

**TREND 1: AI** WILL RESHAPE

ANALYTIC AND BUSINESS INNOVATION

TREND 2: COMPETITION FOR DATA

SCIENCE AND ANALYTICS TALENT

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**Teresa Green**

VP, Global Talent

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Teresa Green is the VP of Talent Acquisition for MicroStrategy

Teresa leads a global team of over 40 talent acquisition leaders focused on today’s and tomorrow’s top talent for data science and analytics. Prior to her role at served as the Head of Global Talent Acquisition at CEB, now Gartner. She has also held similar roles at Capital One, Deloitte Consulting and Marriott International. Teresa holds a Bachelor of Science in Business Management from University of Maryland, University College

“In 2018 and beyond, enterprise organizations need to focus attention not just on their recruiting efforts for top analytics talent, but also retention efforts, as the shortage for those with data science and analytics skills begins to grow.

A Business Higher Education Forum (BHEF) and PwC report titled *Investing in America’s* *Data Science and Analytics Talent: The Case for Action* predicts that in 2020, there will be2.7 million job postings for data science and analytics roles. Many of these will not be traditional engineering, operations or IT roles. These will be spread across the entire organization. In a related BHEF and Gallup survey, 59% of employers said data science and analytics skills would be required of all finance and accounting managers by 2020; 51% said these skills would be required by all marketing and sales managers; 49% said they would be required of all executive leaders; and 48% said they would be required of all operations managers.

The challenge lies in that less than five percent of college students today are taking courses in data science and analytics, and the future supply of talent isn’t predicted to grow to meet needs. While 69% of employers focused on data’s role in digital transformation say in the next few years they will prefer job candidates with data science and analytics skills over those without, educators say only 23% of all graduates in 2021 are on course to hold these skills.

For enterprise organizations to have the talent they want and need tomorrow, they not only need to up the ante on their acquisition efforts today, but also prepare to grow their own talent in house with training and education.”

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America’s Data Science and Analytics Talent: The Case for Action