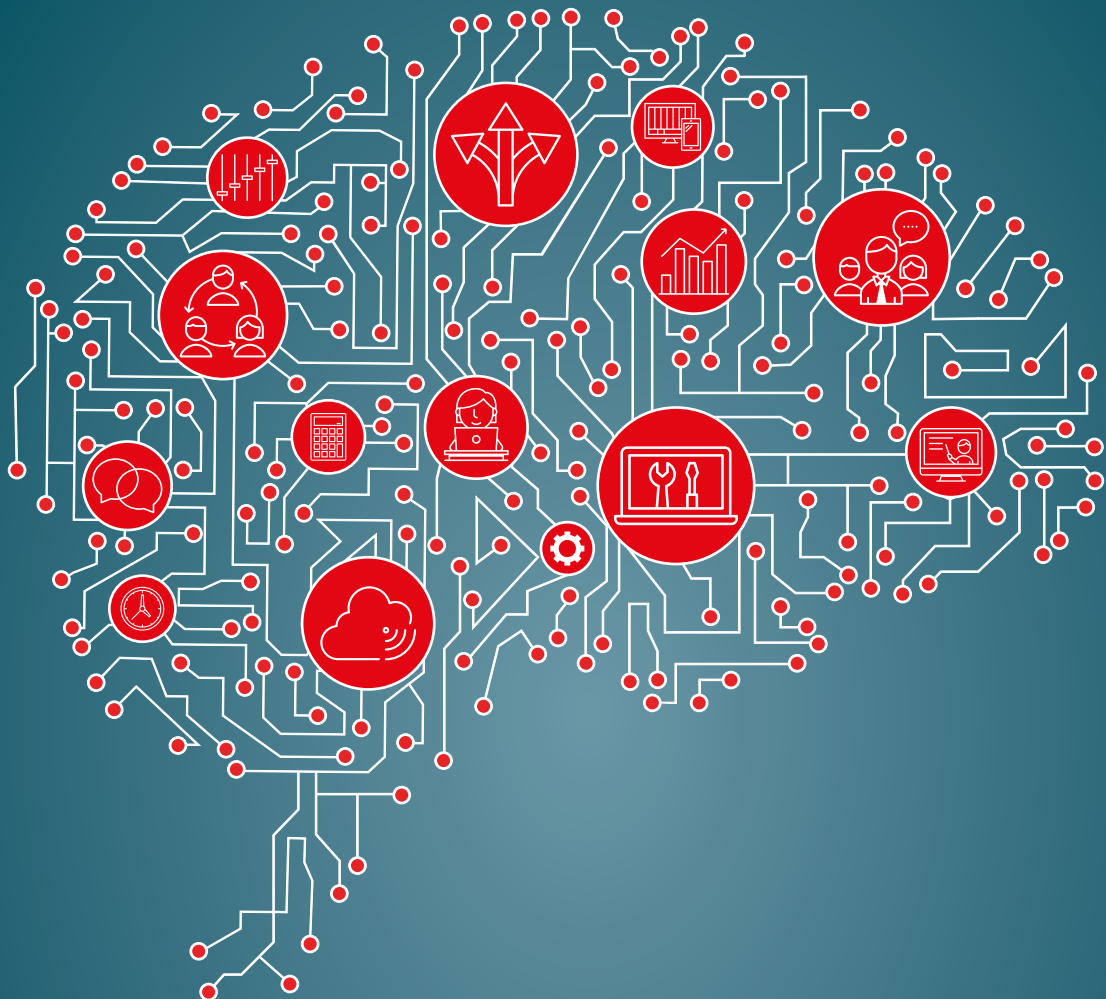


# Learning for the future

Results from ACCA students and affiliates survey



## About ACCA

**ACCA (the Association of Chartered Certified Accountants) is the global body for professional accountants, offering business-relevant, first-choice qualifications to people of application, ability and ambition around the world who seek a rewarding career in accountancy, finance and management.**

ACCA supports its **208,000** members and **503,000** students in **179** countries, helping them to develop successful careers in accounting and business, with the skills required by employers. ACCA works through a network of **104** offices and centres and more than **7,300** Approved Employers worldwide, who provide high standards of employee learning and development. Through its public interest remit, ACCA promotes appropriate regulation of accounting and conducts relevant research to ensure accountancy continues to grow in reputation and influence.

ACCA is currently introducing major innovations to its flagship qualification to ensure its members and future members continue to be the most valued, up to date and sought-after accountancy professionals globally.

Founded in 1904, ACCA has consistently held unique core values: opportunity, diversity, innovation, integrity and accountability.

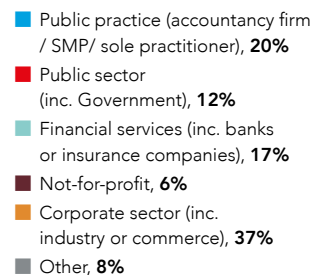
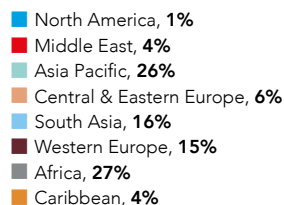
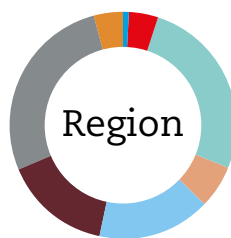
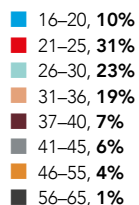
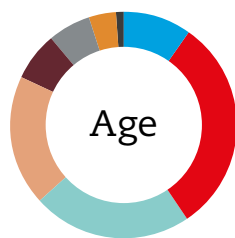
**More information is here: [www.accaglobal.com](http://www.accaglobal.com)**

# Learning for the future

## Results from ACCA students and affiliates survey

### About this report

In July 2018 ACCA launched a global survey of its students and affiliates population currently in employment, to find out more about their learning preferences today and understand better how those choices may evolve in the future.



# Contents

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A man with dark hair and a beard, wearing a light blue button-down shirt, is looking down and to the left. He is holding a yellow highlighter in his right hand. In the background, there is a whiteboard with some faint diagrams and text. The word "Introduction" is written in a large, bold, black font in the upper left corner of the page, with a red square outline around it.

# Introduction

**The *Learning for the future* report<sup>1</sup> results from an extensive consultation with learning and talent experts, ACCA members, students and employers across sectors, as well as academics and education providers globally.**

The research methodology was based on a four dimensional framework designed to structure our understanding of behaviours relating to learning in the workplace.

Those dimensions helped us evaluate how, now and in the future, people would like to learn, when and what, and who is or will be best placed to support them in their professional development.

We asked ACCA students and affiliates currently employed to give us their views and over 7,000 of them around the world got back to us.

**The following shows those results overall, by age, region and sector.**





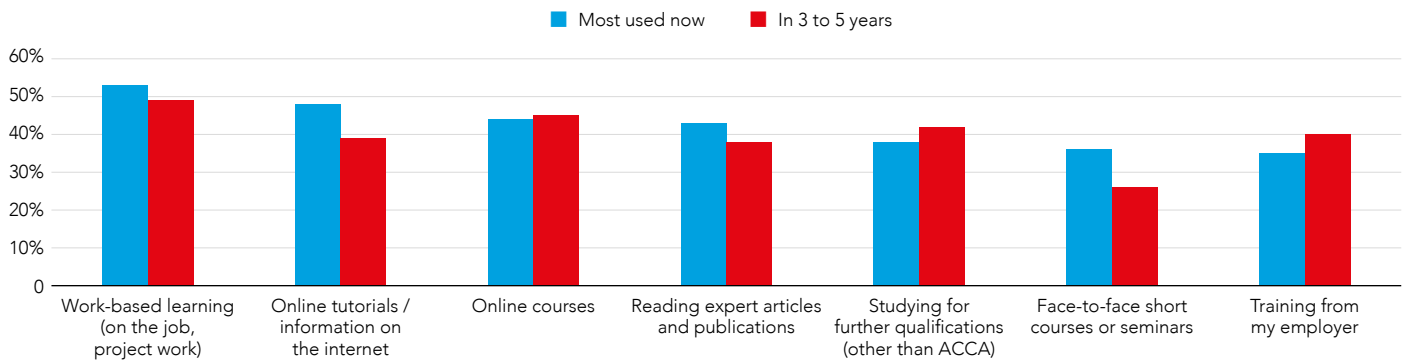
# 1. How do people like to learn?

