

# Transitioning to Tech

Introductory Session

- Why you?
- Why now?
- Why not?

# Doom and gloom?



REPORT | JULY 26, 2023

## Which U.S. Workers Are More Exposed to AI on Their Jobs?

About a fifth of all workers have high-exposure jobs; women, Asian, college-educated and higher-paid workers are more

ChatGPT 3.5 ▾



You

how will you replace jobs?



ChatGPT

Replacing jobs involves various strategies and considerations, especially in the context of evolving technology, automation, and changing workforce needs. Here are some approaches and considerations:





# Or opportunity to adapt?

危机

TECH

## Thanks to AI, you don't need a computer degree to get a job in tech, IBM AI chief says

Kwan Wei Kevin Tan Jan 1, 2024, 12:02 AM EST

"Questioning, creativity skills, and innovation are going to be hugely important because I think AI's going to free up more capacity for creative thought processes," IBM's global managing partner for generative AI, Matthew Candy told Fortune.

Richard Bord via Getty Images; Jaap Arriens/NurPhoto via Getty Images

Harvard  
Business  
Review

Human Resource Management | Skills-Based Hiring Is on the Rise

Human Resource Management

## Skills-Based Hiring Is on the Rise

by Joseph Fuller, Christina Langer, and Matt Sigelman  
February 11, 2022

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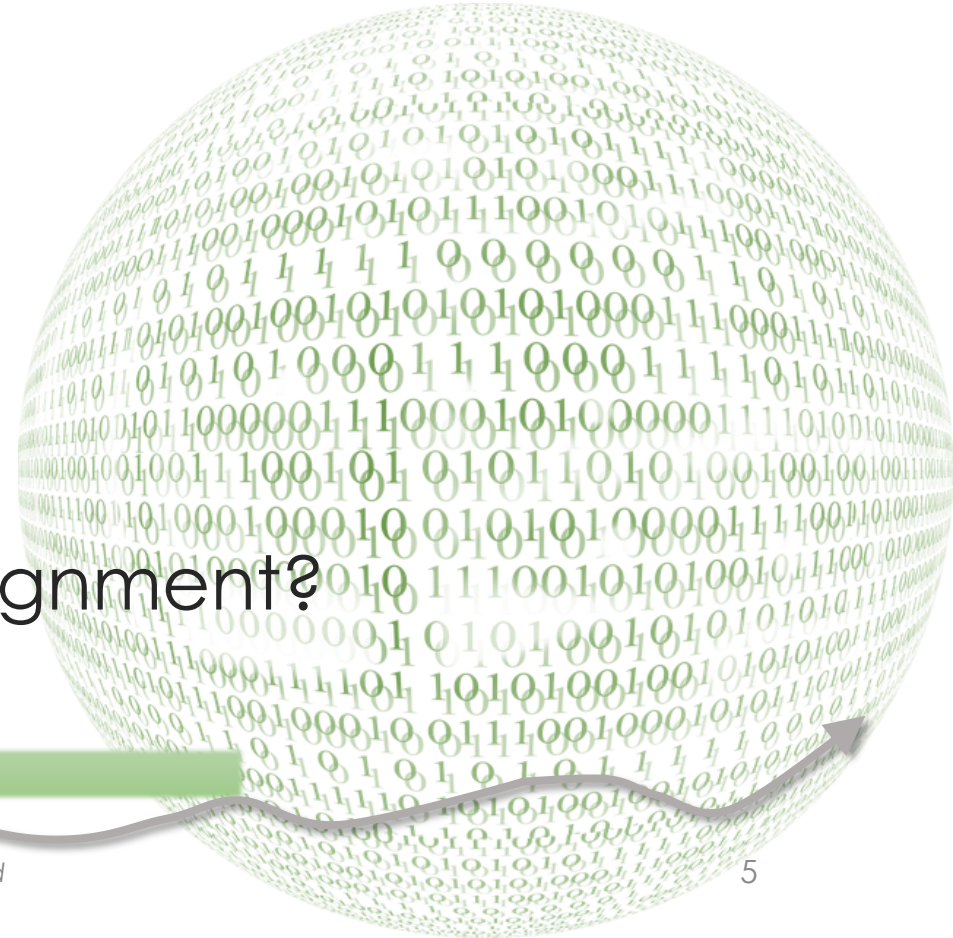
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# Adapt How?



# What are some transitioning challenges?

- So many upskilling options -
  - Affordable? Effective? Right fit?
- Opportunities to practice concepts?
- Building a portfolio/resume?
- Making the switch -
  - Risky? Scary?
- Selecting best path beyond a first assignment?







# How Can I Curate My Path?

# Welcome!

Why are you here?

What do you do now?

What is your grandest hope  
for a dream job?



