

THE RESKILLING IMPERATIVE FOR THE DIGITAL ECONOMY

by Adele Bianco

The coming impact of technological innovation on employment makes it relevant to equip people to stay ahead of technological change. It is therefore appropriate to promote policies aimed at reskilling these workers and at making young people fit for the coming digital economy.

The paper is structured as follows. The first paragraph gives a short definition of the digitalisation process that has been taking place for some years. The second one deals with the effects of the digital economy on employment. The third section is devoted to the skills requested by the digital economy. The fourth paragraph takes into consideration the measures and methods enabling workers to stay on the digital labour market. It also stresses the importance of all the stakeholders that are involved in such process and that play a role in promoting the preparation of the workforce for the digital future.

L'impatto dell'innovazione tecnologica sull'occupazione richiede di mettere le persone in grado di fronteggiare tali cambiamenti. Pertanto, è necessario promuovere politiche del lavoro finalizzate a riqualificare i lavoratori e a preparare i giovani adeguatamente.

Nel primo paragrafo daremo una breve definizione del processo di digitalizzazione che si sta compiendo negli ultimi anni. Nel secondo ci occuperemo degli effetti dell'economia digitale sull'occupazione. Il terzo paragrafo è dedicato alle qualifiche richieste dall'economia digitale. Nel quarto vengono presi in considerazione misure e metodi che consentono ai lavoratori di restare sul mercato del lavoro digitale. Si sottolinea anche l'importanza di tutti gli attori coinvolti e che hanno un ruolo nel promuovere e sostenere la preparazione della forza lavoro per il futuro digitale.

Work is undergoing technological upgrading and innovation driven by digitalisation, the so-called “Fourth Industrial Revolution” (Schwab, 2016). The technological advancement makes it possible to achieve higher levels of work and total factor productivity and to implement the Sustainable Development Goals (SDGs) (ILO, 2016; Dodds *et al.*, 2017). The issue is particularly sensitive, because of the coming impact of technological innovation on employment and the consequential intensified risks of social unrest (Frey, Osborne, 2013).

This is the reason why it is extremely relevant to equip people to stay ahead of technological change. To prepare the workforce for tomorrow, the attention has to be