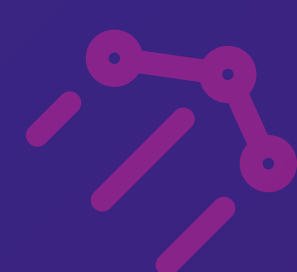


Training helps developer careers and pay but lack of time and cost hinder efforts



Technology continues to change rapidly, and companies need workers competent in the latest skills to lead their industries and avoid falling behind.

But something needs to change, underscores a recent CNCF microsurvey of about 135 contributors from around the world. That's because workers are not getting the training they need and want, largely because of a lack of time and money, and they want employers to pitch in more.

Meanwhile, the benefits of achieving new training and certifications are very clear. Almost 55% of respondents say that pursuing training and certifications helped them land a new job, and 67% say it left them feeling more engaged and fulfilled in their work.

How do you react to the following statements?

I would like my company to pay more, or at least some, of the costs for me to get more training and certifications.



I would be more loyal to my current employer if they made time for me to pursue training and or certifications on company time and paid for it.



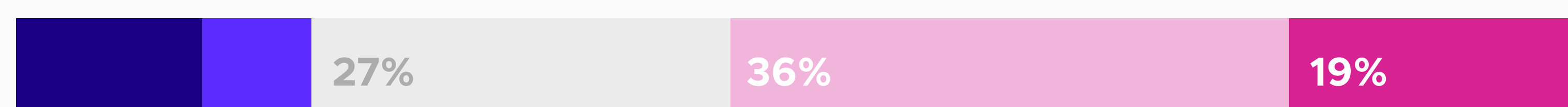
It is getting harder to keep up with the pace of change in software development.



Having new training and certifications has kept me more engaged and fulfilled in my work.



Pursuing new training and certifications helped me land a job in the last five years.



● Strongly Disagree ● Disagree ● Neutral ● Agree ● Strongly Agree

Digging deeper into the impact, **86%** of respondents said completing new training and certifications or mentorships advanced their technical skills, with **76%** also saying it helped their work confidence.

What have been the top career benefits of completing a cloud native training course, certification, or mentorship?