**The report whilst discussing the increasing number of learning options available to the individual, it also pointed out how people do not all learn in the same way, and the series of roundtables held around the world confirmed this was the case regardless of age or gender.**

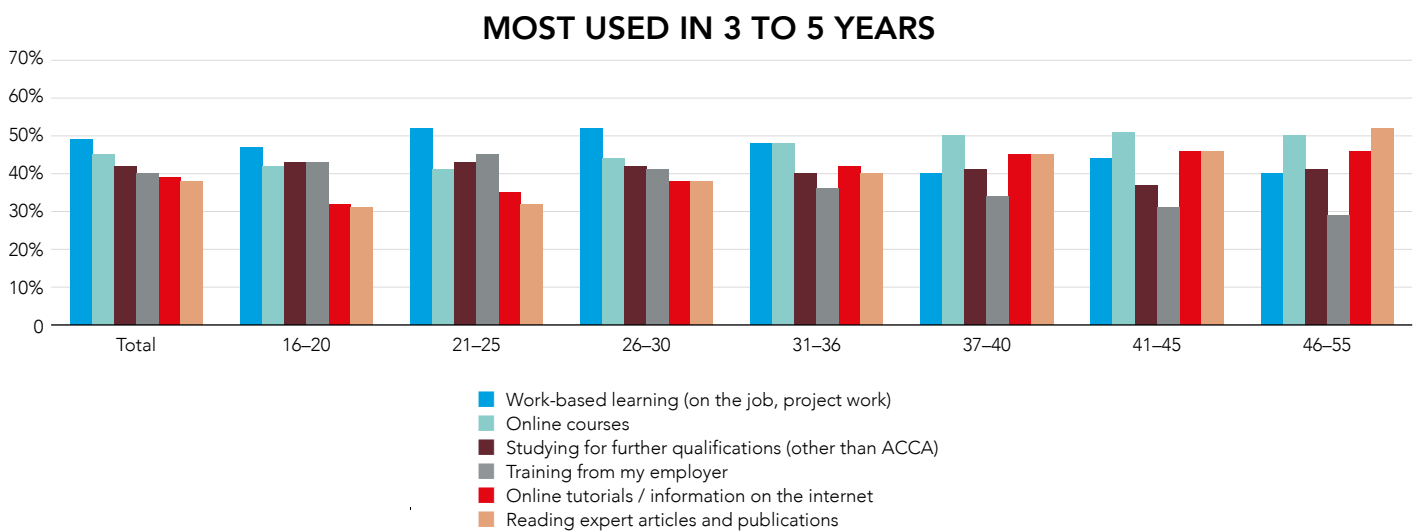
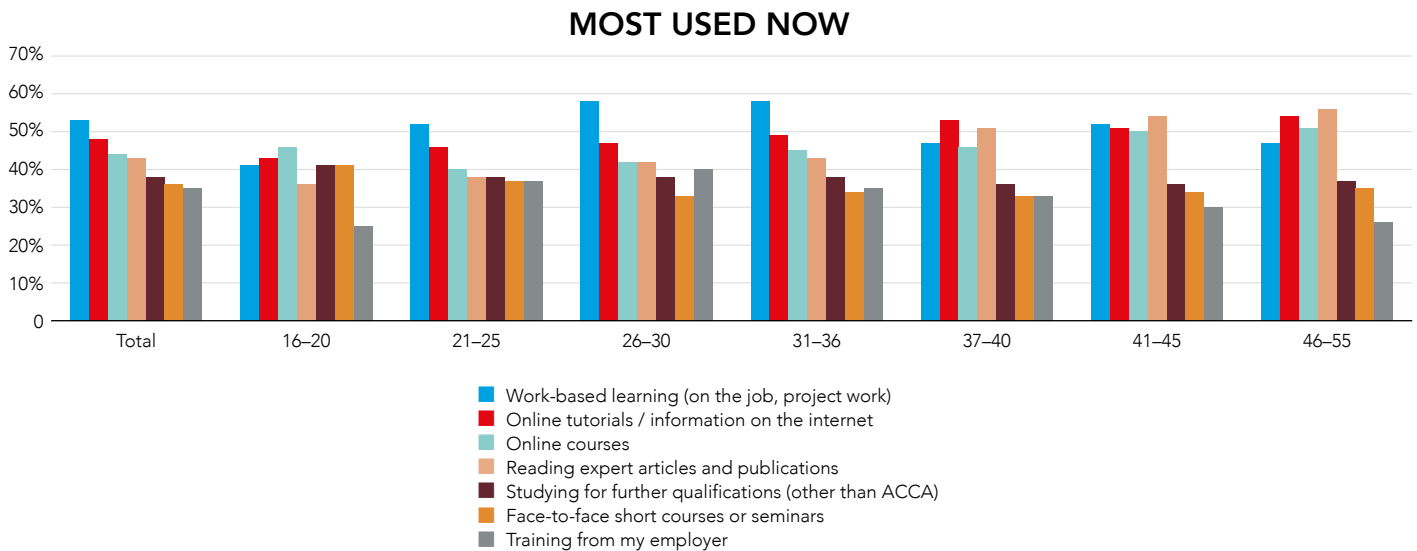
The table below shows the top learning and development methods ACCA students and affiliates like using today, and those they expect using most in 3 to 5 years.

Survey data shows that, going forward, professionals will favour more online courses and further qualifications over reading expert publications or engaging in face-to-face short courses or seminars.

**FIGURE 1.1:** Preferred learning and development methods today and in the future overall

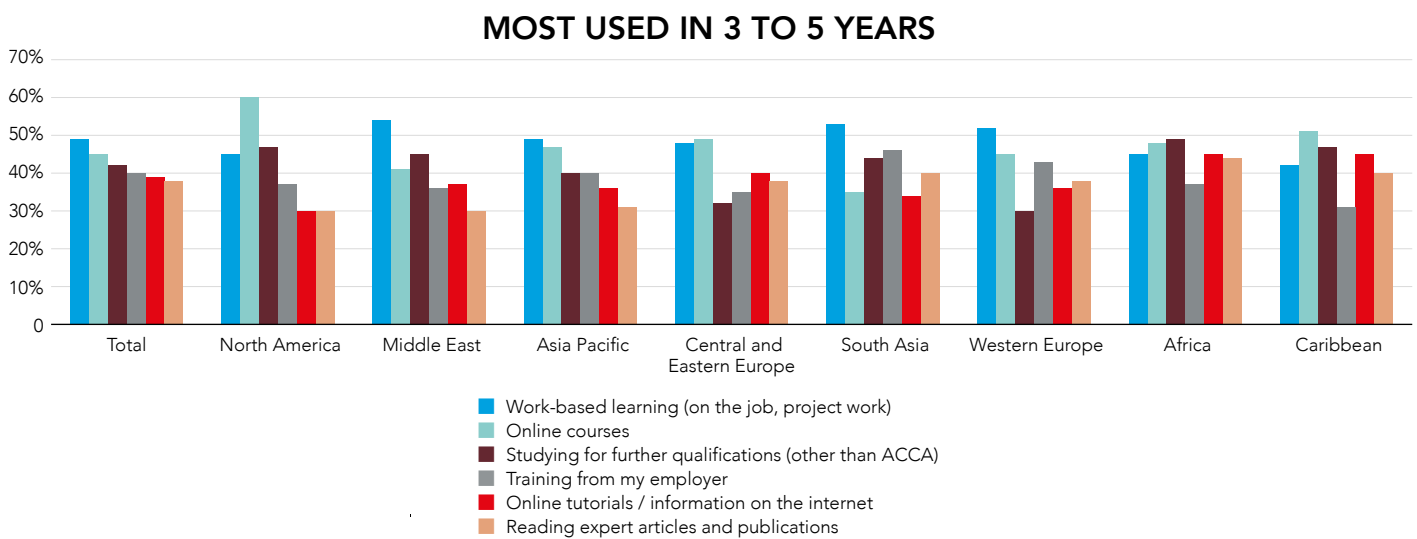
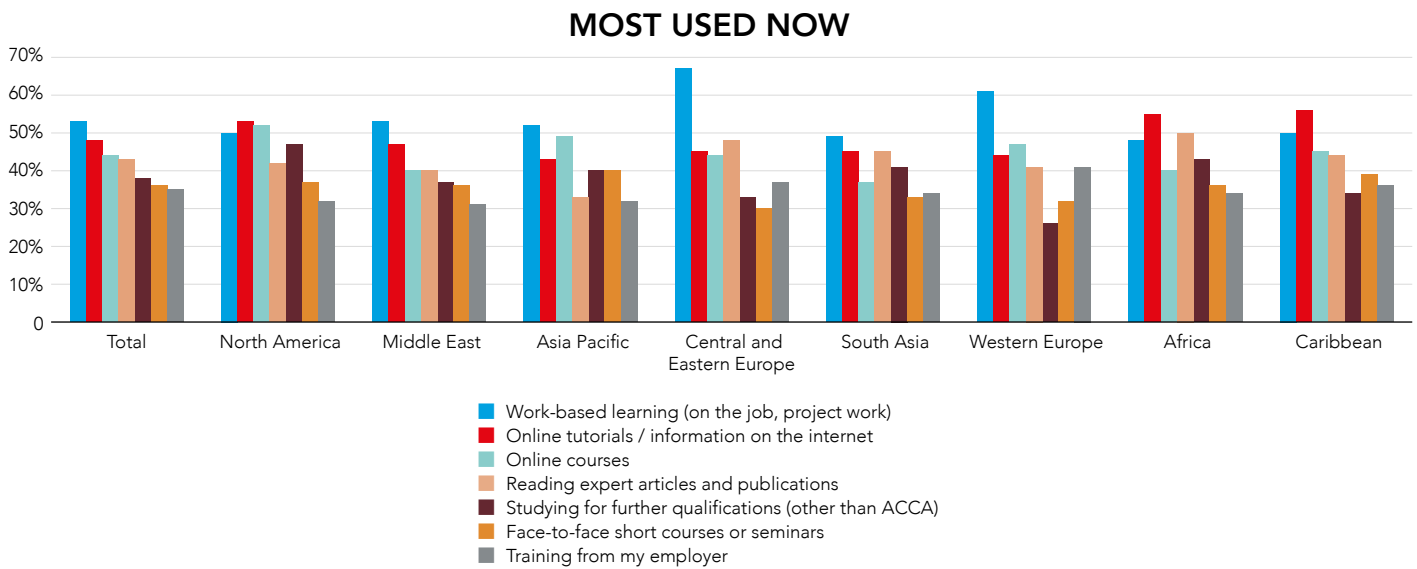


