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State of cloud: The shift from consumers to creators

Drew Firment

Chief Cloud Strategist
Pluralsight

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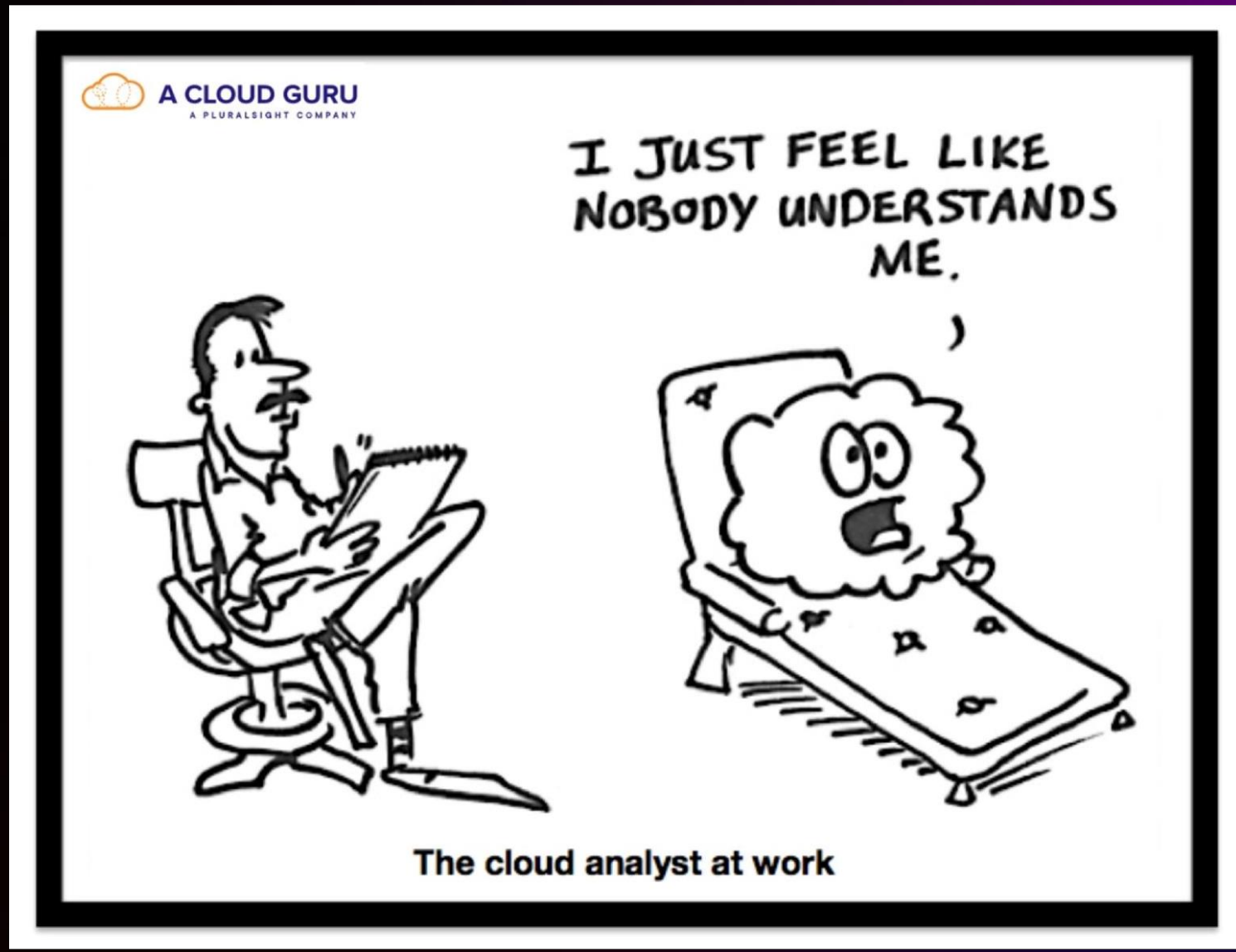
My cloud experience

20 years in tech at Capital One

Director of Cloud Operations

Patent measuring cloud maturity

Dean of Cloud Computing

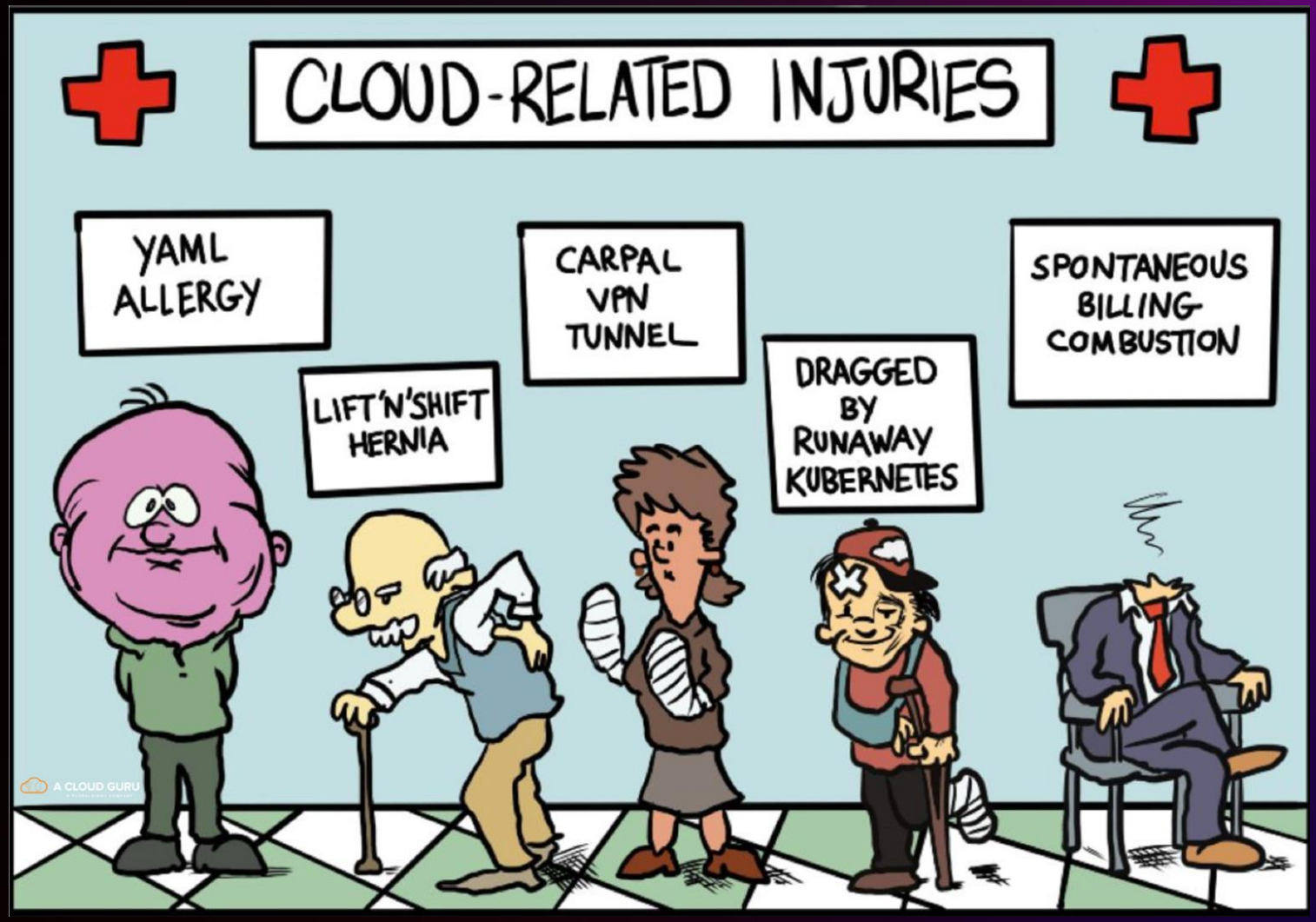


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I felt the pain

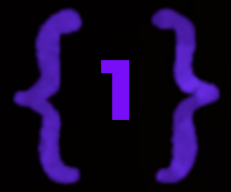
I'm on a mission to teach the world to cloud

My passion is helping individuals & organizations save time, money, and sanity with cloud adoption



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Cloud is not just the future, it's the present



