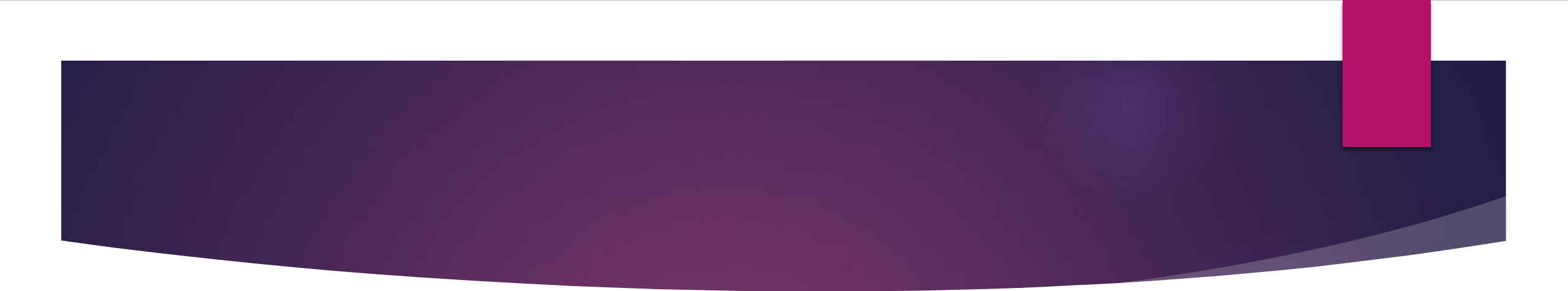


ibm future skill requirements

LAHMAMSSI ABDELHAK

13/09/22

- 
- Executive Summary
 - Introduction
 - Methodology
 - Results
 - Visualization – Charts
 - Dashboard
 - Findings & Implications
 - Conclusion
 - Appendix

SUMMARY

- Relevant skills required in the field of IT and business consulting are ever-changing and evolving.
- It is important to identify future skill requirements and trends to keep pace with changing technologies and remain competitive.
- This presentation will show current and future trends in Programming Languages, Databases, Platforms and WebFrames.
- Overall, the aim in identifying future skill requirements and trends is to help the firm make more informed data driven hiring and budgetary decision

INTRODUCTION

- This presentation has been created for stakeholders and business decision makers within the global IT and business consulting services firm.
- The presentation will help identify future skill requirements in the global IT sector necessary for the firm to keep pace with changing technologies and remain competitive.
- Recommendations will be stated based on the analysis

