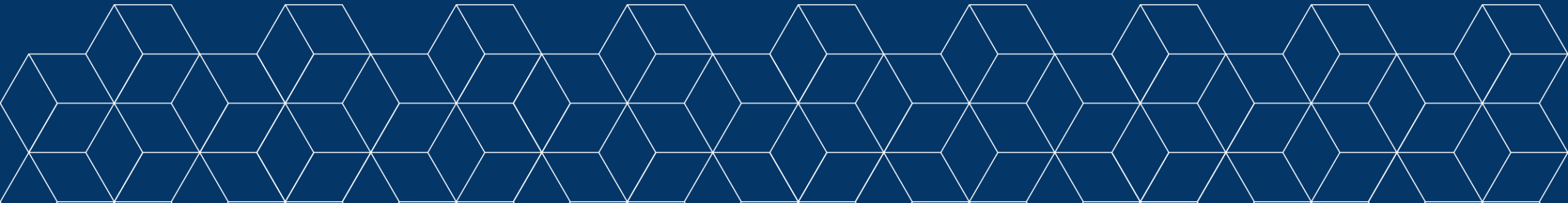


ROBERTO ANGOTTI - CONCETTA FONZO

Digital Transition within the Framework of Continuing Vocational Training

REFERNET PARTNERSHIP FORUM



CHALLENGES OF THE FUTURE (POST-COVID)



Within
the framework
of continuing training



CHALLENGES OF THE FUTURE (POST-COVID)

Some DATA from the Inapp “INDACO-IMPRESA” Survey

- In 2020 the **61%** of Italian companies provide training (2015 IT: **60,2%**; 2015 EU-27: **70,5%**)
- The **dimension** plays a key role for training (companies that provide training are about **56,7% micro-companies** and **94% big companies**).
- The users’ **access** shows an important gap: women, the over 50, the low skilled have less opportunities to participate in training pathways, especially of structured.
- Sometimes, the training "effort" is really weak from the point of view of the **intensity** (hour per participant) and the **economic resources** used (cost per participant), and often consists in the creation of courses to fulfill legal obligations (safety, health, etc.).
- More and more, companies decide to organize internal courses, expressing needs that the "market" is unable to satisfy.
- About **4 out of 5** companies believe they **have the necessary skills**, so they either do not invest at all in training or at least invest to a sub-optimal extent.
- The **planning of training** activities is limited, as is the **evaluation of training** outcomes.



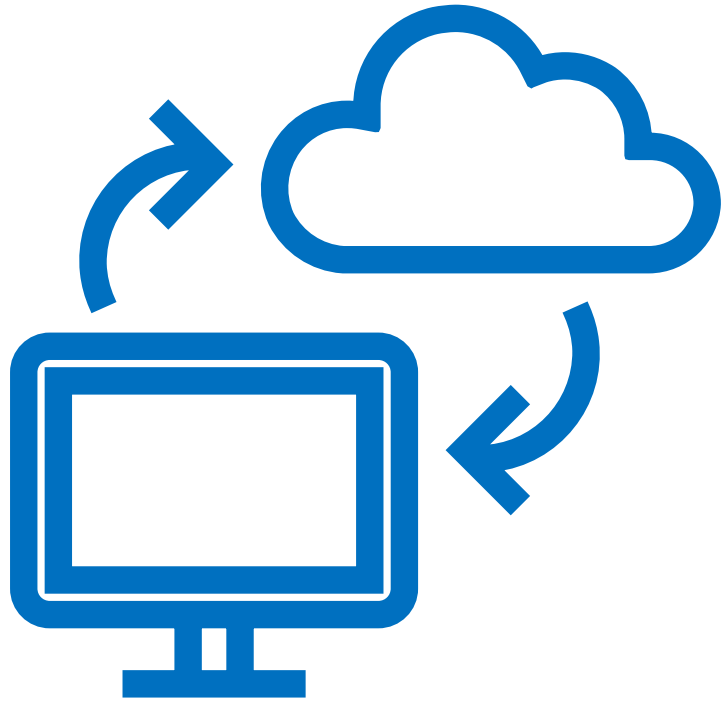
CHALLENGES OF THE FUTURE (POST-COVID)

The recent dynamics of the training system in Italy

- Growing importance of content attributable to digitization, **soft skills** and internationalization.
- Impetus from the **pandemic** on the digitalization of training and distance learning, also in connection with the spread of smart-working, but difficulty in foreshadowing future scenarios.