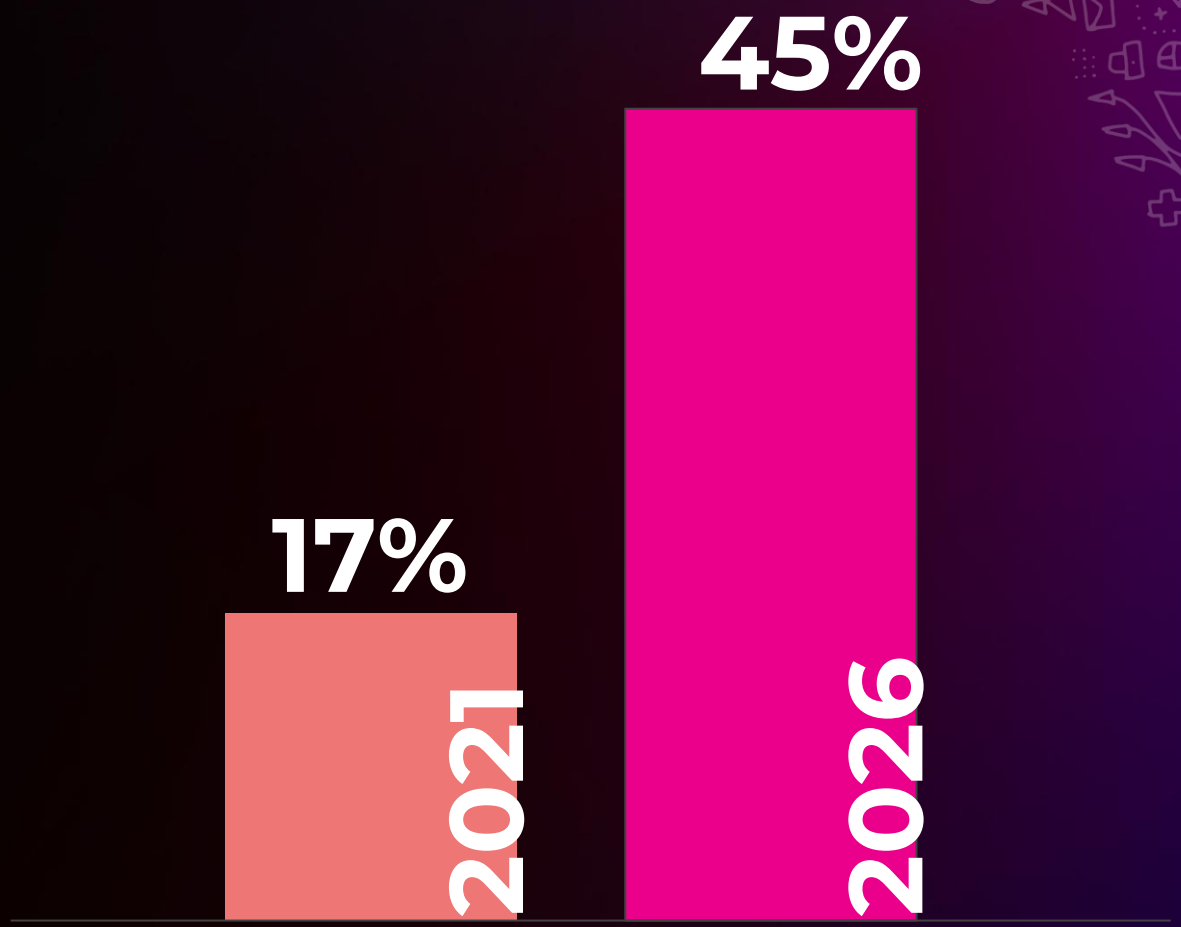


Organizations are expected to continue investing in cloud computing in the coming years

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Cloud spend expected to explode to $600B

Forecasted change in cloud spend as percentage of total IT spend from 2021–2026[1]



[1]Gartner, Inc., "Gartner Says Four Trends Are Shaping the Future of Public Cloud: Global End-User Spending on Public Cloud Services Expected to Exceed $480 Billion Next Year" August 2nd, 2021

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The average employee uses



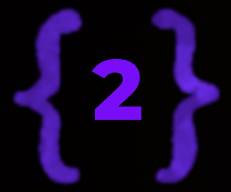
cloud-based services in their daily routine, according to Techjury.net

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Organizations and employees must become cloud literate

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Most technologists lack cloud skills



Organizations are investing in technology rather than people

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State of Cloud Report

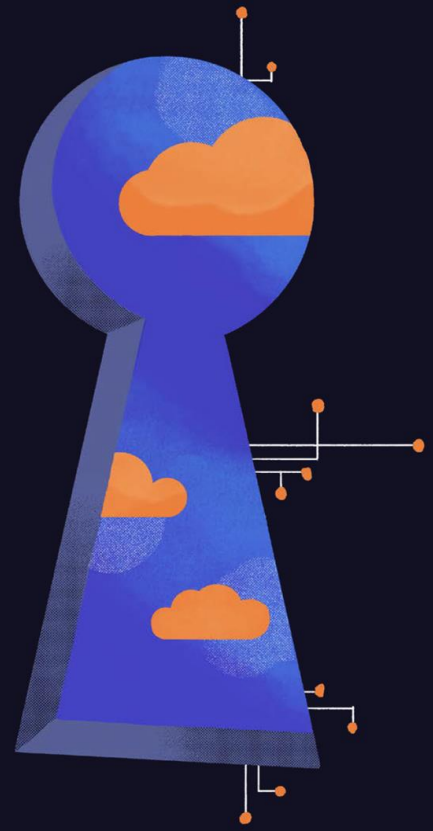
We blind surveyed 1,000 tech leaders and technologists across industries and throughout the world to get a clear picture of the present state of cloud computing and the expectations for the future

Equipped with the data and insights from this report, your organization can close cloud skills gaps, reduce security risks, and successfully build your future in the cloud

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State of Cloud

Q3 2022



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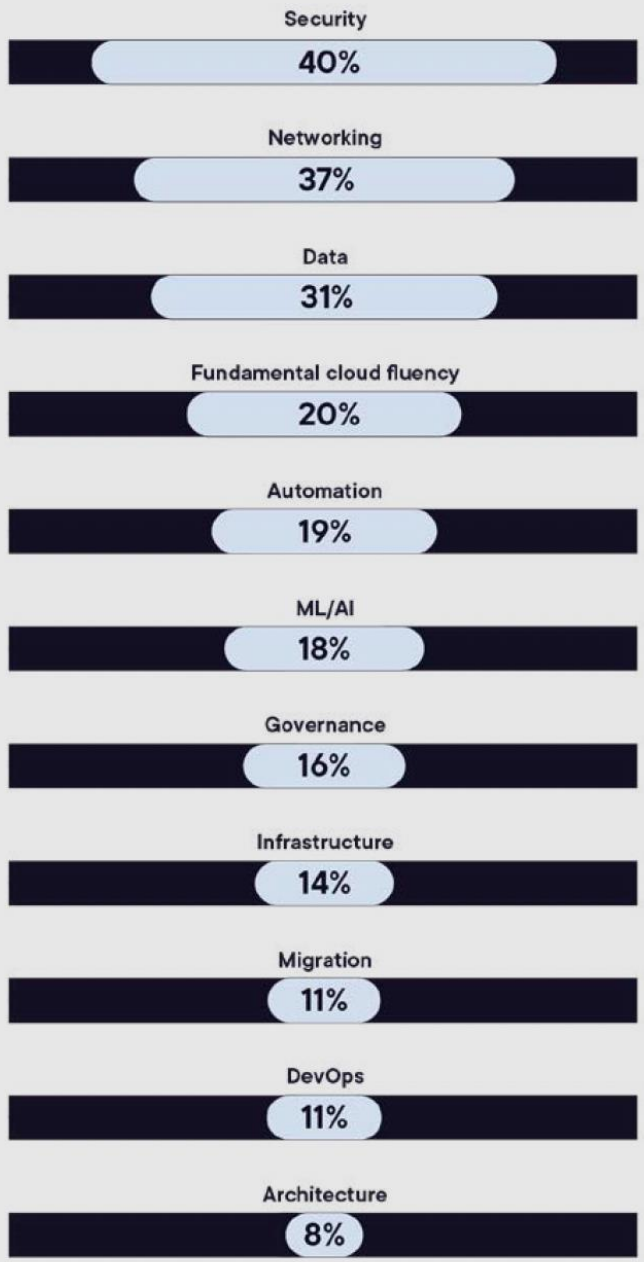
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The cloud skills gap

Most organizations have a 5-year plan for their cloud strategy, but they don't have a 5-year plan for their cloud talent

97% of employees taking courses on upskilling platforms feel they improved their ability to do their work

50% of technologists feel their improved cloud skills made the greatest impact in identifying issues and vulnerabilities with existing or proposed technical solutions faster



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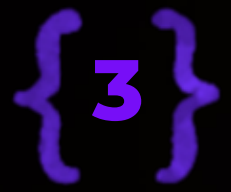
Leadership findings

