

What workers want

We asked over

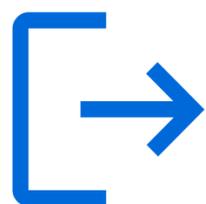
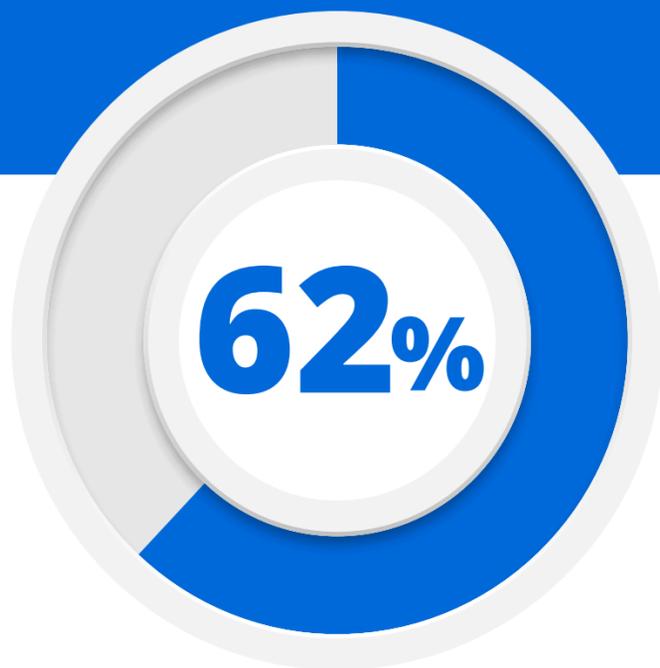


1500 workers

in France, Germany, Italy, and the UK
about the importance of workplace
learning and what would make them
leave (or stay at) their organisation.

OVERARCHING TREND

L&D is critical for attracting and retaining talent



62% of respondents would consider changing jobs due to insufficient learning opportunities.



80% would be more likely to choose an employer that prioritised learning and development.

Country- by-country trends

We asked each respondent to select their top three reasons for leaving a job. So when you see a stat like 'Insufficient pay was the most common reason for leaving (77%),' that doesn't mean that 23% of employees don't care about pay. It simply means that 23% didn't put it in their top three.

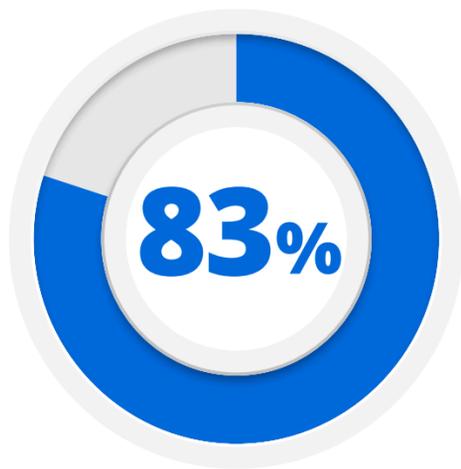


France

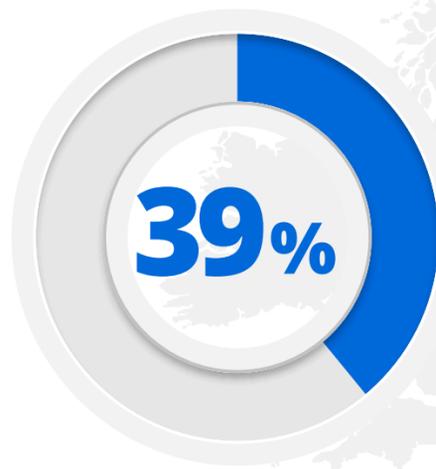


Pragmatic and growth-focused

French employees are most likely to leave a job due to:



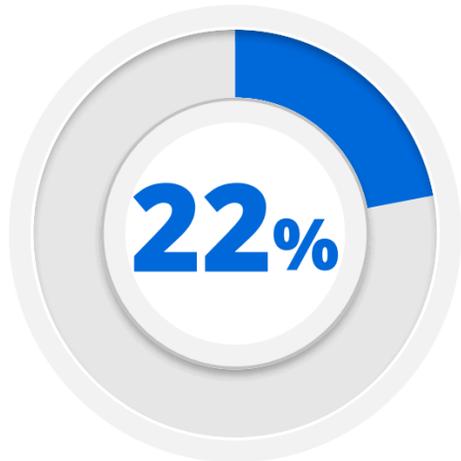
Poor pay



Poor benefits

Eager to learn

Among the most likely to leave due to:



