'll find relevant and timely data from 1,100 women surveyed in the United States, Canada, France, and the United Kingdom. IT professionals, human resources, and industry leaders can use this report as a guide to understanding the state of women in tech, as well as their current challenges, barriers to inclusion, and advancements.

Most importantly, the report will also give organizations an opportunity to identify and develop solutions to empower women in tech, and promote meaningful gender diversity, equity, and inclusion.

Through better understanding and advocacy, we can encourage women to pursue and advance tech-related careers by providing opportunities for them to upskill, build confidence, and reach their personal and professional goals.

When women rise, we all win.

¹ U.S. Department of Labor



HOW TO USE THE WOMEN IN TECH REPORT

In the United States alone, women make up about half of the workforce, but fill only 25% of professional computing jobs, according to the National Center for Women and Information Technology.¹

For women in tech, advancing in their chosen career can be a challenge. We've pulled data from our research that sheds light on the job roles, skills, challenges, certifications, and experiences of women in tech.

The data in this report helps answer the following questions:

- Who are the women working in tech and what jobs do they hold?
- What is their responsibility level?
- Which industries are employing women?
- Which certifications are women in tech pursuing and how do they help advance their careers?
- Are women in tech satisfied with their jobs and, if so, why?
- What challenges do women in tech face?
- What advice do women in the field have for women thinking of a career in tech?
- What does the future hold for women in tech?

¹Source: National Center for Women & Information Technology (NCWIT)



PRIMARY FINDINGS

Part of the goal of this survey is to understand how to better support women who want to pursue careers in the tech field or advance the positions that women hold today. In order to do that, it's important for organizations to act on our key findings:

WOMEN IN TECH WANT TO LEARN

We heard it over and over again — women want professional development and training opportunities. More than work-life balance. More than a big paycheck. Even more than employer-sponsored child care. In fact, nearly 86% of those surveyed ranked professional development / training opportunities as very important or extremely important. They want to better themselves in order to move up the ladder, earn a bigger salary, and create a better world for themselves and their families.

BUT ... THEY WANT TO BE COMPENSATED

While they're craving opportunities to advance professionally, they're not turning their backs on other issues they face as women in tech. An equitable salary is a leading challenge, cited by 38% of respondents. This is followed closely by lack of work-life balance with 36% of respondents, and lack of equity with male counterparts with 33%.

WOMEN IN TECHNOLOGY HAVE OPPORTUNITIES TO FILL CRUCIAL TALENT GAPS

Business analysis and cybersecurity are the leading areas of interest to women in tech. This correlates with recent data from [Skillsoft's Global Knowledge 2021 Skills and Salary Report](#). Cybersecurity was ranked highest in salary and as the top investment area by more than 9,300 IT professionals.



However, only 22% and 18% of women in tech hold certifications in these areas. This creates a great opportunity for women to fill crucial shortages and skills gaps in these fields — and put themselves on the path to high-paying jobs. It also creates opportunities to dispel skepticism in the workplace and build credibility, an ongoing concern for many of the women we surveyed.

WOMEN ARE GENERALLY SATISFIED IN IT AND FEEL SECURE IN THEIR FUTURE

While women in tech have mixed feelings on benefits, growth potential, and work-life balance, they are satisfied more often than not with their career choice and believe that their employment opportunities are secure.

WOMEN AREN'T GETTING THE SUPPORT THEY WANT OR NEED

Women in tech report persistent inequity, condescending treatment, and skepticism in their abilities. They believe there are different standards set for them versus the men in their field. Women are tired of not being taken less seriously. They feel excluded and they are often outnumbered. This is problematic for organizations as well as the women involved because it eliminates their valuable perspectives, reinforces inequity and gaps — all of which impact the way organizations perform.

TRAINING IS THE NAME OF THE GAME

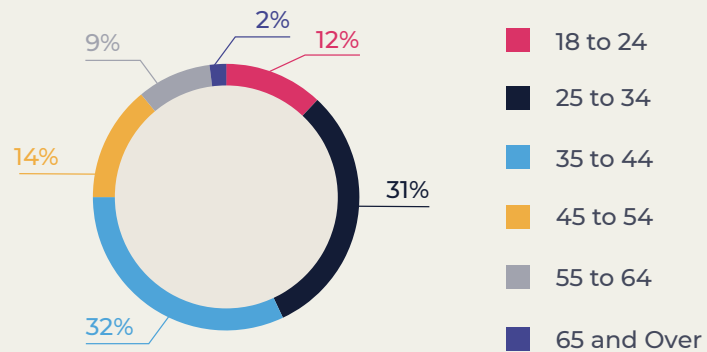
Above all else, women in tech believe training will encourage more women to enter the field and help those already in tech to thrive. It's a win-win because advanced training leads to improved productivity and resolution times, better onboarding, increased confidence, and a decrease in skills gaps.



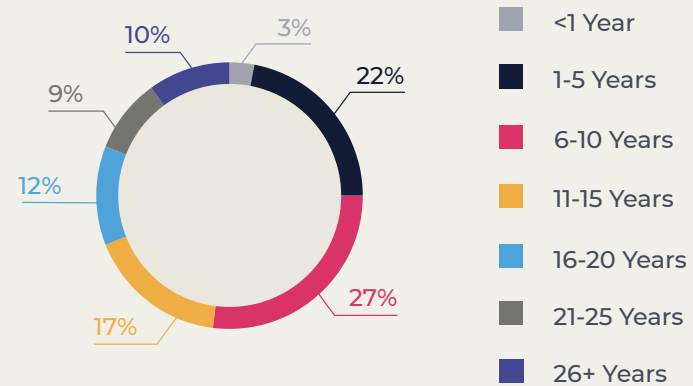
WOMEN IN TECH

We spoke to 1,100 women from the United States, Canada, United Kingdom, and France who work in the tech industry. Ages range from 18 to 65 and over, with the majority falling in the 35-44 range. Respondents have experience levels that range from less than a year (3%) to over 26 years (10%). Most have six to 10 years in tech. Ninety-one percent of respondents are permanent employees; 9% are contractors.

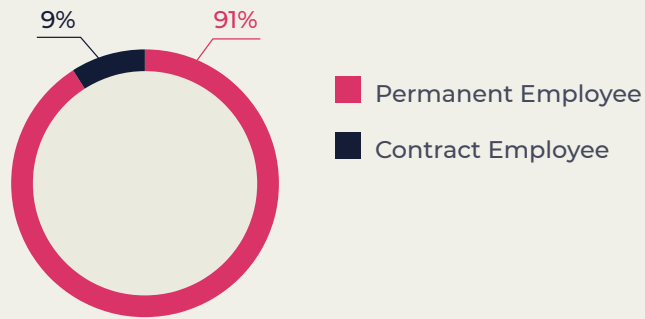
AGE GROUP



YEARS OF EXPERIENCE



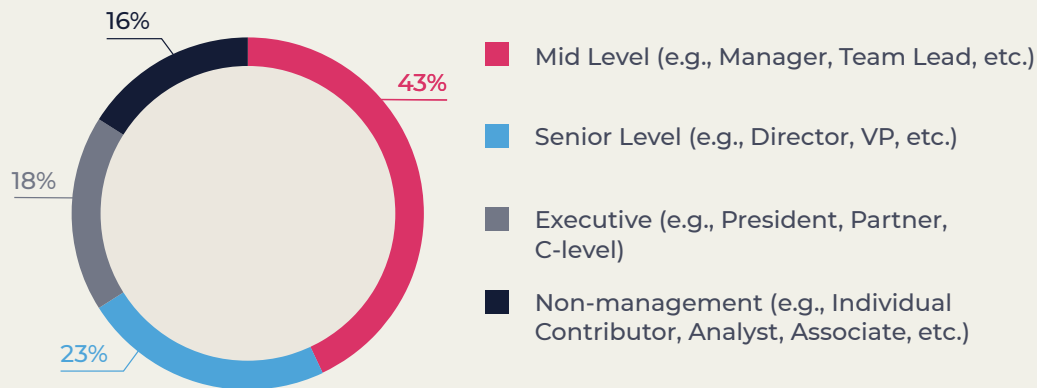
EMPLOYMENT STATUS



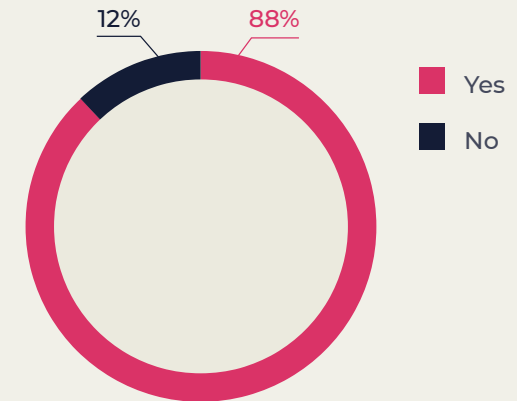
RESPONSIBILITY LEVELS AND EDUCATION

As far as responsibility levels are concerned, 43% hold a mid-level manager position and 23% report having a senior-level position. On the far end of the scales, 16% are non-management level and 18% report holding an executive-level position. Forty-four percent have a bachelor's degree, while 29% have a post-graduate degree.

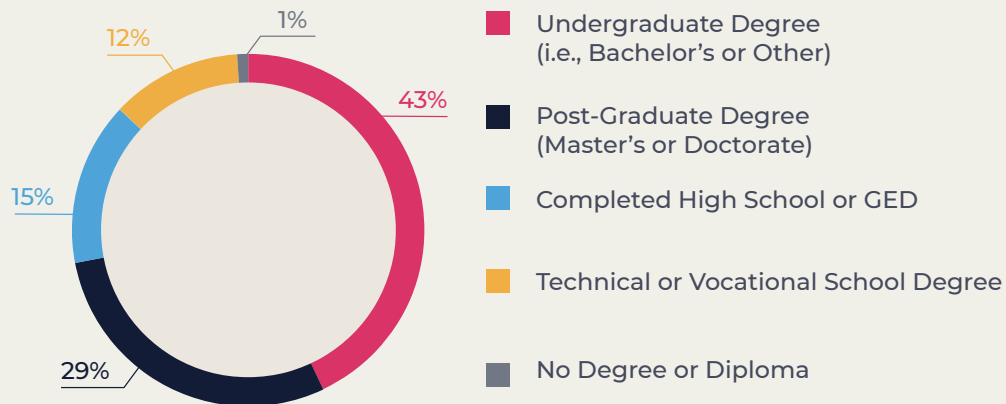
LEVEL OF RESPONSIBILITY



MANAGE A TEAM OR STAFF



HIGHEST EDUCATION LEVEL ATTAINED

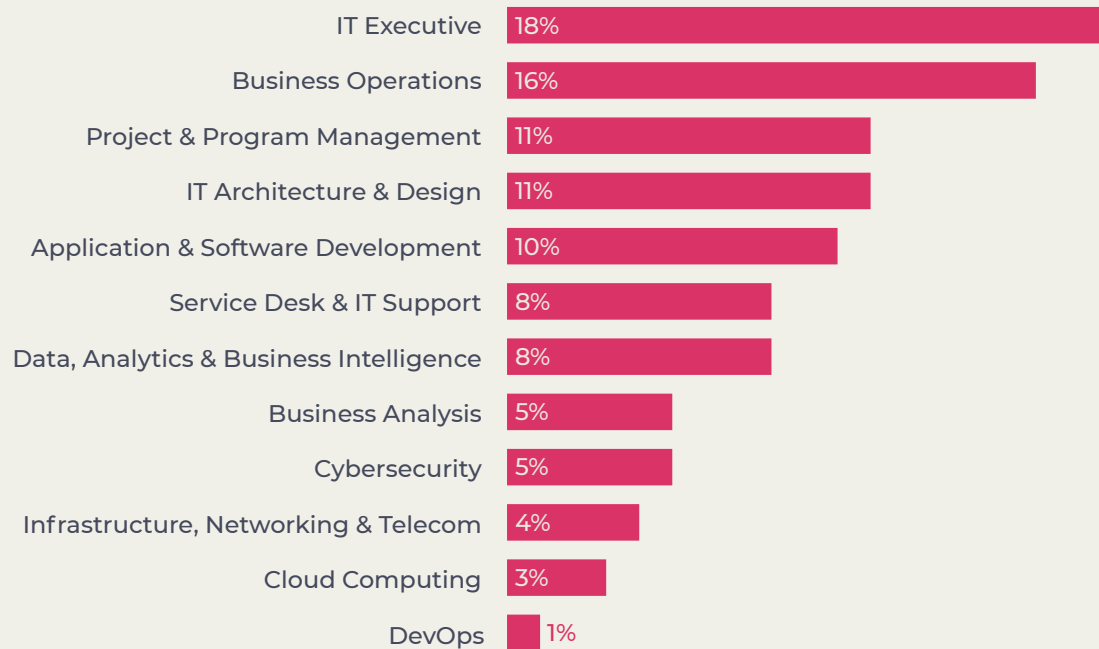


Compared to men, women have to work longer to climb the corporate ladder. According to Skillsoft's [Global Knowledge 2021 Skills and Salary Report](#), the highest percentage of men in leadership roles have 15-20 years of experience, while the highest percentage of women have 26 or more years on the job.



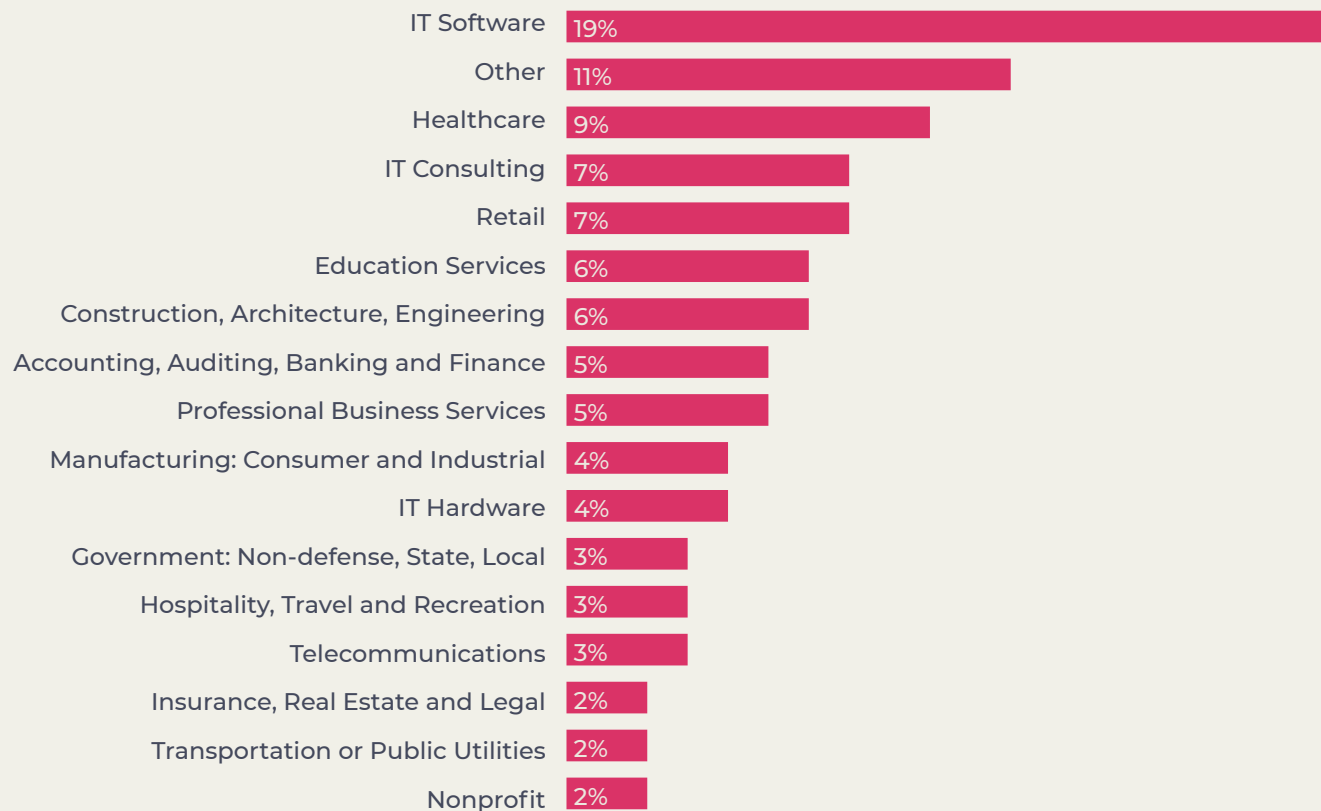
JOB FUNCTION

Job functions range from DevOps (1%) to business operations (16%) and IT executive (18%). Respondents also listed job functions as project and program management; IT architecture and design; application and software development; service desk and IT support; data, analytics, and business intelligence; business analysis; cybersecurity; infrastructure; networking and telecommunications; cloud computing. Eighty-eight percent of our respondents manage a team or staff.



INDUSTRY

However, there are some differences by location. IT software is the largest reported industry overall, and in the United States (23%), United Kingdom (11%), and Canada (25%). The United States and Canada list healthcare as a distant second, while IT software shares equal status with healthcare and retail in the United Kingdom. France is the only country to have more respondents in the healthcare industry (14%), followed closely by IT software (13%) and IT consulting (8%).



For a complete breakdown by country, see the [addendum](#) at the end of this report.

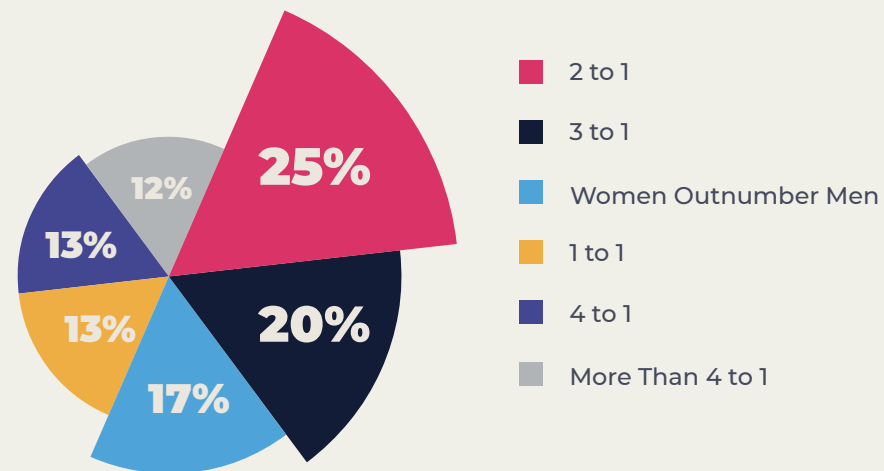


GENDER IMBALANCE

Seventy percent of the women surveyed reported that men outnumber them at work at ratios of 2-to-1 or greater.

The United States reports the highest percentage of women outnumbering men with 19%. Seventeen percent of our respondents in Canada and 16% in the United Kingdom report that women outnumber men in their organization. In France that percentage drops to 15%.

RATIO OF MEN TO WOMEN



CERTIFICATIONS

When asked how certification helped women advance in their tech career, 52% report that advanced training led to more responsibility, 34% earned a raise, 32% earned a promotion, and 26% earned a bonus. Nineteen percent used their certification to find a new job in a new organization.

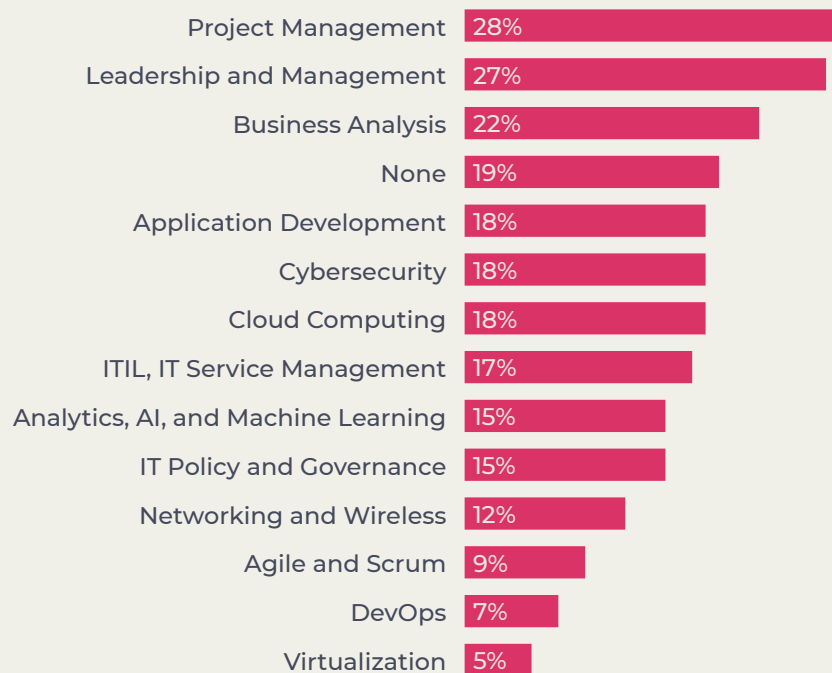
HOW HAS BEING CERTIFIED HELPED YOU ADVANCE YOUR TECH-RELATED CAREER?



CERTIFICATIONS EARNED

On a large scale, project management was the number one tech-related topic that women are earning certification for in 2021. Twenty-eight percent of women report having a certification in project management, followed closely by leadership and management (27%) and business analysis (22%). Nineteen percent report having no certification.

IN WHICH OF THE FOLLOWING TECH-RELATED TOPICS HAVE YOU EARNED A CERTIFICATION?



LEARNING INTERESTS

The numbers were fairly consistent when you look at the countries individually. The only striking anomaly was in France where 20% of the respondents hold certification in cybersecurity, taking the number two spot.

Broadly, women in tech want to learn. When asked to identify top areas of interest, business analysis; cybersecurity; analytics, AI, and machine learning; and leadership and management were all cited by 29% of respondents. Nearly as much interest was expressed in project management and cloud computing at 28%.