**FIGURE 1.2:** Preferred learning and development methods today and in the future by age



**67%**  
of Central and Eastern European students said they learn the most through on the job, project work

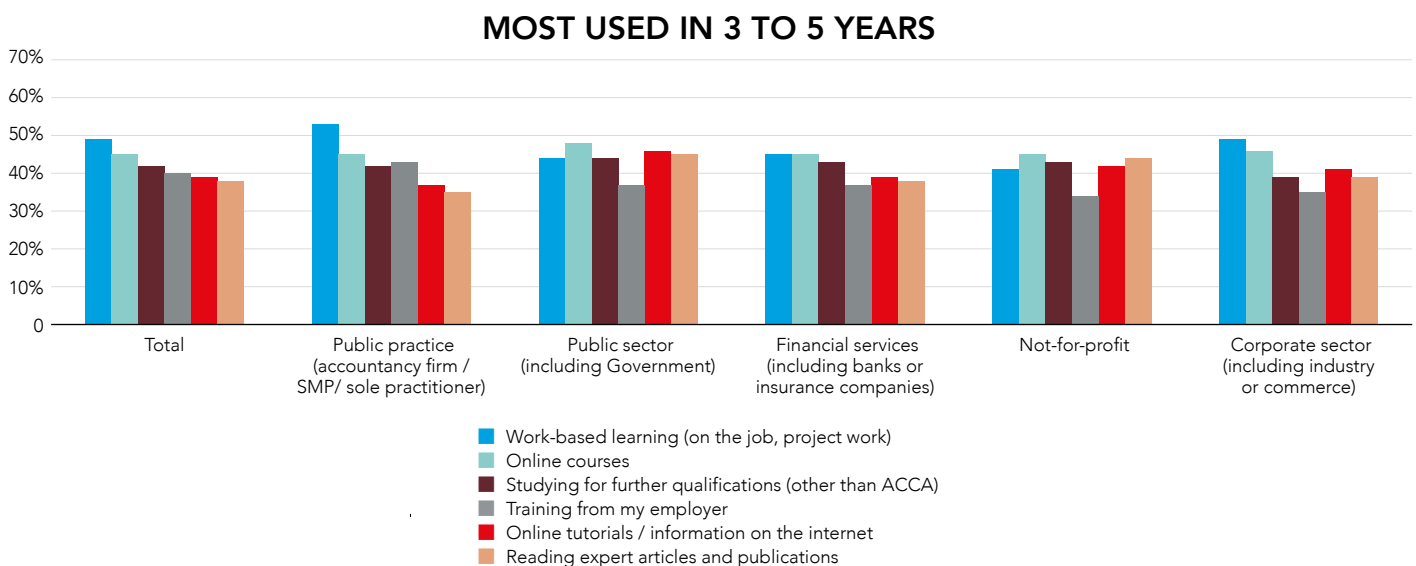
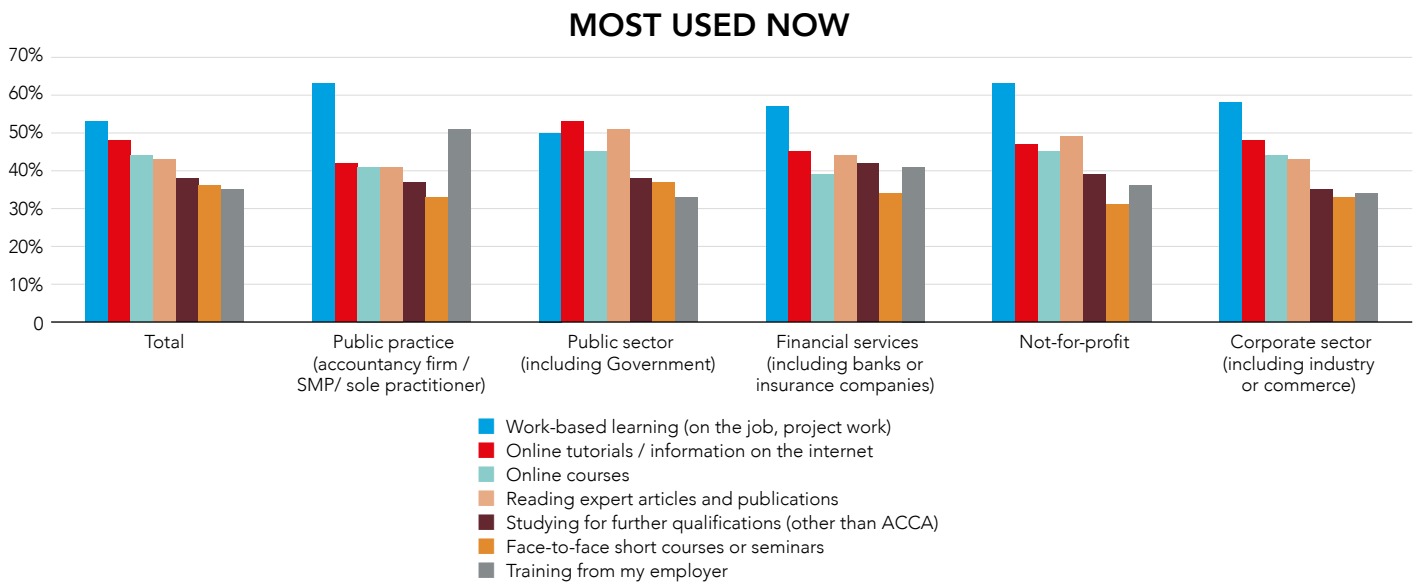
**FIGURE 1.3:** Preferred learning and development methods today and in the future by region





