

# Festo Training and Consulting

## From industry – for industry



TCM231

### Industry 4.0: Strategic competency management

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In many companies, Industry 4.0 has significantly impacted how work gets done. Professions and professional responsibilities are changing, new tasks are being created, and existing ones are either no longer required or are decreasing in significance. Mere qualification is not enough to integrate employees into this process of change and fully prepare them for their new job requirements.

Knowledge is not the only important consideration; employees also must be able to put their knowledge into practice. Moreover, they need to be prepared to do so. Because of this, companies must strategically address the competencies that will be required of their employees to confidently and capably handle Industry 4.0 solutions.

The training introduces strategies for competency development regarding I4.0 requirements. As a result, participants will be able to determine their company's actual competency profile and know how to develop it.

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## **Industry 4.0: Strategic competency management**

### **Training content**

- Strategic competency management: Introduction and overview
- Defining job requirements for Industry 4.0 solutions
- Defining required competency profiles and competency levels for selected tasks
- Determining an actual competency profile
- Planning and designing competency development
- Evaluating competency development

### **Training outcomes**

After completing this training course, the participants:

- are able to determine how Industry 4.0 has changed their tasks at their company
- are able to design the corresponding desired competency profiles and determine the required competency levels
- are able to determine their company's actual competency profile, implement suitable measures for employee competency development, and evaluate their progress

### **Target group**

Executives, plant and operations directors, HR, and HR development directors

### **Duration**

1 day



All Festo Didactic training courses offer the following additional benefits:

- Post-tests can additionally be used to monitor the training effectiveness
- Our trainings can be customized and carried out worldwide (on demand)
- Trainings take place with real industrial components, used in a safe environment
- Our trainers are certified according to our internal trainer qualification „Festo Certified Training Professional“ and have many years of industrial experience