Poor professional development opportunities

Strategy:

Focus on practical skills for career growth

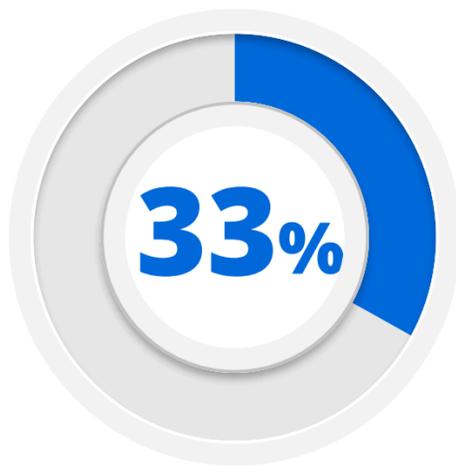
Invest in a high volume of industry-leading learning content. Since French employees are motivated to grow, the option of self-directed learning is likely to work well.

Germany

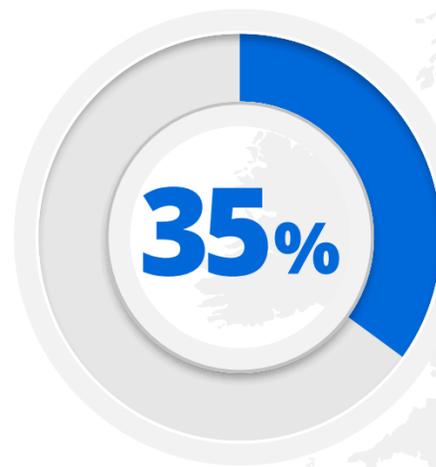


Culture-conscious

German employees are most likely to leave a job due to:

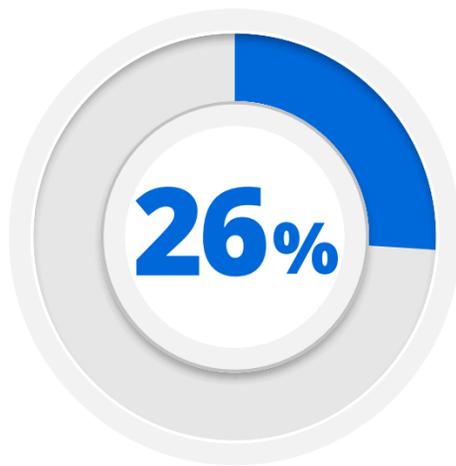


Poor culture

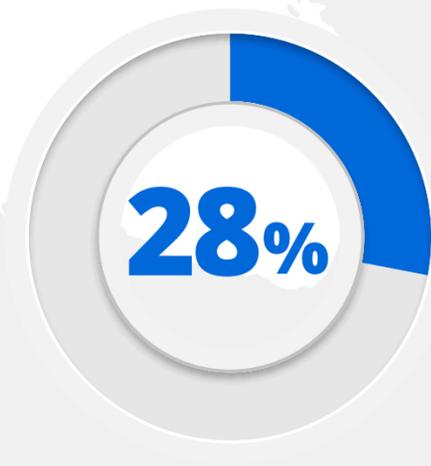


Being understaffed

Determined to be experts



Care the most about poor professional development



Care less than average about climbing the career ladder

Strategy:

Use social learning to simultaneously build skills and culture

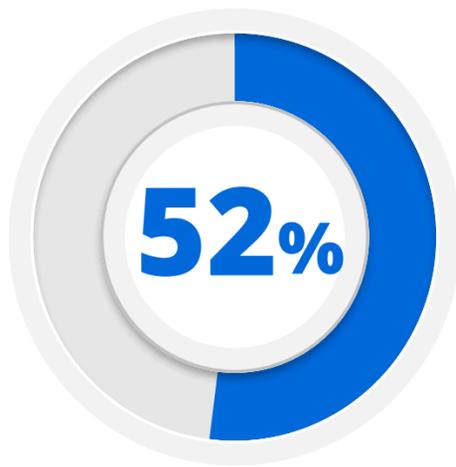
Since German employees care about culture and professional development, lean into social learning paradigms that let them interact with SMEs and thought leaders.