**53%**  
of students working in public practice still believe they will learn most on the job in the future

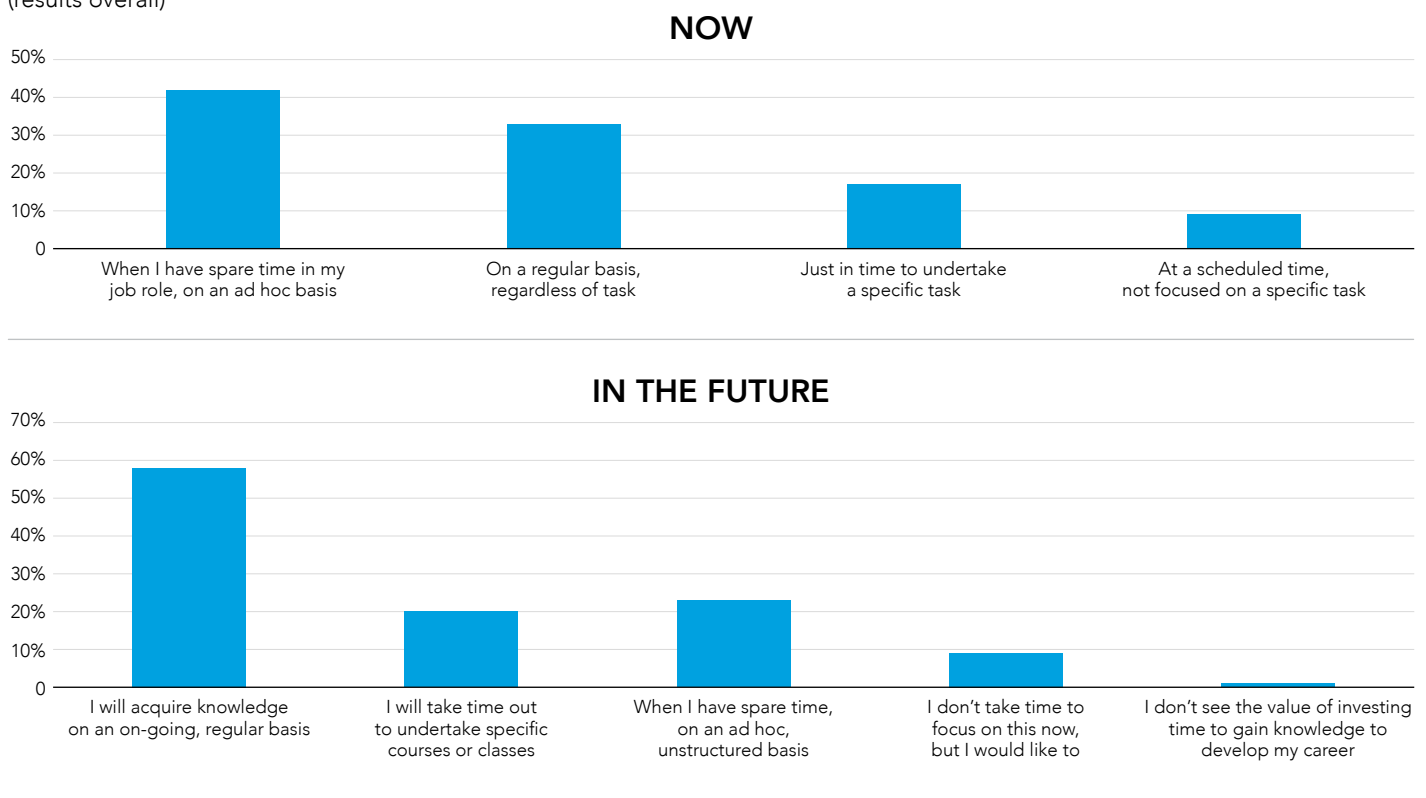
**FIGURE 1.4:** Preferred learning and development methods today and in the future by sector



## 2. When do people like to learn?

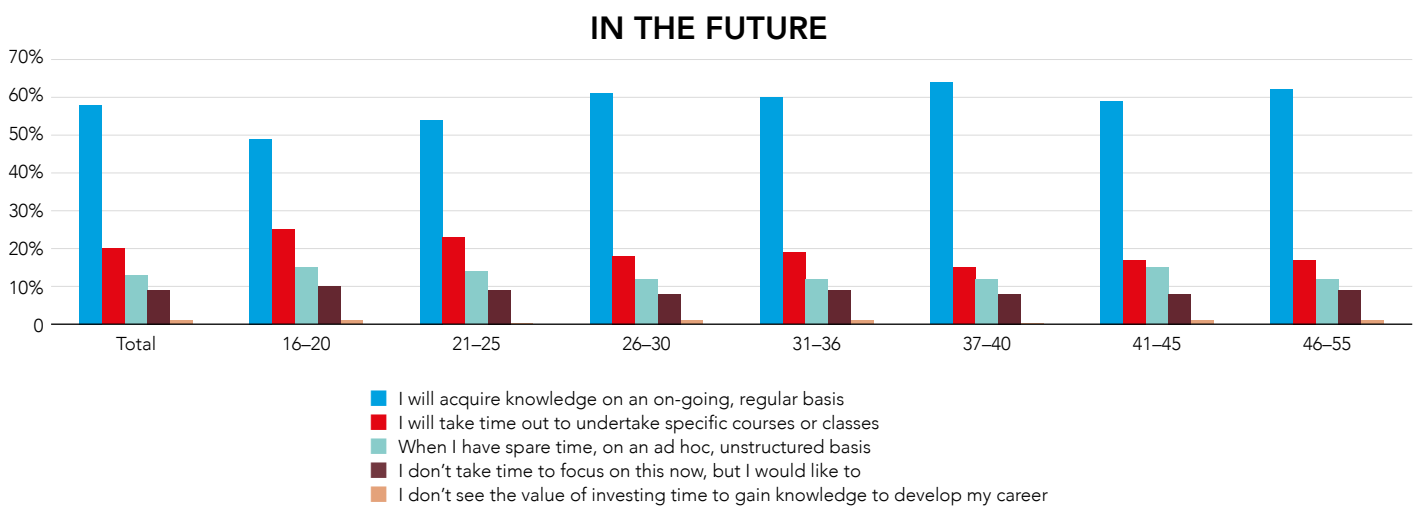
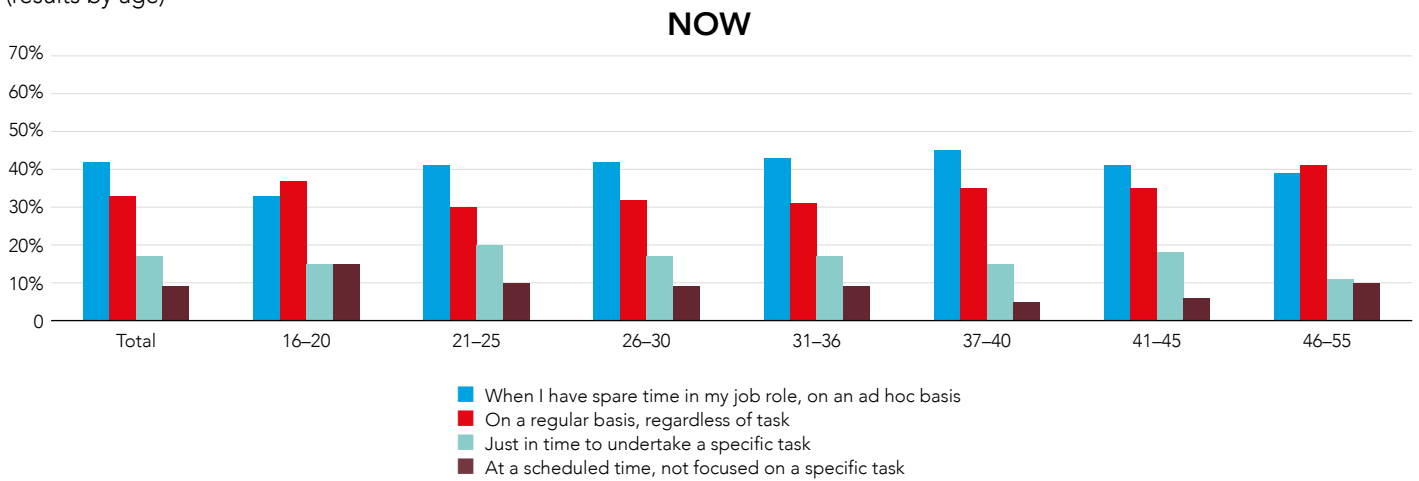
Asked about when they prefer to learn, more than 40% of all respondents selected 'when I have spare time in my job', on an ad hoc basis which could be interpreted as learning in the moment, and, going forward, whilst privileging learning on an on-going, regular basis, they do not necessarily intend to take time out to undertake specific courses.

**FIGURE 2.1:** In the context of your current job role, when do you most commonly take time to develop your knowledge and skills? (results overall)