TOP TEN TECH-RELATED TOPICS WOMEN ARE INTERESTED IN

1. Business Analysis
2. Cybersecurity
3. Analytics, AI, and Machine Learning
4. Leadership and Management
5. Project Management
6. Cloud Computing
7. Application Development
8. Networking and Wireless
9. Virtualization
10. IT Policy and Governance

Other interests cited include:

ITIL, IT Service Management, DevOps, and Agile and Scrum.



CHOOSING A TRAINING PROVIDER

Women in tech are fairly evenly split when it comes to what matters to them when they choose a training provider. They're looking for access to training on their timeline, at a price they can afford, and delivered in a format that they want. They also want course customization and tailoring to meet their organizations' needs, hands-on practice, instructors who are subject matter experts, and they want courses that are authorized by a certification body.

WHICH OF THE FOLLOWING FACTORS ARE MOST IMPORTANT TO YOU WHEN DECIDING ON A TRAINING PROVIDER?



WOMEN IN TECH COMPARED TO THE TECH INDUSTRY OVERALL

Recently, we finished [Skillsoft's annual Global Knowledge IT Skills and Salary Report](#) for the industry as a whole. We reached out to IT professionals from the United States, Europe, Middle East and Africa, Latin America, and Asia-Pacific to get an overview of the industry. In that study, 60% of IT professionals who are satisfied in their job report that they are unlikely to look for another position, while 89% of unsatisfied employees are likely to pursue new opportunities.

Women in tech are expressing greater job security than IT professionals as a whole. Close to 90% of the women who responded to our survey report that they are extremely to somewhat satisfied with their job security. Just under 70% of IT professionals on a global level feel that their job security is good or somewhat good.

More good news for IT: layoffs continue to be relatively low compared to other industries, and there seems to be little difference between terminations as a result of COVID-19 and those not unrelated to the pandemic.

IT professionals as a whole worry about managing their workload. In fact, 36% of respondents to the IT Skills and Salary Report say the amount of work is their biggest challenge. This is followed by a lack of career development and growth opportunities. Women tend to answer at a more personal level.

They report their biggest challenges to be a lack of equal pay and a lack of work-life balance. This is followed by a lack of professional development and training opportunities, as well as a lack of equity in opportunities. This data can lead one to believe that women view big-picture challenges as their biggest hurdles, while IT professionals as a whole focus on the day-to-day concerns.

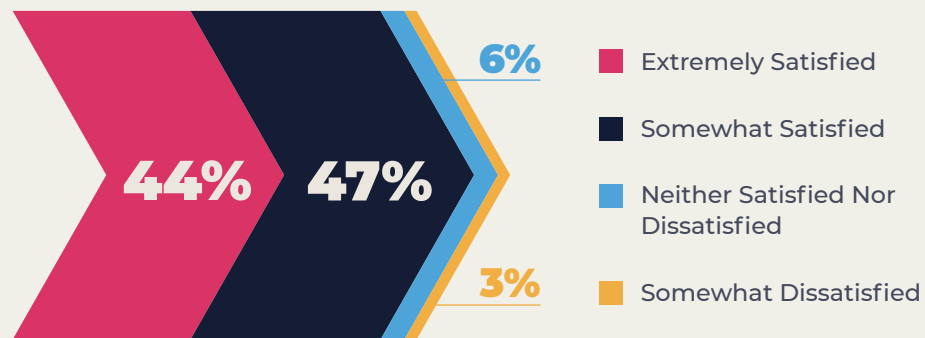


**DOWNLOAD
SKILLSOFT'S GLOBAL
KNOWLEDGE 2021
SKILLS AND SALARY
REPORT NOW**

JOB SATISFACTION AND EMPLOYEE BENEFITS

Overall job satisfaction is good for women in tech. Forty-seven percent of our respondents in North America and Europe report that they are somewhat satisfied and 44% say they are extremely satisfied. Only 3% say they are dissatisfied. Women in the United Kingdom report a slightly higher level of dissatisfaction than their neighbors. Women in the United States report the highest level of satisfaction.

OVERALL JOB SATISFACTION



FACTORS CONTRIBUTING TO JOB SATISFACTION

There are a lot of factors that go into job satisfaction for women. Overall, job security is the biggest determinant.

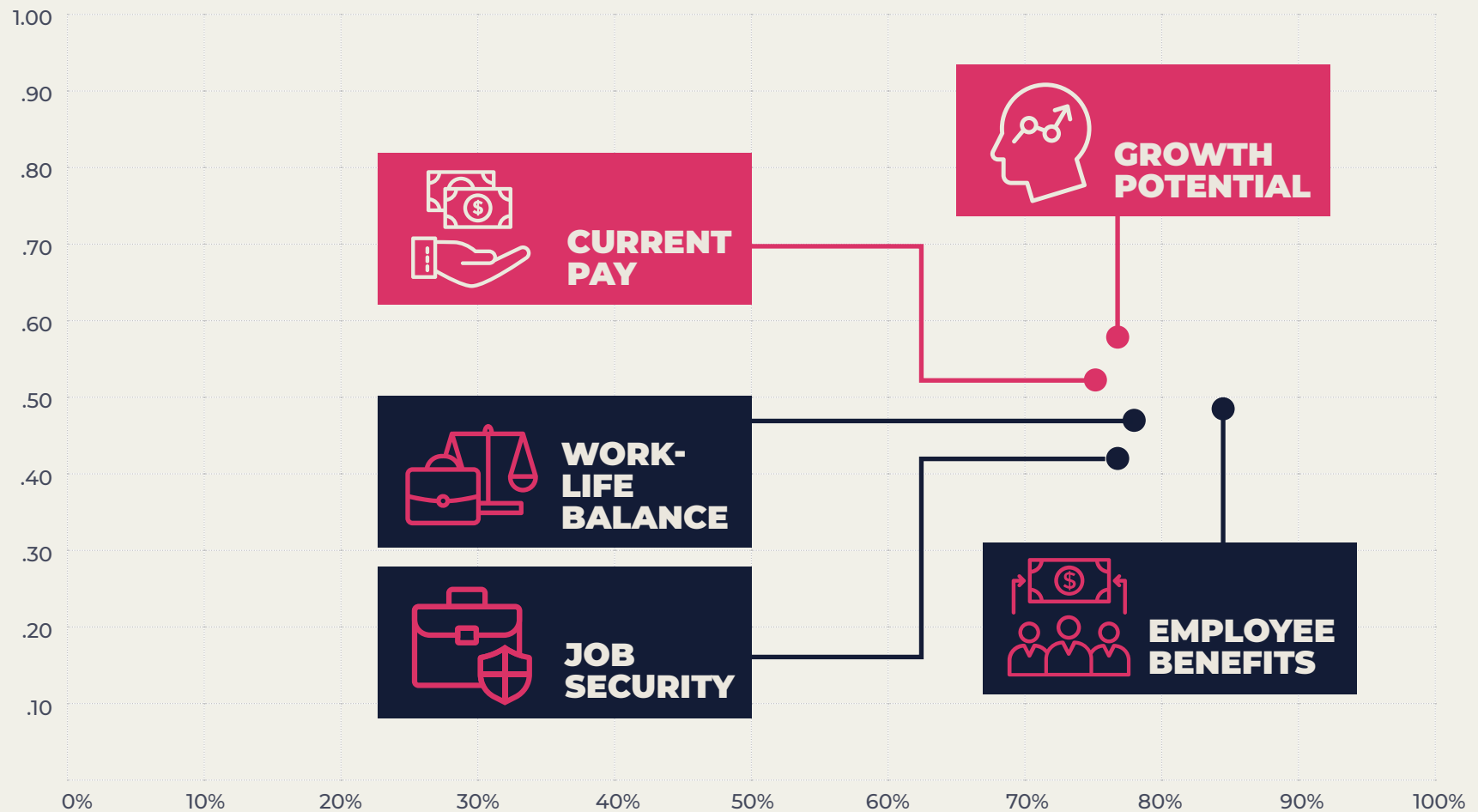
Eighty-seven percent of our respondents say they feel somewhat to extremely satisfied with their job security. Women in the United States report the highest comfort level when it comes to job security, which may play a big factor as to why they also rank the highest for overall satisfaction.

Roughly 71% of women in tech are at least somewhat satisfied with their growth potential, employee benefits, salary, and work-life balance. Pay is the biggest area of dissatisfaction with 12% of women saying they are at least somewhat dissatisfied with their organization's offering. Employee benefits and work-life balance take a close second at 11%.

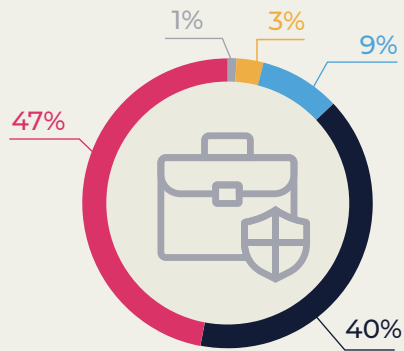
Women in the United States and Canada shared the most dissatisfaction with their pay and work-life balance. However, in the United Kingdom and France, the greatest areas of dissatisfaction were with employer benefits and pay.



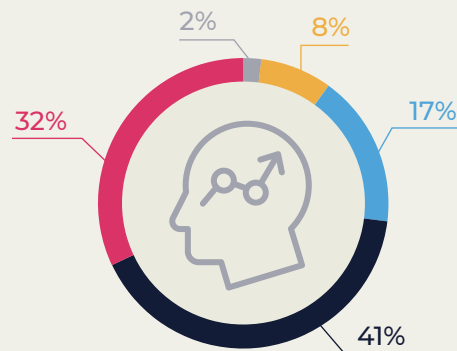
KEY DRIVERS OF OVERALL JOB SATISFACTION



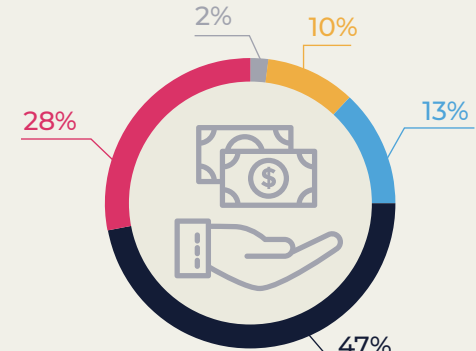
JOB SATISFACTION FACTORS



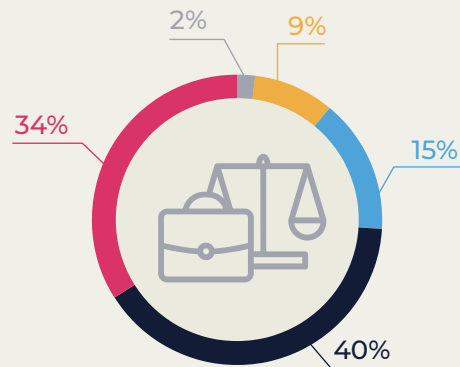
JOB SECURITY



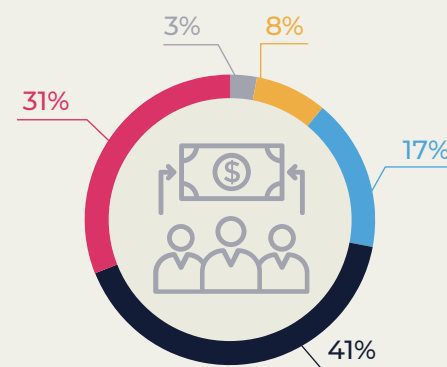
GROWTH POTENTIAL



CURRENT PAY



WORK-LIFE BALANCE



EMPLOYEE BENEFITS



WHICH BENEFITS MATTER MOST?

We asked the women who responded to the survey about the importance of employee benefits. Their answers show that the highest percentage (86%) of women in tech are looking for professional development and training opportunities. This is followed by paid time off and healthcare (85%, 84%). Flexible working hours ranked third, followed by maternity leave (83%, 77%).

IMPORTANCE OF EMPLOYEE BENEFITS

ORGANIZATIONAL BENEFIT VALUE	NOT IMPORTANT AT ALL	SLIGHTLY IMPORTANT	MODERATELY IMPORTANT	VERY IMPORTANT	EXTREMELY IMPORTANT
Health Insurance	1.82%	3.27%	10.91%	27.45%	56.55%
Paid Time Off (PTO)	5.45%	4.45%	12.91%	26.36%	50.82%
Flexible Working Hours	1.55%	2.00%	11.55%	34.45%	50.45%
Maternity Leave	0.64%	1.91%	14.00%	34.09%	49.36%
Professional Development / Training Opportunities	1.00%	2.00%	11.18%	39.36%	46.45%
Opportunity to Work Remotely	2.73%	3.36%	19.45%	32.45%	42.00%
Child Care	7.18%	7.55%	19.82%	29.27%	36.18%
Paternity Leave	6.18%	6.82%	18.09%	33.64%	35.27%
Coaching / Mentoring / Career Counseling	1.09%	4.64%	21.18%	39.91%	33.18%

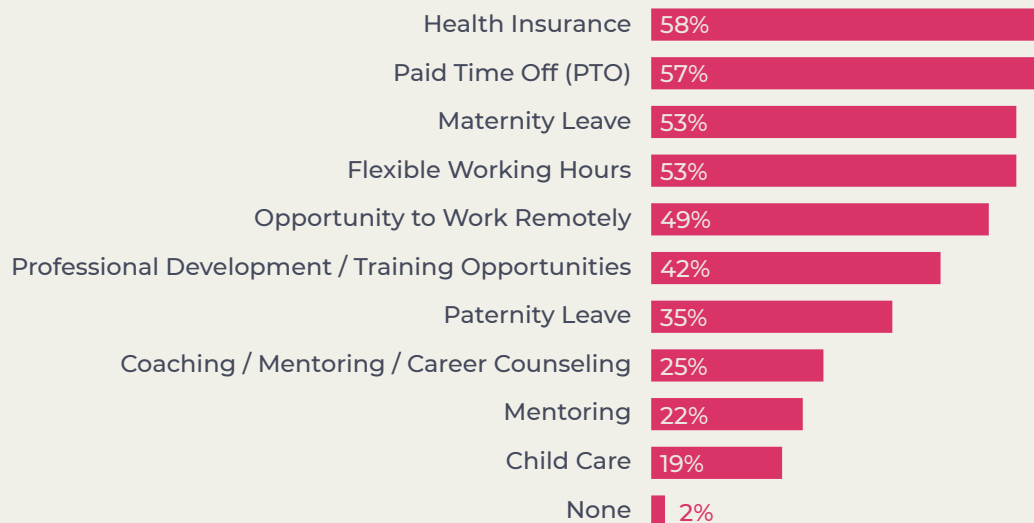
ALIGNING WHAT WOMEN WANT AND WHAT EMPLOYERS OFFER

It's interesting to note that in the United States, women view health insurance as the number one employee benefit. Child care ranked at the bottom in importance to American women. This could be because only 22% of American women say their employer offers child care, so it may not be on their radar when considering benefits.

Canadian women are looking for health insurance, paid time off, and flexible working hours. They rank child care and paternity leave as the least important employee benefit. After professional development and training, flexible working hours are important to women in the United Kingdom. They also rank the opportunity to work remotely and maternity leave among the most important benefits. French women rank the three most important employee benefits as paid time off, health insurance, and professional development.

What women in tech want doesn't always align with what organizations offer. While most women want professional development, only 42% of organizations offer it as an employee benefit. Flexible working hours, another benefit deemed important by women, is offered by a little more than half of the respondents' employers. Women are faring better when it comes to health insurance with 58% of employers providing this as a benefit to employees. Paid time off is offered to 57% of the respondents.

WHICH OF THE FOLLOWING SUPPORT AND EMPLOYEE BENEFITS DOES YOUR CURRENT ORGANIZATION PROVIDE?



IMPORTANT ISSUES / CHALLENGES

Women in tech, much like their sisters in other industries, face a number of on-the-job challenges. In tech, the challenges women encounter often look different than those faced by their male counterparts. In this report, women rank a lack of equity as a leading challenge.

WHAT CHALLENGES, IF ANY, HAVE YOU FACED PURSUING A TECH-RELATED CAREER?



CHALLENGES FACED BY WOMEN IN TECH

As is the case with so many women, 38% of those in tech list their number one challenge as a lack of equity in pay. Second, at 36%, is balancing work and life. Thirty-three percent cite lack of equity in opportunities. Aligning with what women view as important in their career, 32% of our respondents feel that a lack of professional development and training opportunities is a big challenge in the tech world.

If we look at the challenges by region, we find that women in the United Kingdom are troubled by a lack of work-life balance (43%), followed by unequal pay and a lack of training opportunities. In France, the lack of equity in pay is a big issue with nearly half of the women in the IT field reporting this to be a challenge, along with 38% feeling there is a lack of equity in opportunities for them. Across the ocean, American and Canadian women are faring only slightly better when it comes to equity on the job.

But women in tech aren't alone when it comes to equity on the job. Women in nearly every industry feel the imbalance. Consider the findings of a study done by Qualtrics and The Boardlist. They found that in the United States during the pandemic:

- 34% of men working remotely with children at home received a promotion, versus 9% of women in the same situation.
- 26% of men with children at home said they received a pay raise while working remotely, compared to 13% of women with children at home.
- One in four women are considering downshifting their careers or leaving the workforce altogether.

¹ www.qualtrics.com/research-center/career-progression-pandemic-theboardlist/



SIMILAR CHALLENGES, COMMON THEMES

In Europe, the story is very similar. Overall, women lost jobs four times more often than men. And in terms of work-life balance, nearly two times the number of working-from-home women reported being challenged to find the time they needed for their job as opposed to working-from-home men.

Women face a unique set of challenges when presented with opportunities for employment and advancement. Many feel they must work harder to prove themselves. All too often, they find there are different standards for women, than there are for men.

Several women report past experiences when they've been asked to complete work at a reduced rate or unpaid to prove their skills. Others have faced "skepticism or dismissiveness from male peers."

Consider some of the feedback we heard from women in tech:

"I don't get hired for 'potential' like men do and never have."

"It should be visible that women are also in charge and successful and clearly we're not just hired because of looks."

"Forever treated like a 16-year-old girl instead of an adult whose opinions and knowledge are inexperienced or inferior."



TAKING ACTION TO REVERSE THE PINK PANDEMIC

Virtually every person on Earth was affected by the COVID-19 pandemic. Many continue to be affected personally and professionally — especially women. Coined the “Pink Pandemic,” this shared experience proved to be a devastating loss to women who, just months before the pandemic hit, held more jobs in the United States than men.¹

COVID-19 changed everything.

Female-dominated businesses, like hospitality and retail, took a nosedive. Women, who typically earn less than their male counterparts, had to take time away from their work, leave jobs to care for families, or combine childrearing with professional responsibilities, while seeing fewer raises and promotions than men.

But women are resilient. Today they are showing a fresh perspective, energy, and dedication to ensure they rebound and regain influence, power, and capital. They’re doing this through the power of learning and development as a vehicle of advancement and empowerment.

But for real change to happen, women, allies, and organizations need to come together.

By acting now, organizations have the ability to overcome gender biases. In return the world becomes measurably stronger, healthier, more secure and successful when women have equal opportunity.

SKILLSOFT 360 SERIES

FORGING NEW PATHWAYS FOR WOMEN'S CAREERS

A PINK PANDEMIC
RECOVERY PLAN

by
Elisa Vincent
Vice President,
Global Talent Enablement
Michelle Boockoff-Bajdek
Chief Marketing Officer
Rashim Mogha
Customer Market Leader,
Leadership & Business
Rosie Cairnes
Vice President Regional Sales,
APAC



skillsoft

**FOR MORE INSIGHT INTO
THE PINK PANDEMIC, READ
THE SKILLSOFT 360 REPORT**

TO LEARN HOW YOU CAN IGNITE
MEANINGFUL CHANGE, TAKE
THE 5-PART COURSE:
**THE PINK PANDEMIC: A RECOVERY
PLAN FOR WOMEN, ALLIES, AND
ORGANIZATIONS**

¹ U.S. Bureau of Labor Statistics, December, 2019.

ENCOURAGEMENT/ ADVICE

Here's some good news for women in tech. In [Skillsoft's Global Knowledge 2021 IT Skills and Salary Report](#), we found that the average salary for a female tech professional is \$91,373, which is an 8% increase year over year.

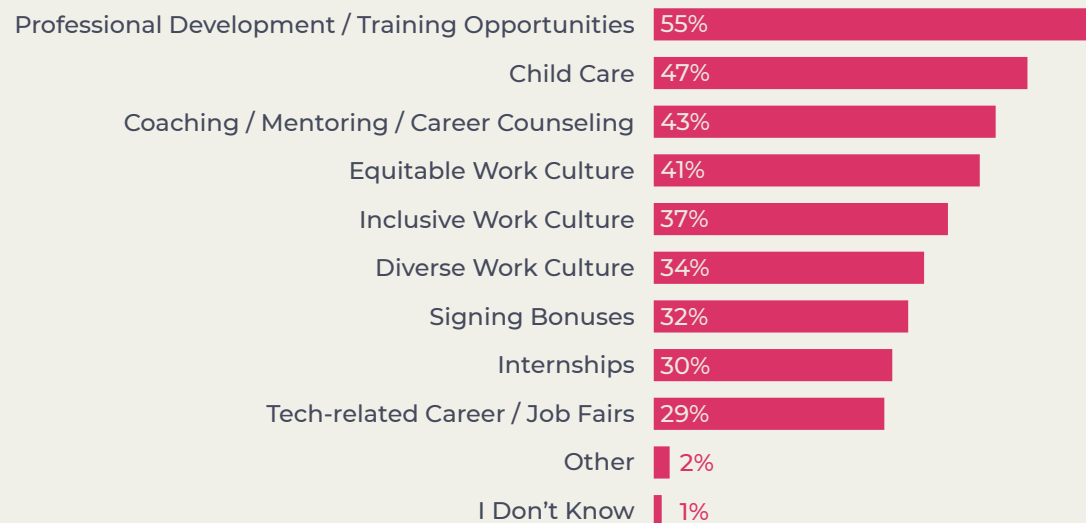
Job function is likely a contributor in the pursuit of higher salaries. In [Skillsoft's Global Knowledge IT Skills and Salary Report](#), a large number of female participants worked in auditing and cybersecurity, while a higher percentage of the men worked in infrastructure, networking, and communications. The male-dominated fields have an average salary 27% less than auditing / compliance and 32% less than cybersecurity.