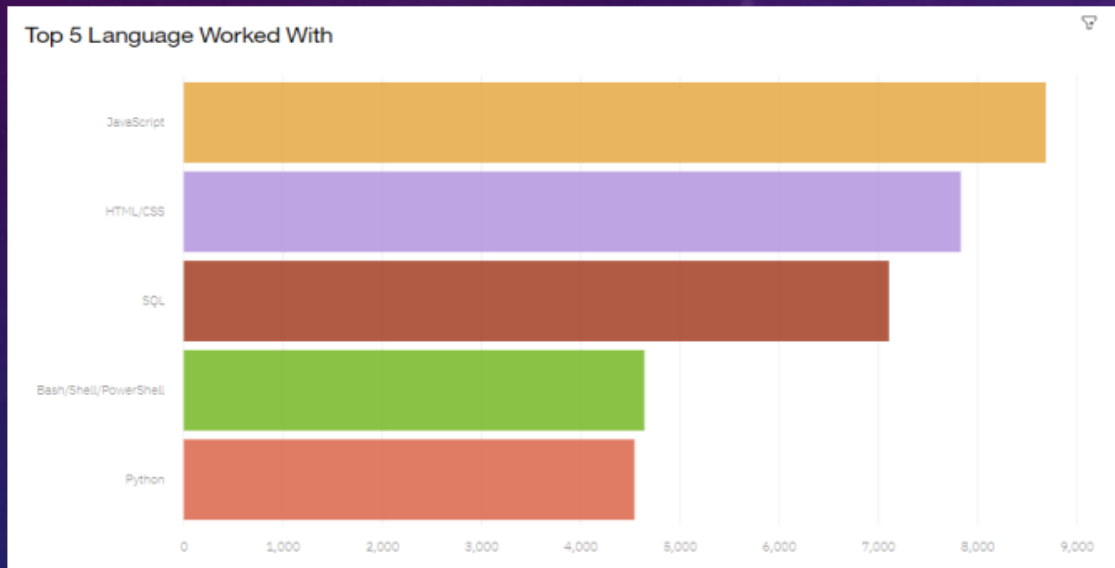
METHODOLOGY

- Using a modified subset of the Stack Overflow dataset¹, the data was wrangled in order to remove duplicates, impute missing values and normalize data.
- Next, the data underwent exploratory analysis in order to find the distribution of data, presence of outliers and determine the correlation between different columns in the dataset.
- The data was then used to visualize the distribution, the relationship between two features and the composition and comparison of data.
- Finally, after downloading two files², which are also a modified subset of the StackOverflow dataset, Cognos Dashboard Embedded (CDE) was used to create the “Current Technology Usage”, “Future Technology Trends” and “Demographics” slides.
- Appendix
 - To obtain average annual salaries web scraping was used to extract information from a website then saved to a csv file.

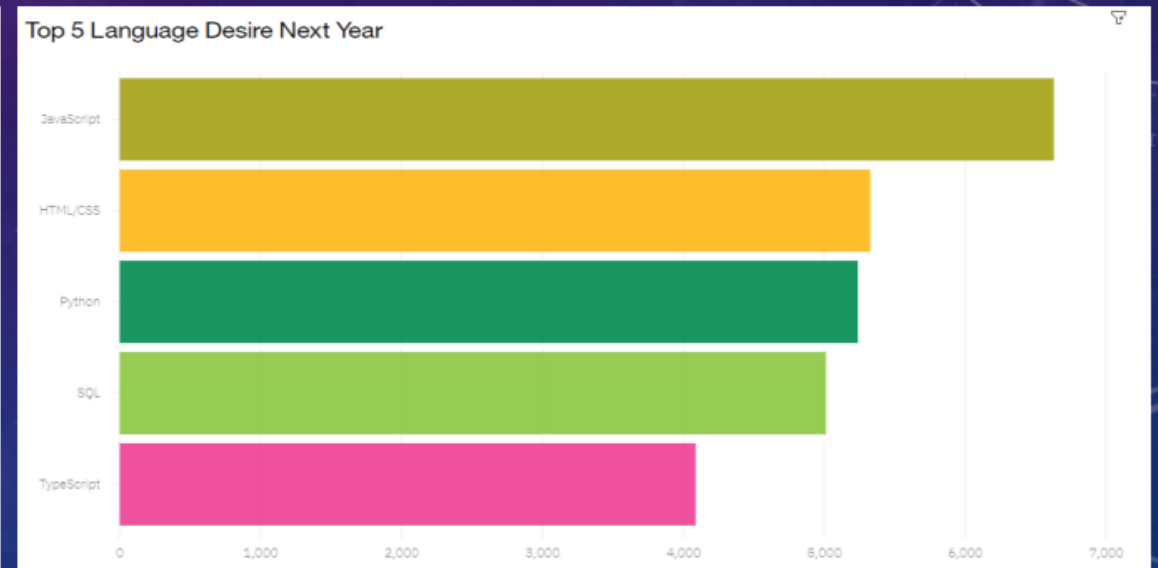
RESULTS

PROGRAMMING LANGUAGE TRENDS

Current Year



Next Year



PROGRAMMING LANGUAGE TRENDS - FINDINGS & IMPLICATIONS

Findings

- JavaScript and HTML/CSS continue to be the top two most popular programming languages for this year and next.
- Python and TypeScript have gained more interest for next year.
- Whereas interest in SQL and Bash/Shell/PowerShell has decreased.

Implications

1

Continue to employ a similar number of people skilled in JavaScript and HTML/CSS.

2

Employ more people skilled in Python and TypeScript.