**58%**  
of all respondents said in the future they will acquire knowledge on an on-going, regular basis

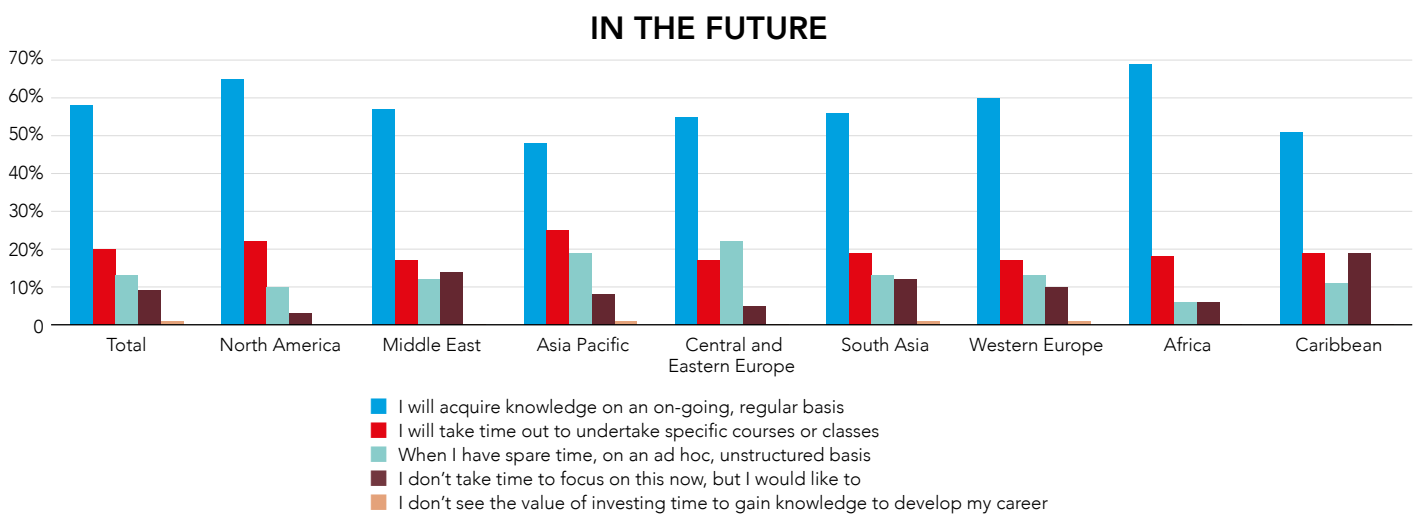
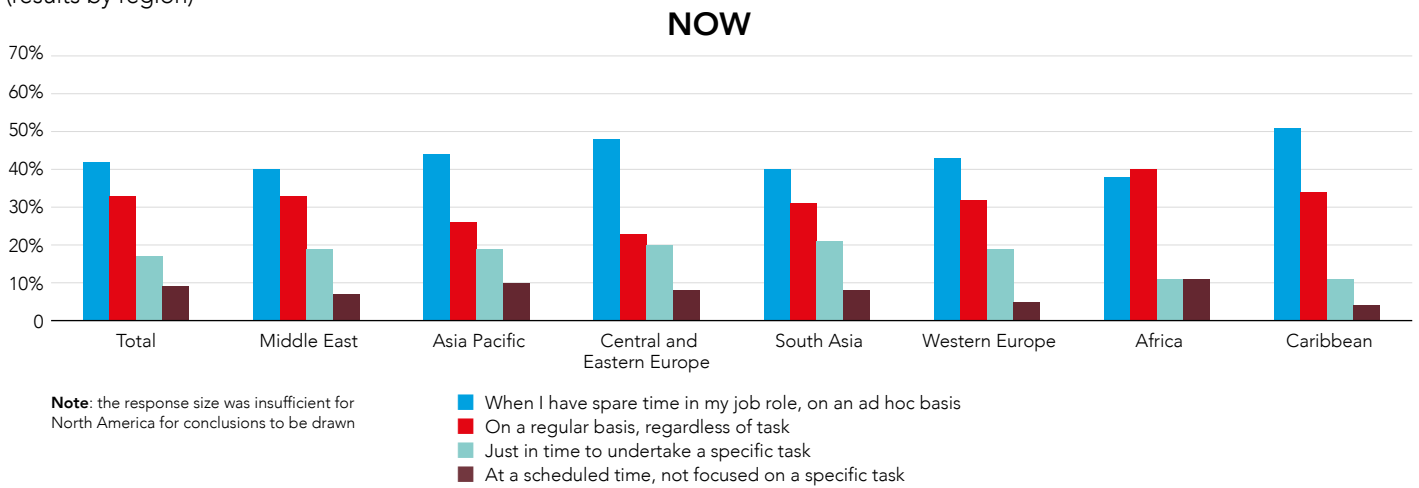
**FIGURE 2.2:** In the context of your current job role, when do you most commonly take time to develop your knowledge and skills? (results by age)



69%

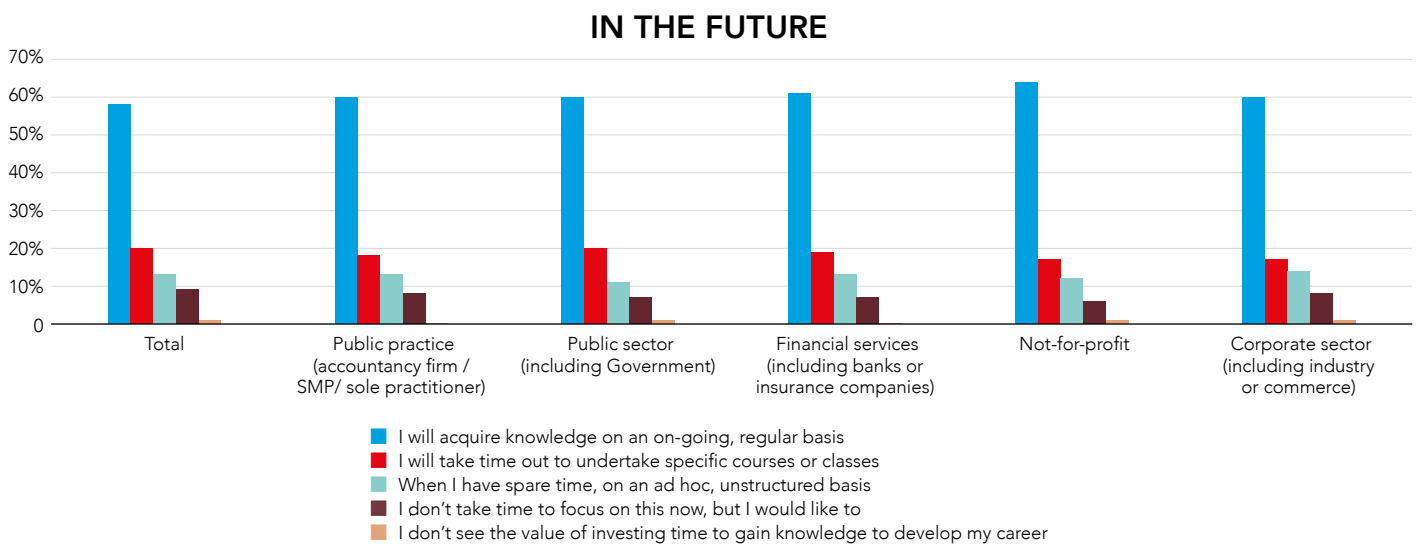
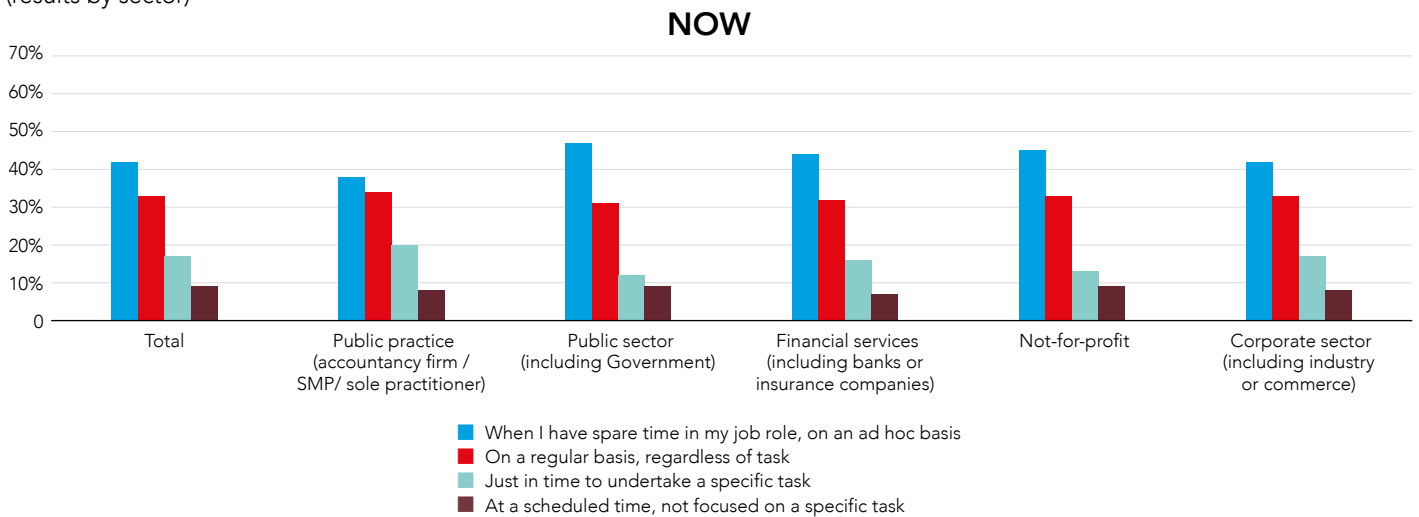
of respondents across Africa  
said in the future they will  
acquire knowledge on an  
on-going, regular basis

**FIGURE 2.3:** In the context of your current job role, when do you most commonly take time to develop your knowledge and skills? (results by region)



