CIVO

Top 5 Success Factors for Cloud Native Enablement and Common Pitfalls to Avoid

CLOUD NATIVE
UNIVERSITY
NORTH AMERICA

Chad Crowell

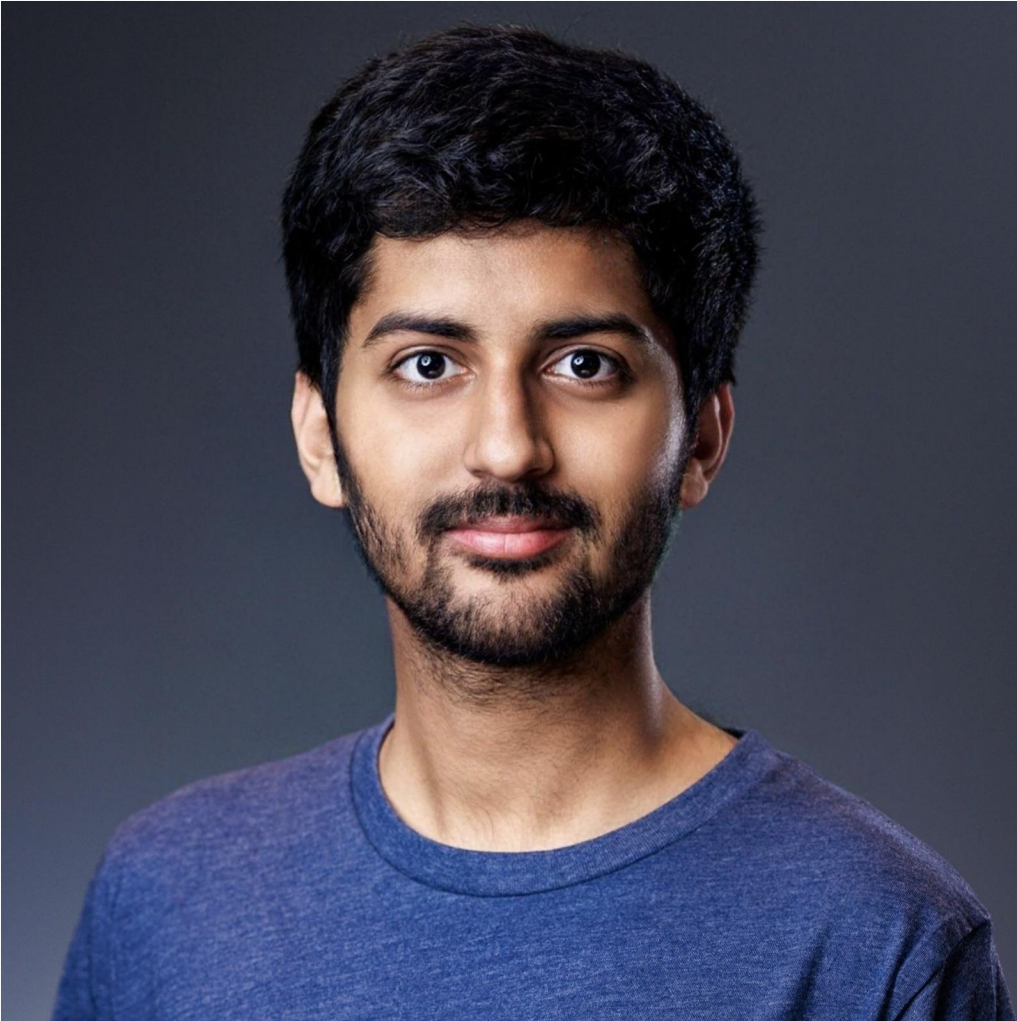*Platform Engineer, Civo*

CI/O

About me

- CNCF Ambassador, KCD Organizer

- Previously at A Cloud Guru

- Founder of KubeSkills

- Interested in Andragogy

- Lifelong learner

Kunal Kushwaha

Field CTO, Civo

About me

- Field CTO at Civo

- Founder of WeMakeDevs

- CNCF Ambassador

- GitHub Star

Why is it hard to train employees?

