

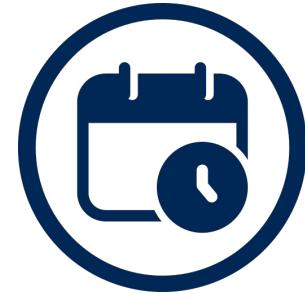


| Education

In the Post-Gen GenAI World, Talent is
Something You Build, Not Buy

在后代人工智能世界中，人才是培养出来的，而
不是购买的

Clyde Seepersad, SVP & General Manager
LF Education



Today's Agenda

- Introduction
- About [LF Education](#)
- A Tale of Two Meta Trends
- Talent Shortage
- GenAI Performance Improvement
- Navigating the Trends
- Short- and Long-term Tips
- Successful Stories in the Regions
- Q&A

About the Linux Foundation

A Global Organization Committed to the Free Exchange of Data, Code & Innovation

3,000+

100%

830K+

980+

\$100B

2M

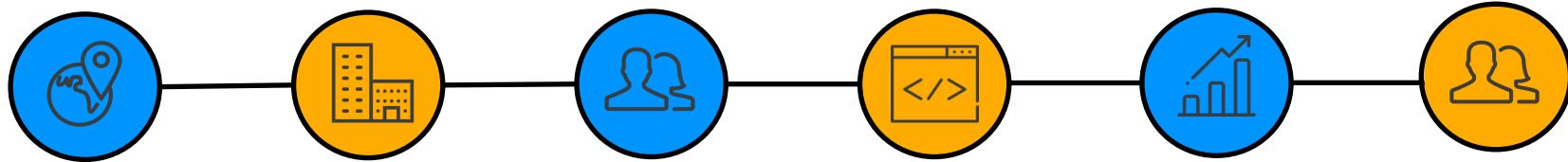
Universities,
NGOs, Members
of Fortune 100
Tech & Telecom
41 Countries

Developers
Contributing
Code

Critical Open
Source
Projects

Shared
Value

Developers
Trained



Linux Foundation – A Critical Part of Modern Technology

We are behind some of the most critical projects in the world

Vertical Industry	     
Security	      
AI & Data	       
Cloud	       
Networking	        
Edge & IoT	       
Web	       
Visual Effects	      
Sustainability	      
Digital Trust	     
Hardware	     
Standards	      

The LF Education Difference

- Home to the global, **open source community's top experts & developers**
- All our **certifications ensure holders have the skills**
- Our learning **content is informed by** impartial committees from **across the community** via industry and academia
- Our experts focus on **building the skills and competencies required** in the real world
- We are **vendor-neutral & non-profit**, investing our training & certification proceeds back into the community

A tale of two meta trends

First trend: the global talent shortage continues

Global Talent Shortage by Industry Vertical

77%
Health Care
& Life Sciences



76%
Consumer Goods
& Services



76%
Information
Technology



76%
Transport, Logistics
& Automotive



75%
Industrials
& Materials



73%
Communication
Services



72%
Financials
& Real Estate



71%
Energy
& Utilities



Global talent shortage by country



Global talent shortage by skills

Skillsets Employers Report Most Difficulty Finding



Cybersecurity global talent shortage

- “Four million professionals are urgently needed to plug the talent gap in global cybersecurity industry.”
- “Attracting, training and retraining cybersecurity professionals is key to helping organizations and society stay safe online...”
- “Cyber’s talent shortage is greatest in Asia-Pacific and North America, but the challenge for the cybersecurity industry is global.”



Second trend: GenAI (& the impact on tech roles)

GenAI Is Bringing a Shift in Roles and Skills, with the Vast Majority of Tech Roles Expected to Be Impacted

Roles in technology will need to evolve ...

- Product managers
- Engineers
- Designers
- Data scientists
- Data analysts
- Cybersecurity roles

... and new tech and digital roles are emerging

- Chief AI officer
- AI ethics and compliance officer
- AI/machine learning governance specialist
- Large language models operations engineer



Share of tech roles expected to be impacted, with significant impact expected in app development and the service desk



Gross savings potential from GenAI

Impact of GenAI

- Reduce headcount?
- Increase headcount?
- Both?

