

A Digitally Unprepared Workforce

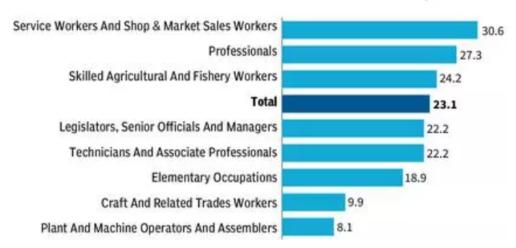
Why in news?

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

