



HOW INDUSTRY 4.0 CAN HELP
MANUFACTURERS SOLVE WORKFORCE
MANAGEMENT CHALLENGES



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INTRODUCTION

The manufacturing industry is currently facing severe challenges due to the rising population of baby boomers coupled with the cohort of young operators and engineers with comparatively lesser expertise and skill in the sector. Manufacturing companies are unable to find the right talent to meet the current job requirements. This results in manufacturing companies struggling to function with a workforce that is smaller than the ideal number. One of the key solutions to such predicament is technology.

Industry 4.0 includes technologies amplify the contributions of every employee, from the highest skilled engineer to the entry-level operator, increasing their productivity, so manufacturers can do more with fewer employees.



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Industry 4.0 represents the fourth revolution that has occurred in manufacturing. Industry 4.0 focuses heavily on interconnectivity, automation, machine learning, and real-time data. Also referred to as IIoT or smart manufacturing, industry 4.0 connects physical production and operations with smart digital technology, machine learning, and big data to create a more holistic and better connected ecosystem for companies that focus on manufacturing and supply chain management. Industry 4.0 isn't just about investing in new technology and tools to improve manufacturing efficiency—it's about revolutionizing the way your entire business operates and grows.

WHAT IS INDUSTRY 4.0?

ALL YOU NEED TO KNOW...





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Industry 4.0 in solving workforce management challenges



Institutionalizing intellectual property

One of the key challenges associated with having a skilled and older workforce is that the company becomes excessively dependent on them to maintain their intellectual property. They tend to have tremendous domain knowledge manufacturing processes and recipes which differentiates the company's product from that of their competitors. If there is no process in place to effectively transfer it to young engineers, the company could be at risk. By adopting more data-driven practices and principles, companies can easily transfer domain knowledge from the workforce to the manufacturing system, making it easier for domain experts to access and use them. once the domain knowledge is captured and made instantly available through advanced manufacturing systems, employees throughout the company also gain access to it, fostering a culture of data transparency.



Attracting high-skilled talent

Recruiting young, skilled talent has become increasingly difficult as the pool of young engineers and skilled workers seeking manufacturing jobs is unfortunately small. Updating your factory tooling, automation and software with the latest industry 4.0 technologies will help attract the young talent that has grown up with digital technologies and is extremely computer savvy.

Gain first-mover advantage

As they struggle to fill talent gaps, manufacturers are also wasting the talent they have on staff. In several manufacturing companies, it has been identified that most skilled engineers spend a considerable amount of their time looking for information to solve problems. Which means rather than utilizing time on solving problems and improving products/ processes, the skilled workforce is spending more time digging through old systems that require more time to extract data. With the help of industry 4.0 technologies, manufacturers can eliminate the time-wasting search, making data and information immediately available while instantly helping to address their workforce management challenges.

Improving workforce skills

Investing in data solutions and technologies has a bonus benefit for the lower skilled operators on the factory floor. As domain knowledge of the highly skilled engineers and manufacturing professionals are collected and maintained in manufacturing systems, lower skilled operators gain access to it. This also addresses two issues. Firstly, the difficulty of learning highly specialized processes contributes to high turnover among new employees. With knowledge built into the system, new hires can learn more quickly, thereby they don't get discouraged and quit. Secondly, once trained on the fundamentals of the process, engineers and operators can leverage digital technology to learn from the system, increasing their skills to the benefit of themselves and the company.



CONTACT INFO

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