Best Practices for Navigating the Cloud Skills Shortage

A global study uncovers a widening distance between growing cloud career demand and the state of the modern tech workforce

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The cloud skills gap is real

You're months behind schedule. The "lift & shift" projects should have been much easier, but you keep running into roadblocks that require insight beyond your IT team's current capabilities. They're used to running your legacy ERP platform, but these new cloud-based requirements –it's just not making any sense.

What's more, bringing on new staff with the right skills has slowed you down. You've had three offer letters rejected inrejected in as many weeks because candidates are getting snatched up by companies outside your industry who have bigger headcount budgets.

You and your CTO know that cloud is the future and required to stay competitive. But right now, that future seems out of reach and other leaders in your business are losing confidence in you. What can you do?

It's time to navigate the cloud skills gap.

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> Cloud Computing is empowering; companies leveraging cloud will be able to innovate cheaper and faster.
>
> **Jamal Mazhar**
> **Founder & CEO for Kaavo**

1. DEFINING THE SKILLS GAP

> If someone asks me what cloud computing is, I try not to get bogged down with definitions. I tell them that, simply put, cloud computing is a better way to run your business.
>
> **Marc Benioff,**
> **Founder, CEO & Chairman for Salesforce**

Cloud growth is outpacing the cloud talent pool.

It's not an illusion – the cloud skills gap exists.

Among 850 surveyed IT decision makers, the top cloud-related concerns were controlling costs, the lack of security skills, and data privacy and security vulnerabilities. And while 34 percent of respondents were specifically concerned with the security skills gap, that's only one percentage point more than the 33 percent equally worried about a lack of general cloud management expertise available in the market.

This gap proves even more concerning when considering roughly 80 percent of survey respondents increased their cloud management team headcount by an average 3.3 workers over the previous year. Meanwhile, 96 percent had already faced "significant challenges to implementing their cloud strategy."

It's abundantly clear that there are just not enough skilled employees available in the market. And the problem only seems to be getting worse.

Where did the cloud skills gap originate?

Several trends across the information technology landscape – many still developing – have influenced the acceleration of a cloud skills gap.

- **Low unemployment** – High percentages of paid employment across key demographics have reduced the pool of available cloud talent.

- **Cybersecurity concerns** – Growing cybersecurity challenges drive organizations from server-based networks toward cloud environments.

- **Pressure to innovate** – IT departments face pressure from executives and stakeholders to onboard the latest in market data storage and cybersecurity.

No matter the synthesis of underlying reasons behind the widening cloud skills gap, one trend is clear and convincing:

Cloud growth is outpacing the cloud talent pool

In large part, the modern cloud skills gap has been adversely influenced by the COVID-19 pandemic. COVID-19 accelerated marketplace digitization, heavily increasing the need for cloud professionals across virtually every major industry.

The recent pandemic led many businesses to reimagine not only their day-to-day work practices, but also their overall IT strategy. Cost-effective, flexible, and agile solutions became the hallmark of effective operations, with many companies migrating legacy business systems and general ERP functions to cloud-based platforms.

Gartner anticipates that the cloud market will be twice the size of the non-cloud IT market by 2025. And in 2022 alone, cloud bears responsibility for nearly all of the 11 percent year-over-year growth in spending within the enterprise software segment.

Similarly, according to the previously-mentioned Foundry research, 69 percent of respondents claimed to have accelerated their cloud migration over the preceding 12 months. And the number of businesses that anticipated having most or all of their IT infrastructure in the cloud by the end of 2023 was 63 percent.

With so much explosive growth in the cloud market, the current labor pool is struggling to keep pace.

Which skills define today's cloud skills shortage?

Among the 76 percent of IT decision-makers worldwide who face departmental skills gaps, many identify cloud computing as a top concern. The modern cloud computing workforce handles an entire portfolio of digital responsibilities, particularly for mid- and large-size organizations.

The right cloud computing team can almost single-handedly secure your organization's network, fortify data protection standards, encrypt remote employee connections and build success frameworks behind secure cloud infrastructures.

