**WORLD TOWARDS THE PATH OF UPSKILL!**

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**Upskilling in Data and Analytics is Imperative Now !**

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First jumping directly into the analytic skills. Lets all watch a small promo,

When it comes to future-proofing your people, upskilling is the way to go. In this blog, I take a thorough look at upskilling; what it is, how you can upskill people, How can you upskill your workforce etc,..

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**What is upskilling?**

Upskilling is the process of acquiring new and relevant competencies needed today and in the near future. Common examples of upskilling efforts include digital skills, analytics skills, and organizational transformation skills.

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**Why upskilling is key for the future of work?**

Upskilling has become increasingly relevant over the past years. There are several reasons for this but the most important one is the growing (digital) skills gap many companies are facing; the difference between what employers want or need their employees to be able to do and what those employees can actually do. The main causes of the current skills gap are:

**1. Skills gap due to an aging workforce:**

The baby boom generation has been — and will be — retiring for a while now. Naturally, this creates a gap, both in terms of open positions that are hard to fill, and in terms of skills and knowledge that get lost in the process.

**2. Skills gap due to digitalization:**

We’re currently in the midst of the so-called fourth industrial revolution. Developments in fields like artificial intelligence, robotics, and other technologies are happening faster and faster, hence changing the nature of the jobs that need to be done — and, by extension, the skills needed to do those jobs.

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**The Upskilling Imperative:**

With this scenario at hand, the WEF cautions,

“To prevent an undesirable lose-lose scenario — technological change accompanied by talent shortages, mass unemployment, and growing inequality — it is critical that businesses take an active role in supporting their existing workforces through reskilling and upskilling, that individuals take a proactive approach to their own lifelong learning.”

According to the WEF, 54% of current employees will require significant reskilling and upskilling by 2022. Of those needing new skills, 35% will require additional training of up to 6 months — the rest, longer.

Companies will thus have to retrain and redeploy millions of mid-career employees. Some leading corporations are beginning to recognize the importance of upskilling and reskilling employees to cope with the changing nature of work roles and processes over the coming years.Companies must start preparing their workforce for the future now.

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**Why Upskilling Data and Analytics Competency is Critical?**

In its three most recent reports on the future of jobs, including 2020’s Jobs of Tomorrow: Mapping Opportunity in the New Economy, the WEF identified that the “new labor market” will be driven to a significant degree by advances in data science and artificial intelligence. The WEF identified “Data and AI” as an umbrella for a large cluster of new jobs to be created in the future. The WEF predicts that “data and AI” will create about 400,000 new jobs by 2022.

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Okay let us have an clear view how to improve analytical skills,

**How to improve your analytical skills ?**

Because being analytical provides us with more in-depth information about a topic and helps us make more rational decisions, having this skill can be beneficial in the workplace. Employers want to know that you’re not only able to gather information, but articulate it and solve complex problems. Here are several ways you can improve your analytical skills:

1. Read more.

2. Build your mathematical skills.

3. Play brain games

4. Learn something new

5. Be more observant

6. Join a debate club

7. Take an exercise class

8. Keep a journal

9. Ask questions

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**ANALYTIC UPSKILLING :**

A new product category called analytic process automation (APA) is changing corporate culture to empower more people with data-driven insights, not just highly trained data scientists. The expansion of self-service insights and the ability for people to learn analytics skills at their own pace are having a profound impact on corporate cultures and workforce skillsets. APA brings both the data and the problem-solving firepower directly to business managers. This is also how APA drives lasting cultural change, by making the upskilling process perpetual.

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“Once someone is skilled in predictive analytics, the natural next question is, ‘What can we do now?’” said Duane Adams. “This continuum of improving and advancing skills, as well as the thought process to continue learning, should ultimately be a nonstop cycle.”

“The urgency for upskilling comes at a time when emerging skill sets (like data science) are scarce and the talent market is tight — making it prudent to keep people even if they don’t have the right skills now.”