**Annex B – Key findings of the #EveryWorkerMatters Conversations**

**1) Perception on training as a meaningful use of time**

When mid-career workers were asked about their perception of training courses as a meaningful use of time (n = 475), most of them cited “Agree” (51.0 per cent) and “Strongly Agree” (21.0 per cent). This demonstrates a strong level of awareness on the importance of upskilling and acquiring new skills and knowledge to remain adaptable in the face of technological advancements, industry shifts and emerging trends for their professional development.

The top three reasons on why training was perceived as a meaningful use of time (n = 341) revealed that training enable them to take on higher value work or remain relevant at work (72.0 per cent), helps to improve their efficiency (72.0 per cent), and expands their job functions beyond their regular scope (71.0 per cent).

Conversely, a minority group (28.0 per cent, n = 134) expressed that training was a poor use of time because training did not result in better salary increment and/or progression (78.0 per cent). This reflects workers’ uncertainty on the merits of training.

**2) Usefulness of a second degree or diploma for career progression.**

When asked about the usefulness of a second degree or diploma for career progression (n = 1,000), majority across all workers’ age groups responded “Agree” (46.0 per cent) and “Strongly Agree” (15.0 per cent), making up over 60 per cent of respondents. More than half (54.0 per cent) of respondents who agreed with the statement believed that eligibility for extra education or training grants would help them better access such education opportunities.

Overall, the engagements showed a positive perception towards training courses as a meaningful use of time, and the relevance of having additional qualifications to advance the corporate ladder. #EWMC also investigated the recency of training across all age groups and uncovered the barriers that mid-career workers faced in attending training.

**3)**  **Barriers mid-career workers faced to attending training.**

Though mid-career workers were aware of the significance of training, the #EWMC engagements revealed a concerning phenomenon that the proportion of workers who attend training in the last 12 months declined with age
(n = 1,000); mid-career workers from 35 to 44 years old (71.0 per cent) and 45 to 54 years old (66.0 per cent).

Mid-career workers further identified four key barriers to attending training
(n = 475): (i) lack of financial resources to fund self-initiated training (77.0 per cent), (ii) lack of understanding on the type of training needed to remain relevant (72.0 per cent), (iii) lack of time to attend training (68.0 per cent) and (iv) lack of support from employers for self-initiated training (55.0 per cent).