FURTHER TRAINING 4.0 IN MANUFACTURING

Application for the manufacturing industry - lifelong industrial learning with digital learning arrangements

SUMMARY

The aerospace supplier Arconic is conducting a further training campaign 4.0, tailor-made by a team of qualified internal trainers and process designers, for industrial employees at five different levels in manufacturing. Digital learning arrangements are used for this purpose. Modernized manufacturing processes and products with digital features require industrial employees to master new technologies and processes.

CURRENT SITUATION

Small and medium-sized enterprises (SMEs) must meet the requirements of large OEM customers for product features and service offerings that can be incorporated seamlessly into their modernized, digitalized processes. The industrial employees of the SME suppliers, most of them semi-skilled workers, must therefore be prepared for the introduction of modern technologies (e.g. collaborative robots, control tasks) and changed tasks and workflows.

PROJECT DESCRIPTION

The project encompasses the modernization of the manufacturing technology and organization (lean) and its increasing digitalization for the purpose of enhancing the customer benefit. The reorganization is accompanied right from the outset by the internal further training of industrial employees as the basis for active codetermination. Learning principles are proximity to the workplace and the use of digital media.

SOLUTION

A qualified lean process designer coordinates implementation planning in conjunction with executive management. A tailor-made further training concept is developed in parallel with the planning of the new manufacturing processes in conjunction with external partners (universities, Chambers of Commerce and Industry, etc.). The internal training team makes training modules available via a learning platform, designs a realistic learning environment in manufacturing, and trains manufacturing employees at five different levels, ranging from safe conduct in the modern technological environment through to maintenance, programming and troubleshooting tasks.

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INDUSTRIE 4.0 – FEATURES

Digitally supported further training process 4.0 for industrial employees, classroom with digital learning programs directly in the production building, fair application procedure and standardized process for selecting employees to qualify as trainers or for one of five further training levels, short testing and optimization cycles.

STANDIZATION APPROACHES

New, efficient approaches to internal further training 4.0 for industrial employees are being explored and will subsequently be formulated as new further training standards in conjunction with the local Chambers of Industry and Commerce and other partners, including universities.