I advanced my technical skills



I have more confidence in my abilities



Higher pay

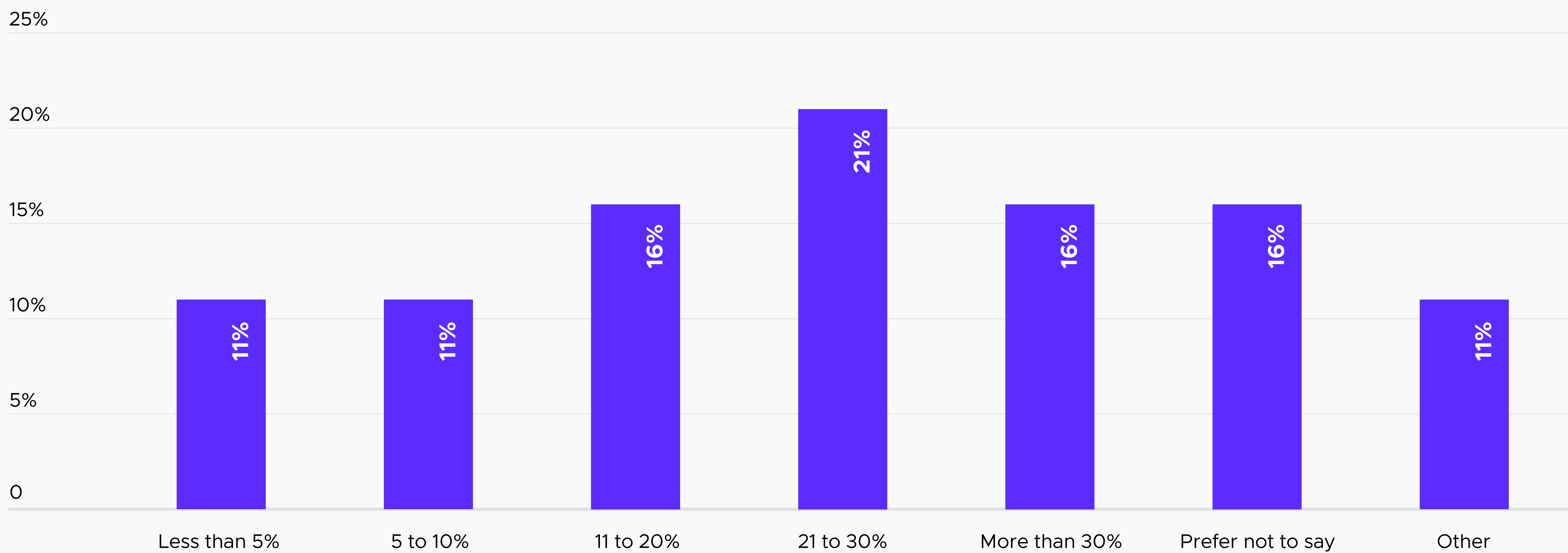


More fulfilling work



The payoff is literal, too. Almost **4 in 10** survey respondents, **36%**, said they received higher pay as a result of completing a new training or certification. Of those who made more money, **53%** received pay bumps of more than **11%**.

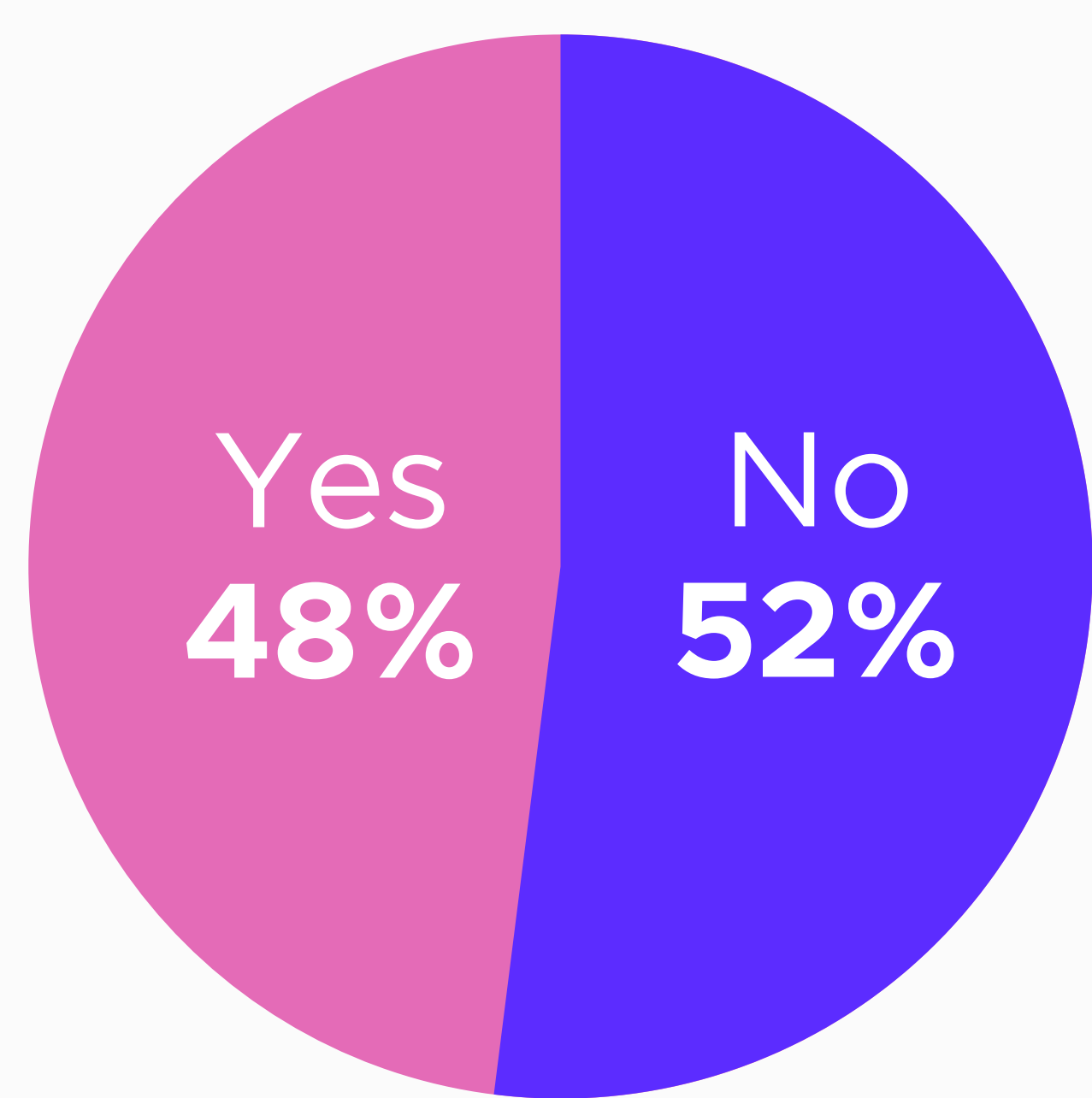
If cloud native certifications and training have led to higher pay, by how much, approximately?



