

FROM INDUSTRY 4.0 TO 5.0

Next Generation Skills Mapped

Insight into new and emerging leadership populations and skills including size, distribution and diversity of talent hotspots

Driven by the integration of digital technologies, data analytics, automation and connectivity, and with significant supply chain implications, companies need to have robust strategies in place.

ACCELERATING TO INDUSTRY 5.0 PAYS

Leaders already embracing Industry 5.0 are gaining competitive advantage from enhanced business models. Forward-thinking organisations who have invested in Industry 4.0 talent over the last decade are increasingly well positioned to make the next transition.

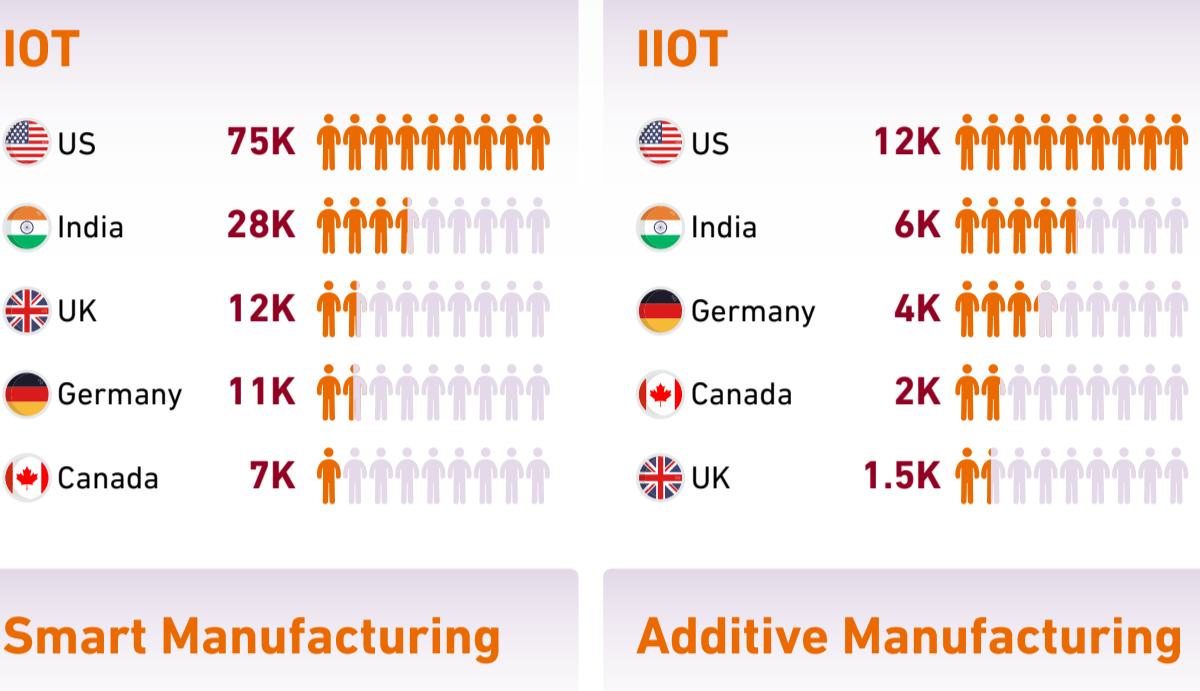


INDUSTRY 4.0 AND 5.0 TALENT BREAKDOWN



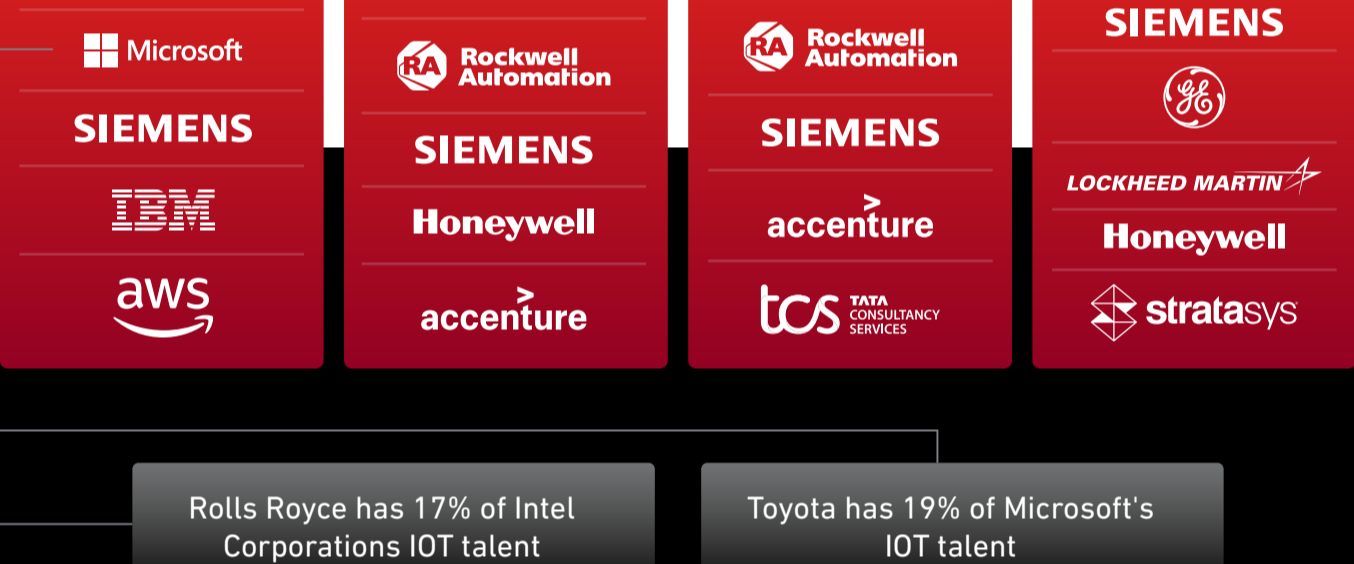
- INDUSTRY 5.0 SPECIALITIES SUCH AS:
- Autonomous robots
 - Simulation
 - Sustainability
 - Big data
 - Augmented reality
 - Cloud computing
 - Cyber security
 - Systems integration