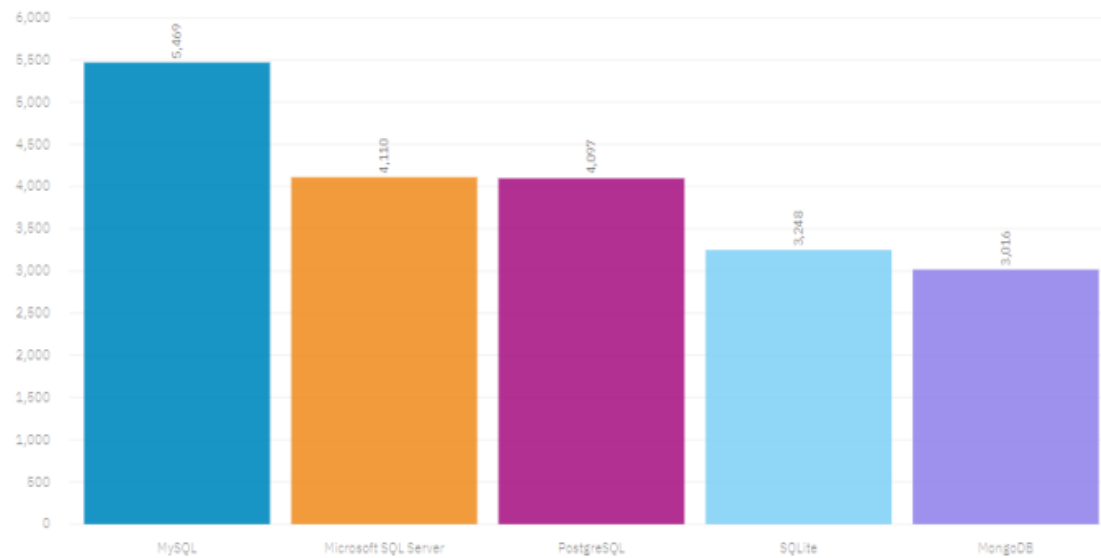
3

Employ less people skilled in SQL and Bash/Shell/PowerShell.

DATABASE TRENDS

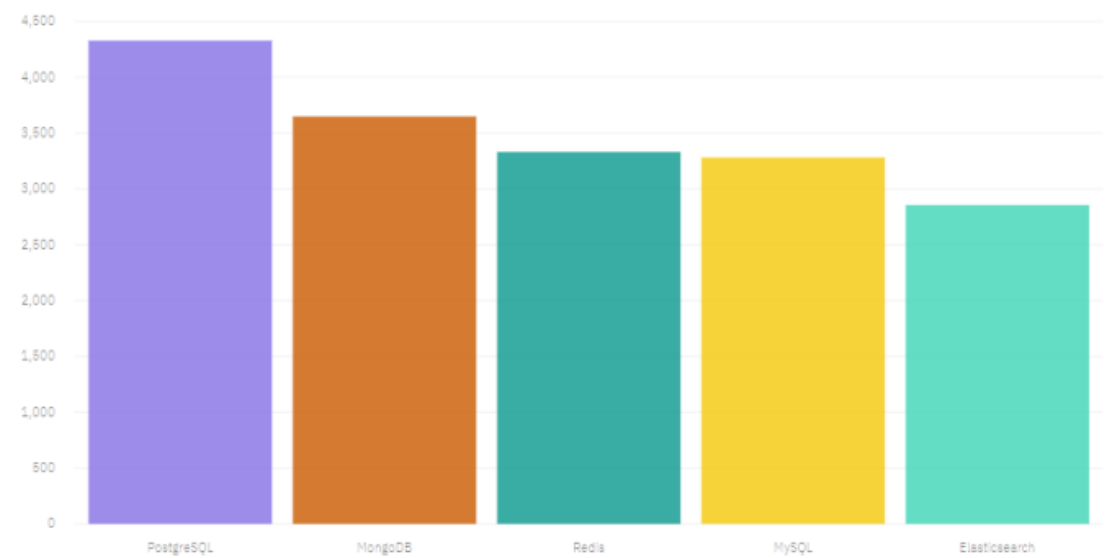
Current Year

Top 5 Database Worked With



Next Year

Top 5 Database Desire Next Year



DATABASE TRENDS - FINDINGS & IMPLICATIONS

Findings

- Interest in MySQL, Microsoft SQL Server and SQLite has decreased for next year.
- Interest in PostgreSQL and MongoDB have increased compared to the current year.
- There is gained interest in Redis and Elasticsearch for next year.

