**Abstract**

 Industry 4.0 is really known as the 'virtual' world which is giving rise to cyber-physical production systems. As a result, the traditional industrial structure has undergone a massive transformation which in turn will alter the way companies approach manufacturing and service as well. The vision of the 4th industrial revolution illustrates the insight of the Internet of Things within the context of the organization to realize a drastically higher flexibility and adaptability of production systems. The era of IoT brought in many rapid advances in technology, which offer considerable improvements in the efficiency of manufacturing facilities. The issue with those tremendous technological advancements is that who will operate these new smart factories? The present generations of industrial leaders are not digital natives and the next generation those who are currently coming through present education system certainly lack industrial experience. There exists a skill crisis in most of the countries which is now undergoing transformation of digital technology.This research article throws light and presents few of the skill gaps which every organization should considerably notice and strategically plan to sustain in this VUCA (Volatile, Uncertain, Complex and Ambiguous) world.