Conversely, a company that operates without the technical protection – and the efficiency – that a cloud workforce provides can find themselves eliminated from competition. Even if that organization manages to avoid a number of critical security concerns, they face an uphill battle to match the performance speeds among fellow industry players already leveraging cloud computing.

As businesses migrate toward cloud-based systems, in-demand cloud capabilities should continue to define the cloud skills shortage. Jeff Arias, Senior Manager & DevOps Platform Engineer at Booz Allen Hamilton, noted "continuous development, cloud formation, pipeline development, and decentralized networks" as some of the many on-the-rise skills across cloud environments.

Other critical cloud skills include:

- **Cloud security** – Implementing policies and protocols that define safe cloud security practices across an organization's IP, data, devices, and services.

- **Big data** – Analyzing complicated data sets, often collected computationally, to identify critical trends that inform growth and consumer interactions.

- **Cloud migration** – Moving an organization's digital assets – including all files, services, infrastructures, stored data, and any other applications – into the cloud, or from one cloud network to the next.

- **Network management** – Actively managing network systems to streamline data flow, network traffic, automation, security, and tool usage across all technical and non-technical users.

- **AI and machine learning**– Maintaining autonomous processes and artificial intelligence that automate repetitive or complex tasks within a cloud system.

- **Programming** – Ideating, creating, and optimizing computer programs coded for specific cloud operations.

- **Cloud architecture** – Constructing components and subcomponents of both front and back-end cloud platforms, alongside delivery methodology and an active network.

Arias sees how these and other cloud-based skills will grow in even more importance in the future – particularly as they relate to blockchain transactional systems:

"As blockchain continues to become more adopted, I feel the fundamentals are going to be essential – cloud provides a level of security that modern architecture lacks. Understanding cloud will give you a head start in becoming one of the few who can even begin what blockchain is, as a lot of development is done in the cloud."

Modern cloud services are most commonly offered through a SaaS (software as a service), PaaS (platform as a service) or IaaS (infrastructure as a service) model. Many organizations are originally attracted to cloud services because of the mobility it affords, and the freedom – in theory, cloud professionals can handle cloud programs, software, storage, and infrastructure without external management.

In reality, organizations quickly discover that IT teams without the right cloud capabilities require management well outside of their original expectations.

Which industries drive high cloud demand?

Cloud computing impacts every corner of the business world. Cloud services were traditionally designed horizontally – meaning they serve a general purpose, not necessarily well aligned with a particular industry or market.

Today, vertical cloud solutions allow specific industries to leverage cloud solutions that better accommodate their particular market. Many cloud solutions also allow organizations to tailor these solutions, to better accommodate current client projects, user needs, and security standards.

Many of the following markets rely heavily on cloud computing:

- **Education** – Cloud strategies help with fund management, lower personnel costs, promote ease of student information access, and assist educators in digitally interacting with learners and any submitted work.

- **Finance** – Cloud strategies help encrypt user information, improve customer billing processes, eliminate server maintenance costs, track transaction records, create investment strategies, and manage large financial data sets.

- **Healthcare** – Cloud strategies help safeguard patient health records, maintain HIPAA compliance, perform cloud-based patient diagnoses, and recommend treatment based on predictive analytics.

- **Real estate** – Cloud strategies help agents manage new and existing listings, handle client

communications, streamline agency marketing efforts, and close deals. These same strategies help residents identify new buying opportunities, examine location-based housing trends, and securely submit documents to agents, title processors, and lenders.

- **Nonprofit** –Cloud strategies help automate tasks that might otherwise stretch limited budgets, maintain rigid cybersecurity standards, and sufficiently encrypt web pages for donation potential.

- **Manufacturing** –Cloud strategies help improve business management structures and practices, accelerate product orders and personnel management, and automate project workflows.

These organizations are far from the only market segments that regularly deploy assistive cloud computing technologies. Given their common dependence on well-executed cloud strategies, however, they are likely among the first industries to experience strong challenges as a direct result of the cloud skills gap.

2. RISKS OF AN UNDERSKILLED WORKFORCE

> The enterprise that does not innovate ages and declines. And in a period of rapid change such as the present, the decline will be fast.
>
> **Peter Drucker**

When an IT workforce can't leverage necessary skills to facilitate a cloud transition, problems develop.

Businesses still need to operate despite the shortage of talented cloud candidates, which leads many to cut corners.

All too frequently, existing cloud management teams are forced to shoulder the burden of this ever-increasing workload, putting in longer hours and overseeing a broader set of responsibilities. As a result, they spend less time on critical infrastructure, innovation, and development roadmaps—let alone professional development to acquire much-needed cloud skills.

When an IT workforce can't leverage necessary skills to facilitate a cloud transition, problems develop. These challenges can include vendor lock-in or overly-complex architectures that hinder and even limit the addition of new functionality.

Not to mention, an overworked team is more prone to churn, further exacerbating the problem of hiring and retaining a team with the cloud skills needed to deploy and manage cloud projects successfully.

How does a cloud or IT workforce become underskilled?

Digital transformation, cloud migration, IT strain, and other factors can quickly contribute to an underskilled workforce.

At times, a tech workforce might find itself underskilled from day one of operations. In other cases, your cloud workforce might grow outdated for several reasons.

In an effort to conserve finances – across an information technology department or across an entire organization – some companies have **hired less experienced IT contributors**. Saved costs can quickly yield underskilled employees, and consequencesquickly follow

Many organizations who hire less experienced cloud employees subsequently provide those employees with the skills they need to grow and thrive. The challenge comes when organizations hire lesser-skilled workers, and then subsequently do not provide them with the support they need.

In some cases, organizations hire fully-qualified cloud professionals, but **do not provide the necessary ongoing training.** Cloud specialists, architects, engineers, even directors can see their skill sets grow outdated without the right upkeep.

Other organizations experience an underskilled cloud or IT workforce simply because they **don't offer the training their professionals need** to stay updated with emerging tech trends. Without the right training, cloud professionals often don't have the resources to appropriately elevate their organization's cloud infrastructure.

Even if those employees were hired as fully-trained, fully-equipped cloud professionals, a lack of training can soon leave them practicing outdated strategies and implementing programs that have since been updated.

In a cloud environment, untrained employees represent an additional danger – they're not positioned correctly to keep their organization safe from cybersecurity dangers. In some cases, untrained cloud employees aren't aware of the latest in cloud or cyber strategies that save companies time and money.

Perhaps more frequently, untrained cloud professionals aren't aware of the latest malware that can adversely affect the integrity of a cloud network's infrastructure. This lack of understanding can lead to server infection, slowed device operations, even infiltration via cyberattack.

In 2022, the average cost of a data breach is at an all-time high—$4.35 million, a 2.6 percent increase from 2021, according to IBM.

Your cloud workforce can also grow outdated when left **without the tools it needs to adapt.** Sometimes, these tools are simple – cloud professionals need access to the right devices, internet bandwidth, and platform credentials to fulfill critical cloud tasks.

In other cases, missing tools can cripple an otherwise productive cloud computing workforce.

These tools often include:

- **AWS CloudFormation** – Service that provides developers with modeling capabilities for AWS resources, allowing for full infrastructure automation and testing.

- **Microsoft Azure Automation** – Automated Azure task management available for developers, for automatic cloud-base system updates and workflows.

- **Google Cloud Deployment Manager** – Google-made tool that streamlines Google Cloud resource management.

- **Cloudability** – Cloud financial management through a platform that optimizes every stage of an organization's cost management cycle.

- **Ansible** – IT automation that helps developers provision instances and networks that accommodate their organization's cloud computing needs.

- **Terraform** – Tool enabling the deployment of infrastructure as code. It defines both cloud and on-premises resources in configurable files.

- **Puppet** – Open-source cloud platform that

enables machine-readable language across independent cloud mainframes.

Ben Rau, Solutions Architect & Cloud Lead at Twisthink, noted how emerging cloud tools can also create new skills to be learned:

"Infrastructure as code (IaC) tools such as CDK and Terraform are foundational to most projects, as are tried and true DevOps approaches such as CI/CD and automated testing...Cloud-native distributed application architectures are a must to understand as well."