CHALLENGES OF THE FUTURE (POST-COVID)

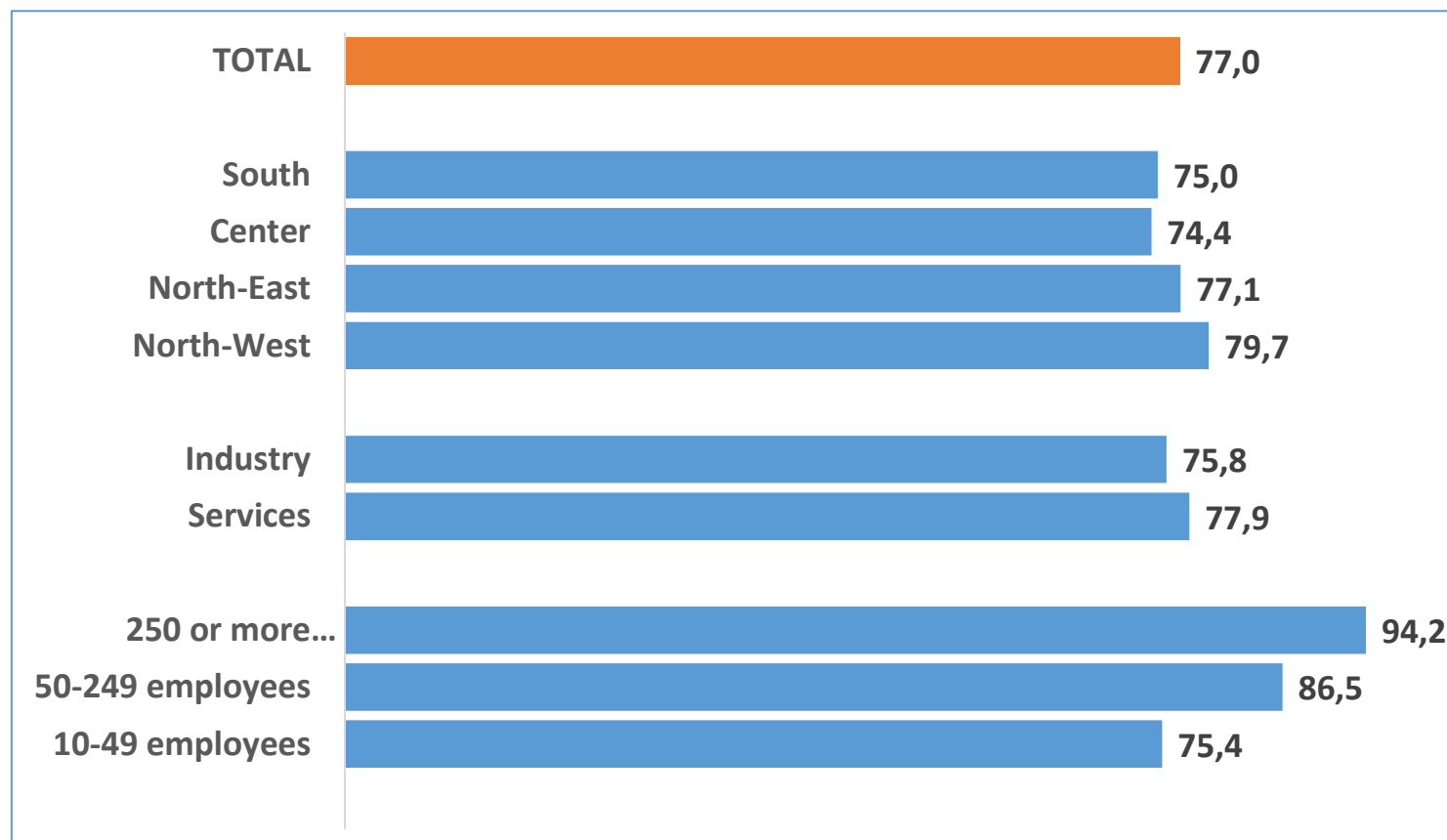


The Digital
transition



CHALLENGES OF THE FUTURE (POST-COVID)

