

A Digitally Unprepared Workforce

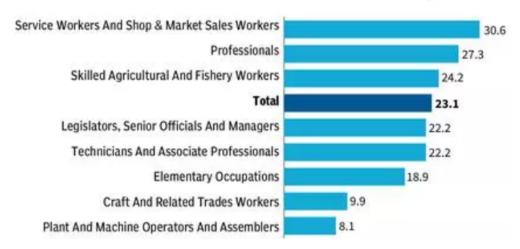
Why in news?

The need for the digital jobs is in high demand and India's demographic divided could be a leverage if the youth are equipped with adequate digital skills.

What are the challenges to digital workforce?

- Pace of technological change Continues to accelerate and demand for such skills doesn't meet the skill supply.
- Availability of training is not available in wide range The training provided by the government is available only in the few areas within the digital space.
- **Artificial intelligence** According to World Economic Forum the AI will replace the jobs of the digital workforce but also create new jobs in different fields.
- Lack of skills in Data-driven field The jobs of the future are expected to rely more on data-driven and machine-powered processes.
- **Disproportionate enrolment** Youth enroll in IT-ITeS vocational or technical courses, with a significantly high percentage of 34.7%, in comparison to other courses.
- **Inadequate training** 29% of the 30% trained workforce are unemployed due to inadequate training content or poor training quality.

IT-ITeS trained workforce in different occupations



What can be done to address the digital skills crisis?

 Revamping skills - To adapt to the changing job market the entire skill development system needs to be restructured.

- **Upskilling** To upskill the workforce in line with the emerging technologies.
- **Strategic investment** Particularly in the reskilling of the workforce to keep up with the digital transformation.
- Skill India Mission and Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 4.0. Needs to be implemented efficiency to provide digital skills on digital skills on emerging technologies like artificial intelligence, mechatronics and robotics.

Quick facts

World Economic Forum (WEF)

- The World Economic Forum is the International Organization for Public-Private Cooperation.
- WEF was established in 1971 as a not-for-profit foundation and is headquartered in Geneva, Switzerland.
- The reports released by WEF includes
 - The Future of Jobs Report 2023,
 - Global Risks Report 2023,
 - The Net-Zero Industry Tracker,
 - Transitioning Industrial Clusters towards Net Zero,
 - Education 4.0 India,
 - Global Cybersecurity Outlook 2023 and
 - ASEAN Digital Generation Report: Digital Financial Inclusion.

References

- 1. The Hindu Business Line | Digitally Unprepared Workforce
- 2. WEF Reports Of WEF
- 3. WEF About WEF

