

Skills Compass Report 2023

Strategic Skill Planning for Upskilling and Reskilling the Workforce

by The Burning Glass Institute in cooperation with Coursera

Problem

- Drastic change in core skills for organizations and jobs replacement by technology.
- Strategic skill/budget planning for organizations lacks data-based approach for aligned learning

Goals



Drive business outcomes for the company's most strategic initiatives by prioritizing budget and aligning skill development with their needs.



Demonstrate the ROI of learning through effective measurement and prioritization of the most impactful learning outcomes.



Close the most critical skill gaps by creating urgency within the organization and motivating employees to learn.

Method

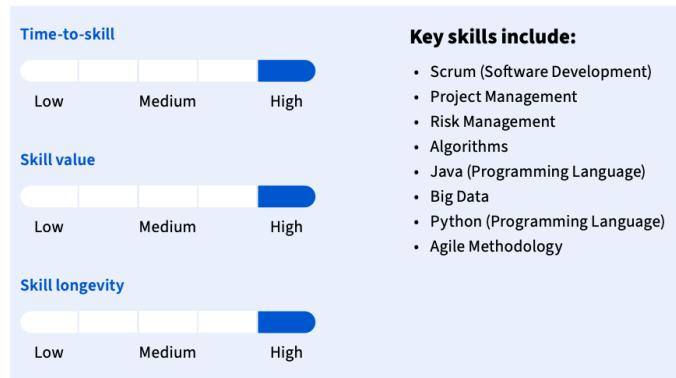
- Analysis of one **million Coursera learners** and millions of **job listings on Lightcast**:
 - Time-to-skill: How long did it take a common person to learn a new skill?
 - Skill value: How much does it cost to hire someone with a specific skill?
 - Skill longevity: Foundational vs. transitory skills – test of time!

Skill dimension	How the dimension is calculated
Time-to-skill	Averaging years of minimum education and minimum years of experience for each skill based on 2021–2022 job listing data from Lightcast and averaging hours to learn based on Coursera learner data.
Skill value	Leveraging millions of processed job vacancies from 2021–2022 where the skills were present in job postings, based on data from Lightcast Calculating the median salary of the skill from Lightcast job ads data
Skill longevity	Comparing the rate of overlap between the 100 most similar skills in 2017 and 2021 for skills

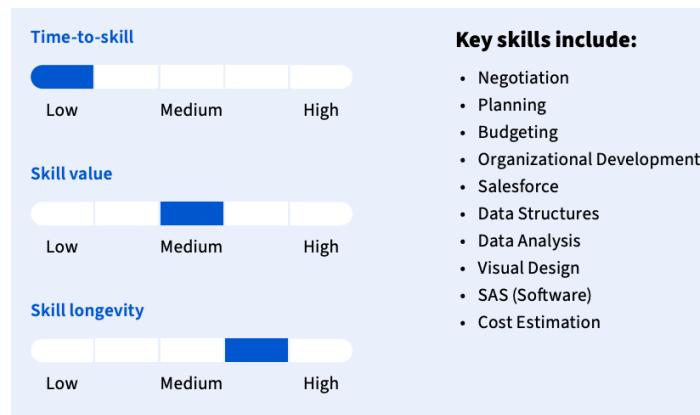
Findings in the US

50 Skills assessed and categorized as:

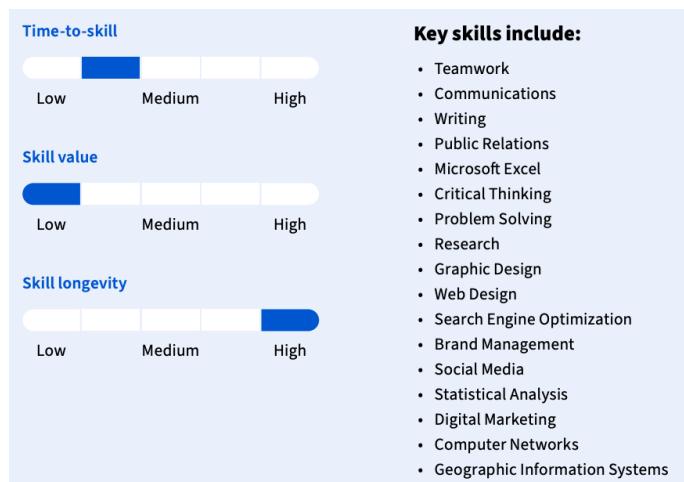
- Solid investment (anyone, long-term investment since they take long to develop and are a priority!)



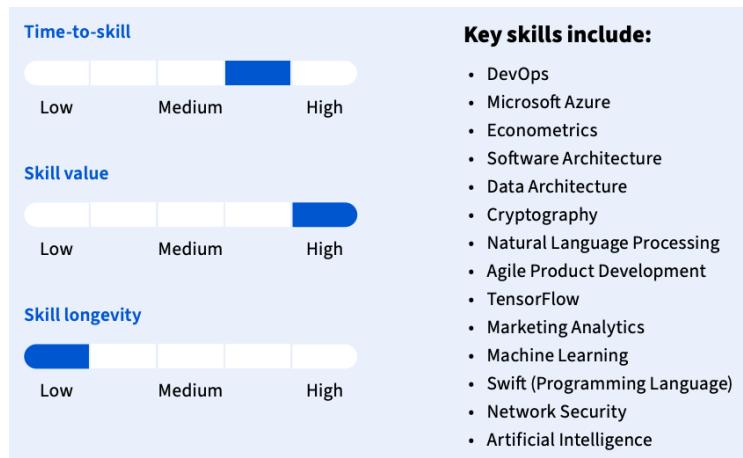
- Quick dividends (mid-career/senior professional, critical for leadership, cross-category)



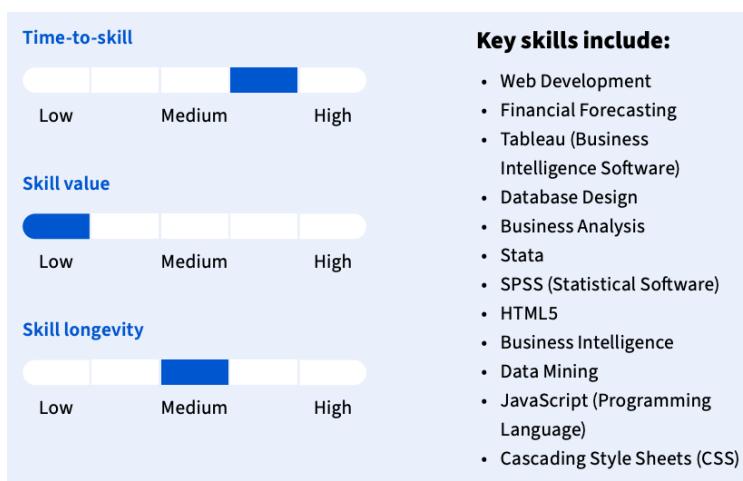
- Enduring (everyone, long-term and critical!)



- Adaptive (specialized jobs or reskilling, costly and fast changing, dive -deep in academia)



- Commodity (entry-level or upskilling, widely spread, inexpensive, optional outsourcing)



Translation to Qatari Market – ROI for Reskilling/Upskilling

Skill value and longevity should be aligned with the global market!

Questions to be answered:

- What are the relevant skills for the Qatari market?
 - Methods of acquiring data: survey of companies' requirements, analyzing skills on Kawader job postings and skills in applicant resumes...

What skill learning platforms do Qatari use atm? (Check Qatari profiles on LinkedIn)

- Other sources for data gathering? LinkedIn