1 - THE INTRODUCTION OF DIGITAL TECHNOLOGIES



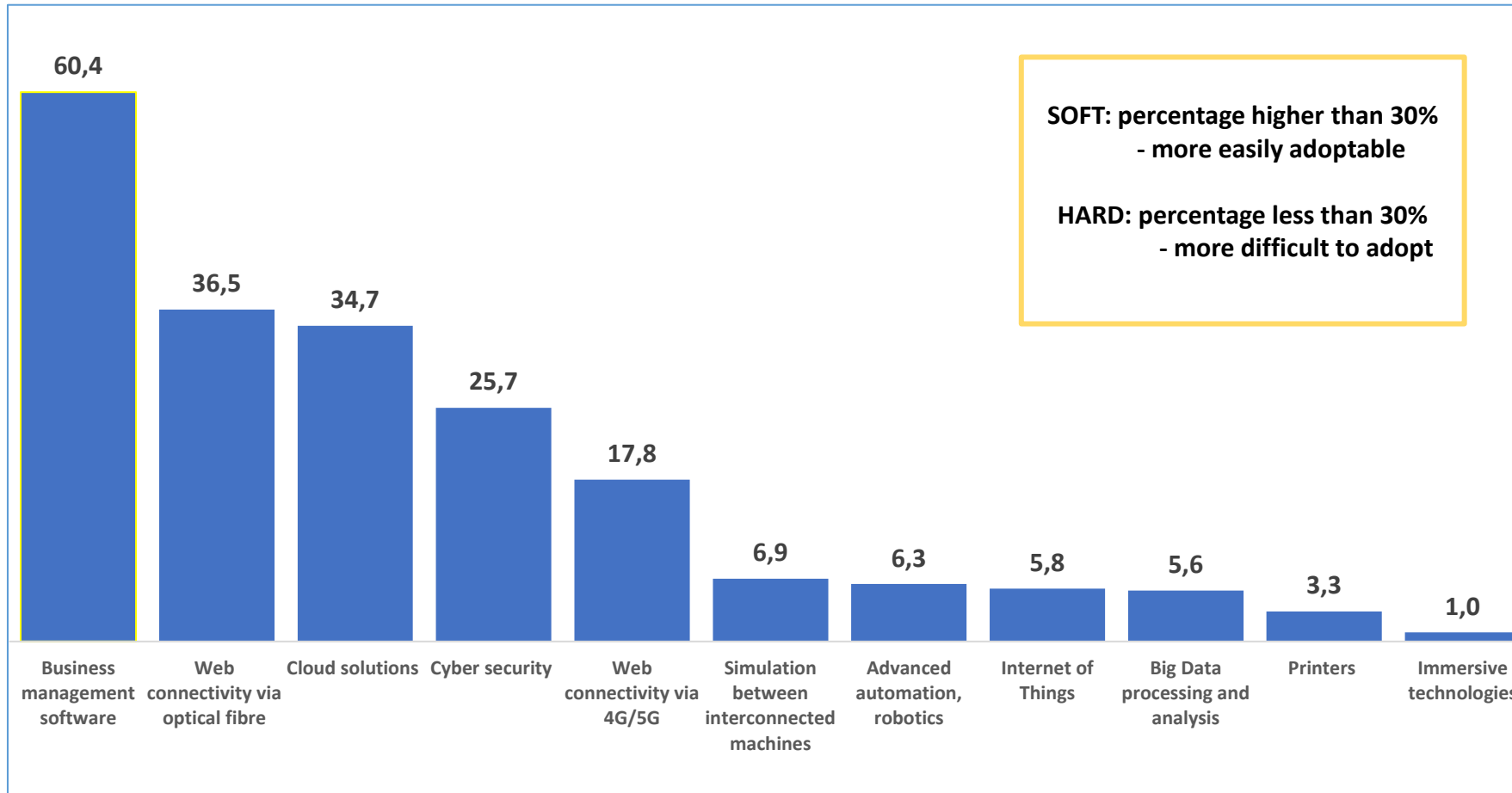
Over 150.000 Italian companies declare that they have adopted some form of **digital technology** in three years (2018-2020) → **77%** of the total.

Source: INAPP, INDACO-Imprese 2020



CHALLENGES OF THE FUTURE (POST-COVID)

2 - WHICH DIGITAL TECHNOLOGIES?

