Skill gap and reskilling

The impact of Artificial Intelligence

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Background and Context

- Technological transformations are reshaping the labor market.
- Concerns echo those of past industrial revolutions.
- Fear of machines replacing humans is longstanding.
- Focus is on skills, reskilling, and upskilling to meet new demands.

Transformation of Work

- Automation leads to job evolution, not elimination.
- Work roles and skills are shifting.
- New tech demands reorganization of workflows.
- Human-machine relationships are being redefined.

European Initiatives

European Year of Skills (2023) and Digital Citizenship Education (2025).

Policies emphasize digital skills for inclusion and competitiveness.

2030 goals: 80% digital literacy, 20 million ICT specialists.

Skills Gap and Workforce Readiness

- Current: Only 54% have basic digital skills.
- Need: Address shortage in cybersecurity and data analysis.
- Underrepresentation of women in ICT.
- Urgent need for broad-based digital training.

Reskilling and Upskilling

- Reskilling: New roles for displaced workers.
- Upskilling: Enhance current competencies.
- AI plays dual role as challenge and training tool.
- Emerging platforms offer personalized learning.

Organizational and Policy Challenges

MISMATCH UNDERMINES EMPLOYMENT AND PRODUCTIVITY.

SMALL ENTERPRISES FACE TRAINING RESOURCE GAPS.

NEED STRUCTURED, INCLUSIVE SKILL DEVELOPMENT PATHS.

Cybersecurity as Core Competence

- Essential for all, not just specialists.
- Education must foster awareness and digital common sense.
- Human factor is key vulnerability in cyber threats.

Role of Public Institutions

Schools and Universities must lead digital literacy.

Focus on employability and civic participation.

Digital education is a democratic necessity.

Final Thoughts and Recommendations

- Need for inclusive digital economy.
- Collaboration among stakeholders is crucial.
- Prevent perpetual reskilling cycles.
- Focus on sustainable, empowering solutions.