

## **Industry 4.0: Getting Your People Ready**

Industry 4.0 is the buzzword now in industry, but what is the important information that you need to know about it? Firstly, the target market segments for Industry 4.0 are manufacturing and manufacturing-related services.

However, the deciding factor for Industry 4.0 is not technology alone. According to the readiness assessment (RA) criteria model, the core consists of three shift factors, which are technology (50%), People (20%) and Process (30%).

With the increased use of automation and digitalisation, workers have to equip themselves with the right tools and skills to remain relevant. Industry 4.0 will generate new types of jobs, which need new skill-sets. The way people work will be transformed forever.

Therefore, besides adopting new technology, companies must also get their people ready for Industry 4.0. This entails devising strategies towards having a suitable set of workforce. This means retraining and upskilling the existing workforce, while also recruiting new employees to take on new specialised roles.

If you are intending to send your employees for training or upskilling, there are numerous Industry 4.0 training courses in the market now which are HRDF claimable. All you have to do is a Google search.

On the other hand, the Malaysia Automotive, Robotics and IoT Institute (MARii) provides Industry 4.0 training for school leavers. MARii launched the Industry-led Professional Certificate Industry4WRD (IPC Industr4WRD) in August 2019. The programme is structured especially for school leavers, focusing on Industry 4.0-compliant skills to meet demands as the industry moves towards an increase in automation and smart manufacturing processes.

Upon completion of the 14-day theoretical sessions, participants will undergo on-job-training (OJT) in various industries for a period of 150 days (5 months) to experience real-world work environments, culture and work processes as trainees.

Anticipating that Industry 4.0 will require businesses to embrace new technologies and new systems, MARii started its Industry 4.0 programme in 2016 to help the industry players to acquire the necessary new skills in order to be well prepared for the new developments. MARii's programme caters to nine pillars to accelerate the adoption of Industry 4.0 in the automotive industry. The nine pillars are Big Data, Cloud Computing, System Integrator, Additive Manufacturing, Internet of Things, Cybersecurity, Simulation, Autonomous Robots, and Augmented Reality.

Starting in 2018, MARii has provided Additive Manufacturing Training and Augmented Reality Workshops. The development of the required human capital is a crucial part of the evolution towards achieving Industry 4.0. It is better to start now by sending your staff for training in gradual stages than wait until much later. To find out more about the National Policy on Industry 4.0 (Industry4WRD), you can read the MITI booklet and also the MPC brochure. If you are interested to find out more about MARii's technology adoption programmes, you can visit its website at [www.marii.my](http://www.marii.my), or contact MARii through its various social media channels at @MARiiMalaysia (Facebook, Twitter, LinkedIn, YouTube and Instagram).

The Ministry of International Trade and Industry (MITI) is driving the Industry4WRD initiative to transform the manufacturing industry in Malaysia towards Industry 4.0 adoption. To find out how you can be ready for industry 4.0, visit MITI's website at <https://www.miti.gov.my/index.php/pages/view/4832>.