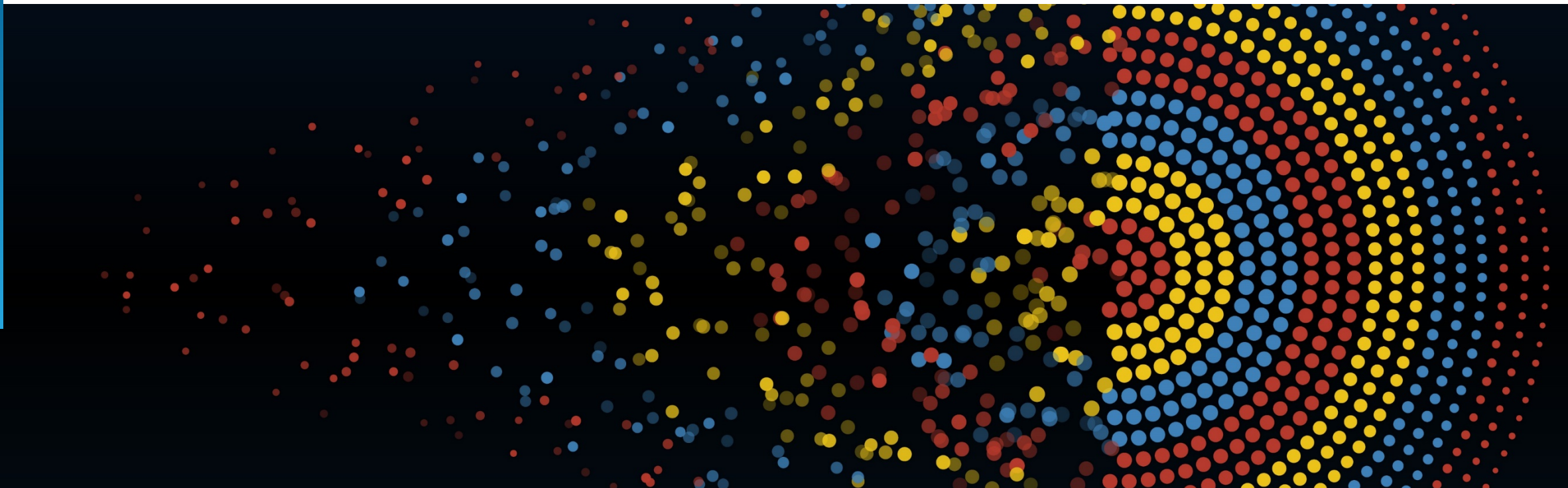


The War for Talent in Data, Analytics, and AI (DAAI): Finding the Ideal Operating Model for Organizations

November 2022: Complimentary Abstract / Table of Contents



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Introduction

Enterprises and service providers both are finding it difficult to search and recruit the right talent for their Data, Analytics, and AI (DAAI) needs. The supply shortage has led to a huge demand-supply gap, which has caused changes in the recruitment and sourcing strategies along with substantial increase in talent costs. The evolution of the DAAI market has also led to the change in operating model design, composition of analytics teams, and skills associated with them.

In this report, we look at the current scenario of talent in the DAAI space, how does it fare geographically, and what is expected of it in the next two to three years. We decipher the critical skills associated with different value chain segments in the DAAI services market. We also explore some of the key talent themes in the market and measures that enterprises are adopting in order to tackle talent-related challenges. We have examined the current dynamics and have created a recommended DAAI operating model describing how an ideal DAAI team should look like.

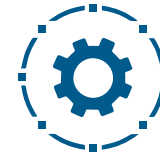
Scope of this report



Geography
Global



Industry
All industries



Services
Data, analytics, and AI services

Overview and abbreviated summary of key messages

This report examines the global DAAI talent scenario and the reasons for the struggles of enterprises and service providers in finding skilled DAAI resources. It investigates the talent demand-supply gap across the DAAI value chain and the key themes emerging in the talent landscape while giving an outlook on the ideal operating model for DAAI teams for both providers and enterprises.

