



PLURALSIGHT



Technical Skills Inventories for Competitive Advantage

About the Presenter



Kendall Laine, MBA

is Sr. Solutions Consultant at Pluralsight, world leader in technology learning platforms and services. Prior to joining Pluralsight, Kendall was a Product Manager and then Head of Learning Technology Research and Development at Learning Tree International. Since 2015, Kendall has developed enterprise-scale assessment solutions that have helped many Fortune 500 companies to optimize their workforces through digital transformation.



Navigating the rapid evolution of technology

WWAZ	▲	-111.51	▲	-99.31
TYRZ	▲	-92.21	▲	-87.50
TTAW	▲	-87.14	▲	-87.54
CCAD	▲	-131.04	▲	-121.49
HAEW	▼	-74.68	▼	-67.24
JJAS	▲	-94.71	▲	-61.41
RRAP	▼	-77.91	▼	-59.36

**Digital transformation
leading to growth**





**“Failure to plan means
planning to fail.”**

Technical Skills Inventories for Competitive Advantage

Agenda

- ① What is a technology-skills Inventory?
- ① Falling behind if not keeping up
- ① How to conduct a Skills Inventory
- ① Leveraging your skills inventory program



Technical Skills Inventory

- Tool for assessing the technological proficiencies of an organization's workforce?
- Tech skills inventory informs decisions for tech-driven productivity and competitiveness.
- Help organizations identify areas where additional training or recruitment may be necessary



You're Falling Behind If You're Not Keeping Up

Organizations without a skills inventory tend to have

- Inability to Identify Skill Gaps
- Inefficient Resource Allocation
- Reduced Innovation
- Increased Turnover





How to conduct a Skills Inventory

PLURALSIGHT SKILLS COVERAGE

SKILLS

IT OPS

62 SKILL ASSESSMENTS | 1,057 COURSES | 53 LABS

IT FUNDAMENTALS AND PRACTICES

- IT Infrastructure Fundamentals
- IT Professional Practices

IDENTITY MANAGEMENT

- Identity Federation
- Identity and Access Management
- Multi-factor Authentication

CONFIGURATION MANAGEMENT

- Configuration Management Platforms
- Configuration Management Technologies

CONTAINERS

- Container Management Platforms
- Container Technologies

DEVOPS

- Source Control Management
- Configuration and Deployment
- Continuous Integration
- DevOps Testing
- Analytics and Monitoring
- DevSecOps

ENDPOINT MANAGEMENT

- Unified Endpoint Management
- Client OS Deployment

IT AUTOMATION

- Languages and Frameworks
- Orchestration Platforms

IT FUNDAMENTALS AND PRACTICES

- IT Infrastructure Fundamentals
- IT Professional Practices

MANAGEMENT AND MONITORING

- Help Desk Management
- Systems Monitoring
- Data Protection

MESSAGING AND COLLABORATION

- Collaboration Platforms
- Messaging Platforms
- Real-Time Communications

MOBILE DEVICE MANAGEMENT

- Mobile Endpoint Management
- Mobile Application Management

NETWORK INFRASTRUCTURE

- Network Architecture and Fundamentals
- Network Infrastructure Equipment
- Network Protocols
- Network Tools
- Routing and Switching

OPERATING SYSTEMS AND STACKS

- Client Operating Systems
- Mainframe Operating Systems
- Server Operating Systems
- Operating System Tooling and Troubleshooting

SERVER INFRASTRUCTURE

- Identity Management
- Infrastructure Services
- Search Servers
- Web Servers

STORAGE

- Storage Technologies
- Storage Practices

VIRTUALIZATION

- Desktop Virtualization
- Network Virtualization
- Storage Virtualization
- Virtualization Platforms and Stacks

