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.

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