Some of the findings in this report, among others, are:

The DAAI talent demand-supply gap has increased across the DAAI value chain

- The DAAI demand-supply gap has increased to 20-25% with advanced analytics and next-generation services the highest among all value chain segments even higher than the overall demand-supply gap
- Legacy skills are still high in usage but have given way for the more advanced digital skills which now assist in all spectrums of the DAAI workings

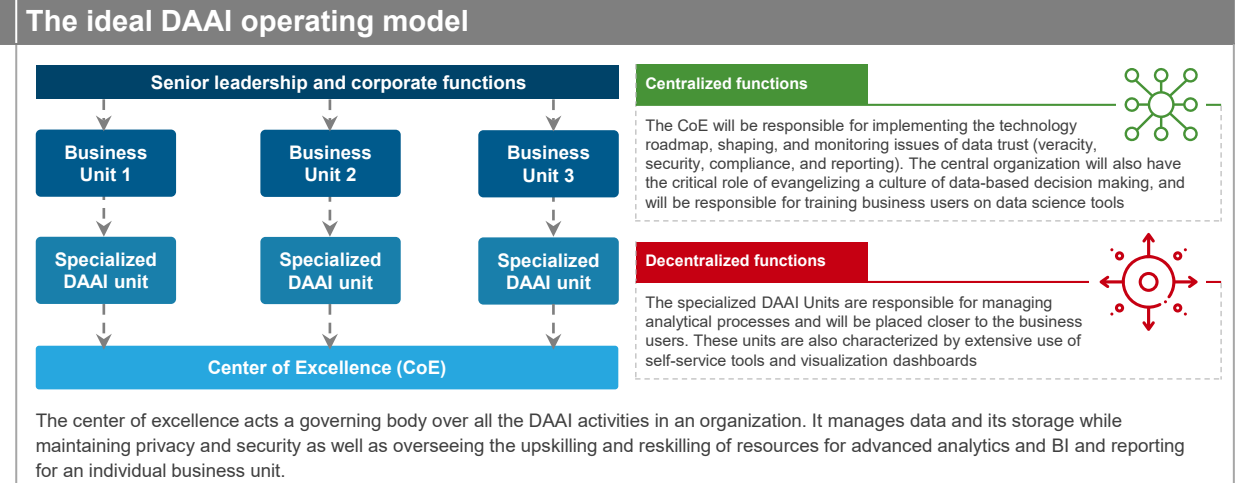
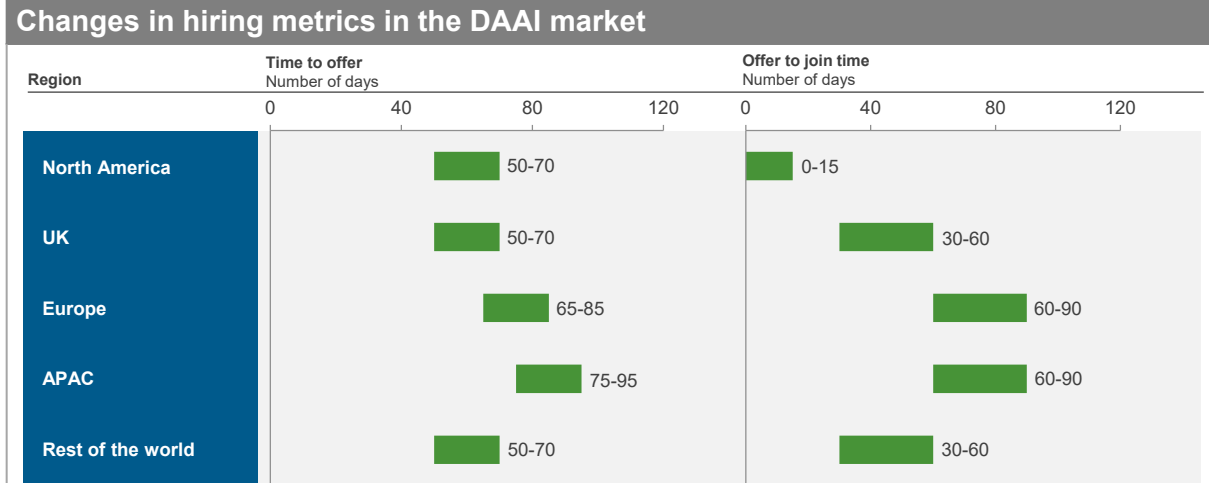
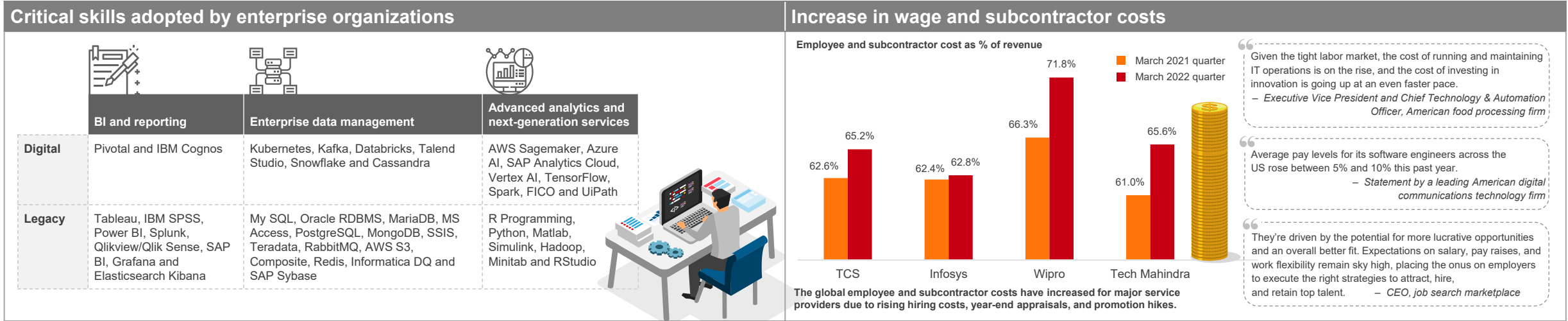
New DAAI talent themes have emerged due to the rise in the demand-supply gap

