

STRENGTHENING THE SKILLS OF THE WORKFORCE

The following results are based on the fifth Prudential American Workers Survey conducted by Morning Consult in November 2018.

JOBS, SKILLS & TRAINING LEAD TO ECONOMIC PROSPERITY AND FINANCIAL WELLNESS

85%

of American workers believe that having a job that matches their skill set is essential for economic prosperity.

86%

of American workers say having the right skills to compete in the modern economy contributes to their financial wellness.

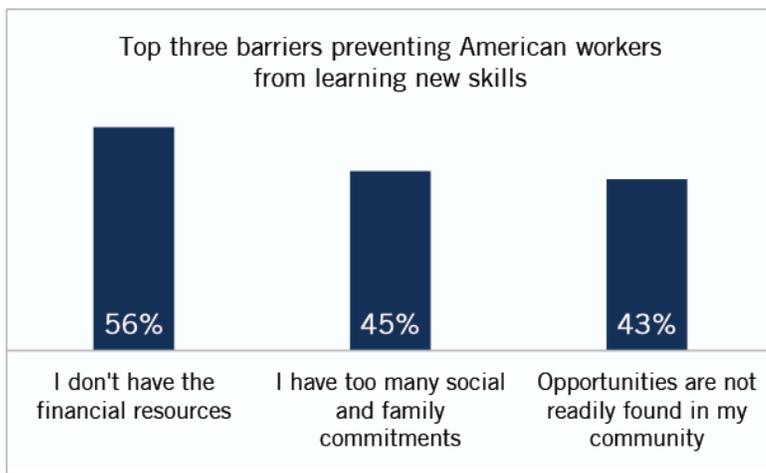
80%

of American workers believe improving their skills enables them to improve their financial wellness.

80%

of American workers say training directly contributes to their economic prosperity.

ACCESS AND FINANCIAL CONCERNS ARE TOP BARRIERS TO SKILL DEVELOPMENT



More than **1 in 4** American workers say opportunities for career advancement are available to them but they lack the skills and training to advance.

What is stopping them from attaining those skills? Access and financial concerns rank at the top of the barriers.

Moreover, nearly **7 in 10** say advancing in their career will require access to reliable transportation and **more than half** of Millennial workers say learning and developing new skills will require access to affordable childcare.

Summary of those that selected each option as one of their top three choices.

HIGHER EDUCATION WORTH THE INVESTMENT

3 in 4 workers with a bachelor's degree or higher say that their college education adequately prepared them for their current career and that it was worth the financial investment. When asked what they think the most important skills for an 18-year-old to learn today are, American workers say:

#1

Written and verbal communication (67%)

#2

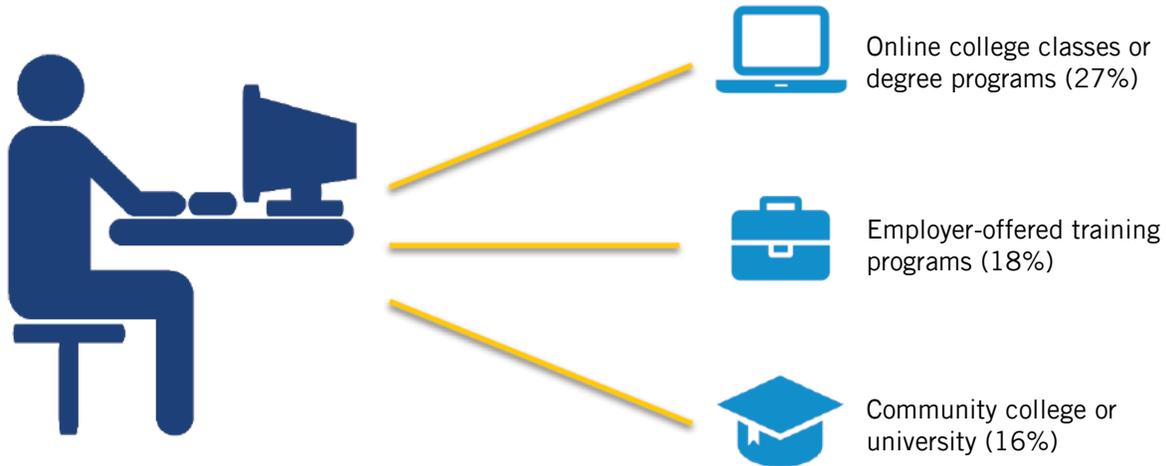
Computer programming/ computer science (54%)

#3

Customer service (44%)

Percentage of those that selected each option as one of their top three choices.

