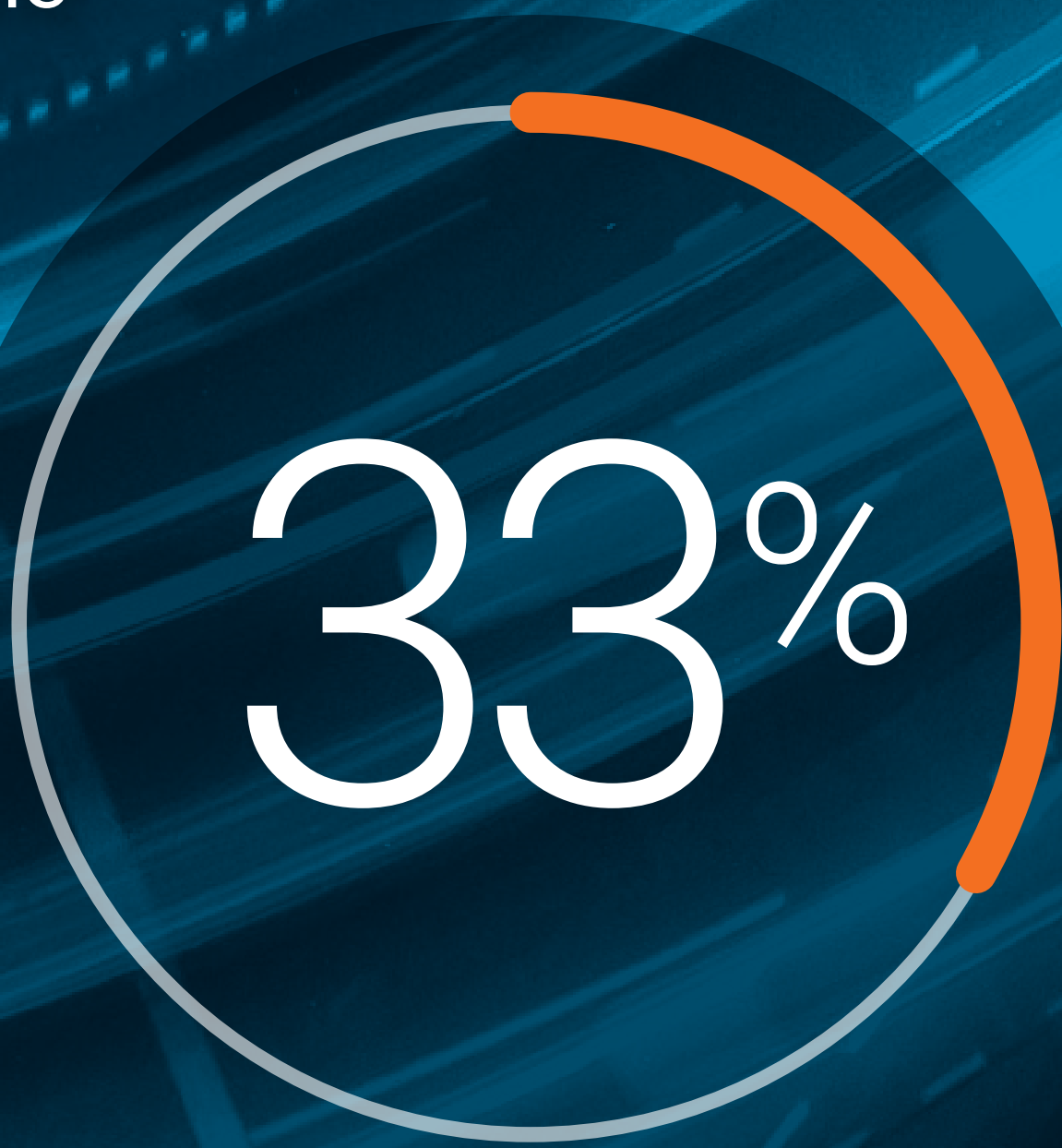# What Telecoms Need to
# Build a Future-Ready Workforce

Findings and insights are derived from the Eightfold Talent Intelligence Platform, a deep-learning platform powered by the largest global talent dataset, to determine talent readiness for addressing innovation trends in the telecommunications industry.

## Skill mix is constantly evolving

The telecommunications industry has an opportunity to strengthen talent readiness to accelerate its digital reinvention and expand new offerings.

With a constantly evolving skill mix due to automation, emerging technologies, and new business models, familiar telecom roles are undergoing a transformation of their own.

