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Title:

Inclusive Digital Horizons: Navigating Policy Crossroads in EU and Italy for digital provision of continuing training in the AI Era

Alessandra Pedone

INAPP, Italy; a.pedone@inapp.gov.it

This contribution intricately examines the synergy between digital policies, workforce inclusion dynamics, and the evolving landscape of digital continuing training in the European Union (EU) and Italy. Set against the backdrop of rapid technological advancements, our research endeavours to map the multifaceted trajectory of the digital transition, shedding light on pivotal crossroads where policies intersect to shape the socio-economic landscape. Taking a comprehensive approach, the study analyses the nuanced policies implemented by the EU and Italy, with a particular focus on their impact on workforce integration within the digital realm. Notably, attention is directed towards the domain of digital continuing training, as a crucial component for nurturing adaptability and resilience among workers facing technological disruptions, considering opportunities and challenges. The study examines the evolving landscape of digital training, highlighting the importance of addressing challenges in digital and transversal competencies. It explores the potential of micro-credentials and digital badges in recognizing and certifying skills acquired through targeted short courses. The paper delves into the growing interest in micro-credentials and short learning experiences, accelerated by the post-pandemic landscape's demand for new or renewed skills in education, vocational training, and continuing learning. It aligns with the EU's digital transition initiatives, focusing on skill development policies outlined in the Digital Compass 2030 strategy. The study combines qualitative analysis of policy documents, legislative frameworks, and institutional strategies with quantitative data on workforce participation and digital training initiatives. This interdisciplinary approach provides a holistic understanding of the challenges and opportunities inherent in the digital transition, elucidating key factors influencing the effective integration of workers. In conclusion, the study underscores the pivotal role of continuous training in navigating the digital and AI-driven future. It advocates for a proactive approach to skills development, acknowledging the intersection of human values, ethics, and technological innovation. Continuous training emerges as a strategic resource for individuals and organizations, ensuring a resilient and adaptable workforce in the face of evolving technological landscapes.