- Attrition has increased substantially with many organizations now finding it hard to retain talent for a longer duration of time. High wage inflation has been seen due to this as hiring and retention costs have gone up significantly
- Geography-specific nuances are now paramount when trying to find the right DAAI talent with hiring metrics seeing a significant change as well. Companies are now adopting newer ways to hire and retain talent as a result of the changes seen in the DAAI talent market

A Hybrid model has emerged as the ideal way of operating a DAAI team

- Companies are now moving from either a centralized or federated to a hybrid operating model to minimize the cons and maximize pros of each operating model. The hybrid model has a Centre of Excellence (CoE) governing data and analytics in a firm
- This has also led to the creation of ideal teams with both service providers and enterprises having a different approach towards DAAI team creation

This study offers three distinct chapters providing a deep dive into key aspects of talent in DAAI market; below are four charts to illustrate the depth of the report



Research calendar

Data and Analytics

Published Planned Current release

Reports title	Release date
Artificial Intelligence (AI) Service Provider Compendium 2022	March 2022
Accelerating the Value of Data in Life Sciences	March 2022
Harnessing the Power of Analytics and AI in Medicine: Life Sciences Enterprises Revamping Processes to Improve Patient Outcomes	May 2022
Unleashing the Power of AI for Business Transformation	May 2022
The Growing Need for Inclusive Talent Models: Learning from Impact Sourcing Specialists	May 2022
Technology as a Strategic Differentiator in an Organization's Growth	June 2022
Impact Sourcing Specialist Profiles 2022	June 2022
Enterprise Pulse 2022: Solving the Talent Conundrum around Availability, Attrition, and Reskilling of the Workforce	June 2022
Data and Analytics (D&A) Services PEAK Matrix® Assessment 2022	August 2022
Reimagining Data Sourcing and Consumption to Maximize Business Value	October 2022
The Era of Multi-Cloud and Associated Data Challenges	November 2022
Decoding the Data Privacy Regulatory Landscape	November 2022
The War for Talent in Data, Analytics, and AI (DAAI): Finding the Ideal Operating Model for Organizations	November 2022
Analytics and AI Services Specialists PEAK Matrix® Assessment 2022	Q4 2022
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Reports title	Release date
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Location Spotlight – Dubai	July 2022
Location Spotlight – Malaysia	August 2022
Middle East and North Africa: The Next Frontier in IT-BP Services Delivery	August 2022
Location Spotlight – Kenya	August 2022
Location Spotlight – Pune, India	September 2022
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