Some cloud management tools are directly related to the cloud infrastructure providers (AWS, Azure, Google, etc.) an organization already uses. These tools often automate otherwise manual tasks, allowing cloud specialists to spend more time on complicated workflows that need human attention. In other cases, these tools are third-party and provide support for the cloud infrastructure a cloud computing engineer might already have in place.

Cloud Enterprise Architect Analyst Paul Gelario noted how mainstream cloud platforms actually drive skills development across the cloud landscape:

"AWS, Azure, and Google Cloud skill sets are on the rise. Many clients are looking for these skills; my organization has been training new hires to obtain certifications as a measure of competency."

The right cloud workforce, leveraging the right toolkit, can effectively implement a secure cloud infrastructure on an organization's behalf. Without that trained cloud team, and without the right tools, cloud deployment and security are ineffective at best.

How does an underskilled cloud workforce affect an organization?

Any underskilled workforce can severely hamper an organization's capacity to accommodate deadlines, deliver marketable products, and achieve growth metrics.

When that underskilled workforce would otherwise be responsible for cloud computing, the consequences can be even more drastic.

An underskilled cloud workforce can compromise IT security standards, prevent necessary device and operating system updates, and inadvertently break workflows across an organization.

Wherever an organization's employees rely on technology, particularly cloud technology, an underskilled cloud workforce creates backlogs, roadblocks, and frustrated users.

Let's examine some of the biggest drawbacks to an underskilled cloud workforce:

- **Compromised productivity** – Underskilled cloud employees routinely take longer to complete tasks, which can result in delayed project delivery times and compromise organizational productivity rates.

- **Program/algorithm errors** – Underskilled cloud employees can also contribute directly to faulty programming, coding, or algorithm integration, which can be disastrous for an organization's technical and data science workforce.

- **Cloud infrastructure breakdowns** – Underskilled cloud employees can jeopardize an organization's entire cloud infrastructure. When a cloud infrastructure is incorrectly assembled, created with faulty programming, or goes without the necessary updates over time, the result can compromise productivity at best and cripple basic tasks at worst.

- **Incorrect/invalid user permissions** – Cloud professionals are largely responsible for setting and updating cloud user permissions. Underskilled cloud employees can inadvertently set incorrect or invalid user permissions, which provide cloud users with insufficient or excessive access to organizational files.

- **Remote work challenges** – Underskilled cloud employees can deepen remote work challenges. Without the right understanding of advanced cloud strategies, or remote navigation of an employee's device when they experience issues, your company's remote workforce can see slowdowns directly associated with cloud skills gaps.

- **Safety concerns** – Underskilled cloud employees can represent costly safety hazards, particularly when dealing with expensive cloud technologies or strict legal IT parameters.

- **Employee turnover rates** – Underskilled cloud employees are often paid less than fully qualified cloud professionals. This pay and knowledge discrepancy can mean your cloud employees leave in favor of higher-paying employers, in moves that lower morale and leave your organization without a sufficient IT workforce.

Underskilled cloud employees need training and coaching to close the gap between their current capabilities and modern organizational requirements. This training and coaching represents a necessary corporate expense, though it can mean your organization will need to divert funds from other areas.

Funding the ongoing training for your organization, though sometimes costly, can easily mean the difference between underskilled, hazardous cloud employees and an IT workforce that drives growth.

3. CLOSING THE SKILLS GAP

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> Computers are incredibly fast, accurate, and stupid; human are incredibly slow, inaccurate, and brilliant; together they are powerful beyond imagination.
>
> **Albert Einstein**

As time passes and the disparity widens between organizations with and without necessary cloud skills, the cloud talent shortage will only grow more important.

As time passes and the disparity widens between organizations with and without necessary cloud skills, the cloud talent shortage will only grow more important. Modern businesses need to adapt and act to mitigate the potential impacts that a lack of cloud strategy can cause.

Closing the skills gap starts when your organization proactively seeks to recruit talented individuals, or training and coaching that elevates the skills and knowledge of your current workforce.

