



Global English Skills Report

— Mexico Insights



Workplace English proficiency: Creating a competitive advantage

Organizations in Mexico and around the world increasingly see English proficiency as essential to performance, collaboration and competitiveness. Yet HR leaders continue to face significant barriers to implementing effective English-language solutions, including assessments that lack accuracy, platforms that are hard to use and tools that don't measure the full range of real-world skills. These challenges directly impact ROI — leading to misaligned hiring, ineffective training spend and slower organizational growth.

What the data shows:

- English assessments are widely used in Mexico for hiring, training and promotion decisions
- HR leaders agree AI cannot compensate for poor English skills — reliable assessment is critical
- HR decision makers in Mexico overwhelmingly agree that lacking English proficiency creates a competitive disadvantage (92%)
- Companies using standardized third-party assessments report stronger outcomes: better collaboration, higher satisfaction and improved competitive positioning
- Demand is rising fast: more employers expect English proficiency to become a requirement for all new hires within five years

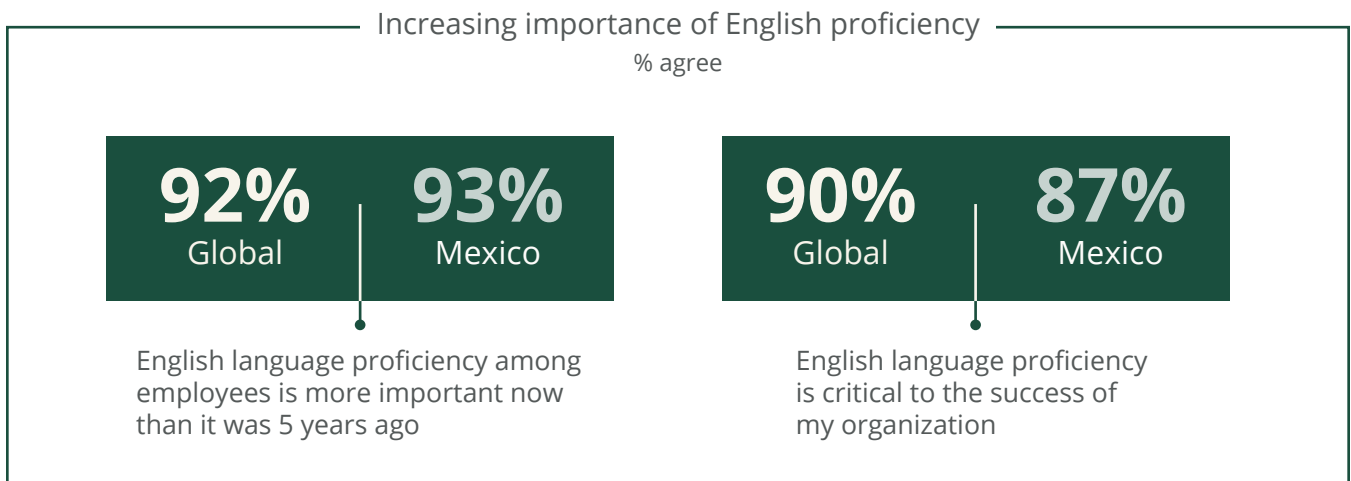
As global collaboration accelerates and AI adoption grows, English proficiency is becoming a core driver of efficiency and business success. For HR teams focused on talent quality and ROI, better assessment is no longer optional — it's a strategic advantage.



The time is now for evolving workplace English proficiency

Across both Mexico and global markets, organizations increasingly view English proficiency as critical to business success. In Mexico, 93% of employers say English proficiency is more important now than it was five years ago.

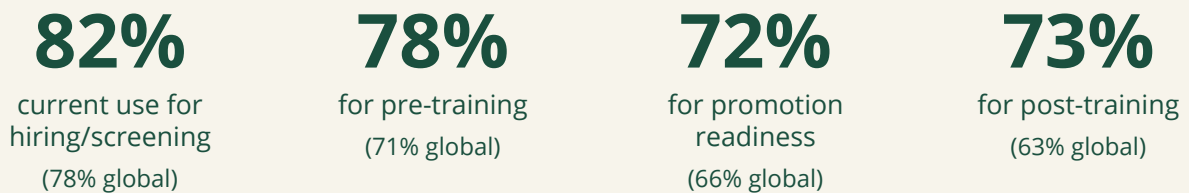
Despite widespread use of English assessments, HR decision makers in Mexico continue to report unmet needs, particularly around accuracy, platform usability and breadth of skill measurement. Organizations also face persistent barriers related to provider quality, time constraints and integration or scalability challenges.