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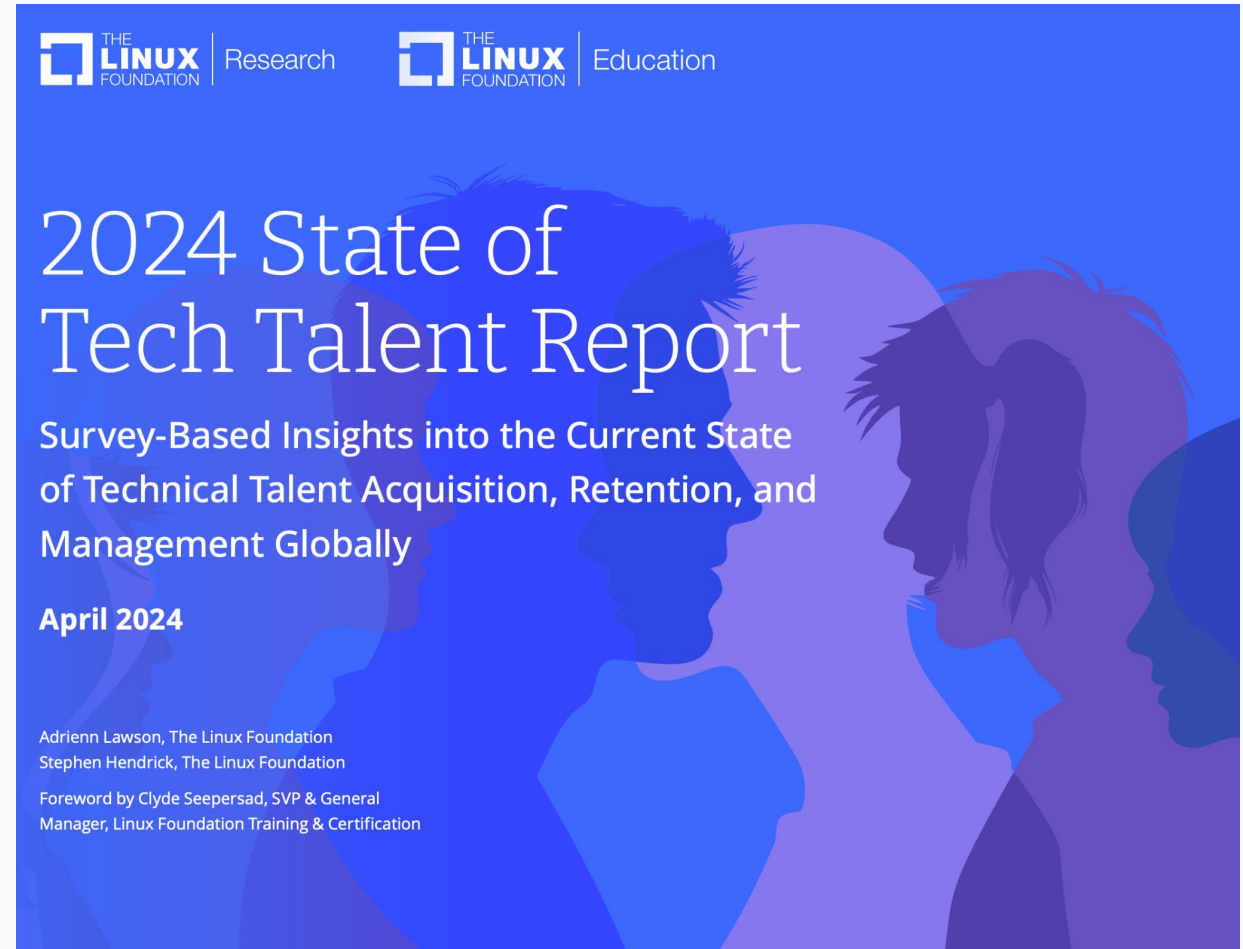*Tell me and I forget, teach me and I may remember, involve me and I learn.*

Benjamin Franklin

2024 State of Tech Talent Report

39% of organizations prioritize training to fill skill gaps

Performance-based training

Certifications matter

THE LINUX FOUNDATION | Research THE LINUX FOUNDATION | Education

2024 State of Tech Talent Report

Survey-Based Insights into the Current State of Technical Talent Acquisition, Retention, and Management Globally

April 2024

Adrienn Lawson, The Linux Foundation
Stephen Hendrick, The Linux Foundation

Foreword by Clyde Seepersad, SVP & General Manager, Linux Foundation Training & Certification

Challenges and popular training methods

Consistent Engagement

Effort and resources required

Applied Knowledge

Applying learnings to the day-to-day duties

Training Methods

Online courses, employer-funded training, etc.

Top 5 Success Factors for Cloud Native Enablement

Support and mentorship

Need for mentorship

Provide diverse perspectives and unbiased advice.

Community participation

Promote participation in cloud-native communities (Kubernetes, CNCF, DevOpsDays).

Knowledge sharing

Facilitating internal knowledge sharing sessions in your organisation.

Village Effect

Research in **social support theory** suggests that a diverse support network improves resilience, confidence, and performance.

Interactivity of Learning Resources

Hands-on Labs

Passive learning doesn't stick

Cloud Sandboxes

Learning that is difficult to capture - tacit knowledge

Safe Experimentation

Using remote platforms like Killercoda or Play-with-K8s

Gym Buddy Effect

Studies show that having a partner for activities enhances performance and consistency because of shared goals and mutual accountability

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The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves

Steven Spielberg

Job-Market Relevance

Industry trends

How to stay up to date?

Latest tools

How are LLMs involved in a new wave of training?

Aligning goals with interests

You don't always have to jump on the hype train.

Focus on Real-World Projects and Industry Challenges

Focus On The Why

Teach the "why" instead of the "what" for industry knowledge

Real-World Scenarios

Realistic and industry specific knowledge acquisition

Auditing

Use of security tools for complete audit knowledge

Survivorship Bias

Focus Your Attention

Only those who have had the successes

Fail Fast

Not only the success stories are told

Give Autonomy

Put trust in those, and create room for failure

Certification and Validation

Credibility boost

Certifications offer concrete proof of skills, building trust and recognition.

Community validation

Earning badges within a community can be as impactful as formal certifications.

Career Advancement

Certifications can open doors, as employers often prioritize certified candidates.

Social proof

People are influenced by the actions of others, especially in uncertain situations. Being in a community where skills and achievements are visible can inspire members to follow and reach similar goals, thus creating a positive feedback loop.

Live exercise

Shape our learning community

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The greatness of a community is most accurately measured by the compassionate actions of its members.

Coretta Scott King