

Operational  
Impact that  
Transforms  
Hearts and  
Minds



## EMPLOYEE 4.0

Robotics, Artificial Intelligence, Data, Virtual Eco-Systems, Rapid Prototyping. All of these are components of Industry 4.0 or as others may refer to it, the fourth industrial revolution.

Industry 4.0 follows the innovations of:

Water and Steam Power in Industry 1.0

Electrical Power in Industry 2.0

Information Technology and Electronics in Industry 3.0

It is an evolution in industry that has a massive impact on the automotive, engineering, manufacturing and logistics sectors in particular. Modern manufacturing is evolving to place a high value on technology, virtual ecosystems, robotics and on demand customisation. The introduction of these new advancements bring with it the demand for a new kind of employee; Employee 4.0.

## CAREERS IN INDUSTRY 4.0:

As the UK rapidly converts to a new type of industrial economy of automation and workflow optimisation, low skilled jobs are starting to disappear. Careers in Industry 4.0 are highly technical that require some post secondary school education and a mix of hard and soft skills. Skills such as problem solving, creativity, collaboration and digital skills are all essential to the new Employee 4.0.

There is a growing skills gap in UK manufacturing perpetuated by lack of training on new skills, a quickly retiring workforce and a lack of new skilled workers to fill the gap.



# THERE ARE MANY PARTS IN THE INDUSTRY 4.0 ECO-SYSTEM

Each element represents a small but substantial evolution for manufacturing and impacts what Employee 4.0 needs to know and do to succeed in and enhance their future employability.

## AUTOMATION

- Clean Technology
- Efficiency
- Robotics
- Self learning
- Decentralisation
- Artificial Intelligence
- Productivity
- Smart Networking
- Wireless Communication

The changes Employee 4.0 will feel from Industry 4.0 will not stop at what has already taken place. Manufacturing will continue to evolve and require new skills from its workforce. To keep up, employers, employees and educators need to commit to evolving continuously. The workforce will need to adapt a mindset of lifelong learning.

## THE TOP 10 SKILLS REQUIRED FROM EMPLOYEE 4.0

- |                              |                                  |
|------------------------------|----------------------------------|
| 1. Complex problem solving   | 6. Emotional Intelligence        |
| 2. Critical Thinking         | 7. Judgement and decision making |
| 3. Creativity                | 8. Service orientation           |
| 4. People Management         | 9. Negotiation                   |
| 5. Co-ordinating with others | 10. Cognitive flexibility        |

The responsibility of lifelong learning will not be solely down to Employee 4.0. Employers must support continuous learning through policies and practices, including investment in skills development via apprenticeships and other workforce development programmes

Talk to us today to find out more information on how our commercial staff development programmes and apprenticeship programmes can support your organisation staff development initiatives.

## ALCHEMIST LEARNING AND DEVELOPMENT

Alchemist Consultants team the best practices in teaching and training together with a high quality curriculum that focusses on the quick development of critical skills.

Our 'Learning and Development' programmes address skills, behaviours, attitudes and competencies.

The primary aim of all of our 'Learning and Development Programmes' is to enable deployment that really engages people to achieve results. Our learning approach is one of 'learning by doing', where we not only teach the theory, we also maximise hands on practical methods

We establish a symbiotic relationship with our clients to share our knowledge, expertise and resources to implement skills development programmes that produce the next generation of manufacturing employees.

## GET IN TOUCH:

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