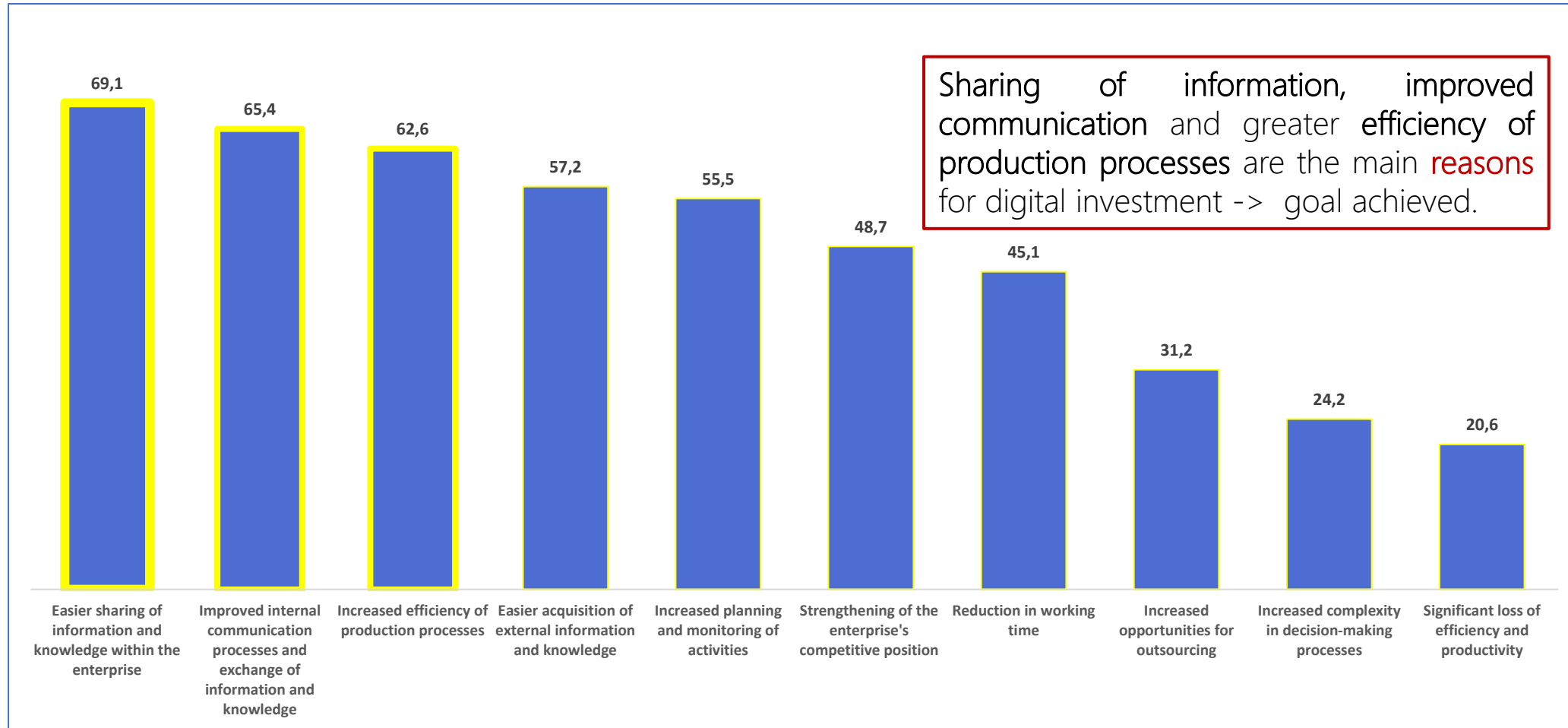


Among the companies that have introduced digital technologies, **44.5%** have introduced only **soft technologies**.



