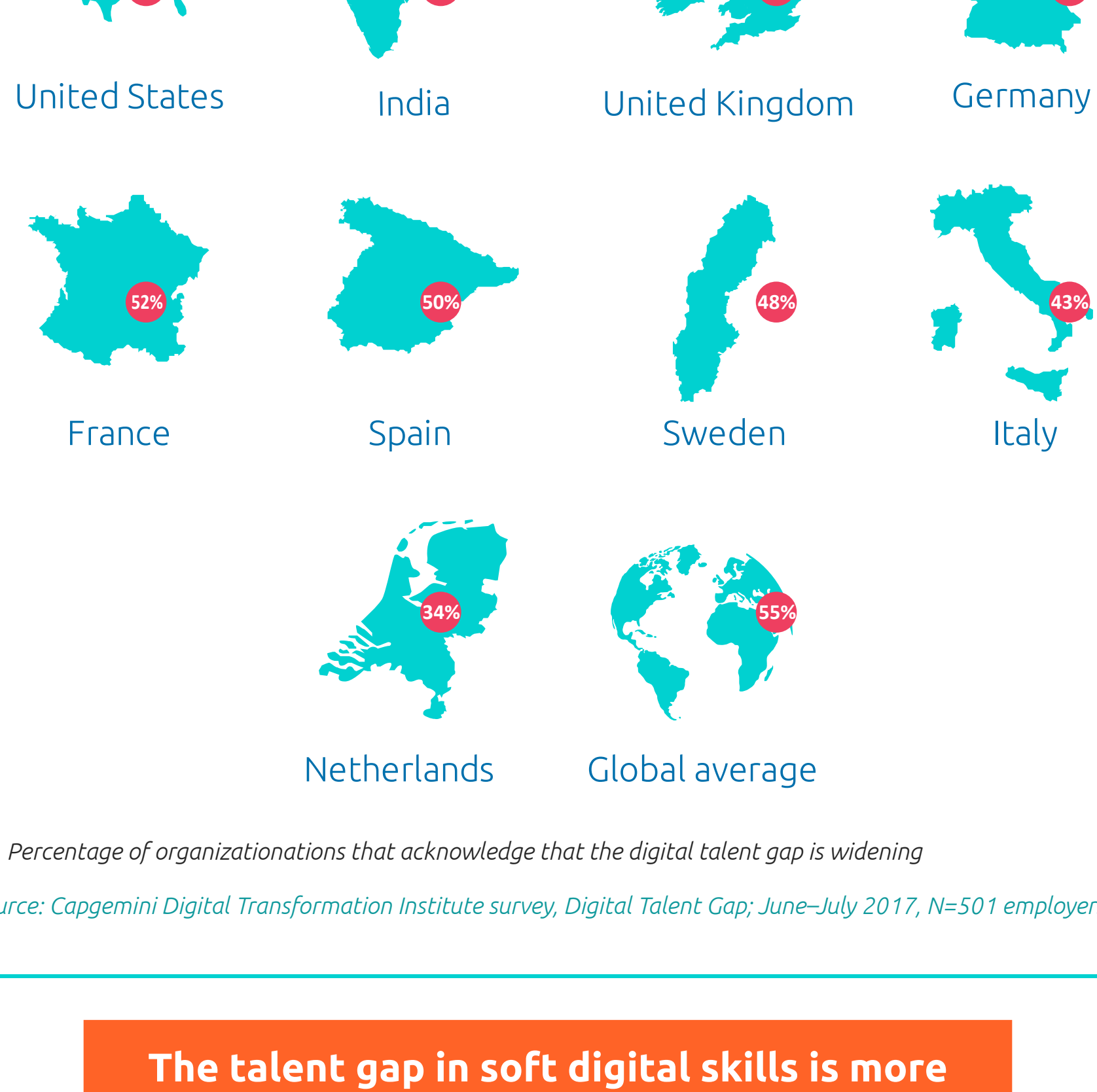


# The Digital Talent Gap

Are Companies Doing Enough?

