

2025 Value of IT Certification Candidate Report

An analysis of the motivations for and
impacts of IT certification on individuals
and organizations around the globe

Table of contents

Introduction.....02

Executive summary.....04

Key findings.....05

Results.....09

 Why people get certified.....10

 Certification ROI: Candidates.....13

 Certification ROI: Employers25

 Workplace trends.....28

 Continuous skilling.....34

 Exam training and preparation.....39

 A look ahead.....41

Conclusion.....43

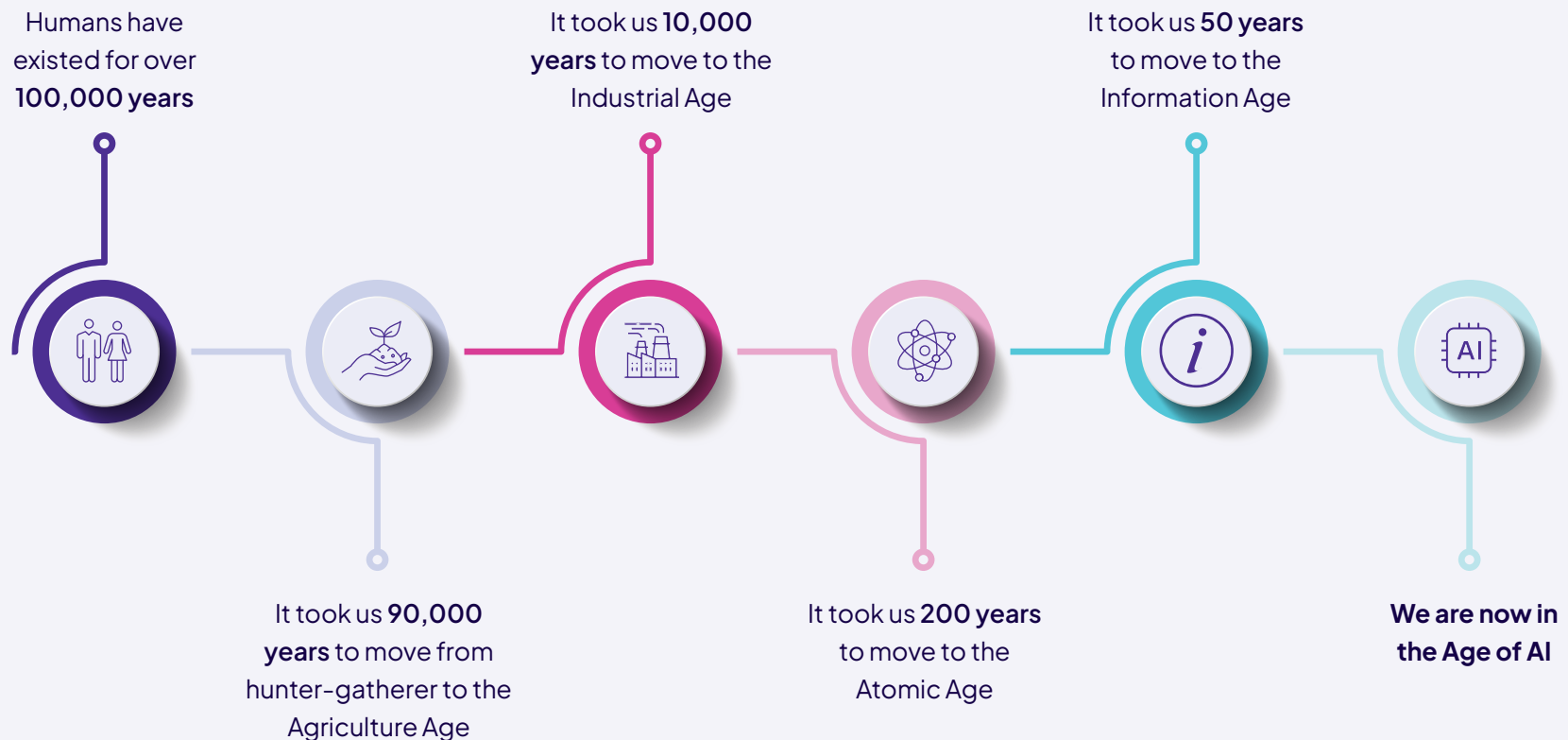
Appendix.....46



Introduction

In an era defined by rapid technological advancement, the value of IT certification has never been more apparent. As we stand on the cusp of the AI revolution, tech professionals must embrace a mindset of continual, lifelong learning to remain relevant and access the best career opportunities. This report explores the evolving landscape of IT certification and its critical role in propelling careers, closing skills gaps, and realizing the potential of cutting-edge technologies.

The Age of AI ushers in lifelong learning and certification



Sources:

2019. *Between Precaution and Responsibility: Genome Editing in Agriculture*. Dürnberger, C (ed.), Pfeilmeier, S (ed.), Schleissing, S (ed). https://www.ufz.de/index.php?en=20939&pub_id=21579

2021. *How people management evolved over time*. Reis, D. <https://www.thinkergy.com/blog/how-people-management-evolved-or-over-time>

Pearson VUE 2025 Value of IT Certification Candidate Report

Introduction

The acceleration of our progress is staggering. The rate at which we reach new ages or eras is increasing. We are now poised to reach multiple eras during our lifetime. Artificial Intelligence (AI) is set to accelerate the rate of innovation even further, reshaping industries and redefining the skills required for success.



Certification emerges as a powerful catalyst to propel professionals toward career success, close critical skills gaps, and realize the potential of cutting-edge technologies like AI.

Executive summary

The *2025 Value of IT Certification Candidate Report*, the ninth in an ongoing series, analyzes the experiences of nearly 24,000 professionals worldwide who earned IT certifications and took their exams with Pearson VUE.

Nearly 24,000 professionals who prepared for and earned IT certifications shared their perspectives and experiences.

This global study spans Asia-Pacific, Europe, UK, Middle East and Africa, Latin America, and North America, offering insights into certification motivations, benefits, and impacts on employers.

We explore why individuals pursue certifications, how they benefit personally and professionally, and the effect on their organizations' performance.

The report also highlights changes in certification trends since our last study. By examining diverse perspectives and experiences, we present a comprehensive view of the IT certification landscape, its current state, and future direction. We invite you to explore these insights illustrating the transformative power of certification.



Key findings

1. Tangible career benefits and advancement:

Certification leads to concrete career benefits, including promotions, salary increases, and the ability to adapt to evolving job responsibilities in a rapidly changing tech environment.



82%

gained confidence to explore and pursue new job opportunities.



63%

received a job promotion or anticipated one at the time of the survey.



32%

received a salary increase after certification and 41% were hoping to receive one. 31% of raises received were above 20%.



Key findings

2. Organizational benefits of certified employees:

Certified employees contribute greater value to their organizations, improving performance, innovation, and peer support.



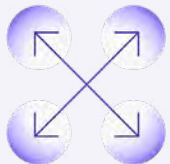
79%

saw an increase
in the quality of their work.



76%

reported an increased ability
to innovate and enhance work
processes and outcomes.



70%

are more productive
on the job.



Key findings

3. The impact of Artificial Intelligence (AI) and emerging technologies:

AI and emerging technologies are reshaping the IT certification landscape, influencing certification priorities and investments for both employers and professionals. This shift is driving significant changes in career development, organizational benefits, and the future of IT learning.

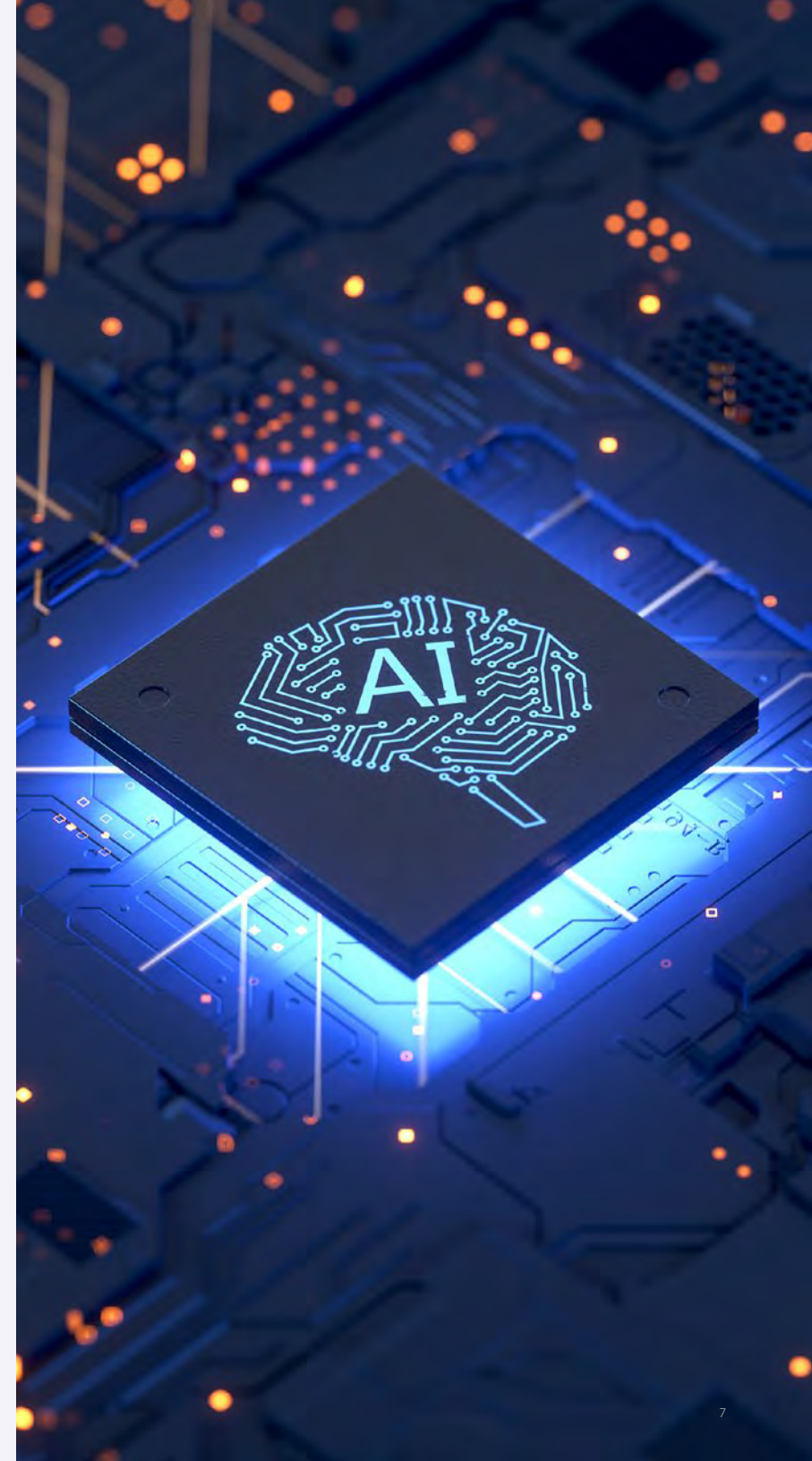
AI has become a key driver in the IT certification field, with a substantial increase in related certifications and investments.