More encouraging news is that women are taking the initiative to mentor / coach other women. They're talking about what they want and are starting to demand more from their employers.

When asked what organizations could do to encourage more women to pursue tech-related careers, 55% of respondents want professional development and training opportunities. Forty-three percent want coaching, mentoring, and career counseling.

This isn't entirely surprising. If women want to advance in their careers and climb to more senior positions within their organizations, they need to have stronger credentials, more experience, and be willing to jump through arbitrary hoops to prove they are capable. They want to be taken seriously and respected. They demand to be included and heard. Across the board, in all regions, they also want an equitable, inclusive, and diverse work culture.

WHAT COULD ORGANIZATIONS DO TO ENCOURAGE MORE WOMEN TO PURSUE TECH-RELATED CAREERS?



ELLEVATEHER FELLOWSHIP

Over the past year, Skillsoft has elevated the topic of the Pink Pandemic, and created unique learning curricula that focus on how we can help women move forward.

That's why we're proud to sponsor Ellevate Network's 2022 Fellowship program, a fund designed to alleviate the economic burden of the coronavirus pandemic on women and support their journey back to the workplace.

Two hundred and fifty selected fellows will gain access to Ellevate's programs; two 12-week online mentoring squads; weekly roundtables; Ellevate's annual Mobilize Women Week Summit; and more. And all fellows will receive access to Skillsoft's Percipio learning platform and its vast catalog of learning resources.

Ellevate, the largest coalition for women+, is built on the premise of women+ and allies showing up and helping each other — no matter their background or aspirations — build a career they love. Together, they can mobilize their collective power to change the culture of business.

At Skillsoft, we believe learning is key to driving that change. We're thrilled to be partnering with Ellevate, and look forward to helping women gain the future-fit skills required for the roles of tomorrow.

To learn more, visit www.ellevatenetwork.com.



CONCLUSION

Women have gained slow but hard-fought ground in the workplace. In fact, in December 2019, shortly before the pandemic, women held slightly more jobs in the United States than men for the first time in 10 years. According to the U.S. Bureau of Labor Statistics, there were 109,000 more women employed.¹ The pandemic reversed this path, but it doesn't have to be a permanent setback. Women in tech can't stay stagnant.

For women in the male-dominated tech world, the power for change and progress rests with women themselves, with allies, and with organizations that have the power to advance women in the workplace. There's a great demand for technology skills. This is a significant opportunity for women to expand into this area, where they have been historically underrepresented.

And from what we heard from women in this survey, the solution is in learning and development as a vehicle to advancement and empowerment. Investing in the upskilling, reskilling, and development of women in the workplace is a proactive endeavor. To recruit women and enable them for future success in tech, organizations must invest in development programs at all career stages. How can organizations and individuals get started?

- Provide the tools for women to grow competencies for the most in-demand opportunities
- Build the power skills of resilience, agility, and empathy
- Acquire the insight and emotional intelligence to actively listen, and become an effective change agent, internally and externally
- Invest resources in acquiring, developing, and advancing women in the workplace
- Support women not only in their professional career path, but also promoting a balance between work and life
- Create a culture of diversity, equity, and inclusion in all areas



SKILLSOFT'S ASPIRE JOURNEY FOR WOMEN

We all aspire to something bigger — to finding our place in the world — and it's a journey of lifelong learning. Women's careers are also journeys, made up of diverse and interwoven experiences that build leadership, power and influence, grit, and resilience.

In this [Aspire Journey, Forging New Paths: Women's Advancement in Life and Work](#), women will learn how to unleash their greatness, unlock their strengths, and develop new leadership mindsets and practices that can set the stage for long-term success.

This enlightening 4-course Aspire Journey includes:

- Expert Insights on Women in Leadership
- Leadership Insights on Developing Women Leaders
- Leadership Insights on Leading with Executive Presence
- Leadership Insights on Leading with Agility

Through a diverse array of interactive learning tools, from scenario-based videos to audiobooks and more, you'll connect learning to development with guided paths mapping from where you are now to where you want to be.

You'll earn verifiable, shareable, and portable digital badges so you can celebrate accomplishments along the way.

And, you'll learn why we all need more women at the top.



**LEARN MORE ABOUT
SKILLSOFT'S ASPIRE JOURNEY
FOR WOMEN HERE**



ADDENDUM

SKILLSOFT 2021 WOMEN IN TECH REPORT

skillsoft

32

UNITED STATES

Women in the United States have the highest level of satisfaction with their current jobs with more than half of the respondents reporting they were extremely satisfied. They outrank their tech sisters across the world in terms of satisfaction with current pay, employee benefits, growth potential, job security, and work-life balance. Women in the United States also prioritize job security when it comes to their satisfaction level with 90% saying they were either extremely satisfied or somewhat satisfied.

The biggest area of concern for American women is their current pay. When it comes to benefits, Americans place more importance on health insurance as part of their employee benefits than their counterparts.

Please note: some of the percentages and values you'll find in the addendum have been rounded to the closest whole number; numbers may be fractionally higher or lower than the actual data collected.

UNITED STATES OF AMERICA

94%

Overall
Satisfaction
with Current
Job

77%

Satisfaction
with Current
Pay

78%

Satisfaction
with Employee
Benefits

75%

Satisfaction
with Growth
Potential

90%

Satisfaction
with Job
Security

78%

Satisfaction
with Work Life
Balance

38

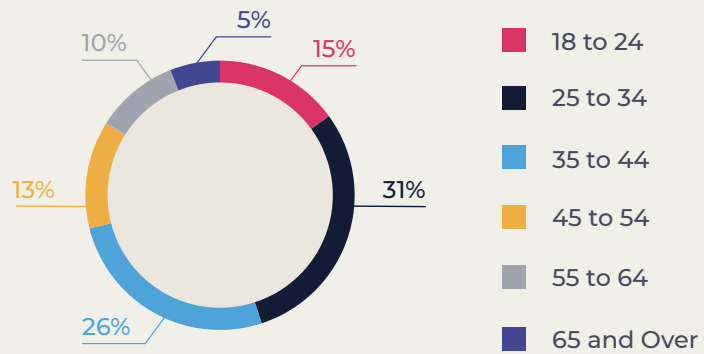
Average
Age

500

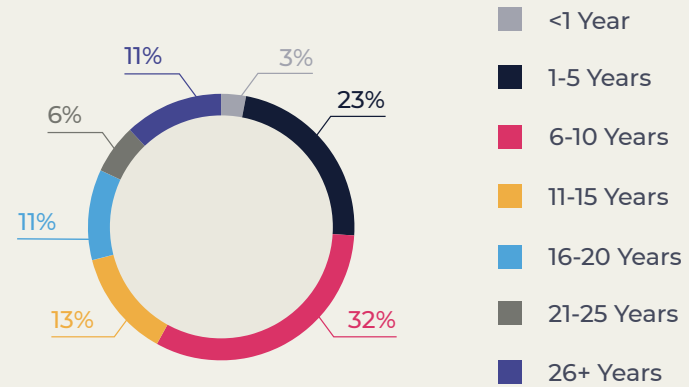
Count

UNITED STATES

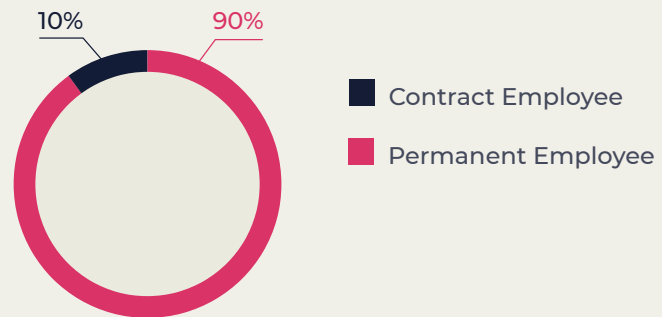
AGE GROUP



YEARS OF EXPERIENCE

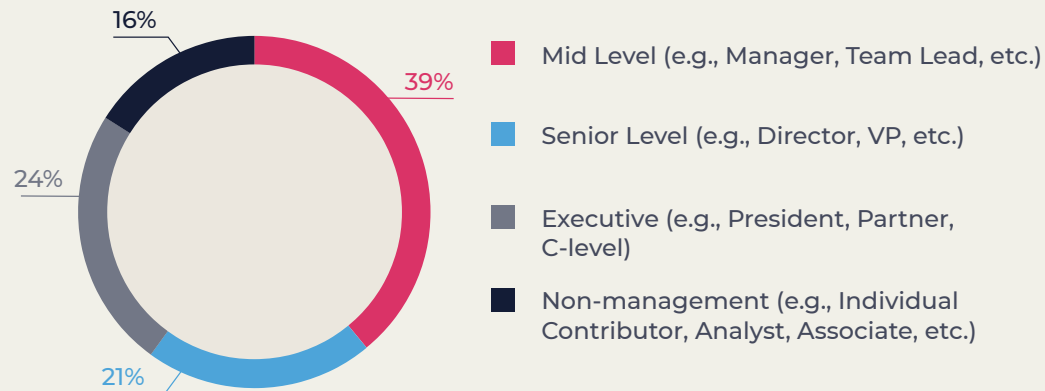


EMPLOYMENT STATUS

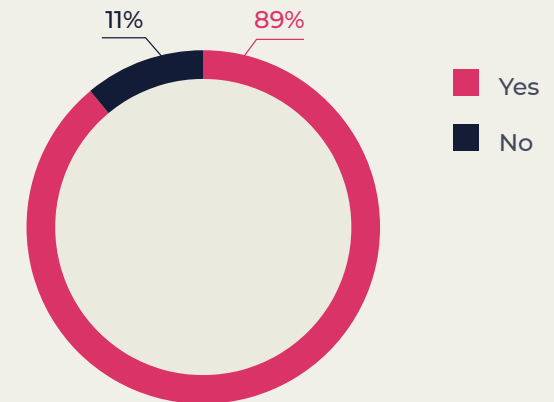


UNITED STATES

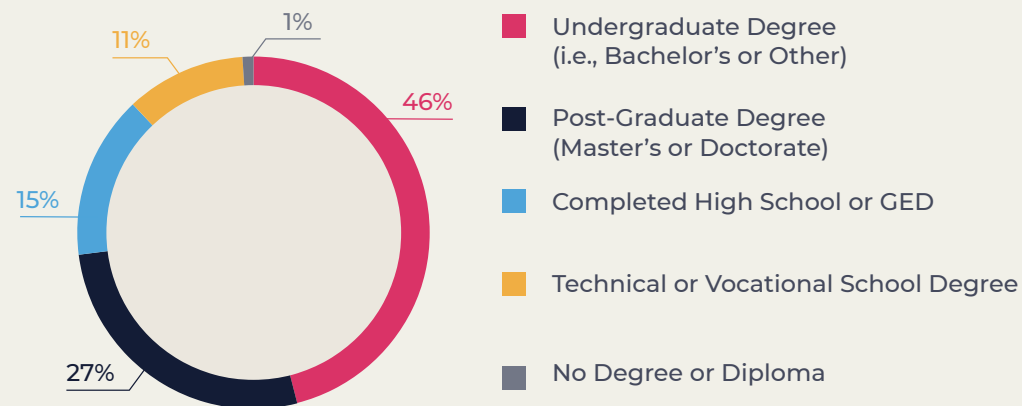
LEVEL OF RESPONSIBILITY



MANAGE A TEAM OR STAFF

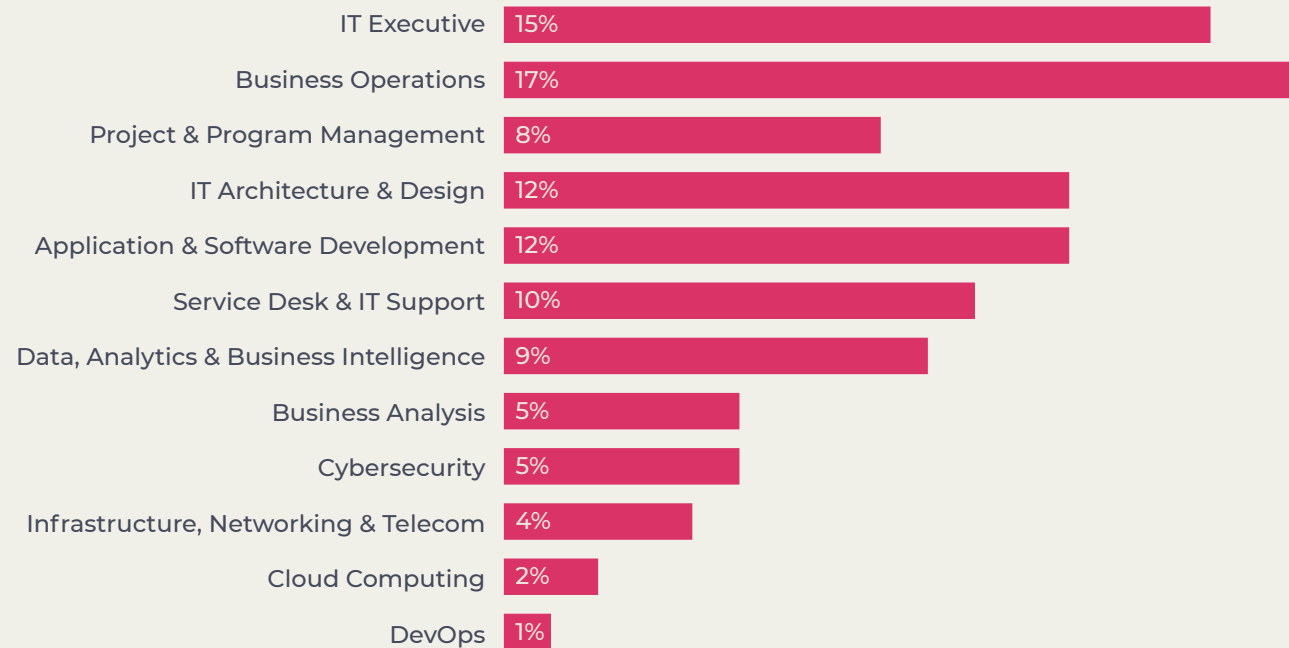


HIGHEST EDUCATION LEVEL ATTAINED

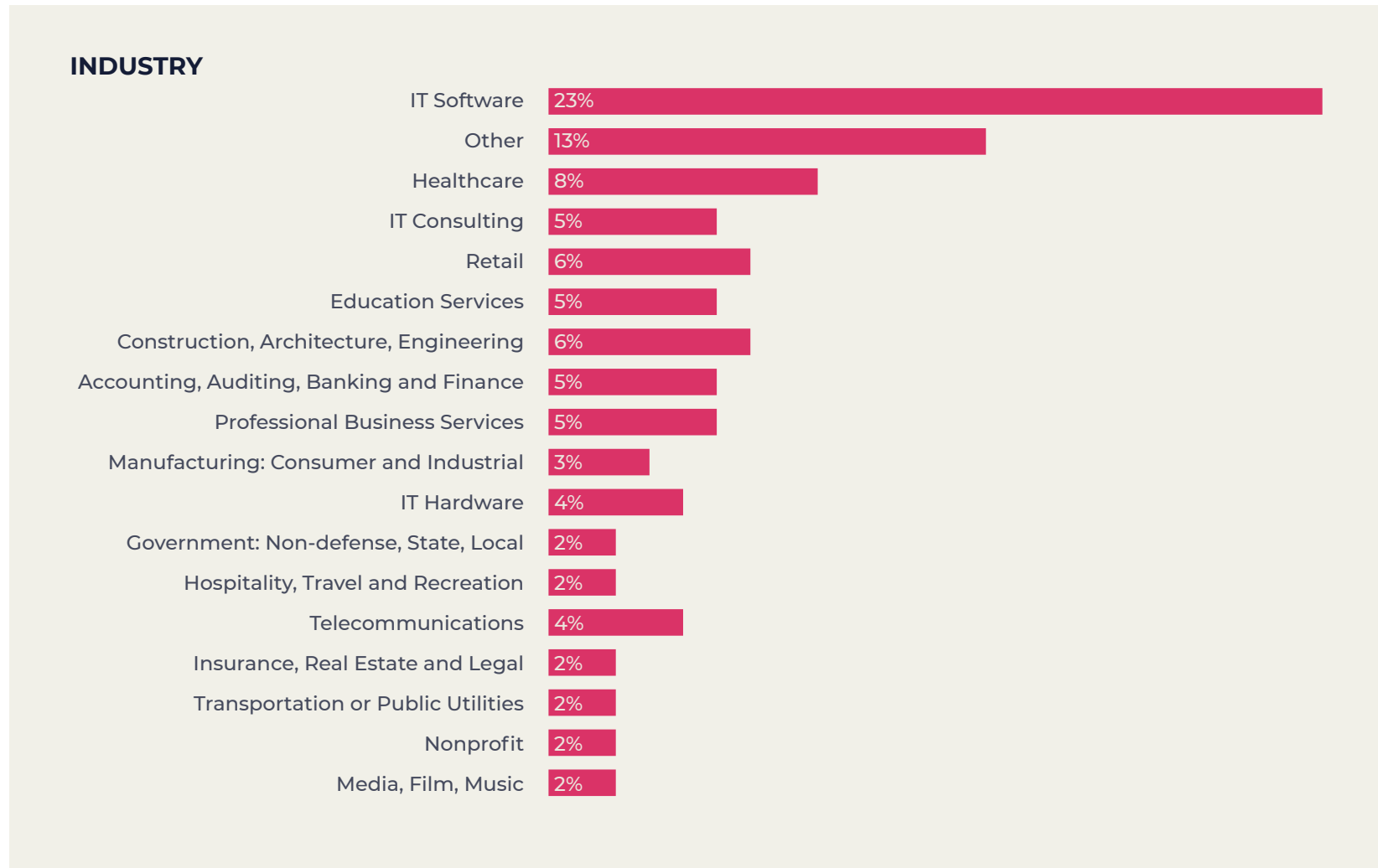


UNITED STATES

JOB FUNCTION

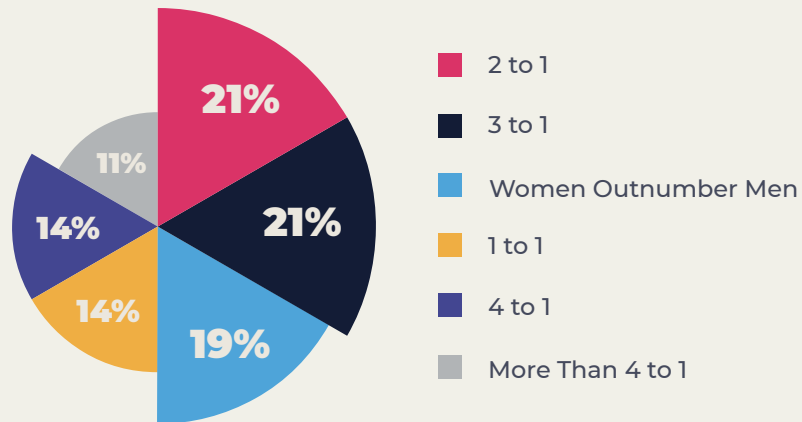


UNITED STATES

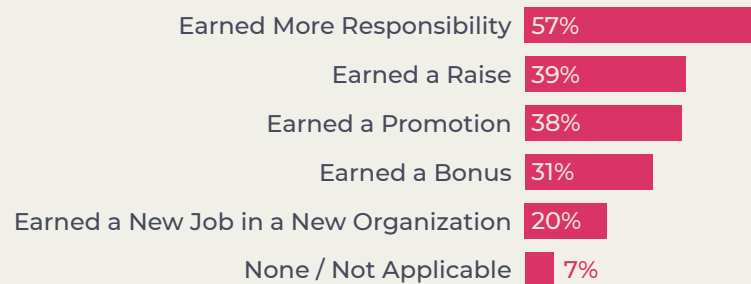


UNITED STATES

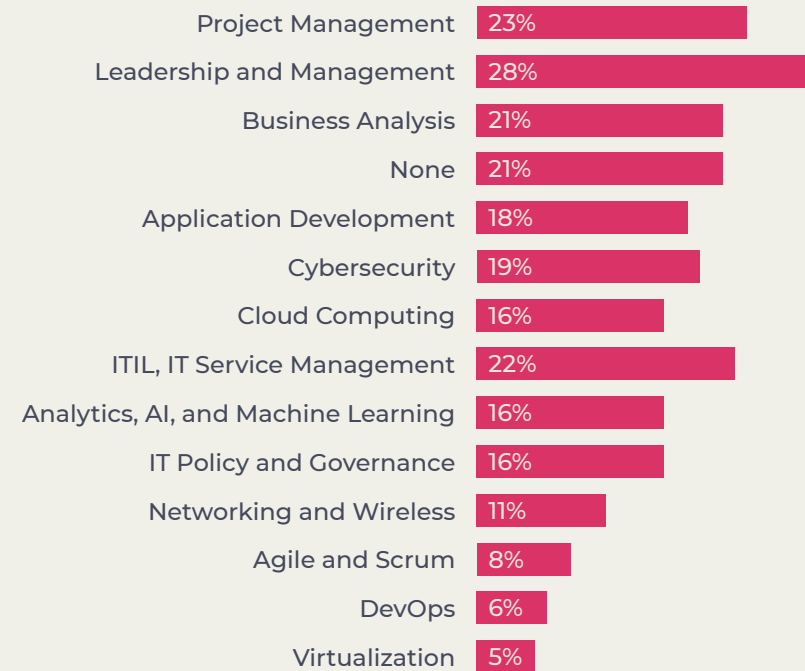
RATIO OF MEN TO WOMEN



HOW HAS BEING CERTIFIED HELPED YOU ADVANCE YOUR TECH-RELATED CAREER?



IN WHICH OF THE FOLLOWING TECH-RELATED TOPICS HAVE YOU EARNED A CERTIFICATION?