75% of leaders are building new products and features in the cloud

Only 8% of technologists have extensive experience working with cloud-related tools



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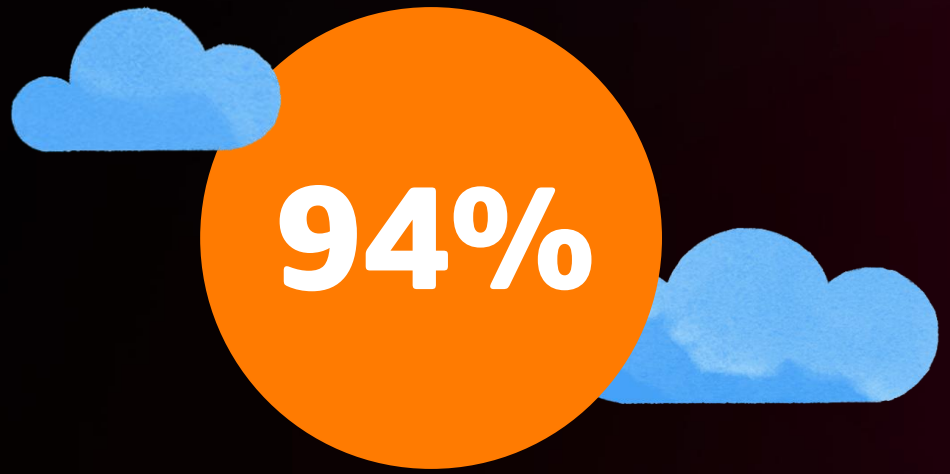
Technologists want to learn



But leaders often don't allocate proper resources for upskilling

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Employees are

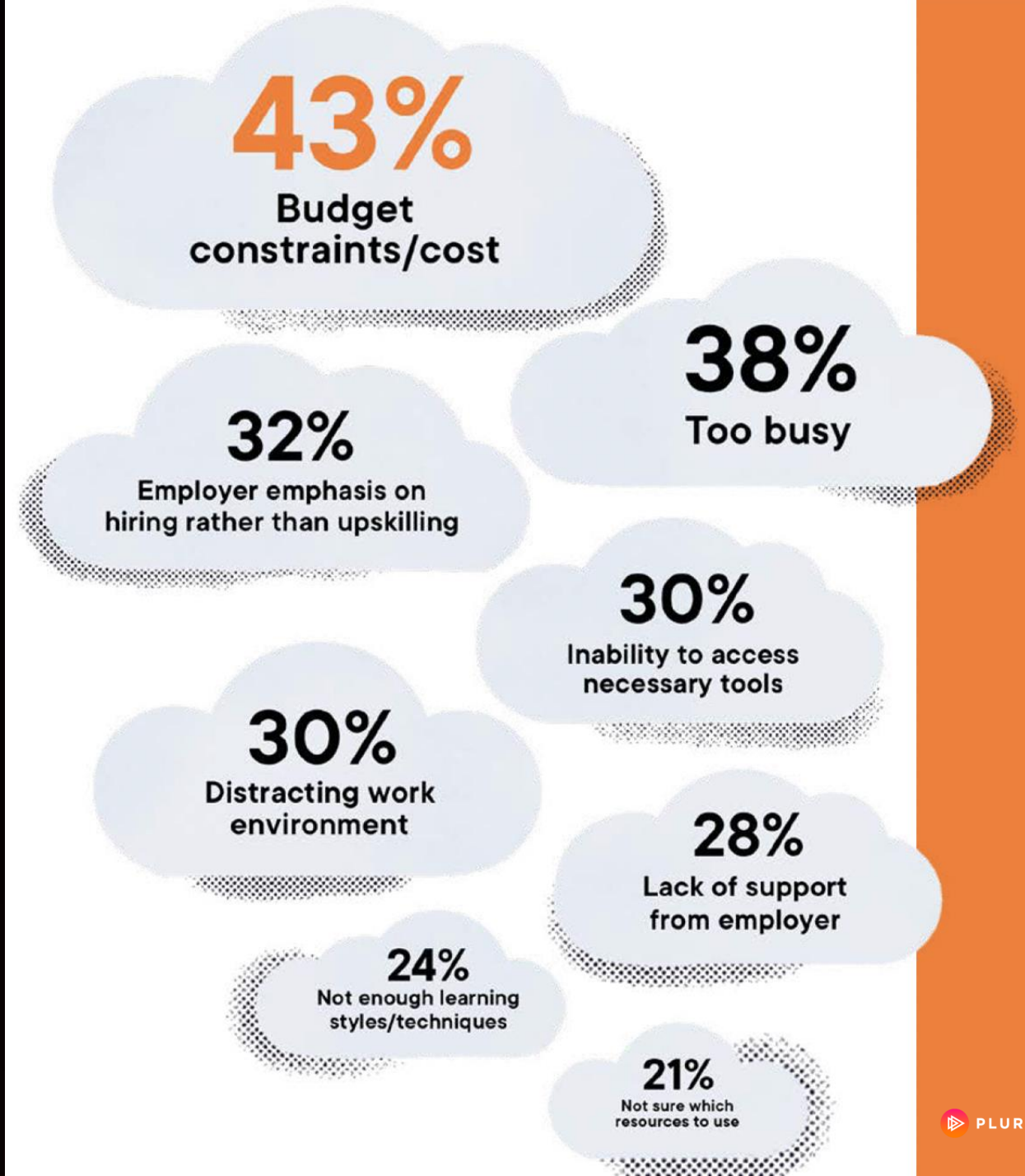


more likely to stay with a company if it invests in their skill development

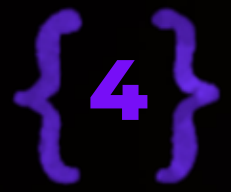
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Barriers to skills

While the top response in this multiple-choice question was budget restraints/cost, **the next 5 responses connect to lack of time or organizational support for their upskilling efforts**



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Creating a culture of cloud



Focusing on cloud culture can help close existing skills gaps

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“As organizations, we must become creators of talent, not consumers.”



Aaron Skonnard

CEO & Co-Founder, Pluralsight

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You have the talent to succeed

Tired: Hiring for tech skills rather than building them internally

Wired: Building a pipeline of internal talent through skills development



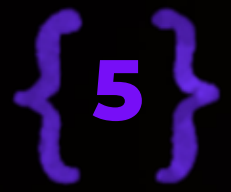
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Cloud is a culture and there is a language

It’s up to employers to give technologists the tools they need to learn the language

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Invest in cloud literacy

Start with the fundamentals



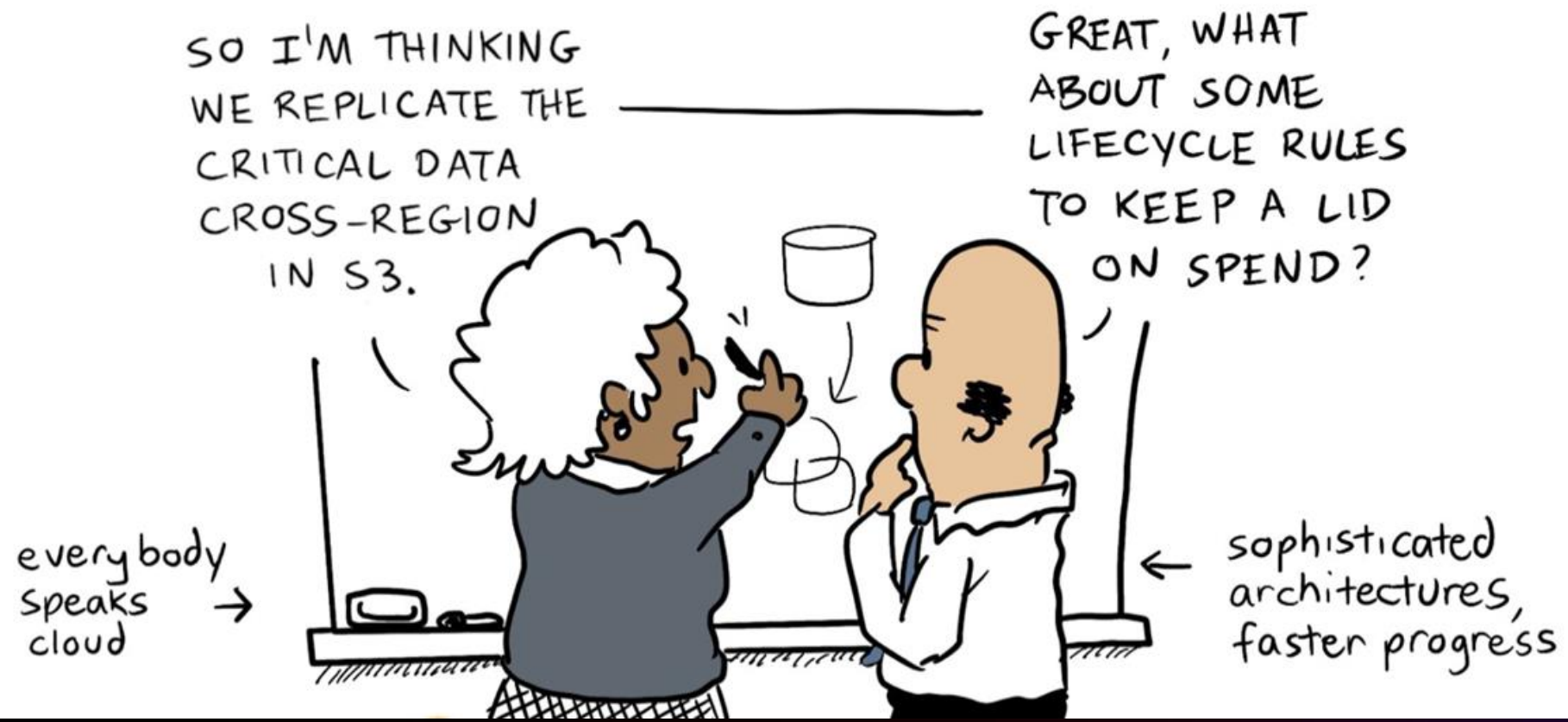
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Are you investing in cloud translation . . .