The number of candidates planning to earn a certification in AI and machine learning more than doubled in two years, increasing from 17% in 2022 to 35% in 2024. AI is also the second largest specialty area in which candidates plan to pursue certification.



69%

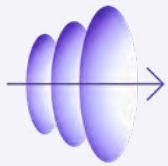
of candidates' employers started or increased investments in AI.



Key findings

4. Continuous learning and future outlook:

Continuous learning through certification has become essential for career longevity in the AI age, with professionals embracing lifelong learning.



84%

of candidates are likely or very likely to pursue another IT certification in the next 12 months.



The number of certifications held **increases significantly** with age and career tenure.



Results

IT certifications have far-reaching impacts on careers, organizations, and the tech ecosystem. From AI investments to salary increases, certification shapes modern IT professionals' journeys and their employers' strategies. Our survey results underscore the critical importance of lifelong learning in the face of accelerating technological advancements.



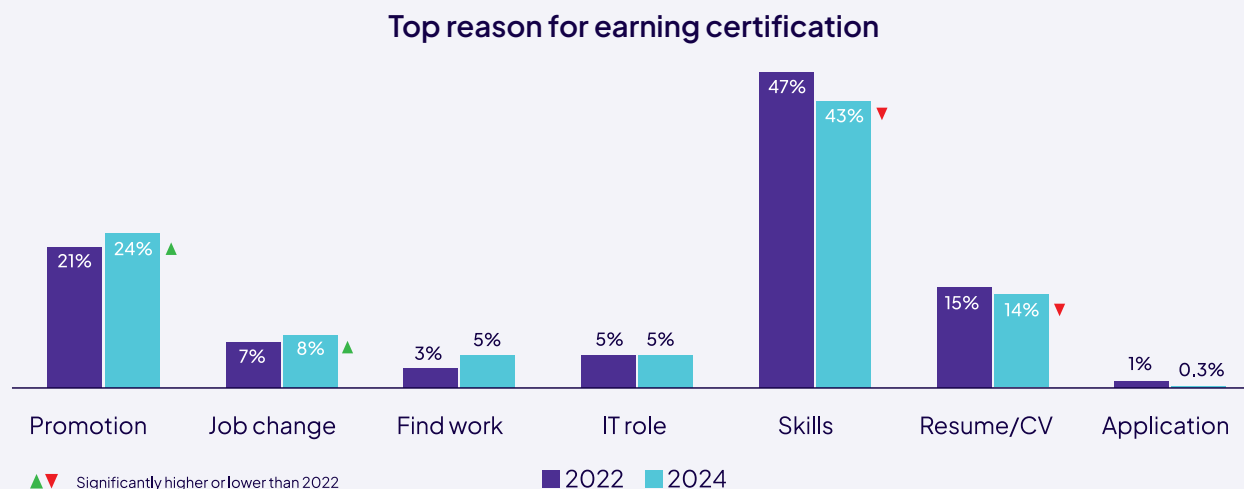
Why people get certified

The need for continuous skilling

In an ever-evolving landscape, technology never stands still—every time we learn something new, it advances, pushing us to keep learning. While this pattern isn't new, the pace of change is accelerating exponentially. Professionals are constantly seeking ways to propel their careers and stay competitive. IT certifications have emerged as a powerful tool for achieving these goals, offering a range of motivations for candidates.

- The majority of candidates cited skilling as their primary reason for pursuing certification, with 43% of respondents selecting this as their top motivation. The next most-mentioned motivation was to qualify for job promotions, as reported by 24% of candidates. Additionally, 14% of candidates indicated that enhancing their resumes and professional profiles was most important.
- Since 2022, the number of candidates primarily concerned with skilling and resume enhancement decreased, while the number hoping to change or find work increased.

Beyond the individual financial benefit of upskilling, the macroeconomic impact is staggering. According to Pearson's 2025 [Lost in Transition: Fixing the “Learn to Earn” Skills Gap](#) report, the U.S. loses \$1.1 trillion annually from inefficient career transitions and learning gaps.





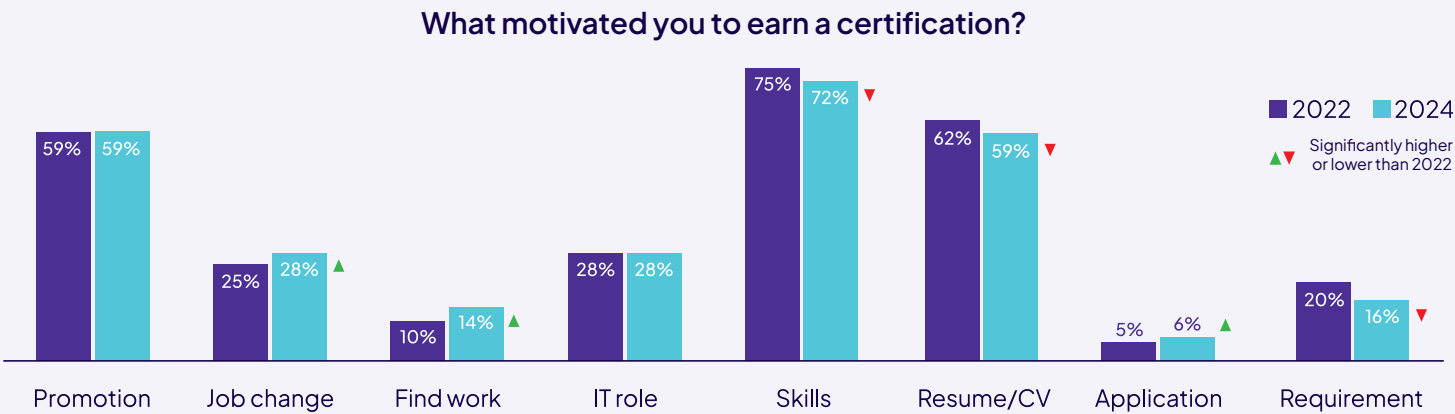
The biggest benefit of obtaining certification is learning, which is a safeguard. The certification exam process requires practice in laboratories and many hours of study and this is the main benefit of certification.



Cloud Professional certification holder, Angola

Why people get certified

- When looking at all reasons cited for pursuing certification, the number of candidates seeking to find work or change jobs is even higher. 14% were seeking new employment, and 28% were hoping for a job change.



- Earning certifications to find work was most common in the Middle East and Africa, where one in every four to five individuals chose this as their motivation. Meanwhile, one in every five North American candidates was seeking a job.
- In Asia-Pacific, 21% of candidates earned certification to fulfill work requirements.

What motivated you to earn a certification? (by geography)							
	Asia-Pacific	UK and Europe	India	Japan	Latin America	Middle East and Africa	North America
Promotion	61%	58%	67%	49%	69%	57%	55%
Job change	28%	23%	32%	18%	28%	35%	34%
Find work	16%	9%	15%	3%	12%	25%	20%
IT role	37%	22%	32%	14%	26%	40%	29%
Skilling	73%	70%	76%	72%	73%	73%	67%
Resume/CV	60%	61%	65%	31%	68%	65%	62%
College application	7%	3%	10%	0%	7%	9%	6%
Required	21%	17%	13%	13%	13%	15%	18%

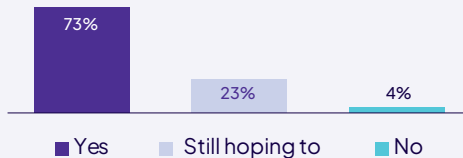
Certification ROI: Candidates

Benefits for test-takers

Pursuing IT certifications is not just about acquiring knowledge; it's an investment in one's career. The returns on this investment can be substantial, ranging from tangible financial rewards to intangible professional growth.

- 96% of candidates we surveyed had already met their personal goal for earning a certification or were still hoping to.

Did you accomplish your goal?



My certifications helped me to get my first job in the IT field. My manager motivated me to earn more certifications in cloud technologies as it would help them get new clients. It was a win-win situation for me and my company.

Certified Operator certification holder, USA

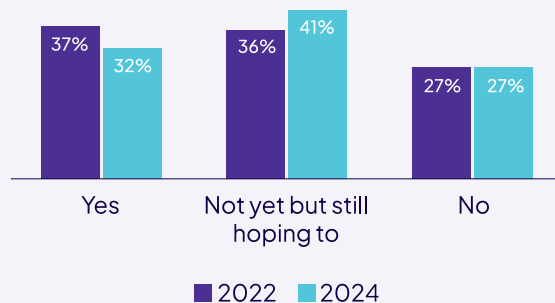


Certification ROI: Candidates

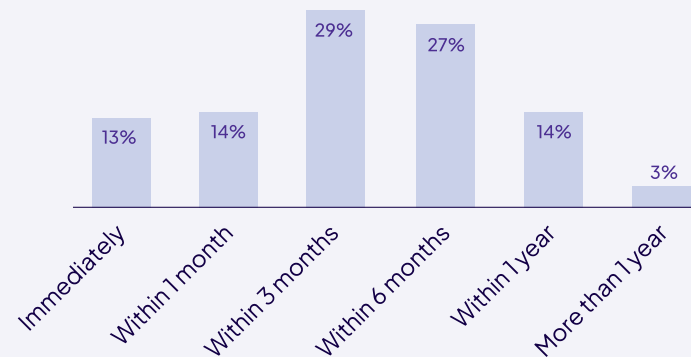
Benefits for test-takers: salary/wage increases

- 32% of candidates received a salary increase after earning certification.
- Of those who earned a pay increase, 56% were rewarded within three months of receiving their certifications. That figure increased to 83% within six months.

