Workforce Skills Gap Analysis Report

1. Overview

This report identifies and analyzes gaps between current workforce skills and key competencies required to meet organizational objectives. It provides actionable recommendations for closing identified gaps through targeted training and development.

2. Department/Team: Software Development

Skill Area	Required Competency Level	Current Workforce Level	Gap Description
JavaScript	Advanced	Intermediate	Need improvement in ES6 features and frameworks (React, Vue)
Agile Methodologies	Proficient	Basic	Lack of experience with Scrum practices and tools
Automated Testing	Intermediate	Basic	Limited knowledge of unit and integration testing
Cloud Computing (AWS)	Intermediate	Beginner	Minimal exposure to cloud deployment and management

3. Summary of Key Gaps

- Advanced knowledge required in modern JavaScript frameworks.
- Upskilling needed in Agile and Scrum practices.
- Enhancement of automated testing proficiency.
- Training in cloud technologies essential for upcoming projects.

4. Recommendations

- Provide targeted training sessions on modern JavaScript frameworks.
- Enroll employees in Scrum certification workshops.
- Organize seminars and hands-on labs on automated testing tools.
- Offer cloud computing (AWS) training and encourage certification.

Important Notes:

- This document provides a snapshot and may require regular updates as workforce skills evolve.
- Engage employees in self-assessment to improve the accuracy of skill levels.
- Use this analysis to inform training investments and workforce planning initiatives.
- Protect employee privacy when sharing sensitive skills data internally or externally.