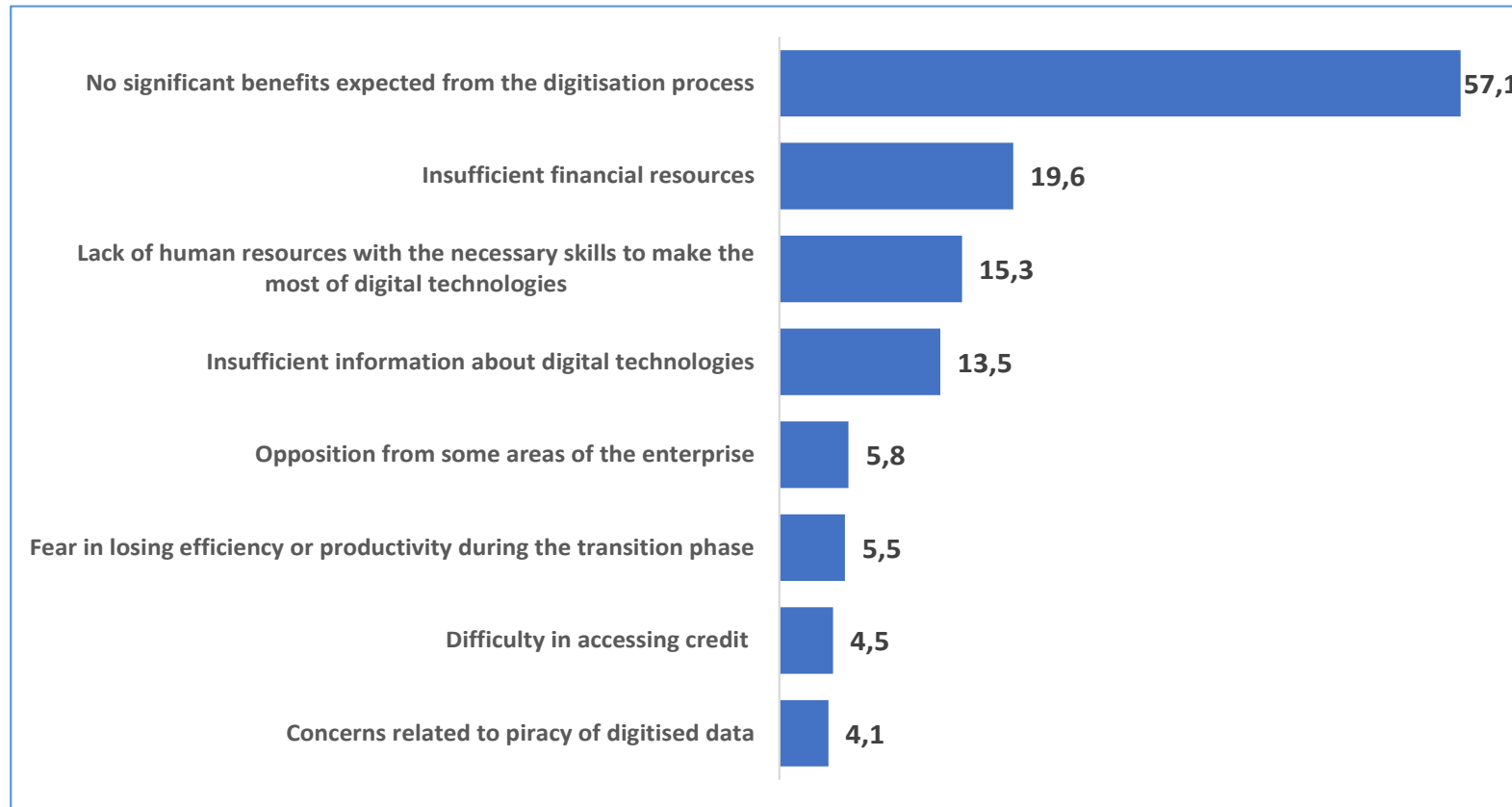
CHALLENGES OF THE FUTURE (POST-COVID)

3 - THE IMPACTS DERIVING FROM DIGITAL TECHNOLOGIES



CHALLENGES OF THE FUTURE (POST-COVID)