US NUMBER ONE TALENT SOURCE, FOLLOWED BY INDIA



TECH AND CONSULTANCIES HAVE THE MOST INDUSTRY 4.0 AND 5.0 TALENT

TOP FIVE EMPLOYERS OF INDUSTRY 4.0 AND 5.0 TALENT



Rolls Royce has 17% of Intel Corporations IOT talent. Toyota has 19% of Microsoft's IOT talent.

INDUSTRY 4.0 AND 5.0 LEADERS ARE PREDOMINATELY MALE

Compared to global averages for Manufacturing (19%) and Infrastructure (16%) Industry 4.0 and 5.0 populations have low gender diversity.

	Global	Country 1	Country 2	Country 3	Country 4	Country 5
IOT	9%	US 14%	India 11%	UK 13%	Germany 11%	Canada 10%
IIOT	7%	US 8%	India 10%	Germany 9%	Canada 8%	UK 5%
Smart Manu	5%	US 12%	India 5%	Germany 9%	China 4%	UK 6%
Additive Manu	13%	US 14%	Germany 8%	UK 12%	India 2%	Italy 8%

% percentages shown are percentages of women employed in industries

MORE HARDWARE THAN SOFTWARE EDUCATION

We compared the proportion of those who studied hardware focused subjects (e.g. mechanical engineering) versus software (e.g. computer science).

	Software Related Education	Hardware Related Education
All Specialisms	75K	119K
IoT	62K	79K
IIOT	12K	15K
Smart Manufacturing	5K	10K
Additive Manufacturing	4K	27K

In additive manufacturing only 1 in 5 has a software focused education

Mechanical engineering, electronics and mechatronics are most commonly studied across Industry 4.0 and 5.0 leaders.

DEFINITIONS

Industry 5.0	Co-operation between smart intelligence and cognitive computing
IoT	A network of interrelated devices that connect and exchange data with other IoT devices and the cloud
IIOT	A subset of IoT aimed at industrial applications. It refers to a network of physical objects, equipped with connected technologies which collect real-time data about the condition and performance of the IoT objects
Smart Manufacturing	Smart manufacturing uses internet-connected machinery to monitor the production process, identify opportunities for automation and use data analytics to improve manufacturing performance.
Additive Manufacturing	Additive manufacturing is the industrial name for 3D printing where 3D models create parts with a 3D printer

METHODOLOGY

Using Savannah's proprietary AI, we covered

15M

Data points from various company websites, LinkedIn and Google deep search to find individuals with over 10 years' experience working within Industry 4.0 or 5.0 related fields.

We then examined in detail the population who had the following capabilities: IOT, IIOT, Smart Manufacturing or Additive manufacturing.

To generate the analysis relating to gender diversity, we used name analysis from census data across a random sample of 400 individuals from the overall population.

CONCLUSION

As we navigate the transition from Industry 4.0 to the promising horizon of Industry 5.0, the role of senior talent becomes increasingly vital. The fusion of technology, human expertise, and interconnected systems demands leaders who can harness innovation while preserving the wisdom of experience. Industry 5.0 is not merely a new era in manufacturing and industry; it is a testament to the adaptability of senior talent, the potential of human-machine collaboration, and the commitment to sustainability and ethical progress. Our data demonstrates how quickly the industrial landscape is changing. Those that aren't addressing readiness will lose out to those that are. While the journey may be challenging, it is also profoundly rewarding as we shape a future where our industries not only thrive but also contribute to a better world.

Find out more: