

# Digital Transformation Skills Gap Analysis: Workforce Development And Training Needs Assessment

Mr. Suraj Subhash Khandelwal<sup>1</sup>, Mr. Supreet Oberoi<sup>2</sup>, CA Prasad Bhat<sup>3</sup>

Assistant Professor<sup>1-3</sup>

Ramachandran International Institute of Management, Pune, Maharashtra, India  
surajkhandelwal@riimpune.com<sup>1</sup>, supreetoberoi@riimpune.com<sup>2</sup>, prasadvbhat@gmail.com<sup>3</sup>

**Abstract:** *The rapid advancement of digital technologies has created unprecedented challenges for organizations worldwide, manifesting as significant skills gaps in their workforce. This research paper examines the digital transformation skills gap through comprehensive analysis of workforce development needs and training requirements. Drawing from recent data spanning 2020-2022, this study reveals that 87% of companies globally face skills shortages, with 92% of jobs requiring digital competencies while one-third of workers lack adequate digital skills. The research employs mixed-method analysis incorporating survey data from over 1,000 corporate professionals, industry reports, and case studies from leading organizations. Key findings indicate critical shortages in data analytics, artificial intelligence, cybersecurity, and cloud computing skills, with the global talent deficit projected to reach 85.2 million professionals by 2030. This paper proposes evidence-based workforce development strategies including upskilling programs, reskilling initiatives, strategic partnerships with educational institutions, and AI-powered skills assessment frameworks. The study contributes to understanding how organizations can bridge the skills gap through systematic training needs assessments and sustainable workforce development models.*

**Keywords:** Digital transformation, skills gap analysis, workforce development, training needs assessment, upskilling, reskilling, digital competencies