

3rd Edition | 2024

WOMEN IN TECH REPORT



skillsoft®



Authorised Partner in Africa

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Introduction

Welcome to Skillsoft's annual Women in Tech report. We hope that this report will not only shine a light on the "tech gender gap," but will also serve as an informative resource to help empower much-needed change.

Skillsoft surveyed women from around the world, serving in diverse technology-focused roles. Our findings reveal not only their day-to-day experiences and challenges, but also what they need to succeed now — and what they need to move forward in their careers in the future.

Today, every company is a technology company. And, although technology has long been reinventing the way we live and work, it's not every day that technology itself is forever changed. Artificial intelligence (AI), specifically generative AI (GenAI), is reshaping industries, revolutionizing the way we live and work, and presenting unparalleled opportunities for growth and innovation.

We are also being challenged to ethically guide the development of AI so that it becomes a force for good.

No matter our gender, we share these challenges. And yet, we are not all sharing in the opportunities equally.

Historically, the tech industry has been male dominated, with women significantly underrepresented in key technical roles. And, we appear to be regressing. Forbes reports that in 1984, 35% of technology leadership roles were held by women. Today, over forty years later, that figure has fallen to 28%. According to research by McKinsey, the percentages are even lower for women of color. Across all tech roles, representation has dropped by more than 10% in recent years; from 4.6% in 2018 to 4.1% in 2022.

The reasons for these troubling trends are many, including societal

stereotypes, cultural and racial biases, and educational barriers — along with the continuing fallout from what has been coined "The Pink Pandemic."

Despite research showing that women are reentering the general workforce faster than men, gaining back precious ground, the technology sector remains an outlier.

This great divide affects us all. Some studies have found that companies with greater gender equity have a 48% higher chance of outperforming companies with a gender imbalance.

It's clear that addressing the underrepresentation of women in technology is not only a matter of fairness and social justice, but also a strategic imperative for driving innovation and growing a sustainable workforce.

Women cannot achieve change on their own. By dismantling systemic barriers, fostering inclusive cultures, and investing in education and professional development opportunities, organizations can unlock the full potential of women in technology and pave the way for a more diverse, equitable, and prosperous future.

Through our collective action and commitment, it's time to build a world where women are not only represented, but celebrated — as leaders, innovators, and change agents.

And, perhaps, we'll witness the birth of a brand-new trend: the rise of women in tech.



"While there are more opportunities for women than ever before, leaders must provide intentional support and foster the development of critical skills so that they can thrive, lead, and push the business forward. Diversity fosters innovation, and therefore advancing women's skills, particularly in areas like AI, can lead to the development of more creative and equitable solutions to business problems."

ORLA DALY

Chief Information Officer, Skillsoft

Introduction

WHAT YOU'LL FIND IN THIS REPORT

As technology continues to evolve, it's essential to understand the unique dynamics shaping the experiences of women in the field. According to [Forbes](#), tech startup founders who are women in the US received just 1.9% of Venture Capital funds in 2022, and that figure hasn't grown.

Through our survey of women tech professionals, you'll gain a more nuanced understanding of their demographics, job satisfaction, challenges, and aspirations. By examining key trends and patterns derived from survey data, this report can help equip you with actionable insights to drive meaningful change.

And together, by amplifying their voices and experiences, we can foster greater awareness, dialogue, and action towards promoting gender diversity and inclusion in the tech industry.

In this report, you'll learn about:

- Women in tech: who they are, where they work, and what they do
- Certifications and how they impact career growth
- Job satisfaction: what women want from work
- Challenges specific to women, and how to navigate them
- Encouragement and advice from women in the field
- What lies ahead: a vision for a more equitable future



Key Insights: Women need AI training to secure careers

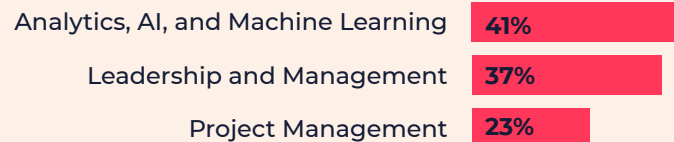
This report offers a current view of the status of women in technology today. Ahead, you'll have access to valuable data and observations on demographic representation, career paths, workplace culture, and the impact of emerging technologies such as artificial intelligence (AI) on gender dynamics within the industry.

A WATERSHED MOMENT FOR TECH

While this year's report highlights many of the same challenges for women in tech we've seen over recent years, AI's pervasive and powerful impact in the workplace cannot be underestimated. Our survey found that although women are eager to acquire new skills, they're not necessarily offered the training they need to succeed. Education plays a pivotal role in encouraging women to pursue careers in technology and equipping them with the necessary skills to thrive in the workplace. By expanding access to both STEM education and workplace training programs, we gain a more diverse talent pipeline and dismantle barriers to entry for women in the tech industry.

But, when asked if they felt that adequate training and resources had been provided to adapt to the integration of AI in their work, 63% of women who say they are using AI report a lack of skills and training — and AI is the number one topic they want to learn about.

TOP THREE TECH-RELATED TOPICS WOMEN ARE INTERESTED IN

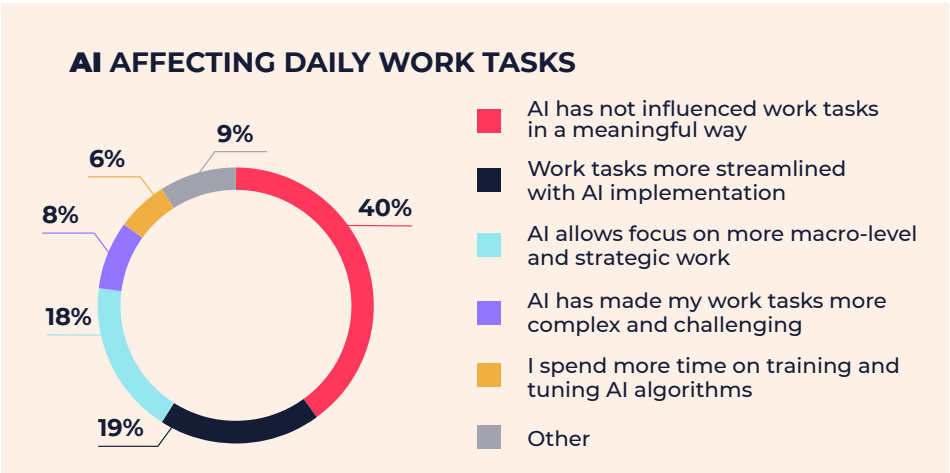
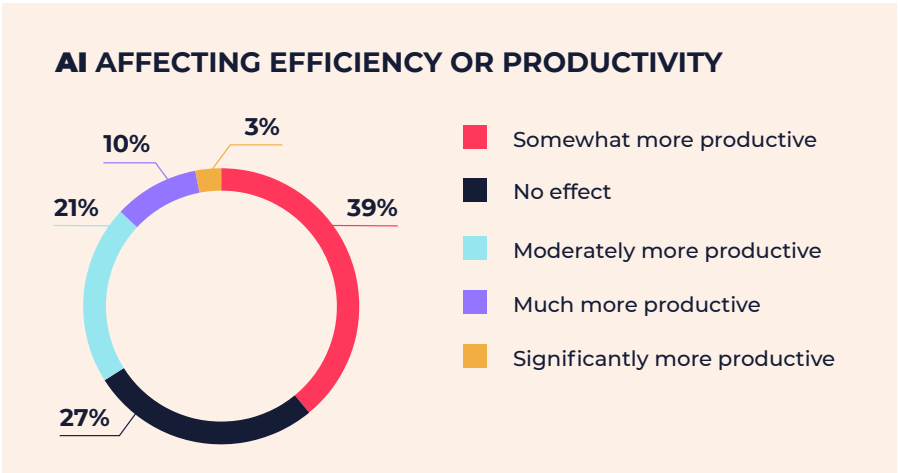
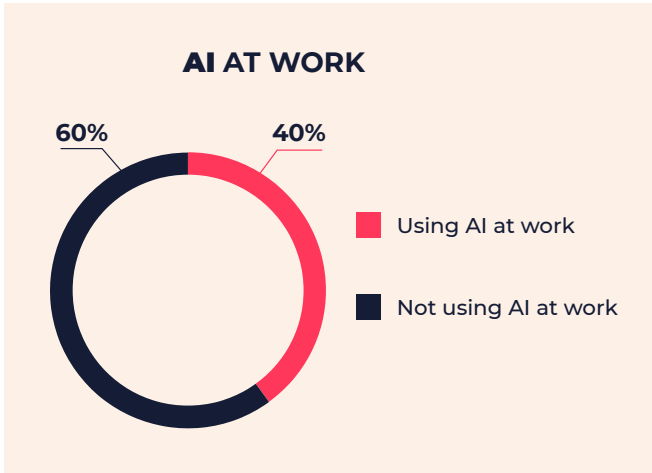


AI is the number one topic women want to learn about, but **63%** report a lack of skills and access to training on the job. With the digital skills gap growing, it's critical for organizations to offer reskilling opportunities for women in the workforce.



