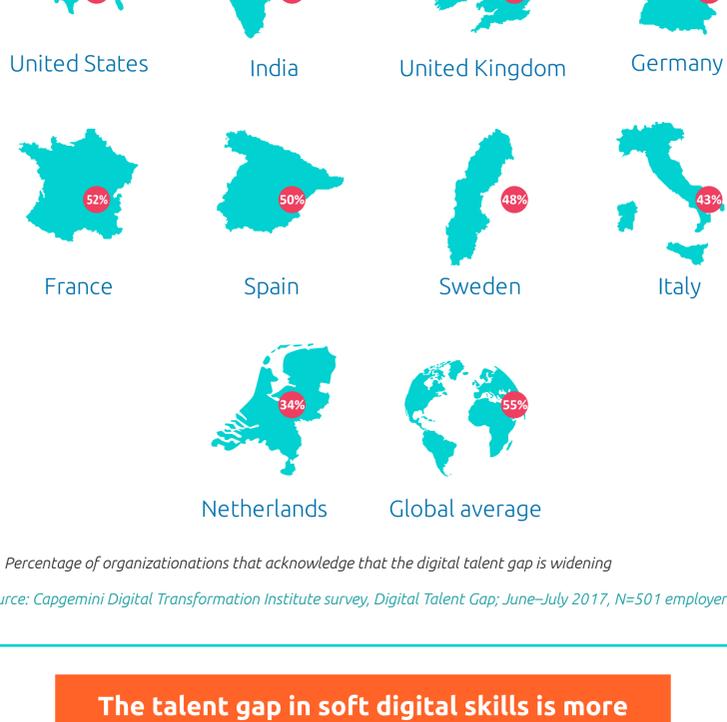


The Digital Talent Gap

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



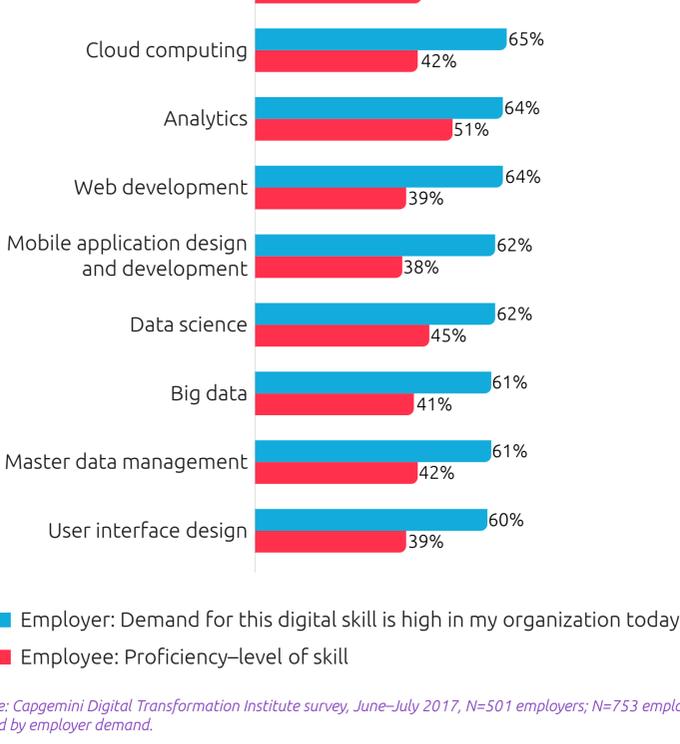
My organization faces a gap in soft digital skills (lacks qualified individuals in soft digital skills)

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



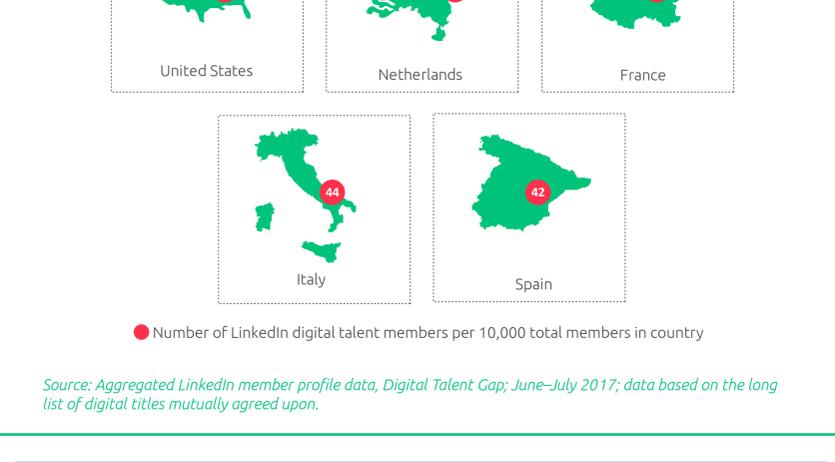
29% of employees believe their skill set is redundant now and **38%** believe it will be redundant in the next 4–5 years

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