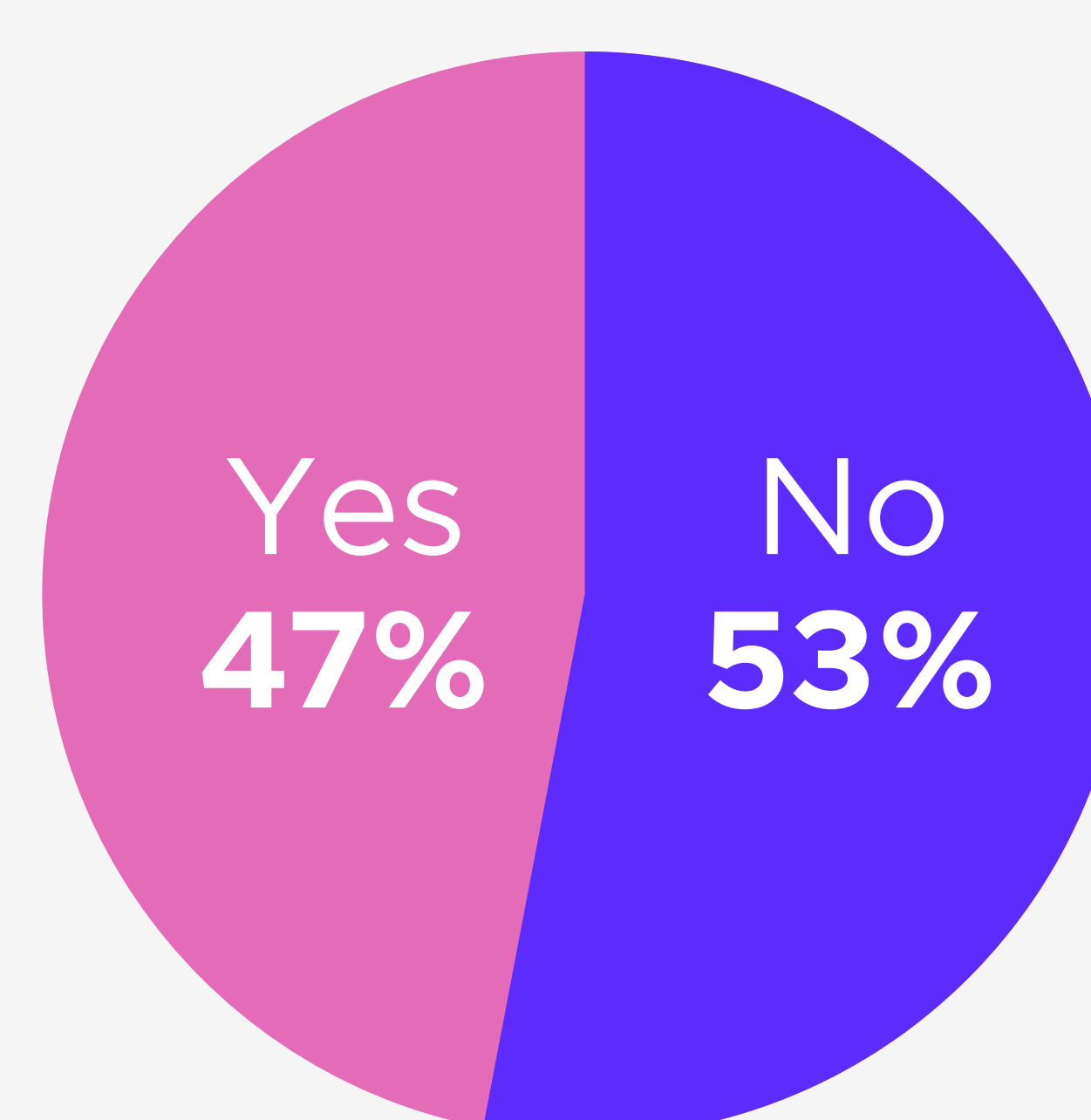
Barriers Remain

More than half of the survey respondents, **52%**, said their company fails to give them time to pursue certification and training, and **53%** said companies don't pay for it.