TOP TEN TECH-RELATED TOPICS WOMEN ARE INTERESTED IN

1. Cybersecurity
2. Analytics, AI, and Machine Learning
3. Business Analysis
4. Cloud Computing
5. Leadership and Management
6. Project Management
7. Application Development
8. Networking and Wireless
9. Virtualization
10. IT Policy and Governance

Other interests cited include:

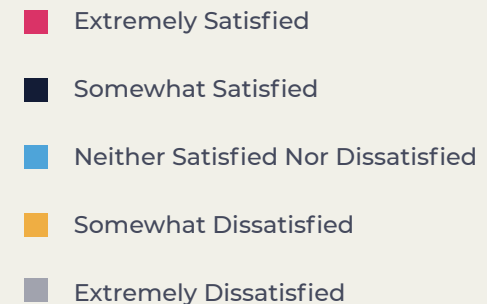
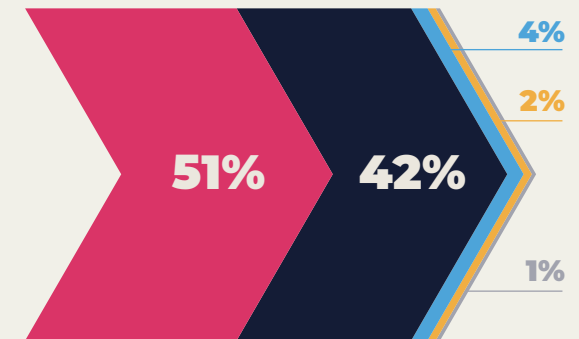
ITIL, IT Service Management, DevOps, and Agile and Scrum.

UNITED STATES

WHICH OF THE FOLLOWING FACTORS ARE MOST IMPORTANT TO YOU WHEN DECIDING ON A TRAINING PROVIDER?

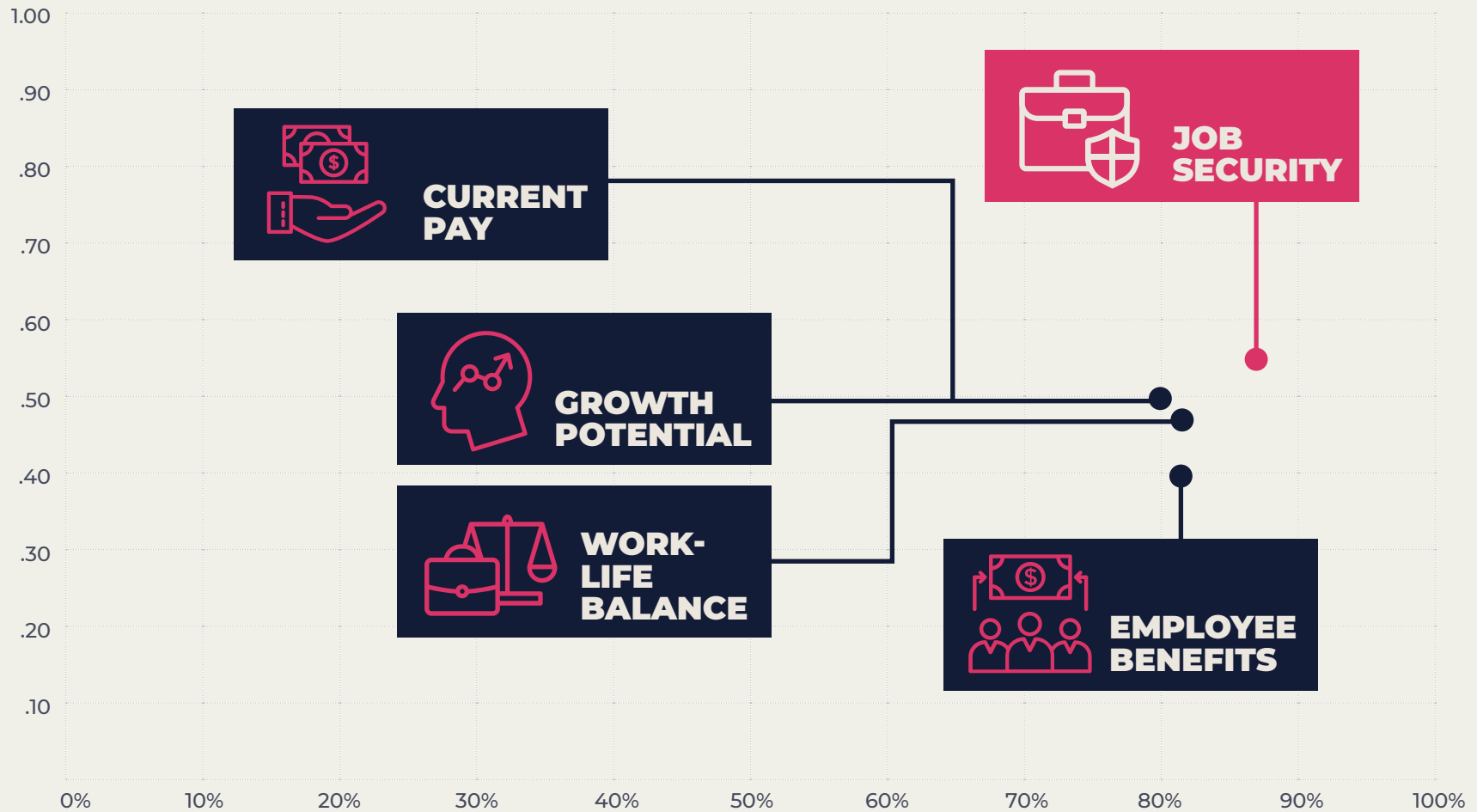


OVERALL JOB SATISFACTION



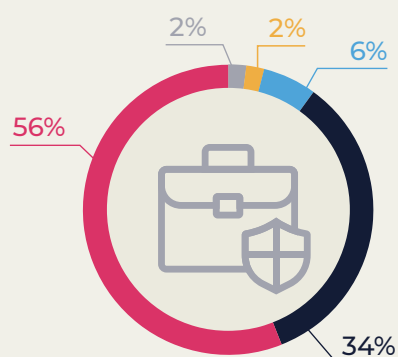
UNITED STATES

KEY DRIVERS OF OVERALL JOB SATISFACTION

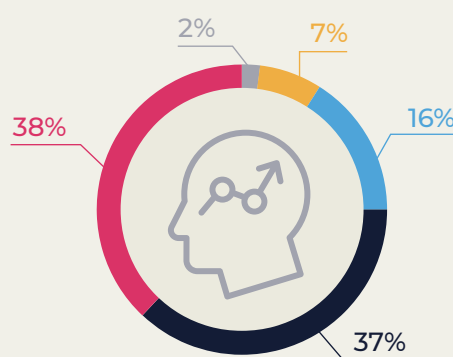


UNITED STATES

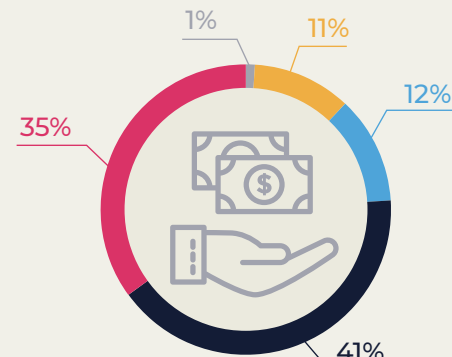
JOB SATISFACTION FACTORS



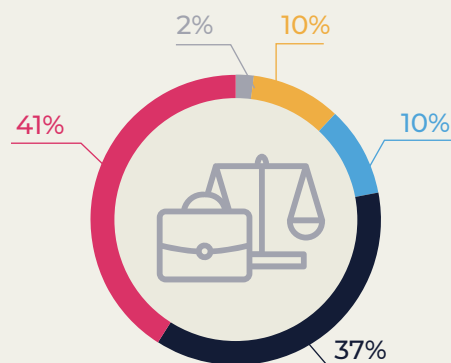
JOB SECURITY



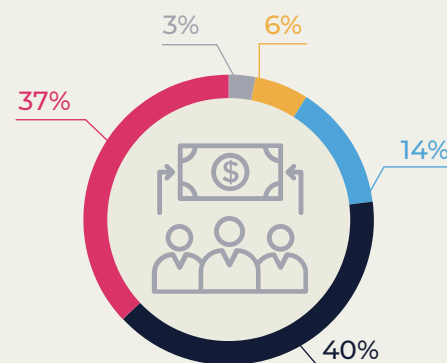
GROWTH POTENTIAL



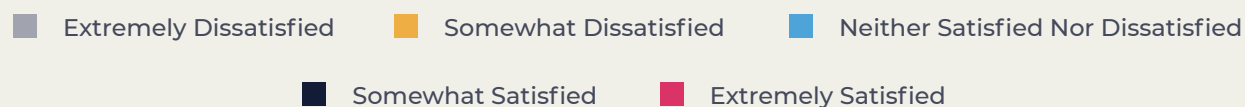
CURRENT PAY



WORK-LIFE BALANCE



EMPLOYEE BENEFITS



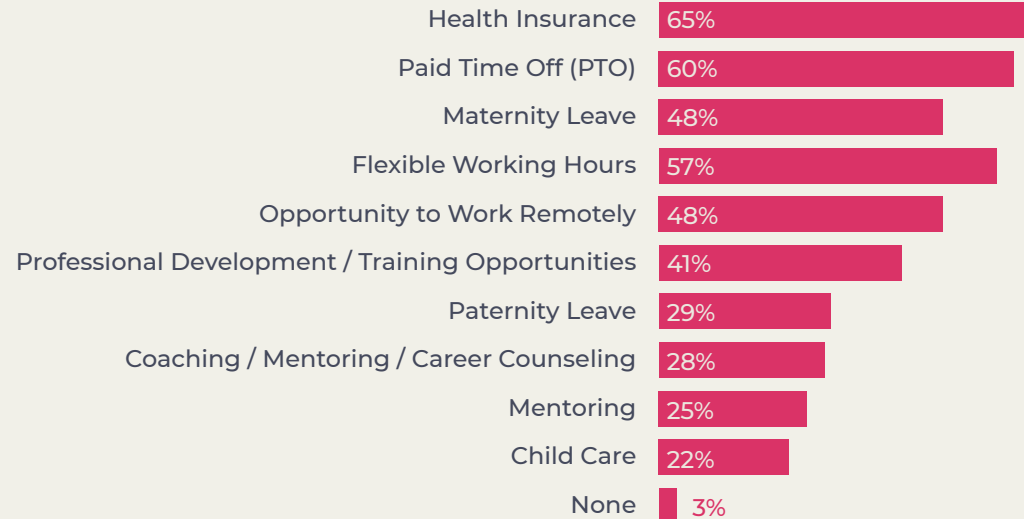
UNITED STATES

IMPORTANCE OF EMPLOYEE BENEFITS

ORGANIZATIONAL BENEFIT VALUE	NOT IMPORTANT AT ALL	SLIGHTLY IMPORTANT	MODERATELY IMPORTANT	VERY IMPORTANT	EXTREMELY IMPORTANT
Health Insurance	0.80%	2.20%	5.80%	24.40%	66.80%
Paid Time Off (PTO)	1.00%	2.20%	9.40%	33.00%	54.40%
Flexible Working Hours	0.60%	1.60%	13.20%	32.80%	51.80%
Maternity Leave	5.00%	5.20%	13.20%	25.40%	51.20%
Professional Development / Training Opportunities	0.80%	2.20%	9.60%	39.20%	48.20%
Opportunity to Work Remotely	3.80%	3.40%	18.60%	32.00%	42.20%
Child Care	7.00%	8.80%	19.00%	27.60%	37.60%
Paternity Leave	5.40%	7.60%	17.60%	32.60%	36.80%
Coaching / Mentoring / Career Counseling	0.80%	5.60%	17.60%	41.40%	34.60%

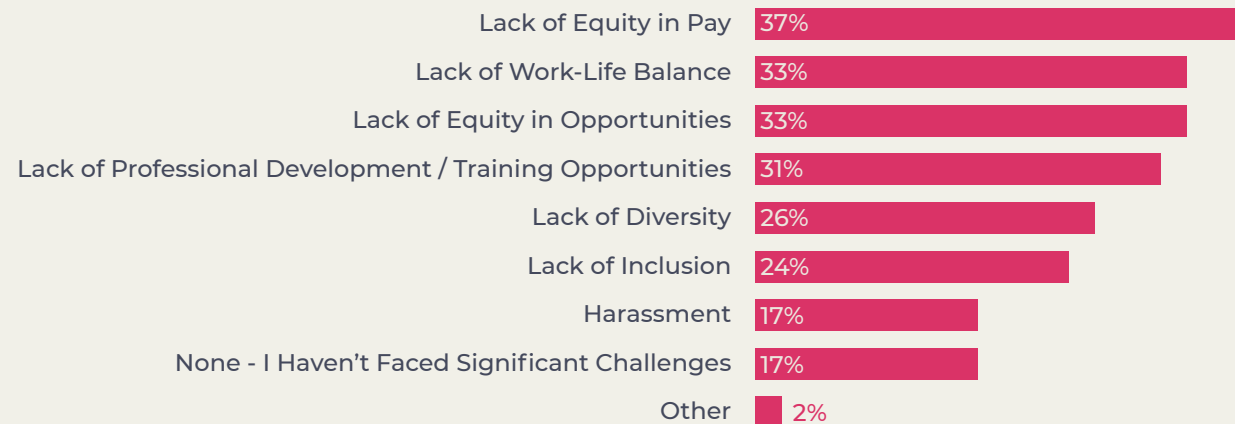
UNITED STATES

WHICH OF THE FOLLOWING SUPPORT AND EMPLOYEE BENEFITS DOES YOUR CURRENT ORGANIZATION PROVIDE?



UNITED STATES

WHAT CHALLENGES, IF ANY, HAVE YOU FACED PURSUING A TECH-RELATED CAREER?



WHAT COULD ORGANIZATIONS DO TO ENCOURAGE MORE WOMEN TO PURSUE TECH-RELATED CAREERS?



CANADA

Canadian women had the least amount of overall satisfaction with their jobs. The majority of the women from Canada who responded to our survey work in the IT software and education services industries. While they get significant satisfaction from their job security, they believe organizations could do a lot more in terms of development and training opportunities, as well as coaching and mentoring.

Canadian women are most concerned about a lack of work-life balance much like their counterparts in the United Kingdom. Like United States women, Canadian women want health insurance included as part of their employee benefits. Project management is their number one tech-related topic of interest while cybersecurity is not ranked with the same amount of interest as we found from women in the United States, United Kingdom, or France.

Please note: some of the percentages and values you'll find in the addendum have been rounded to the closest whole number; numbers may be fractionally higher or lower than the actual data collected.

