

The 2021 European Workplace Learning Trends

We've all experienced major upheaval in 2020. **The future of work many of us have been talking about is no longer an eventuality — it's our current reality.** Working, communicating, and collaborating remotely is now a necessity.

If we've learned anything from this past year, it's that we can't resist change. Adaptability has become non-negotiable. And to prepare your workforce for whatever comes next, we explored Udemy for Business course consumption for the European region in 2019-2020.

Read on to find out about two learning trends shaping the region and discover the specific skills employees need in 2021.

Top trends in the European region

1 Hybrid tech allows employees to grow their expertise

In the spirit of agile project management, many technical teams are moving employees away from single domain expertise. Instead, **hybrid roles** are becoming the norm. Leaders are encouraging employees to build expertise in more than one subject related to their job function. The technical skills related to this trend saw sizable growth in the countries that make up Europe, including 1,016% year-over-year growth in the Netherlands.

Your technical employees don't necessarily need to become masters of all. There may always be some need for hyper-specialized roles. But in most cases, anyone involved with software development should expect their career path to reflect the principle of "learning in the flow of life," as [Deloitte](#) says. As companies continue to emphasize hybrid roles, expect to see more need for related skills like DevOps and cloud computing.

2 Self-mastery is a valued skill amidst uncertainty

Strong productivity and mental health skills have long been described as the essential traits of successful leadership. But studies have shown that they are crucial across your entire organization. [The World Health Organization \(WHO\)](#), for instance, [reported](#) that depression and anxiety disorders cost the global economy \$1 trillion each year in lost productivity.

health and its effect on workplace productivity has been more frequently discussed in the last few years.

"Organizations have shifted focus to providing employees with resources to manage their own well-being through this time of immense change and restructure," says Culture Amp Senior People Scientist Sahra Kaboli-Nejad.

Workplace well-being is even more essential today. [A study conducted in March and April of 2020](#) found that the mental health of almost 42% of respondents had declined since the COVID-19 outbreak began. Fortunately, the topic of mental

This could explain why topics related to wellness and productivity — such as meditation, anxiety management, motivation, and self-discipline — saw 11,589% year-over-year growth in Europe.

Self-mastery and hybrid tech are only two of the emerging learning trends for the year ahead. Discover insights into all six global trends in [The 2021 Workplace Learning Trends Report](#).

Top 5 trending skills by country

How does the popularity of skills vary by country? Here are the trending skills in a few countries in the European region.

France

1. Microsoft Certification
2. AWS Certified Solutions Architect - Associate
3. Excel
4. Scrum
5. Kubernetes



Germany

1. Communication skills
2. Microsoft AZ-900
3. PMBOK
4. Google Flutter
5. Time management



Ireland

1. Digital marketing
2. Personal productivity
3. Time management
4. CompTIA Network+
5. Email etiquette



Netherlands

1. Microsoft AZ-900
2. Microsoft Azure
3. Microsoft Certification
4. Microsoft Teams
5. Certified Kubernetes Administrator (CKA)



Spain

1. Penetration Testing
2. jQuery
3. GitHub
4. Software Testing
5. Qlik Sense



UK

1. CompTIA A+
2. Microsoft AZ-900
3. Certified Kubernetes Administrator (CKA)
4. Microsoft Teams
5. TensorFlow



Develop the skills of tomorrow, today

If you want to prepare your organization for the challenges of the future, consider how to support your employees in developing the skills outlined here. Suggest your technical teams learn skills to break out of silos and prepare for technological changes. Encourage everyone to prioritize wellness and productivity skills to help with mental well-being in these uncertain times.

And if you're looking for even more guidance, our team of Udemy for Business learning experts in Europe is here to help. [Get in touch](#) to learn how you can help your employees develop the skills they'll need tomorrow, today.

Methodology

The 2021 European Workplace Learning Trends Report is based on data from the learning behavior of companies in European countries using the Udemy for Business platform.

Skills data compares the consumption of courses in the Udemy for Business collection from January 1, 2019–August 1, 2019 to January 1, 2020–August 1, 2020. All courses are associated with topics, with each course having up to five topics. These topics are what you see as the trending skills within the report. For courses with multiple topics, consumption minutes are divided equally across all topics associated with those courses.