Women need AI training to secure careers

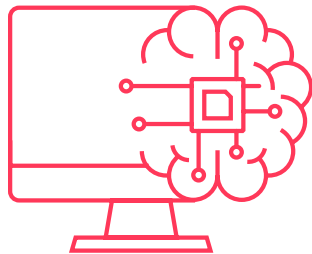
For women, learning about AI and gaining skills in this field is crucial. AI, specifically Generative AI, is reshaping the future of work, with many industries increasingly relying on AI-driven technologies. Nevertheless, our survey found that 60% of respondents were not yet using AI at work. Of the 40% who are, 73% have found they are more productive, and 19% find their work is more streamlined.



We were curious to learn which AI technologies and tools women are finding most useful at work. Not surprisingly, ChatGPT tops the list this year:

AI TECHNOLOGIES/TOOLS THAT ARE USEFUL AT WORK

- ChatGPT
- Azure OpenAI
- Github
- Copilot
- FeaturesAI
- AdoptAI
- AccessAI



Women need AI training to secure careers

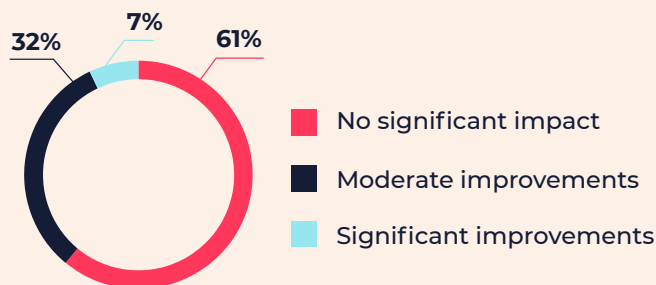
RESPONSIBLE AI

Although AI has the potential to eventually foster diversity, it can also exacerbate existing biases if not approached with a gender-inclusive lens.

However, in December of 2023, The New York Times published a story titled “[Who’s Who Behind the Dawn of the Modern Artificial Intelligence Movement](#).” They profiled a dozen of AI’s movers and shakers. *There wasn’t a single woman among them.* If AI is supposed to serve all of humanity, then clearly there’s been a disconnect.

Moving forward, women's representation in AI development and decision-making processes is essential to ensure that AI technologies are equitable and inclusive. When asked to rate the impact on advancements in AI on creating a more diverse and inclusive tech industry, only 7% of survey respondents report a significant improvement.

IMPACT OF ADVANCEMENTS IN AI ON DIVERSITY AND INCLUSIVITY FOR WOMEN IN TECH



Gender diversity fosters innovation by bringing together individuals with different perspectives, ideas, and problem-solving approaches.

Women's participation in AI tech roles can lead to the development of more creative and equitable solutions to complex problems.

That’s why it’s so crucial we resist the hard-coding of gender bias in systems that should benefit all.



Women need AI training to secure careers

OTHER KEY FINDINGS

CERTIFICATIONS — AND POWER SKILLS — MATTER.

Fifty percent of respondents reported that certification made them more confident, 36% believed it improved their skills, and 33% said it boosted trust and credibility.

Even in technology, the top three skills reported "most important for leaders" were team communication, emotional intelligence, and active listening. Ineffective leadership was named as women's top challenge at work this year, surpassing both unequal pay and lack of opportunity.

THE DIGITAL DIVIDE, WOMEN ARE STILL CAUGHT UNDER THE INDUSTRY'S GLASS CEILING.

Respondents this year were overwhelmingly white (69%) and held bachelor's degrees. And – in terms of ethnic diversity among women in tech, our survey found that 14% of the women surveyed identified as Asian, 10% as Black or African American, 5% as Hispanic or Latino, 4% identified as Other, and 1% as Native American or Alaska Native. This points to the importance of democratizing access to education for all and valuing the broad range of perspectives women contribute to the technology sector.

Unfortunately, gender representation is not improving. Forty-six percent report that they are outnumbered by men in the workplace by ratios of four-to-one or greater and only 15% report an equal ratio (a 3% increase from last year's report.)

From redesigning hiring strategies to examining promotion practices, tech businesses have work to do.

THE BOTTOM LINE?

Women in tech know what they need to succeed and are eager to share it. Their top three tips for their peers are:

- Invest in education
- Try different roles to find your passion
- Find a mentor who can help you navigate the challenges



Who are the Women in Tech?

According to data from [The World Bank](#), the global participation rate of women in the labor force stands at less than 50%, in contrast to 80% among men. And, when women do work, they earn less. It's estimated that at the current rate of change, it will take approximately 132 years to close the economic gender gap.

What's more, in a wave of tech sector layoffs beginning in 2022, it's [reported](#) that women accounted for almost 70% of the total, partly due to their lack of historic seniority.

It's no wonder that job security was named as the number one driver of job satisfaction this year.

So, considering this, who are the women working in tech today?

Our respondents range from individual contributors (50%) to c-suite executives (2%). They hail from 33 countries across the globe and report a wide range of experience: from less than one year (1%) to more than 26 years in their chosen field (28%). They work in roles from cloud computing to software development, operations to cybersecurity and more.

TOP THREE REPORTED JOB FUNCTIONS

Project and Program Management	17%
Application and Software Development	16%
Infrastructure, Networking and Telecom	10%