There are three paths your organization can pursue to neutralize the talent gap:

1. Outsource your cloud computing needs

If you don't have the skills in-house to adequately build and manage your cloud environment, consider outsourcing the task.

With the right vendor in place, your supplemental labor can focus on maintaining and optimizing your cloud architecture, while your internal staff concentrates on growth initiatives and managing daily, non-cloud-focused operations.

As you evaluate potential cloud management providers, be sure to look for a firm that can:

- Integrate seamlessly with your internal IT team
- Deliver quality services at a reasonable price point
- Provide an established track record of keeping pace with the latest technology and management trends
- Establish your cloud security as a priority
- Offer guaranteed service-level agreements (SLAs) regarding performance and availability

Your next cloud computing partner should actively prioritize your organization's efficiency, protect critical user information, and implement advanced cloud frameworks to streamline productivity. In addition, they should advocate for regular cloud updates to that same framework.

Pros of outsourcing your cloud computing needs

- **Improved flexibility** - Scale up or down the engagement of skilled experts accordingto your needs .

- **Saved costs** - Pay only for the resources you need, when you need them. Because outsourced talent is not on the payroll, you don't pay taxes, benefits, equipment, recruitment, or other employment costs.

- **Saved time** - Vetting architects and engineers takes time. When you outsource, that task falls on the vendor, not on you.

Cons of outsourcing your cloud computing needs

- **Ramp-up timeline**s - Because outsourced teams are unfamiliar with your business, internal processes, and nuances of your existing tech stack, it can take time to onboard new cloud collaborators and ensure a smooth transition.

- **Less control** - Working with a third-party cloud organization requires giving up some control of services. The third-party maintains the same professional standards you practice internally.

- **Resource location** - In some cases, it can be difficult to find the right talent to build and manage stack and other cloud requirements.

2. Hire out your cloud computing needs

Perhaps the most challenging option for satisfying your organization's cloud skills gap is bringing in more staff.

As we've already established, there is a noticeable shortage of qualified cloud experts in the market. To attract more experienced cloud professionals to your organization, you'll likely need to augment open positions with an aggressive salary and benefits packages – at least more aggressive than your competitors.

"My organization has been affected by the cloud skills gap by having many openings and very little talent to fill those gaps. In fact, they added signing bonuses and referral bonuses to attract talent."

While the budgeting pressures needed to support a wage increase will likely limit growth efforts in the near future, it will help to avoid potential burnout among existing employees and encourage a better optimized cloud environment in the present.

Pros of hiring out your cloud computing needs

- **Firsthand company knowledge** - Even over a short period of time, employees quickly learn the nuances of the business, projects, and infrastructure. That first-hand knowledge is invaluable for effective planning, strategy and execution.

- **Widespread talent pool** - You know what skill gaps your current team has. When hiring a new team member, you can be very selective in bringing on someone with the skills you need, someone that also represents a complementary fit for your current workforce.

- **Improved morale** - Hiring additional talent to your current cloud workforce helps to improve team-wide morale, as your entire organization benefits from their improved understanding of similar cloud environments.

Cons of hiring out your cloud computing needs

- **Expenses** - With employees, you're not only paying for their salary, but also recruitment costs, taxes, benefits, equipment, workspace fees, and more. And since cloud talent is hard to find, you may not have the budget to pay the current rate for the industry's best cloud talent.

- **Recruitment challenges** - Your organization maintains responsibility for all recruitment responsibilities. It will take time to not only find qualified candidates, but to fulfill the process of interviewing and validating them for a job offer. Unless you have a large budget and a recognizable market reputation, recruitment may be a slow, tedious process.

- **Retention responsibilities** - Not only do you need to hire and onboard the talent you need, you're also responsible for doing what it takes to retain a new employee. You'll require to prioritize strategies that continually demonstrate your worth as an employer, particularly when cloud professionals today face pressure to work for higher-paying competitors.