# Glad you are here!



# How do I develop an effective transition strategy?





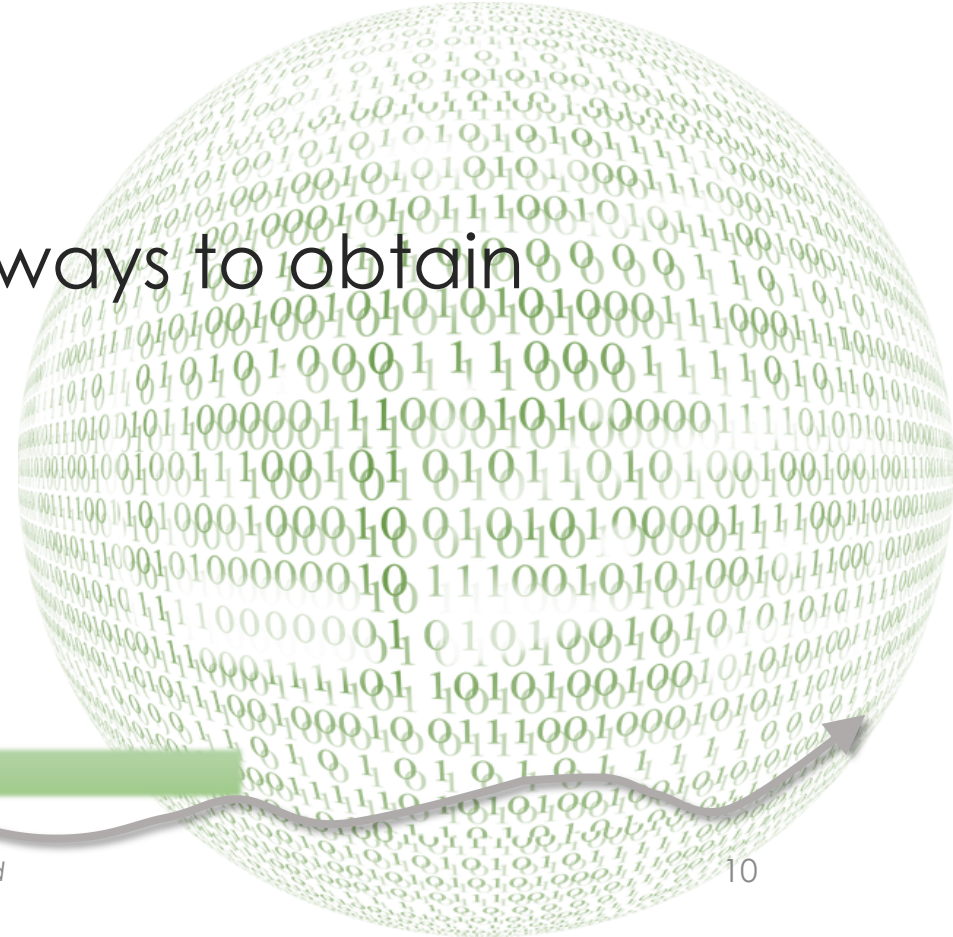
# Zero in on your target

- What is your best fit?
  - Roles: BA, UX, QA (+Perf), PM, PO
- What experience can you leverage?
  - Multiple types of software-Desktop, Web, Cloud
  - Transactional, IoT/Connectivity, CRM, Data Insights
- Where do you want to play?
  - Environments: Start up, small/local and large/global
- How do you apply new skills?
  - It's all about methodology! XP, Agile, Scrum
- How can you transition non-traditionally?
  - Create your own path



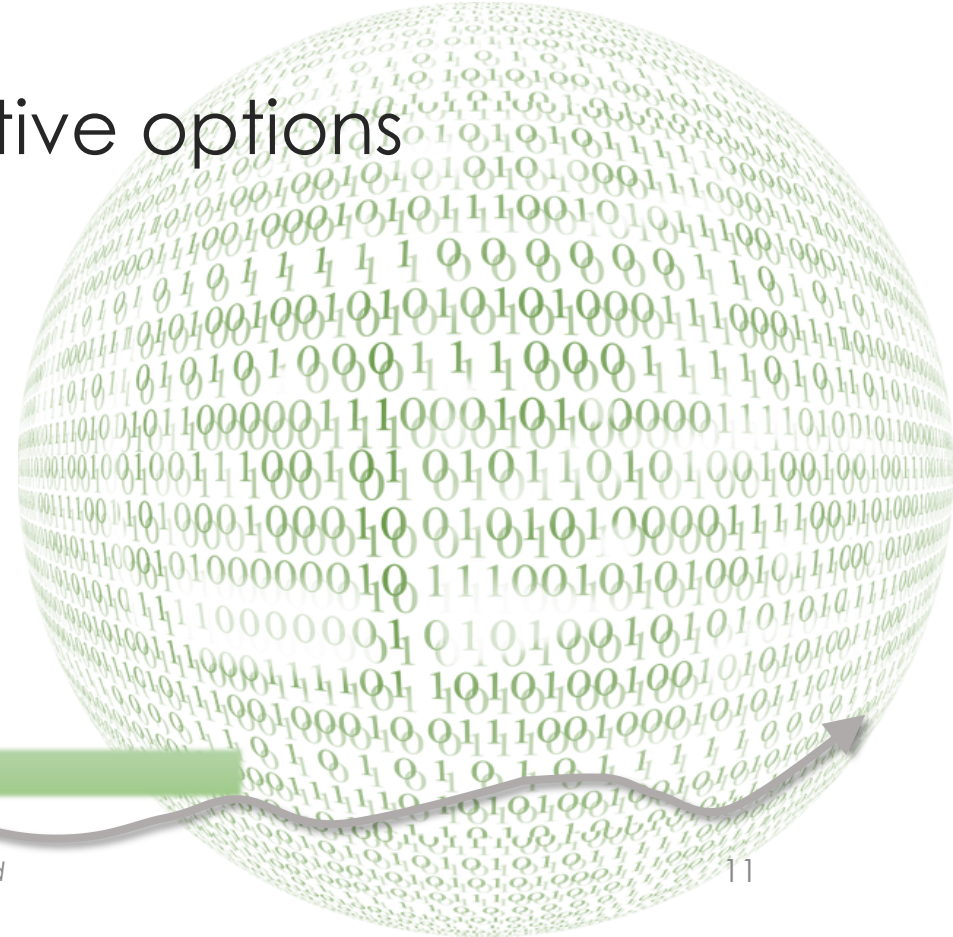
# Map Your Plan – Start Where You Are

- Identify portable skills
- Fill skill gaps with best training choices
- Apply concepts in a safe experience
- Grow your portfolio
- Transition by applying non-traditional ways to obtain experience



# Map Your Plan – Knowledge and Skills

- IT “Training” tends to be too high level or too detailed
- You need digestable content that progresses in a logical sequence
- Need a lean path – too many ineffective options





