



2016 SKILLS REPORT:

Top tech & creative trends to drive your learning & hiring programs





Top trends in 2016

With each new day comes a new opportunity, and perhaps nowhere is that truer than in the world of tech. When you're preparing a team, it helps to know what changes are coming. There are opportunities for your team to jump ahead of the competition by knowing what training you'll need and what skills to hire for.

To get a sense for what you can expect in 2016, we talked to our course authors, internal experts and customers. We gained some valuable insights into what your team will need to know for the dev, IT and creative industries.

Here are the key trends to look for in 2016.

DEV TRENDS IN 2016



Augmented reality (AR)

When Microsoft's HoloLens Development Edition launches in early 2016, expect big things. Maybe not right away, but it won't take long for developers to figure out how they can make use of this new technology in innovative ways.

It'll be an open season for innovation to determine the thought leaders in this emerging tech. You may not see this hit the mainstream yet, but 2016 will play a fundamental role in the success of AR.

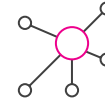


Security

You don't want your personal laptop to get hacked, but it'll be a new ballgame if your company's MRI machine falls victim to a breach.

Thanks to an increasing awareness from the public spotlight, security is becoming more important than ever. Look for this to be a huge focus for devs in 2016, especially across the multitude of devices that are getting connected to the internet.

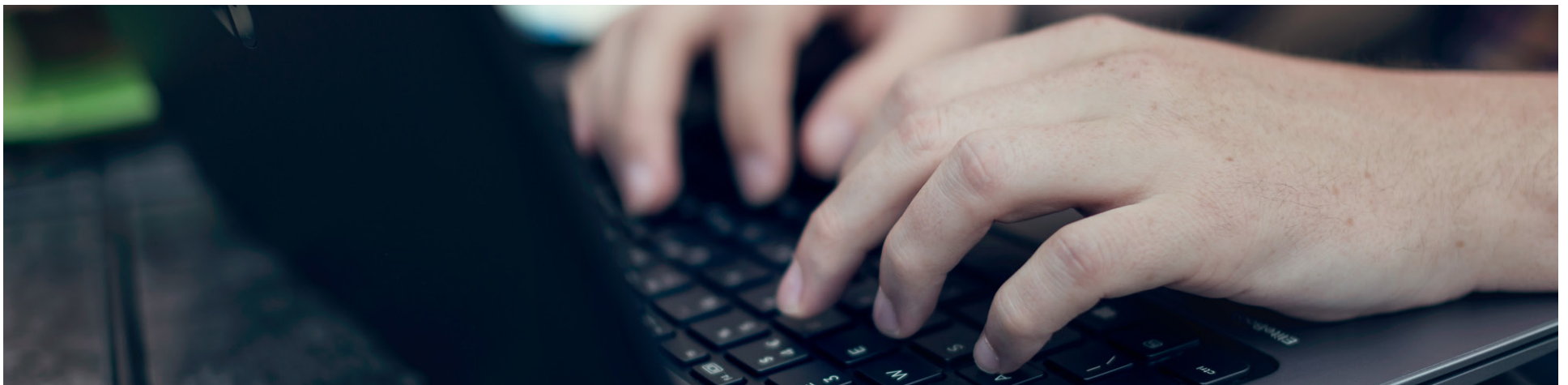
Expect to see an equivalent of UL approved websites and products.



Client-side frameworks

While these client-side frameworks aren't new, recent updates will increase their usage in 2016. React.js will continue to rise in popularity, while the release of Angular 2 will heat up the competition.

Angular 2 will promote TypeScript as one of its preferred languages, but only time will tell if developers will move away from JavaScript because so.





TOP 3 SKILLS DEVS WANT TO LEARN IN 2016:

- 1 Angular JS
- 2 ASP.NET
- 3 C#

Source: Pluralsight 2015 survey of 1,831 developers.

What to hire for in 2016

Timeless soft skills such as troubleshooting and problem-solving will continue to be important. But the big focus for hiring in 2016 will be centered around security.

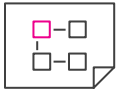
The adoption of HTTP/2 will help a lot, but that'll mean finding developers who are willing to unlearn previous habits and hacks that aren't necessary anymore.

Get prepared for the new year

When we surveyed thousands of developers, their responses were in line with trends we've already talked about. Security, mobile development and the Internet of Things were all in the top 10 for subjects devs want to learn in 2016.