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. . . or are you investing in cloud literacy?



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Do cloud certs matter?

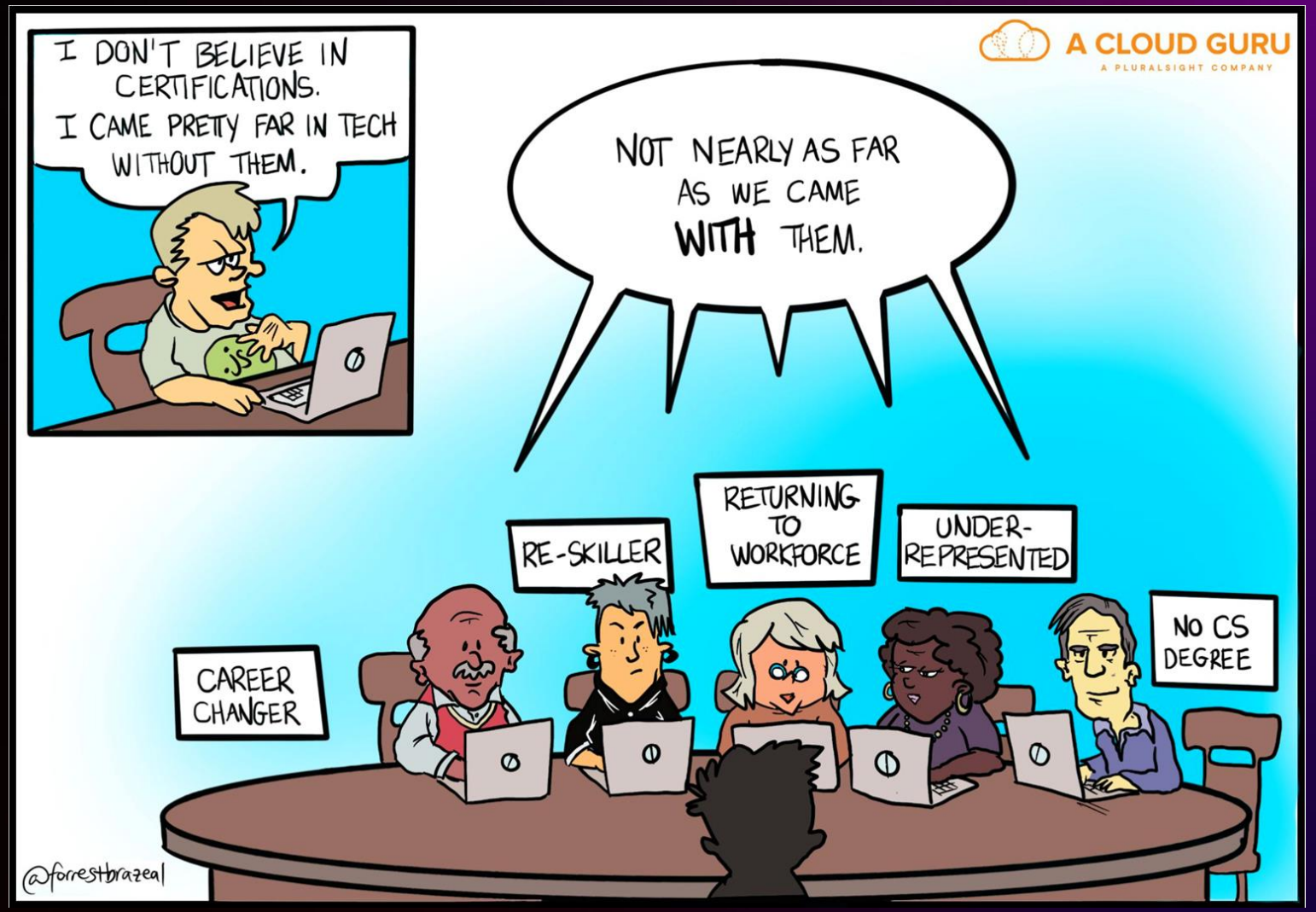
High bar and highly regarded in industry

Strong indicator of cloud fluency and job performance

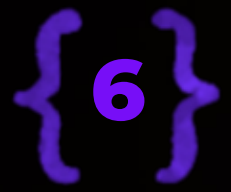
Foundation of a comprehensively trained organization

87% of hiring managers value hands-on experience and certifications over a university degree when evaluating candidates

52% of individuals say cloud certifications expanded their career opportunities



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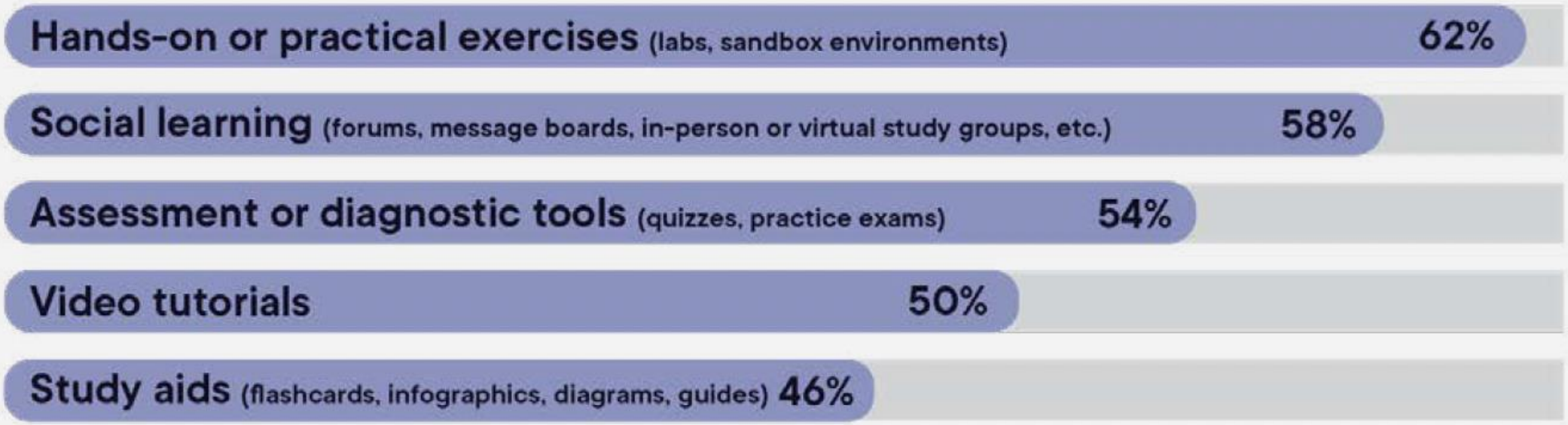
Establish cloud fluency

Apply the language with hands-on experience



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Best formats for cloud skills