Does your company give you time to pursue certifications?



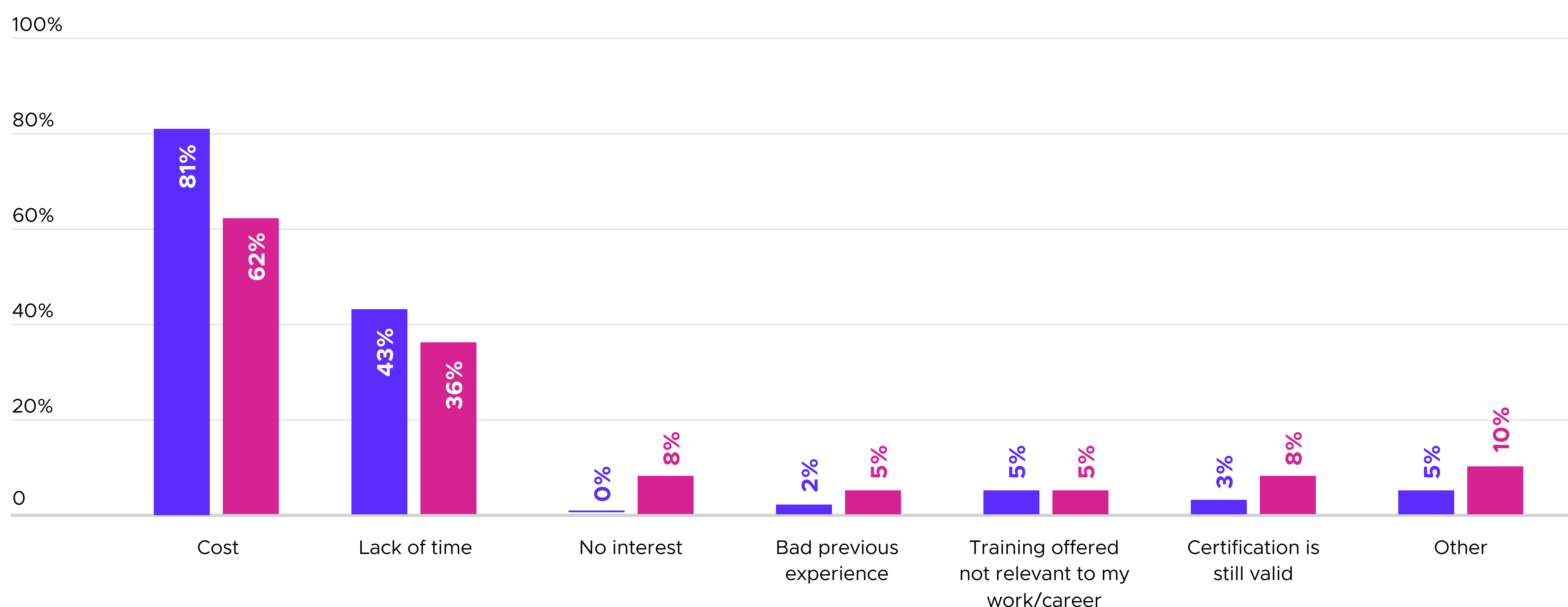
Does your company pay for you to pursue training?



Both factors hindered development efforts. About **81% of respondents** said cost prevented them from completing certifications in the past two years, while **43%** cited time as a limiting factor. Cost and time were the top two constraints for training as well, selected by **62%** and **36%** respectively.

What has prevented you from completing any certifications / training in the past two years?

- Certifications
- Training



75%

Not surprisingly, three-quarters of the survey respondents (75%) want their companies to pay more, or at least some, of their training and certification costs.

69%

Another large share of people (69%) said they'd be more loyal to their current employer if they had more time to pursue career development efforts.

