



## CREATING THE NEXT GENERATION DIGITAL COMPETENCY WORKFORCE

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**Abstract:** - In this paper, an attempt has been made to critically examine the importance creating the next generation digital competency workforce for Digital India vision and the factors for digital competency engagement and its effectiveness. By limited available literature and research, By increasing digital competency awareness and engagement of citizens in digital oriented education system regarding the outcome of the digital education programme, discipline-orientation and increasing involvement by government in the digital education systems create the next generation competency workforce negotiates different continental, organizational and competency roles in digitalization environments.

The solutions for enhancing the effectiveness of digital competency workforce are a) shifting the focus of education / curriculum / syllabus from conventional learning to skill development, attitude change, goal oriented and client satisfaction. b) Acquiring / engaging / level-up a faculty having a greater practical digital orientation and c) establishing greater connectivity, communication and collaboration between the citizens and the world of 7 Billion population with regard to the economical, effective and state art of ways of working to meet global demands.

**Key Words:** Digital Education, Competency, Workforce, Next Generation

**Introduction:** Today education is inadequate to increase digital competency, which is one of the Key Competences<sup>1</sup>, has been acknowledged as

one of the 8 key competences for Lifelong learning by the European Union. Digital competence can be broadly defined as the confident, critical and creative use of communication to achieve goals related to work, education, employability, learning, leisure, inclusion and/or participation in society. Critical trait for the next generation workforce to ensure active participation in society and the economy.

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Received on: September 2016

Accepted after revision: October 2016

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The important points for creating the next generation digital competency discussed in the paper are:

- I. Perceptions / mind-set / insight regarding the digital competency.
- II. Improving digital oriented infrastructure (for an example internet / smart mobile phones).
- III. Schools / Colleges / Universities / Government / shall be transformed and engaged to align the curriculum design and review to meet Digital India vision.

All these are aimed at improve the current situation of Digital Competency levels as a continuous improvement levels in a good light for creating the next generation digital competency workforce.

**Perceptions / Mind-Set / Insight Regarding the Digital Competency:** In the last 1.5 years, India is connecting, communicating and collaborating with the 7 Billion people around the Globe and for meeting dream of Digital India 2020 vision and aspirations. As per Prime Minister of India Narendra Modi, speaks to Facebook CEO Mark Zuckerberg at Facebook in Menlo Park, Calif, he dreamt of making Digital India a \$20 trillion economy<sup>2</sup>.

With significant changes taking place in Digital trade, service and economy the digital competency skills for next generation workforce are becoming more vibrant and paramount. To cope with the increasing Digitalization / Demography / Demand / De-Regulation Indian organisations are trying out newer and higher enforcement and techniques to deploy and roll-out to imbibe digital education in system. But education system has not been able to keep the speed with the sea change of digitalization.

Change in education system is not competent and cope up but firstly and the most important is change in the mind-set of citizens towards acquiring the digital competency skills is paramount for digital transformation. Academicians / policymakers often tend to brush thinking of roll out digital competency skills and creating next generation workforce. Preparation of crystal clear programmes regarding the

expected outcome of digital competency as well as skills, abilities, attitudes and values of next generation workforce is essential and need of urgency.

Lastly, highlighting that digital competency skill is about essential vital life skills and assets for the next generation workforce.

**Improving Digital Oriented Infrastructure:**

The old generation of any country lives near river and agricultural land and now the perception of digital competent citizens or next generation workforce lives in 'Wi-Fi capitals' & 'high speed digital highways', says Prime Minister Narendra Modi<sup>3</sup>.

On war foot basis we have to prepare and construct the digital infrastructure for our country for catering, connecting, communicating and collaborating with 7 billion world population. As per the digital competency and digital world expectations - the enterprise, the consumer and the government had collaborate by public-private-partnership and build digital oriented infrastructure in-place and in-use.

Digital infrastructure is important and vital for enabling inter and intra communication around the world. With rapid urbanization and growing population, India needs global competent digital infrastructure in coming years. Government / enterprises had to improve an enabling platform that will aid in delivering services to citizens as well as services in healthcare, entertainment and e-commerce. In connection digital class rooms and digital enabled education might enhance the skill,

For an example, Ravi Shankar Prasad, minister of communications and IT, said<sup>4</sup>,

A \$17-billion government program to build a national optical fiber network that will connect India's gram panchayats, or village-level governments, aims to cover the entire country in three years and could be a game changer, an Indian minister told Forbes.

In conjunction with state governments, 20-hour e-literacy training programs<sup>4</sup> in local languages will be conducted in 200,000 community service centers across the country.

**Schools / Colleges / Universities / Government / Shall be transformed and engaged to align the curriculum design and review to meet digital india vision:** Thinking the following are the factors I have made with suggestions for enhancing the effectiveness of the digital competency in our education system and making it more happening to the expectations of the digital world:

- a) Developing a crystal clear expectation of the expected outcome and hence having a clearer inputs and curriculum design
- b) Hiring sound and well trained reputed intellectuals in our education system – who shall bring all required and defined changes.
- c) Greater collaboration between industry and the institutions with regard to digital competency and research. To guide the students and help them to gain meaningful practical learning, in the digital environment also need to be identified. For this type of requirement industry had to be better integrate with education curriculum.

It lacks the incentive to respond to the changing needs of digital world. Though digital education does add value to the citizens, there is considerable scope for improvement.

In following curriculum areas need to focus for developing / re-defining the next generation digital competency skills. Which are important building blocks for digital competence and considered as learning objectives. Since the next generation competency workforce negotiates different continental, organizational and competency roles in digitalization environments.

**Learning / innovation skills:-**Which might be helpful for critical thinking and problem solving, as well as communication and collaboration.

**Information, media and technological skills:-**These are information / media and technological literacy

**Life and career skills:-**Flexibility and adaptability, initiative and self-direction, social and cross-cultural skills, productivity and accountability, leadership and responsibility.

The next generation digital competent workforce shall inspire in the country prospectus and economy as follows:

- Farmers / Students / Citizens connect better way to markets and make them less vulnerable to the whims of weather / employment opportunities.
- Digital literacy – through this citizens shall bind and couple with the Government, from selecting of governments, direction and governance.
- Productivity - through digitalization country productivity and GDP significantly increases.
- Easy to make Business - Digitization is fundamentally reshaping business models. It is lowering barriers to entry and expanding market reach for enterprises.

**Benefits to Be Obtained:-**

**Social benefits:-**Internet provides new opportunities for people to connect with the people they know, with the communities they are interested in, or to create new connections based on their interests.

**Health benefits:-**As already mentioned, the internet increases social quality of life for those far away from their social circles, or those who belong to specific groups. The rise of various communities also provides new support systems for patients with rare diseases, parents with children with diseases, or people in rehabilitation after operations.

**Economic benefits:-**Digital competence has become a major issue for employability, because of the need for digital competency professionals in all sectors and also because it is now used in all types of tasks.

**Civic benefits:-**Digital tools and media provide a vast range of resources, which enables people to access up-to-date information from various sources and therefore be better informed of ongoing events in their country and the world. These tools also empower people to express their concerns and ideas, or report issues more visibly.

**Conclusion:** The main conclusion of the paper was summarized as follows:

- ✓ Assuring digital competence as a fundamental right and must keeping in mind creating next generation workforce. This skill is essential as an instrumental for communication and collaboration, information management, learning and problem-solving and meaningful participation.
- ✓ Digital competence is next level human skill in global platform and paramount concept than other skill. These skills should be integrated in our education system and government shall ensure implementation.
- ✓ Building and improving public-private-partnership for motivating citizens to use digital applications is only a first step for success of this programme.

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