## 33%

of the top Network Engineering & Ops roles are not currently equipped with future skills to address top innovation trends

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### Declining Roles

Network Technician
Switch Engineer
Cable Technician

### Rising Roles

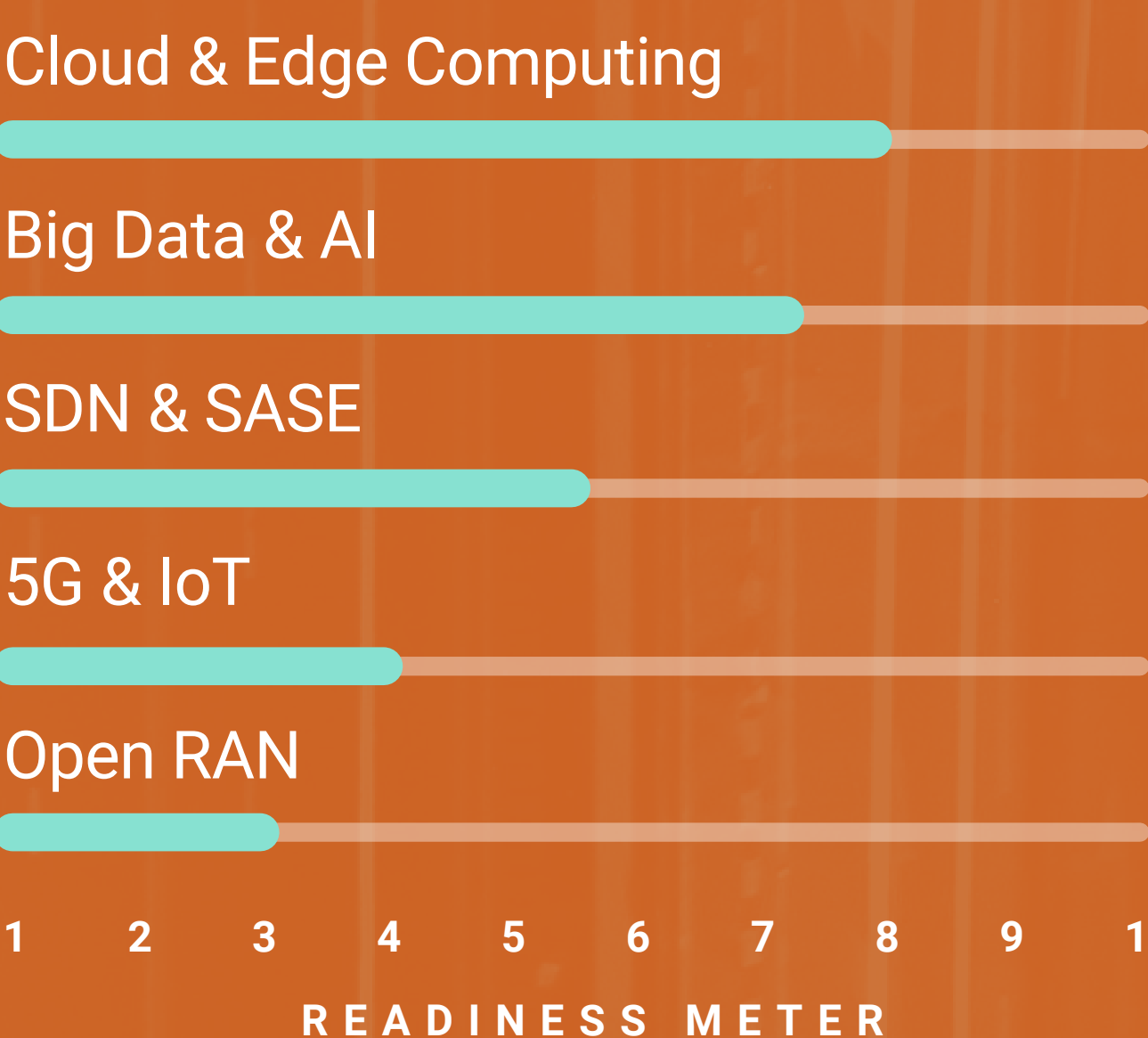Network Security Engineer
Cloud Engineer
Performance Engineer

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## Talent Readiness

Delivering on **Open RAN, 5G, & IoT** promises requires rapid expansion and upskilling of telecom network engineering workforce.

## Talent Solutions

1. Use data-driven insights to upskill and reskill
2. Calibrate roles with future skills
3. Hire for potential

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**Innovation Trends**

- Cloud & Edge Computing
- Big Data & AI
- SDN & SASE
- 5G & IoT
- Open RAN

1  2  3  4  5  6  7  8  9  10
**READINESS METER**

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## ✓ Future Skills

Understanding skills adjacency informs learnability for future skills

| | | | |
|---|---|---|---|
| Edge Computing | Cloud Computing | IoT | Virtualization |
| 5G | LTE | Wireless Technologies | 4G |
| Python | C++ | Algorithms | Java |
| Agile Methodologies | Scrum | SDLC | Requirement Analysis |
| Digital Marketing | Social Media Management | Advertising | Digital Strategy |

**Adjacent Skills**

Skill already in the telecom workforce