



ILLUSTRATION: ZARIF FAIAZ

Why tech workers must reskill, upskill in the age of AI

The integration of artificial intelligence (AI) across various sectors is not just a trend but a transformative force reshaping the future of work in the modern world. In this rapidly evolving technological landscape, the need for reskilling and upskilling has become paramount. As AI continues to advance, it is essential for tech workers to embrace continuous learning to remain relevant and competitive.

ZARIF FAIAZ

The AI-driven transformation of the job market

AI is revolutionising the job market by automating routine tasks and creating new opportunities that require advanced skills. According to the World Economic Forum, by 2025, 85 million jobs may be displaced due to the shift in labour division between humans and machines.

However, this same transition is expected to generate 97 million new roles that are better suited to the evolving landscape. These new roles will demand a workforce proficient in AI, machine learning, data analysis, and other emerging technologies.

The necessity of reskilling

Reskilling involves learning new skills to transition into different job roles, which is crucial as AI takes over more traditional tasks. For instance, customer service roles are increasingly augmented by AI tools that handle initial queries, necessitating workers to learn how to manage AI systems and address complex issues that require human intervention.

Similarly, in financial services, employees are now required to understand and leverage AI to make better investment decisions, as highlighted by an IBM report stating that nearly 70% of financial services leaders believe significant upskilling is necessary in 2024.

The importance of upskilling

Upskilling, on the other hand, enhances existing skills to improve performance in current roles. This is particularly important as AI tools become integral to daily operations.

A study by MIT found that workers using

AI tools like ChatGPT reported a 37% increase in productivity, demonstrating how AI can significantly augment human capabilities. In healthcare, for example, professionals are using AI to speed up medical diagnoses, allowing them to focus more on patient care and complex decision-making.

Bridging the skills gap

The rapid advancement of AI has exposed a significant skills gap in the workforce. Many organisations struggle to implement AI effectively due to a lack of skilled personnel. According to a survey by Boston Consulting Group, 66% of executives are dissatisfied with their progress in scaling AI initiatives, primarily due to this skills gap. Addressing this gap requires comprehensive training programs that focus on both reskilling and upskilling.

Benefits for individuals and organisations

For individuals, reskilling and upskilling offer several advantages. Workers equipped with the latest skills are less likely to be displaced by automation and are more likely to be hired and promoted, leading to higher job security and career advancement opportunities. Engaged employees who are continuously learning and growing tend to have higher job satisfaction and morale. Additionally, workers with new or enhanced skills can command higher salaries and have access to better job opportunities due to their broader range of expertise.

For organisations, having a skilled workforce enhances productivity and innovation. Skilled workers are more efficient and can leverage AI to drive innovation, which is crucial for maintaining a competitive edge in the market.

Furthermore, organisations that invest in their employees' development tend to have higher retention rates. The LinkedIn

Workplace Learning Report found that opportunities for learning and development significantly influence job satisfaction and retention. By providing targeted training programs, organisations can bridge the skills gap, ensuring they have the necessary talent to implement and scale AI effectively.

Fostering a culture of continuous learning

Creating a culture of continuous learning is vital in an AI-driven world. This involves not only providing formal training but also encouraging on-the-job learning and mentorship. AI itself can play a role in this by offering personalised learning experiences and identifying skill gaps through data analysis. For example, AI can create customised training programs tailored to an individual's role and career aspirations, enhancing the learning experience and effectiveness.

Social and economic implications

The benefits of reskilling and upskilling extend beyond individual and organisational gains to broader social and economic impacts. The World Economic Forum's initiative to prepare one billion people for tomorrow's economy by 2030 highlights the global urgency of this issue. By equipping the workforce with the necessary skills, we can ensure inclusive growth and mitigate the risks of technological unemployment.

The imperative for tech workers to reskill and upskill in the age of AI is undeniable. As AI continues to transform the job market, staying ahead of the curve through continuous learning is essential. Embracing this change and investing in skill development will enable both individuals and organisations to thrive in the dynamic landscape shaped by AI.

Top tips for data protection in the workplace

In today's digital age, safeguarding personal data at the workplace is more crucial than ever. With the increasing threat of cyberattacks and stringent data protection regulations, businesses must adopt comprehensive measures to protect sensitive information. Here are some top tips to enhance data protection in your organisation.

