ELEARNINGNEWS ARTICLE

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How to manage lifelong learning in the fourth industrial revolution?

The eLearning response to the request for continuous professional training

Today more than ever, through the so-called "fourth industrial revolution", **lifelong learning** is increasingly important for **career development**. The world of work we are heading towards is a context characterized by continuous change and people are at the centre of this change: "n*ew professional profiles will be required to manage automation processes, and at the same time other tasks, especially the more routine jobs, will cease to exist* ", reports Corriere della Sera.
In accordance with this, the report "Unlocking Growth in the Human Age" "*shows that "71% of interviewed Italian managers expects to see one out of five professional figures to disappear in their company by 2023*".

In such a scenario, the importance of "*constantly updating your own skills, remaining professionally competitive and able to retrain and acquire new skills*" is clear. To date, companies are not always reactive in promoting the training needed by employees: the Mercer report shows that "*only 31% of companies are giving increasing access to learning courses, even online*".

"*Digital transformation is changing the world of education in various ways* - explains Fabio Costantini, Randstad's Chief Operation Officer - *and eLearning, today, is one of the opportunities for the continuous training of different users: students, workers or anyone who wants to update their skills and improve their professional and personal path* ".

Starting from this vision, this Dutch multinational that deals with Human Resources has launched a new e-commerce site, **Competence**, that offers **eLearning courses on various topics**: courses of languages, computer science, soft skills, security, but also orientation and tutoring paths for students who finish secondary school and must make an important choice for their future.

"*In the moment when boys complete school courses and are ready to face the world of work* - adds Costantini - *the first major obstacle they find is to use the so-called soft skills to enter the working environment*".

Moreover, the "Future of Jobs" report of the World Economic Forum states that, from 2020, soft skills will become central in every work context. These skills can not be learned on school books and the report defines ten of them: problem solving, critical thinking, creativity, people management, coordination with others, emotional intelligence, ability to judge and make decisions, service orientation, negotiation, flexibility.

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