CERTIFICATION PREP

- Cisco Certified Technician (CCT) Routing and Switching (100-490)
- Cisco ENCOR (350-401) for CCNP Enterprise
- Red Hat Certified Specialist in Advanced Automation: Ansible Best Practices (EX447)
- CompTIA Linux+ (XK0-005)
- CompTIA ITF+ (FC0-U61)
- HashiCorp Certified: Terraform Associate
- HashiCorp Certified: Consul Associate
- Certified Kubernetes Application Developer (CKAD)
- Linux Foundation Certified System Administrator (LFCS)
- Microsoft 365 Fundamentals (MS-900)
- Configuring and Operating Microsoft Azure Virtual Desktop (AZ-140)
- Managing Microsoft Teams (MS-700)
- Microsoft 365 Certified: Teams Voice Engineer Expert (MS-720)
- Okta Certified Professional
- Salesforce Certified Administrator
- Salesforce Certified Platform Developer I
- Veeam Availability Suite: Implementing VM Data Protection (VMCE)
- VCP-DTM 2022: VMware Certified Professional - Desktop and Mobility (2V0-512t)
- VCP-DW 2022: VMware Certified Professional - Digital Workspace (2V0-62.2t)
- VCP-CMA 2022: VMware Certified Professional - Cloud Management and Automation (2V0-312t)
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SECURITY

21 SKILL ASSESSMENTS | 482 COURSES | 79 LABS

CERTIFICATIONS

- CompTIA Security+
- CompTIA PenTest+
- CompTIA CySA+
- Ethical Hacking (CEH Exam Prep)
- Threat Intelligence Analysis (CTIA Exam Prep)
- SSCP (Systems Security Certified Practitioner)
- CSSLP (Certified Secure Software Lifecycle Professional)
- CISSP (Certified Information Systems Security Professional)
- CISA (Certified Information Systems Auditor)
- CRISC (Certified in Risk and Information Systems Control)
- CISM (Certified Information Security Manager)
- Certificate of Cloud Security Knowledge (CCSK & CCSK Plus)
- Microsoft Security Operations Analyst

SECURITY LITERACY AND FUNDAMENTALS

- Information and Cyber Security Literacy
- Information and Cyber Security Foundations
- Python Scripting
- PowerShell Scripting

SECURITY ARCHITECTURE & ENGINEERING

- Asset Management
- Cryptography
- Data Protection
- Identity and Access Management
- Network Security
- Endpoint Security
- Security Architecture
- DevSecOps

SECURITY OPERATIONS

- Continuous Monitoring and Detection
- Incident Response
- Digital Forensics
- Malware Analysis
- Reverse Engineering
- Threat Hunting
- Threat Intelligence
- Red Team Operations

SECURITY TESTING

- Penetration Testing
- Web Application Penetration Testing
- Wireless Network Penetration Testing
- Vulnerability Analysis
- Threat Modeling

GOVERNANCE, RISK & COMPLIANCE

- IT Systems Auditing
- Compliance
- Risk Management
- Security Program and Policy Management

SOFTWARE DEVELOPMENT

128 SKILL ASSESSMENTS | 1,752 COURSES | 140 LABS | 57 PROJECTS | 49 INTERACTIVE COURSES | 117 SANDBOXES

ANDROID DEVELOPMENT

- Android Frameworks and Libraries Core
- Android

APPLICATION FRAMEWORKS

- .NET Framework
- Other Application Frameworks Other
- Cross-Platform Frameworks Other
- Windows Frameworks Quantum
- Computing
- Server-side Frameworks

BACK END WEB DEVELOPMENT

- APIs
- Backend as a Service (Baas)
- Client-side Frameworks Java
- Frameworks
- Libraries
- Node.js
- Server-side Frameworks

CROSS-PLATFORM

- Framework
- Mobile Library
- Mobile Web Framework

DEVELOPER TOOLS

- Build
- Code Analyzers
- Debuggers
- Developer Testing Tools/Frameworks
- IDEs, Editors and Add-ons Management and Monitoring
- Other Developer Tools
- Packaging And Deployment Dev Tools
- Performance Analysis
- Revision Control
- Software Documentation
- Software Playgrounds

FRONT END WEB DEVELOPMENT

- Client-side Frameworks Libraries
- Styling Frameworks Tools

IOS DEVELOPMENT

- iOS Frameworks and Libraries iOS
- Practices

PROGRAMMING LANGUAGES

- Java
- JavaScript
- C
- Python
- C++

SECURE CODING

- OWASP Vulnerability Mitigation

DATA

82 SKILL ASSESSMENTS | 981 COURSES | 20 LABS | 19 SANDBOXES

DATA ANALYTICS

- Business Intelligence
- Data Visualization
- Data Storytelling
- Data Query Languages
- Languages and Libraries
- Certifications
- Augmented Analytics

DATA ENGINEERING

- Cloud Platforms
- ETL
- Database Systems
- Data Warehousing
- Data Structures
- Languages and Libraries
- Key Value Stores

DATA MANAGEMENT

- Data Query Languages
- Data Warehousing
- Database Systems
- Document Databases
- Data Governance
- Data Architecture
- Data Access Libraries
- Storage
- Relational Databases

DATA SCIENCE

- Statistics & Algorithms
- Languages and Libraries
- Data Modeling
- Predictive analytics
- DATA LITERACY
- Reading Data
- Working with Data
- Communicating Data

MACHINE LEARNING

- Languages and Libraries
- Deep Learning
- Supervised/Unsupervised Learning

AI

- Languages and Libraries
- Chat Bots
- Speech Recognition
- Image Recognition
- Sentence Classification

MANAGERIAL SKILLS

- Decision Intelligence
- Data Enabled Decision Making

PRODUCT + BUSINESS MANAGEMENT

36 SKILL ASSESSMENTS | 620 COURSES

BUSINESS PROFESSIONALS

- BUSINESS ANALYSIS
- Business Analysis Credentials
- Business Analysis Fundamentals

CAREER MANAGEMENT

- Career Management
- COMMUNICATIONS SKILLS
- Real-Time Communications
- Communications Skills

LEADERSHIP SKILLS

- Introspection and Mindfulness
- Emotional Intelligence
- Managerial Skills

PORTFOLIO, PROGRAM, AND PROJECT MANAGEMENT

- PPP Management Credentials
- PPP Management Fundamentals
- PPP Management Methodologies
- PPP Management Tools

PRODUCTIVITY APPS AND CLIENT OS

- Office Applications
- Client Operating Systems
- Accounting and CRM

EXPERIENCE

- USER EXPERIENCE DESIGN
- Research
- Visual Design
- UI Design
- UX Design
- Interactive Design

PRODUCT

- Frameworks
- Methodologies
- Product Design
- Product Management

INTERACTIVE EXPERIENCES

- Augmented Reality
- Mixed Reality
- Virtual Reality

CLOUD architecture and development domain skills are also available

*The numbers displayed include all content accessible on our platform and are subject to change.

KEY STATISTICS*

7,000+ VIDEO COURSES

380+ SKILL ASSESSMENTS

690+ HANDS-ON LEARNING EXPERIENCES

2,300+ EXPERT AUTHORS

UPDATED JULY 2022

Technical Skills Inventory

1. Define the scope and objectives
2. Develop a list of skills
3. Assess employee skills
4. Analyze the data
5. Monitor and update
6. Plan for the future



LEADER TOOLS

- Dashboard
- Account
- People
- Priorities
- Role IQ
- Analytics
- Log
- Settings

skill IQ

Benchmark your tech skills and identify your knowledge gaps and strengths. Then get tailored learning recommendations to help you level up. [Learn more.](#)

RETAKES AVAILABLE: 8
It's been a while! Take these assessments again to update your Skill IQ.

All Development IT Ops Data Security Creative Business Cloud

With more than 400 individual assessment areas, Skill IQ assesses proficiency across a wide range of tech domains.

- | | |
|--------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| Active Directory Administration Measure now | iOS Measure now |
| Administer and Monitor Couchbase BETA Help calibrate | iOS 15 BETA Help calibrate |
| Administering a Cisco Collaboration Deployment from the Ground Up BETA Help calibrate | iOS App Publishing, Distribution, and Deployment Measure now |
| Administering Microsoft 365 Security Measure now | iOS Networking, Web Services, and APIs Measure now |
| Adobe Experience Manager for Developers Measure now | iOS Performance and Optimization Measure now |
| Adobe Target for Developers Measure now | iOS Test-Driven Development / Continuous Integration Measure now |
| Agile Analysis - IIBA®-AAC Measure now | iOS User Interface and User Experience Measure now |
| Agile Practitioner View IQ Details | IT Governance Foundation Measure now |
| Analyzing Network Traffic with Wireshark Measure now | IT Governance Implementation Measure now |

LEADER TOOLS

- Dashboard
- Account
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- Priorities
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- Settings

ASSESSMENT DETAILS · Powered by Iris
QUESTION REVIEW
Security Fundamentals: Proficient Average
VERIFIED 9.9.2021

Progress: 1 (x) 2 (✓) 3 (✓) 4 (x) 5 (✓) 6 (x) 7 (x) 8 (x) 9 (✓) 10 (✓) 11 (✓) 12 (x) 13 (x) 14 (✓) 15 (x) 16 (✓) 17 (✓) 18 (✓) 19 (✓)

The assessments are adaptive, so the number of questions vary depending on how the questions are being answered and successive questions vary depending on how they are being answered.