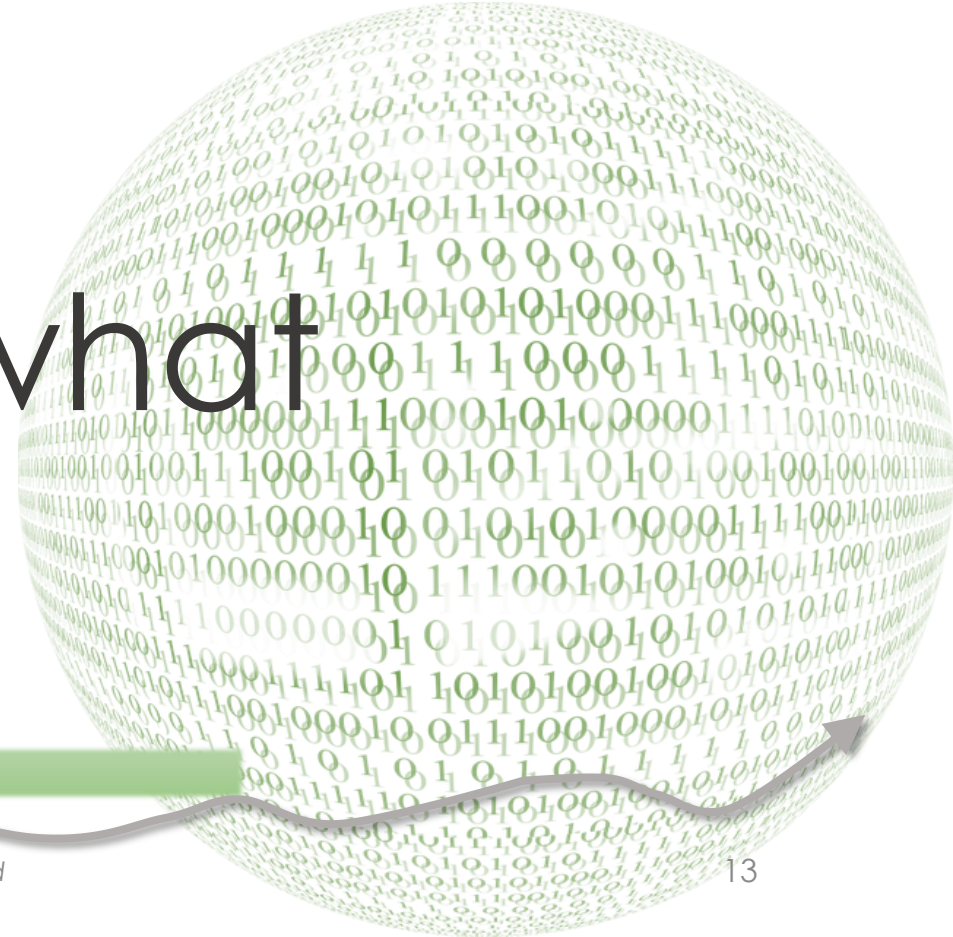
# Map Your Plan – Continue to Grow

- Day one – real world application
- On the job mentoring in a safe space – it can be tricky
- Learning IT culture and “speak”