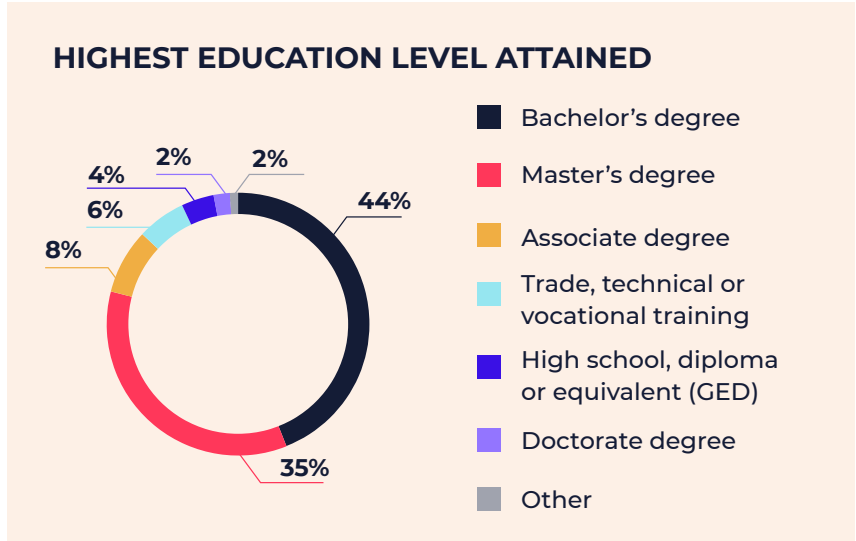
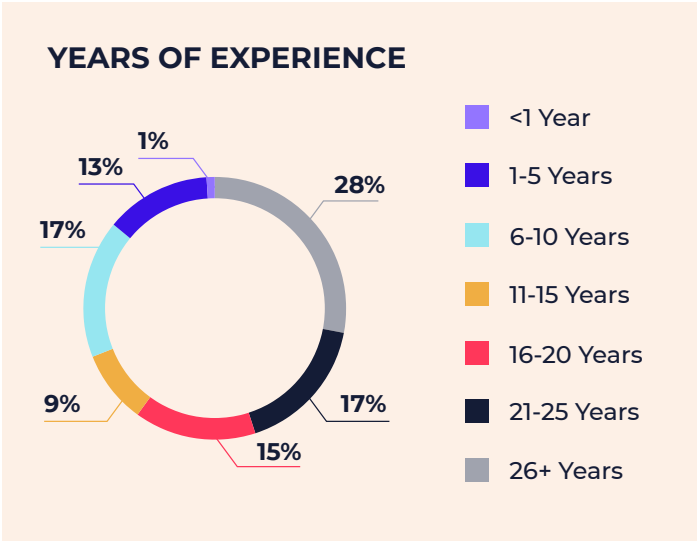
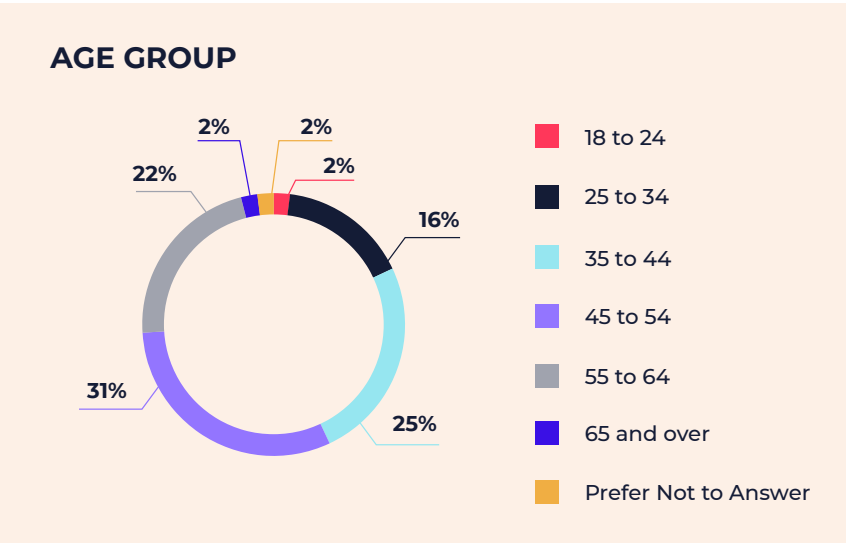
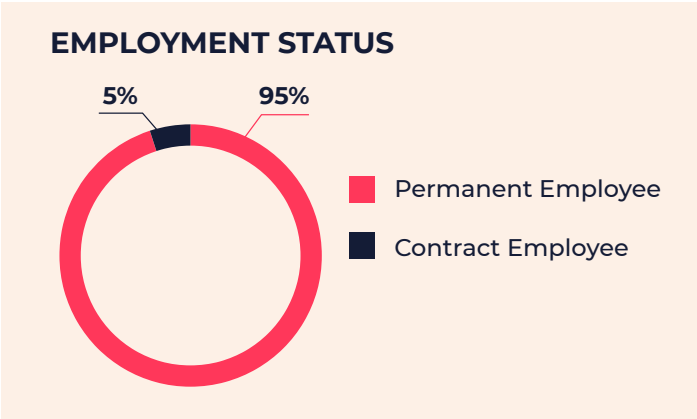
For women in tech, the numbers are even more concerning.

Women make up less than a third of the world's workforce in technology-related fields.



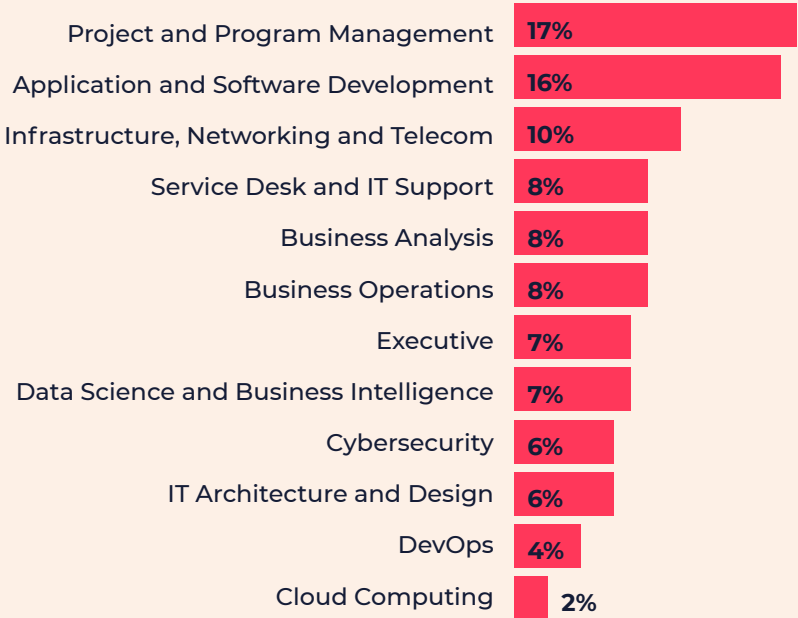
Who are the Women in Tech?

Their lives and work may differ, but they share a common goal: equitable representation in the fastest growing sector in the world. Let's take a closer look at the data.

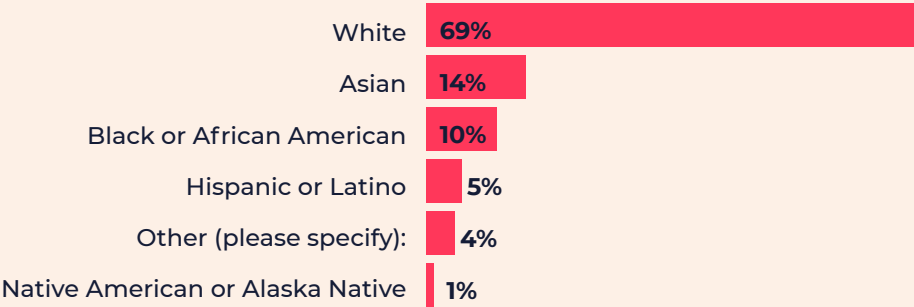


Who are the Women in Tech?

JOB FUNCTION



RACE



Who are the Women in Tech?

INDUSTRY REPRESENTATION

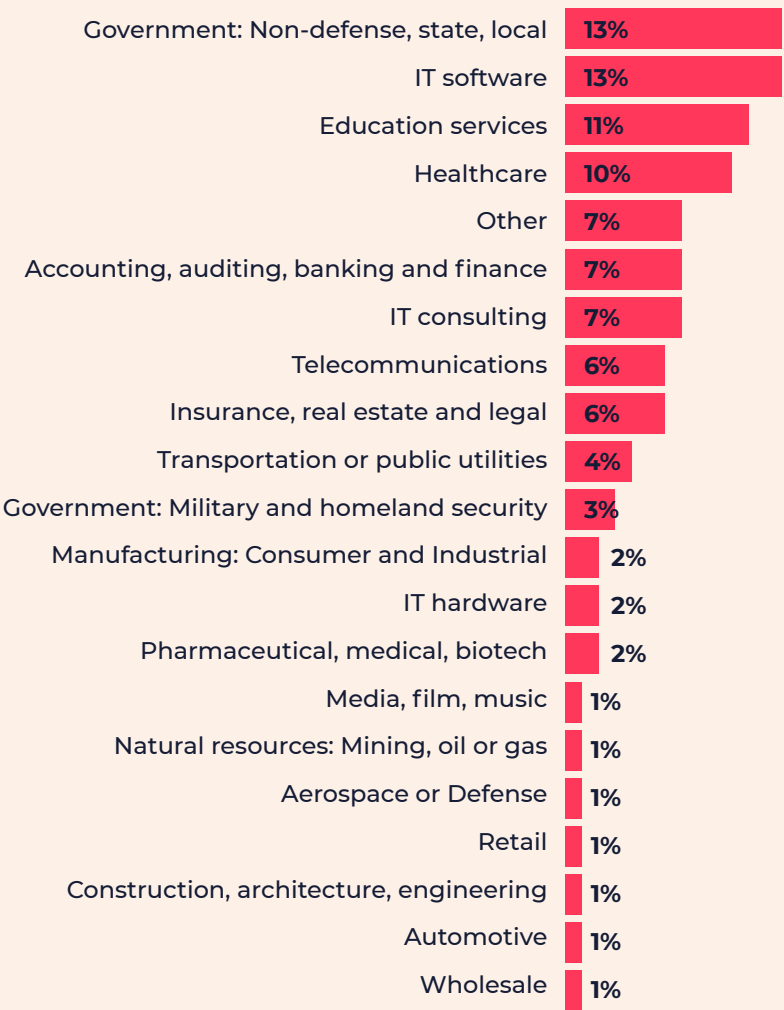
In last year’s report, many of our respondents worked in IT software, with education following. This year, government ranked equally (13%) with IT software (13%). Education took third place (11%).