Just-in-time learning, or micro-decision support, was found to be most prominent in professional services firms

**FIGURE 2.4:** In the context of your current job role, when do you most commonly take time to develop your knowledge and skills? (results by sector)

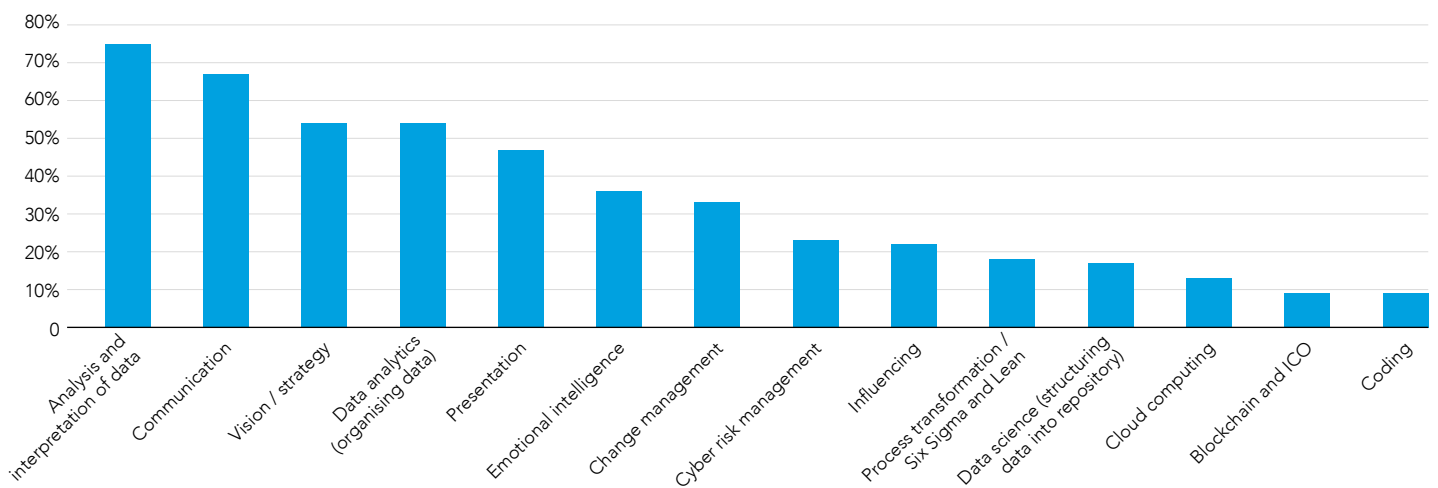


### 3. What do people like to learn?

As the report discusses the changing world of accountants and looks at the evolution of roles and responsibilities, we also asked ACCA students and affiliates which skills they thought would be most critical to their development.

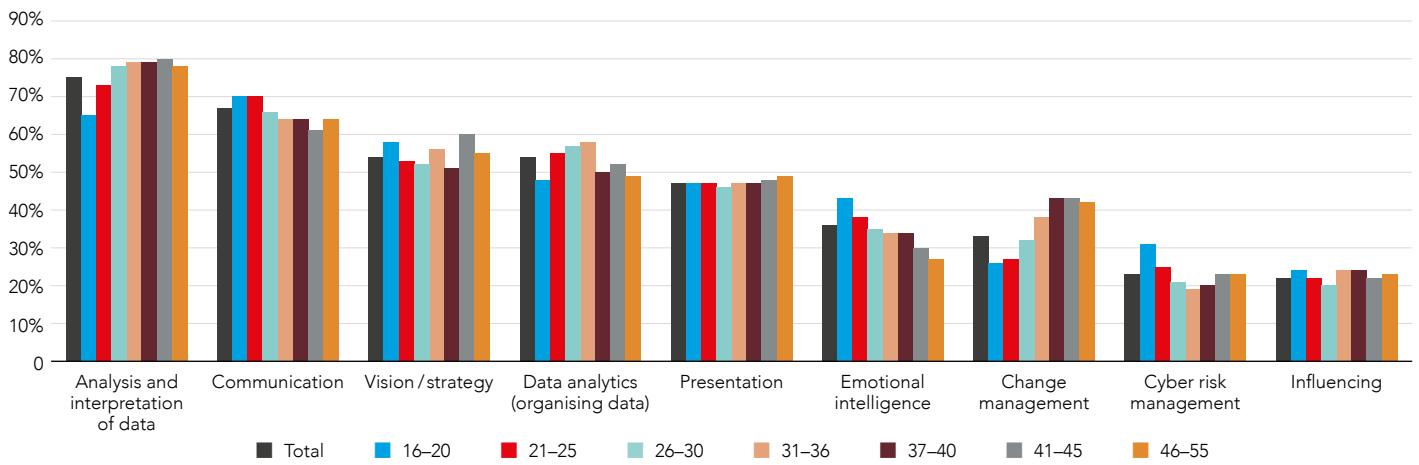


**FIGURE 3.1:** Thinking about your career in the finance and accounting profession, which of the following skills do you feel are most critical to your development? (overall results)

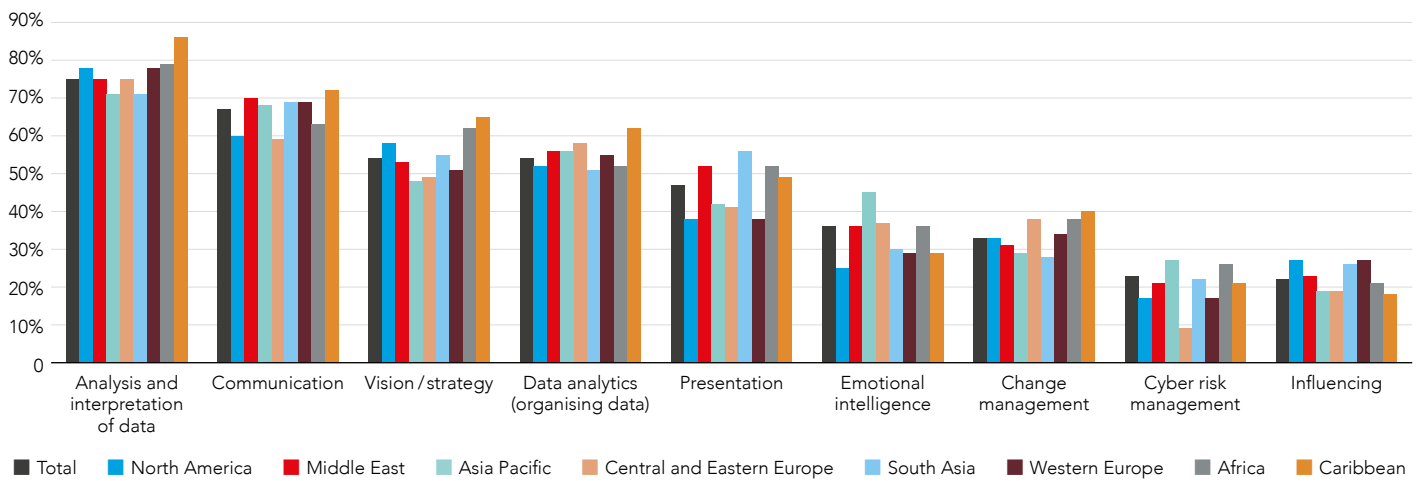




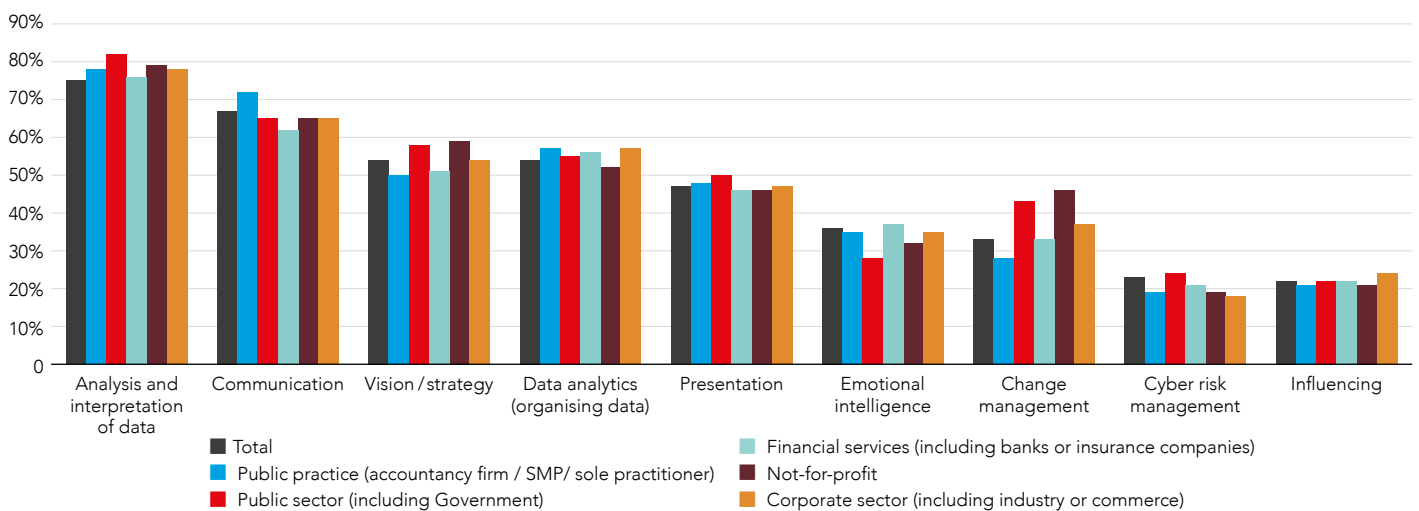
**FIGURE 3.2:** Top skills needed, by age