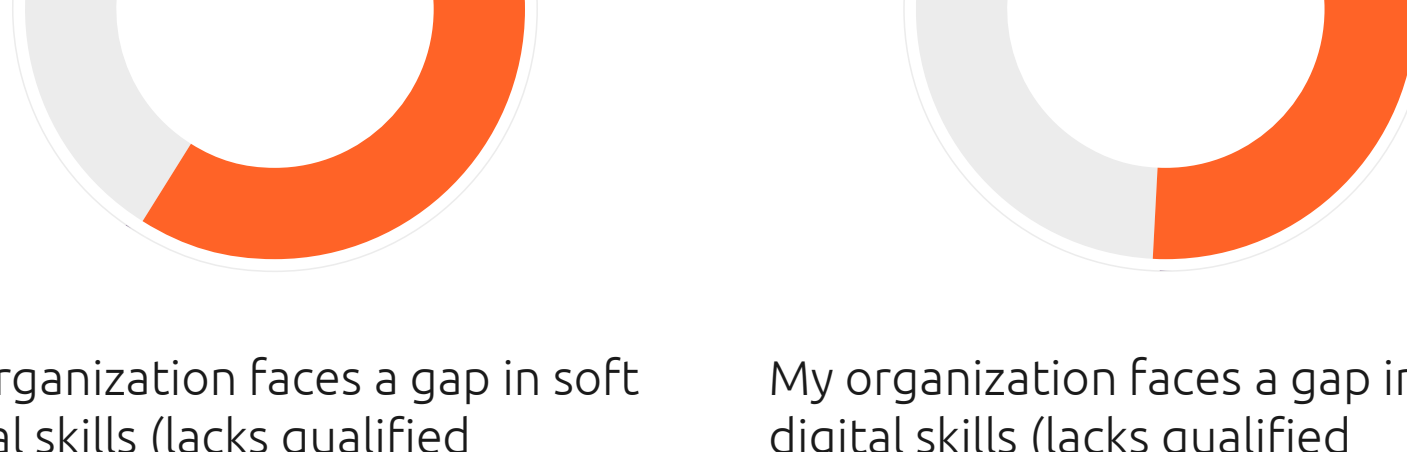
## The digital talent gap is widening



Percentage of organizations that acknowledge that the digital talent gap is widening

Source: Capgemini Digital Transformation Institute survey, Digital Talent Gap; June–July 2017, N=501 employers.

## The talent gap in soft digital skills is more pronounced than in hard digital skills



My organization faces a gap in soft digital skills (lacks qualified individuals in soft digital skills)

My organization faces a gap in hard digital skills (lacks qualified individuals in hard digital skills)

Source: Capgemini Digital Transformation Institute survey, June–July 2017, N=501 employers.

## Demand for hard digital skills still outpaces supply

Demand for a hard digital skill and proficiency of employees in that hard digital skill



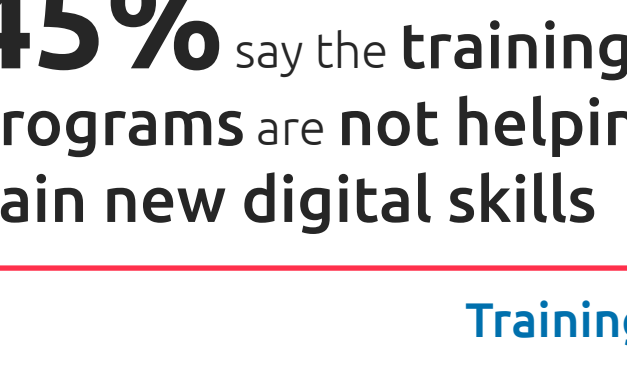
Employer: Demand for this digital skill is high in my organization today

Employee: Proficiency–level of skill

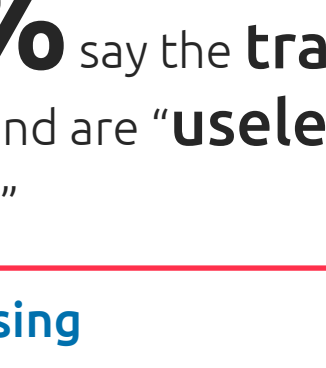
Source: Capgemini Digital Transformation Institute survey, June–July 2017, N=501 employers; N=753 employees; ranked by employer demand.

## Are organizations serious about bridging the talent gap?

Around half of the employees are not satisfied with their organizations' trainings



**45%** say the training programs are not helping them gain new digital skills



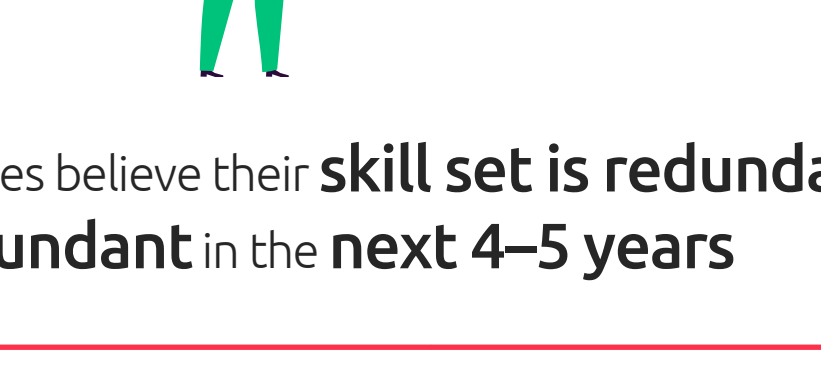
**42%** say the trainings they attend are "useless and boring"

Training budgets are flat or decreasing



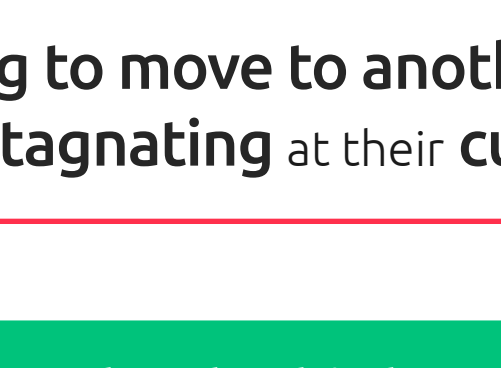
In **52%** of organizations, training budgets for digital talent have remained flat or decreased