According to [Capgemini Research Institute](#), a diverse tech workforce leads to more inclusive products and services. In practice, however, the reality is very different. For example, only **25%** of U.S. federal government IT teams are women.. But as regulatory mandates ramp up in response to the AI revolution, it's possible there will finally be a more concerted effort in government to improve diversity.

Time, of course, will tell.



WHICH BEST DESCRIBES YOUR COMPANY'S PRIMARY INDUSTRY?



Tech Certifications, the Currency of Expertise

Our survey found that bachelor's and master's degree holders are still prevalent in technology — 44% percent and 35%, respectively, a switch in order from our last report. But, as technology changes rapidly, hard skills learned in degree programs don't remain relevant. That's why a commitment to continuous learning is critical. Certifications play an important role in the advancement and empowerment of women in the tech industry for many reasons.

- **Validation of Skills** Certifications serve as tangible evidence of a woman's expertise and proficiency in specific technologies or areas within the tech field.
- **Competitive Advantage** In a dynamic job market, certifications give women an edge by demonstrating their commitment to continuous learning and professional development.
- **Career Advancement** Certifications open doors to new career opportunities and advancement within the tech industry.
- **Industry Recognition** Holding relevant certifications can enhance a woman's visibility and recognition within the tech community.

But the top three benefits of certification, according to our survey respondents this year, were more personal.

- **50%** of respondents report that certification helps them feel more confident.
- **36%** report that certification improves their skills.
- **33%** say that certification earns them trust and credibility.

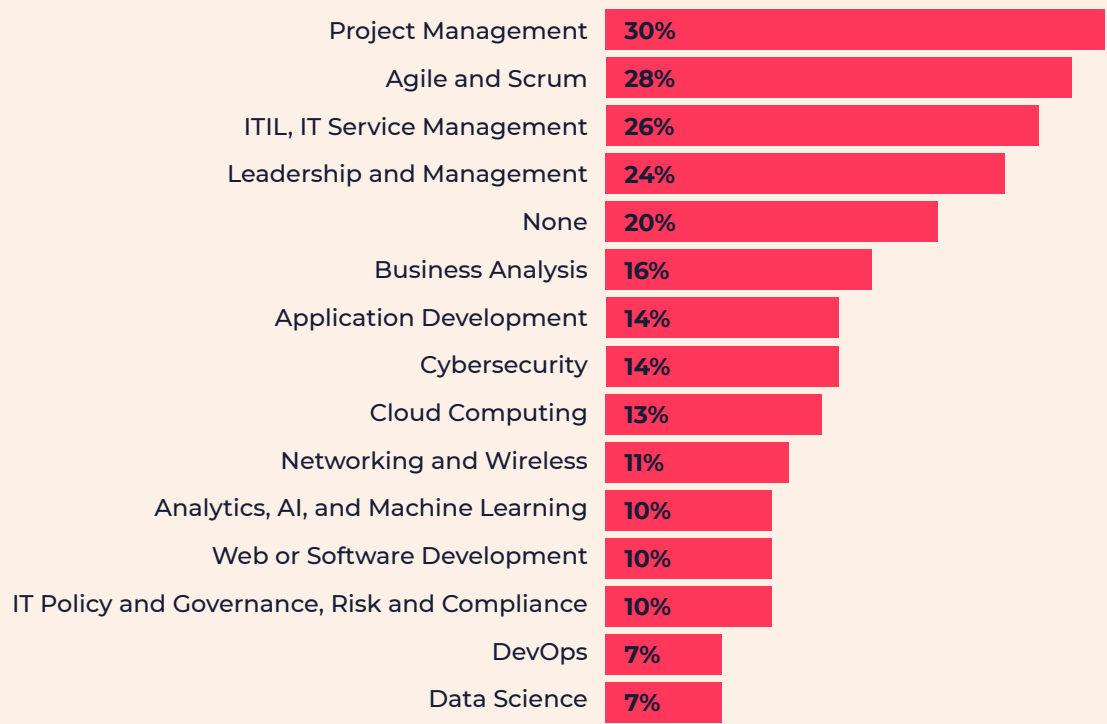
This differs from last year's report, when the number one benefit of certification reported was earning more responsibility at work.



Tech Certifications, the Currency of Expertise

Learning new skills also ranks high on their list. When it comes to specific topics women are most interested in learning about, AI and machine learning tops the list (41%), with leadership and management coming in second (37%), followed by project management at number three (23%).

IN WHICH OF THE FOLLOWING TECH-RELATED TOPICS HAVE YOU EARNED A CERTIFICATION? (SELECT ALL THAT APPLY)



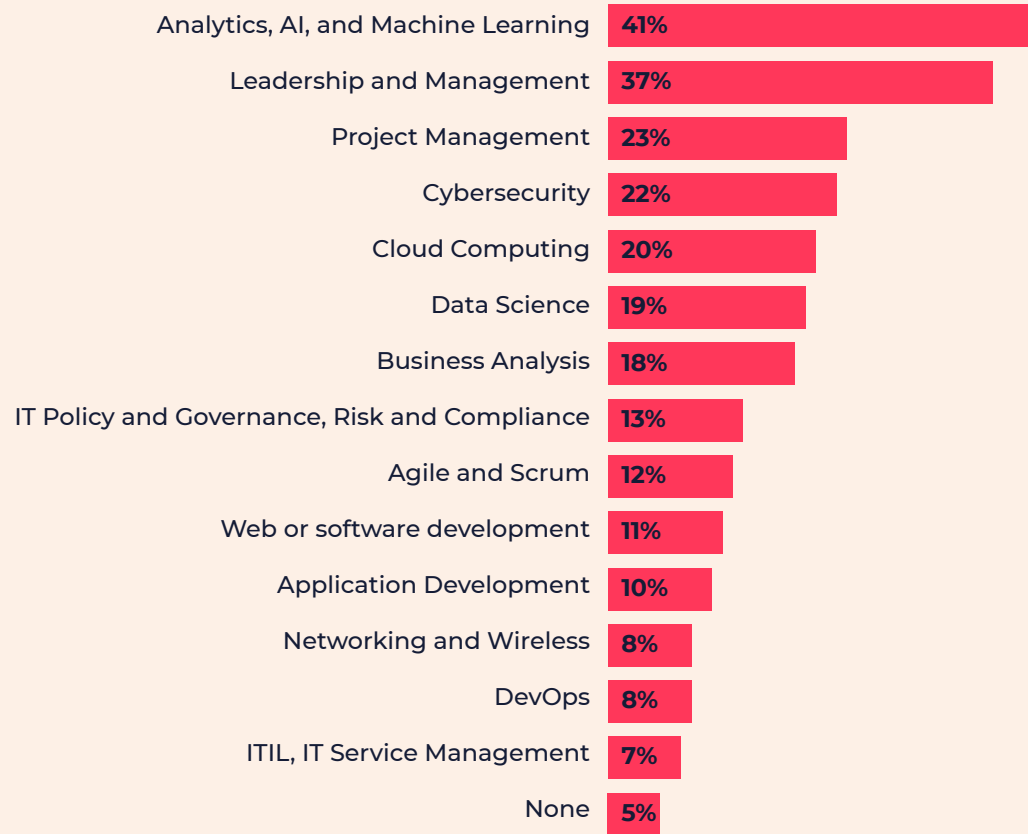
Tech Certifications, the Currency of Expertise

The fact remains that women in tech must work harder than men to prove themselves. Achieving certifications not only boosts women's self-confidence but can empower them to take on new challenges and better compete with their male counterparts.

