

Qualifizierungsförderwerk Chemie GmbH

Digitalisation and its effects on labour

- Exampels from Saxony-Anhalt -



Photo: Hanwha Q Cells

- A Solar company -

Solar Technology → photovoltaic products

Subsidised Industry → Solar Valley

Company founded in 1999

R&D – for a worldwide active multinational



Focus: digitalisation

Automated transport system → robots

Controlling production centrally

Digital recruiting for HR

Work council and management

- effective
- to the point
- for employees

High skilled employees → working conditions are important

Workers are part of innovation processes

Focus: vocational training

In-house, special centre

Apprentices are trained to strive for quality

Taking part in production process: tasks are set from real-life problems

→ Solution and problem solving, testing, dissemination within the concern

Future

Change in working conditions and expectations

- Global projects
- Flexibility
- Accessing data worldwide
- Language skills
- Intercultural competencies
- Communication

All sorts of employees, including apprentices and instructors

THANK YOU FOR YOUR ATTENTION!



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