CANADA

86%

Overall
Satisfaction
with Current
Job

69%

Satisfaction
with Current
Pay

72%

Satisfaction
with Employee
Benefits

66%

Satisfaction
with Growth
Potential

84%

Satisfaction
with Job
Security

65%

Satisfaction
with Work-Life
Balance

40

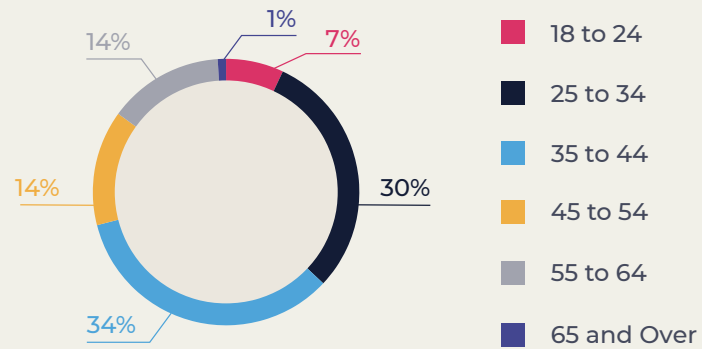
Average
Age

200

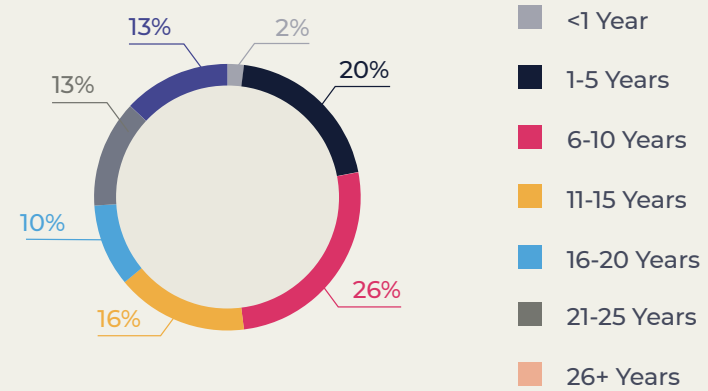
Count

CANADA

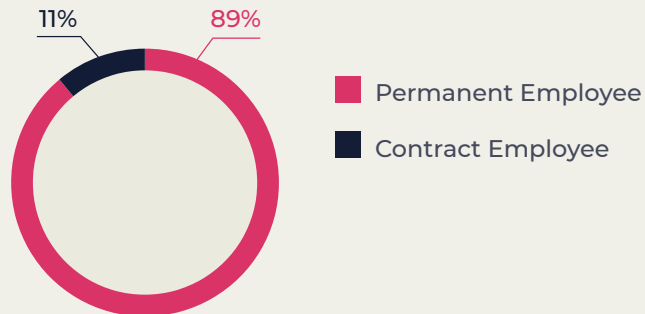
AGE GROUP



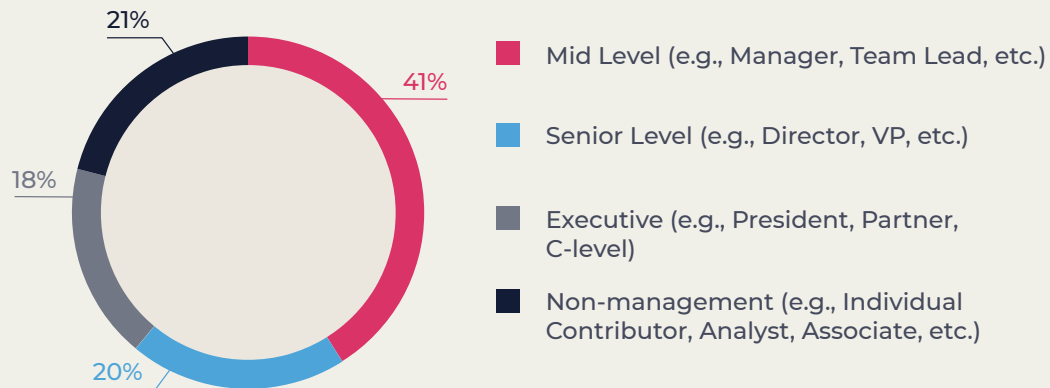
YEARS OF EXPERIENCE



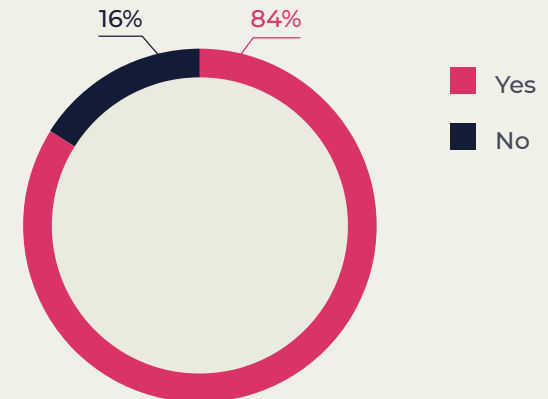
EMPLOYMENT STATUS



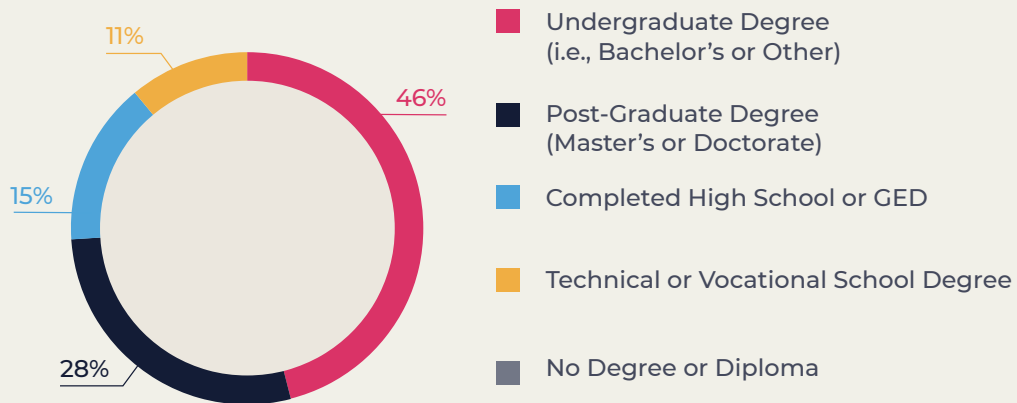
LEVEL OF RESPONSIBILITY



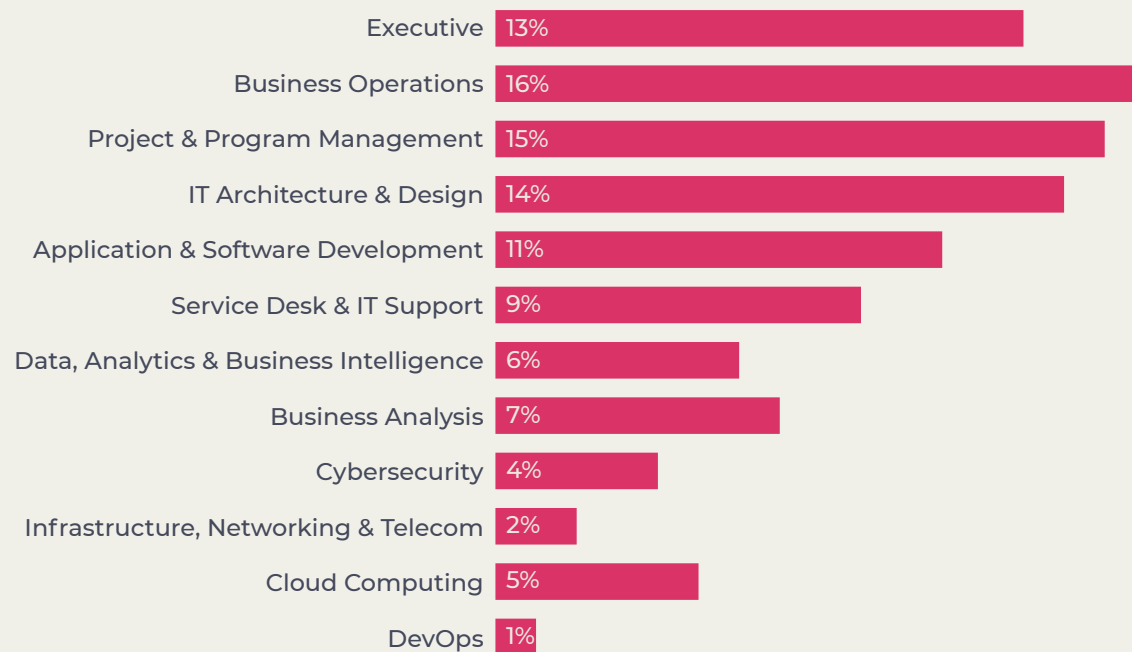
MANAGE A TEAM OR STAFF



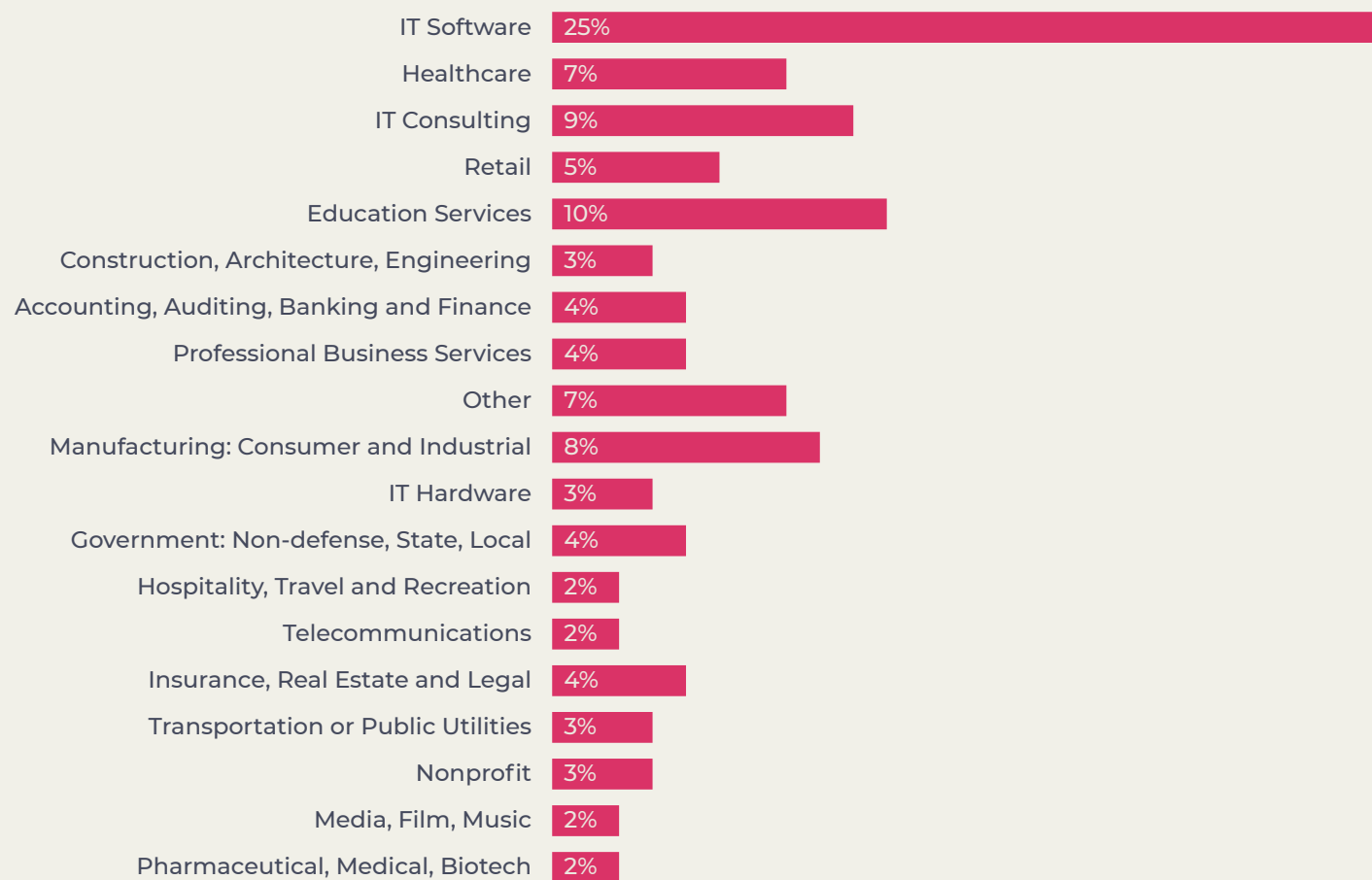
HIGHEST EDUCATION LEVEL ATTAINED



JOB FUNCTION

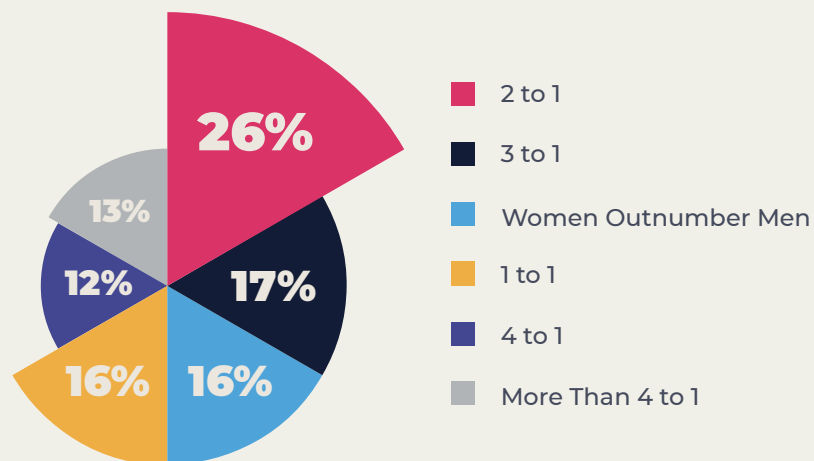


INDUSTRY



CANADA

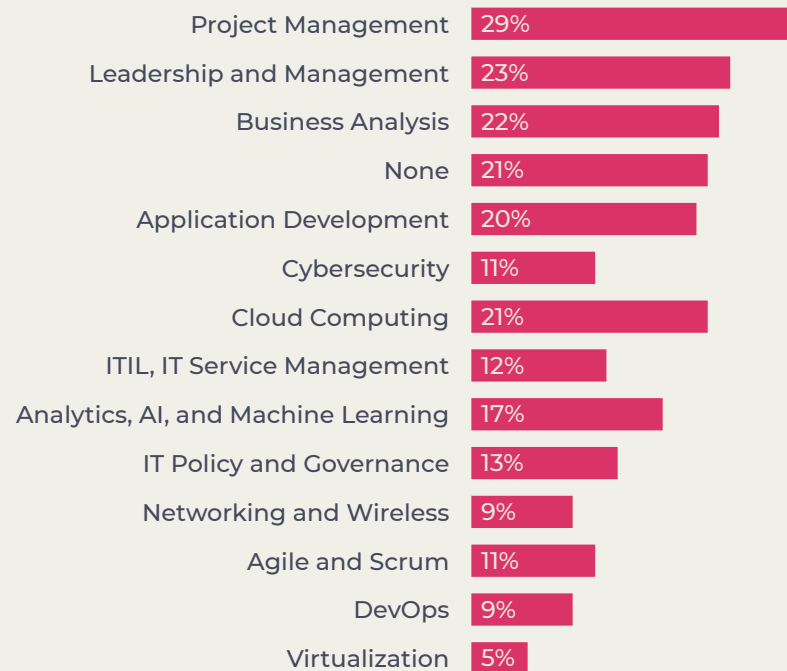
RATIO OF MEN TO WOMEN



HOW HAS BEING CERTIFIED HELPED YOU ADVANCE YOUR TECH-RELATED CAREER?



IN WHICH OF THE FOLLOWING TECH-RELATED TOPICS HAVE YOU EARNED A CERTIFICATION?



TOP TEN TECH-RELATED TOPICS WOMEN ARE INTERESTED IN

1. Project Management
2. Leadership and Management
3. Cloud Computing
4. Business Analysis
5. Analytics, AI, and Machine Learning
6. Application Development
7. Cybersecurity
8. Networking and Wireless
9. Virtualization
10. DevOps

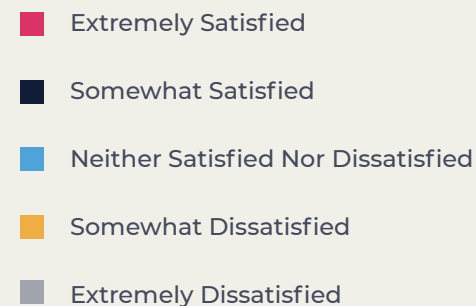
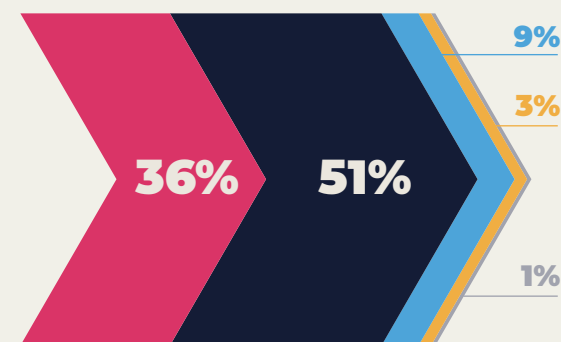
Other interests cited include:

Agile and Scrum, IT Policy and Governance, and ITIL, IT Service Management

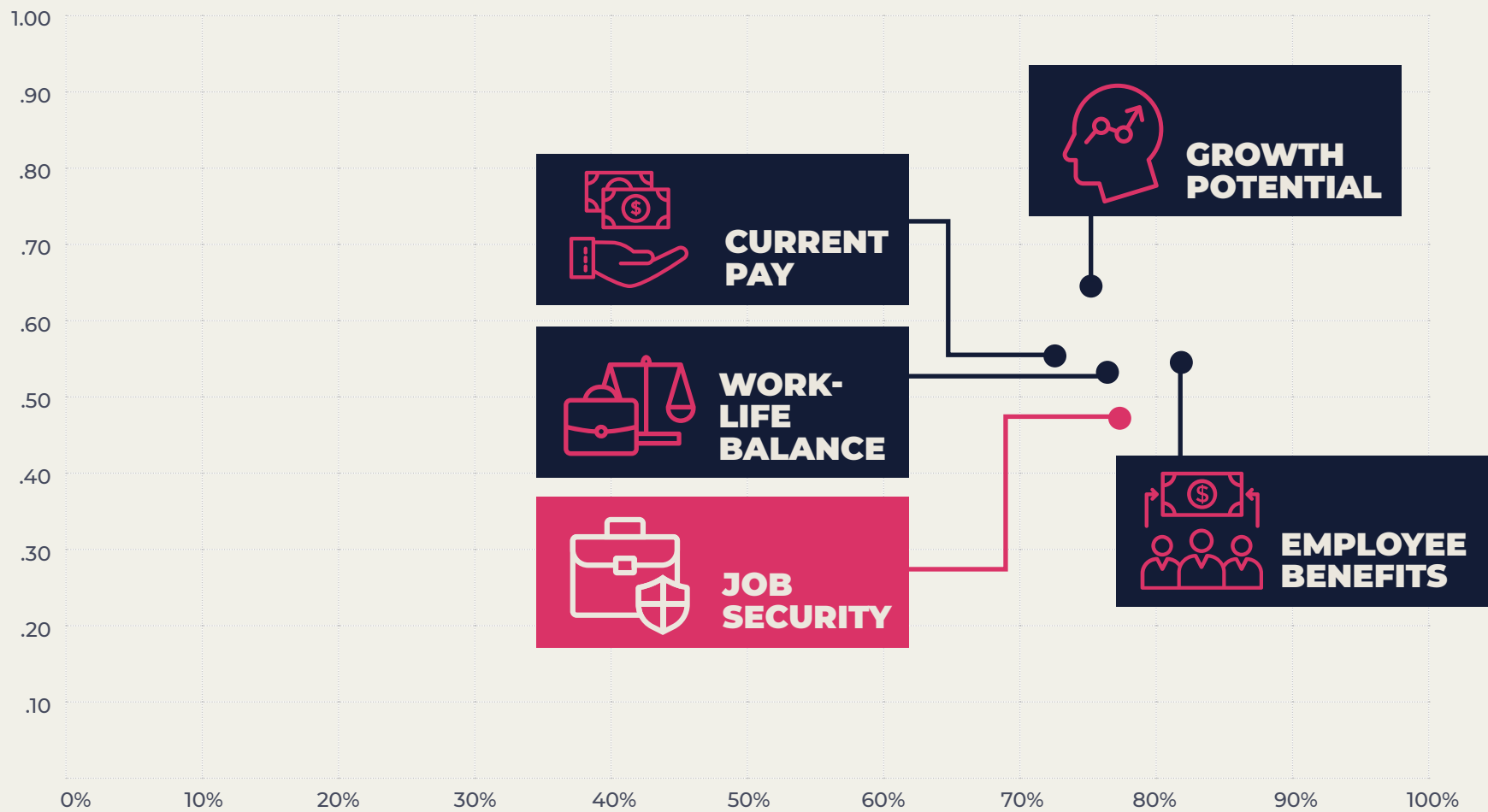
WHICH OF THE FOLLOWING FACTORS ARE MOST IMPORTANT TO YOU WHEN DECIDING ON A TRAINING PROVIDER?



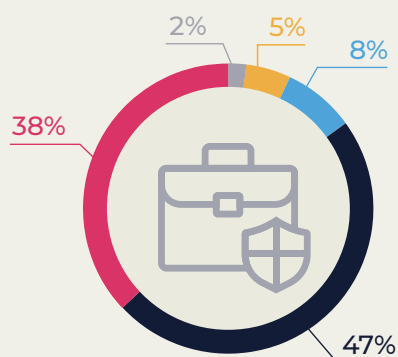
OVERALL JOB SATISFACTION



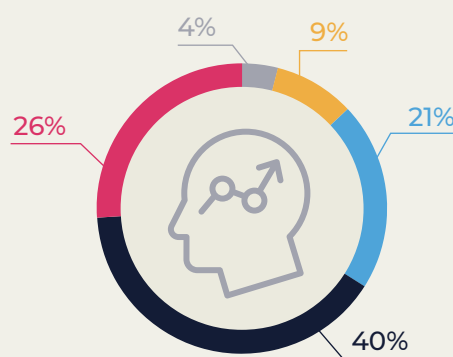
KEY DRIVERS OF OVERALL JOB SATISFACTION



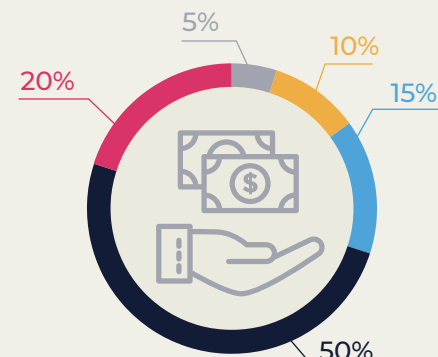
JOB SATISFACTION FACTORS



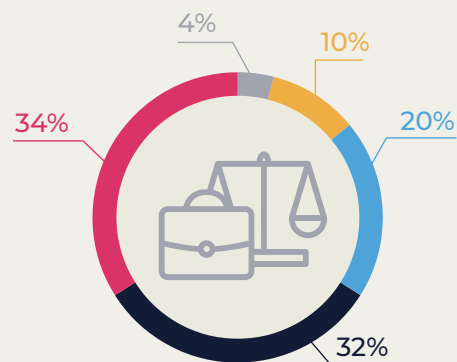
JOB SECURITY



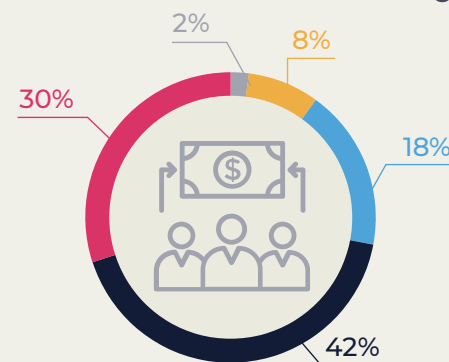
GROWTH POTENTIAL



CURRENT PAY



WORK-LIFE BALANCE



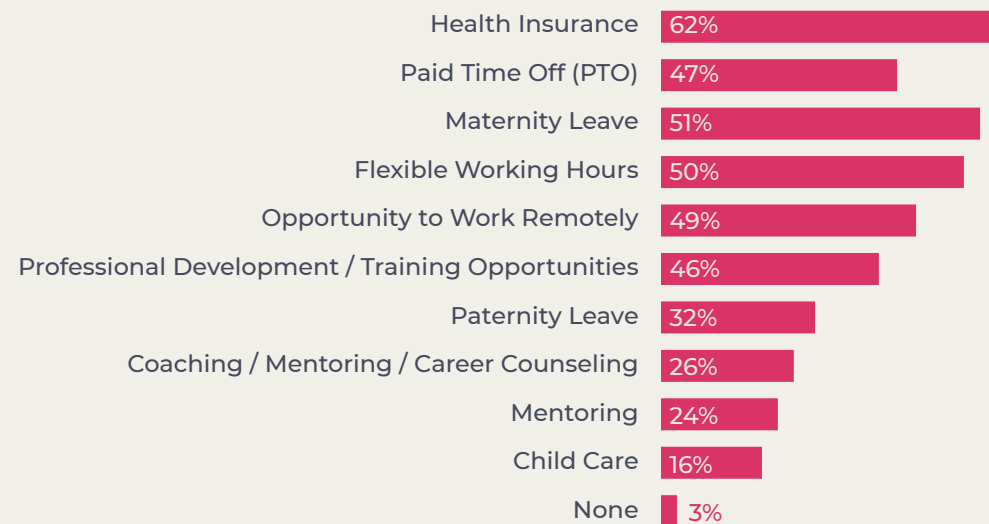
EMPLOYEE BENEFITS



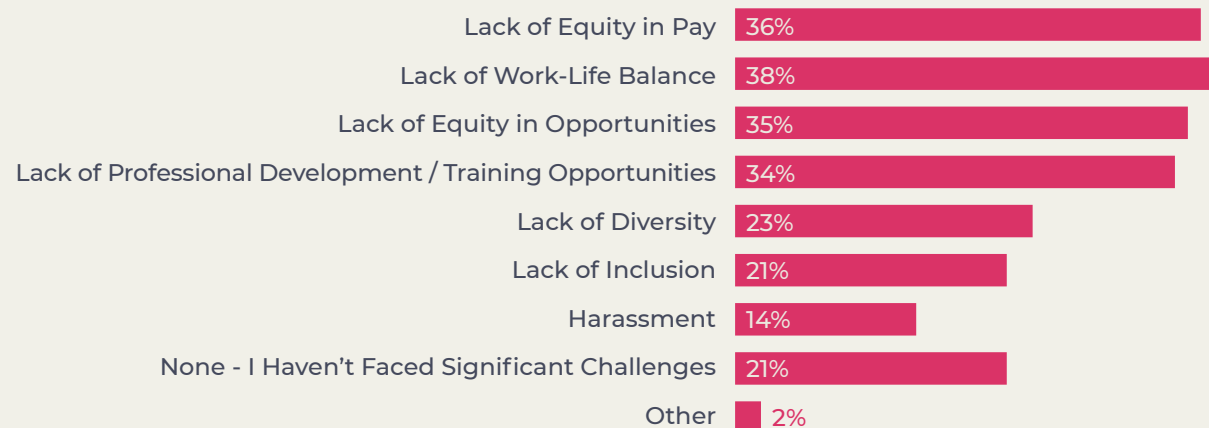
IMPORTANCE OF EMPLOYEE BENEFITS

ORGANIZATIONAL BENEFIT VALUE	NOT IMPORTANT AT ALL	SLIGHTLY IMPORTANT	MODERATELY IMPORTANT	VERY IMPORTANT	EXTREMELY IMPORTANT
Health Insurance	1.00%	0.50%	8.50%	29.00%	61.00%
Paid Time Off (PTO)	3.50%	2.00%	7.50%	35.50%	51.50%
Flexible Working Hours	9.00%	3.00%	10.00%	28.50%	49.50%
Maternity Leave	0.50%	2.00%	11.00%	38.00%	48.50%
Professional Development / Training Opportunities	2.00%	1.50%	11.00%	39.50%	46.00%
Opportunity to Work Remotely	2.50%	3.50%	17.50%	33.00%	43.50%
Child Care	2.00%	4.00%	19.50%	38.50%	36.00%
Paternity Leave	11.00%	6.00%	15.50%	32.00%	35.50%
Coaching / Mentoring / Career Counseling	11.50%	6.50%	17.00%	31.50%	33.50%

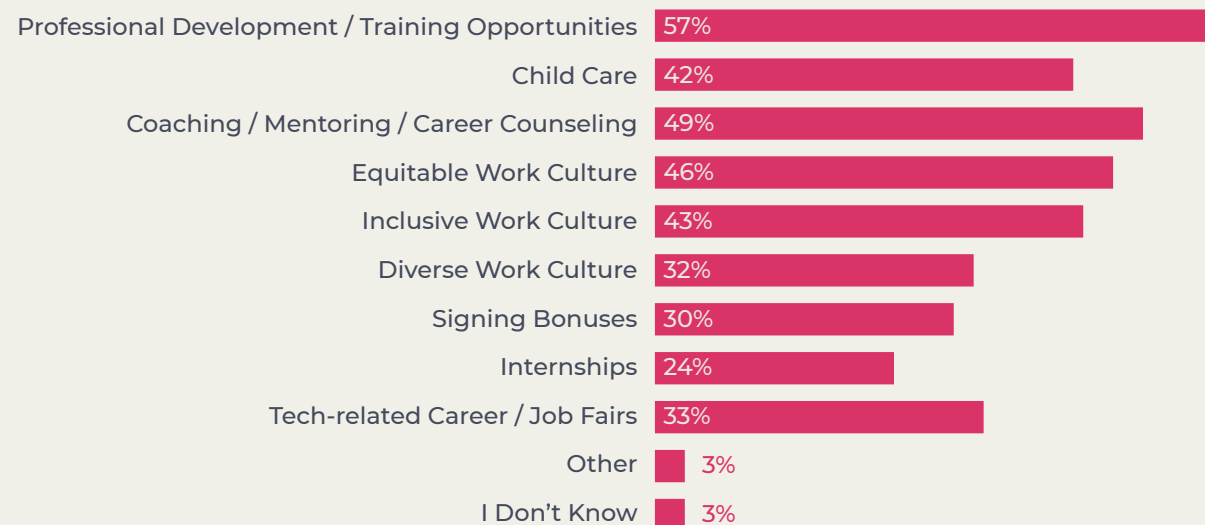
**WHICH OF THE FOLLOWING SUPPORT AND EMPLOYEE BENEFITS
DOES YOUR CURRENT ORGANIZATION PROVIDE?**



WHAT CHALLENGES, IF ANY, HAVE YOU FACED PURSUING A TECH-RELATED CAREER?



