Advances in digital technologies are impacting work and the workforce as the pace of change increases. And working people in Germany are optimistic.

78% excited
84% optimistic
70% positive

New ways of working require new skills. And people in Germany are willing to invest.

85% expect part of their job to be automated
94% feel they need new skills to stay relevant
86% would invest free time to learn new skills

Some working people in Germany are already aware of the skills they need to develop. But employers can do more when it comes to accelerating reskilling.

46% are aware of the skills they need to develop
21% rate employer learning opportunities as excellent
65% believe technology in the workplace can help them learn new skills

Top skill areas people in Germany consider important to develop in order to remain relevant at work:

- Customer service
- Ability to work with intelligent machines
- Ability to change and learn
- Complex problem solving
- Judgment and decision-making

CEOs must be mindful to put their people first and at the center of change to create the future workforce.

Accelerate reskilling
From top to bottom, invest in technical and more human skills such as creativity and judgment. Scale reskilling by using digital technology and set intelligent software to personalize learning.

Redesign work to unlock human potential
Co-create role-based, gig-like employment opportunities to satisfy workers’ demands for more varied work and flexible arrangements. Develop platforms offering a range of resources and services to employees and freelancers alike.

Strengthen the talent pipeline from its source
Address industry-wide skills shortages by supporting longer-term, sustainable solutions. Invest in advanced learning and design curricula that develop relevant skills at the beginning of the talent supply chain.

For more information, please visit: www.accenture.com/HarnessingRevolution