WHERE ARE WORKERS MOST LIKELY TO GO TO LEARN NEW SKILLS?

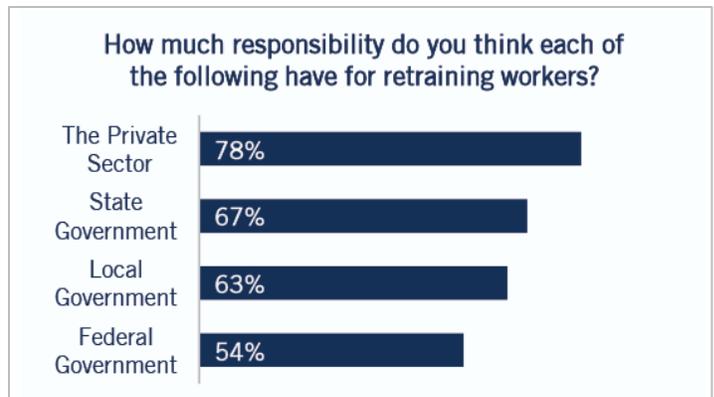


Percentage of those that selected each option as their top choice.

AMERICAN WORKERS EXPECT THE PRIVATE SECTOR TO HELP THEM DEVELOP

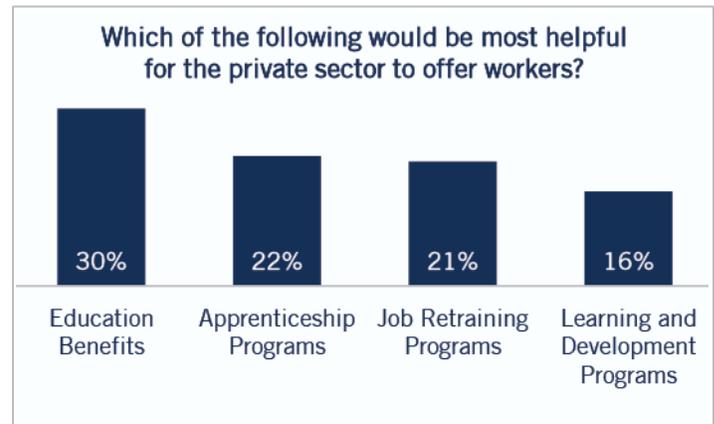
Nearly **4 in 5** American workers say the private sector has responsibility for retraining and nearly **6 in 10** expect their employer to help pay for training and new skills.

In addition, nearly **6 in 10** say their employers' job training programs are effective.



Summary of those that said "a lot or some responsibility."

American workers say providing education benefits such as grants, loans and tuition assistance would be most helpful for the private sector to offer workers, followed by apprenticeship and job retraining programs.



Percentage of those that selected each option as their top choice.

WORKERS WANT JOB STABILITY AND BENEFITS

When asked what qualities American workers most associate with an ideal job, aside from pay, workers say:



DIVERSITY INCREASES ECONOMIC GROWTH

While more than **half** of American workers believe diversity and inclusion is one of the biggest challenges facing the business community, nearly **7 in 10** say their employers are committed to creating a diverse and inclusive workplace.

3 in 4 American workers say diversity...