WHAT COULD ORGANIZATIONS DO TO ENCOURAGE MORE WOMEN TO PURSUE TECH-RELATED CAREERS?



UNITED KINGDOM

Women in the United Kingdom fell just below the United States in terms of overall satisfaction with their current jobs. Job security is the main driver when it comes to their satisfaction level. Most of the women who responded were mid-level managers in business operations in IT software, healthcare, or retail.

Much like the rest of the world, they believe organizations could do a better job providing professional development / training opportunities, as well as child care, to encourage women to pursue tech-related careers. Women in the United Kingdom are concerned with the challenges they face with regard to work-life balance — 11% of respondents say they are dissatisfied (9% somewhat, 2% extremely) with their work-life balance.

Please note: some of the percentages and values you'll find in the addendum have been rounded to the closest whole number; numbers may be fractionally higher or lower than the actual data collected.

UNITED KINGDOM

91%

Overall
Satisfaction
with Current
Job

73%

Satisfaction
with Current
Pay

71%

Satisfaction
with Employee
Benefits

72%

Satisfaction
with Growth
Potential

83%

Satisfaction
with Job
Security

72%

Satisfaction
with Work-Life
Balance

38

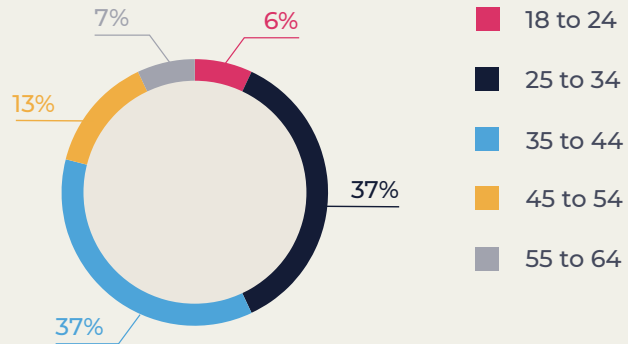
Average
Age

200

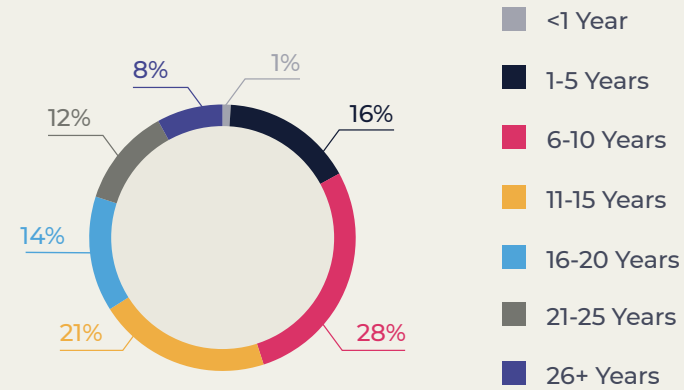
Count

UNITED KINGDOM

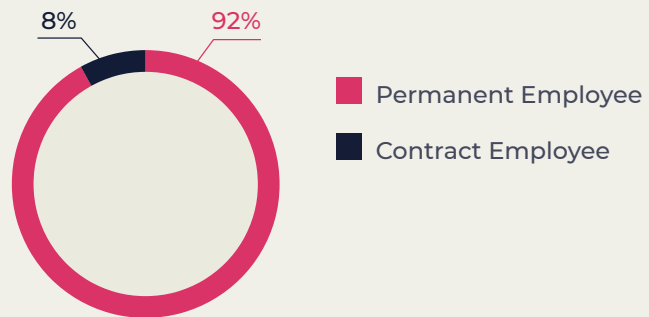
AGE GROUP



YEARS OF EXPERIENCE

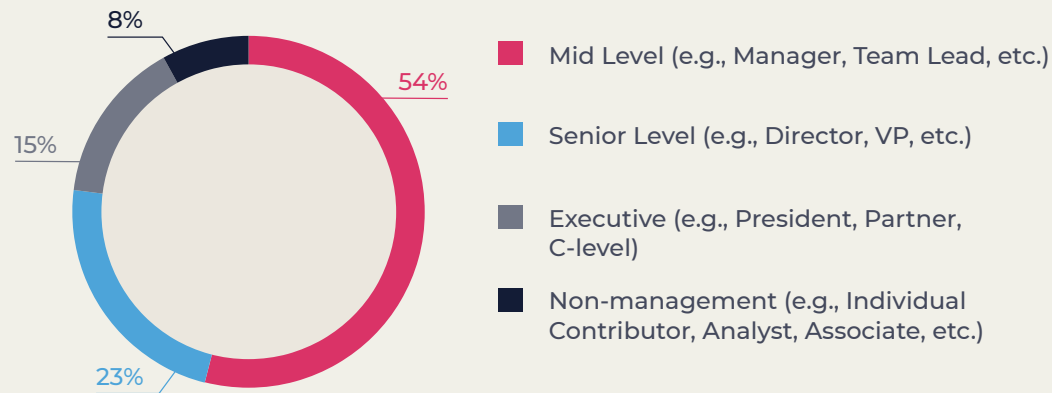


EMPLOYMENT STATUS

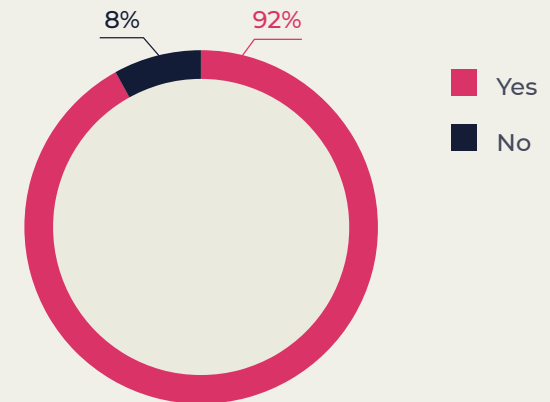


UNITED KINGDOM

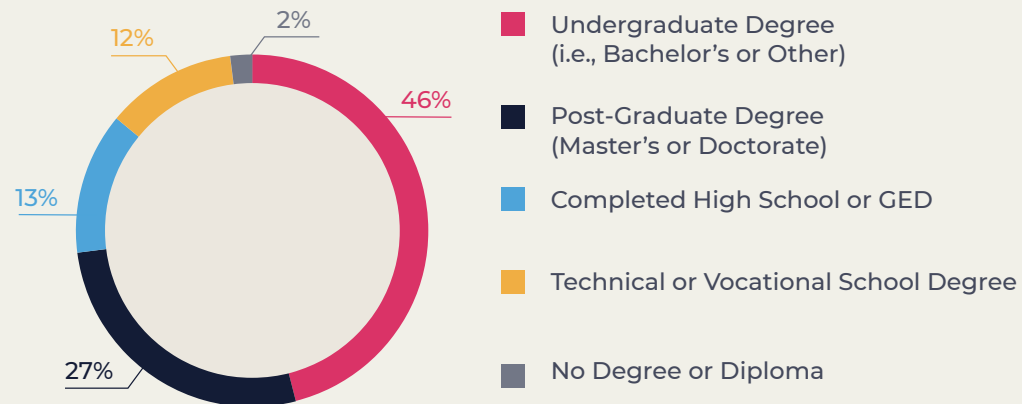
LEVEL OF RESPONSIBILITY



MANAGE A TEAM OR STAFF

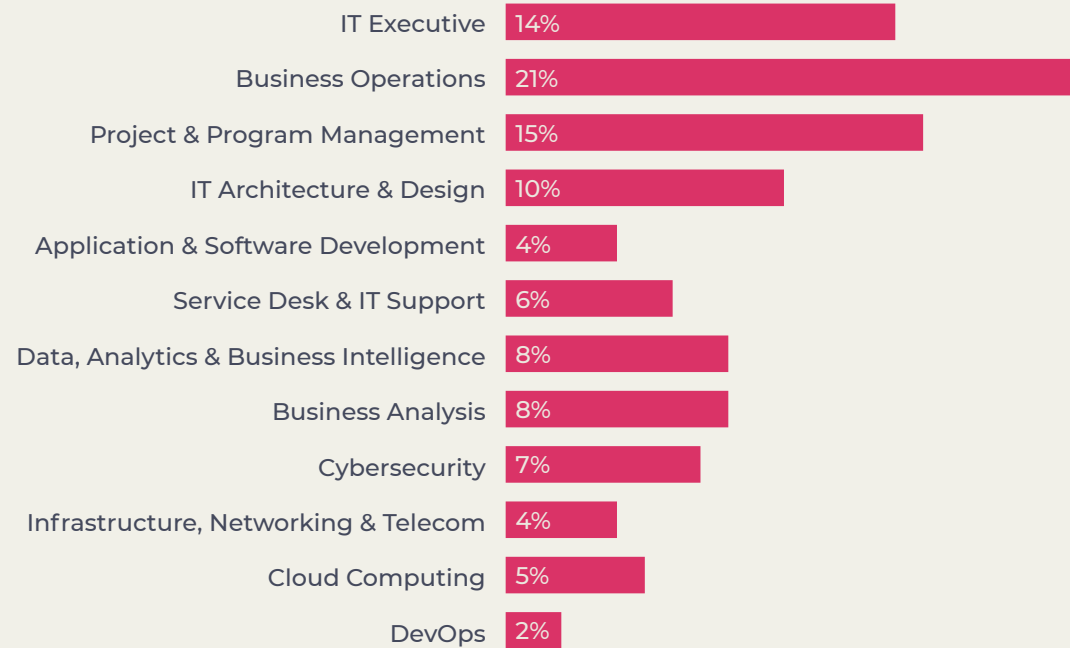


HIGHEST EDUCATION LEVEL ATTAINED



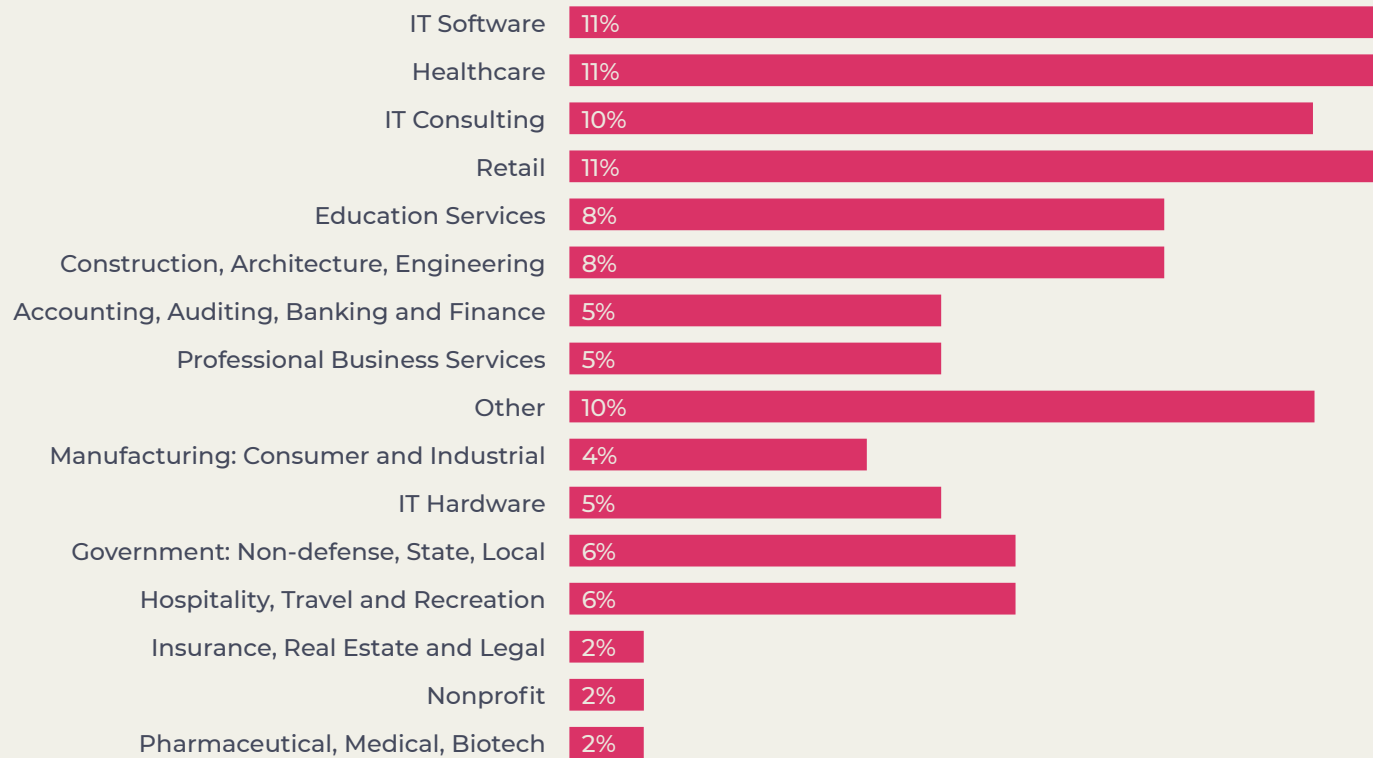
UNITED KINGDOM

JOB FUNCTION



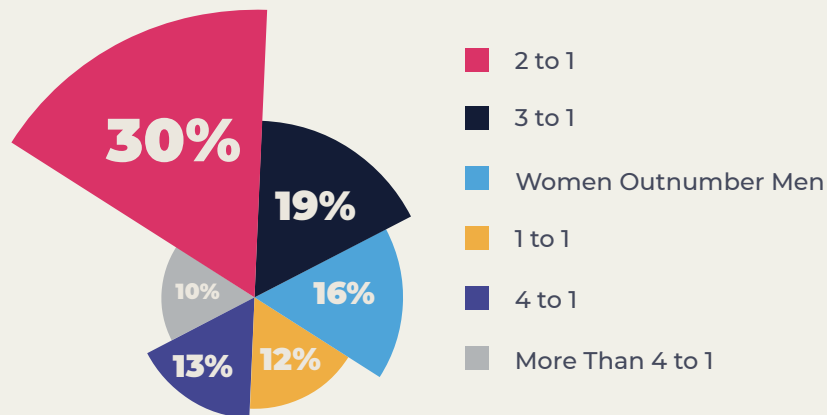
UNITED KINGDOM

INDUSTRY



UNITED KINGDOM

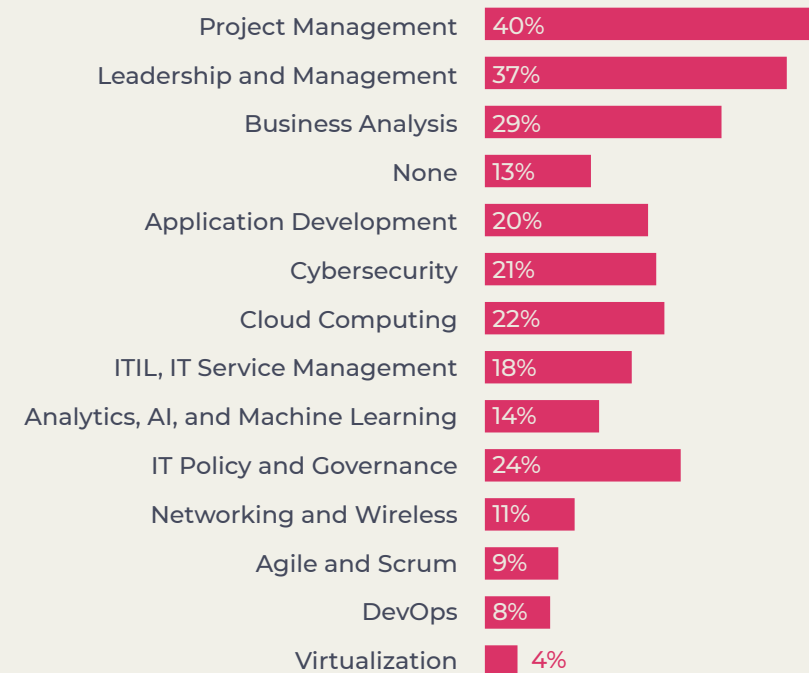
RATIO OF MEN TO WOMEN



HOW HAS BEING CERTIFIED HELPED YOU ADVANCE YOUR TECH-RELATED CAREER?



IN WHICH OF THE FOLLOWING TECH-RELATED TOPICS HAVE YOU EARNED A CERTIFICATION?



TOP TEN TECH-RELATED TOPICS WOMEN ARE INTERESTED IN

1. Business Analysis
2. Analytics, AI, and Machine Learning
3. Leadership and Management
4. Cloud Computing
5. Cybersecurity
6. Project Management
7. Application Development
8. IT Policy and Governance
9. DevOps
10. Networking and Wireless

Other interests cited include:

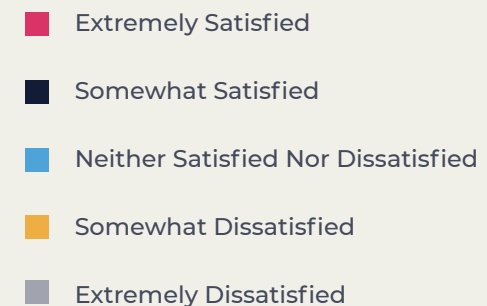
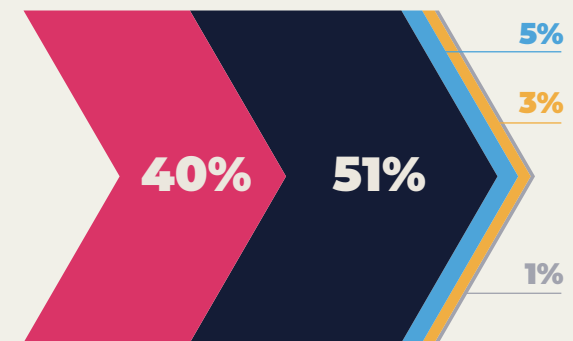
Virtualization, ITIL, IT Service Management, and Agile and Scrum.

UNITED KINGDOM

WHICH OF THE FOLLOWING FACTORS ARE MOST IMPORTANT TO YOU WHEN DECIDING ON A TRAINING PROVIDER?