Did you receive a salary or wage increase?



How long after earning your certification did you receive your pay increase?



Certification ROI: Candidates

Benefits for test-takers: salary/wage increases

- Most pay increases were between 6% and 20%. Notably, 31% of candidates were granted pay raises above 20%.



- Candidates in India, Latin America, and the Middle East and Africa most frequently reported more than 20% pay increases.

Salary increase by region	Asia-Pacific	UK and Europe	India	Japan	Latin America	Middle East and Africa	North America
Up to 5%	17%	21%	10%	56%	11%	12%	27%
6% – 10%	32%	35%	26%	28%	25%	24%	28%
11% – 20%	23%	24%	24%	10%	26%	21%	22%
21% – 30%	15%	12%	18%	3%	18%	19%	14%
31% – 50%	7%	5%	11%	2%	12%	14%	6%
51% +	7%	3%	10%	1%	10%	11%	3%

● Significantly higher than global average

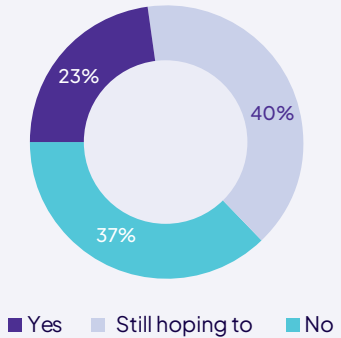
● Significantly lower than global average

Certification ROI: Candidates

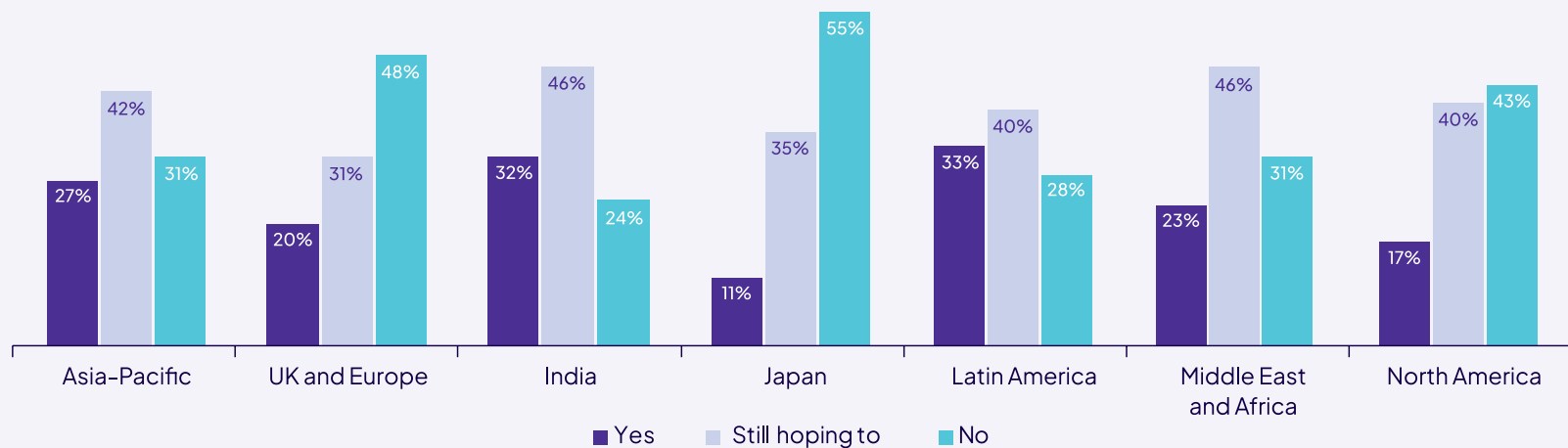
Benefits for test-takers: job promotions

- 23% of candidates received a job promotion due to earning a certification. 40% were still anticipating a promotion.
- Candidates in India and Latin America received job promotions more often than in other regions.
- In India, 32% had received job promotions at the time of the survey and 46% were hoping to. 33% in Latin America received promotions, and 40% were hoping for one.
- Candidates who did not receive promotions were most prevalent in the UK and Europe, along with Japan.

Did you receive a job promotion?



Did you receive a job promotion? (by geography)

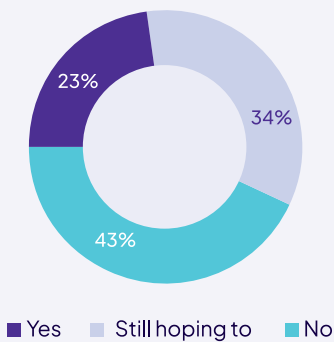


Certification ROI: Candidates

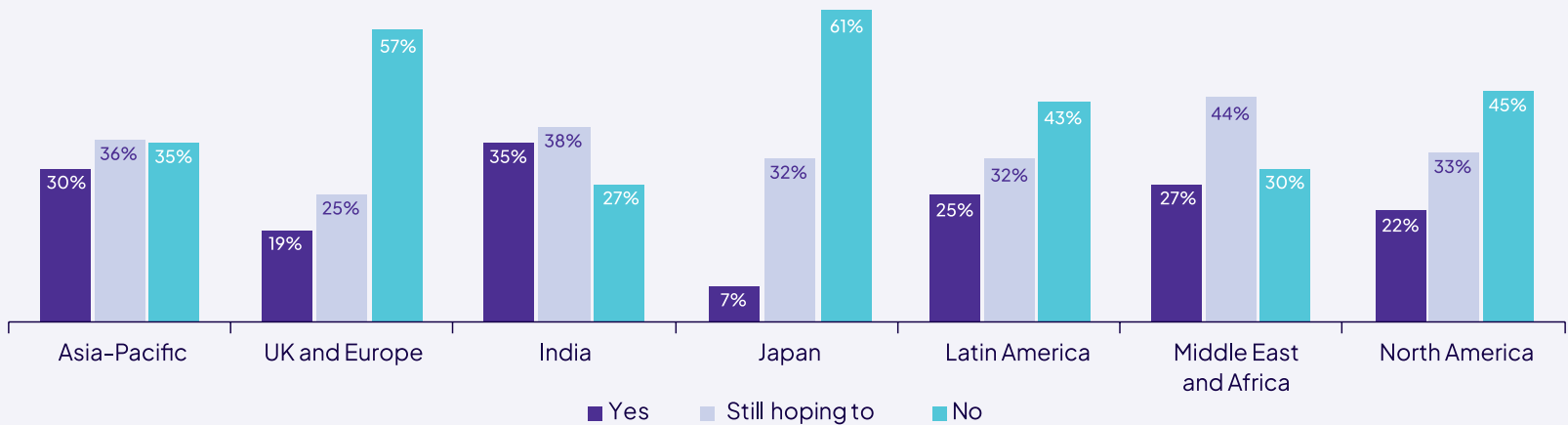
Benefits for test-takers: job in the same industry

- 23% of candidates found new jobs in the same industry after earning their certifications. An additional 34% still hoped to receive new job offers.
- Candidates in Asia-Pacific and India were most likely to have received new jobs in the same industry.

Did you get a new job in the same industry?



Did you get a new job in the same industry? (by geography)





After gaining my Security+ certification, I was finally able to attend Army-provided training and receive my admin rights on Army networked devices.



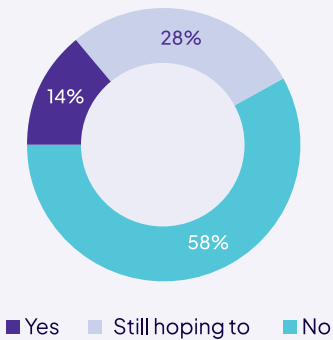
Security certification holder, USA

Certification ROI: Candidates

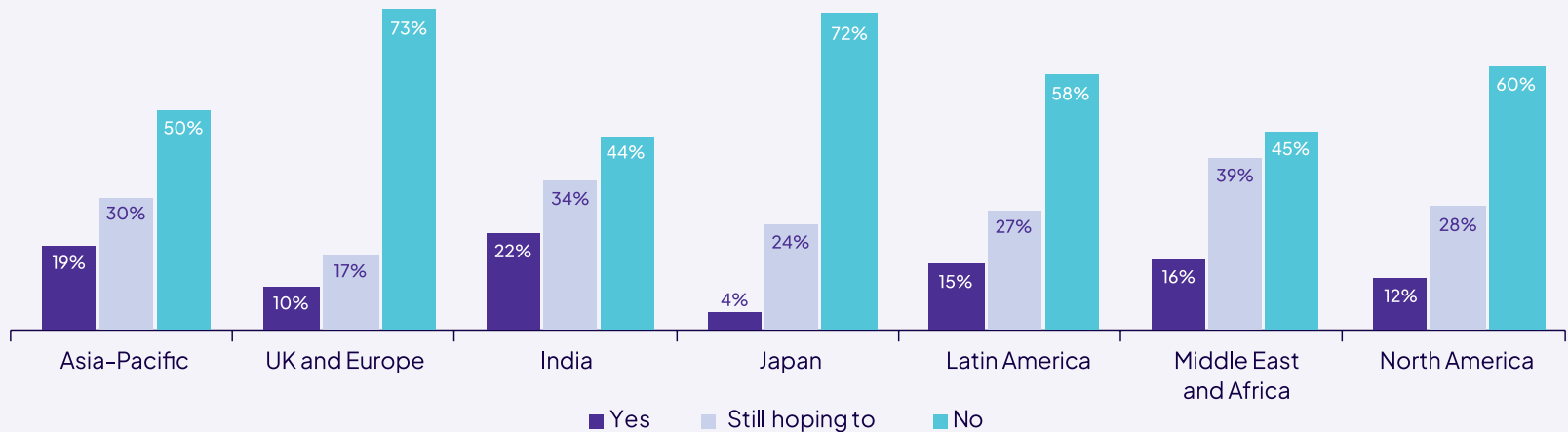
Benefits for test-takers: job in a new industry

- Smaller proportions of candidates received jobs in a new industry, which is not surprising since candidates transitioning to new industries comprise a much smaller percent (8%).

