Automation And Its Consequences On Employment In The Skilled Economy

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# Introduction

 One of the key things that is needed to be kept in mind when one looks at the technology and innovation is that what sort of disruption that it is going to create. Either it is going to bring about positive changes and make life easier for the people, or it might prompt for the more difficult solutions and might create negative disruptions (Adam and George, 2018). Regardless of that, automation is something that is bound to happen no matter what the stakeholders and the societal views are going to be (Adam and George, 2018). One of the major reasons that the automation would be playing a major role in the future is due to the fact that all of the stakeholders are going to have, Especially in the context of the skilled workers, it is yet to be seen that what value technology is going to be creating at the broader level and what would be the major changes. Specially the skilled workers and how it would bring about the changes in the way skilled people are going to face changes (Adam and George, 2018). It is also likely that the government will support new business as it aligns with the governments aim of minimizing the burden of jobless workers.

# Nature and Extent of the Problem

 It has to be noted that the problem is quite complex when one keeps in mind the fact that what is going to be defined as the skilled worker in the future. The problem is that in the context of the modern societal problems is that how one is going to be defined as the skilled worker. There is a likelihood in the future that some of the jobs that are perceived to be skilled are going to be replaced by the machine. So, this definition and distribution is going to be carried out is one of the major concerns of all the stakeholders. Not only that, the other problem that is going to be faced is that how the right sort of balance is going to be created (Adam and George, 2018). As the organizations are going to be integrating becoming more technologically apt, there is going to be tendency on their part. And when that is going to be happening, they would be less inclined to think about the broader societal consequences of their actions and how it is going to reflect upon their thought process at the given point of time. So, this is the major problem. Lot of professions like Finance and law are perceived to be as the one that fall under the domain of the skilled workers, but if one keeps in mind the fact that automation is going to take their places and jobs away from them as well. So, there is a future dilemma that is going to be faced by these businesses and the organizations and how they manage this complex issue is something that would be interesting to be looked at. The way allocation of the resources is going to be done as well as the way management of the resources are being done at the level of the organizations would be other major concern that would be faced by the different stakeholders at the given point of time (Adam and George, 2018).

# Systematic Application of the Frame Creation Approach

 One of the ways through which this situation can be handled is by making sure that all the underlying stakeholders that are in the position to the decision making should come up with the methodology through which the integration of the technology and automation is going to be done at the level of the organization (Alexander, 2015). Not only that, the frame creation approach and the PEST analysis have showed that if the integration of the automation is being done in the right manner. There are lot of business opportunities that the user can make a decision upon at the given point of time (Adam and George, 2018). The idea is to make sure that how the skill development rationale is needed to be carried out by the user and how they can make sure that the framework can be created for the businesses that is going to make sure that the existing businesses are in the position to ensure that the better educational ventures are setup to ensure that the some sort of balance is achieved with regards to the way things are managed at the given point of time (Alexander, 2015). The career transition support and the other support services are such that no matter what the state of the automation in the economy is, these are some of the roles that are always going to be sought after and needed by the different stakeholders (Adam and George, 2018). What is needed to be done is to make sure that some sort of balance is needed to be achieved with regards to how it is going to be made sure that the framework is adopted that allows the integration of all the stakeholders to be made possible at the given point of time. This new business opportunity will focus on imparting new skills to potential job seekers while providing them with career counselling/guidance service to navigate through the transitional process. This service will be offered to customers through an online interactive learning portal and wherever necessary, learners will be directed to suitable training institutes advance their skill sets. In addition, a general awareness programme on career transition process will be offered to all interested persons.

# Degree of Attractiveness of the entrepreneurial Opportunities

 Even though it would be quite hard to make sure that the right claim can be made about the business opportunities that are existing in this regard, it would be quite possible that there are lot of roles that exist in the economy that no matter what is the state of the technology, these roles are going to be needed and required at the given point of time (Alexander, 2015). The idea must be to make sure that the transformation and change management that comes with these roles has to be managed in the right manner. There has to be willingness on the part of the state actors with regards to how these rationales are being made (Adam and George, 2018).

# Efficiency of the Suggested Solution

 In order to be precise about the efficiency of the suggested solution to be made, it is important that some sort of market assessment is carried out in this regard. There is a need to make sure that the effort is made that the exact demand for the support services and the transition services are being made (Kees, 2015). At the same time, even though these transition services have gained considerable opportunities among the part of the different stakeholders, the fact remains that without carrying out much of an effort when it comes to the determination of the market size, no exact idea can be made with regards to how these problems are going to be resolved at the given point of time. There exists a market and there is a basic insight but its effectiveness or the fact that how efficient they are going to turn out is something that is needed to be determined closely at the moment.

# Project Insight from the Value Creation Services

 The first thing that is needed to be kept in mind here is that how the value creation is going to be measured when it comes to these projects. The problem that is being faced by more or less all the stakeholders is that there is not a criterion through which the determination can be made that what sort of value creation is made possible when these initiatives are carried out. The idea is that how the transition and change management is going to be made easier for the people. And with the limited research and information that is accumulated in this regard, The idea is that how the new skills are going to be imparted to the people who are facing some sort of the flux due to the automation, but the specifics are needed to be worked out regarding what exact skill are going to be imparted to them. Without this determination, it would be quite hard to make sure that the determination of the success of this project or idea can be made.

# Conclusion

 In the hindsight, it can be said that at the moment, there exists considerable challenges to the job market when one talks about some of the changes that are going to be evident due to the presence of the automation in the job market level. What is needed is that the market research is needed to be carried out to determine what sort of value is going to be created with the presence of the existing solutions. Whether they provide any crucial output in terms of the value and how they are going to be aiding through the transition process.

**References**

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