Secure data storage

Data breaches can be costly and damaging, but proper data handling and storage can mitigate these risks. The average cost of a data breach in 2021 was \$4.24 million, according to IBM's Cost of a Data Breach Report.

Ensuring that all personal data is stored securely is a fundamental step in data protection. Simple measures such as locking physical documents in cabinets and using strong passwords for digital files can significantly reduce the risk of unauthorised access. For highly sensitive information, additional steps such as encryption should be taken.

Implement a clear desk policy

A clear desk policy minimises the risk of sensitive information being left unattended. This policy requires employees to store paperwork, notes, and other documents securely when not in use. It prevents unauthorised access and fosters a culture of organisation and responsibility. For instance, leaving sensitive documents on desks can lead to data leaks, especially in shared office spaces.

Develop a remote/hybrid working policy

With the rise of remote and hybrid

work, it is essential to have a clear policy on handling personal data off-site. This includes using two-factor authentication for accessing company systems and ensuring that personal devices used for work are secure.

The trend of remote work has seen a significant increase, with a 2020 Gartner survey revealing that 82% of company leaders worldwide plan to allow employees to work remotely some of the time. Securing mobile devices and educating staff on the proper handling of data when working remotely is essential.

Regular data backups

According to the Data Protection Benchmark Study by Veeam, 58% of organisations face significant data loss issues due to inadequate backups.

Regularly backing up your data to secure locations is crucial. This ensures that, in the event of a cyberattack, fire, or flood, you can still access critical information. Both physical and cloud-based backup solutions should be considered to provide redundancy and quick recovery options.

Limit access to data

Not all employees need access to all data. Implementing role-based access controls ensures that only authorised



ILLUSTRATION: ZARIF FAIAZ

personnel can access sensitive information. This reduces the risk of internal data breaches and helps maintain data integrity. Categorising data and limiting administrative privileges are effective ways to enhance data security. For instance, the 2018 Verizon Data Breach Investigations Report found that 34% of data breaches involved internal actors.

Employee training

Data protection is everyone's

responsibility. Regular training sessions can help employees understand the importance of data security and the best practices to follow. This can significantly reduce the risk of accidental breaches and ensure that all staff are aware of their roles in maintaining data protection.

Use encryption

Encrypting sensitive data both in transit and at rest adds an extra layer of security, making it difficult for

unauthorised users to access the information. Encryption is particularly important for protecting high-value data and is a key component of a comprehensive data protection strategy.

Monitor and update security measures

Cyber threats are constantly evolving, so it is vital to keep your security systems up to date. The Equifax breach, which affected over 143 million people, highlights the importance of timely updates and proactive security measures. According to a 2021 report by Check Point Research, cyberattacks increased by 50% year over year, underscoring the need for continuous vigilance. Regularly reviewing and updating your data protection plan helps address new vulnerabilities and threats.

By implementing these best practices, organisations can significantly enhance their data protection measures, ensuring compliance with regulations and safeguarding against potential breaches. A proactive approach to data security not only protects your organisation but also builds trust with clients and employees.

JOBS SPOTLIGHT



MetLife Bangladesh
Digital Support Associate

Deadline: June 6

Eligibility:

• Bachelors/Masters degree from any reputed university.

Minimum experience: 2 years

BRAC

Deputy
Manager,
Events and
Design



Deadline: June 8

Eligibility:

• Graduate degree preferably in Social Science, Fine Arts, Graphics Design, Film & Media, or a related field.

Minimum experience: 4 years

International Rescue Committee

Manager, Ethics and Compliance



Deadline: June 5

Eligibility:

• Bachelor's degree in Finance/Law/Management.

Minimum experience: 2-5 years

British Council

Administrative Officer



Deadline: June 6

Eligibility:

• A degree or diploma in Business Administration, Management, Office Administration, or a related field.

Minimum experience: 5 years

FOR MORE DETAILS AND THE APPLICATION LINKS, SCAN THE QR CODE BELOW.



QUOTE OF THE DAY



"The most important investment you can make is in yourself."

WARREN BUFFETT