

A photograph of a sign mounted on a light-colored wall. The sign is divided into three vertical sections: a purple section on the left, a white section in the middle, and a yellow section on the right. The text 'LOVE TO' is written in black, bold, uppercase letters on the yellow section, and 'LEARN' is written in black, bold, uppercase letters on the yellow section below it. A large, dark, semi-transparent circular graphic is overlaid on the right side of the image, partially obscuring the sign and the background.

LOVE TO  
LEARN

# Digital Skills Perspectives from a CEO

Dr. Marianne Janik

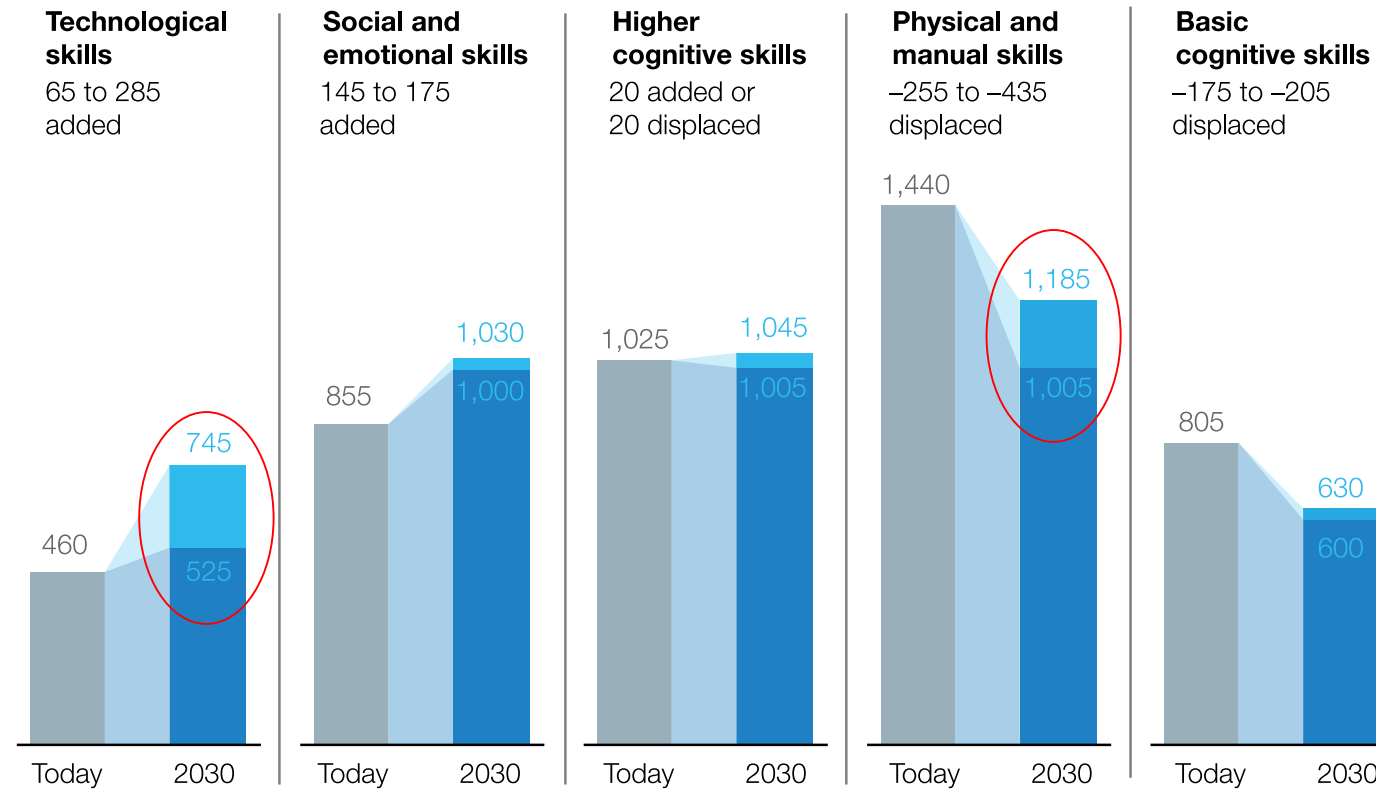
CEO

Microsoft Switzerland GmbH

# Required skill set of a Swiss employee

In **Switzerland** demand is likely to rise for technological, social, and emotional skills, but decline for manual and basic cognitive skills.

