



## *Provincia di Cremona*

### **Settore Lavoro e Formazione**

Dirigente: dr.ssa Barbara Faroni

## **CONCORSO PUBBLICO PER TITOLI ED ESAMI, IN ESECUZIONE DELL'INTESA SOTTOSCRITTA CON REGIONE LOMBARDIA PER IL RECLUTAMENTO DI PERSONALE AGGIUNTIVO PER I CENTRI PER L'IMPIEGO, PER LA COPERTURA DI N. 14 POSTI – CONTRATTO DI ASSUNZIONE A TEMPO PIENO ED INDETERMINATO, PROFILO OPERATORE DEL MERCATO DEL LAVORO CAT. C1.**

### VERIFICA DEL LIVELLO DI CONOSCENZA DELLA LINGUA INGLESE

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#### **Traccia 1**

Future of Jobs Report

The COVID-19 pandemic-induced lockdowns and related global recession of 2020 have created a highly uncertain outlook for the labour market and accelerated the arrival of the future of work. The Future of Jobs Report 2020 aims to shed light on: 1) the pandemic-related disruptions thus far in 2020, contextualized within a longer history of economic cycles, and 2) the expected outlook for technology adoption jobs and skills in the next five years.

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#### **Traccia 2**

Future of Jobs Report

Despite the currently high degree of uncertainty, the report uses a unique combination of qualitative and quantitative intelligence to expand the knowledge base about the future of jobs and skills. It aggregates the views of business leaders—chief executives, chief strategy officers and chief human resources officers—on the frontlines of decision-making regarding human capital with the latest data from public and private sources to create a clearer picture of both the current situation and the future outlook for jobs and skills.

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#### **Traccia 3**

Future of Jobs Report

The report's key findings include: The pace of technology adoption is expected to remain unabated and may accelerate in some areas. The adoption of cloud computing, big data and e-commerce remain high priorities for business leaders, following a trend established in previous years. However, there has also been a significant rise in interest for encryption, nonhumanoid robots and artificial intelligence.

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## **Traccia 4**

Future of Jobs Report

Automation, in tandem with the COVID-19 recession, is creating a 'double-disruption' scenario for workers. In addition to the current disruption from the pandemic-induced lockdowns and economic contraction, technological adoption by companies will transform tasks, jobs and skills by 2025. Fortythree percent of businesses surveyed indicate that they are set to reduce their workforce due to technology integration, 41% plan to expand their use of contractors for task-specialized work, and 34% plan to expand their workforce due to technology integration.

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## **Traccia 5**

Future of Jobs Report

A significant number of business leaders understand that reskilling employees, particularly in industry coalitions and in publicprivate collaborations, is both cost-effective and has significant mid- to long-term dividends—not only for their enterprise but also for the benefit of society more broadly. Companies hope to internally redeploy nearly 50% of workers displaced by technological automation and augmentation, as opposed to making wider use of layoffs and automation-based labour savings as a core workforce strategy.

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## **Traccia 6**

Future of Jobs Report

The window of opportunity to reskill and upskill workers has become shorter in the newly constrained labour market. This applies to workers who are likely to stay in their roles as well as those who risk losing their roles due to rising recession-related unemployment and can no longer expect to retrain at work. For those workers set to remain in their roles, the share of core skills that will change in the next five years is 40%, and 50% of all employees will need reskilling.

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## **Traccia 7**

Forecasts for Labour Market Evolution in 2020-2025

Over the past five years, the World Economic Forum has tracked the arrival of the future of work, identifying the potential scale of worker displacement due to technological automation and augmentation alongside effective strategies for empowering job transitions from declining to emerging jobs. At the core of the report and its analysis is the Future of Jobs survey, a unique tool which assess the shortand long-term trends and impact of technological adoption on labour markets.

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## **Traccia 8**

Forecasts for Labour Market Evolution in 2020-2025

The past two years have seen a clear acceleration in the adoption of new technologies among the companies surveyed. Cloud computing, big data and e-commerce remain high priorities. However, there has also been a significant rise in interest in encryption, reflecting the new vulnerabilities of our digital age, and a significant increase in the number of firms expecting to adopt nonhumanoid robots and artificial intelligence, with both technologies slowly becoming a mainstay of work across industries.

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## Traccia 9

Forecasts for Labour Market Evolution in 2020-2025

Artificial intelligence is finding the most broad adaptation among the Digital Information and Communications, Financial Services, Healthcare, and Transportation industries. Big data, the Internet of Things and Non-Humanoid Robotics are seeing strong adoption in Mining and Metals, while the Government and the Public Sector industry shows a distinctive focus on encryption. These new technologies are set to drive future growth across industries, as well as to increase the demand for new job roles and skill sets.

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## Traccia 10

Forecasts for Labour Market Evolution in 2020-2025

A substantial amount of literature has indicated that technological adoption will impact workers' jobs by displacing some tasks performed by humans into the realm of work performed by machines. The extent of disruption will vary depending on a worker's occupation and skill. Data from the Forum's Future of Jobs Survey shows that companies expect to re-structure their workforce in response to new technologies.

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## Traccia 11

Forecasts for Labour Market Evolution in 2020-2025

The companies indicate that they are looking to transform the composition: introduce further automation, reduce the current workforce (43%) or expand their workforce as a result of deeper technological integration (34%), and expand their use of contractors for task specialized work (41%). The reallocation of current tasks between human and machine is already in motion. By 2025 the average estimated time spent by humans and machines at work will be at parity based on today's tasks.

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**NON ESTRATTA**

## Traccia 12

Emerging and declining jobs

We estimate that by 2025, 85 million jobs may be displaced by a shift in the division of labour between humans and machines, while 97 million new roles may emerge that are more adapted to the new division of labour between humans, machines and algorithms. The leading positions in growing demand are roles such as Data Analysts and Scientists, and Machine Learning Specialists, Robotics Engineers, Software and Application developers as well as Digital Transformation Specialists.