On the tools side, both Angular and React landed in the top 10, indicating a willingness to tackle whatever tools are needed to get the job done.

IT TRENDS IN 2016



Network infrastructure

Network infrastructure isn't new, but 2016 will bring more Internet of Things (IoT) devices to enterprises. As the number of IoT devices increases, a reliable infrastructure is more important than ever before.

Look for a focus on network infrastructure in 2016 as companies check capabilities against needs. It's worth noting that cloud infrastructure will also be a big focus. This poses its own challenges as cloud services are outside the purview of central IT.



General security

If there's a silver lining to the big hacks of recent years, it's that they've brought an increased focus on security for 2016.

This is especially true as more companies shift to cloud infrastructures. Also, as more IoT devices are being added to networks, securing those devices is crucial.

For these reasons, expect to see security in all shapes and sizes start to take more of an important role for decision makers in 2016.



Information security

We can't emphasize security enough. More specifically than overall security, information security is going to be a primary focus.

Even organizations that are slower to adapt new trends, such as government agencies and financial firms, are starting to weigh in on InfoSec. This can only mean InfoSec isn't advisable anymore, it's mandatory.

As security in general gets a bigger focus in 2016, look for more companies to take InfoSec more seriously.





TOP 3 SKILLS IT OPS WANT TO LEARN IN 2016:

- 1 VMware
- 2 Cisco
- 3 PowerShell

Source: Pluralsight 2015 survey of 605 IT ops professionals.

What to hire for in 2016

By now, you can guess what the key hiring focus will be in 2016. That's right: Security.

According to ISC2, the InfoSec field is expecting a gap of 1.5 million professionals by 2020. We're hoping increased focus will start to close this gap.

Get prepared for the new year

Every year brings new releases to learn, and this year is no different. For example, there'll be challenges around things like the recent release of Windows 10 and its vastly different patching and updating process.

Despite this, when we polled thousands of IT ops pros to see what they wanted to learn in the new year, far and away the top answer was security. This goes back to some of the things we've highlighted here.

The sooner your team gets up to speed on the latest with security, the better off your company will be.

CREATIVE TRENDS IN 2016



Virtual and Augmented reality (AR)

With Steam's Vive, Oculus Rift and Microsoft's HoloLens, we saw a tremendous boost in both virtual reality (VR) and augmented reality (AR) technology in 2015. Don't expect this to just be a passing fad.

And it's more than just games. As more creatives get their hands on the technology, expect to see more out-of-the-box ideas for how they're used. Although the mainstream public will be slow to accept another new technology, content creation for VR and AR will be the key to its success.



Modular design

The IoT means an influx of devices connected to the internet. This also means your team will need to design for an influx of screen sizes and resolutions.

Look for modular design to emerge further in 2016 as a solution. Creating designs you can rearrange and reuse will save your design team time in the long run while giving your devs more flexibility.



Subscription-based software

It's hard to believe it's only been a few years since Adobe announced it was moving to subscription-only. Love 'em or hate 'em, subscription-based software has been on the rise in recent years.

As cloud infrastructures get more secure and popular, so too will subscription-based software.

For studios who find themselves hiring more remote workers, the lower entry cost and ease of subscriptions will only aid the shift away from perpetual licenses. Expect to see more companies start offering subscriptions and maybe even a few ditching their perpetual options.





TOP 3 SKILLS CREATIVES WANT TO LEARN IN 2016:

- 1 Maya
- 2 ZBrush
- 3 Unity

Source: Pluralsight 2015 survey of 248 creative professionals.

What to hire for in 2016

Across all creative industries, thought leadership will be a huge focus for hiring in 2016.

In web design, there's a flood of minimal and flat design. This means to stand out from the rest, the devil will be in the details.

In media and entertainment, there'll be an influx of VR and AR content to create. Today's consumers won't be enchanted by technology itself for long, so it'll be the innovative thought leaders who will captivate them.

Get prepared for the new year

Preparing your team for what's coming in 2016 is something you can start doing right now. And our survey of artists shows they're ready to tackle the upcoming challenges.

When asked what they wanted to learn in 2016, artists ranked compositing as one of the top subjects to learn. This indicates a willingness to tackle the challenges of an increased amount of VFX work.

Similarly, both VR and game development ranked in the top 10, suggesting artists are gearing up for an explosion of VR content creation.

Real training. Real results.

Help your team be prepared for whatever
2016 brings.



Ready to set your team up for success? Contact us:

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