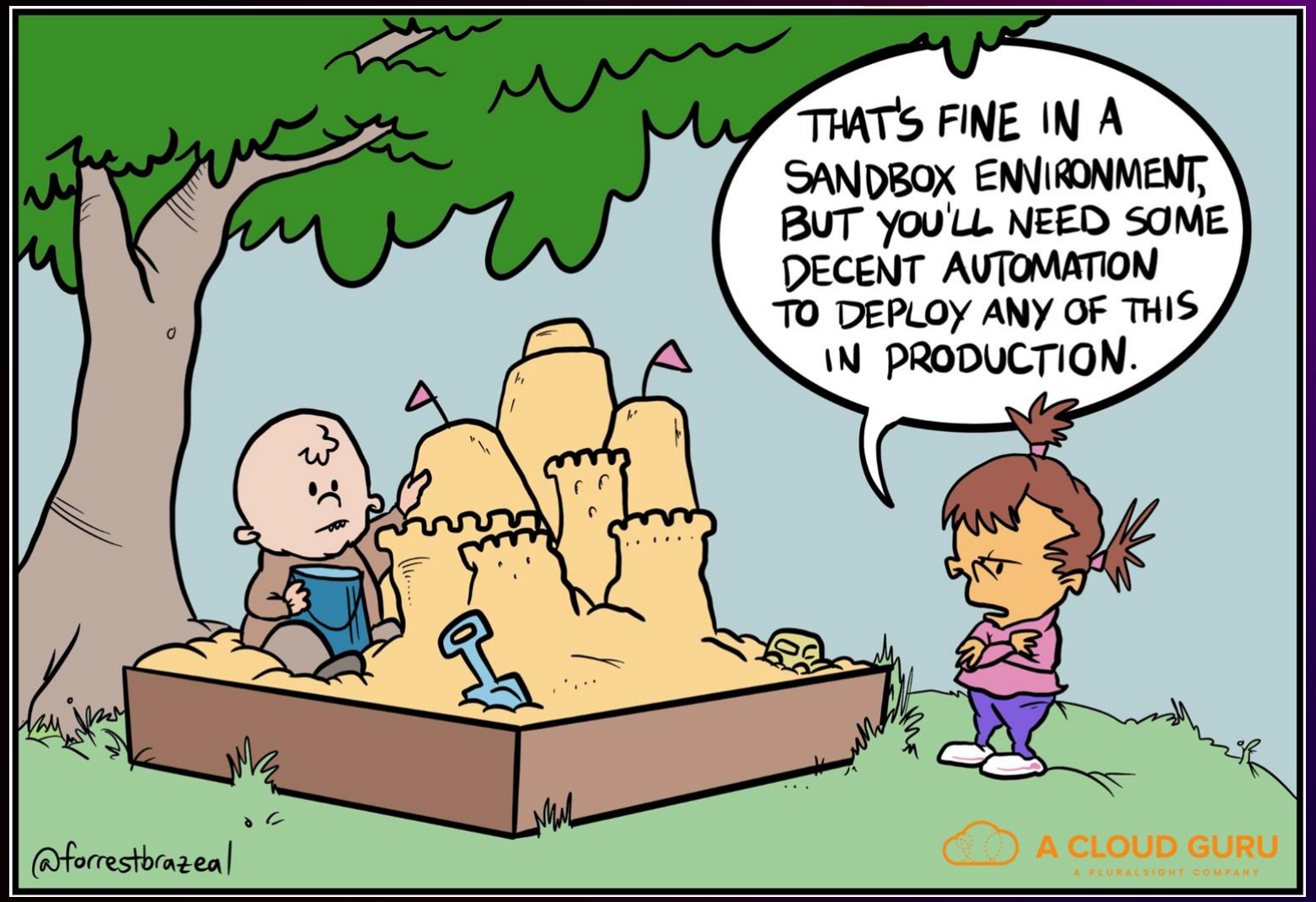


ACG customers reported an average savings of $6,664 per year/per user when using cloud sandboxes

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Get hands-on

Most technologists learn best in a real or sandbox environment



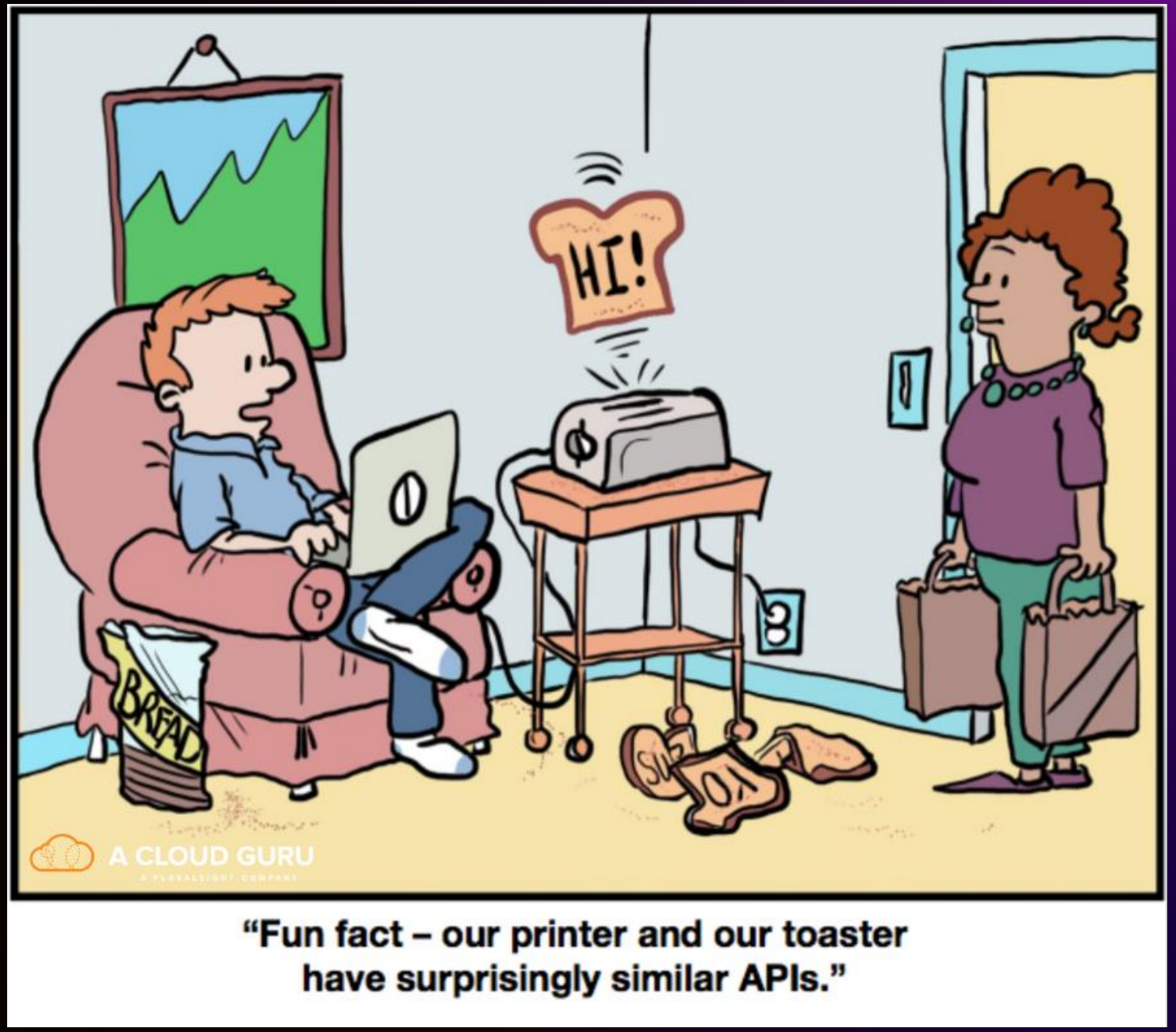
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Have fun

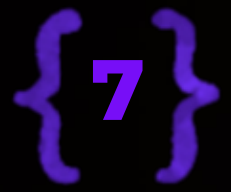
Don’t be afraid to break things and experiment

It’s part of the learning process!

What until you see what happens when the doorbell is pressed!