Did you get a new job in a new industry?



Did you get a job in a new industry? (by geography)





I transitioned from pharmacy to cybersecurity and find it much more rewarding!

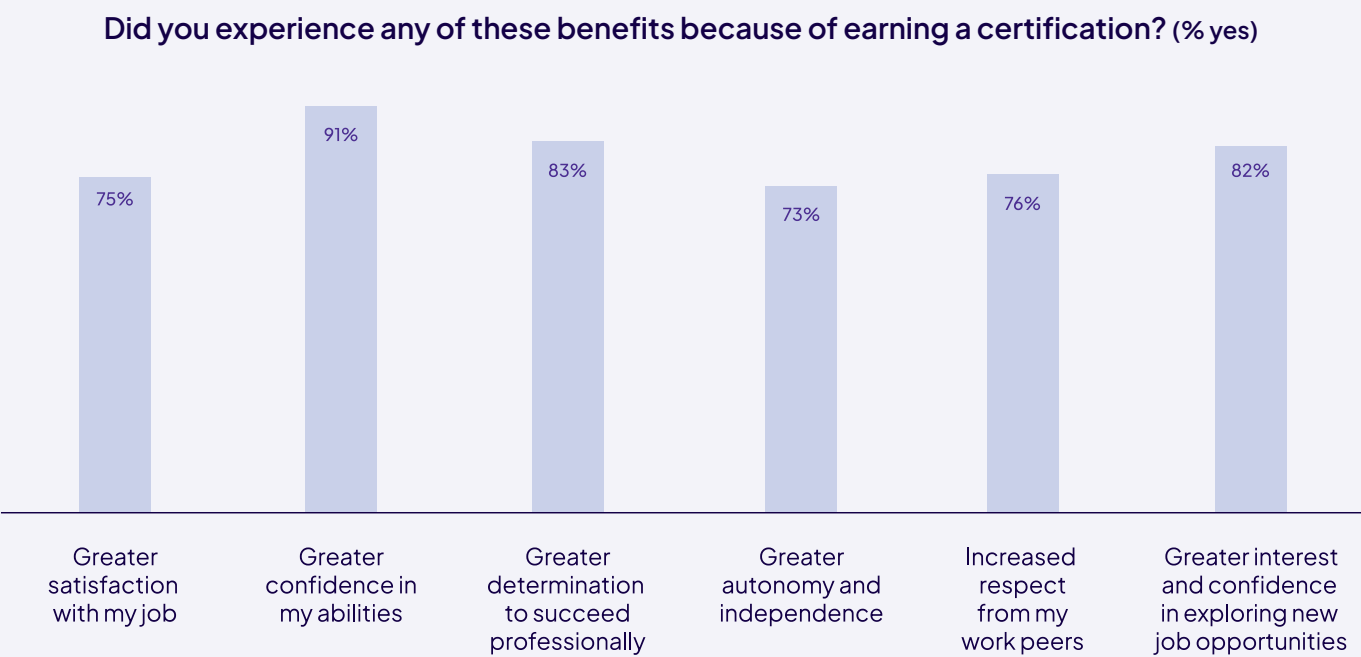


Cybersecurity certification holder, Saudi Arabia

Certification ROI: Candidates

Benefits for test-takers: Intrinsic rewards

- Candidates received many intrinsic benefits from earning a certification, including feeling more confident in their abilities, greater determination to succeed professionally, and greater confidence in exploring new job opportunities.





Earning certification validates your expertise, helps you gain recognition from peers and employers, sets you apart from other candidates in a competitive job market, and provides a sense of personal accomplishment.



Certified Cloud Practitioner, South Africa

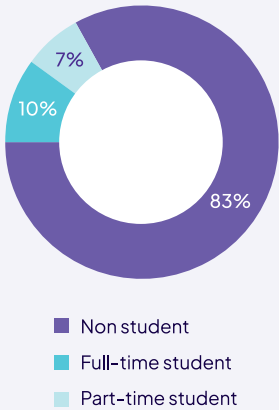


Certification ROI: Candidates

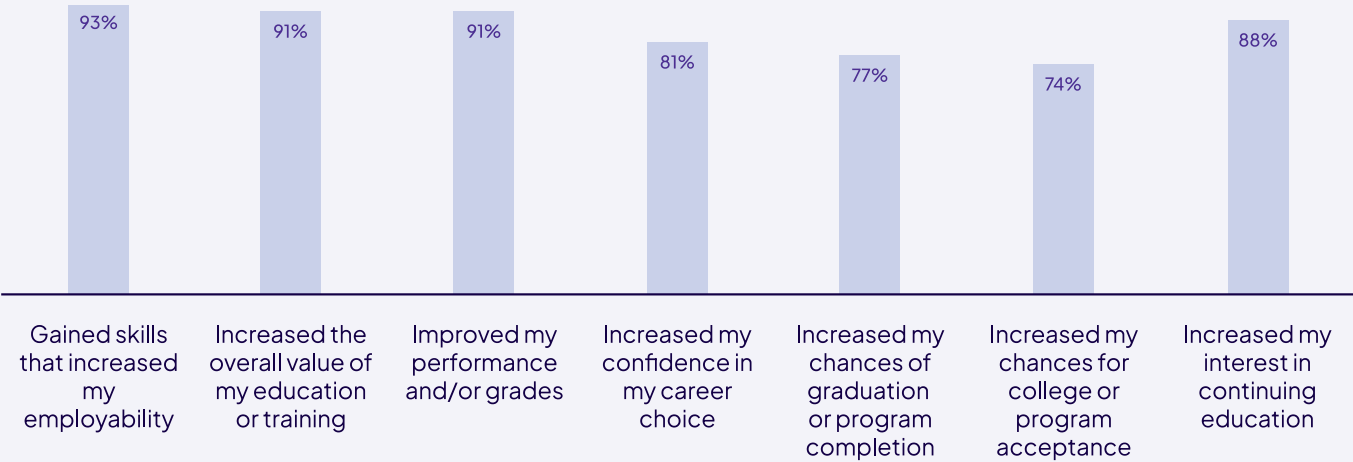
Benefits for students

For students entering the IT field, certifications are a bridge from academic learning to real-world application. These credentials are increasingly becoming a valuable complement to traditional education. 17% of the credential earners were full- or part-time students. Students report positive outcomes from certification, such as improved employability, deriving more value from their education, and better grades.

Student status



Did you experience any of these benefits because of earning a certification? (% yes)





Earning IT certification as a student provides the following crucial benefits: Expanded knowledge and skills in a specific IT area, enhanced academic performance, and future career prospects.



Certified Media Planning certification holder, Vietnam

Certification ROI: Employers

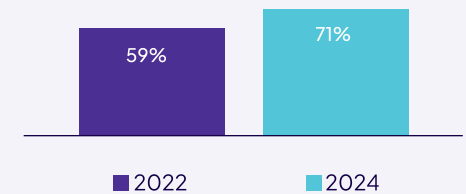
Benefits for employers

Organizations increasingly recognize the value of certified employees and are investing more in upskilling their existing teams. 71% of candidates reported that their employers increased investments in IT skills training, a significant jump from the 59% reported in 2022. Increases in employer-sponsored training were more prevalent in India, and although fewer candidates in Japan reported increases, this number increased 18 percentage points since 2022.

In the United States specifically, this global trend is reinforced by findings from Pearson's Skills Outlook reports. From the [2023 Skills Outlook: Employee View](#) report, U.S. workers show strong interest in employer-provided development, with 74% preferring to learn via their employer. The importance of continued training is particularly relevant, as IT roles continue to show strong growth in the U.S. market according to Pearson's [2024 Skills Map - United States](#). Among American workers, 92% expect their workplace to maintain or increase learning and development opportunities, and more than three in four employed workers anticipate needing continuous learning throughout their careers.

Further, the increase in employer-sponsored training reflects a positive trend towards the learning culture advocated for in the Pearson [Lost in Transition](#) report as a key element in "fixing" the skills gap, where organizations actively invest in employee development and integrate learning into their mission and values.

Did your employer increase investments in training and certification 2022–2024?
(% responding 'yes')

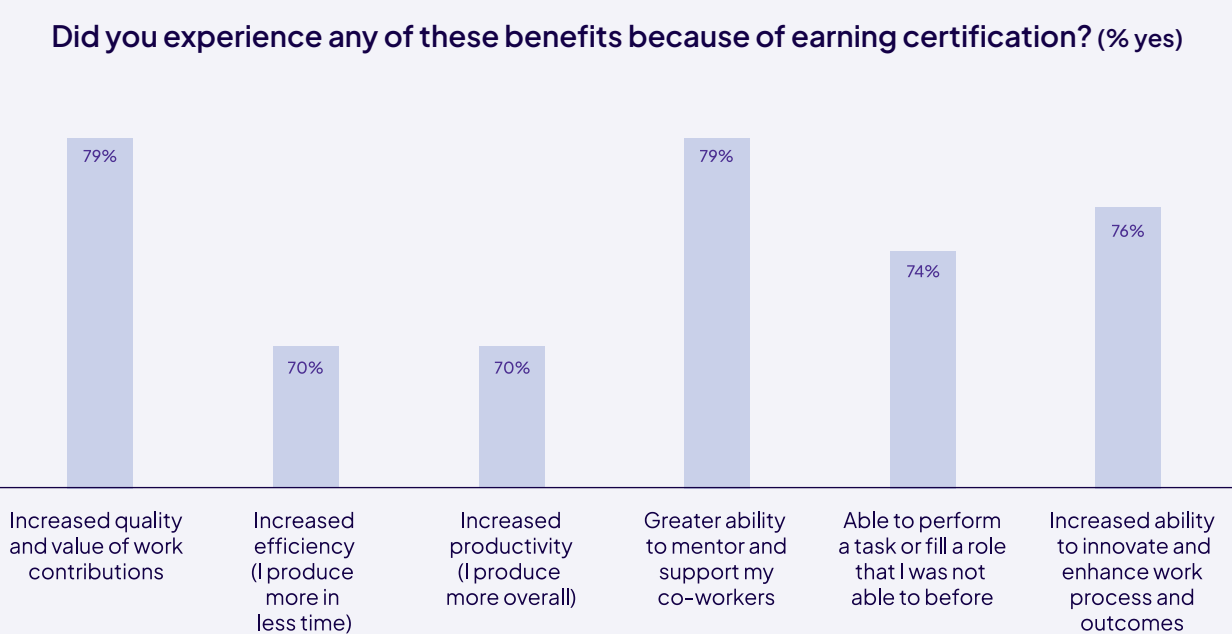


Certification ROI: Employers

IT certification investments help drive tangible business results

As we’ve seen in previous surveys, the benefits of IT certification go beyond those who earn them, positively impacting their employers as well. More than 70% of credentialed employees report increases in their work quality, productivity, and ability to mentor peers.