# That explains the what

The magic is in the HOW



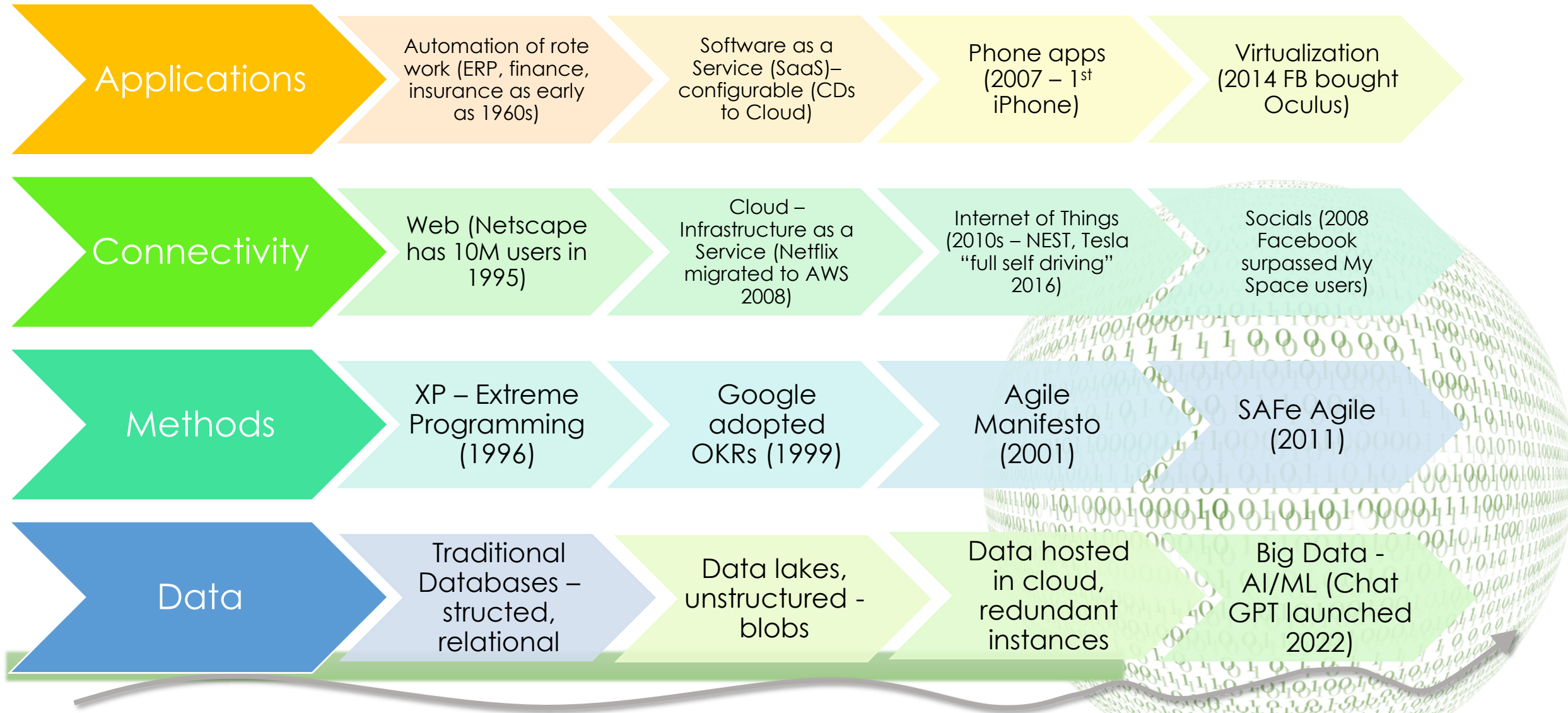


# Tech Outlook 2024

Let's level set

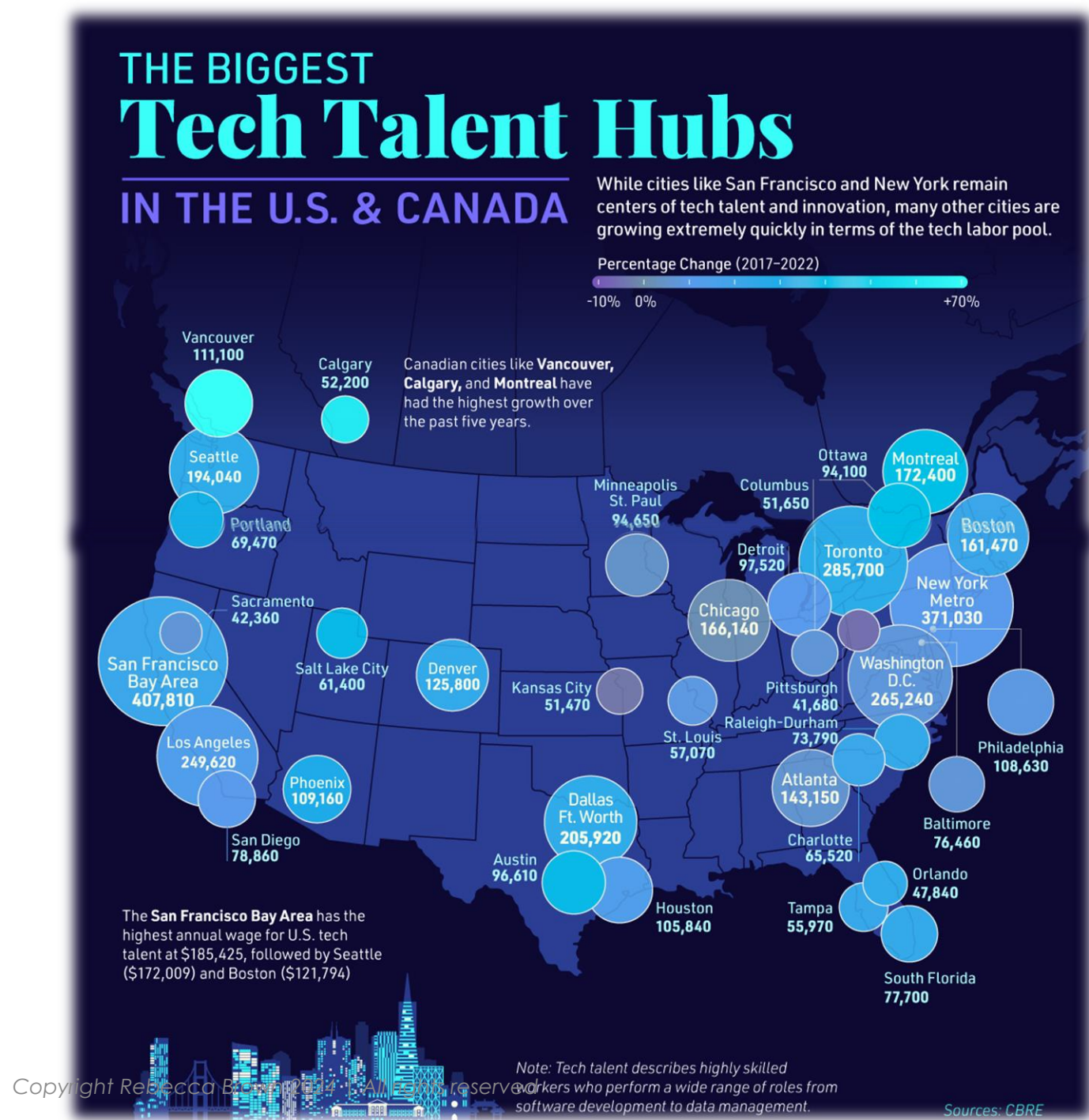


# How we got here



## Traditional Tech Hubs are Out

- Access to jobs becoming more local



# AI Needs Soft Skills

- Communication, communication, communication!
- Team work and Networking
- Critical Thinking
- Creativity
- Empathy
- Flexibility and adaptability
- Non-traditional learner “Hey Google...”
- Domain knowledge – specific to a given industry





# Historic 2023 tech layoffs have waned

- 300,000 layoffs in 2023 (Yikes! Including me)
- LinkedIn 90% of job posts. Jan 2024 – 90,000 openings for:

Product Manager in United States  
7,183 results

Information Security in United States  
32,318 results

User Experience Design (UED) in United States  
3,751 results

Business Analyst in United States  
8,375 results

Quality Assurance in United States  
32,860 results

Data Analyst in United States  
7,451 results

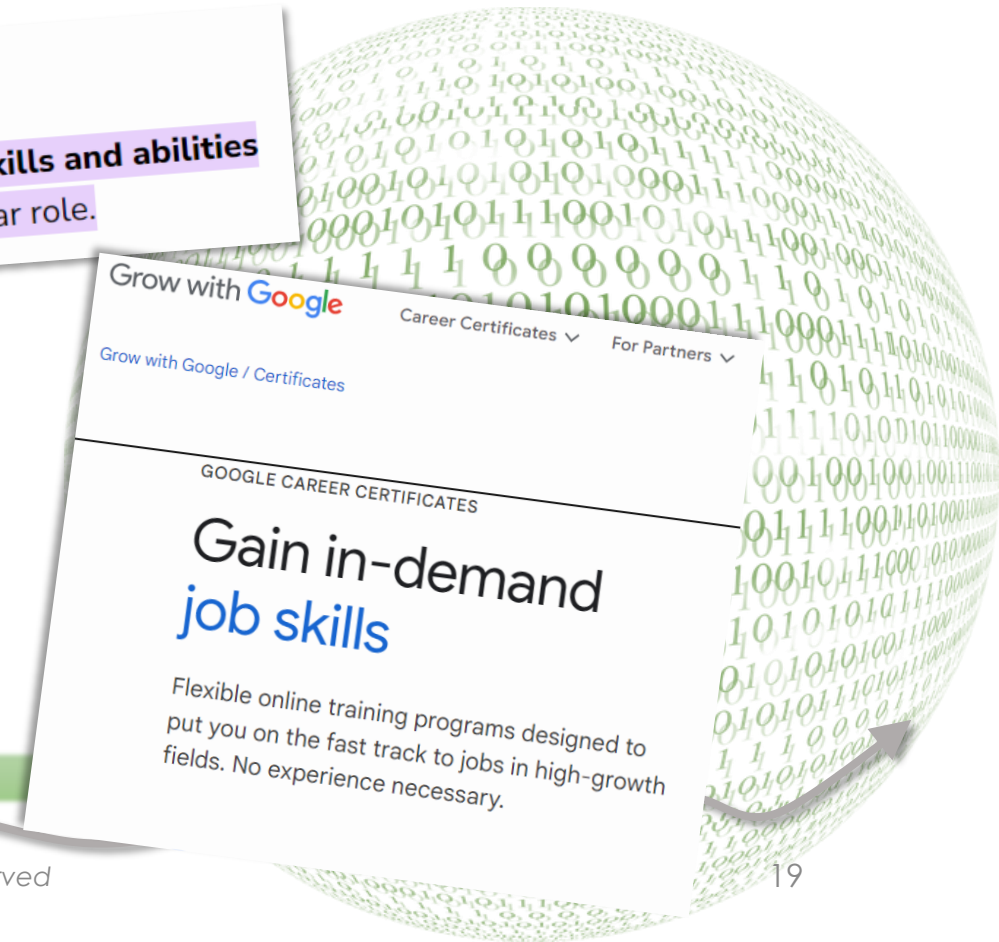
# Skills based hiring is on the rise

- Great opportunity! Rate of change requires different talent acquisition strategies

## What is “skills-first” hiring?

Skills-first hiring, as the name implies, is a method of hiring where you **focus on someone's skills and abilities** to do a job, instead of only focusing on educational requirements or prior experience in a similar role.

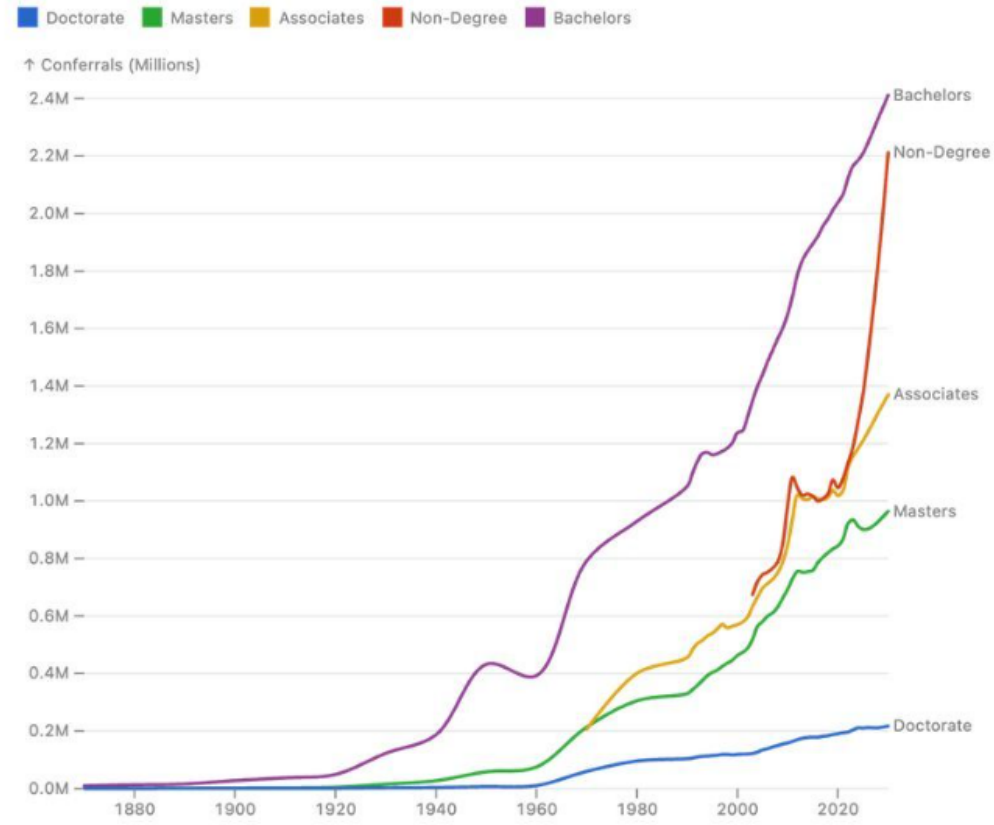
- Certificates help acquire skills



# Certifications are surging

## 150 years of US Higher Education Conferrals, now showing a sharp rise in non-degree credentials

US Higher Education Credentials Conferred, 1870 – 2030P (Millions of Conferrals)