HOW HAS BEING CERTIFIED HELPED YOU ADVANCE YOUR TECH-RELATED CAREER? (SELECT ALL THAT APPLY)



TECH-RELATED TOPICS WOMEN ARE INTERESTED IN

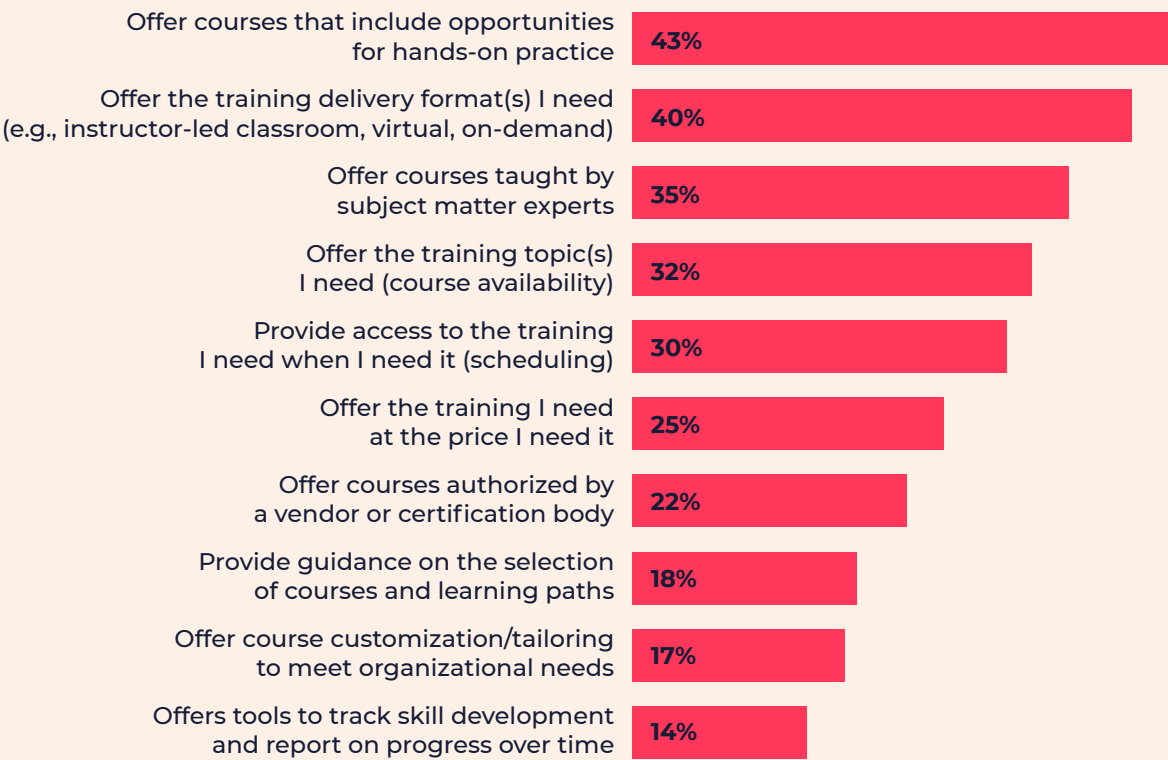


Tech Certifications, the Currency of Expertise

HOW WOMEN THRIVE IN TECH EDUCATION

When selecting a tech-related training provider, a user-friendly interface, interactive learning tools, and access to industry experts greatly enhance the learning process. The flexibility of the solution also matters, including options for self-paced learning, live sessions, and opportunities for hands-on experience. When we asked our respondents to rank what matters most to them, we found that women want hands-on experience (43%) and format flexibility (40%). Courses taught by subject matter experts (35%) takes third place. While women ranked convenience in scheduling higher last year, more women prioritized course relevance and availability this year (32%).

WHICH OF THE FOLLOWING FACTORS ARE MOST IMPORTANT WHEN DECIDING ON A TRAINING PROVIDER? (SELECT UP TO THREE)



Prioritizing Job Satisfaction and Benefits

For women, happiness at work holds profound significance. Of course, job satisfaction serves as a barometer of workplace experiences and organizational culture. But, beyond career satisfaction, it also influences their sense of self-worth, financial independence, and empowerment.

When women find fulfillment in their work, it ripples into all aspects of their lives, fostering well-being.

Job satisfaction encompasses a spectrum of factors, including fulfillment in daily tasks, alignment with organizational values, opportunities for growth and advancement, work-life balance, recognition for contributions, and benefits offered, among others.

This year, 77% of the women we surveyed reported feeling somewhat satisfied or extremely satisfied at work. Although that's a 2% decrease from last year, it's still encouraging, especially as the tech sector is profoundly transforming.

Here are the top 5 factors influencing job satisfaction:

- 74% Job security
- 68% Employee benefits
- 66% Work-life balance
- 58% Managerial support
- 54% Diversity, equity, and inclusion

"How we spend our days is, of course, how we spend our lives."
- Annie Dillard, Writer and Pulitzer Prize Winner



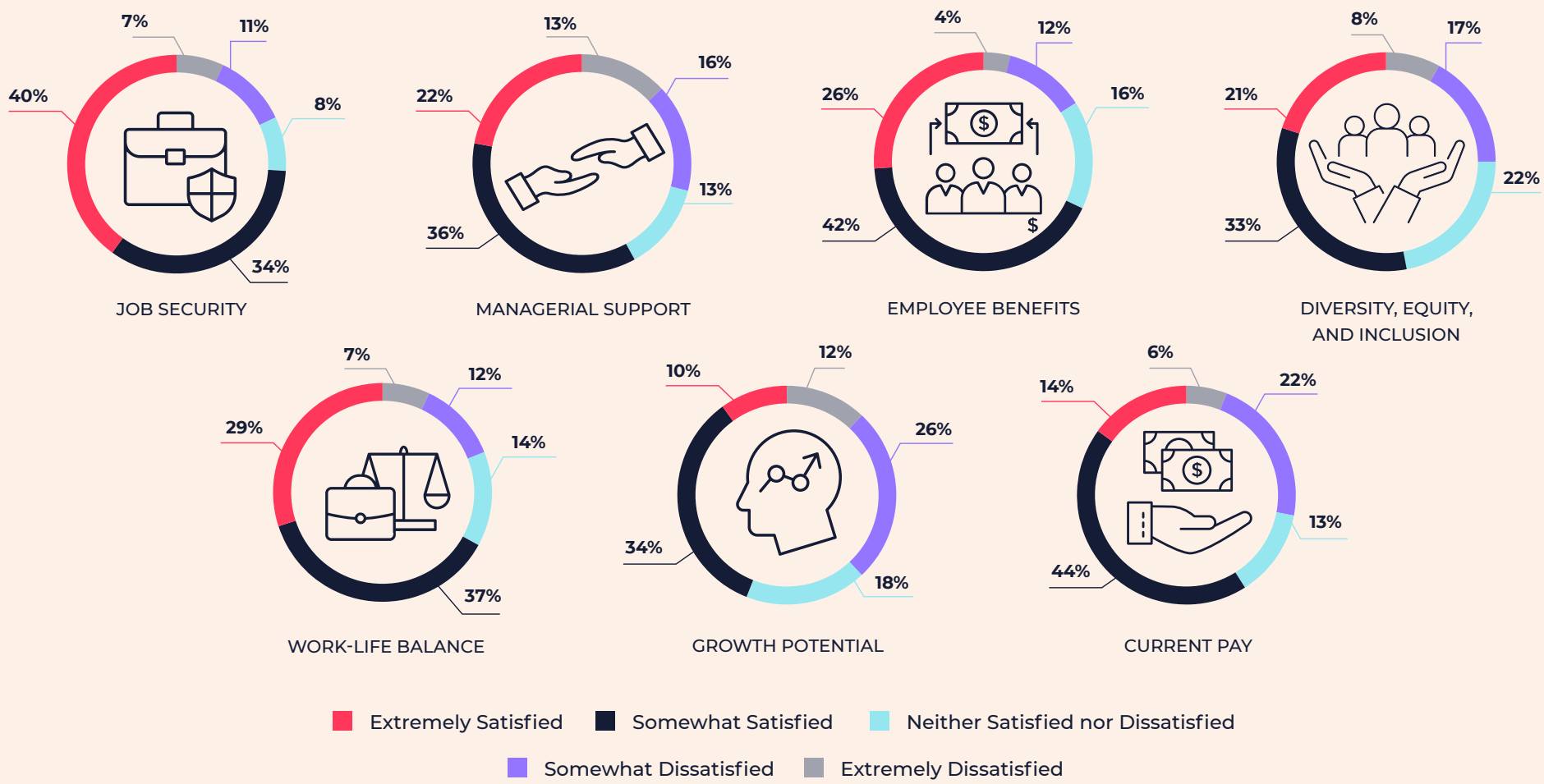
Prioritizing Job Satisfaction and Benefits

This begs a question. If satisfaction levels are high, why are 37% likely to switch jobs, or even employers (31%)?

Often, job satisfaction depends on benefits that are tangible: pay rates, paid time off (PTO), and hybrid work, for instance. But for women in tech, there can also be subtler energies at play.