That finding mirrors one found in the [Linux Foundation Training State of Tech Talent 2023](#) survey from earlier this year. Training was identified as an increasingly important employee retention tool, with 50% of respondents citing it as a key incentive to stay with employers, up from 40% in a year earlier survey

KEY TAKEAWAY

**Companies
need to
respond**



Companies may find they have fewer choices going forward. Almost **67%** of survey respondents said it is getting harder to keep up with the pace of software development. Without the time or money to pursue training and certifications, companies may find themselves lacking the skilled workers they need in today's highly digital economy.

New Approach to Learning

To make training and certifications more accessible to more people based on their schedules and more manageable for organizations to support with cost, the Linux Foundation recently launched a new subscription-based model, **THRIVE-ONE**, with options to fit different budgets and timing needs. With the subscription model, workers will more easily be able to access needed training without having to either pay themselves or ask their employer to pay each time. The subscription includes access to some of CNCF’s most popular trainings, as well as access to certification exams, which provides significant cost savings for individuals and organizations and is not commonly included in other subscription models.

Have you completed any CNCF training courses?

INTRODUCTION TO KUBERNETES



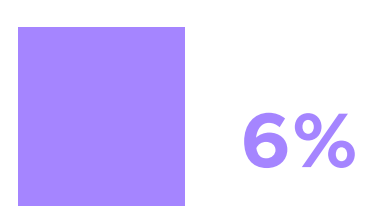
KUBERNETES FUNDAMENTALS



KUBERNETES FOR DEVELOPERS



KUBERNETES SECURITY ESSENTIALS



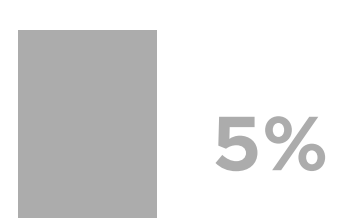
MONITORING SYSTEMS AND SERVICES WITH PROMETHEUS



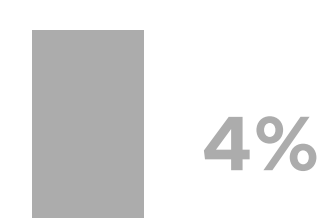
CLOUD NATIVE LOGGING WITH FLUENTD



SERVICE MESH FUNDAMENTALS



MANAGING KUBERNETES APPLICATIONS WITH HELM



INTRODUCTION TO SERVERLESS ON KUBERNETES



Have you completed any CNCF certifications?

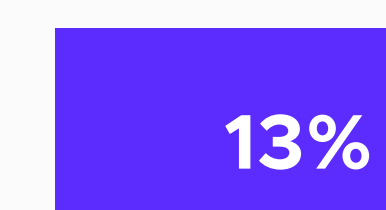
CERTIFIED KUBERNETES ADMINISTRATOR (CKA)



CERTIFIED KUBERNETES APPLICATION DEVELOPER (CKAD)



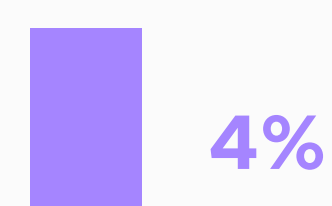
CERTIFIED KUBERNETES SECURITY SPECIALIST (CKS)



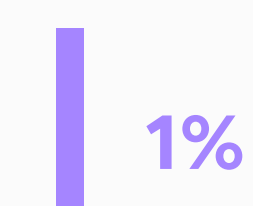
KUBERNETES AND CLOUD NATIVE ASSOCIATE (KCNA)



PROMETHEUS CERTIFIED ASSOCIATE (PCA)



KUBERNETES AND CLOUD SECURITY ASSOCIATE (KCSA)



According to the survey, CNCF’s most popular trainings were Introduction to Kubernetes and Kubernetes Fundamentals, while the most popular certifications were Certified Kubernetes Administrator (CKA) and Certified Kubernetes Application Developer (CKAD). CNCF currently offers six certifications focused on cloud native technologies, including the Kubernetes and Prometheus projects, with plans to add new certifications and trainings on additional tools and techniques during the next **KubeCon + CloudNativeCon North America**. Join the community in Chicago and virtually from November 6-9 to advance your career growth and “Architect Your Future!”



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