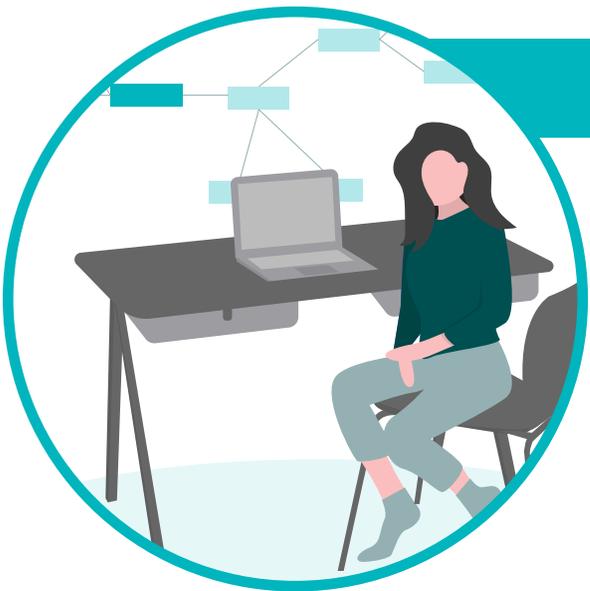


# How to Prepare Your Organization for Industry 4.0

Industry 4.0 represents the fourth industrial revolution – centered around connecting the material and digital worlds – creating smart factories powered by integrated sensors, artificial intelligence, robots, advanced data analytics, and people.

To prepare your workforce for these fundamental changes in work, you need to focus on the 21st century version of the **3 Rs**.



## Retain. Retrain. Recruit.

Your existing employees have a deep understanding of your business, policies, and workflows - bringing unique value to your organization. Employee value never ends at the job title.



**Retain existing employees and provide them clear paths to futureproof Industry 4.0 careers.**

Job requirements are changing. Your employees existing skills and competencies have plenty of crossover potential. Retain your existing employees by finding ways to retrain them to maximize their skillsets.



## Retain. Retrain. Recruit.



**Retraining and reskilling should be a continuous process for all organizations.** Increasing internal mobility is the key to a workforce that's prepared to respond to the demands of Industry 4.0 and the future of work as a whole.

Have a plan that allows every worker to grow and transition into new roles and ensures they're aware of the opportunities available. Consider an apprenticeship program for your current employees. Not only are higher skilled workforces more productive, they're more engaged and satisfied, increasing retention.



## Retain. Retrain. Recruit.



**A robust recruiting strategy is crucial to maximizing your competitive edge.** Many Industry 4.0 jobs require a new set of technical skills. Recruit and hire workers based on soft skills and competencies that are applicable to a wide variety of tasks while simultaneously creating and leveraging apprenticeships to attract new workers and provide them on the job technical skills training.



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