According to Skillsoft’s 2023 *IT Skills & Salary Report*, skilling, upskilling, and certifying can pay big dividends for organizations, further underscoring the value certified employees offer.



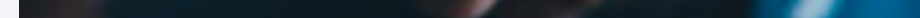


“

My understanding has deepened, and I am now able to make more useful suggestions to customers.

—

Information Security Management Certified Associate, Japan

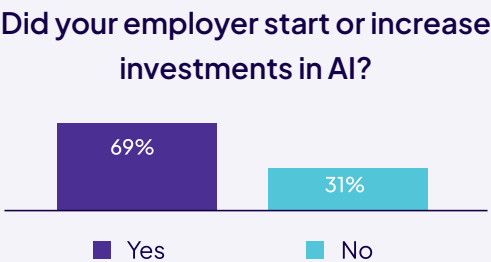


Workplace trends

Artificial intelligence and machine learning

As we stand on the cusp of an AI revolution, individuals and organizations recognize the transformative potential of these technologies.

- 69% of candidates reported that their employers have either started or increased investments in AI. In India, 82% of candidates reported increases in AI investments by their employers.



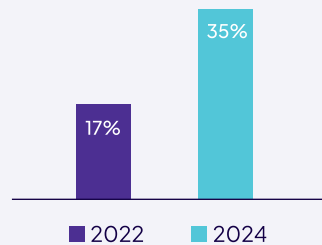
Did your employer start or increase investments in AI?							
	Asia-Pacific	UK and Europe	India	Japan	Latin America	Middle East and Africa	North America
Yes	68%	69%	82%	71%	69%	62%	63%
No	32%	31%	18%	29%	31%	38%	37%

● Significantly higher than global average

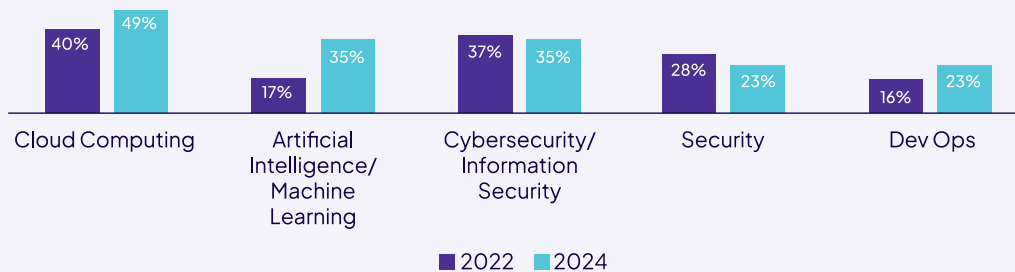
● Significantly lower than global average

Workplace trends

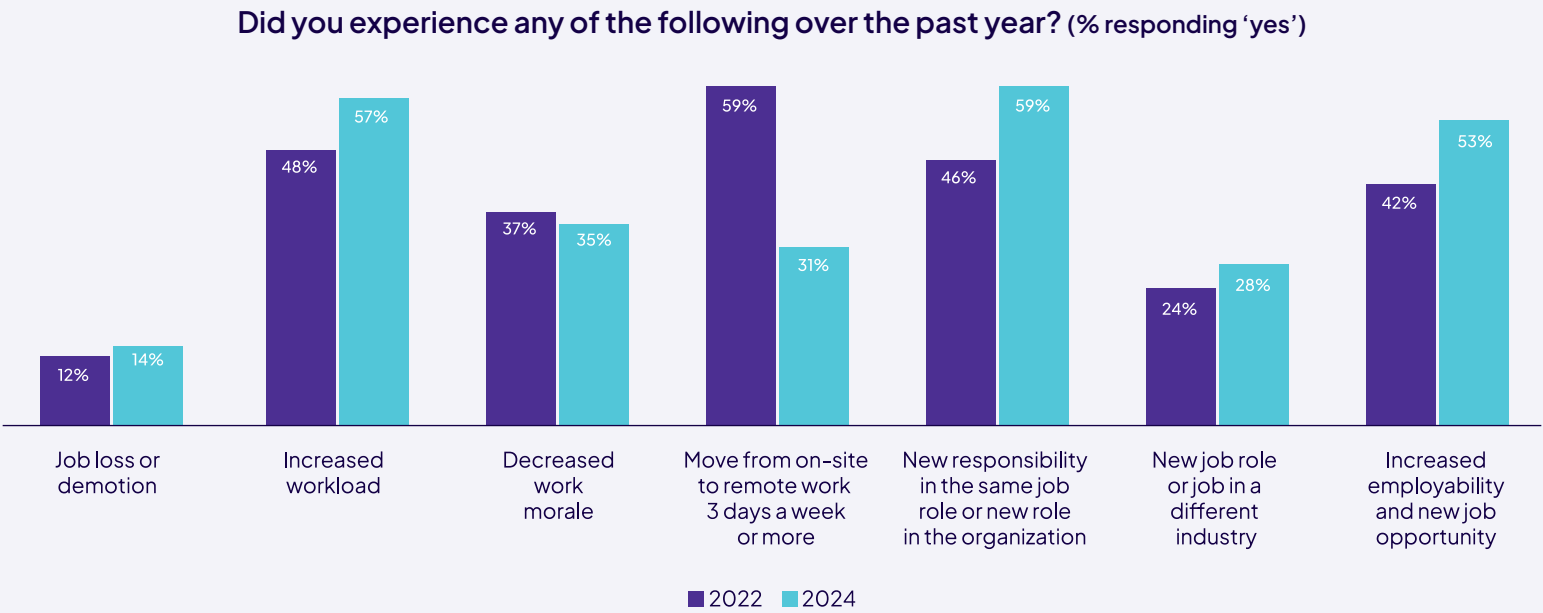
Not surprisingly, the number of candidates who plan to earn AI credentials has increased significantly.



Top 5 specialty areas of interest



Workplace trends



Did you experience any of the following over the past year? (% yes)

	Global average	Asia-Pacific	UK and Europe	India	Japan	Latin America	Middle East and Africa	North America
Job loss or demotion	14%	18%	13%	13%	4%	18%	15%	17%
Increased workload	57%	62%	52%	49%	54%	64%	60%	56%
New responsibility in the same job role or new role in the organization	59%	63%	55%	67%	44%	67%	64%	53%
New job role or job in a different industry	28%	33%	26%	34%	15%	29%	34%	24%
Decreased work morale	35%	39%	41%	28%	32%	36%	32%	40%
Move from on-site to remote work 3 days a week or more	31%	30%	32%	32%	29%	37%	33%	23%
Increased employability and new job opportunities	53%	56%	51%	57%	31%	62%	66%	49%

● Significantly higher than global average

● Significantly lower than global average

Workplace trends

Skills gaps and outsourcing

As the demand for IT talent intensifies, organizations are adapting their strategies to attract, retain, and develop skilled professionals. This has led to some notable shifts in how companies approach IT staffing and development.

- Globally, 54% of candidates reported that attracting and retaining IT talent has become increasingly more difficult. Above-average IT talent shortages were reported in Asia-Pacific, the UK and Europe, and Latin America.

Difficulty attracting or retaining IT talent by region

	Global average	Asia-Pacific	UK and Europe	India	Japan	Latin America	Middle East and Africa	North America
Yes	54%	58%	58%	54%	52%	58%	49%	47%
No	46%	42%	42%	46%	48%	42%	51%	53%

● Significantly higher than global average ● Significantly lower than global average

- Increased reliance on outsourcing IT expertise also grew during the same time period.