1. Your company suffered a breach that brought down the internal email and instant messaging systems. As a result, your team and their boundary partners were not able to communicate with each other to effectively manage the incident, which is essential. What should you prepare, and plan for, to avoid future communication outages?

A public key infrastructure (PKI) root certificate authority

In-band communications

Out-of-band communications ✓

A virtual private network (VPN)

I don't know yet.

Is something wrong with the question? [Give feedback](#) [Next question](#)

- LEADER TOOLS
- Dashboard
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- Analytics
- Log
- Settings

< Profile
ASSESSMENT DETAILS · Powered by Iris

Security Fundamentals: Proficient Average

VERIFIED 9.9.2021

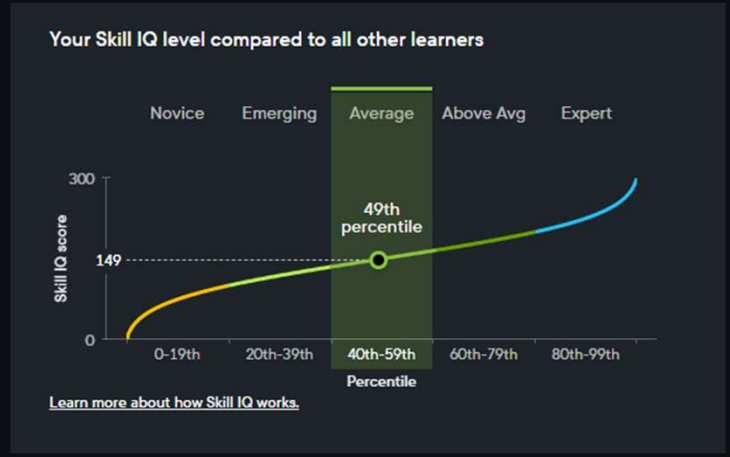
Track your progress

Last time, you did better than 49% of your peers.

Where do you stand now?

Retake now

Check your answers



The results of this for each Skill IQ is a proficiency-rating benchmark and a brief outline of the identified strengths and skills gaps in this tech domain.

Most importantly for the learner, an individualized recommended learning path to efficiently close those gaps.)

Next, we recommend:

Quick learning: focus on your gaps

GAP: ARCHITECT AND DESIGN SECURITY SOLUTIONS

Protecting and Defending Assets

From: Introduction to Information Security

Keith Watson 58m

Auditing and Monitoring

From: Introduction to Information Security

Keith Watson 35m

GAP: MANAGE RISK

Personalized skill analysis

Based on your Skill IQ

Your strengths

Configure identity and access management

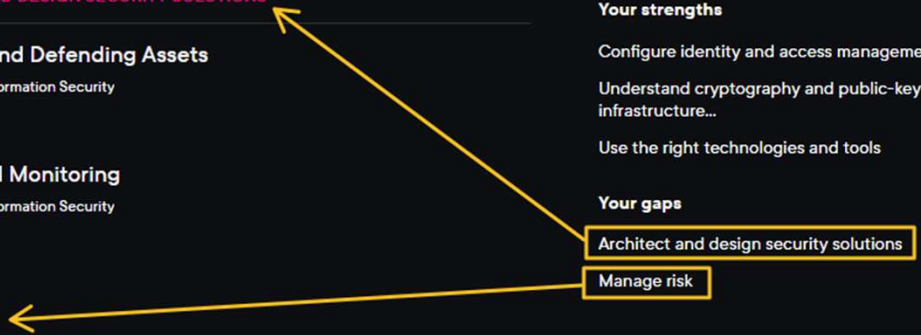
Understand cryptography and public-key infrastructure...

