Sources for McKinsey research cited

- https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/beyond-hiring-how-companies-are-reskilling-to-address-talent-gaps
- https://www.mckinsey.com/industries/public-sector/our-insights/generative-ai-and-the-future-of-work-in-australia
- https://www.mckinsey.com/featured-insights/future-of-work/the-future-of-work-after-covid-19
- https://www.mckinsey.com/industries/public-sector/our-insights/defining-the-skills-citizens-will-need-in-the-future-world-of-work
- https://www.researchgate.net/publication/330316898_The_MOOC_pivot
- https://www.pnas.org/doi/10.1073/pnas.1921417117
- https://www.oecd.org/coronavirus/policy-responses/the-potential-of-online-learning-for-adults-early-lessons-from-the-covid-19-crisis-ee040002/
- https://files.eric.ed.gov/fulltext/EJ1067937.pdf