Employees fear their skillset is or will be redundant



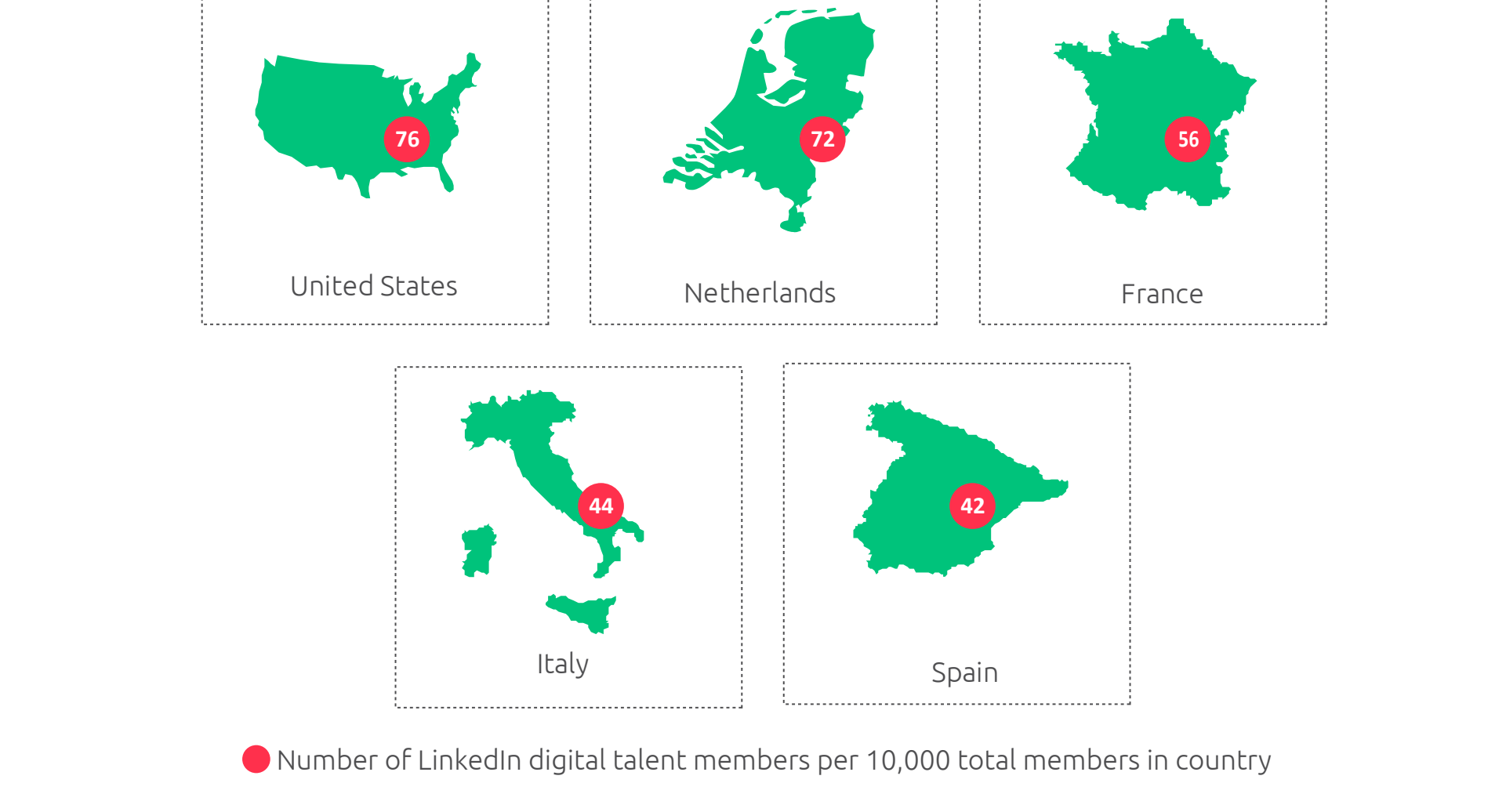
**29%** of employees believe their skill set is redundant now and **38%** believe it will be redundant in the next 4–5 years

Employees' lack of faith in their organization's upskilling efforts could trigger attrition



**43%** say they are willing to move to another organization if they feel their digital skills are stagnating at their current employer

## India ranks the highest in digital talent



Number of LinkedIn digital talent members per 10,000 total members in country

Source: Aggregated LinkedIn member profile data, Digital Talent Gap; June–July 2017; data based on the long list of digital titles mutually agreed upon.

## A flexible work-life balance and a flat hierarchy rank high on digital talents' preferences when switching organizations



**79%** prefer organizations that allow a flexible work-life balance



**75%** prefer organizations with a flat hierarchy and accessible management

## What can organizations do to narrow the digital talent gap?

Formulating a digital talent strategy to narrow the talent gap

