

The 2021 Asia-Pacific 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 Asia-Pacific (APAC) 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 Asia-Pacific region

1 Hybrid tech roles are in demand

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, like software testing and infrastructure architecture, saw sizable growth in countries across the APAC region — including over 5,200% year-over-year growth in Japan.

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 Collaboration is top priority for remote workers

When organizations need to solve complex problems, they bring together diverse teams of specialists to come up with innovative solutions. The slow but steady shift to remote work over the last few years has already called for a range of new behaviors and skills.

shift from 'remote-accessible' to 'remote-first' thinking in collaboration design," says [Sprintkick](#) founder and [Udemy instructor](#) Evan Kimbrell. Collaboration was a major priority throughout the APAC region, taking the top spot for year-over-year growth in India, Singapore, and Indonesia.

But in 2020, leaders across every industry were forced to quickly prioritize solutions that enable entirely distributed teams to collaborate effectively. "COVID-19 has really accelerated the

One thing's for sure — remote work isn't going away. You can help your organization succeed in this environment by developing related skills like business communication and listening.

Hybrid tech and collaboration 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

What are the most in-demand skills in your country? Here are the trending skills in a few countries in the APAC region.

Australia

1. Microsoft AZ-900
2. API testing
3. Microsoft Teams
4. Drawing
5. Google Cloud



India

1. Microsoft AZ-900
2. Software testing
3. IELTS
4. Microsoft certification
5. Email etiquette



Japan

1. Excel macros
2. Design thinking
3. Amazon AWS
4. Information security
5. Marketing strategy



Korea

1. Kubernetes
2. Leadership
3. IELTS
4. Machine learning
5. Growth hacking



Malaysia

1. Sales skills
2. English grammar
3. Selenium WebDriver
4. Microsoft AZ-900
5. ISTQB Certified Tester Foundation Level (CTFL)



Singapore

1. Storytelling
2. Design thinking
3. Business English
4. Listening skills
5. Personal productivity



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 develop collaboration skills that will serve them in both remote and colocated work environments.

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

Methodology

The 2021 Workplace Learning Trends Report is based on data from the learning behavior of thousands of global companies using the Udemy for Business platform and a survey of over 500 Learning and Development professionals.

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.

From August 19, 2020 to September 10, 2020, 528 global Learning and Development professionals completed a 16-question survey on the current state of their companies' training programs.