Work time allocated to skills needed, people-employed equivalents, thousands, rounded



McKinsey&Company | Source: McKinsey Global Institute analysis

# 3 ways of facing the future skills demand

## Hire

7% of European organizations plan to solely solve their skills gap with new hiring

## Upskill Reskill

93% of European organizations plan to solve their skills gap with up-/reskilling their workforce complemented by new hiring

**How does a Swiss organization out of the secondary sector face the technological skilling of their workforce?**

# Skilling program overview example



Acceleration of the creation of Digital Solutions

Interactive  
Formats

End-to-End  
Program

Scalable across  
the organization

## AQUIRE



Latest knowledge on  
**Solutions & Services**

Access for the  
**whole organization**

Industry recognized  
**certified employees**

## PRACTICE



Definition of **Secondary Sector inc. specific** use-cases

Focus on **Secondary Sector inc. relevant topics**

Build **Secondary Sector inc. prototypes**

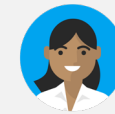
# Value and Outcomes

## Business Value



- Common baseline of cloud-native digital knowhow
- Identifying and solving Secondary Sector inc. specific use cases
- Stimulating cross-business collaboration
- Faster time to market
- Certified Employees
- Employee engagement and satisfaction

## Student Value



- Career Development
- Personal recommendations towards 300+ learning modules
- Extended access to instructors
- Multiple, interactive formats (micro-learning, instructor-led, onsite advanced technical, hackathons, overview sessions)



## Outcomes

- Higher **employee performance**
- Ability **to serve end-customers** with latest Azure know-how
- Greater **industry recognition** through certified employees
- **Modernize existing industry expertise** through the build up of cloud knowledge
- **Accelerate** digital transformation