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Achieve critical mass

Build learning communities at scale

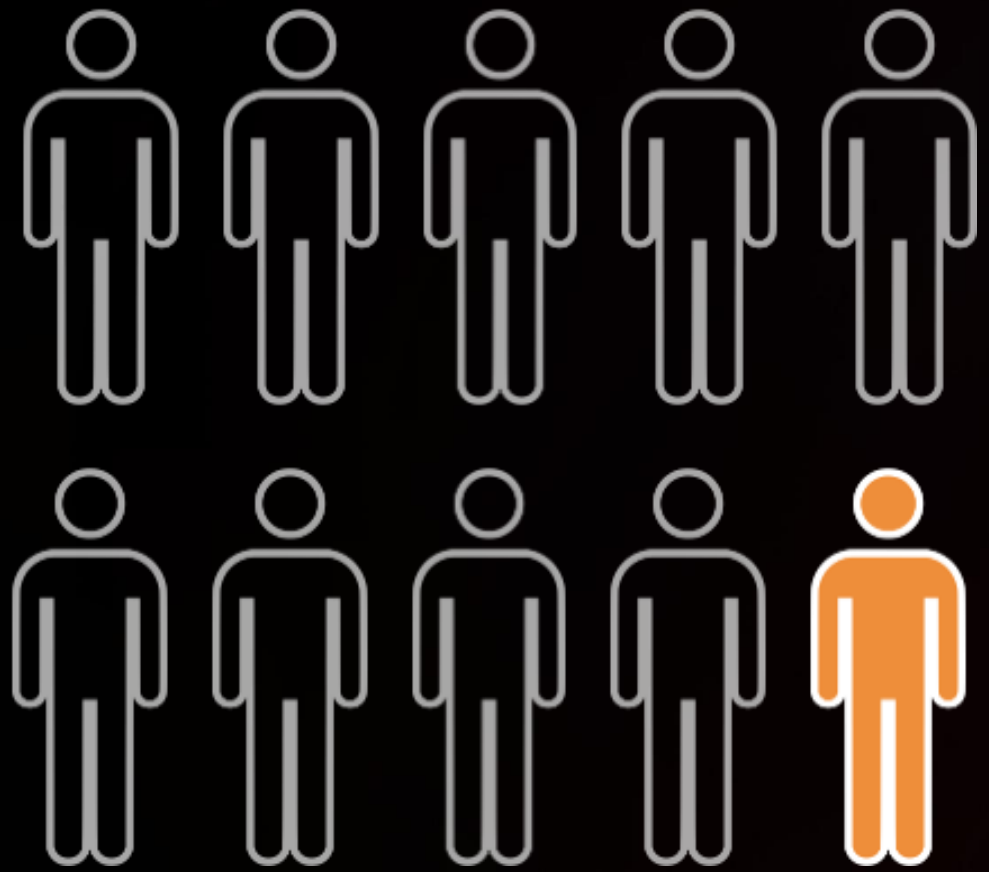


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In 2011, scientist discovered the tipping point for the spread of ideas

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When just 10% of the population holds an unshakable belief, their belief will always be adopted by the majority of the society

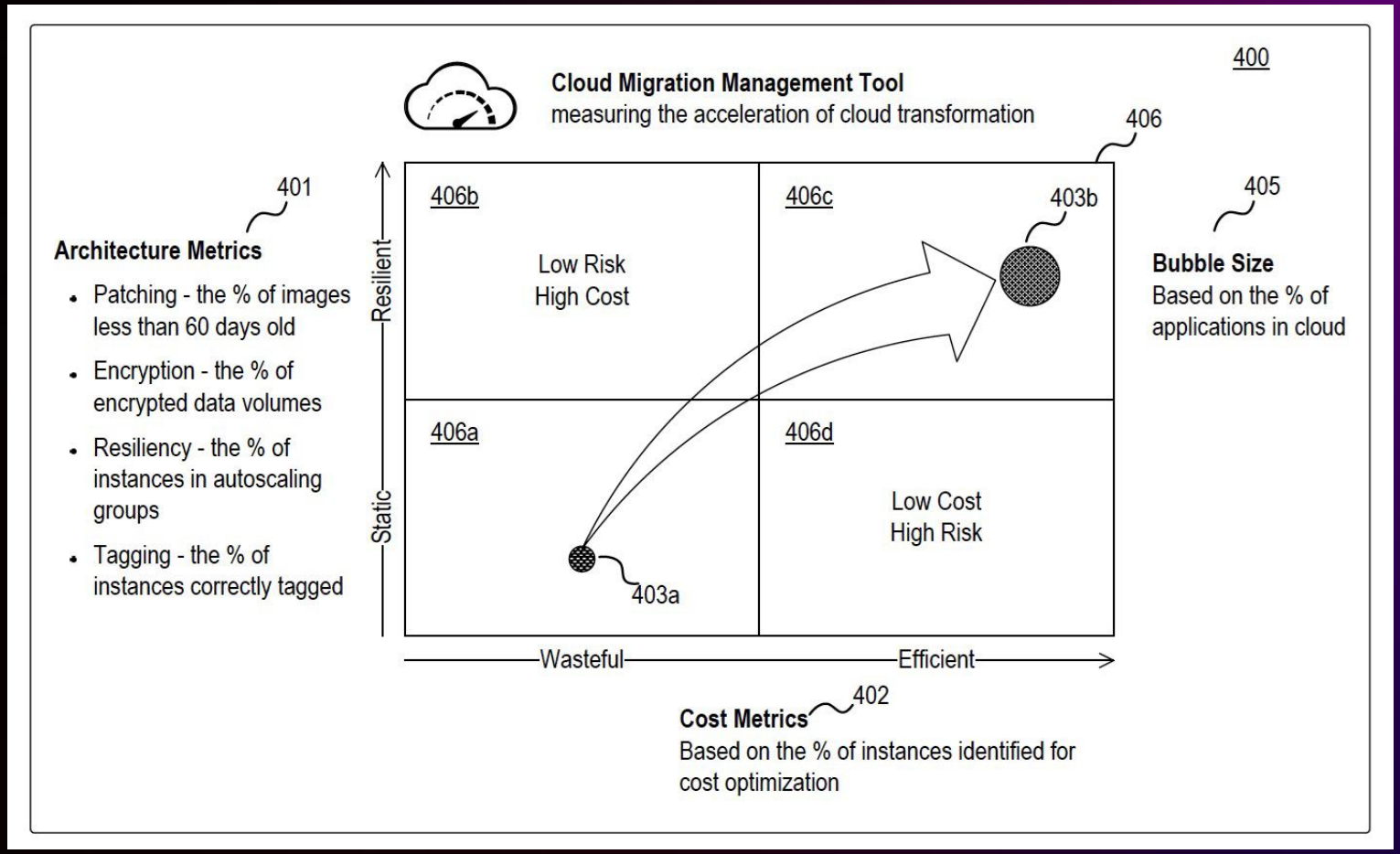
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Critical mass

A full 2 percent of all AWS Certified developers worked at Capital One

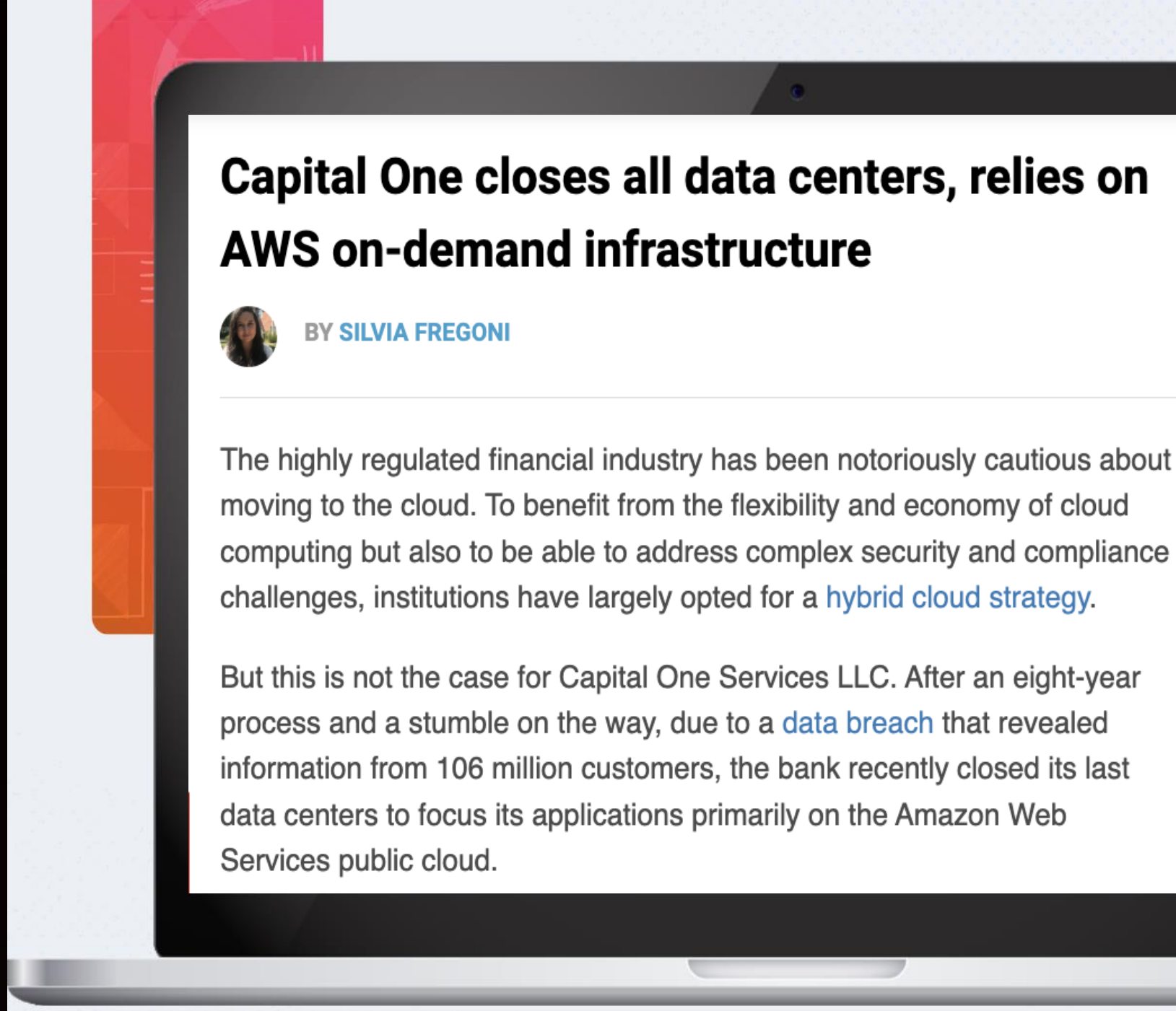
The top 3 of all enterprises globally for AWS Certifications held by employees