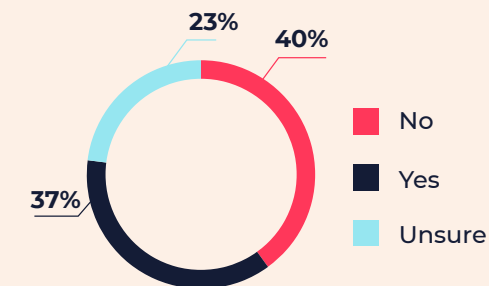
When we asked our respondents to tell us what would contribute to their choosing to leave a job or employer, 40% cited department or company management as the top factor, and 39% named a lack of training and growth. Only 26% cited increased compensation as an influence.

KEY DRIVERS OF OVERALL JOB SATISFACTION

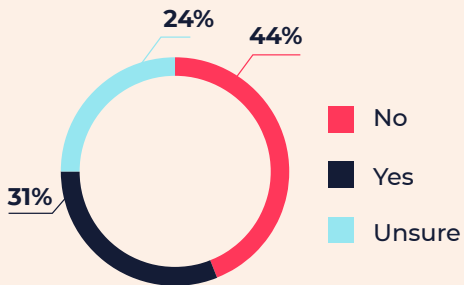


Prioritizing Job Satisfaction and Benefits

WILL YOU CONSIDER SWITCHING JOB ROLES IN THE NEXT YEAR?



WILL YOU CONSIDER SWITCHING EMPLOYERS IN THE NEXT YEAR?



CONSIDERATIONS FOR SWITCHING JOB OR EMPLOYER



Prioritizing Job Satisfaction and Benefits

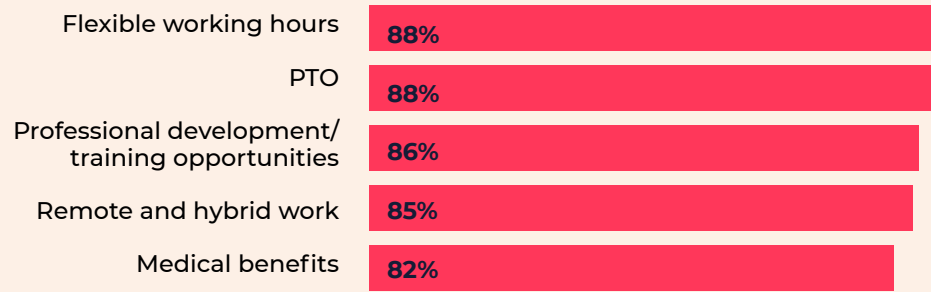
BENEFITS CANNOT BE AN AFTERTHOUGHT

With 68% of our survey respondents citing employee benefits as the top factor in job satisfaction, it's clear that women in tech are discerning when it comes to compensation. And compensation is not simply about a paycheck.

Job benefits play a crucial role in supporting women's holistic well-being, professional growth, and overall job satisfaction. Beyond monetary compensation, benefits contribute to creating rewarding work environments where women can thrive and succeed. Eighty-six percent of our respondents cite professional development and training as extremely and very important, surpassing even medical benefits (82%).

When it comes to rating their value across the board, here's what we found:

TOP 5 MOST VALUED ORGANIZATIONAL BENEFITS



Prioritizing Job Satisfaction and Benefits

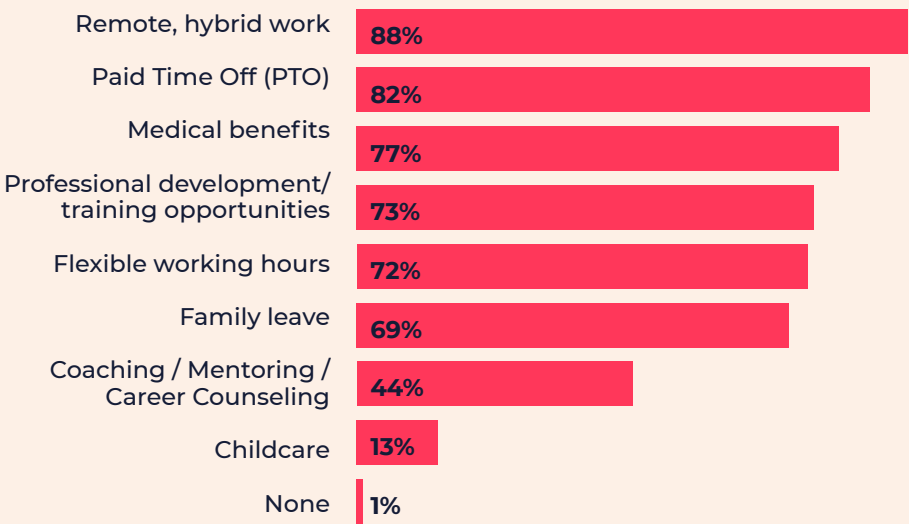
ARE WOMEN OFFERED THE BENEFITS THAT MATTER MOST TO THEM?

Not surprisingly, most report their employers offer remote/hybrid work, a clear advantage for women juggling both work and home responsibilities. PTO is also largely provided to our respondents (82%).

TOP 3 SUPPORT AND EMPLOYEE BENEFITS CURRENT EMPLOYERS PROVIDE

- 88% Remote, hybrid work
- 82% PTO
- 77% Medical benefits

WHICH OF THE FOLLOWING SUPPORT AND EMPLOYEE BENEFITS DOES YOUR CURRENT ORGANIZATION PROVIDE? (SELECT ALL THAT APPLY)



Prioritizing Job Satisfaction and Benefits

IMPORTANCE OF EMPLOYEE BENEFITS

ORGANIZATIONAL BENEFIT VALUE	NOT IMPORTANT AT ALL	SLIGHTLY IMPORTANT	MODERATELY IMPORTANT	VERY IMPORTANT	EXTREMELY IMPORTANT
Remote, hybrid work	2%	4%	9%	22%	63%
Flexible working hours	1%	3%	8%	28%	60%
Paid Time Off (PTO)	1%	3%	8%	28%	60%
Medical benefits	3%	4%	11%	27%	55%
Professional development / training opportunities	1%	2%	10%	37%	49%
Family leave	5%	8%	17%	31%	39%
Coaching / Mentoring / Career Counseling	3%	6%	21%	39%	30%
Childcare	35%	13%	19%	15%	19%



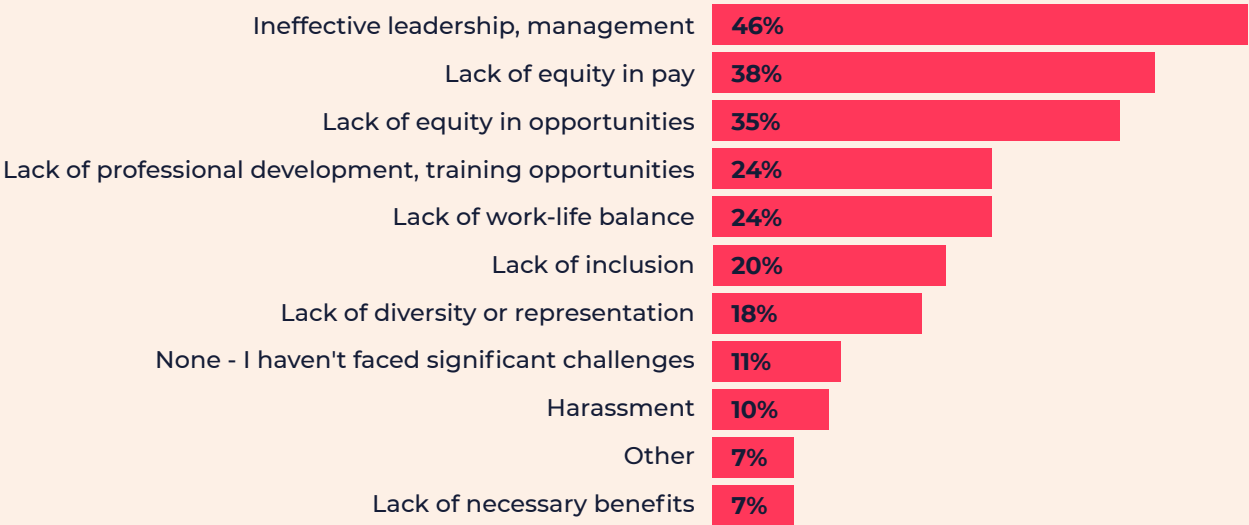
Facing Issues and Challenges at Work

While we can certainly read between the lines when it comes to numerical data, it's important to "get real" as we examine the daily challenges that women in tech are facing. For both this report and the last, the top challenge our respondents cite is ineffective leadership, followed by lack of equity in pay.