Use the right technologies and tools

Your gaps

Architect and design security solutions

Manage risk



- LEADER TOOLS
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Analytics Skills Inventory Users Content Usage Subjects Channels Roles

Inventory ⓘ

ENGAGED USERS ⓘ 776	ASSESSED USERS ⓘ 537	REASSESSED USERS ⓘ 205	SKILL UPS ⓘ 301	AVG SKILL GROWTH 21.5%
-------------------------------	--------------------------------	----------------------------------	---------------------------	----------------------------------

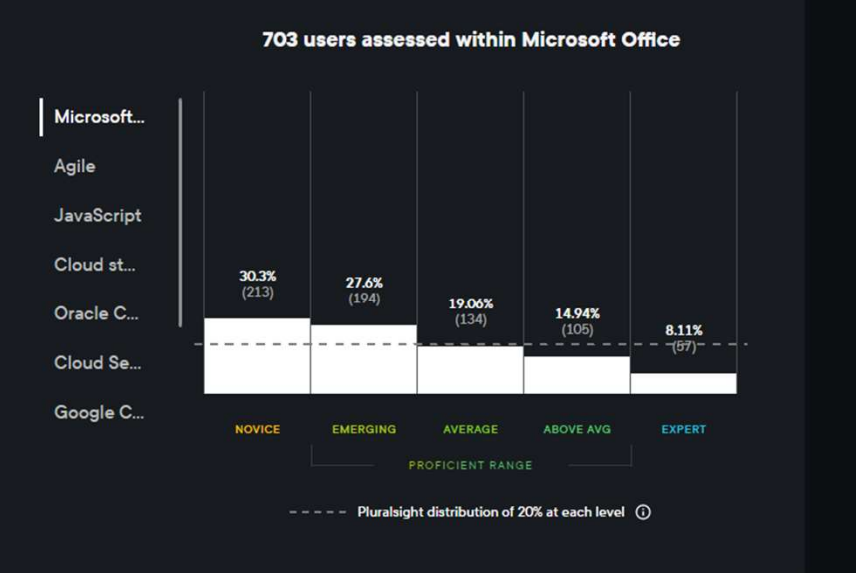
The Administrator tools within the Pluralsight Skills platform provide easy access to the skills inventory data, which makes it easy for managers and other leaders to view critical skills and identify how that knowledge is distributed across teams, departments, or the entire organization.

Popular subjects ⓘ

The size of the circle maps to number of engaged users

Skill IQ distribution by subject ⓘ

Users who took an assessment within each subject



- LEADER TOOLS
- Dashboard
- Account
- People
- Priorities
- Role IQ
- Analytics
- Log
- Settings

Analytics Skills Inventory Users Content Usage Subjects Channels Roles Tech Foundations

< Inventory

Agile

12 months Select Teams

ENGAGED USERS [ⓘ] 414	ASSESSED USERS [ⓘ] 164	REASSESSED USERS [ⓘ] 42	SKILL UPS [ⓘ] 28	AVG SKILL GROWTH [ⓘ] 41.18%
------------------------------------------	-------------------------------------------	--------------------------------------------	-------------------------------------	------------------------------------------------

For each skill, it's possible to drill down to identify more detail And even see the results of training intended to close the gaps

42 reassessed users trend over time



Skill level breakdown



Skill Assessments User Skill Progression User Engagement

Filter

ASSESSMENT NAME	ENGAGED USERS ASSESSED	ENGAGED USERS REASSESSED	ENGAGED USERS UNASSESSED	SKILL LEVEL COMPOSITION
1 Agile Practitioner	128	30	286	Invite to assess

Technical Skills Inventories: The Value and Benefits

- **Better allocation of resources**
 - Assign tasks to employees who have the necessary skills, knowledge, and experience to complete them efficiently and effectively
- **Improved collaboration**
 - Create teams that are diverse in skills, experiences, and perspectives
- **Enhanced employee development**
 - Identify skills gaps and provide appropriate training and development opportunities
- **Improved decision-making**
 - Better data leads to better decisions





Thank You!

For more information:

- Initiating a Skills Inventory program
- Pluralsight Professional Services
- Pluralsight Skills Platform

Visit pluralsight.com/get-started