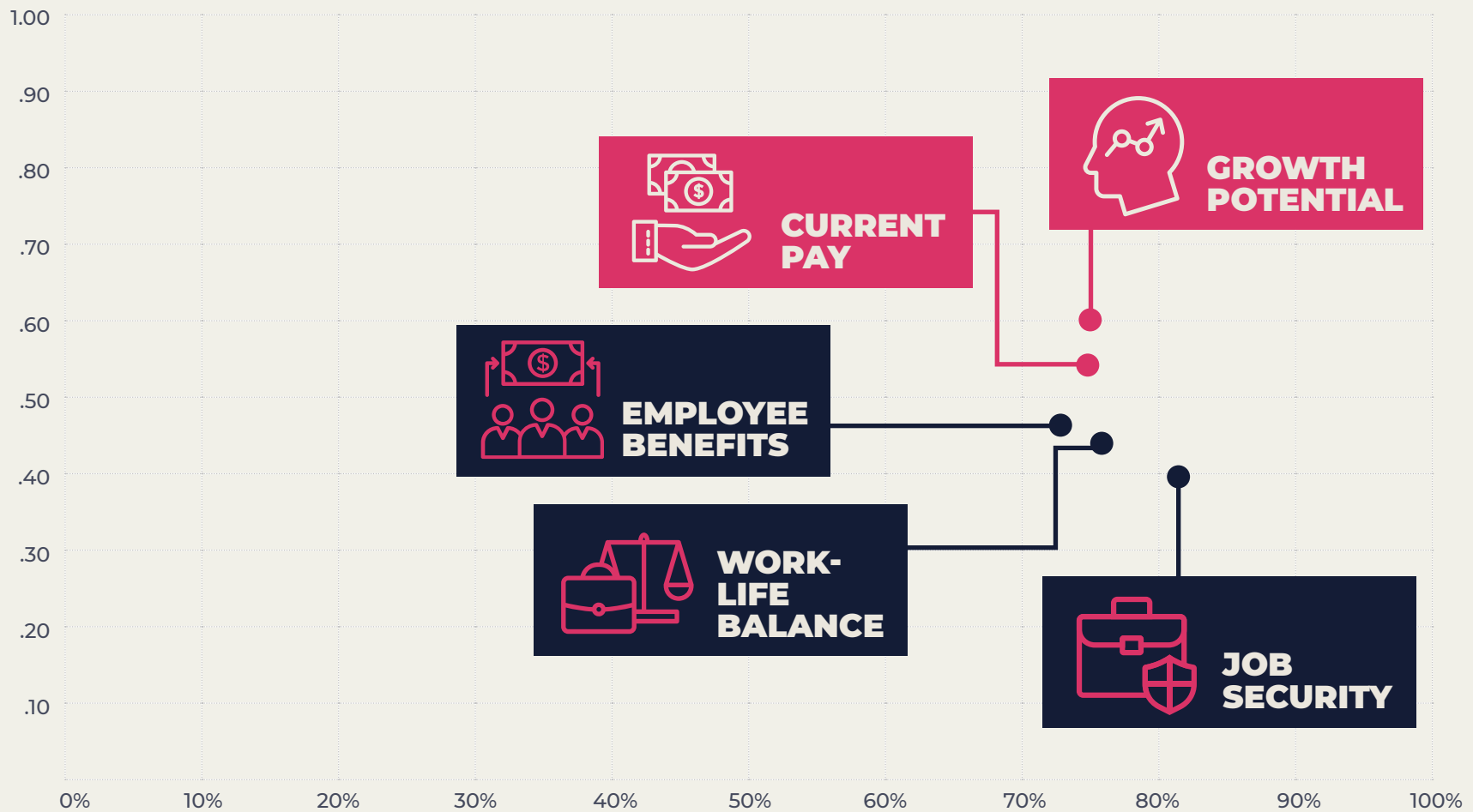


OVERALL JOB SATISFACTION



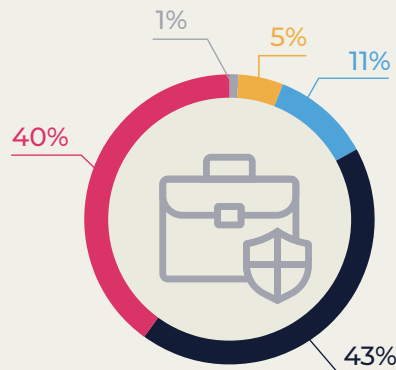
UNITED KINGDOM

KEY DRIVERS OF OVERALL JOB SATISFACTION

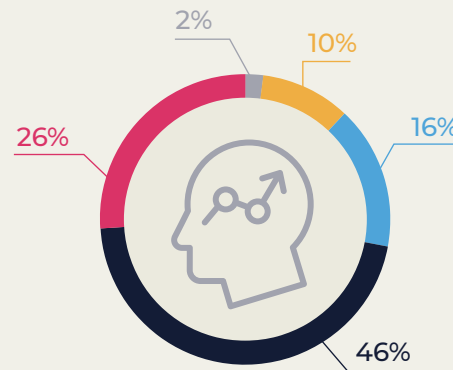


UNITED KINGDOM

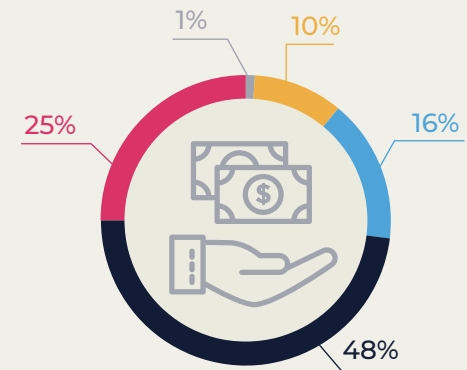
JOB SATISFACTION FACTORS



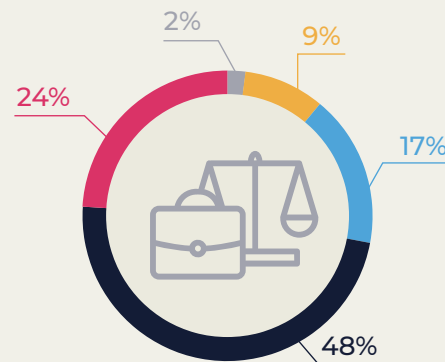
JOB SECURITY



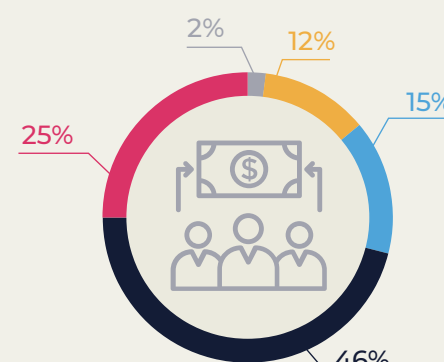
GROWTH POTENTIAL



CURRENT PAY



WORK-LIFE BALANCE



EMPLOYEE BENEFITS

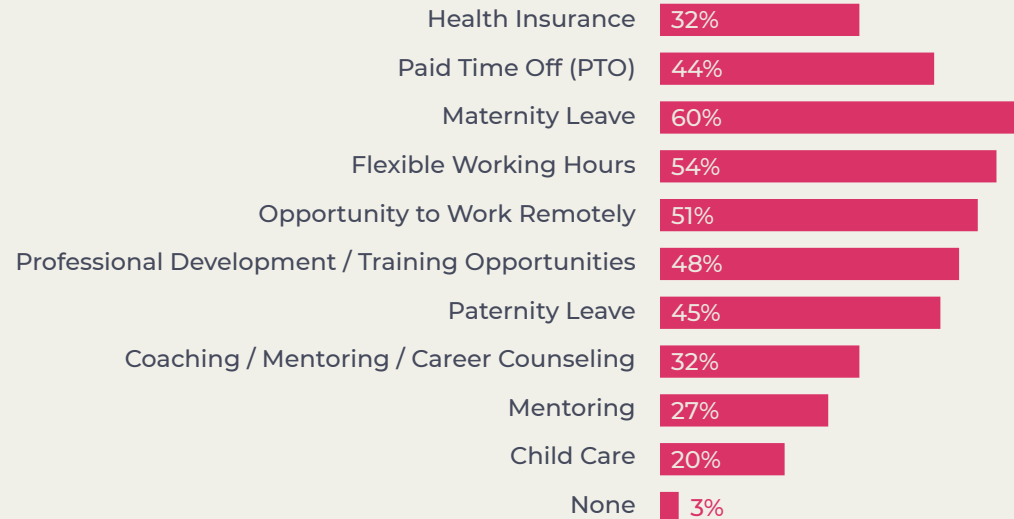


UNITED KINGDOM

IMPORTANCE OF EMPLOYEE BENEFITS

ORGANIZATIONAL BENEFIT VALUE	NOT IMPORTANT AT ALL	SLIGHTLY IMPORTANT	MODERATELY IMPORTANT	VERY IMPORTANT	EXTREMELY IMPORTANT
Health Insurance	1.50%	1.00%	10.50%	35.00%	52.00%
Paid Time Off (PTO)	1.00%	1.50%	12.50%	34.00%	51.00%
Flexible Working Hours	7.50%	4.50%	13.50%	25.00%	49.50%
Maternity Leave	1.50%	4.00%	18.50%	32.00%	44.00%
Professional Development / Training Opportunities	1.00%	2.50%	23.00%	35.00%	38.50%
Opportunity to Work Remotely	8.00%	6.00%	18.00%	32.00%	36.00%
Child Care	1.50%	3.00%	23.00%	37.50%	35.00%
Paternity Leave	9.50%	6.50%	22.00%	28.00%	34.00%
Coaching / Mentoring / Career Counseling	6.50%	10.00%	24.00%	30.00%	29.50%

WHICH OF THE FOLLOWING SUPPORT AND EMPLOYEE BENEFITS DOES YOUR CURRENT ORGANIZATION PROVIDE?

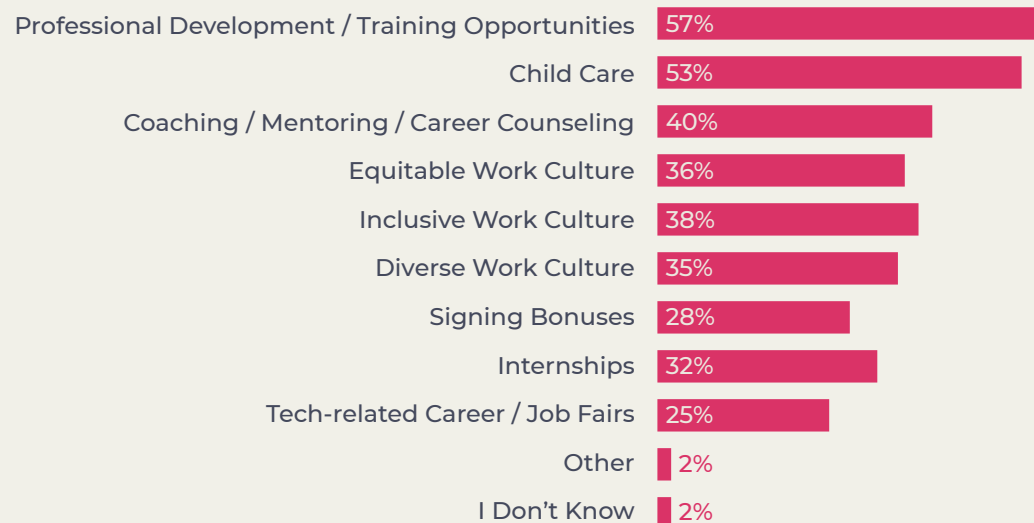


UNITED KINGDOM

WHAT CHALLENGES, IF ANY, HAVE YOU FACED PURSUING A TECH-RELATED CAREER?



WHAT COULD ORGANIZATIONS DO TO ENCOURAGE MORE WOMEN TO PURSUE TECH-RELATED CAREERS?



FRANCE

A big difference between French women and their counterparts in the United States, United Kingdom, and Canada is the lack of satisfaction in their employee benefits. While 90% of French women are satisfied with their current jobs, only 59% are satisfied with their benefits package. A slight departure from their global neighbors is the importance of child care — 47% of our respondents feel that more women would enter tech-related careers if it were offered.

French women express less emphasis on the importance of an inclusive or diverse work culture but want an equitable work environment and are motivated by development / training opportunities and coaching/mentoring.

Please note: some of the percentages and values you'll find in the addendum have been rounded to the closest whole number; numbers may be fractionally higher or lower than the actual data collected.

FRANCE

90%

Overall
Satisfaction
with Current
Job

74%

Satisfaction
with Current
Pay

59%

Satisfaction
with Employee
Benefits

71%

Satisfaction
with Growth
Potential

84%

Satisfaction
with Job
Security

71%

Satisfaction
with Work-Life
Balance

36

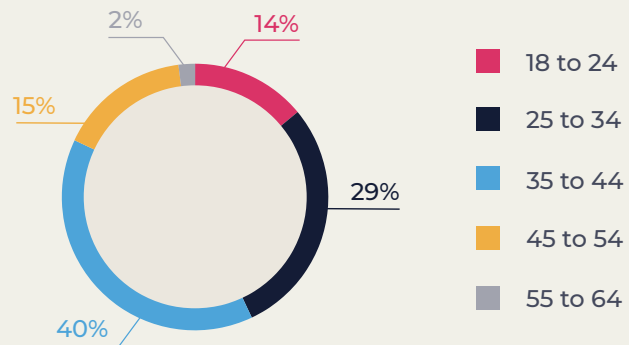
Average
Age

200

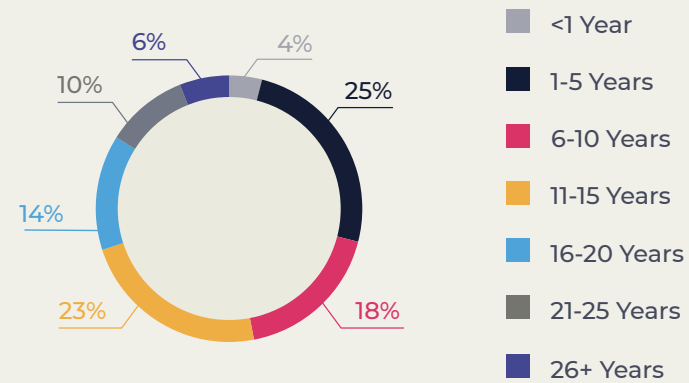
Count

FRANCE

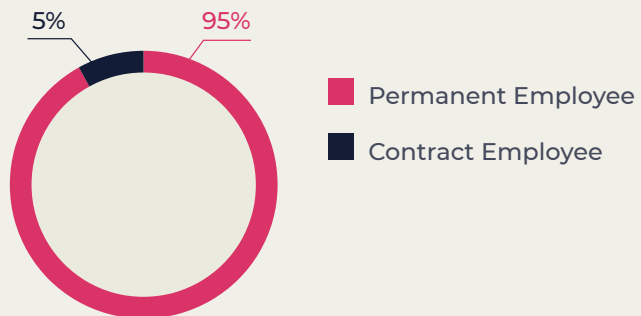
AGE GROUP



YEARS OF EXPERIENCE

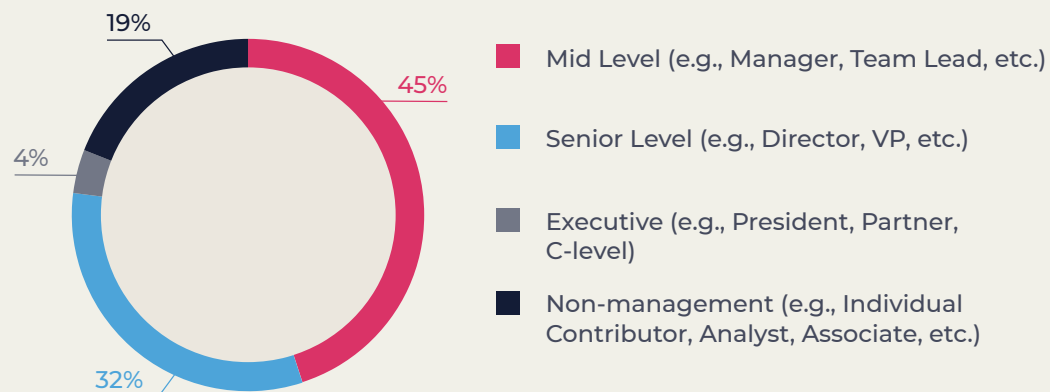


EMPLOYMENT STATUS

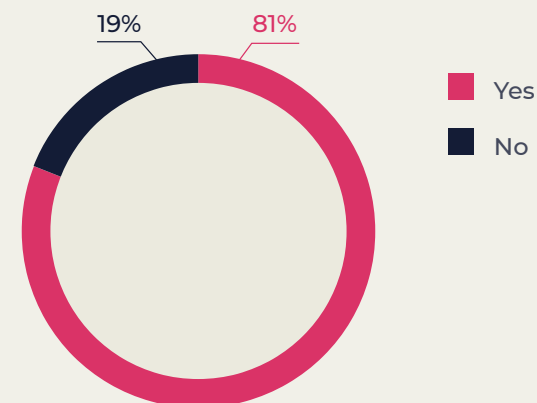


FRANCE

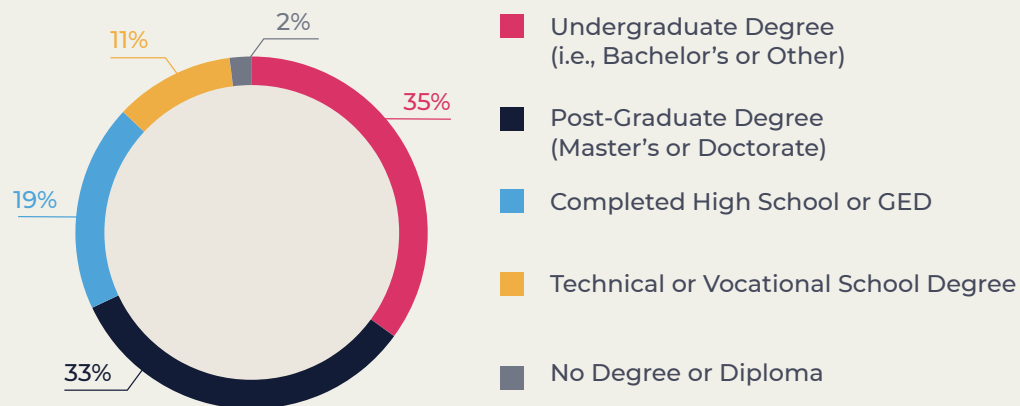
LEVEL OF RESPONSIBILITY



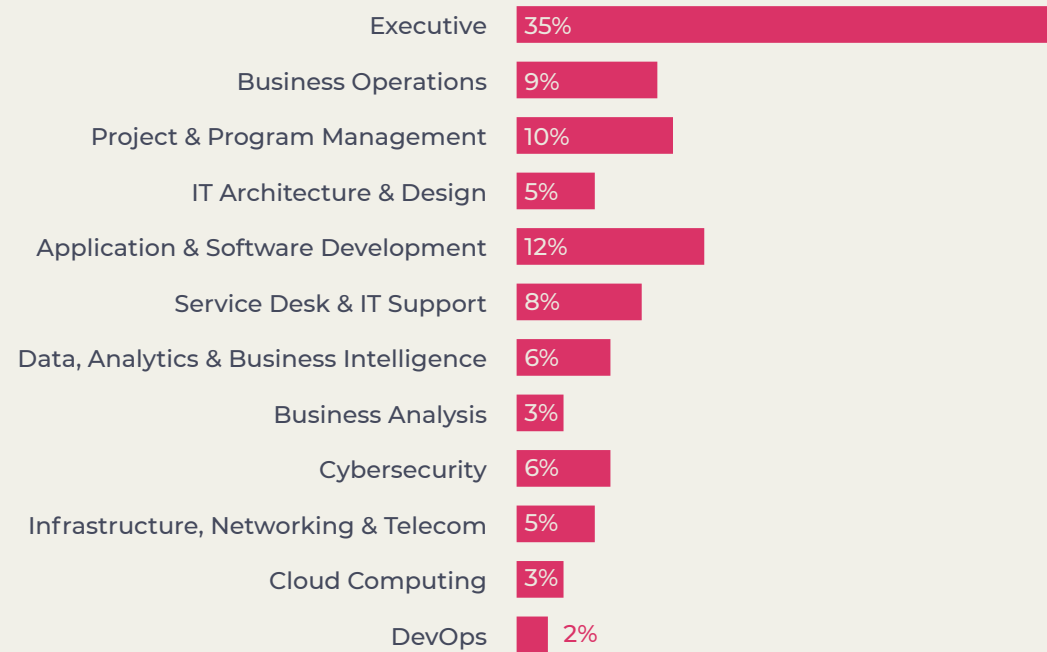
MANAGE A TEAM OR STAFF



HIGHEST EDUCATION LEVEL ATTAINED

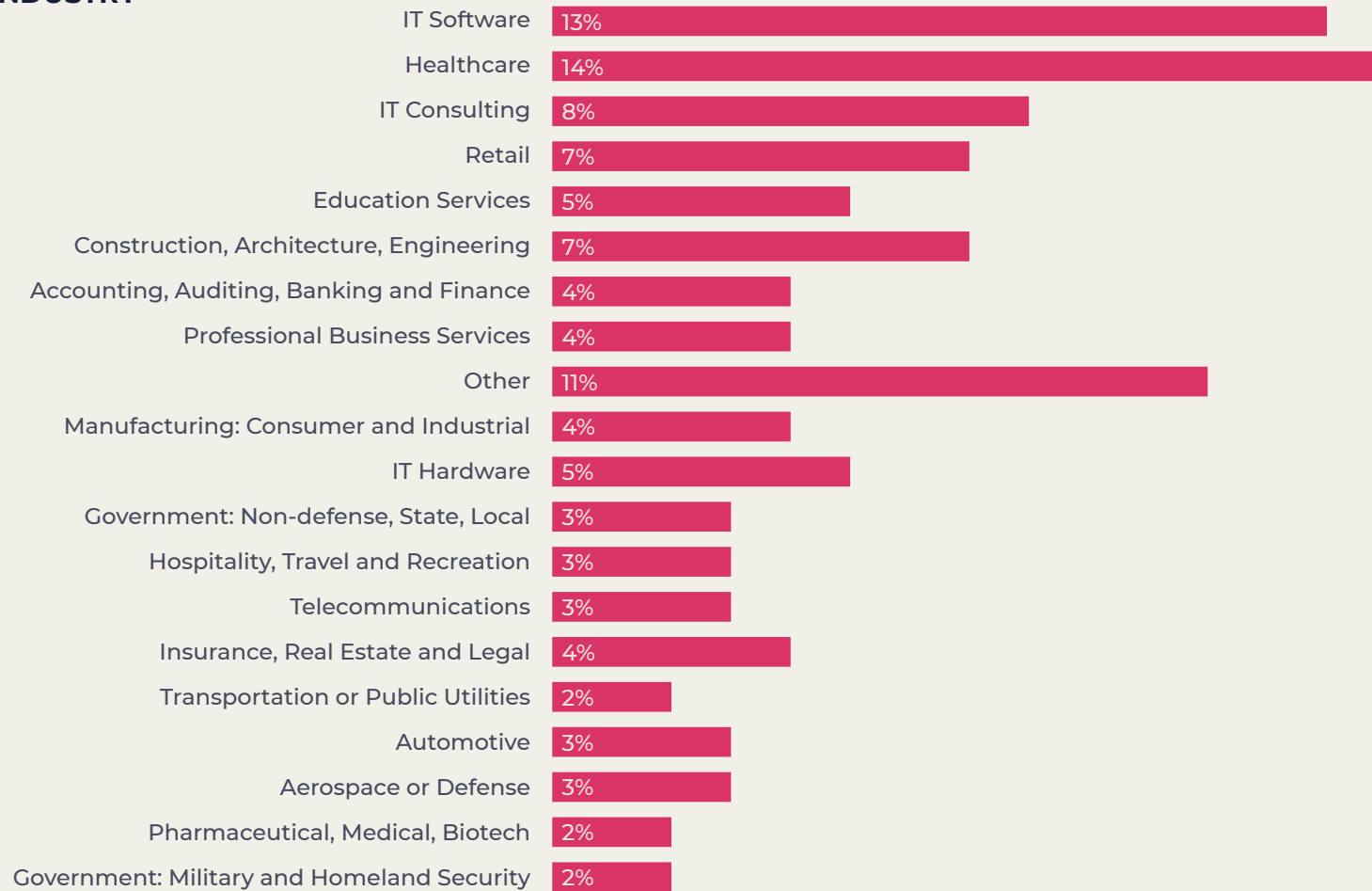


JOB FUNCTION



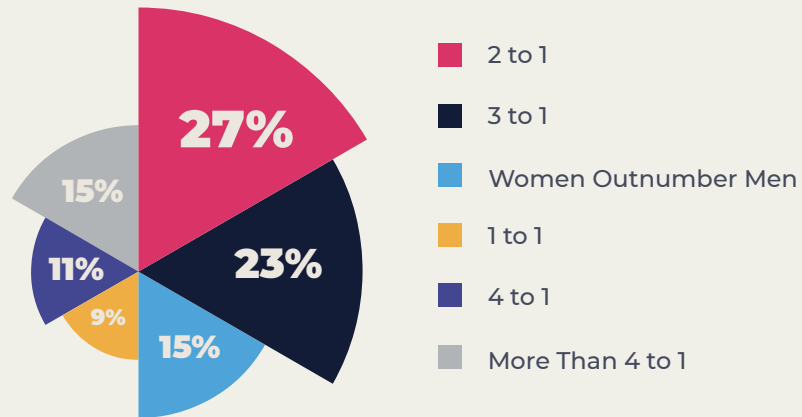
FRANCE

INDUSTRY



FRANCE

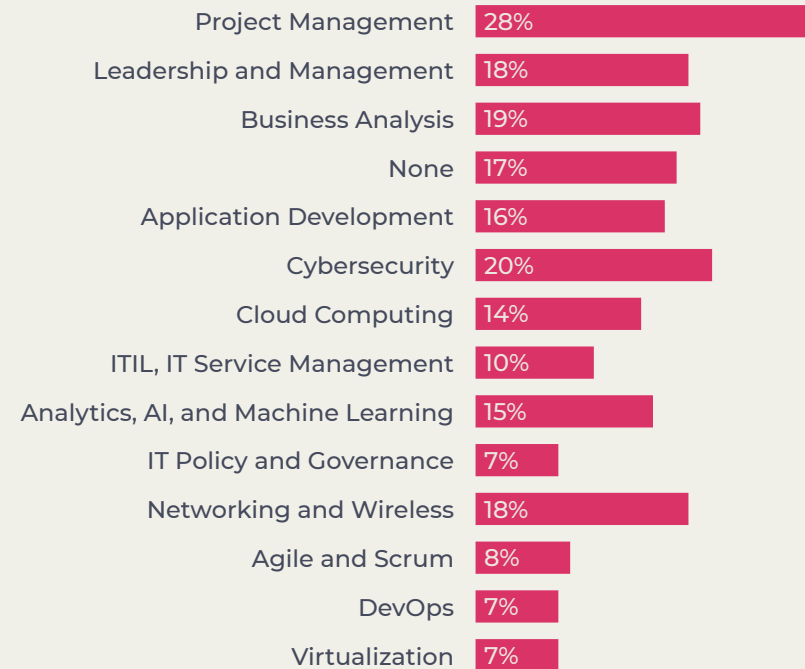
RATIO OF MEN TO WOMEN



HOW HAS BEING CERTIFIED HELPED YOU ADVANCE YOUR TECH-RELATED CAREER?



