

The 2021 Latin America 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 year, it's that we can't resist change. Adaptability is non-negotiable. To prepare your workforce whatever comes next, we explored Udemy for Business course consumption for the Latin America region in 2019-2020. This area includes South America, Central America, and Mexico.

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

Top trends in Latin America

1 Hybrid tech teams are in demand

In the spirit of agile project management, many technical teams are moving away from single domain expertise. Instead, **hybrid roles** are becoming the norm. Leaders are encouraging employees to build expertise in more than one subject directly related to their job function. Latin American countries saw notable growth in technical skills related to this trend. Mexico alone experienced over 483% year-over-year growth in hybrid tech skills such as software testing and server administration.

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 or IT 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 emphasis on related skills like DevOps and cloud computing.

2 Collaboration is top priority for remote companies

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 Latin America, taking the top spot for year-over-year growth in Brazil, Colombia, and Argentina.

But in 2020, leaders across every industry were forced to quickly prioritize solutions to 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.

Collaboration 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 Latin American region.

Argentina

1. JIRA
2. Google Flutter
3. Digital marketing
4. Microsoft Teams
5. Test Driven Development



Brazil

1. Communication
2. Personal productivity
3. Microsoft Word
4. REST API
5. AWS Certified Solutions Architect - Associate



Chile

1. Personal productivity
2. Software testing
3. Microsoft Certification
4. ISTQB Certified Tester Foundation Level (CTFL)
5. AWS Certified Solutions Architect - Associate



Colombia

1. Typescript
2. Excel
3. Postman
4. Speed reading
5. Java EE



Mexico

1. PI/SQL
2. Microsoft Certification
3. Jenkins
4. AWS Certified Cloud Practitioner
5. REST API



Peru

1. Google Flutter
2. Communication
3. Typescript
4. Node.Js
5. PI/SQL



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 their careers for changes by expanding their technical expertise. Encourage everyone to develop collaboration skills that will serve them in remote and colocated work environments.

And if you're looking for even more guidance, our team of Udemy for Business learning experts in LATAM 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. The 2021 Latin America Workplace Learning Trends Report is based on data from the learning behavior of companies in Latin American 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.