Increases Creativity



Increases Innovation

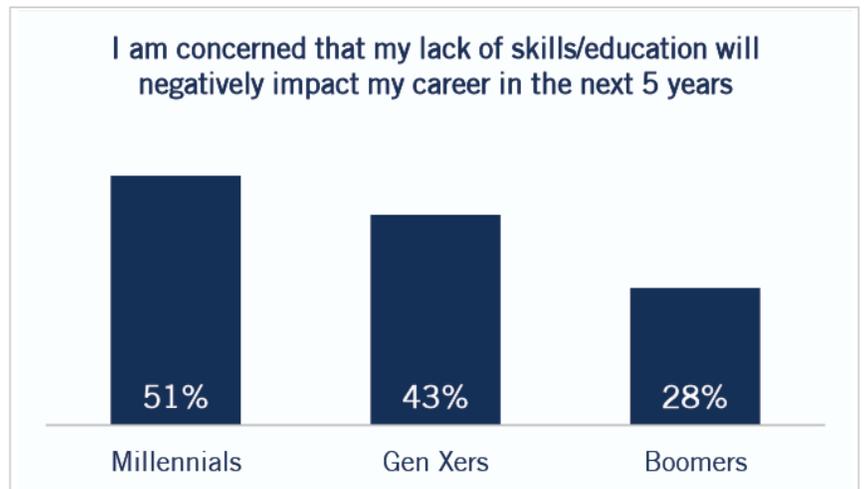


Enhances Economic Growth

THE MILLENNIAL WORKER

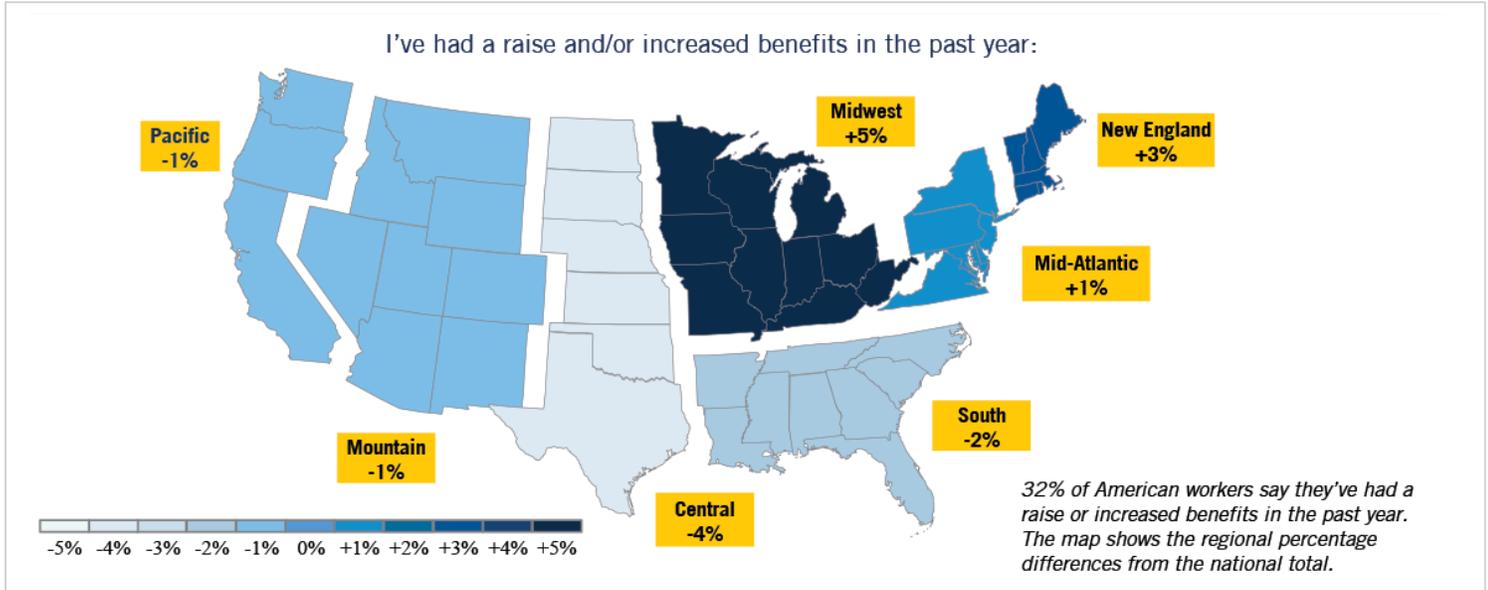
While only **41%** of American workers say they are concerned that a lack of skills/education will negatively impact their career in the next 5 years, this percentage is significantly higher among Millennials — with **51%** expressing this concern.