Italy

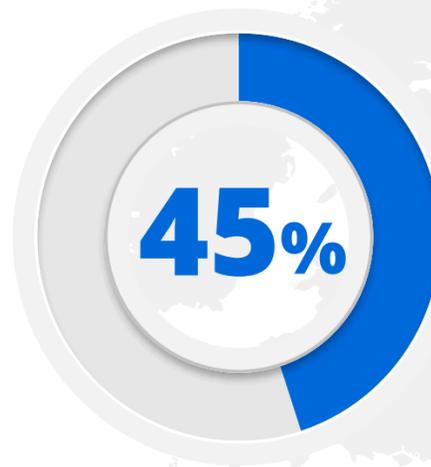


Management-minded

Italian employees are most likely to leave a job due to:



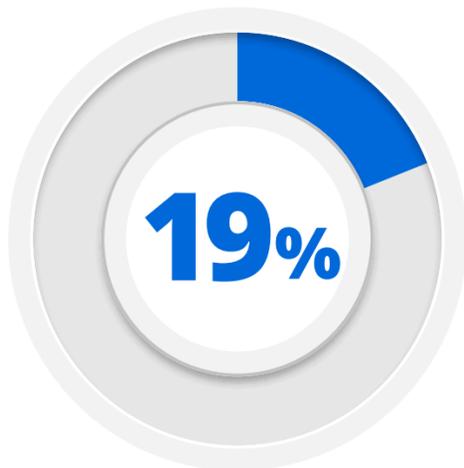
Poor management



Limited opportunities to climb the career ladder

Fiercely independent

The least likely to leave a job due to:



Being understaffed

Perhaps because performing in an understaffed environment shows that you're ready to be promoted.

Strategy:

Focus on leadership training and development

Italians won't tolerate poor management or leadership and they want to become managers and leaders themselves. Your L&D program should place extra emphasis on talent development and leadership programs.

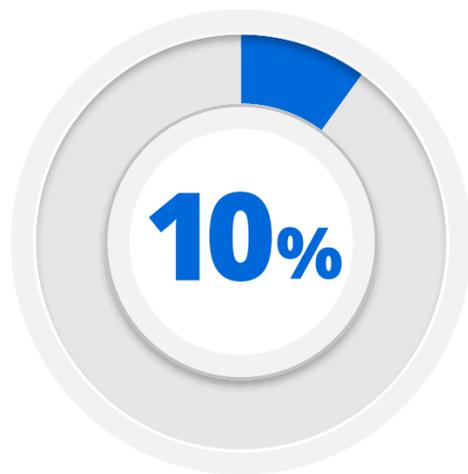


The UK



Balanced and resourceful

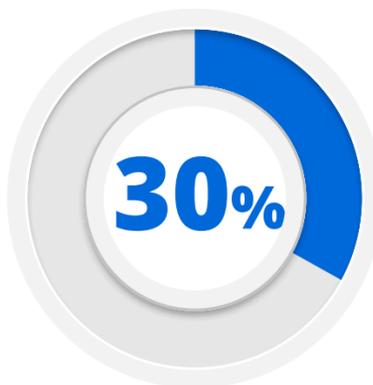
UK employees are the **least** likely to leave due to:



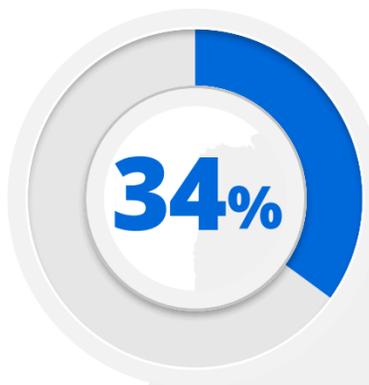
Insufficient budget

Focused on people

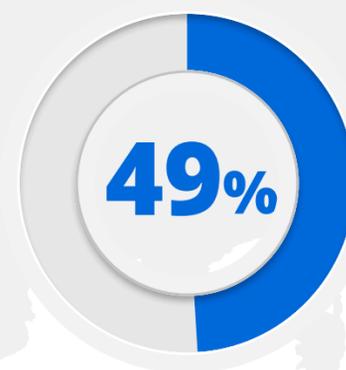
A close second in caring about:



Culture



Being understaffed



Poor management

Strategy:

Invest in headcount and robust L&D

UK employees want to be part of well-staffed, well-managed, and high-culture teams. This suggests a robust investment in L&D, since employees will tolerate bottlenecks in resources (budget) but not bottlenecks in headcount, culture, or management competence.

Despite the interesting geographical differences...

People everywhere care about continuous learning

They want to grow their careers and work for organisations that prioritise their development. If you're serious about creating a culture of learning, [Docebo](#) can help with the world's best learning platform.

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ABOUT THIS RESEARCH

The Docebo 'Career Growth and Upskilling' survey was conducted by Porter Novelli in December 2022. The survey was completed by 1,555 employed workers aged 16 - 65 across France, Germany, Italy and the United Kingdom (400 in Italy and 385 in each of France, Germany, and the UK).