DIGITAL FAST TRACK

Study visit Aachen

7th of September 2018

Andreas Bendig

G.I.B. NRW.
Innovative employment
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Where we are

Germany

83 million inhabitants
3.840 million companies
3.826 SMEs (99,6%)
53 % of employees in SME

Germany is subdivided into 16 federal states

North Rhine-Westphalia is one of those federal states

18 million inhabitants
712.652 SMEs

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Who we are – G.I.B. and North Rhine-Westpalia

North Rhine-Westphalia is subdivided into 16 labour market regions

Christine Kappes and Simon Zabel are our partners of the
Regional Agency of Region Aachen

G.I.B. works on federal state level, government-owned service and consulting company in the field of labour market policies:

Initiation, development, accompaniment, monitoring and evaluation of labour
market programmes and projects

Map of North Rhine-Westphalia labour market regions: Münsterland, Ostwestfalen-Lippe, NiederRhein, Emscher-Lippe-Region, West-fälisches Ruhrgebiet, MEO Mülheim Essen Oberhausen, Mittleres Ruhr-gebiet, Hellweg-Hochsauerland, Mittlerer Nieder-rhein, Düsseldorf/Kreis Mettmann, Bergisches Städte-dreieck, Märkische Region, Region Köln, Region Aachen, Bonn/Rhein-Sieg, Siegen-Wittgenstein/Olpe

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Labour policy approache facing digitization (National policy)

We want to use the opportunities of digitization for the economy, employment and good work.

To this end, we have to take seriously the concerns about job and skills loss, job consolidation and the dismantling of borders,

and also the gap between people who see freedom and flexibility as a promise of digitization and those who, above all, want stability and security.

At the same time, we have to show where the opportunities lie and that we have it in our hands in which direction things are developing.

Federal Ministry of Labour and Social Affairs, White paper Work 4.0, 2016

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des Landes Nordrhein-Westfalen

Labour policy approache facing digitization (North Rhine-Westphalian policy)

Digitization is one of the biggest tasks of our time. If we tackle it properly, it offers great opportunities to modernise our country and open up new opportunities for people.

Digitization is supposed to be used by SMEs and employees as an opportunity to sustainably secure the competitiveness of companies and the employment of employees. In the context of new technologies it aims at developing and implementing concrete, tailor-made company solutions with the participation of employees.

Ministry of Labour, Health and Social Affairs of NRW, 2018

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Introduction of the presentations (1)

SME 4.0 **(Joint project of an university and 5 SMEs)**

The project develops and implement qualification concepts within SME to build up knowledge and skills. The project focuses on operational learning projects for digital transformation, which are carried out at the user companies of the consortium. The insights gained into organisational learning are then transferred into a guideline for action.

Funding: Federal Ministry of Labour and Social Affairs

Speaker: Julian Ays, M. Sc. RWTH Aachen, Aachen

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Introduction of the presentations (2)

Digital Excellence in SMEs
(Joint project of a consulting company and 16 SME)

The project partners are looking for selected core processes in 16 SMEs which are suitable for digitization by the SME.

With the involvement of the employees, suitable technologies are selected and working processes are further developed and tested. This serves to further develop of SMEs and of the skills of the employees.

The project develops tailor-made solutions for the SMEs.

Funding: Ministry of Labour, Health and Social Affairs of NRW

Speaker: Andreas Franke, MPOOL consulting, Dortmund

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Visit of the Smart Logistics Cluster on RWTH Aachen Campus (Demonstrationsfabrik)

"The offer includes on the one hand side the production of prototypes and products in pre-series.

On the other hand side, the production environment of the demonstration factory offers partners from industry and research the unique opportunity to jointly investigate industrial 4.0 issues in real-life operation."

demofabrik-aachen.rwth-campus.com/

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The basic idea of work-oriented modernization of SMEs

Basic idea is, that management and employees work together on modernising strategies on an organisational level in a participative way

In detail, the policy to support the performance of SMEs and their employees is aimed at:
- Improvement of the competitiveness of SMEs
- Modernization of work organization
- Support for life-long learning
- Health and safety at work
- Improvement of the employability of the employees
- Digitization
- Impact of an ageing workforce

Funding: Ministry of Labour, Health and Social Affairs of NRW (50% of the consultancy costs)

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Mainstreaming
Introduction of the presentations

❑ We use two dissemination ways to stimulate consulting projects in SMEs (50% of the consulting costs)

❑ 100 agencies offer the programmes to SMEs

❑ The projects are carried out by 1,400 private consultancies.

❑ In 2017, projects were carried out in 970 SMEs with 39,000 employees.

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Introduction of the presentations

Reverse Engineering
(Consulting project in one SME)

Reverse Engineering is regarded as an innovative tool for reproduction of rare spare and wear parts for historical cars, airplanes or machinery.

The case study shows how a SME established Reverse Engineering as part of its service portfolio.

It required the development of technical knowledge and employee's skills through all steps of the process chain from digitization and feature recognition to additive manufacturing.

Funding: Ministry of Labour, Health and Social Affairs of NRW (50%)

Speaker: Alexander Pollack, CO-MITT GmbH & Co. KG, Köln

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