Another con to hiring out your cloud talent is the cost of today's cloud talent. Rau has seen his own organization adopt a close focus on cloud recruitment in the face of rising expenses:

"The talent pipeline for engineers with deep cloud expertise is extremely tapped by high demand. We've been selective in choosing what roles we need to recruit externally, while focusing heavily on internal team talent development to grow and retain our existing team."

3. Reskill your current cloud workforce

Alternatively, you might consider upskilling or reskilling your existing IT workforce. Refreshing your workforce's skills can take time, though the results are almost always worth the investment.

Among other benefits, retooling your workforce's cloud skills can drastically improve morale, and helps demonstrate a strong commitment to your current IT team long-term.

With the proper training and coaching, employees who are already overseeing operations can be repurposed to continue this supervisiont as you migrate workloads and applications to a cloud environment.

While internal, cross-training initiatives can help transfer cloud skills to more of your workforce. At the same time, an internally-led cloud skills refresh will only be as comprehensive as your most trained employee.

Choosing an externally delivered training and coaching program, however, helps to avoid that challenge while leading to a more streamlined, research-based training regimen.

It's also important to encourage cloud professionals toward continual personal learning. Rau fills downtime in his workday with learning opportunities that supplement his training:

"I subscribe to email and RSS feeds from individual thought leaders and cutting-edge

organizations which are continuously sharing content. There are also numerous podcasts in the cloud domain which are very informative as well, which I try to stay up to date with during my commute."

For best results, your organization should treat items like podcasts, email newsletters, and other media as educational materials supplementary to cloud training and coaching services available to your employed cloud professionals.

Typically, these services help cloud employees, or any members of your IT team currently navigating cloud environments, stay abreast of the latest industry trends and cloud management best practices."Working with technical instructors who areexperts intheir fields keeps training relevant andcompetitive

Of course, there are many educational platforms available, but not all of them are equally effective. When considering a learning solution for your cloud teams, look for:

- **Tailored training programs** that can accommodate the unique needs of your project and culture so you can avoid wasting budget on training your team doesn't need (e.g., offering live sessions, practice environments and access to technology and certification coaching).

- **Simplified onboarding and coordination** that helps struggling organizations work with the training company, and provide assistance for any struggling employees or IT team members.

- **Rich course lists** that align with potential future skill gaps as you continue your cloud journey.

- **Hands-on learning opportunities** that yield real-world experience for your entire organization.

- **Integrated tracking capabilities** able to monitor the progress of individual learners.

- **Educational services** aimed at ensuring that the skills your employees learn in the classroom transfer to the workplace.

Educational services provided through these organizations can vary widely. Most importantly, the service portfolio for cloud training organizations should include 1:1 coaching or mentoring, peer community integration, and other items designed specifically to maximize skill retention.

Pros of reskilling your current workforce

- **Increased talent attraction and retention** - One study found that 94 percent of employees are more likely to stay with employers who invest in their careers. At the same time, employee training is a differentiating benefit candidates look for when seeking employment.

- **Cloud skills gap closure** - When hiring a training company, most will take the time to understand your specific project requirements and assess the skills of your team. Training can then be tailored to deliver instruction on exactly what your team needs to learn.

- **ROI and cost savings** - Given the high cost of outsourcing and hiring new employees, training current employees on new skills can be much more cost-effective. Most companies report an ROI of at least 100 percent on employee training.

- **Greater cloud adoption** - One IDC study found trained organizations are 80 percent faster to adopt cloud. Cloud adoptions will typically follow workforce cloud reskilling, as organizational employees quickly work to deploy the skills learned on their employer's behalf.

Cons of reskilling your current workforce

- **Resistance to change** - In an ideal world, all your employees will see the value of training and the benefits of change. In reality, it's tough to achieve buy-in from everyone. You might find that some employees readily accept additional training, while others are hesitant to change or take on additional work.

- **Reskilling costs** - Depending on the number of employees you need to train, and the scope and depth of material, training and coaching can be expensive. Smaller organizations in particular might face challenges in integrating reskilling costs into their development budgets.

- **Employee attrition** - Overall, cloud skills training is more likely to motivate your existing employees to stay. Still, a percentage of those same employees are sometimes likely to leverage their newfound education into a new position.