Additionally, nearly **6 in 10** American workers expect to remain in their current job for the rest of their career. However, less than **5 in 10** Millennials plan to remain at their current job and nearly **3 in 10** expect to move to a new field or industry over the course of their careers.

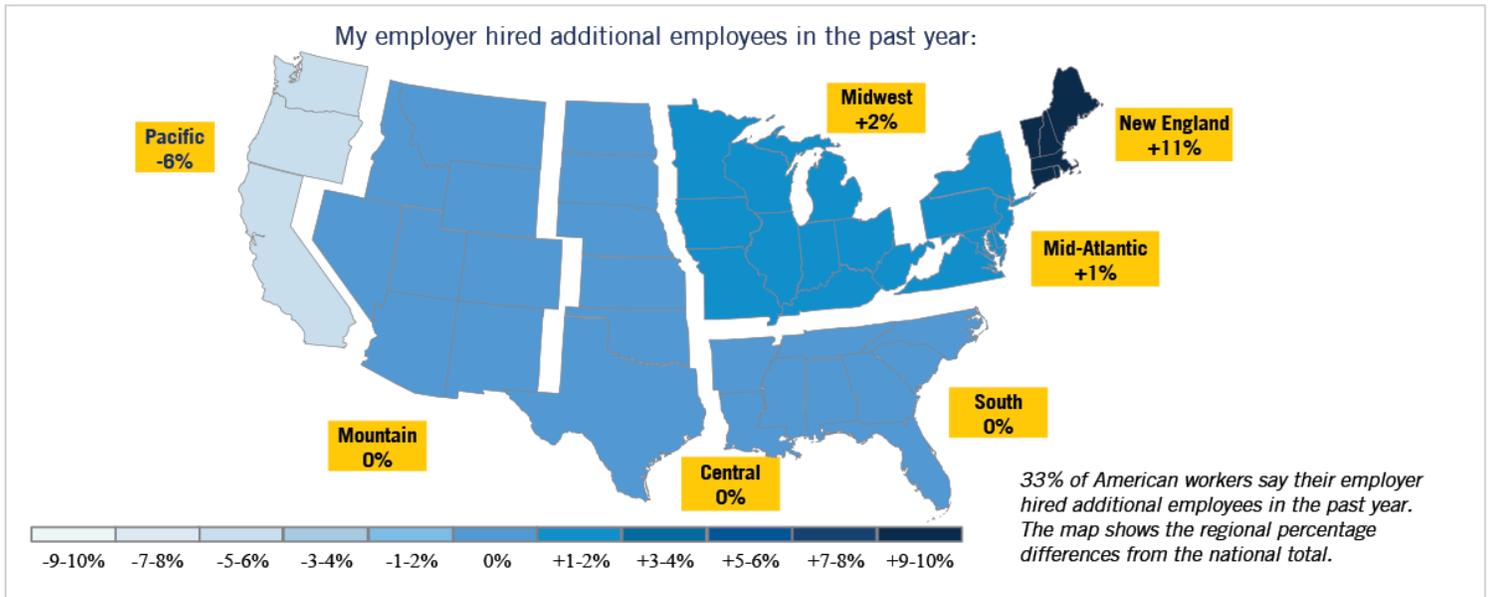


WHERE GROWTH AND OPPORTUNITY EXIST

A third of workers report they've had a raise in the past year. These percentages are higher in the Midwest and New England.



A third of workers also report their employers hired additional employees in the past year. These percentages are higher in New England but lower in the Pacific region.



The American Workers Survey is the fifth in a series conducted on behalf of Prudential by Morning Consult from November 13 to 16, 2018, among a national sample of 1,919 self-identified part-time and full-time employed adults (age 18 and over). The interviews were conducted online, and the data was weighted to approximate a target sample of adults based on age, race/ethnicity, and gender. Results from the full survey have a margin of error of ± 2 percentage points. Percentages may not total 100 percent due to rounding.

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