2024 STATE OF TECH TALENT REPORT

The **impact of GenAI is complex**: In 2024, 27% of organizations **intend to reduce their technical headcount**, while 23% plan to increase due to GenAI.



Navigating the trends

GenAI is a disruptor and savior!

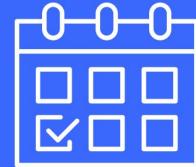
“AI is both a major disruptor and savior, in that gen AI specifically will influence 4.5 times the number of jobs it replaces and, yet, also has the capability to help manage and upskill the very skills it’s upsetting,” says Betsy Summers, an analyst at Forrester.

How do you navigate these trends?

- External hiring takes valuable time & resources
 - Recruiting fees
 - Onboarding time
 - 40% turnover
- Many organizations find themselves hiring for one technical area but then having to displace employees in other technical areas where GenAI improves processes

2024 STATE OF TECH TALENT REPORT

External hiring is both lengthy and risky: It takes on average **10 months to hire & onboard new technical hires**, and **nearly 40% experience turnover**.



Short- and long-term tips

Short-term tips



1. Embrace GenAI (it's here to stay)
2. Look internally (not just tech staff) for team members with interest in tech and excited to learn
3. Invest in upskilling to test aptitude and identify sandbox projects to improve performance with GenAI

Long-term tips

1. Shift a % of recruiting resources to cross-skilling existing staff
2. Retain & upskill current staff in emerging technologies (i.e. GenAI & cybersecurity)
3. Broaden recruiting search (non-degree candidates)
4. Prioritize business improvement processes & projects using GenAI and align tech talent to those projects

2024 STATE OF TECH TALENT REPORT

Across all technology domains, on average, 48% of organizations would prioritize upskilling or cross-skilling existing staff over hiring new employees or engaging consultants in 2024.



2024 STATE OF TECH TALENT REPORT

Technical talent can broaden skills while their organizations optimize processes through GenAI primarily in data analysis (45%), IT infrastructure monitoring (42%), and software development (35%).



Successful Stories in the Regions

Build Team Camaraderie with Kubestronaut

The [Kubestronaut](#) program recognises IT pros consistently invest in their Kubernetes skills.

Individuals who have successfully passed every CNCF's Kubernetes certifications – **CKA, CKAD, CKS, KCNA, KCSA** – become **Kubestronauts**.



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CNCF Kubestronauts

BROWSE GEOGRAPHICALLY

A world map showing the distribution of Kubestronauts across continents and countries. Markers indicate the number of individuals in each location, ranging from 1 to over 100. The highest concentrations are visible in North America, Europe, and Asia.

FILTER THE FULL LIST

Asia Pacific (142) RESET

Showing 142 of 450 Kubestronauts

Abdulkareem Esawy (144/450)
Abhishek BVS (64/450)
Ader Fu (54/450)
Aditya Samant (54/450)

South American Cloud Pioneer



Juan Manuel Chávez Ramos
KCNA, CKA, CKAD, CKS

Product Owner, Serverless & Containers - Cloud Center of Excellence en Banco de Crédito BCP



READ THE FULL BLOG POST [HERE](#).

Career Beginnings: Started in IT as an application developer in 2007, progressing through infrastructure and server systems administration roles to IT architecture.

Banco de Crédito BCP: Led digital transformation efforts, adopting microservices, Docker, and Kubernetes to enhance efficiency and reduce time to market.

Cloud Transition Challenges: Overcame initial resistance from leadership in Perú to embrace cloud technologies, introducing cloud native concepts and managed services.

Certifications: Earned [KCNA](#), [CKA](#), [CKAD](#), and [CKS](#) certifications, highlighting his commitment to continuous learning and expertise in Kubernetes.

Future Goals: Aiming for Prometheus Certified Associate ([PCA](#)) and Istio Certified Associate ([ICA](#)) certifications, because they emphasize the value of hands-on experience and real-world problem-solving.



Questions?

Remember...

- Emerging tech will continue to impact our growth, performance, and challenges.
- Change is constant. Have a plan.
- Invest in your teams - they are your biggest asset.



**2024 State of Tech
Talent Report -
Download to
learn more.**

Contact us

LF Education

Global Website: training.linuxfoundation.org

LF Open Source Software Academy

China Website: training.linuxfoundation.cn

Email: enquiry.linuxfoundation.cn



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Thank you