How should my organization navigate the current cloud skills gap?

Ultimately, the cloud skills gap is a reality which many organizations tolerate, and far fewer overcome. Organizations today are increasingly turning to three distinct solutions – outsourcing, hiring, and workforce training – to satisfy cloud skills gaps before they widen further. At times, each of these three solutions, or a combination of two or more, might represent the best use of your time and money.

It's also important to realize that cloud technology is a rapidly evolving field. Shawn Riley, Senior Cloud Recruiter at SMX, identifies the way cloud technology is already evolving:

"Years ago, it was nice to find someone who just had cloud experience. Now it seems like the trend is in serverless technology. Due to this, there are a ton of people who want to get hands-on experience with serverless technology, though companies want prior experience."

No matter how your organization chooses to proceed, the time for action is now. By making the right remedial choices and investing in mitigating actions today, you can limit disruptions and damage caused by underskilled cloud employees or by an IT team operating with a constrained bandwidth.

Said Riley, "Cloud is everything. All companies are moving to the cloud in some shape or fashion. It's only going to grow in importance, and those who are able to write code for automation/tooling purposes will have a distinct advantage."

Riley identified another major factor in many organizations' approach to cloud skills gaps: deadlines.

"Some (organizations) have been stingy because they need people to hit the ground running from day one" he said. "Others are willing to hire people who just need an 'at bat', assuming they have a firm grasp on the fundamentals, and the right attitude/aptitude."

No matter how you anticipate filling your organization's cloud skills gap, the time is now – with competition already increasing for limited available cloud talent.

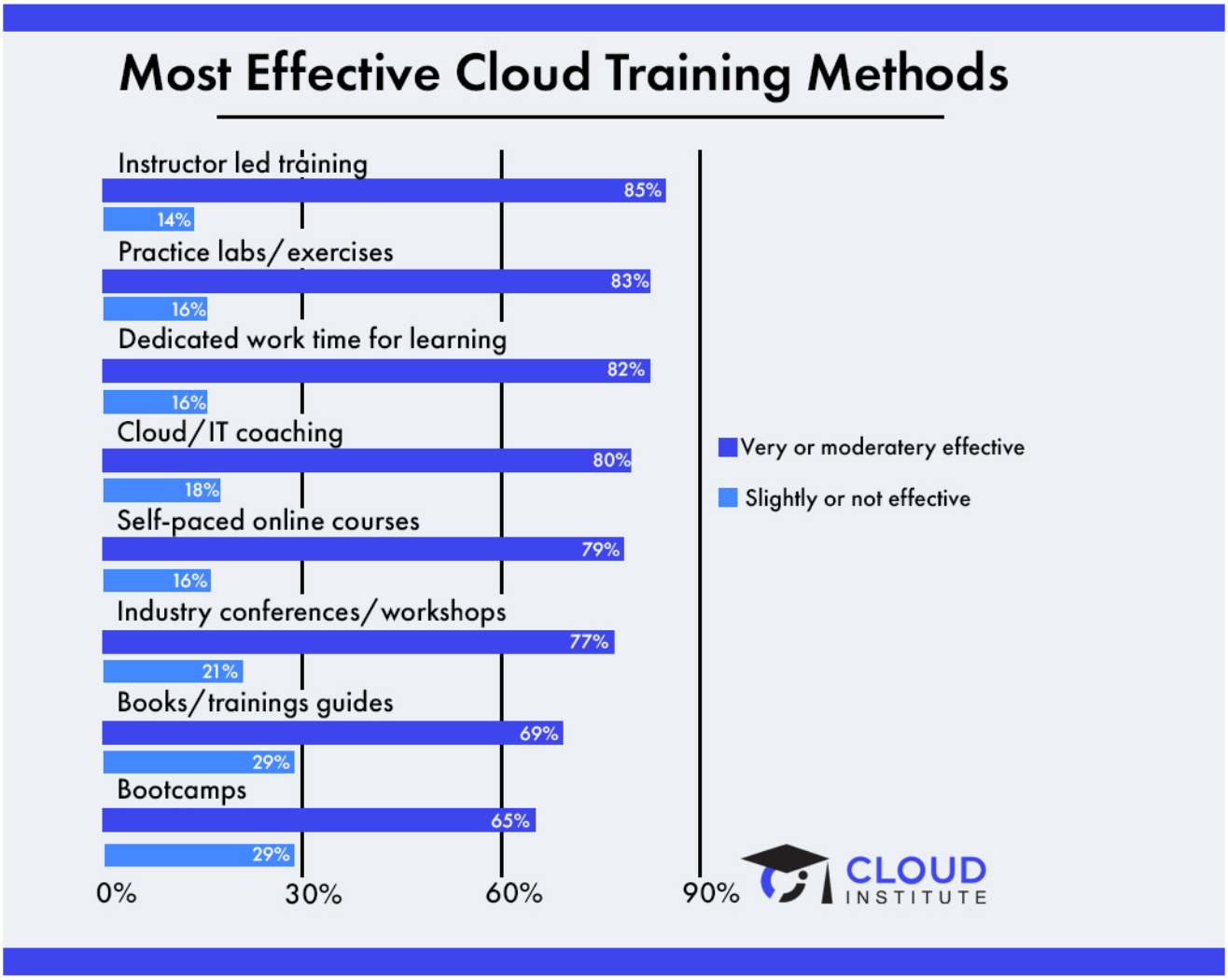
The best way to close a cloud skills gap across your organization is by improving the skillsets of your current employees – employees already familiar with your brand, your mindset, your mission, and your product portfolio.