IN WHICH OF THE FOLLOWING TECH-RELATED TOPICS HAVE YOU EARNED A CERTIFICATION?



TOP TEN TECH-RELATED TOPICS WOMEN ARE INTERESTED IN

1. Project Management
2. Cybersecurity
3. Application Development
4. Leadership and Management
5. Analytics, AI, and Machine Learning
6. Business Analysis
7. Cloud Computing
8. DevOps
9. Networking and Wireless
10. Virtualization

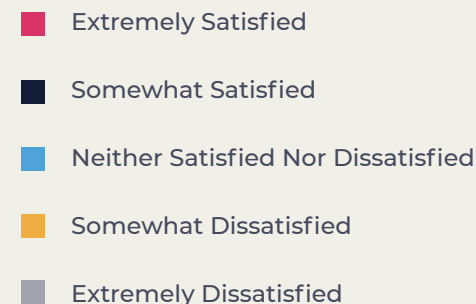
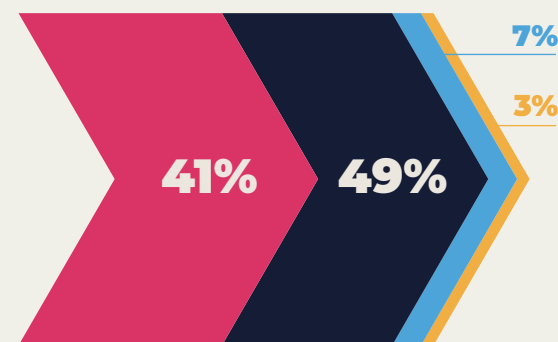
Other interests cited include:

ITIL, IT Service Management, Agile and Scrum,
IT Policy and Governance

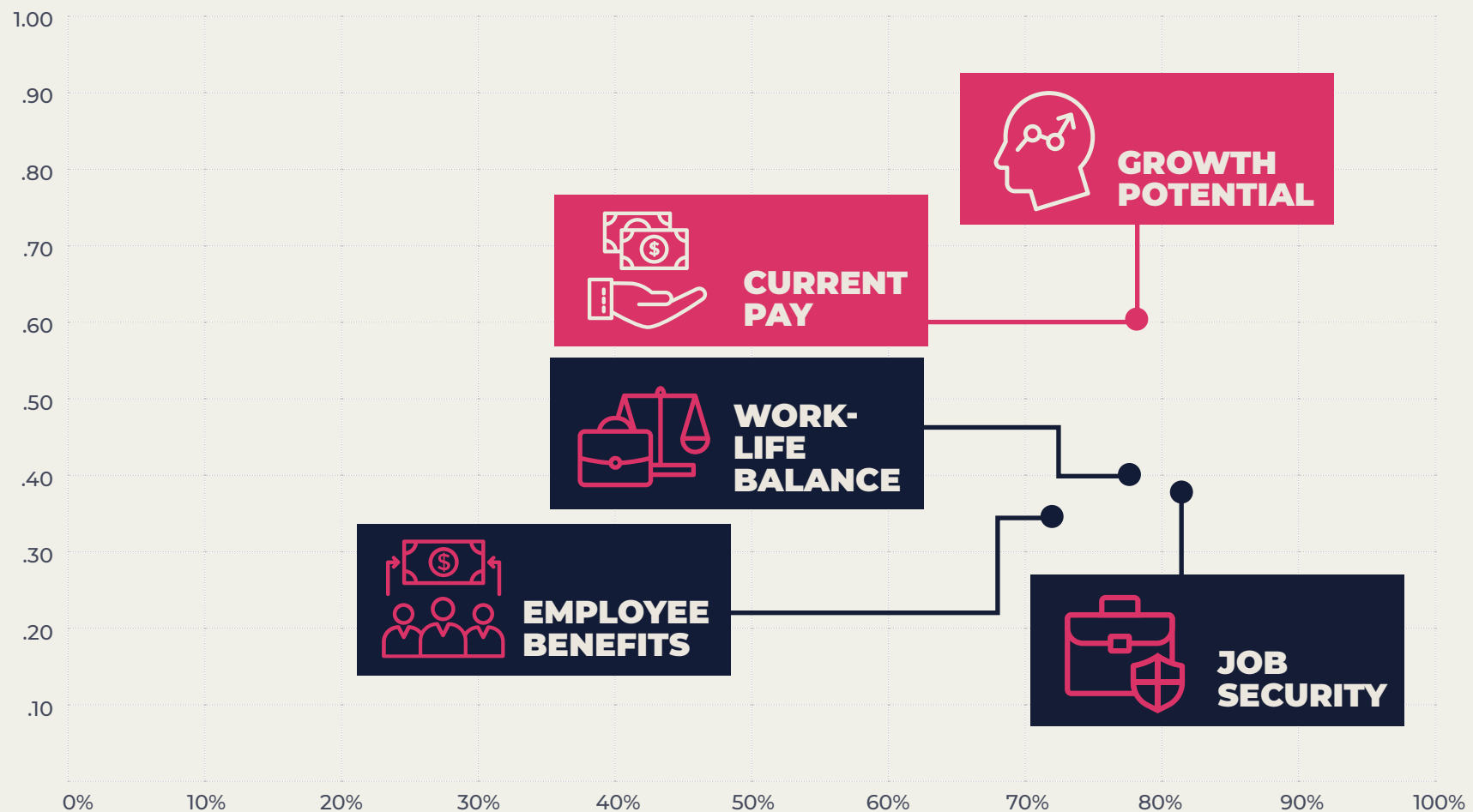
WHICH OF THE FOLLOWING FACTORS ARE MOST IMPORTANT TO YOU WHEN DECIDING ON A TRAINING PROVIDER?



OVERALL JOB SATISFACTION

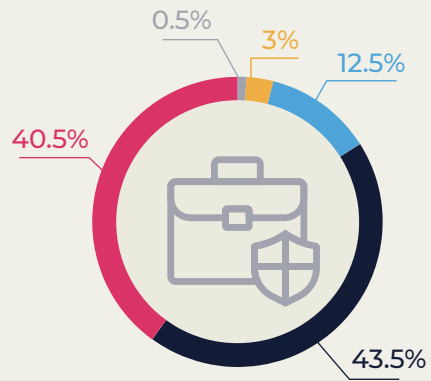


KEY DRIVERS OF OVERALL JOB SATISFACTION

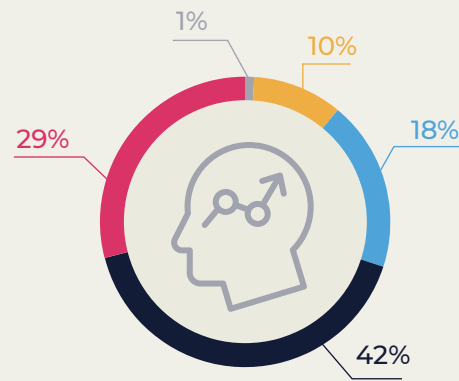


FRANCE

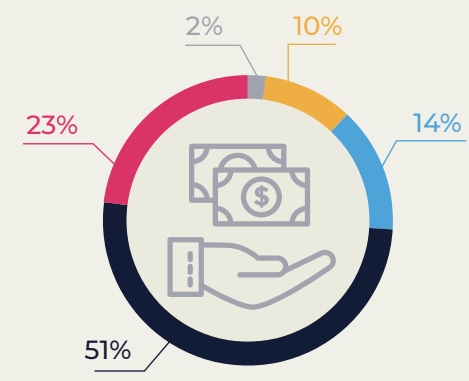
JOB SATISFACTION FACTORS



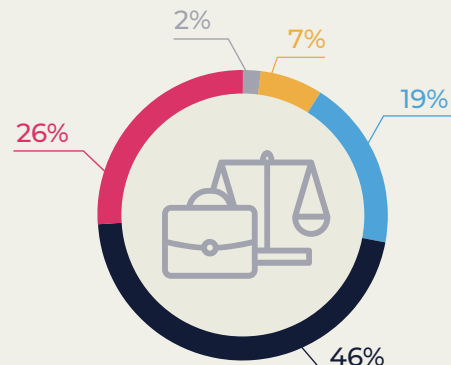
JOB SECURITY



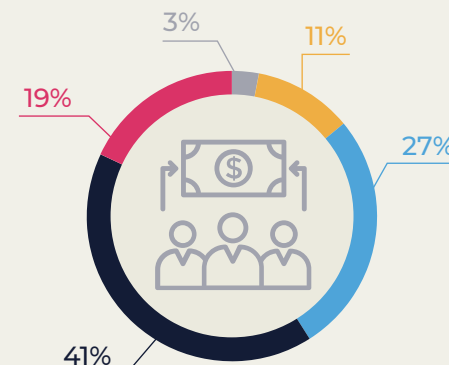
GROWTH POTENTIAL



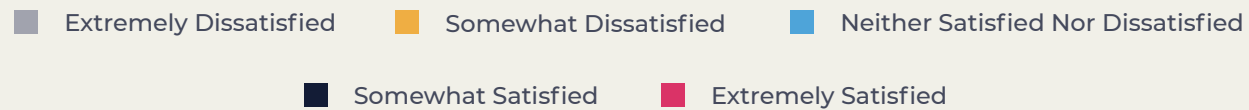
CURRENT PAY



WORK-LIFE BALANCE



EMPLOYEE BENEFITS

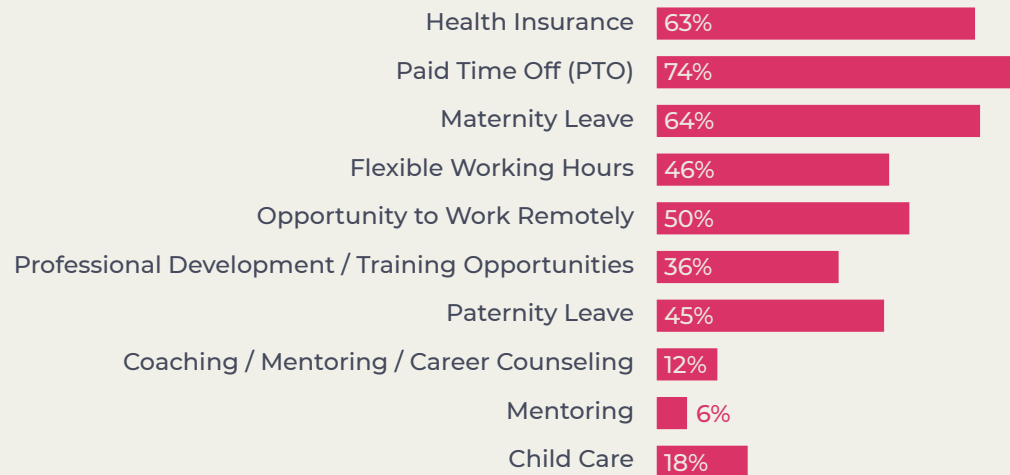


FRANCE

IMPORTANCE OF EMPLOYEE BENEFITS

ORGANIZATIONAL BENEFIT VALUE	NOT IMPORTANT AT ALL	SLIGHTLY IMPORTANT	MODERATELY IMPORTANT	VERY IMPORTANT	EXTREMELY IMPORTANT
Health Insurance	0.50%	2.00%	13.00%	31.00%	53.50%
Paid Time Off (PTO)	1.00%	4.00%	14.50%	28.00%	52.50%
Flexible Working Hours	1.50%	1.00%	9.50%	36.50%	51.50%
Maternity Leave	0.50%	3.00%	20.50%	33.50%	42.50%
Professional Development / Training Opportunities	1.50%	2.50%	24.50%	33.50%	38.00%
Opportunity to Work Remotely	1.00%	6.50%	22.50%	32.50%	37.50%
Child Care	0.00%	3.00%	16.00%	44.00%	37.00%
Paternity Leave	1.50%	6.50%	22.00%	39.50%	30.50%
Coaching / Mentoring / Career Counseling	0.50%	4.50%	30.00%	40.00%	25.00%

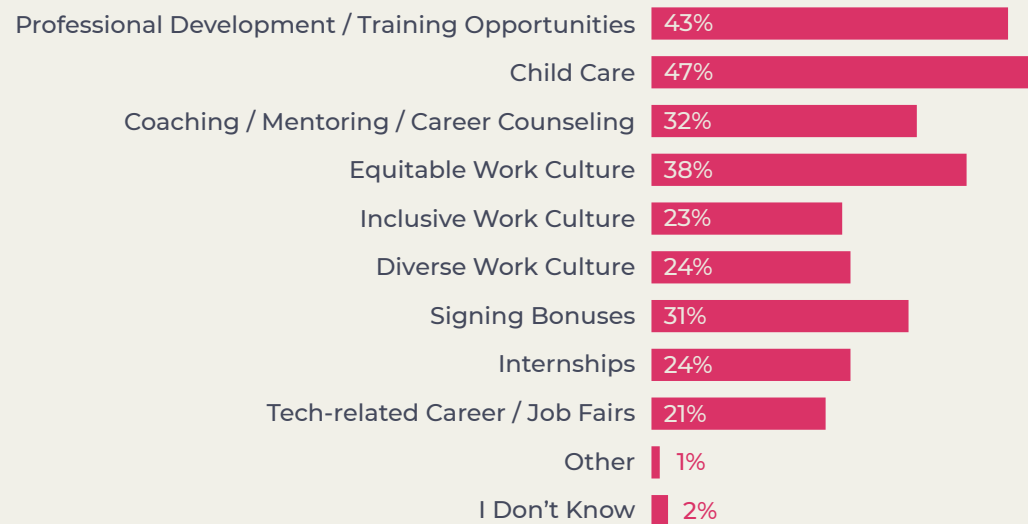
**WHICH OF THE FOLLOWING SUPPORT AND EMPLOYEE BENEFITS
DOES YOUR CURRENT ORGANIZATION PROVIDE?**



WHAT CHALLENGES, IF ANY, HAVE YOU FACED PURSUING A TECH-RELATED CAREER?



WHAT COULD ORGANIZATIONS DO TO ENCOURAGE MORE WOMEN TO PURSUE TECH-RELATED CAREERS?

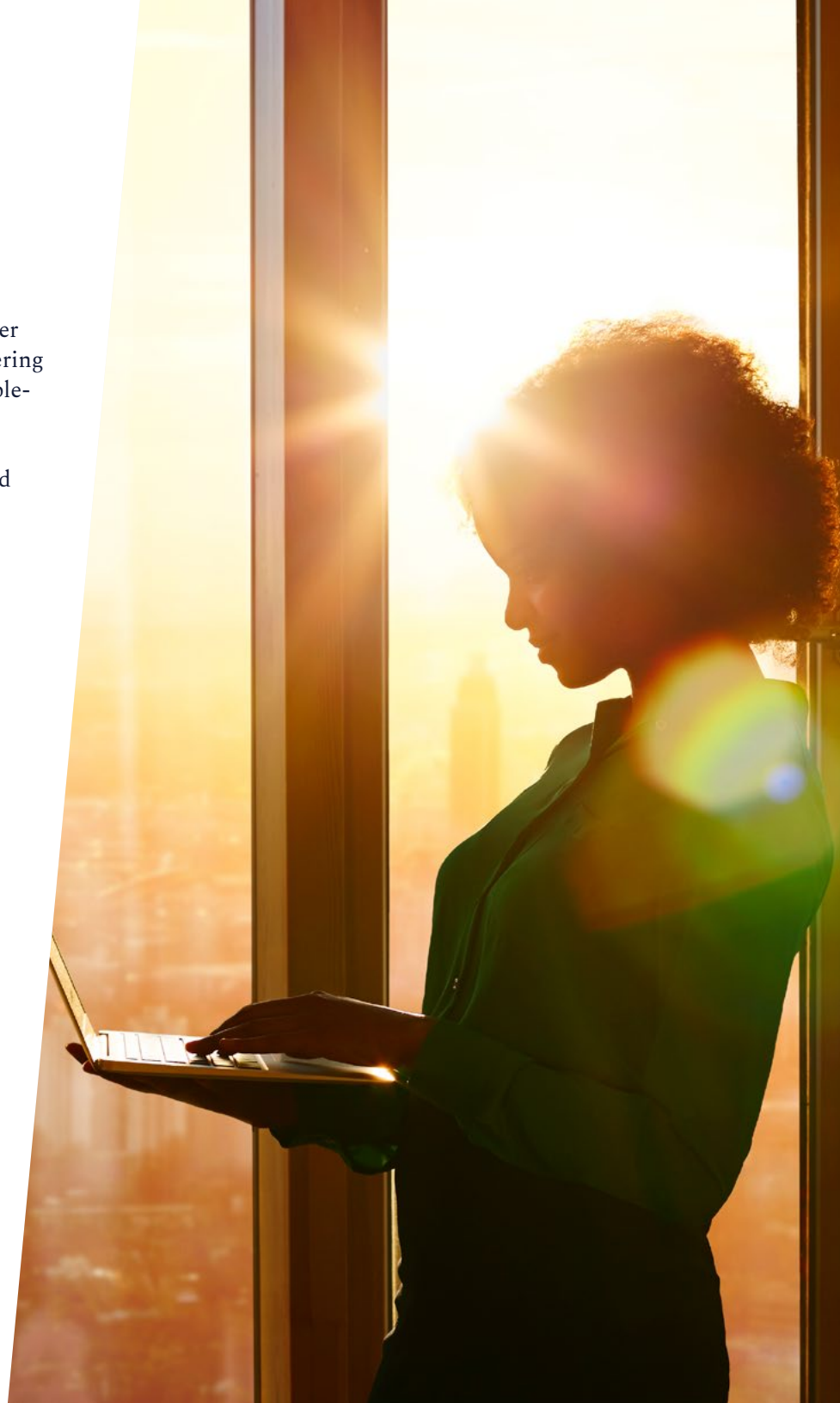


SURVEY METHODOLOGY

The Skillsoft 2021 Women in Tech Survey was conducted online from Spring to Summer 2021 with a goal of revealing the challenges women in tech commonly face and uncovering ways that employers can better support them. The survey — which consisted of multiple-choice questions, open-ended responses, and value ranking — yielded 1,100 complete responses from women tech professionals in four countries: the United States, United Kingdom, Canada, and France. The survey and report were sponsored by Microsoft and tabulated using the Qualtrics XM Platform.

THANKS TO OUR PARTNERS

We extend a special thank you to our partners for helping make this survey possible:



ABOUT SKILLSOFT

Skillsoft (NYSE: SKIL) is a global leader in corporate digital learning, focused on transforming today's workforce for tomorrow's economy. The Company provides enterprise learning solutions designed to prepare organizations for the future of work, overcome critical skill gaps, drive demonstrable behavior-change, and unlock the potential in their people. Skillsoft offers a comprehensive suite of premium, original, and authorized partner content, including one of the broadest and deepest libraries of leadership & business skills, technology & developer, and compliance curricula. With access to a broad spectrum of learning options (including video, audio, books, bootcamps, live events, and practice labs), organizations can meaningfully increase learner engagement and retention. Skillsoft's offerings are delivered through Percipio, its award-winning, AI-driven, immersive learning platform purpose built to make learning easier, more accessible, and more effective.

Learn more at www.skillsoft.com.

MEDIA INQUIRIES

Please contact Caitlin Leddy
caitlin.leddy@skillsoft.com

