## 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
- Ecommerce Website Development
- 7. UX/UI Design
- 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
- Sales & Business Development

- 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
- Data Entry
- 4. Digital Project Management
- General Research Services
- 6. Tech Support
- 7. Dropshipping & Order Processing
- 8. Community Management
- 9. Market Research
- 10. Transcription

## Creativity is always in-demand

Design/creative top 10

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

## This is how the right talent adds up

Accounting/consulting top 10

- Accounting
- 2. Recruiting & Talent Sourcing
- Bookkeeping
- 4. Financial Analysis & Modeling
- 5. Management Consulting

- 6. Instructional Design
- 7. HR Administration
- 8. Business Analysis & Strategy
- 9. Tax Preparation
- Financial Management/CFO



Data source: Skills data was sourced from the Upwork database and is based on United States freelancer earnings from January 1, 2022 to October 31, 2022. Each skill had a minimum of 500 projects with active work during the period.

## **Developing Skills**

**Tobias Bleicker** 

### **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 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 The Massachusetts register ,1991-10-11 Notes

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Kenya,1993 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 "Code of Massachusetts regulations, 1992", 1992 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020 Strategic Framework for Community Development in Botswana, 2010

#### Reviewing **Developingkeeping Skills**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is actually astonishing. Within the pages of "**Developingkeeping Skills**," an enthralling opus penned by a very acclaimed wordsmith, readers embark on an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve in to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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