The result? Massive acceleration of cloud migrations



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Capital One shutters all data centers in 2021

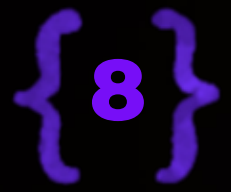


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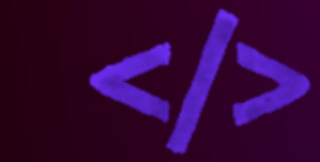
"Capital One sought to completely redefine who we are as a company, to build a technology company that does banking, instead of a bank that just uses technology.

We needed to become great at building software. And we needed the top engineering talents to do it."

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Drive toward cloud maturity

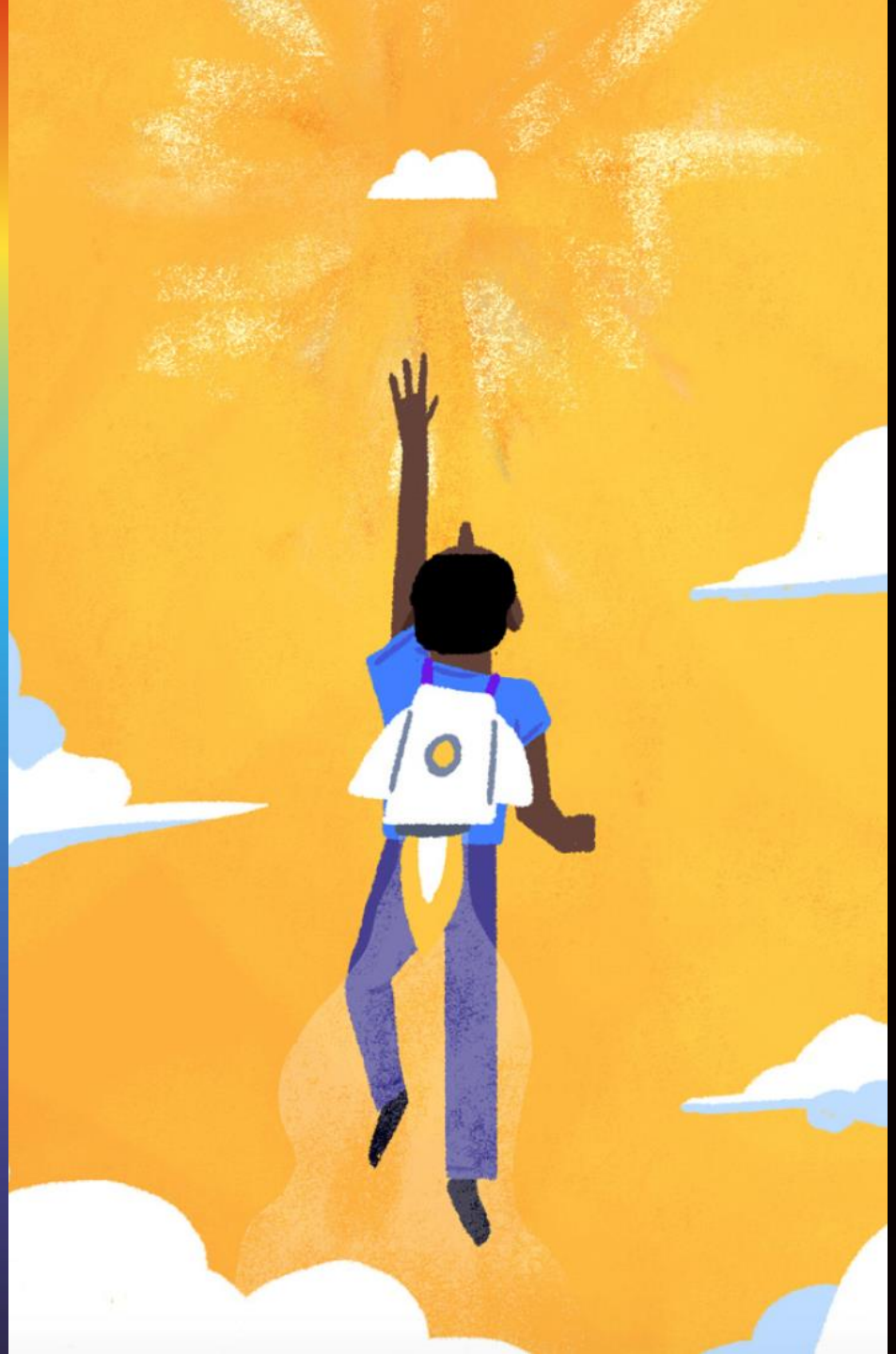


Upskilling your talent and building a culture of cloud will boost cloud transformation