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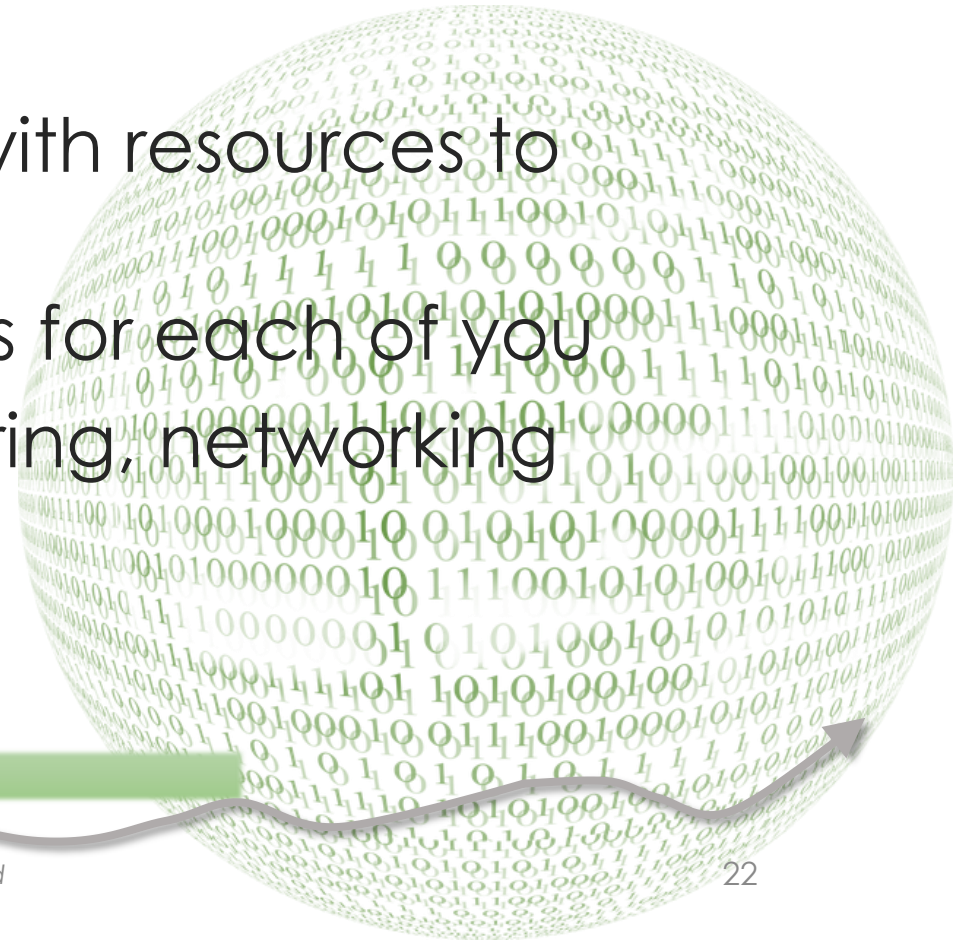
A scenic photograph of a dirt path leading through a forest of tall, thin trees towards a body of water under a clear sky. The path is made of dirt and is surrounded by green grass and trees. The trees are tall and thin, with light-colored bark. The water is blue and calm. The sky is clear and blue.

# Setting out on the journey



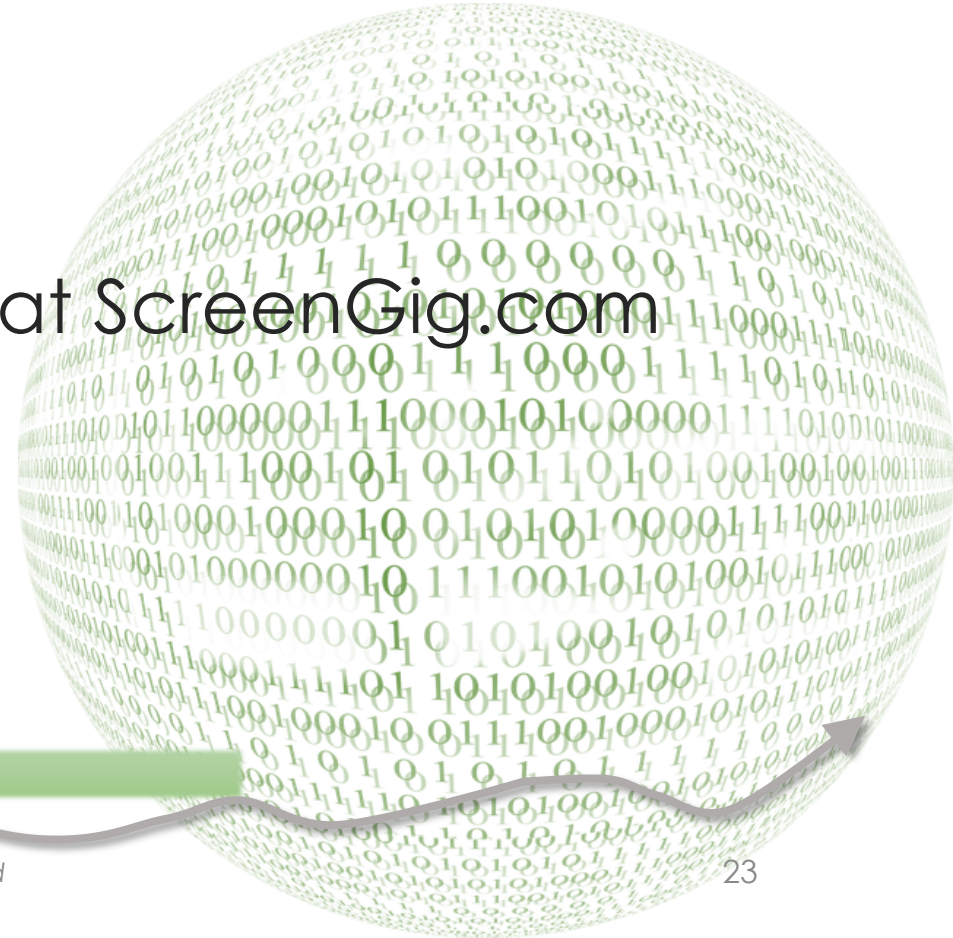
# How can these sessions help?