Implications

1

Employ less people skilled in MySQL, Microsoft SQL Server and SQLite.

2

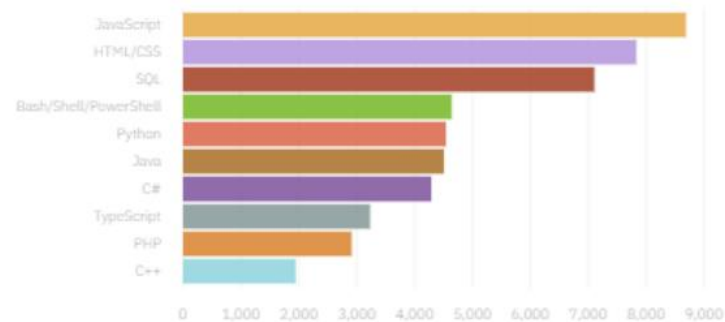
Employ more people skilled in PostgreSQL and MongoDB.

3

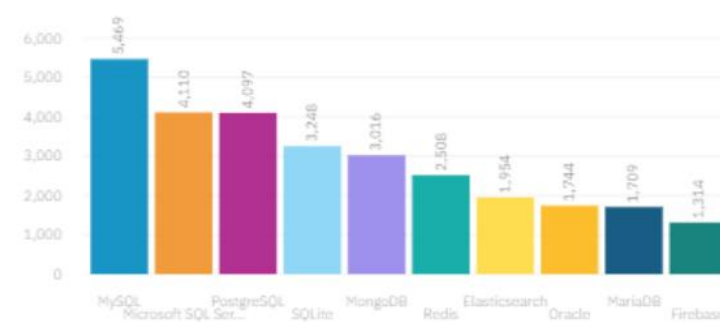
Employ more people skilled in Redis and Elasticsearch.