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The cloud chasm

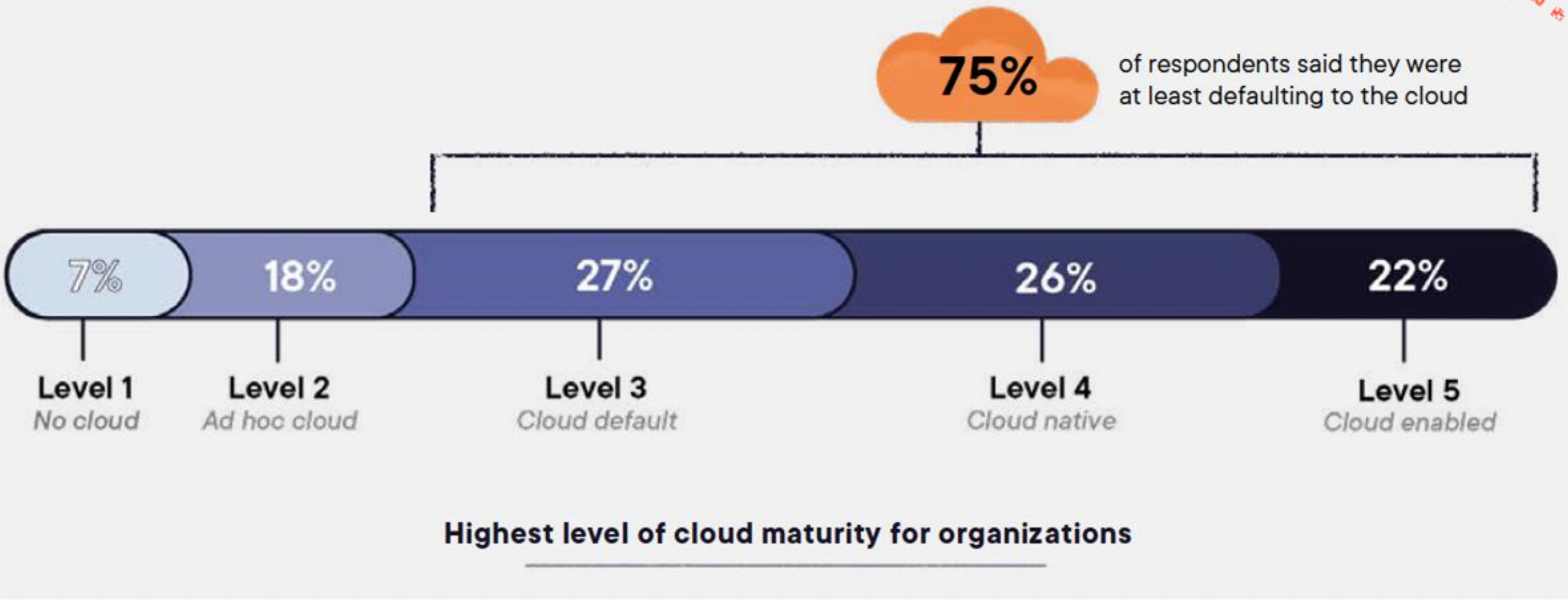
The expectation

Investing in cloud technology is the best way to become cloud mature

The reality

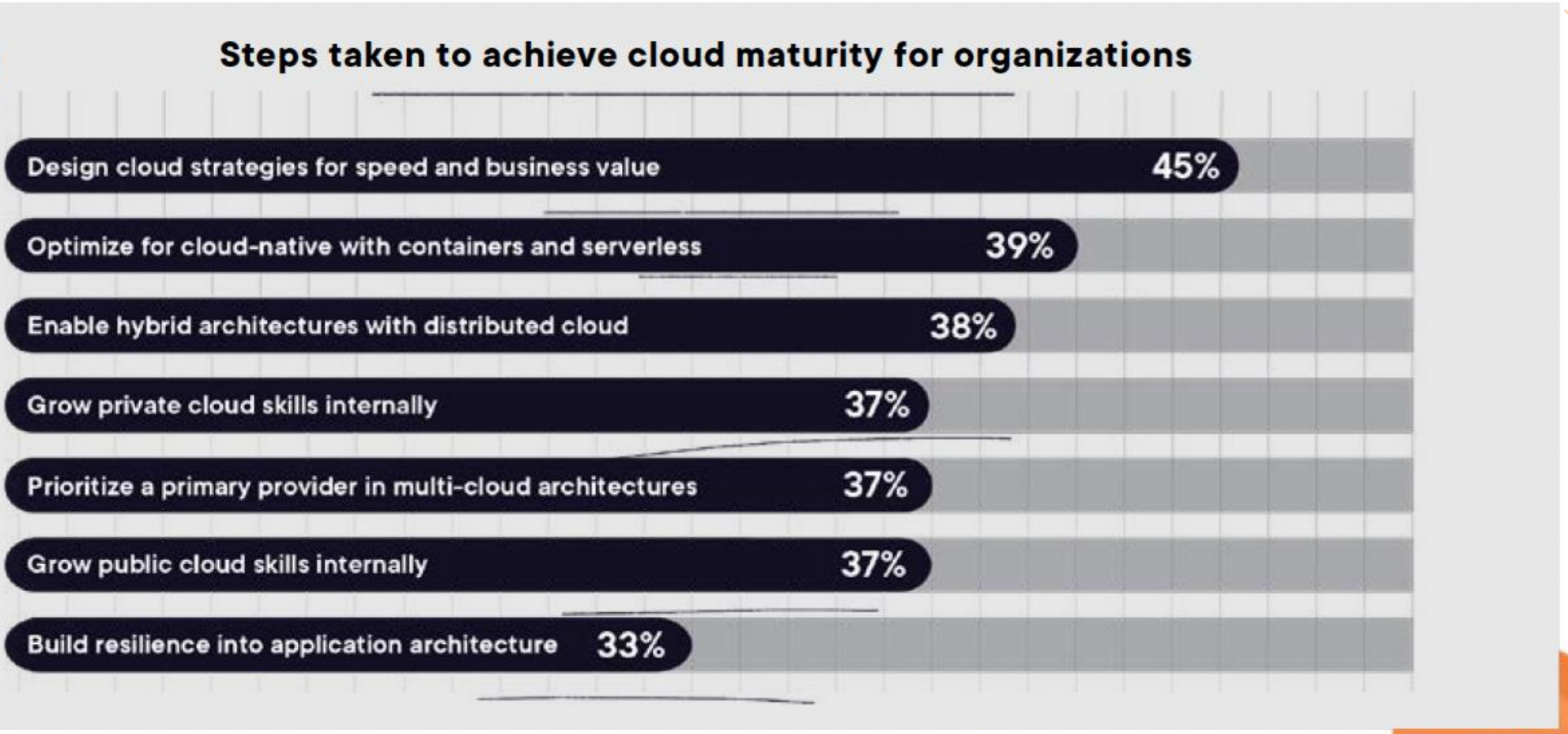
There is a huge disconnect between cloud technology investments and cloud talent investments

Cloud is the default



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Cloud maturity strategies



This was a multi-select question; numbers will not add up to 100%

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Organizations that invest in both cloud technology and cloud talent development will become cloud-mature

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What now? Go build.

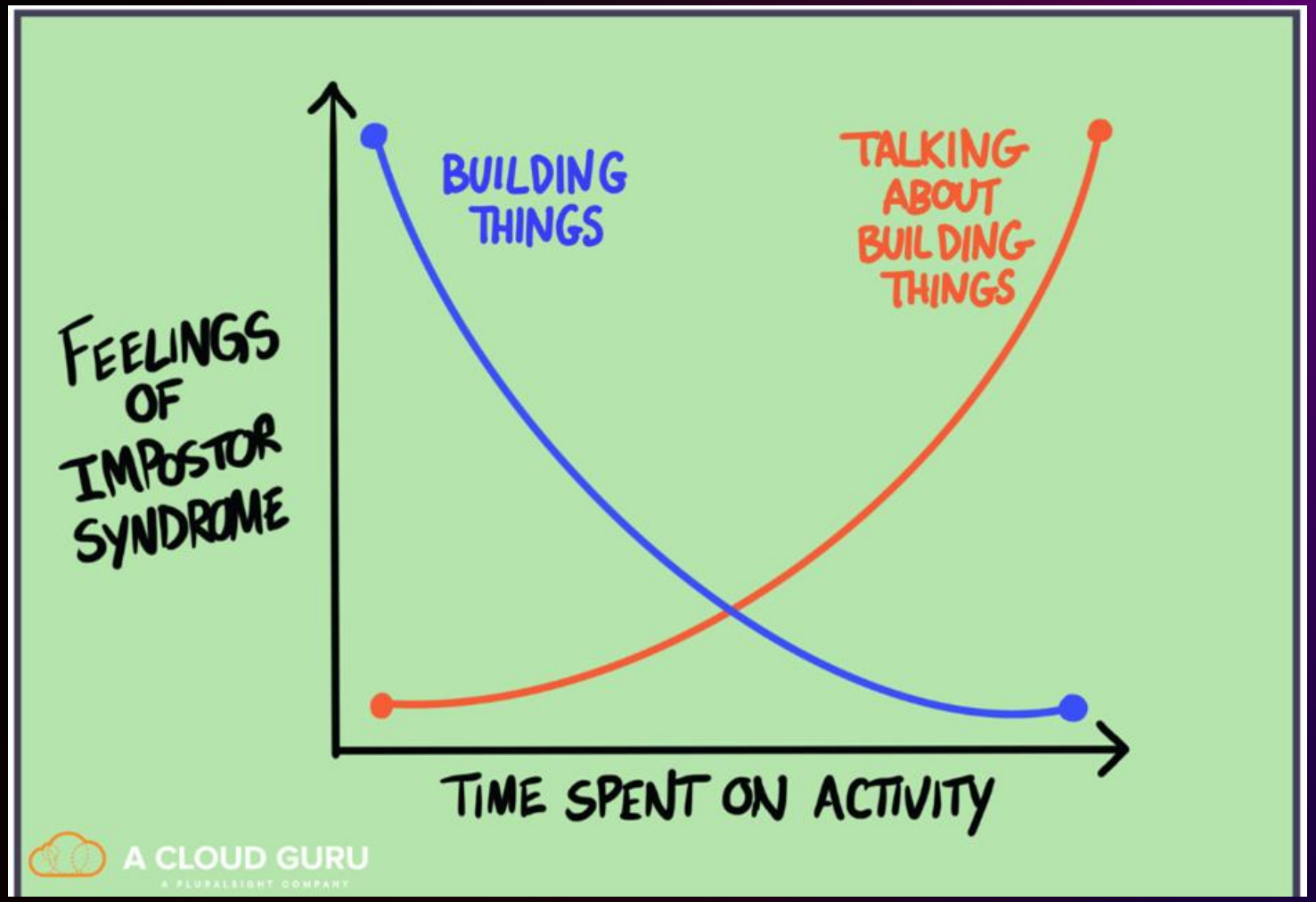
A hazard is someone who thinks they know more than they know

An expert knows how much they don't know

Invest in your talent – Let it grow your cloud fluency from the inside out

Get your organization tech literate and tech certified

Keep investing in the cloud



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