Leaders are directly responsible for company culture, whether creating it themselves, or allowing it to grow unchecked. That's why diversity training is so vital across organizations. Managers who are invested in working with diverse teams are also more likely to advocate for women's growth and advancement along with equitable pay.

PwC research reveals that women are more likely to be ignored by their managers in the workplace than men, and only 26% of women felt they could approach their manager for a promotion. In other words, many women are still confronted by a "closed door" management style, often based on their gender. This year, we found the top five challenges are more evenly felt, as women continue to navigate both a tech industry and a world in flux.

WHAT ARE THE TOP CHALLENGES YOU HAVE FACED WHILE PURSUING A TECH-RELATED CAREER? (SELECT THE TOP THREE)



Sharing Encouragement and Advice

The challenges women in tech face don't happen in a vacuum. But, all too often, women are expected to "toughen up" and shoulder the burden of change. And frankly, they're exhausted. So, we decided to turn that equation on its ear and start by asking them their advice for their employers.

WHAT CAN ORGANIZATIONS DO TO HELP?

We asked respondents what organizations could do to encourage more women to pursue tech careers. Again, this year most say that guaranteeing equitable pay (52%) is paramount.

Again, in a time of tremendous change, women are searching for career support in many ways, from access to learning to flexibility and more. We thought we'd let them speak for themselves.

"If a woman is doing an excellent job, she should be supported by other female leads/managers in her company. Develop mentorship programs."

"Work-life balance and flexible hours — determining shift times that work for women. Remote work really helps."

"More access to technology for young women and girls. Sponsor youth initiatives, camps, STEM programs, and internships."

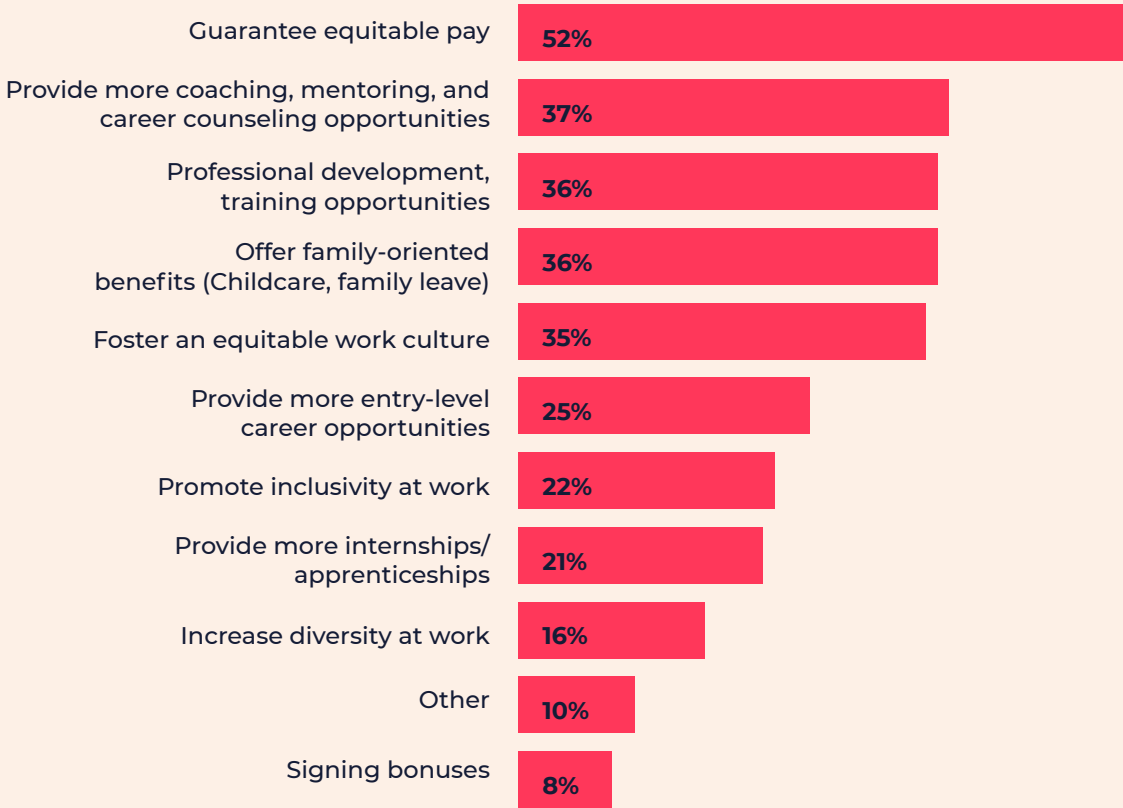
"Many women are forced to take a break due to multiple reasons and find it challenging to reenter the workforce. Reentry programs should be encouraged to help women bounce back."

"Make the effort to source diverse talent!"



Sharing Encouragement And Advice

WHAT COULD ORGANIZATIONS DO TO ENCOURAGE MORE WOMEN TO PURSUE TECH-RELATED CAREERS? (SELECT THE TOP THREE)



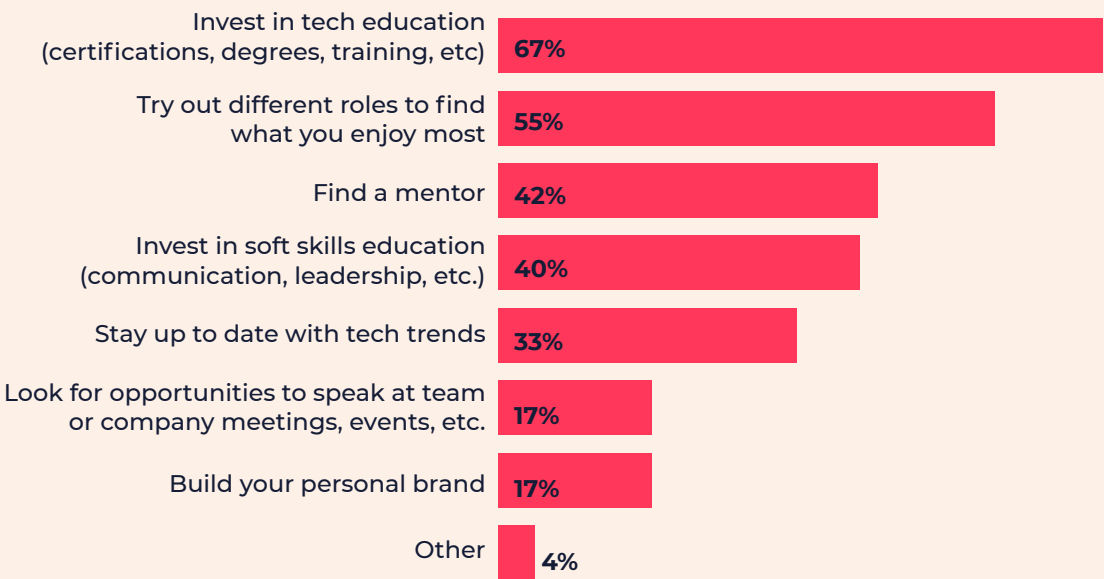
Sharing Encouragement And Advice

ADVICE FOR WOMEN, BY WOMEN

For women in tech, connecting with peers who share similar challenges is invaluable. They can learn from their experiences, seek their advice, and leverage their insights to accelerate their own growth and development. The support of other women extends beyond practicality; it also embodies a spirit of camaraderie within a highly skilled, resilient, and vibrant community.

When we asked what advice our respondents would give to women who want to pursue a tech-related career, 67% emphasize the importance of tech education and certifications. Fifty-five percent encourage other women to try different roles to find fulfillment at work, and 42% agree that mentorship is golden. Investing in power skills such as empathy, effective communication, and leadership also ranked high at 40%.

WHAT ADVICE WOULD YOU GIVE TO OTHER WOMEN WHO WANT TO PURSUE A TECH-RELATED CAREER? (SELECT UP TO THREE)



Conclusion — What's Next?

Despite the challenges women in tech continue to face, we see positive shifts towards creating a more equitable world. Whether our vision for the future serves as a roadmap — or a pipe dream — depends on all of us working together.

In the spirit of possibility, here's what that future could look like.

- Schools will offer inclusive STEM curricula from an early age, inspiring students to explore their interests in tech careers. Scholarships and funding will ensure financial accessibility, while community and corporate initiatives provide gender-neutral spaces for learning and collaboration.
- Women will be equally represented in the continuing advancements of AI technology, enabling the development of products and services that are ethical, inclusive, and accessible to users of all genders.
- Organizations and leaders will increasingly recognize the importance of workforce diversity in driving innovation, creativity, and competitiveness. DEI training, learning and development, and guaranteed pay equity will help to create more inclusive workplaces where women can thrive.
- As more women break through tech's glass ceiling and become leaders, they'll pave the way for future generations of women in technology. By serving as role models, mentors, and advocates, female tech leaders will inspire and empower other women to build careers in STEM fields and pursue their professional aspirations.