**FIGURE 3.3:** Top skills needed, by region



**FIGURE 3.4:** Top skills needed, by sectors

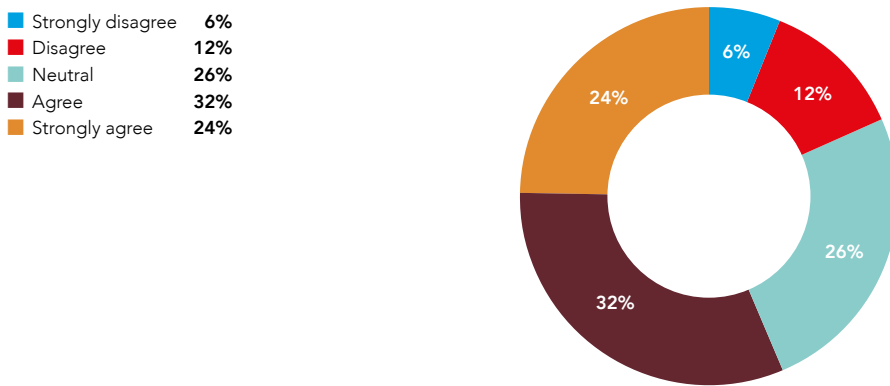




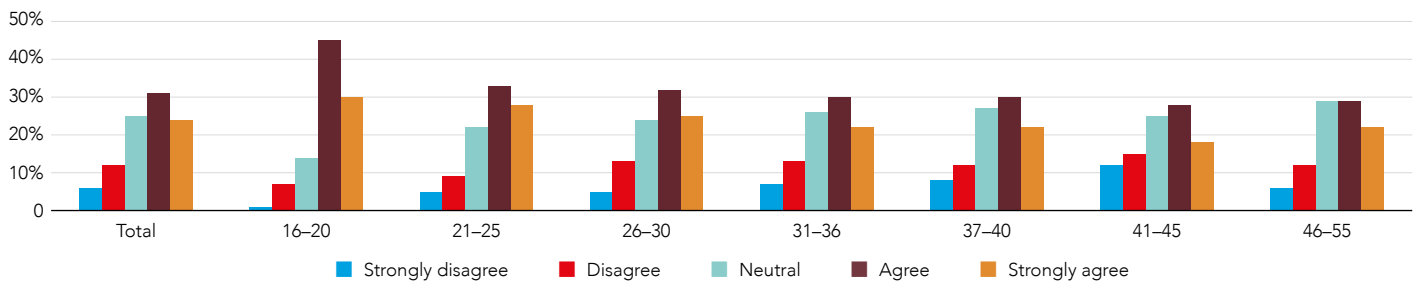
**4. How is learning currently embedded in organisations and who will be best placed to support professionals in their development going forward?**

Survey respondents were asked to evaluate the existence of a learning culture in their workplace as well as their level of satisfaction as per the quality of learning received from their employers.

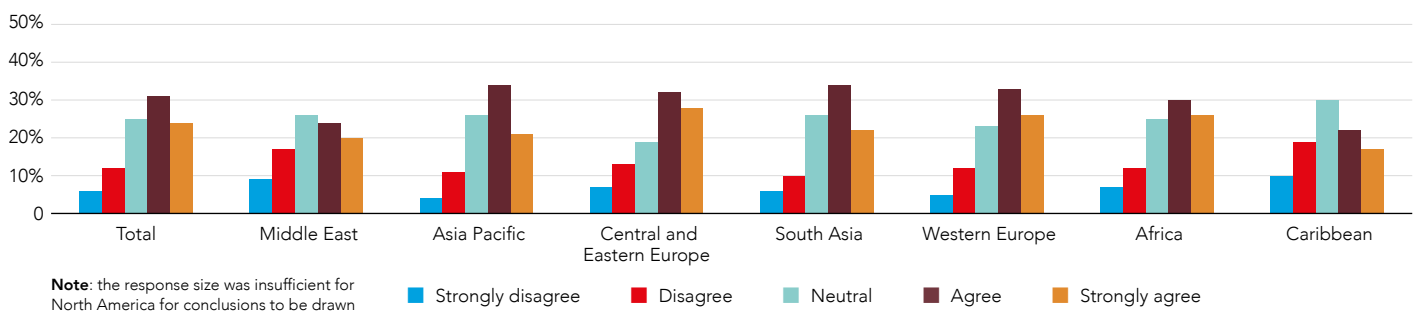
**FIGURE 4.1:** Would you agree or disagree that there is a strong culture of learning in your current organisation? For example is learning and development to strengthen your skills encouraged and supported? (overall results)



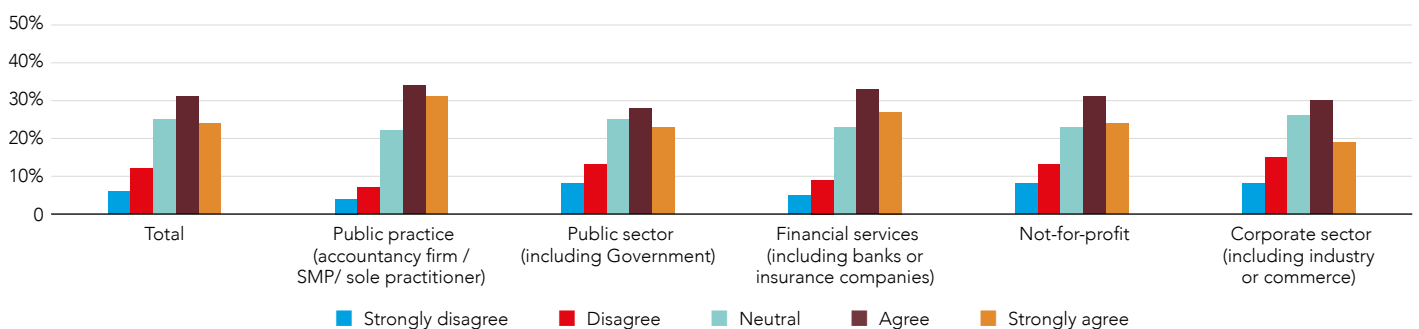
**FIGURE 4.2:** Existence of workplace learning culture, by age



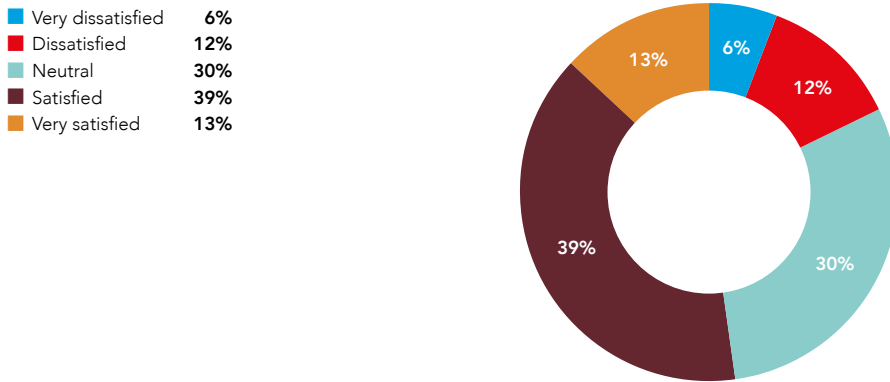
**FIGURE 4.3:** Existence of workplace learning culture, by region



