

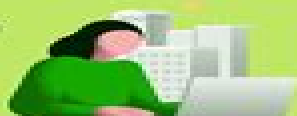
Upwork's In-Demand Skills 2023

This is how companies of all sizes are scaling up, down, and sideways, to fill talent gaps and meet business demands.

The future of work is digital

Tech top 10

1. Full Stack Development
2. Front-End Development
3. Back-End Development
4. Mobile App Development
5. Web Design
6. Ecommerce Website Development
7. UX/UI Design
8. CMS Development
9. Manual Testing
10. Scripting & Automation



Customer connection pays off

Marketing top 10

1. SEO
2. Social Media Marketing
3. Other Digital Marketing
4. Lead Generation
5. Sales & Business Development
6. Telemarketing
7. Search Engine Marketing
8. Email Marketing
9. Marketing Strategy
10. Marketing Automation



Among the list of most in-demand skills, those with the highest year-over-year growth on the Upwork platform across our priority categories are sales & business development (54%), data entry (47%), accounting (45%), and 3D animation (44%).



The relationships are remote. The connections are real.

Customer service top 10

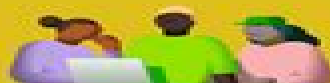
1. Email, Phone & Chat Support
2. General Virtual Assistance
3. Data Entry
4. Digital Project Management
5. General Research Services
6. Tech Support
7. Dropshipping & Order Processing
8. Community Management
9. Market Research
10. Transcription



This is how the right talent adds up

Accounting/consulting top 10

1. Accounting
2. Recruiting & Talent Sourcing
3. Bookkeeping
4. Financial Analysis & Modeling
5. Management Consulting
6. Instructional Design
7. HR Administration
8. Business Analysis & Strategy
9. Tax Preparation
10. Financial Management/CFO



Creativity is always in-demand

Design/creative top 10

1. Graphic Design
2. Video Editing
3. Illustration
4. 3D Animation
5. Presentation Design
6. Image Editing
7. Cartoons & Comics
8. Product & Industrial Design
9. 2D Animation
10. Video Production



Developingkeeping Skills

Andrew J. DuBrin



Developingkeeping Skills:

Developing Management Skills Margaret Dale,1998 With growing management awareness of the value of self learning Dale argues that managers need to develop their own personal skills and abilities The aim of this text therefore is to provide practical support for managers helping them to turn everyday work into an environment where development can occur Approaches to this include tips checklists case studies and examples and the text is designed as both a working tool and a source of reference The Aspects of Development in Human Resource Management Akampurira Abraham,2013-01-28 Scientific Essay from the year 2011 in the subject Leadership and Human Resources Miscellaneous grade B Atlantic International University BUSINESS MANAGEMENT AND ECONOMICS course REGIONAL DEVELOPMENT language English abstract The way forward for the economies is saving and investment Resources must be put aside and injected into productive enterprises to create more wealth Once an entrepreneur has set up his businesses human resource should be well mobilised and well utilised to get the best out of it Skilled trained and motivated labour is one sure way of making firms develop a competitive advantage Products of a growing firm should be able to compete on the world market These firms need support from governments and international community to develop capacity to improve human resource management Other factors of production have no ability to produce without being managed by labour Labour has an important role of combining other factors of production in appropriate proportions to have maximum production out of them To do the important role of organising other factors of production a lot needs to be done in regard to their training for applicable skills coaching and development recruitment and motivation so that maximum capacity of this labour is achieved to do the work Focus is needed on performance management of the workers ensuring their safety and security and their motivation This adds on their value to yield effectively towards the organisation s objectives Effective communication and proper supervision adds a lot to human resource performance The Development of Ethics in Modern Business Management Bureau of Personnel Administration (New York, N.Y.),1929 **Report of the Board of Managers of the New York State Reformatory** New York State Reformatory (Elmira, N.Y.),1877 **Management of Rural Development** B. S. Bhatia,Prem Kumar,Arvinder Singh Chawla,1990 **Notes on the Development of a Child** Milicent Washburn Shinn,1893 **Industrial Development and Manufacturers' Record** ,1912 *Japanese Technical Periodical Index* ,1987 **Alternative Strategies for Desert Development and Management** ,1982 AZB, Arizona Business ,1967 **The Need for Organization Development in Successful Entrepreneurial Firms** Randel Scott Carlock,1991 **National Development Plan for the Period 1994 to 1996** Kenya,1993 **Operational Research Applications in Development Management** G. M. Luck,Mike Luck,Geoffrey Walsham,1987 **Effective Training and Development of Management** Y. P. Singh,2001 Training Is A Continuous And Lifelong Process Training Is A Time Bound Programme In Fact A Training Programme Is Continuously Evaluated By The Participants And Trainers Alike If There Is Pressure Of Training A Large Number Of Functionaries On One Hand On The

Other There Is An Urgent Need For Improving The Quality Of Training There Should Be Systematic Approach To Training And An Instructional System Should Be Developed Keeping The Short Term And Long Term Objectives Of Training Policy In View The Present Book Contains Very Succinct Information On A Number Of Vital Issues Like General Introduction Training Training Centres Management And Supervisory Training Training Needs Developments And Techniques Of Training Etc Academics And Professionals In The Field Will Find It Vade Mecum Notes on the Development of a Child. II. The Development of the Senses in the First Three Years of Childhood Milicent Washburn Shinn,1907 **Innovation in Technical and Vocational Education and Training in Island Developing and Other Specially Disadvantaged States** ,1983 *Strategic Framework for Community Development in Botswana* ,2010 Labour Gazette ,1968-03 **The Economist** ,2007 **Essentials of Management** Andrew J. DuBrin,2000 Information 5th ed Includes bibliographical references and index

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