Strong, skilled, empowered women are positioned to break through barriers. More organizations must address current disparities if they hope to be prepared for the future.

With our continued efforts and collective action, we can build an exciting, diverse, and inclusive future where women in technology can thrive and make their mark on the world.



Resources

LEAN INTO LEARNING

There's a good reason why investing in education is sound advice from other women in tech.

Enabling women to access training and leadership opportunities at work is not just a matter of fairness; it's also a smart investment that positively impacts individual and organizational performance, innovation, and workplace dynamics.

Technology never slows down. New innovations, faster methods, better outcomes — these are keys to success. If they want to compete, women need their skills to keep pace.

So, how do you stay ahead?

The answer is simple. Don't stop learning.

Despite overall employment gains post-pandemic, the [World Economic Forum's 2023 Gender Gap Report](#) highlighted a 10% drop in women in senior leadership positions across the globe.

But, Skillsoft's Lean Into Learning data shows an encouraging trend. Over the last two years, the top women's courses focused on leadership and forging new pathways for women's careers.



FOR MORE VALUABLE INSIGHTS, READ OUR LEAN INTO LEARNING REPORT [HERE](#).

Resources

IT SKILLS AND SALARY REPORT

As women in tech continue to work toward equitable recognition and compensation, it's helpful to know what's on offer — including the top-paying certifications today.

Skillsoft's IT Skills and Salary Report shares the findings of an in-depth global survey of tech professionals at all stages of their careers, across geographies and industries.

For nearly two decades, the goal of this research has been to equip tech professionals — from newcomers to senior executives — with the data and analysis to understand the trends that will impact their careers, investments, strategies, and more.

What's changing in tech?

This year, IT decision-makers have highlighted skills gaps within their teams as a significant challenge, marked by the rapid technological changes reshaping the workplace.

The insights are crucial for understanding the dynamic nature of the tech industry and preparing for the future.



READ THE REPORT HERE.

Resources

FROM AI APPRENTICE TO AI ARCHITECT

Every journey starts with you. And, it helps to have a trusted learning partner on your side.

Skillsoft Aspire Journeys are guided learning paths that set you in motion for career success. In Skillsoft's Aspire AI Apprentice to AI Architect journey, the focus is on AI development and theory, HCI principles and methods, AI development with Python, computer vision for AI, and cognitive modeling.

Courses are interactive, including scenario-based videos, audiobooks, guided paths, and more. Plus, you can earn verifiable, shareable, and portable digital badges to announce your accomplishments throughout your journey. You'll gain the foundational skills and confidence needed to propel you forward in the new age of AI.



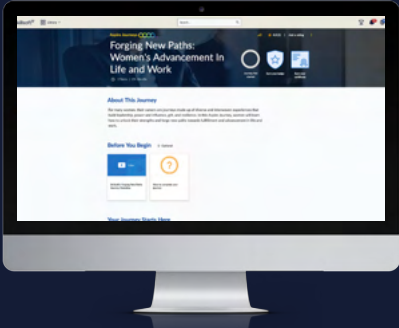
**LEARN MORE ABOUT
SKILLSOFT'S AI
APPRENTICE TO AI
ARCHITECT ASPIRE
JOURNEY **HERE.****

SKILLSOFT'S ASPIRE JOURNEY FOR WOMEN

No matter their chosen profession, women's careers are journeys made up of interwoven experiences that build leadership, power and influence, grit, and resilience. In other words, a career in tech requires more than just hard skills.

In this Aspire Journey, women will learn how to unlock their strengths and forge new paths towards fulfillment and advancement in life and work.

Are you ready to sharpen your power skills, gain confidence, and upgrade your career? Take part in hands-on practice, study for a certification, and much more — all personalized for you.



**START YOUR
JOURNEY **HERE.****

More Resources

DEI TRAINING CENTER

Find Leadercamps led by expert DEI coaches, as well as books, courses, videos, and other tools on this timely topic.

WOMEN AND LEADERSHIP

Courses, books, audiobooks and more helpful tools. Learn about barriers to women's advancement as leaders and ways to break through them.

THE EDGE PODCAST

Join our CMO/CSO, Michelle Boockoff-Bajdek, for candid, thought-provoking conversations on the topic of learning and growth in the workplace.

SKILLSOFT BLOG

Get free access to the latest insights from our Skillsoft team, from industry trends to women's empowerment.

THE MANY SHADES OF THE PINK PANDEMIC

The fallout from Covid-19 continues to disproportionately affect women in the workplace. Learn about the 4 paths to recovery.

ESG IMPACT REPORT

Learn how Skillsoft works to serve the planet, people, and our stakeholders as we nurture a sustainable and ethical corporate culture.

SKILLSOFT'S CODECADEMY

Unlock the power of technology skills training with the most hands-on and flexible technology-skilling solution for proactive transformation.

SKILLSOFT COACHING

Our Coaching solution consists of enhanced, targeted top-tier content, human and AI coaches, and technology that helps transform women's careers.

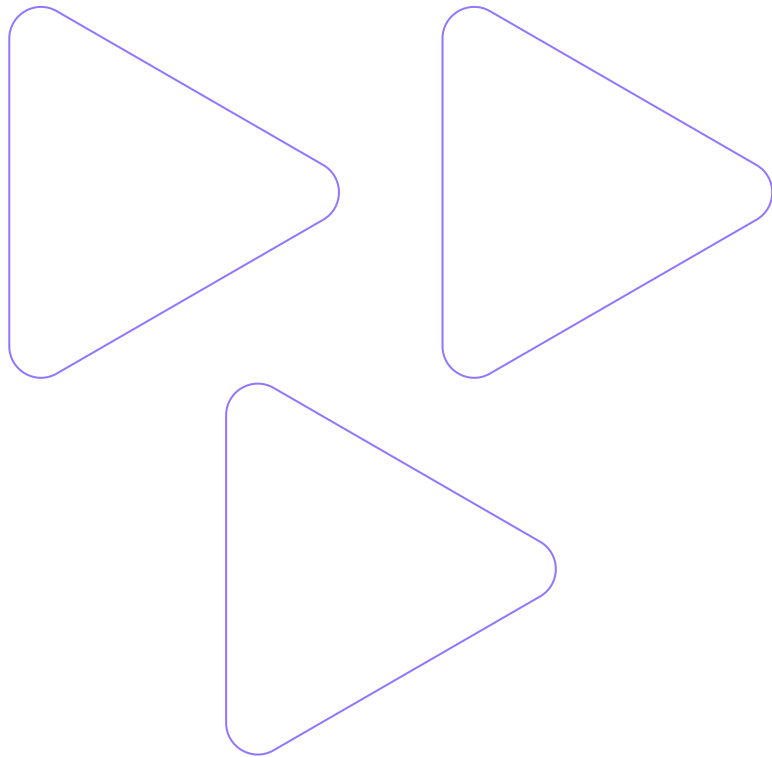


Methodology

Skillsoft's Women in Tech survey was conducted online from September 2023 to January 2024.

Our goal was to reveal the challenges women in tech commonly face and uncover ways that employers can better support them.

The survey — which included multiple-choice questions, open-ended responses, and value ranking — yielded 507 complete responses from women who work in the tech industry, at tech organizations or companies, or in tech roles.



About Skillsoft

Skillsoft (NYSE: SKIL) delivers transformative learning experiences that propel organizations and people to grow together. The Company partners with enterprise organizations and serves a global community of learners to prepare today's employees for tomorrow's economy. With Skillsoft, customers gain access to blended, multimodal learning experiences that do more than build skills, they grow a more capable, adaptive, and engaged workforce. Through a portfolio of best-in-class content, a platform that is personalized and connected to customer needs, world-class tech and a broad ecosystem of partners, Skillsoft drives continuous growth and performance for employees and their organizations by overcoming critical skill gaps and unlocking human potential.

About LRMG

LRMG is an authorised Skillsoft partner in Africa. LRMG are leaders in talent development, talent technology and talent advisory. We digitally enable high performance in your teams with talent acceleration systems, smart toolboxes and content, and new high-performance habit-forming strategies.

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