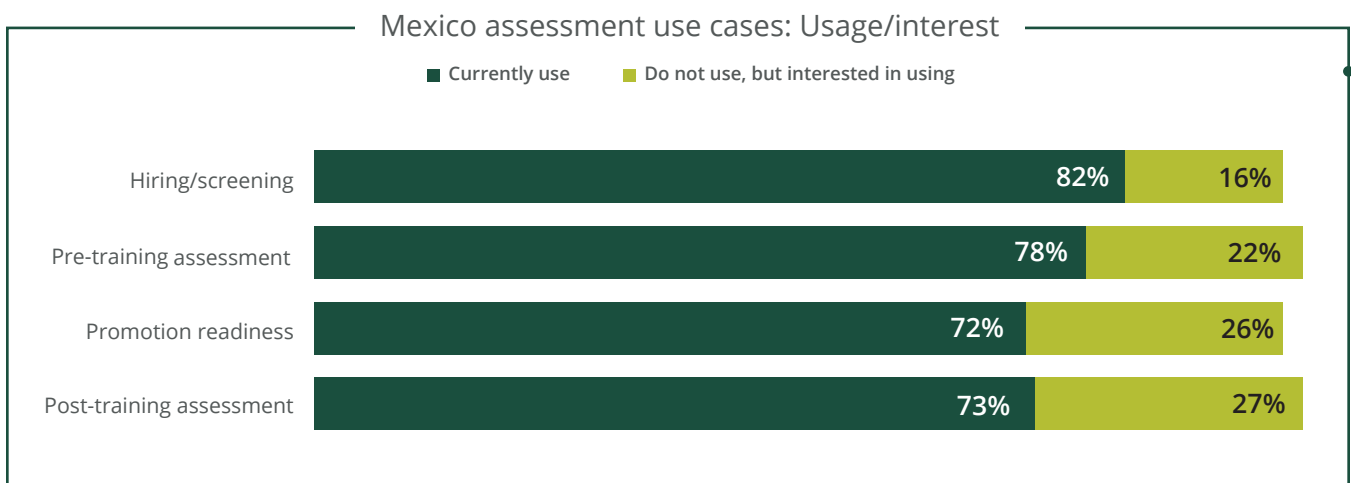
Key insights

- 1 Most HR leaders believe **AI cannot compensate for poor English proficiency**, reinforcing the need for reliable assessments

- 2 Current use of English assessments in Mexico is high



- 3 Organizations in Mexico use **standardized assessments** more for pre-training assessment (64%) and post-training assessment (58%), while using standardized assessments less for hiring/screening (56%) and promotion readiness (44%).



English proficiency and assessment benefit pillars

Globally and in Mexico, organizations that use standardized third-party English assessments consistently report stronger business outcomes. These include improved collaboration, stronger competitive positioning, better organizational growth and higher employee satisfaction. English proficiency also plays a growing role in enabling organizations to use AI strategically and accurately.

Key insights

1 **81%** of HR decision makers in Mexico say increased global collaboration heightens the need for English proficiency (82% global)

2 **92%** of HR leaders in Mexico say lacking English proficiency creates a competitive disadvantage (86% global)

3 **86%** of HR leaders in Mexico believe their organization would be more efficient if better English assessments were used during hiring (89% global)

4 **71%** of HR managers in Mexico say AI integration increases the need for English proficiency (81% global)

Influencers of greater need for English proficiency % selected as very/somewhat influential

The need to use a greater **variety of AI tools**
(those with English-only interfaces and-or requiring input in English)

92% | **86%**
Global Mexico

The need to **determine the accuracy** of AI-generated information

92% | **88%**
Global Mexico

The need to generate **effective prompts** for AI

91% | **91%**
Global Mexico

Shifts in role responsibilities due to AI automation

90% | **81%**
Global Mexico

- Globally, countries that mandate minimum English proficiency at the



Conclusion

English proficiency is rapidly becoming a strategic capability for organizations. As global collaboration expands, competition intensifies and AI adoption accelerates, the need for accurate, scalable and trusted English assessments will only grow. Organizations that invest in strong assessment practices today are better positioned to build high-performing teams, strengthen competitive standing and unlock future growth.

Visit ets.org/toeic/resources/global-english-skills to read the full Global English Skills Report and learn how leaders across the world are approaching workplace English language proficiency in the age of AI and global collaboration.



Appendix

This report is based on an online survey of 85 HR decision makers in Mexico conducted 30 September through 10 October, 2025. This research is part of a broader ETS survey of 1,325 HR decision makers in 17 countries: Brazil, China, France, Germany, Indonesia, India, Japan, Mexico, Morocco, Saudi Arabia, South Korea, Spain, Taiwan, Thailand, Turkey, UAE and Vietnam.