Increases in IT outsourcing by region

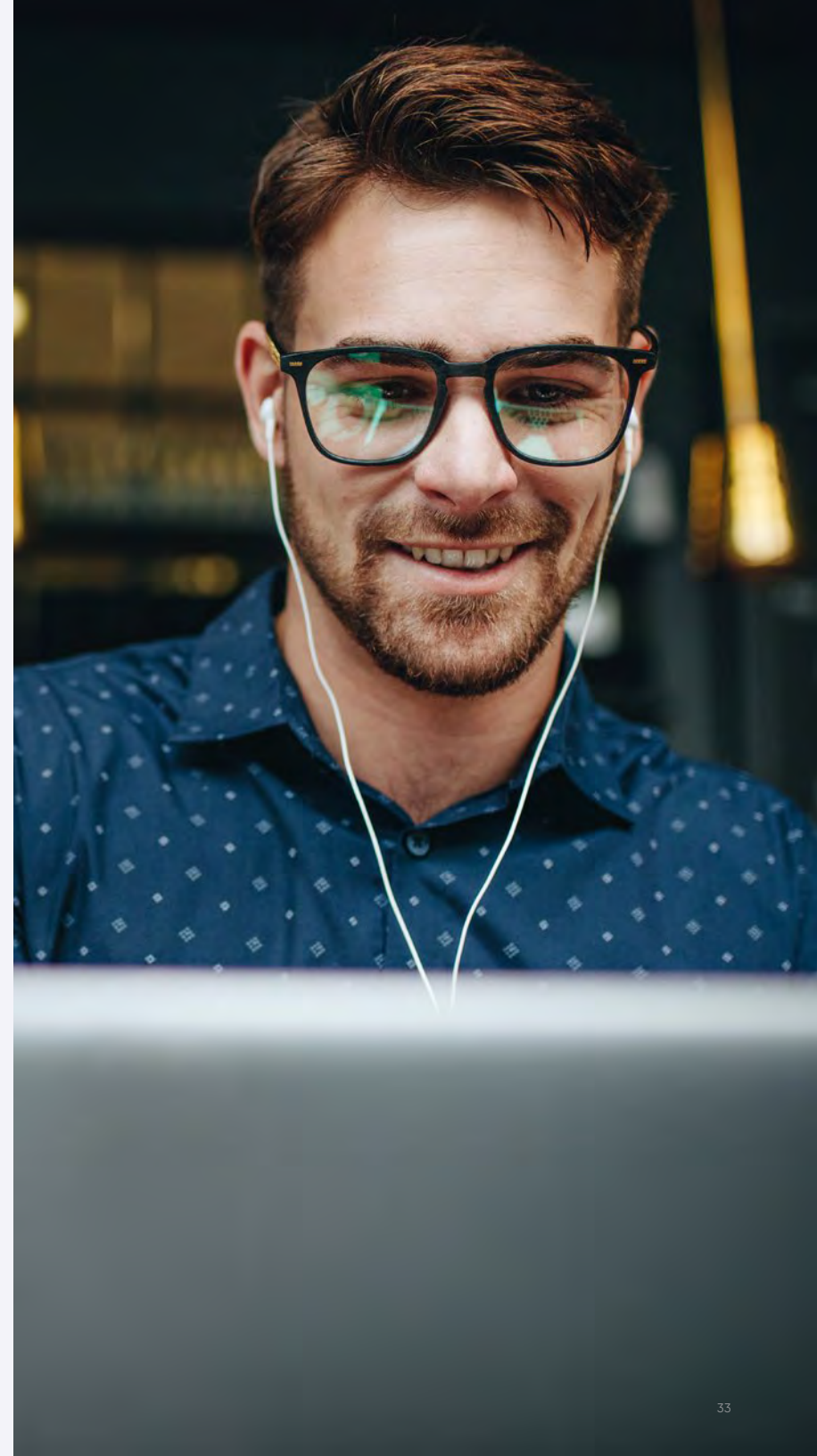
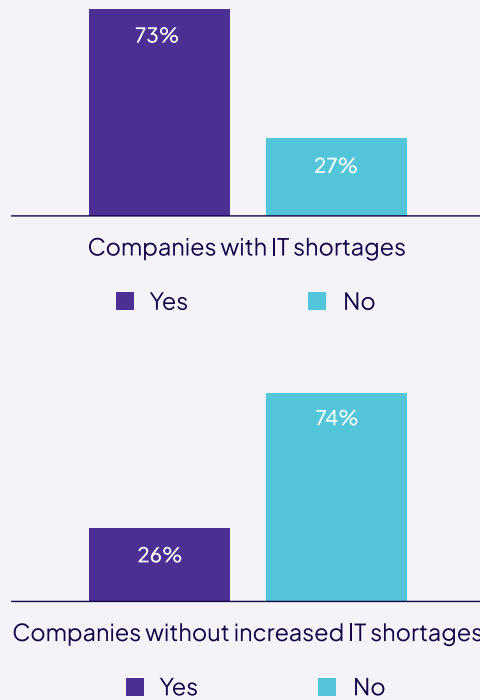
	Global average		Asia-Pacific		UK and Europe		India		Japan		Latin America		Middle East and Africa		North America	
	2022	2024	2022	2024	2022	2024	2022	2024	2022	2024	2022	2024	2022	2024	2022	2024
Yes	40%	52%	49%	57%	42%	44%	41%	63%	29%	55%	37%	51%	39%	54%	39%	41%
No	61%	48%	51%	43%	58%	56%	59%	37%	71%	45%	63%	49%	61%	46%	61%	59%

● Significantly higher than 2022 ● Significantly lower than 2022

Workplace trends

A comparison of companies that report IT expertise shortages with those that do not reveals that outsourcing occurs primarily to fill skills gaps. 73% of companies with skills gaps outsource, while only 26% of companies not facing shortages in IT expertise do.

Did your employer increase IT outsourcing?



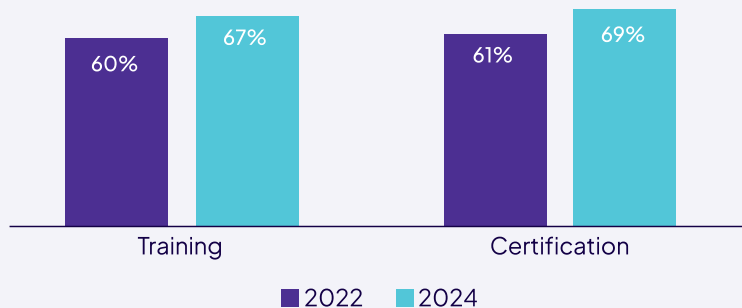
Continuous skilling

Investment in IT training and certification

Continuous learning is not just beneficial—it's essential. Both individuals and organizations are recognizing this, as reflected in their investment patterns.

- IT professionals and employers increased IT skilling and certification investments over the past 18 months.
- Despite increases in employer-sponsored training, the number of candidates who personally invest in training has also increased. Candidates who increased their investments in both training and certification rose significantly.
- These investments underscore Pearson's [Lost in Transition](#) report, which advocates for savings accounts for lifelong learning, and other innovative financing mechanisms that empower individuals to invest incrementally in skills development throughout their careers.

Did you increase your investments in IT training and certification this past year? (% yes)

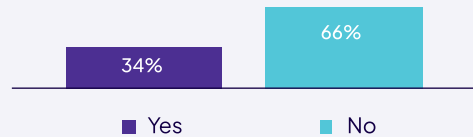


Continuous skilling

Certification, a lifelong pursuit

- 66% of candidates who obtained a certification in 2024 held multiple certifications, averaging **6.7 certifications each**.

Is this your first IT certification?



- The average number of certifications earned increases with job tenure, demonstrating candidates' commitment to continuous learning and the need to constantly refresh and expand skills.

Average number of certifications earned, by job tenure





Beyond professional growth, obtaining the IT certification has motivated me to continuously seek new learning opportunities and stay abreast of emerging technologies in the ever-evolving IT landscape.