- Three segments per session:
- Learning a Critical Concept or Role, with resources to learn further and practice
- Assess where you are now – next steps for each of you
- Office hours – open questions, mentoring, networking



# Learning Deep Dive

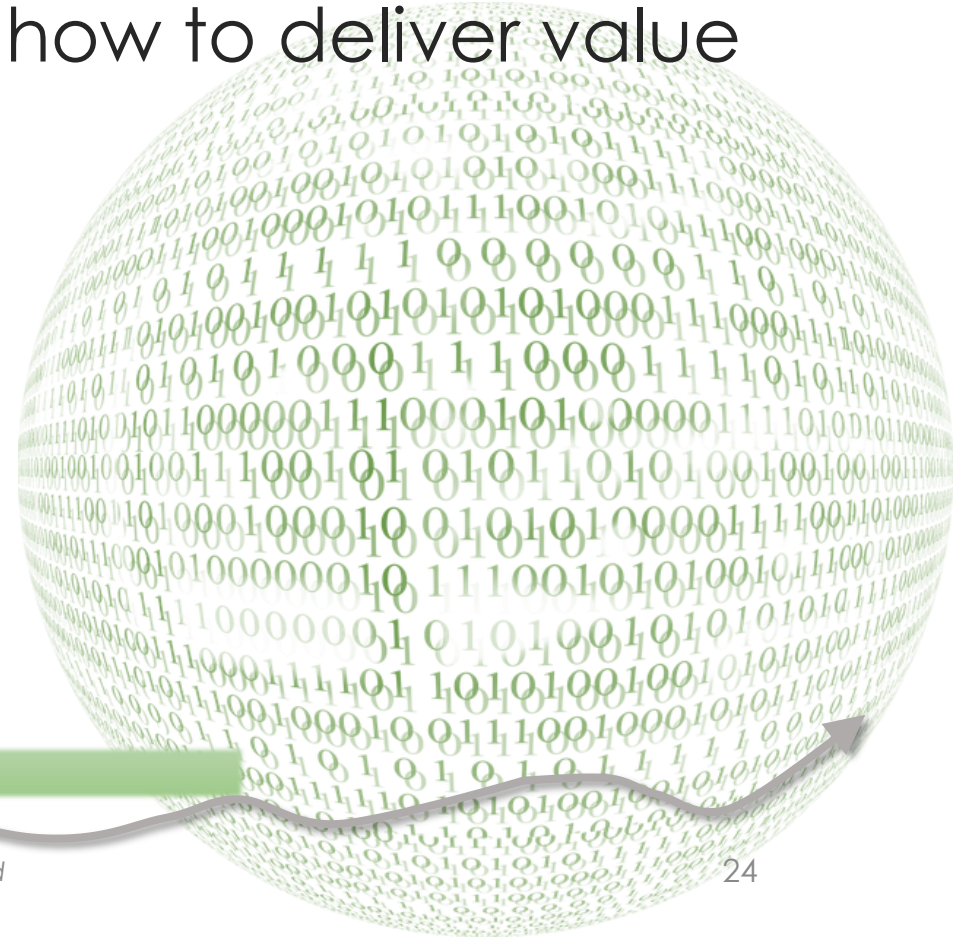
- Learn about roles and development process - Hone your target
- Simulation to apply concepts
  - Reflect, kick the tires
- Supporting materials and links shared at [ScreenGig.com](https://ScreenGig.com)





# Simulated Product Team?

- You are now part of my product team!
- See product development up close – how to deliver value
- Practice sample roles
- Have fun – it's can be very creative
- Practice is how we learn



# Individual Assessments with Group

- Assess portable skills
- Identify effective certs and training
- Find a path – learn from group
  - Resume/portfolio
  - Real world experiences
- Mentoring and problem solving
- Job search best practices