Best Methods for Upskilling and Reskilling Your Cloud Teams

Training and coaching your current cloud workforce first means identifying the specific instructive techniques that best accommodate your team. So what are the best ways to train your cloud workforce?

Cloud Institute surveyed 200 IT managers and technical recruiters in June 2022 to answer this question. We sought to determine the most effective training techniques in educating employees at organizations with cloud skills gaps.

We've captured the results in the chart below.



Survey respondents agreed that the most effective training methods are interactive, and provide opportunities for participating IT professionals to practice new skills in a controlled environment.

Eighty-five percent of respondents say instructor -led cloud training is somewhat, or very, effective in educating employees.

Instructor-led classes are taught by live instructors in real time – either virtually on in person – and often include demonstrations and other hands-on learning modules. Students frequently join open discussions, and participate in labs and practice exams, preparing them for the challenges they'll face in a professional cloud computing environment.

A further eighty-three percent of respondents deemed practice labs, and other hands-on practice exercises, somewhat or very effective. Eighty-twopercent said that providing dedicated time for employees to learn and practice new skills was most effective, and eighty percent said offering employees a cloud or IT coach was most effective.

Together, the vast majority of respondents emphasized the need for hands-on instruction, a combination of instructor-led and student-led efforts that encourage retention and application of comprehensive, cloud-based skill sets on the job.

Why Partner With Cloud Institute

Cloud Institute equips IT teams with skills that drive cloud project success.Often, IT teams waste hours of time on training they don't need—either they know it or it's irrelevant to their day-to-day work. This is why we are the only IT training company providing cloud technology coaching services. Our carefully curated bench of expert coaches take the time to understand your business goals and desired outcomes first, then tailor training to maximize your return on time.With a certified cloud coach, you can shorten the learning curve, increase learning retention and directly connect training to your organization's projects for a range of use cases and across multiple cloud technologies and processes

Book a one-hour, free consultation to see how our coaching-led approach to cloud training will help your team achieve real results more quickly.

Michael Banta
VP of Product / Co-Founder
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Book a consultation

About the Author

Michael leads product and innovation strategies for Cloud Institute. He oversees all product initiatives, including Cloud Institute's platform, products, technologies, instructors, coaches and partners. Michael co-founded Cloud Institute because he is passionate about enabling people and companies to upskill in order to grow within or transition into cloud computing. He believes cloud computing provides enormous opportunity for anyone to achieve their goals in technology. The team at Cloud Institute can ensure your organization canreach its goals.

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