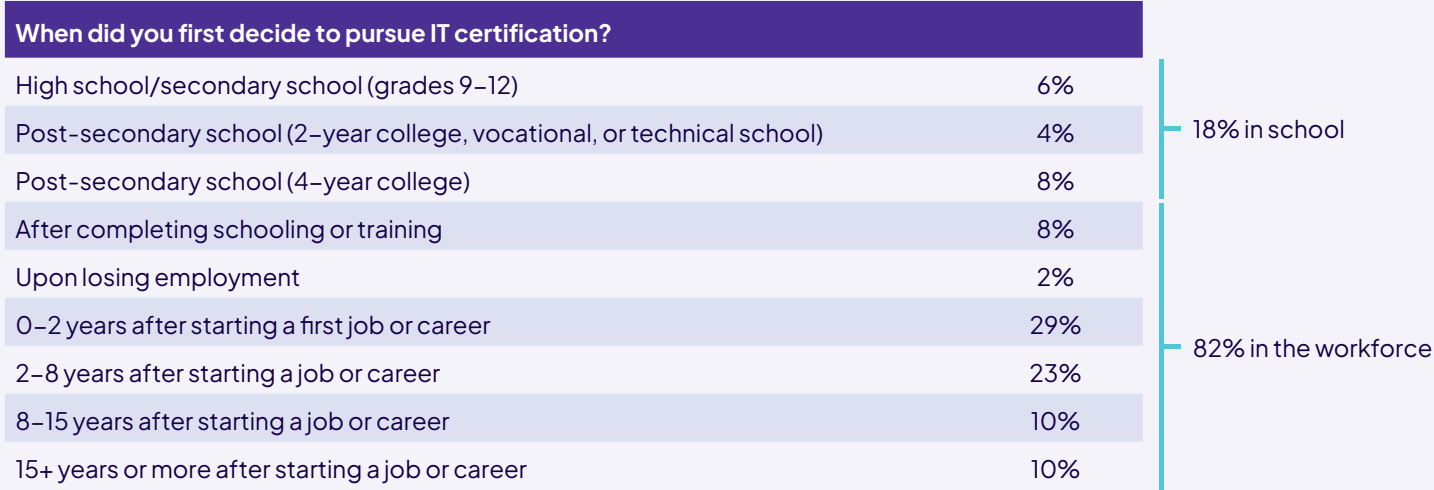
Cloud certified professional, UAE

Continuous skilling

Pursuing certifications earlier leads to more credentials over lifetimes

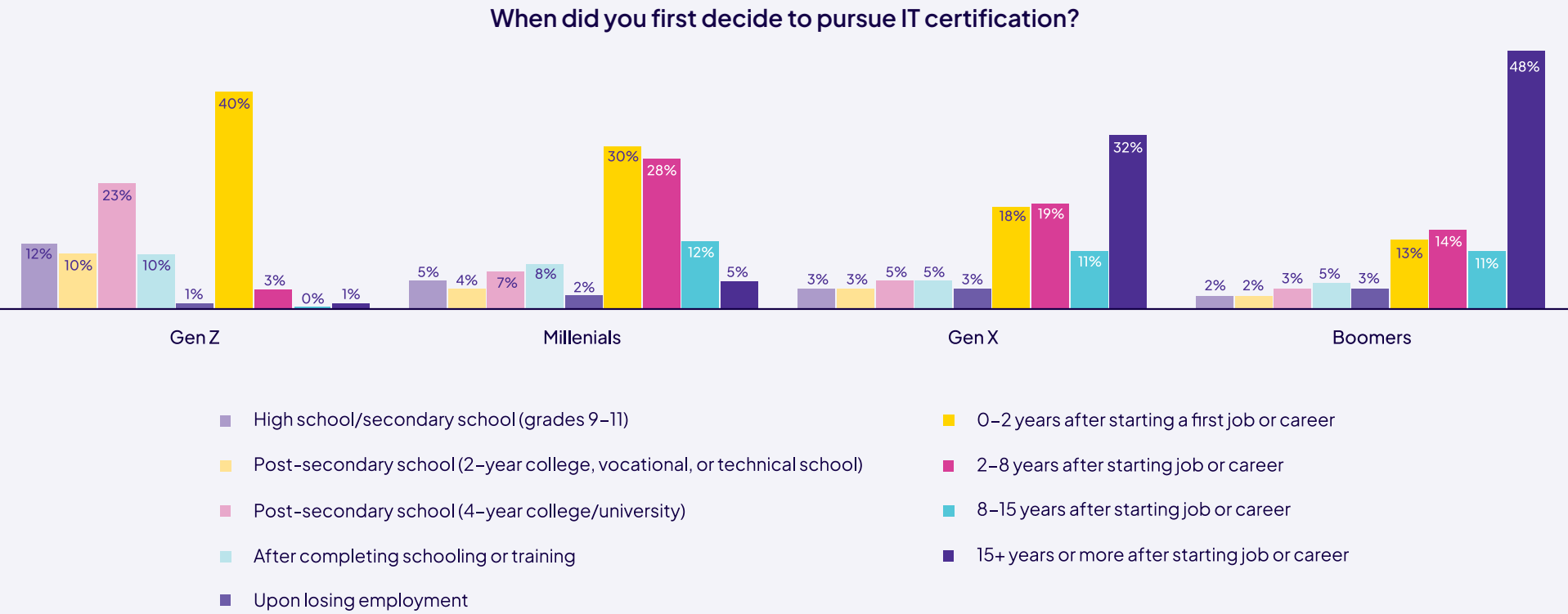
This year’s survey confirms that certification is being pursued by younger audiences.18% of candidates first considered certification as students and for 6% this occurred in high school.

Early certification offers a dual advantage: it fosters a lifelong learning mindset and can contribute to a faster transition from education to employment. Pearson’s [Lost in Transition](#) report reveals that shortening the transition time between formal education and work from 24 weeks to 18 weeks could deliver an additional \$40 billion to annual U.S. earnings.



Continuous skilling

12% of Gen Z respondents began their certification journey in high school. As candidates start earning certifications at younger ages, the number of certifications earned over a lifetime will increase.



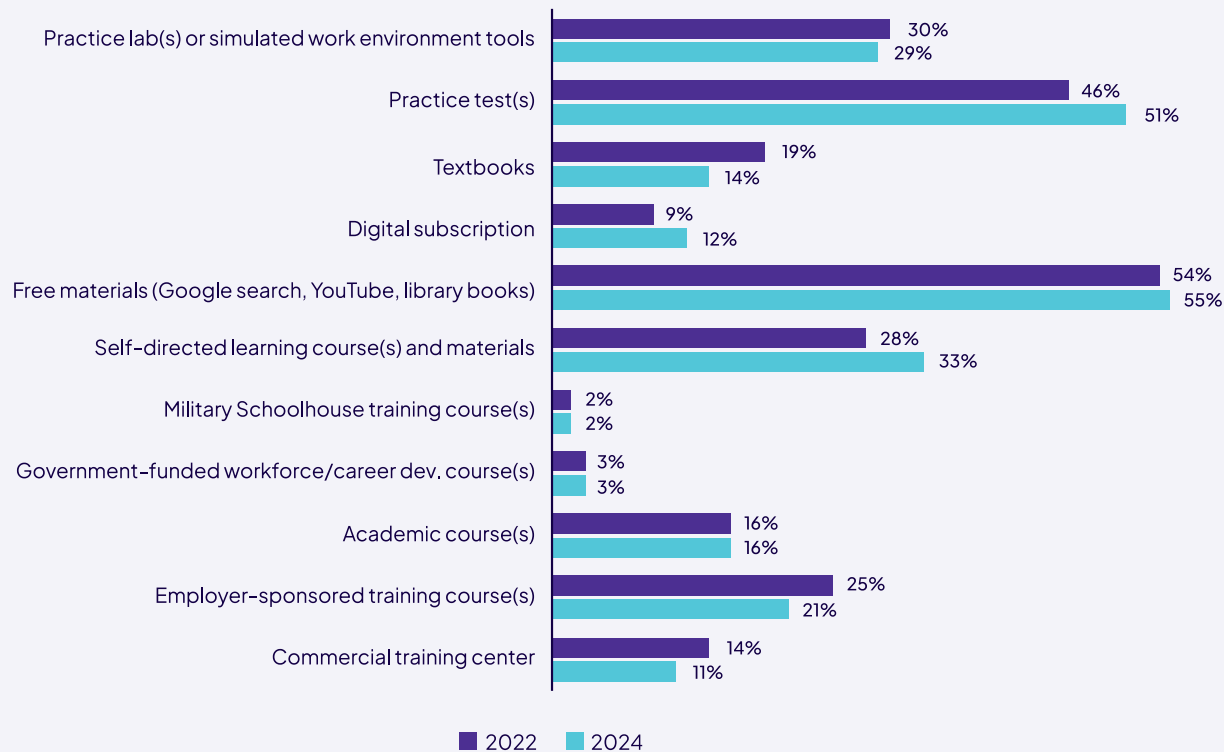
Exam training and preparation

Preparation methods

Recent data reveals a shift in how IT professionals approach exam preparation, with self-directed learning gaining prominence over traditional methods. This trend reflects both the increasing quality of online resources and the growing confidence of tech professionals in tailoring their learning experiences.

- Participation in employer-sponsored training and commercial training centers for exam preparation decreased, while self-directed learning increased from 28% to 33% in 2024.

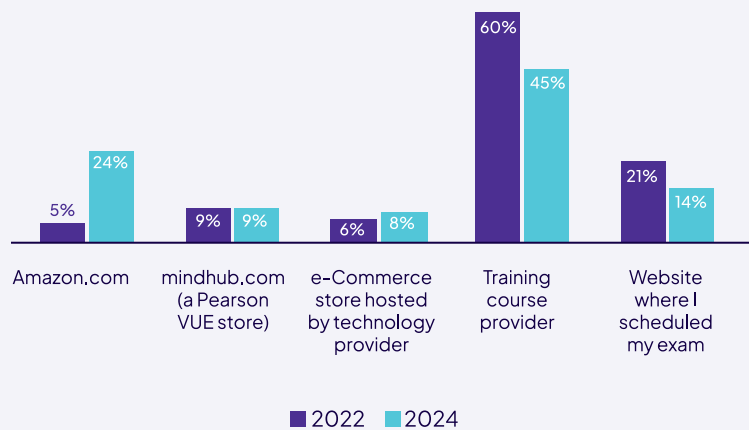
How did you prepare for your certification?



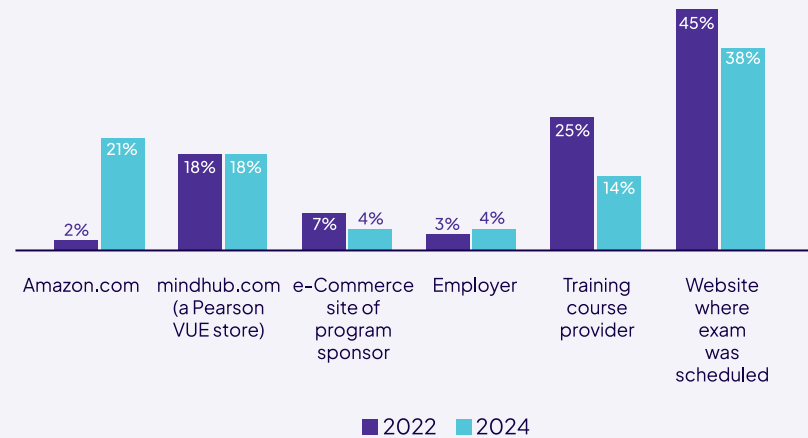
Exam training and preparation

- The proportion of candidates purchasing training and certification vouchers from training course providers and from exam provider websites has decreased significantly, while Amazon.com purchases have increased.

Source of training purchase



Source of certification exam voucher purchase



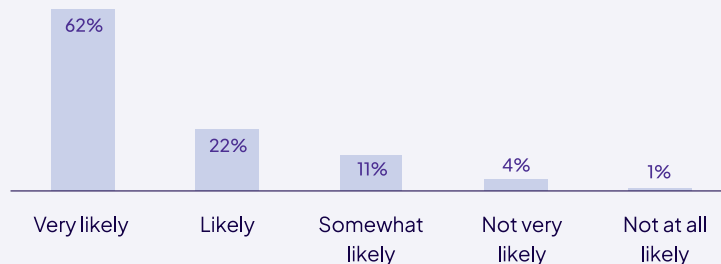
A look ahead

Future plans

The future of IT certification looks bright, with professionals committed to continuous learning:

- 84% of candidates are likely or very likely to pursue additional certifications in the next 12 months.
- The top specialty areas of interest are emerging technologies such as cloud computing (49%), AI/machine learning (35%), and cybersecurity (35%).
- The emergence of AI systems with supercharged reasoning and decision-making powers will spur demand for new skills—think prompt engineers, data curators, or responsible AI specialists—as well as for complementary human skills such as critical thinking, judgment, empathy, adaptability, and problem solving. But every industry and profession will be affected to some degree.*

How likely are you to earn another certification in the next 12 months?



