

UPSKILLING & RESKILLING IN A TIME OF TECHNICAL CHANGE

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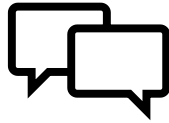
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INTRODUCTION



WHY

does this matter?



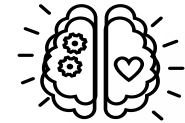
HOW

to identify skills that
are worth building.



BUILD

skills outside of your
day-to-day work.



UNDERSTAND

the limits of what you
can learn in training.

WHY DOES THIS MATTER?

Technology has always changed quickly and there are no signs of that slowing down. Disruptions won't go away, so the need to evolve is more important than ever.



KNOW YOUR WHY

Technology can be both career oriented and hobby oriented.

FEARS

- Job insecurity
- Obsolete skills

BENEFITS

- Increase value to your current team
- Be more employable in the market

CHANGE IS INEVITABLE

Technologies that are coming out today will become obsolete. Prepare for that eventuality.

“ No one is going to teach you everything you need to learn.
But I am here to teach you how to learn. ”

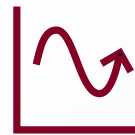
-- DR. ABUL KHONDKER



BE
TRAINABLE



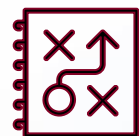
BE
CURIOUS



UNDERSTAND
HYPE CYCLES



EMBRACE
LEARNING

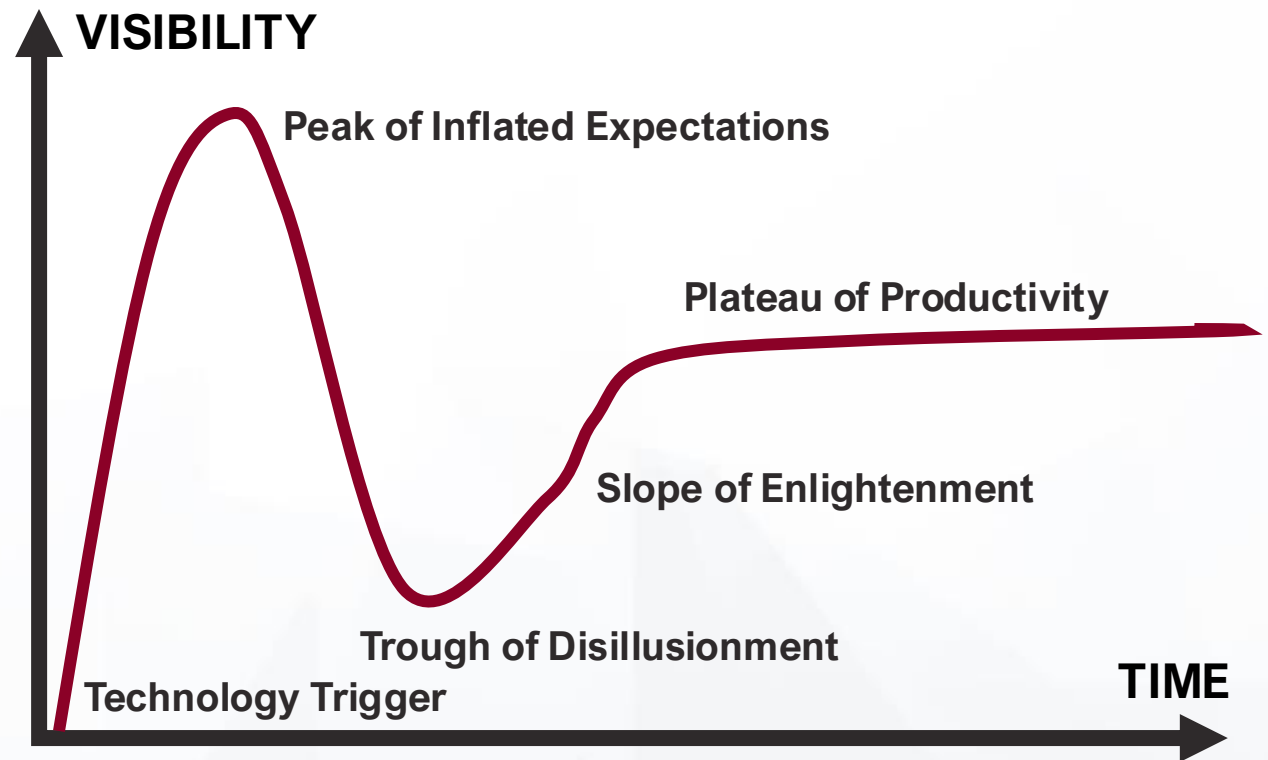


ADAPT
CHANGE

TIMING THE MARKET

- Where in the hype cycle does it make sense to invest in a skill?
- Both value and risk of investing in a skill.