DASHBOARD

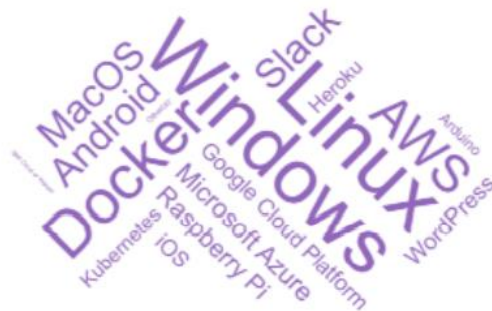
Top 10 Language Worked With



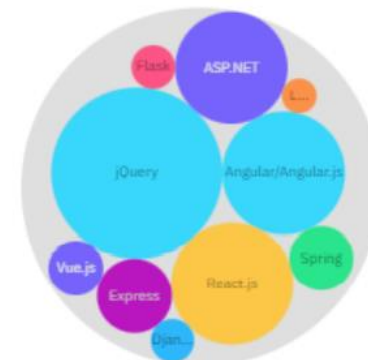
Top 10 Database Worked With



Platform Worked With

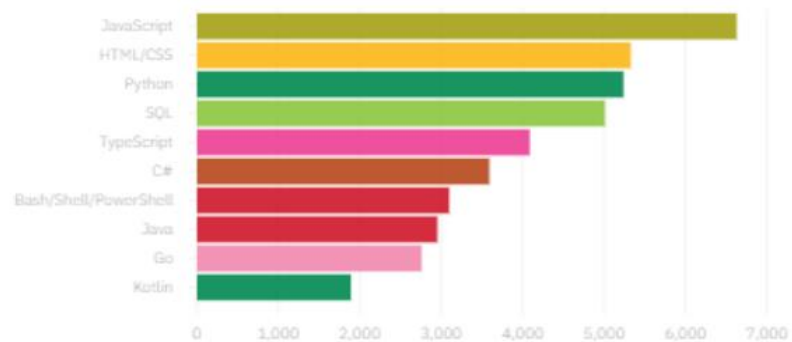


Top 10 Web Frame Worked With

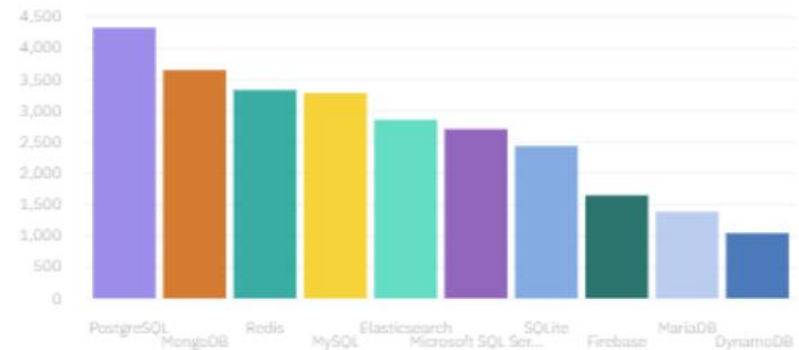


DASHBOARD

Top 10 Language Desire Next Year



Top 10 Database Desire Next Year



Platform Desire Next Year



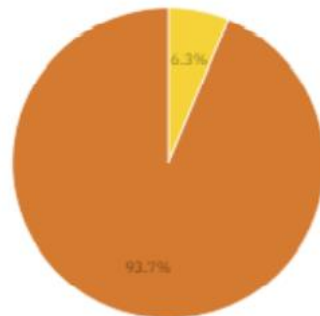
Top 10 Web Frame Desire Next Year



DASHBOARD

Respondents by Gender

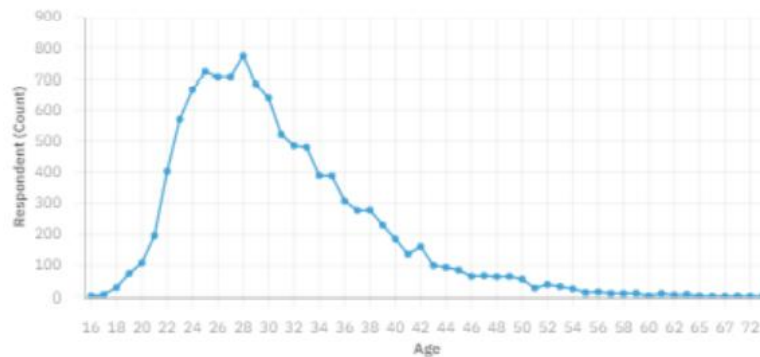
Gender
Woman Man



Respondents by Country

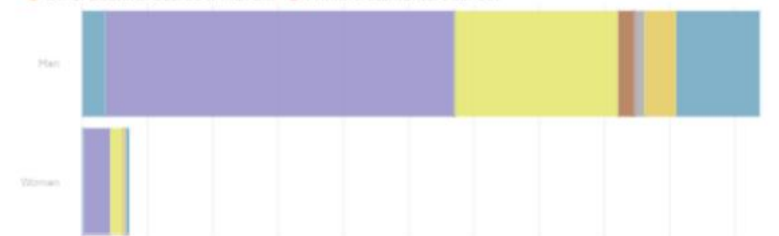


Respondents by Age



Respondent Count by Gender, classified by Formal Education Level

EdLevel
Associate degree Bachelor's degree (BA, BS, B.E...
I never completed any formal ... Master's degree (MA, MS, M.E...
Other doctoral degree (Ph.D. E... Primary/elementary school



OVERALL FINDINGS & IMPLICATIONS

Findings

- Programming Languages - TypeScript is gaining significant interest and Python continues to grow as well.
- Databases - Redis, Elasticsearch, PostgreSQL and MongoDB are gaining more interest.
- Platforms - Interest Slack and Windows is dropping significantly.
- WebFrames - Vue.js is gaining substantial interest and React.js continues to grow as well.

Implications

1

Continue to staff enough JavaScript and HTML/CSS but employ more people skilled in TypeScript and Python.