4 - THE OBSTACLES TO THE DIGITAL TRANSITION



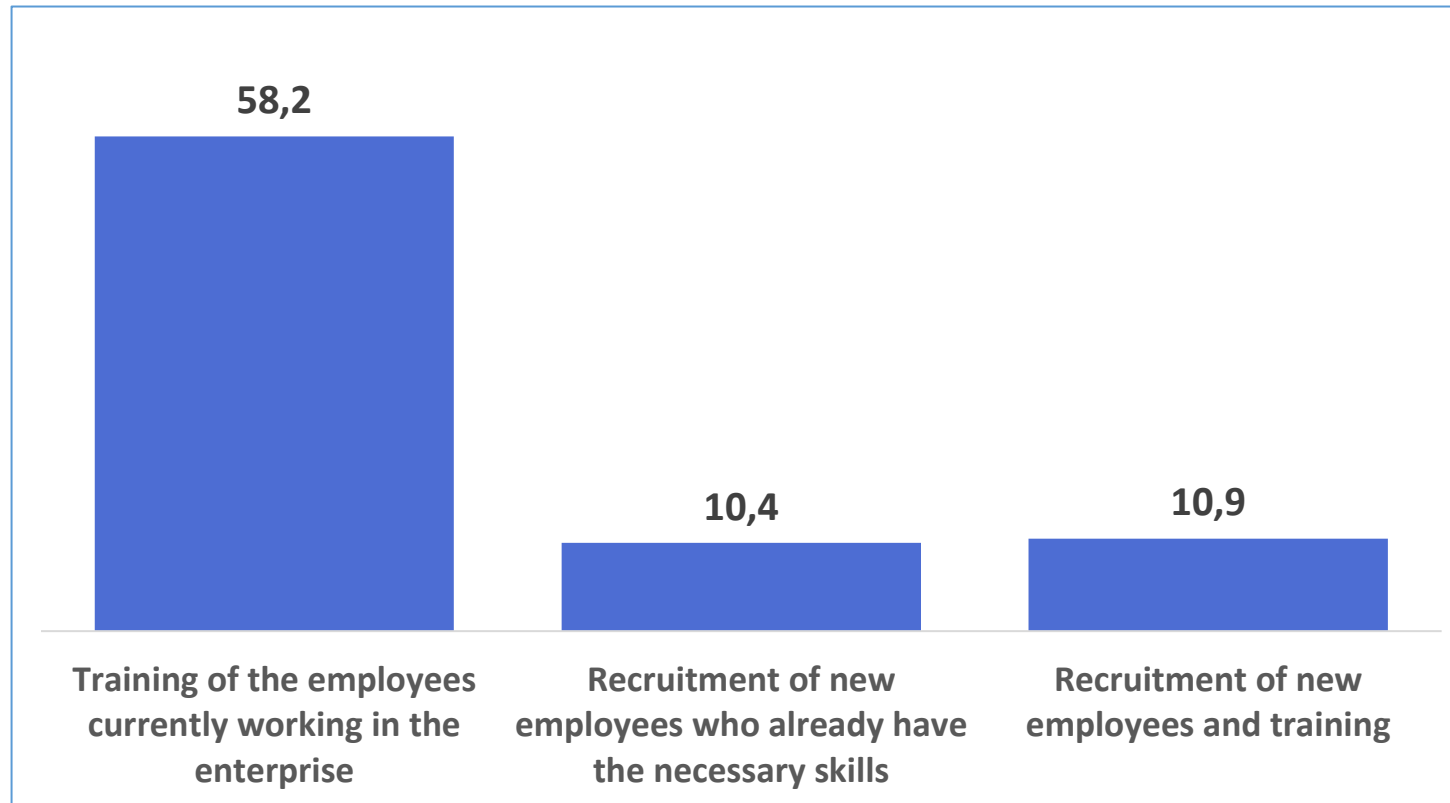
The main **motivation** for companies that have not invested in digitalization is the belief that they don't need it.

Source: INAPP, INDACO-Imprese 2020



CHALLENGES OF THE FUTURE (POST-COVID)