	VALUE	RISK
Early	"Ground floor" Few experts yet	Tech fades out Wasted time/effort
Late	Proven Tech Career making	"Miss the boat" Market saturation



IDENTIFYING SKILLS WORTH BUILDING

- Find good sources of technology news - in media format(s) you absorb best.
- Understand that you will not be able to be an expert in everything, and you shouldn't try.
 - You can be conversational in technologies, but you can't always be an expert.
- One of the most important skills you can build is communication.
 - Explaining complicated technical concepts to different audiences.
- Find your interests, and, as much as possible, align them with products or classes.

CHOOSING A TECHNOLOGY CLASS

- Cloud Computing
- Low Code/No Code
- Artificial Intelligence
- Cybersecurity

HOW TO BUILD SKILLS

Your job will not always offer you the ability (*in either time or opportunity*) to learn new technologies, tools, or techniques.

- Whatever you are focusing on, learn as much as you can as to how it works.
- Create your own projects that you are interested in, even if they won't go anywhere.
- Find ways to create rather than simply implement.
- By doing things yourself, you can learn when people haven't done that.

FIND REPUTABLE TRAINING CONTENT

- Udemy
- Coursera
- Vendor websites, tutorials
& other documents
- Blogs

UNDERSTAND HOW YOU LEARN



Not everyone learns in the same way and your style may change over time.

- For some, learning with other people is good for them.
 - Finding a community of learners may be best.
- We encourage people to work collaboratively, so we can encourage people to learn the same way.
 - Having someone to ask questions to.
 - Having someone who can help you work through problems.



INVESTING IN YOURSELF

Develop a value proposition for why training is worth it—you are either trying to convince your company or yourself.

BUILD & EXPERIMENT

- Clouds offer free-tier or cheap services
- Products often offer demo versions or an individual license
- Open-source products (e.g., Docker)

WORTHWHILE TRAINING

- Online training companies
- In-person training
- Academic certificates

AFFORDABLE PRODUCTS

- Raspberry PI
- Arduino

UNDERSTANDING THE LIMITS

- Understand that you will not be able to be an expert in everything, and you shouldn't try.
 - You can be conversational in technologies, but you can't always be an expert.
- Understand that there are some technical fields where part-time training isn't the answer.
 - Some fields require advanced degrees (e.g., Data Science).
- There is only so much time available.
- There will be a general limit of proficiency that, once you cross, it may not be worth continued skill development.
- Sometimes there will be a product or class that you have learned a lot about that is no longer being widely used. That is okay, but know that sometimes you need to move on.

CONCLUSION

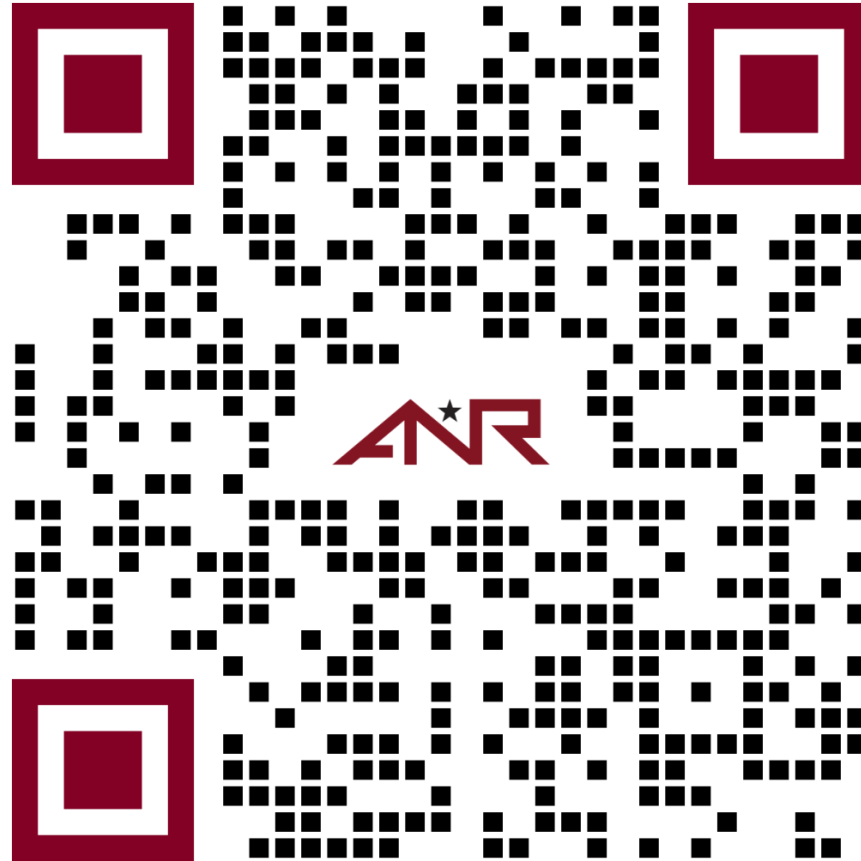


- Find your interests and cultivate them.
- Understand why you are learning new skills.
- Find ways to train at work (if you can) or outside of work.

- Keep up with technology news.
- Know when to move on, but don't forget what you've learned.
- Knowing how to, and being willing to, learn is one of the best skills you can cultivate.

THANK YOU! QUESTIONS?

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