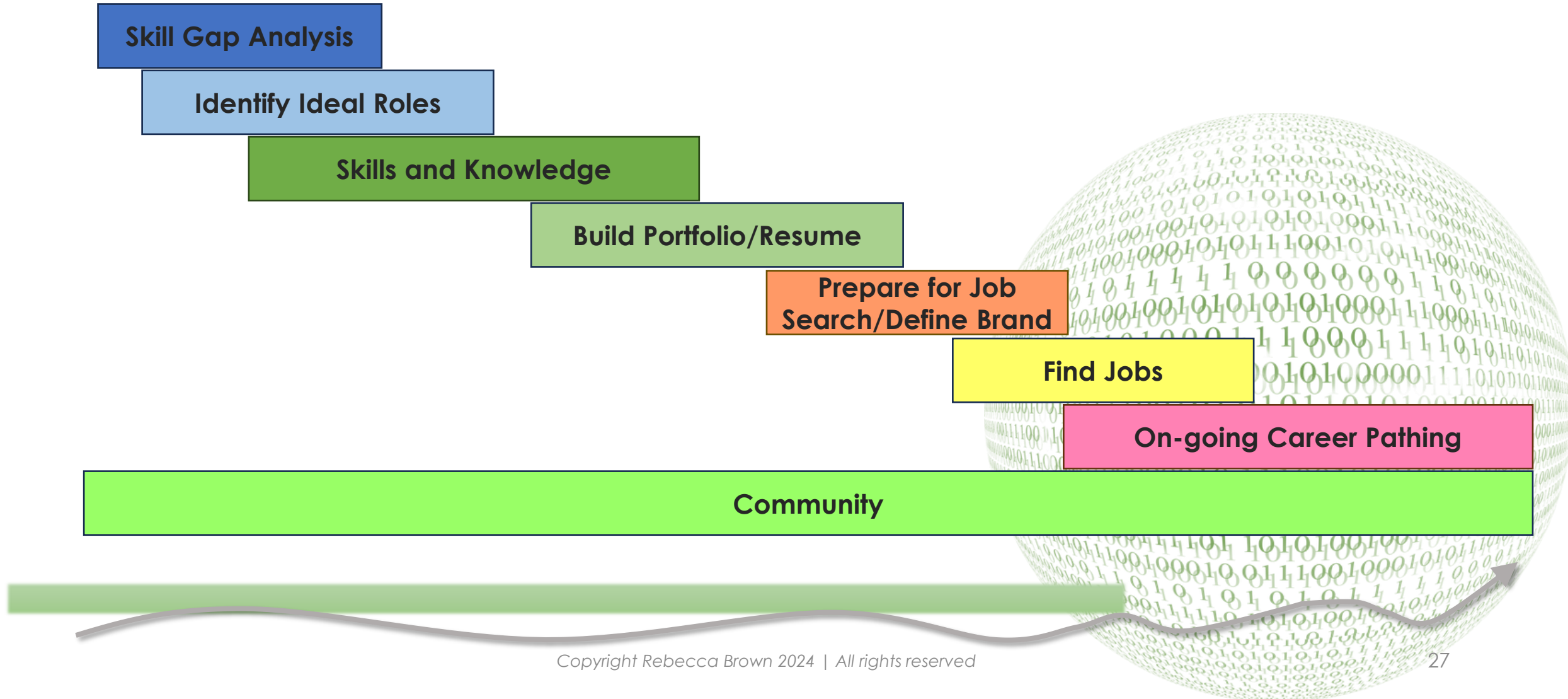
# Community

- Support
- Network – grow with us
- Safe place
  - This is your sandbox for your new career!
  - It's okay to play here.





# Roadmap for the Curated Path



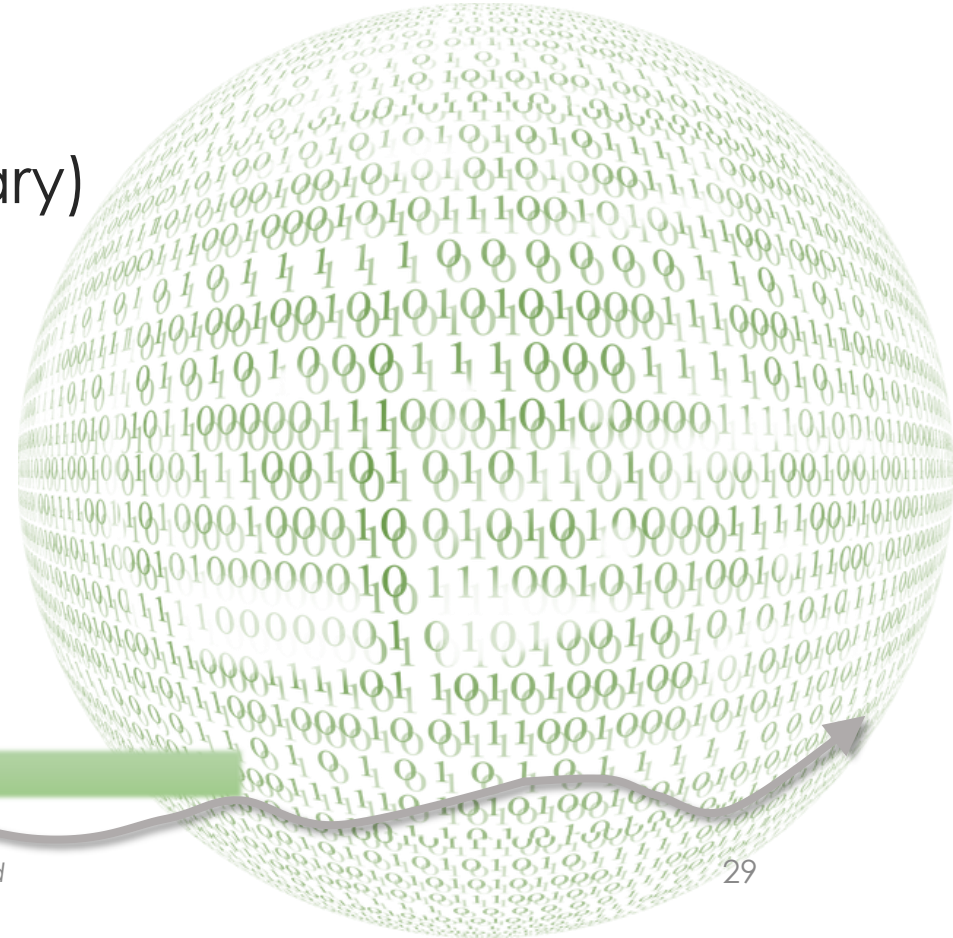
A landscape photograph featuring a single, full-canopied green tree standing prominently on a rolling green hill. The sky is a vibrant blue, filled with delicate, white, wispy clouds that appear to be blowing across the frame. In the background, to the left, are dark, forested mountains. To the right, a hillside is visible with trees showing autumnal colors of orange and yellow. The overall scene is peaceful and evocative.

# Your thoughts?



# Getting your feet wet in tech

- Get “techy” by engaging with tech journalism – great interpreters:
  - HardFork podcast
  - Wired Magazine (free ezine from the library)
  - Bill Gaits Notes – futurist, in the know
- Join my (growing) site for:
  - Deck
  - Blog
  - Reference and tools







# Great to meet you!

Look forward to working with you...

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