A comparison of specialties of interest

Specialty of Interest	2022	2024	change
Cloud Computing (IaaS, PaaS, SaaS)	40%	49%	9%
Artificial Intelligence/ Machine Learning	17%	35%	18%
Cybersecurity / Information Security	37%	35%	-3%
Security	28%	23%	-5%
DevOps	16%	23%	7%
Analytics, Big Data, and Data Warehouse	15%	18%	3%
Application (Software) Development	12%	17%	4%
Virtualization	23%	15%	-8%
Servers	17%	14%	-4%
Networking and Wireless	22%	14%	-9%
Database Administration and Development	8%	12%	3%
Web Development	9%	10%	1%
Project Management, Agile, and/or Scrum	10%	10%	0%
Storage	13%	10%	-3%
IoT/Cloud Convergence	11%	9%	-2%
Operating Systems	10%	9%	-2%
Business Skills	11%	9%	-2%

Specialty of Interest	2022	2024	change
Leadership and Management	8%	7%	-1%
Enterprise Architecture	7%	7%	-1%
Business Applications and Desktop Productivity	7%	5%	-2%
CRM and ERP	8%	5%	-3%
Open Source	5%	4%	0%
Quality Assurance	3%	4%	1%
Help Desk	4%	3%	-1%
3D Modeling/CAD	2%	3%	0%
e-Commerce or e-Business	4%	3%	-2%
Game Development	3%	3%	0%
Mobile	4%	3%	-1%
Collaboration, Telephony, and Video or Web Conferencing	3%	2%	-2%
Middleware	2%	2%	0%
Extended Reality (AR, VR, MR)	2%	2%	-1%
Voice Engineering	3%	1%	-1%
Multimedia Production and Graphic Design	2%	1%	-1%

Conclusion

In our *2023 Value of IT Certification Candidate Report*, we surmised that IT certifications helped to address the constant demand for tech skills amid a global talent shortage – and that employers were more willing than ever to fund their pursuit.

Nearly two years on, the landscape still shows an ongoing skills shortage, but also that candidates were more likely to fund their own certifications.

Talent shortages continue to challenge organizations across the globe, particularly in cutting-edge fields like AI and machine learning.

Employers are increasingly seeking certified professionals to fill crucial skills gaps, recognizing the value of validated expertise in a fast-evolving technological landscape.



Conclusion

This year's survey proves ...

The rise of AI is reshaping the skills landscape, with a significant increase in professionals pursuing AI and machine learning certifications, which suggests they recognize the seismic shift represented by these emerging technologies.

Continuous learning has become a cornerstone of career development, with many tech professionals independently investing in their education.

The tangible benefits of certification, including salary increases and job promotions, continue to drive professional development efforts.



Conclusion

Embracing the future of AI through lifelong learning

The era of AI is our new reality. Equipped with AI skills, knowledge, and the ability to pivot with this transformative technology, opportunities we have yet to imagine will emerge. As we move deeper into the AI era, IT certifications will continue to demonstrate their value across industries on a global scale, serving as validated expertise and a commitment to lifelong learning.

The future belongs to those who embrace continuous skill development, adapt swiftly to technological shifts, and proactively future-proof their careers. In this new age of rapid innovation, certification stands as a powerful tool for navigating the exciting, yet challenging, path ahead.

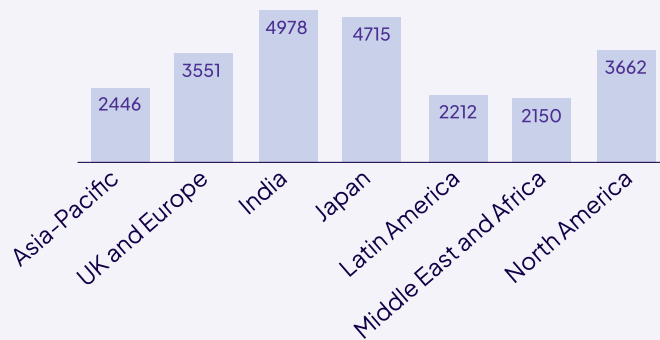


Appendix

Methodology

An online survey was sent to a random sample of 400,000 candidates who took one or more exams with Pearson VUE between March 15, 2023, and March 15, 2024. The first 75 candidates who completed surveys in four regions were offered a \$15 (USD) or equivalent gift card to encourage participation. Responses from 23,714 candidates in 150 countries are included in this report.

The candidates surveyed were located in five regions: Asia-Pacific; UK and Europe; Latin America; Middle East and Africa; and North America. For a more specific perspective on the data, these regions were further segmented to split out India and Japan in Asia-Pacific. The survey was available in English, French, Spanish, Simplified and Traditional Chinese, Korean, and Japanese. Due to rounding, some results may reflect totals slightly higher than 100%.



Appendix

DEMOGRAPHICS

Age of respondents

	Global	Asia-Pacific	UK and Europe	India	Japan	Latin America	Middle East and Africa	North America
18–24	13%	12%	7%	33%	9%	9%	16%	8%
25–34	40%	42%	35%	45%	40%	36%	49%	31%
35–44	29%	31%	32%	19%	23%	35%	26%	34%
45–54	15%	13%	21%	4%	21%	16%	7%	18%
55–64	4%	2%	5%	0%	7%	3%	1%	8%

Gender of respondents

	Global	Asia-Pacific	UK and Europe	India	Japan	Latin America	Middle East and Africa	North America
Male	79%	80%	76%	79%	84%	81%	74%	81%
Female	18%	16%	21%	18%	15%	18%	21%	15%
Non-binary/ Genderqueer/ Genderfluid	0.3%	0.8%	0.1%	0.2%	0.3%	0.1%	0.5%	0.4%
Transgender	0.1%	0.3%	0.0%	0.1%	0.2%	0.1%	0.2%	0.2%
Prefer not to say	2.7%	3.4%	2.6%	2.9%	0.8%	0.7%	4.5%	2.9%
Prefer to self-describe	0.3%	0.1%	0.3%	0.0%	0.1%	0.2%	0.6%	0.5%

Appendix

Education level

	Global	Asia-Pacific	UK and Europe	India	Japan	Latin America	Middle East and Africa	North America
Less than secondary school	1%	1%	1%	1%	0%	1%	1%	1%
Secondary school diploma or equivalent	9%	6%	15%	4%	8%	8%	14%	10%
Associate's degree or technical/vocational school	10%	8%	12%	6%	12%	11%	7%	16%
Tertiary education/bachelor's degree	34%	48%	22%	16%	59%	14%	42%	34%
Graduate or professional degree	46%	36%	51%	73%	20%	66%	36%	40%

Career level

	Global	Asia-Pacific	UK and Europe	India	Japan	Latin America	Middle East and Africa	North America
Not currently employed or a student	5%	5%	3%	9%	2%	2%	10%	7%
Entry-level (0–2 years avg.)	15%	16%	11%	24%	12%	11%	21%	12%
Professional or intermediate level	30%	30%	26%	35%	33%	30%	33%	26%
Mid-level (8–15 years avg.)	24%	25%	23%	21%	28%	25%	21%	25%
Senior level (15+ years avg.)	24%	23%	36%	12%	23%	30%	13%	29%
Not applicable: my current job is not a career	2%	1%	2%	1%	2%	2%	2%	2%

Appendix

Employer size

	Global	Asia-Pacific	UK and Europe	India	Japan	Latin America	Middle East and Africa	North America
Less than 10	9%	9%	8%	11%	3%	9%	16%	11%
10 to 49	9%	11%	10%	4%	5%	10%	18%	6%
50 - 99	8%	8%	7%	3%	6%	13%	10%	6%
100 - 199	8%	10%	9%	4%	8%	10%	10%	6%
200 - 499	9%	11%	9%	5%	11%	12%	10%	7%
500 - 999	8%	11%	8%	4%	10%	8%	8%	7%
1,000 - 1,999	9%	9%	9%	5%	14%	9%	8%	9%
2,000 - 4,999	8%	7%	9%	5%	12%	8%	6%	8%
5,000 - 9,999	6%	6%	6%	5%	7%	6%	4%	7%
10,000 or more	26%	19%	27%	55%	24%	16%	11%	33%

Did your employer increase investments in skills training for IT employees?

	Global		Asia-Pacific		UK and Europe		India		Japan		Latin America		Middle East and Africa		North America	
	2022	2024	2022	2024	2022	2024	2022	2024	2022	2024	2022	2024	2022	2024	2022	2024
Yes	59%	71%	62%	72%	51%	64%	78%	84%	47%	65%	65%	75%	64%	74%	45%	59%
No	41%	29%	38%	28%	49%	36%	22%	16%	53%	35%	35%	25%	36%	26%	55%	41%

Appendix

Certification programs represented

Exam candidates from the following certification programs participated in this survey:

- Amazon Web Services (AWS)
- Arcitura
- Autodesk
- Avaya Inc.
- Baidu
- Broadcom Software
- CDA (Certified Data Analyst)
- CertNexus
- Check Point
- Cisco
- CompTIA
- Dell EMC
- DPtech
- Ericsson
- ESRI (Environmental Systems Research Institute)
- ETEC
- F5 Networks
- Fortinet
- GIAC (Global Information Assurance Certification)
- HPE (Hewlett Packard Enterprise)
- Intel
- ISC2
- JDLA
- JPI - Hitachi IT Platform Technical Certification
- JSTQB
- Juniper Networks
- kintone
- Lenovo
- LPI (Linux Professional Institute)
- LPI-Japan
- Meta
- Microsoft
- NetApp
- Object Mgt. Group (OMG)
- Oracle
- Palo Alto Networks
- QAI (Quality Assurance International)
- Ruijie Networks
- SAS
- Tableau
- Tanium
- UiPath
- UMLTP
- Unity Certification
- VMware
- ZTE

About Pearson

At Pearson, our purpose is simple: to help people realize the life they imagine through learning. We believe that every learning opportunity is a chance for a personal breakthrough. That's why our c. 18,000 Pearson employees are committed to creating vibrant and enriching learning experiences designed for real-life impact. We are the world's lifelong learning company, serving customers in nearly 200 countries with digital content, assessments, qualifications, and data. For us, learning isn't just what we do. It's who we are. Visit us at Pearsonplc.com.

About Pearson VUE

We believe the capacity for growth lies in all of us—the potential to learn, to stretch, to constantly better ourselves. And that when we grow, we not only enrich ourselves, but we make a direct and indelible impact on our professions, communities, and the lives of those around us. Through our worldwide network of test centers and partnerships within virtually every industry, we deliver high-stakes exams empowering professions to certify and license individuals who safeguard and advance their communities across the globe. For more information, visit PearsonVUE.com.