**And the CEO?**

# 6 implications when focusing on Skills

Promote [STEM learning](#) and uniquely [human](#) skills

Prepare [workers](#) for rapidly evolving economy

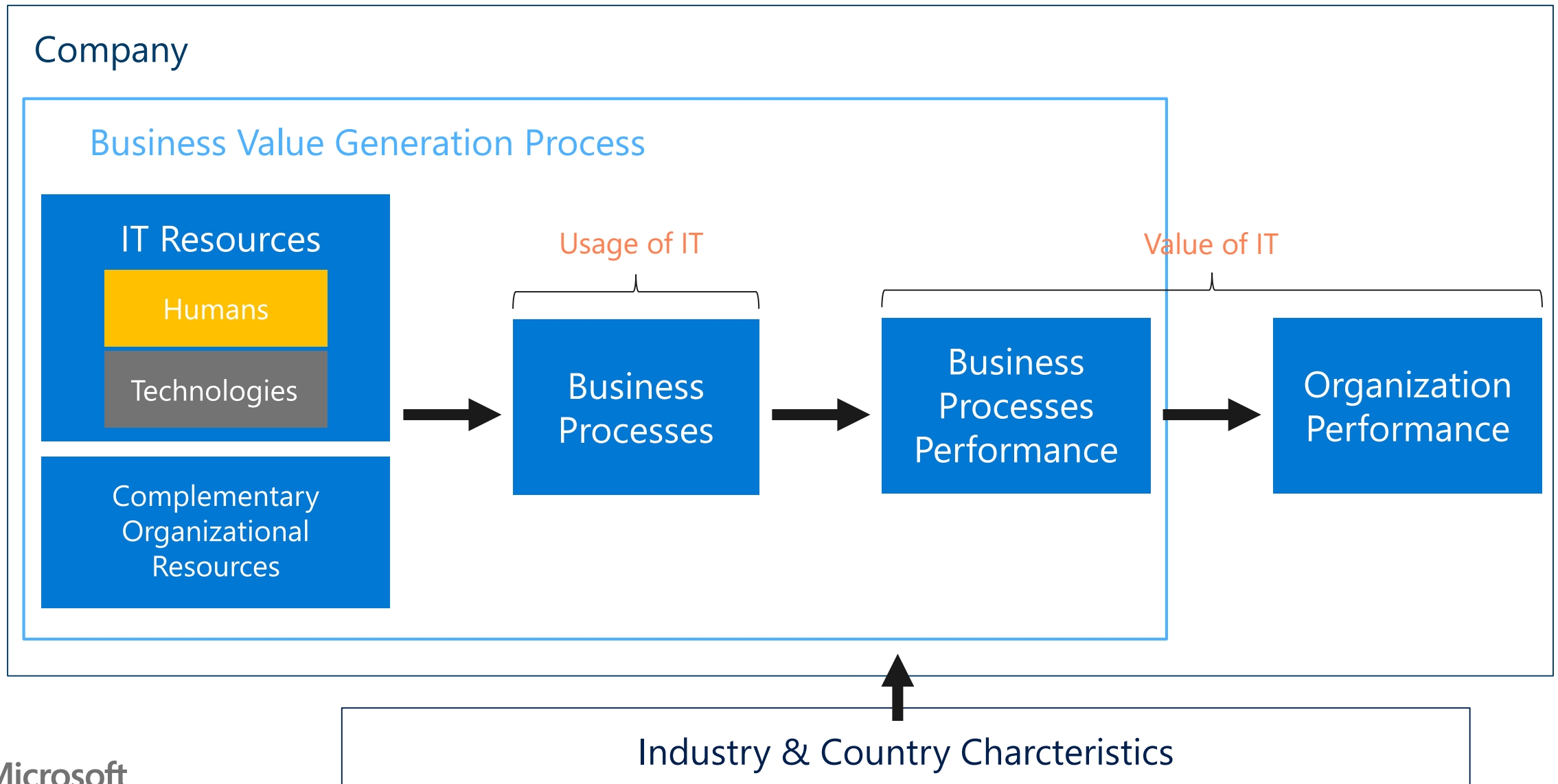
Enable [lifelong training](#)

Create a [skills-based labor market](#)

Match [jobs](#) with [workers](#)



# Technology change requires an organizational change



# Example – ABB Ability Platform

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## Neuausrichtung von ABB zum Technologieführer für digitale Industrien

inside | Zürich, Schweiz | 2018-12-17

**Technology Change + Cultural Change = Technochange**

**And Microsoft?**

# Skills Framework

Microsoft's Approach to Skilling



**Skill Employees**



**Skill Customers and Partners**



**Skill future generations**

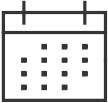


## Strategy & Offers



Free Digital Skilling

**Microsoft Learn**



Events

**Azure Discovery Days**



Classroom/On-Site

**MOC Courseware**



Certifications

**Fundamentals, role-based, & specialty**

# Microsofts Open Learning Approach



AI School

AI School for Business

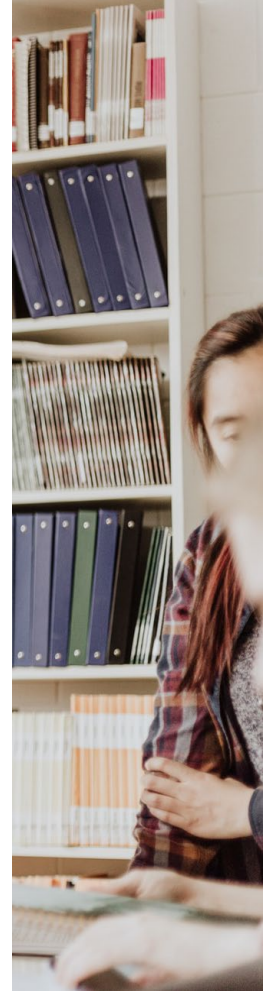
IoT School

Microsoft Learn

Microsoft Professional Program\*

LinkedIn Learning\*

Microsoft MakeCode





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