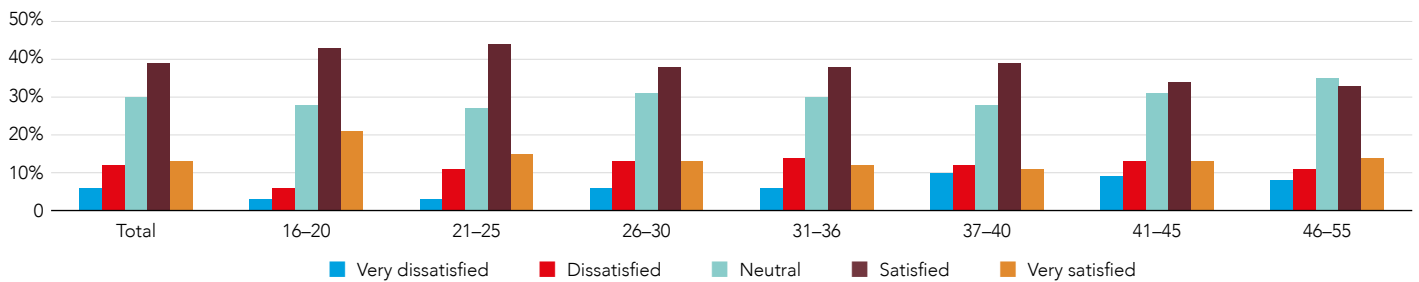
**FIGURE 4.4:** Existence of workplace learning culture, by sector



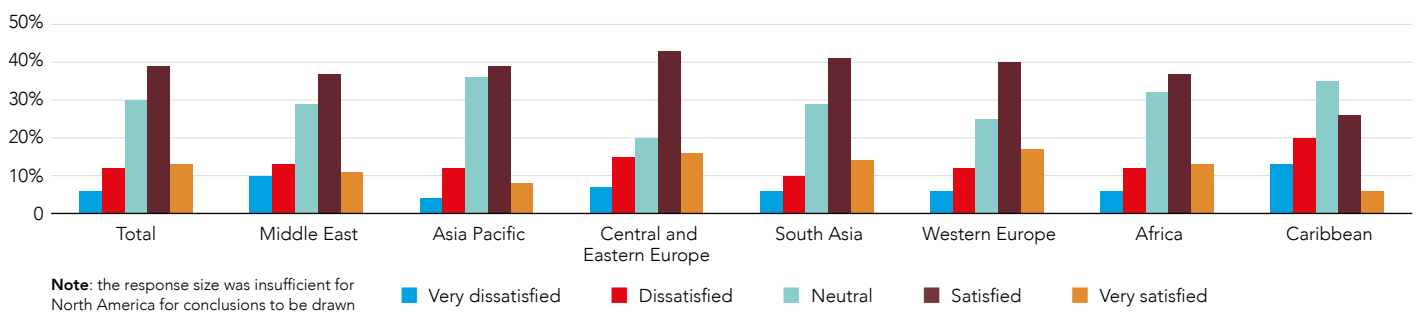
**FIGURE 4.5:** How satisfied are you with the current quality of learning you receive from your employer to undertake your role? (overall results)



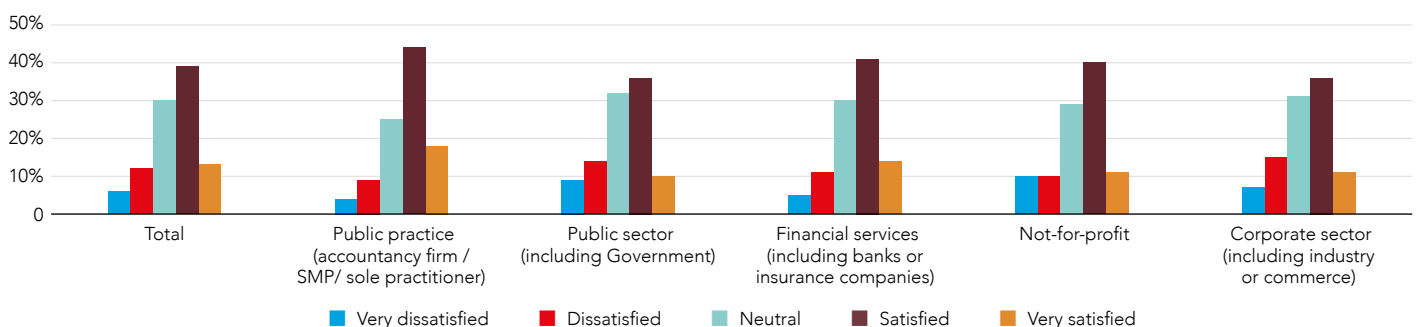
**FIGURE 4.6:** Satisfaction levels, by age



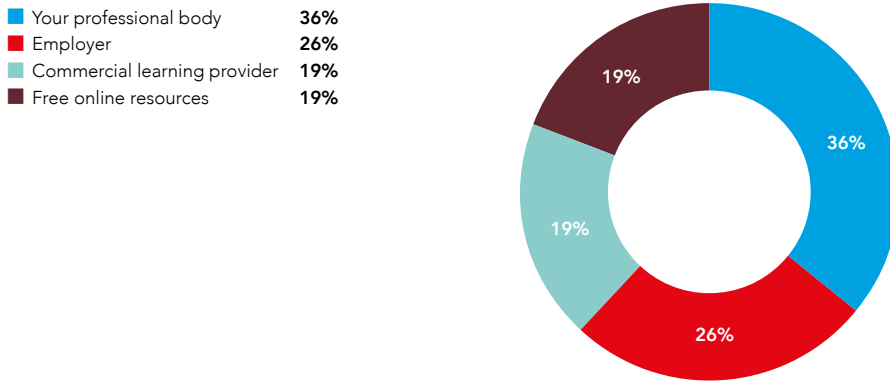
**FIGURE 4.7:** Satisfaction levels, by region



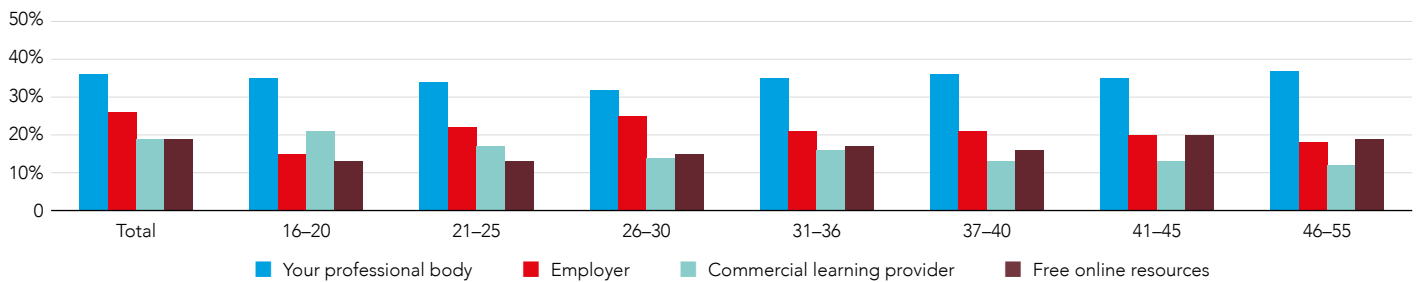
**FIGURE 4.8:** Satisfaction levels, by sector



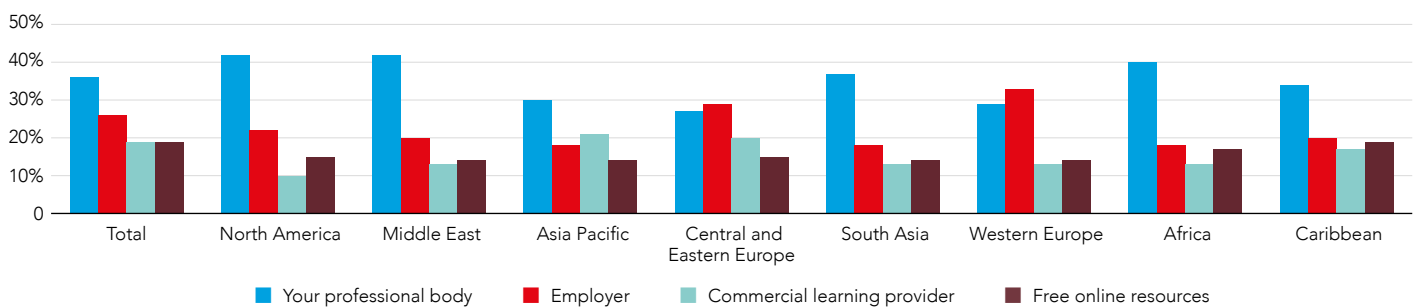
**FIGURE 4.9:** Thinking about your future career, who do you think would be best placed to support you in your professional development? (overall results)



**FIGURE 4.10:** Who do you think would be best placed to support you in your professional development? (by age)



**FIGURE 4.11:** Who do you think would be best placed to support you in your professional development? (by region)



**FIGURE 4.12:** Who do you think would be best placed to support you in your professional development? (by sector)