5 - THE ACQUISITION OF DIGITAL SKILLS



Source: INAPP, INDACO-Imprese 2020

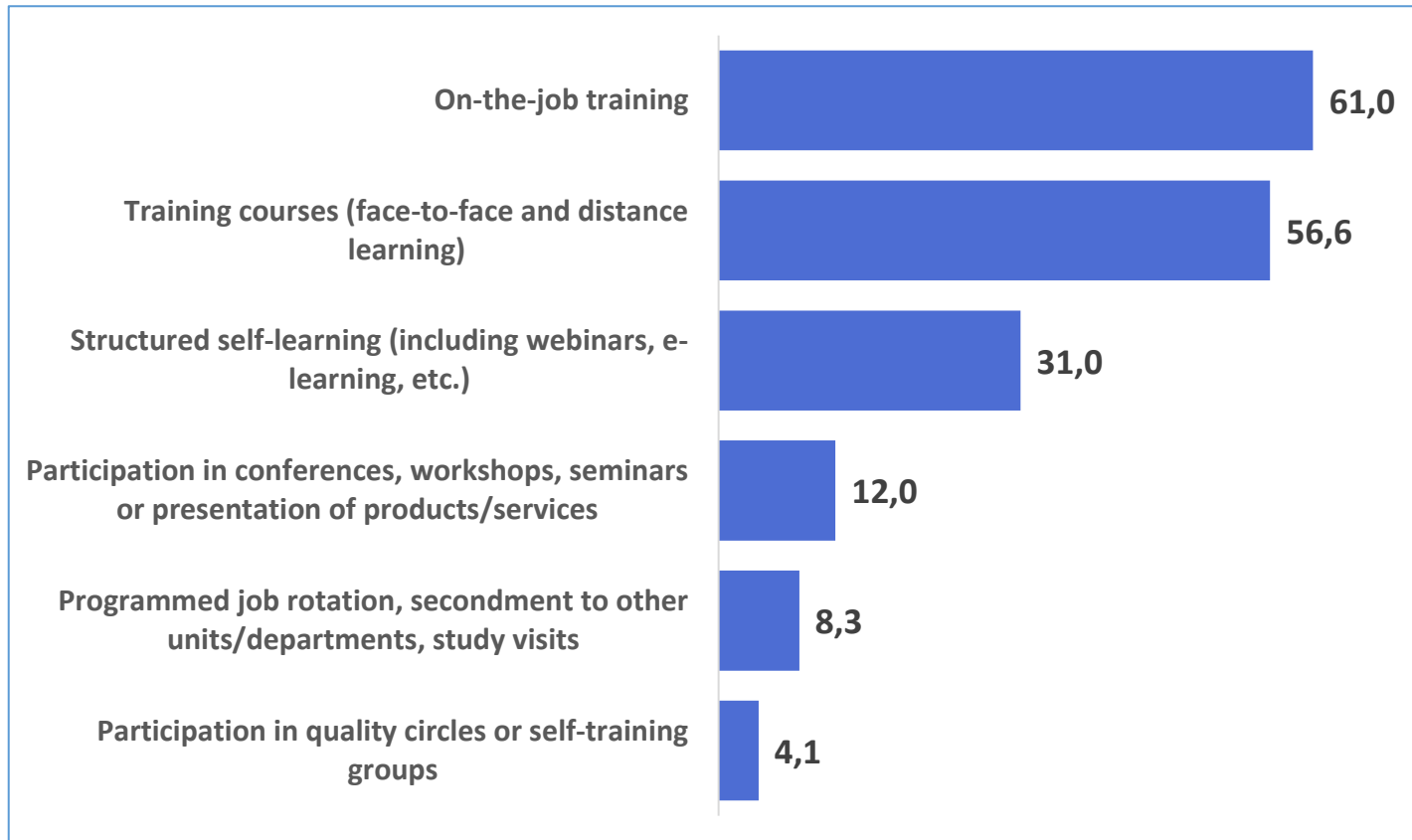
Among the companies that have adopted at least one digital technology in the last three years:

- **58.2%** carried out training activities to adapt the skills of their workers to the innovations introduced;
- about **10%** decided to introduce staff who already possess the necessary skills;
- just **11%** hired and trained new resources.



CHALLENGES OF THE FUTURE (POST-COVID)

6 - THE TRAINING METHODS FOR THE DIGITAL TRANSITION



- Most of the training activities are carried out using **on-the-job** training and training **courses**.
- At national level, there is a slight prevalence of **on-the-job** training.
- **Structured self-learning** follows (quotas just under a third).
- The **other forms of training** are used by less than 12% of companies.

Source: INAPP, INDACO-Imprese 2020



CHALLENGES OF THE FUTURE (POST-COVID)

7 - THE TOPICS RELATED TO DIGITAL TRAINING



Source: INAPP, INDACO-Imprese 2020



CHALLENGES OF THE FUTURE (POST-COVID)

8 - THE DIGITAL TRANSITION: A LOOK TO THE FUTURE

- Over 97.000 companies (almost **50%** of the total) intend to introduce digital technologies in the next three years. Of these, about **79%** declare their intention of **wanting to train** their workers at the same time.
- The technologies on which companies intend to focus most (mentioned by over **40%** of companies) are:
 - business management software
 - cloud solutions
 - cyber-security
 - web connectivity through optical fiber
- The enhancement of the digitization process (**transition from** the exclusive use of **soft to hard** technologies) affects about a quarter of companies (**28.1%**).
- The main choices, among the hard technologies, fall on IT security and web connectivity via 4G/5G.
- The main **obstacles** to the digitalization process remain the perception in the **absence of benefits** deriving from the transition and the insufficiency of **financial resources**.





THANKS FOR YOUR ATTENTION!

by
ROBERTO ANGOTTI (r.angotti@inapp.org) and CONCETTA FONZO (c.fonzo@inapp.org)



www.inapp.org



<https://www.inapp.org/refernet>