2

Employ more people skilled in Redis, Elasticsearch, PostgreSQL and MongoDB.

3

Continue to staff enough ASP.NET but employ more people skilled in Vue.js and React.js.

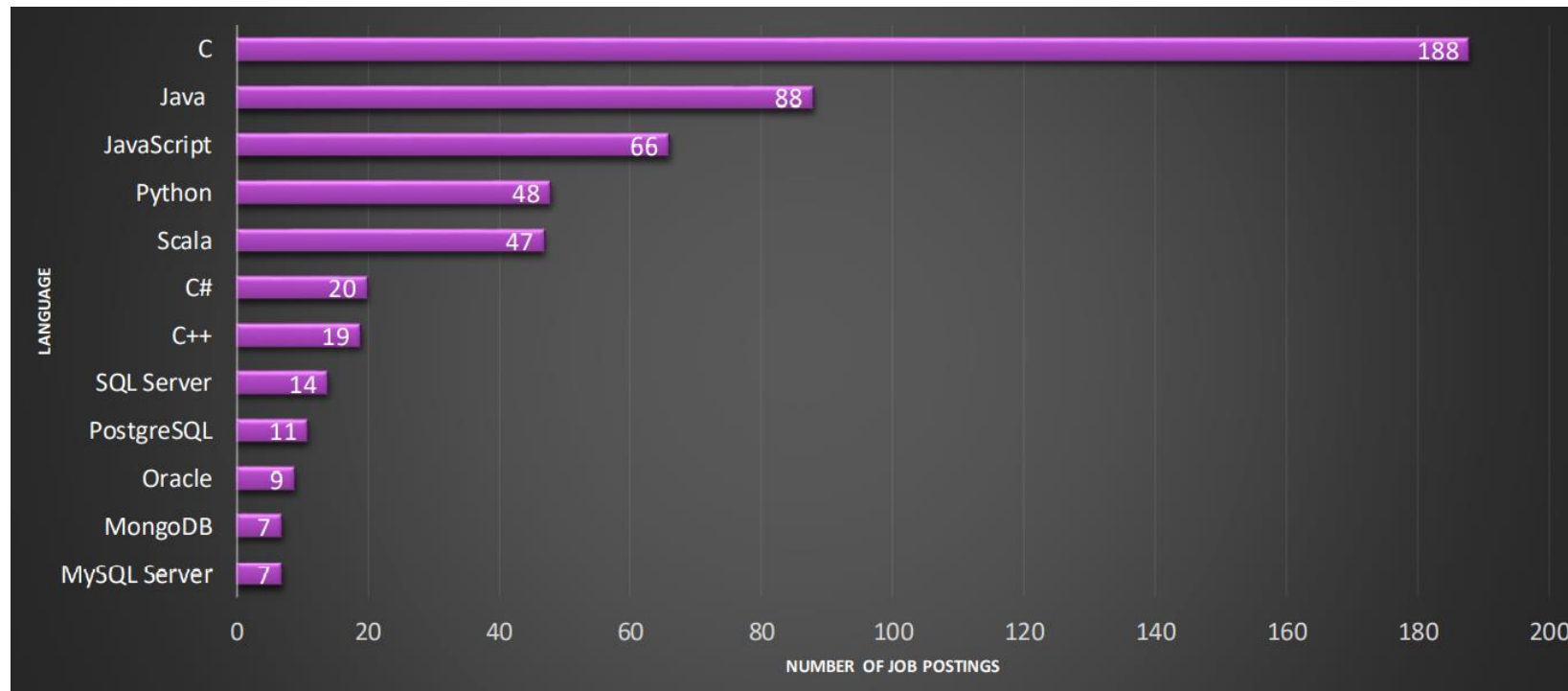
4

Continue to staff enough Linux, employ more people skilled in Docker, AWS and Android, but make reductions to Slack and Windows.

CONCLUSION

- ▶ Carve out budget in order to hire additional staff with skills needed to fill any gaps.
- ▶ Set aside budget or put a program in place to upskill those already employed.
- ▶ Make adjustments in staff for those skills no longer in demand.

APPENDIX



APPENDIX

