

In recent time, the stylized facts show that high skilled labour has seen a general uprise in supply compared to the past decade and that many instances of technological change seem to save especially low skilled labour, leading to a general tendency for low - skilled labour to capture a smaller share of the total economic value. Disruptive changes to business models will have a profound impact on the employment landscape in the following years. Many of the major drivers of transformation currently affecting global industries are expected to have a significant impact on jobs, ranging from significant job creation to job displacement, and from heightened labour productivity to widening skills gaps. In many industries and countries, the most in-demand occupations or specialties did not exist 10 or even five years ago, and the state of play is expected to accelerate. By one popular estimation, 65% of children entering primary school today will ultimately end up working in completely new job types that did not yet exist. In such a rapidly evolving employment landscape, the ability to anticipate and prepare for future skills requirements, job content and the aggregate effect on employment are increasingly critical for businesses, governments and individuals in order to fully seize the opportunities presented by these trends—and to mitigate undesirable outcomes.

Past waves of technological advancement and demographic change have led to increased prosperity, productivity and job creation. This does not mean, however, that these transitions were free of risks or difficulties. Anticipating and preparing for the current transition is therefore critical. As a core component of the World Economic Forum's Global Challenge Initiative on Employment, Skills and Human Capital, the Future of Jobs project aims at bringing specificity to the upcoming disruptions of the employment and skills landscape in industries and regions—and at stimulating deeper thoughts about how business and governments can manage this change. The industry analysis presented in this Report will form the basis of dialogue with industry leaders to address industry-specific talent challenges, while the country and regional analysis presented in this Report will be integrated into national and regional public-private collaborations to promote employment and skills.

AIMS

SmartEIZ project's activity, the two days training workshop (TW) about Smart Skills will be held in October 2017, at the Institute of Economics, Zagreb.

This specialised TW will be related to upgrading Skills within Smart Specialisation Strategy in Croatia. Key focus of this TW is exploring various aspects of skills policy (designing and implementing) related to smart industrial specialisation and digital transformation strategies in Croatia.

So we would like to explore how the recent trends in terms of labour supply and other trends (such as the increasing knowledge intensity of the economy) generally lead to skills mismatch (an inefficient allocation of skills across the many tasks that are performed in an economy), and how this may be addressed by public policy.

This TW aims at serving as a call for action. While the implications of current disruptions to business models for jobs are far-reaching, even daunting, rapid adjustment to the new reality and its opportunities are possible, provided concerted effort by all the stakeholders. By evaluating the future labour market from the perspective of some of the world's largest employers we hope to improve the current stock of knowledge around anticipated skills needs, recruitment patterns and occupational requirements. Furthermore, there is the hope that this knowledge can incentivize and enhance partnerships between governments, educators, training providers, workers and employers in order to better manage the transformative impact of the Fourth Industrial Revolution on employment, skills and education.

Moreover, this TW will present different perspectives on smart skills, in particularly entrepreneurship as a key competence, by sharing good practice, inspiring examples and strategies, impactful researches and by identifying success factors that could serve as an inspiration for further developments in the field.

Speakers will explore to what extent being located in a territory is value-relevant for a company. Secondly, to understand if a company is aware of, and how it can sustain, the territorial tangible and intangible assets present in the economic area in which it is located. This can have some policy implications: developing effective initiatives to support and guide a sustainable territorial capital growth. Implications for managers and investors: improving managerial and investors' decisions by disclosing a complete picture of the enterprise, also outside the firm boundaries.

Smart Skills TW will cover the following area/topics:

- The Future of Jobs. Employment, Skills and. Workforce Strategy for the Fourth Industrial Revolution;
- The impact of skill formation policies on innovation;
- Employment, Skills and Productivity;

- Unemployment and Skill Mismatch;
- Global Value Chain, on Internationalisation Processes, on Human Capital in Firms' Internationalisation Strategies;