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## Traccia 13

Emerging and declining jobs

Job roles such as Process Automation Specialists, Information Security Analysts and Internet Specialists are newly emerging with a growing demand from employers. A set of roles are distinctively emerging within specific industries. This includes Materials Engineers in the Automotive Sector, Ecommerce and Social Media Specialists in the Consumer sector, Renewable Energy Engineers in the Energy Sector, Biologists and Geneticists in Health.

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## **Traccia 14**

Emerging and declining jobs

Emerging professions reflect the adoption of new technologies and increasing demand for new products and services. Job roles such as Biologists and Geneticists in Healthcare reflect the trajectory towards areas of innovation and growth across multiple industries and the acceleration of automation as well as the resurgence of cybersecurity risks. At the opposite end there are roles which are being displaced by new technologies: Data Entry Clerks, Administrative and Executive Secretaries.

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## **Traccia 15**

Emerging and declining jobs

Emerging professions reflect the adoption of new technologies and increasing demand for new products and services, which are driving greater demand for green economy jobs, for data economy, as well as new roles in engineering, cloud computing and product development. In addition, the emerging professions showcase the continuing importance of human interaction in the new economy through roles in the care economy; in marketing, sales and content production.

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## **Traccia 16**

Emerging and declining jobs

By analysing these career pivots—instances where professionals transition to wholly new occupations—it becomes apparent that some of these so-called 'jobs of tomorrow' present greater opportunities for workers looking to fully switch their job family and therefore present more options to reimagine one's professional trajectory, while other emerging professions remain more fully bounded.

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## **Traccia 17**

Emerging and declining jobs

The ability of global companies to harness the growth potential of new technological adoption is hindered by skills shortages in the local labour market. In the absence of ready talent, employers provide access to reskilling and upskilling to 62% of their workforce, and that by 2025 they will expand that provision to a further 11% of their workforce. However, only 42% of employees accept reskilling and upskilling opportunities.

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## **Traccia 18**

Public and Private Sector Pathways to Reviving Labour Markets

The challenges facing labour markets today are significant but not insurmountable. To jointly lead economies and societies to greater prosperity, the public and private sector will need to tackle the factors that lead to the misallocation and waste of human capabilities and potential. For over half a century, economic thinkers have been able to track the benefits of expanding human skills and capabilities to economic prosperity.

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## **Traccia 20**

Pathways to Reviving Labour Markets

To harness human potential towards greater prosperity and inclusion, leaders will need to shift talent from areas of decline to areas of growth in the economy. They will be called on to create effective systems for upgrading individual's skills and capabilities in line with emerging skills demand—in

essence, expanding access and delivery of mid-career reskilling and upskilling through private and public sector investment and to ensure that such efforts by workers are rewarded with adequate job opportunities.

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**NON ESTRATTA**

### **Traccia 21**

From temporary public policy relief to long-term solutions

The Covid-19 pandemic has highlighted the lack of mechanisms to support workers through mid-career transitions and to ensure adequate social protection. What is needed is fundamental reform—or, more accurately, a revolution in the way education and training systems, and in how they interact with labour market policies and business approaches to training workers with new skills, including new temporary measures put in place since the onset of COVID-19.

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### **Traccia 22**

From temporary public policy relief to long-term solutions

Reacting to the current social and economic crisis, countries across the globe have announced packages of emergency fiscal and monetary measures of unprecedented scope, and the pandemic has led to the temporary adoption of measures enhancing social safety nets for workers and families. Governments and central banks have implemented fiscal and monetary packages to counterbalance the economic impact of the pandemic as well as to protect workers.

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**NON ESTRATTA**

### **Traccia 23**

From temporary public policy relief to long-term solutions

According to recent estimates by the IMF (International Monetary Fund), close to \$11 trillion has been deployed through direct fiscal impulse and liquidity measures aimed at supporting households and businesses through the crisis. The fiscal measures implemented by G20 countries in 2020 are larger than those taken during and just after Global Financial Crisis in 2007–2008.

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### **Traccia 24**

From temporary public policy relief to long-term solutions

While some social protection policies are remedial and short term, not all support can be temporary in nature. When it comes to long-term sick leave, disability leave or long-term unemployment, social protection becomes a fundamental pillar of the support for its citizens. To support those who are or will be unemployed in the short term due to the recession and technological change, societies will need to rebalance current public spending and consider expanding fiscal room through effective and appropriate taxation.

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### **Traccia 25**

From temporary public policy relief to long-term solutions

A number of countries have in recent years developed innovative funding mechanisms to finance reskilling and upskilling of workers through Training in order to support workers and industries. At the end of 2019, France created an individual skills account with an integrated mobile application dedicated

to vocational training and lifelong learning. 28 million full- and part-time workers will receive €500 annually directly into their skills account to spend on upskilling and continuous learning.

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### **Traccia 26**

Investment into employee reskilling and upskilling

As changes to work accelerate in today's labour market, workers pivot between professions with significantly different skill sets, and navigate mid-career job transitions accompanied by substantial reskilling and upskilling. The necessary reskilling and upskilling demands substantial attention and systemic solutions to funding the job transitions which the current labour market context requires at an unprecedented pace and scale.

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### **Traccia 27**

Investment into employee reskilling and upskilling

A number of companies have in recent years experimented with a range of approaches to reskilling and upskilling. The role of companies in such a programme can be to directly drive such efforts and define the approach to reskilling and upskilling. In one example, Telecommunication company AT&T has worked with Udacity to create 50 training programmes designed to prepare individuals for the technical careers of the future which are relevant to AT&T's future workforce and digital strategies.

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