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Are we ready for the 4th Industrial Revolution?
Preparing the Philippine Workforce

Competencies Needed for a Globally Competitive Workforce

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The Industrial Revolutions

- The First Industrial Revolution used water and steam power to mechanize production. *(1784)*
- The Second Industrial Revolution used electric power to create mass production. *(1870)*
- The Third Industrial Revolution used electronics and information technology to automate production. *(1960)*
- The Fourth is characterized by a fusion of technologies that blurs the lines between physical, digital, and biological spheres → (***NOW)***

What is happening NOW?

- Emergence of new technologies that many of us are not aware of or familiar with
  - Artificial intelligence
  - Advanced robotics
  - Driver-less vehicles
  - Drones
  - Internet of Things (IoT)
  - Blockchain
- Disruptions – breakthroughs in technology happening very fast, very often, impacting various systems significantly and simultaneously!

Impact of 4IR – reality vs possibility

- Advances in technology result in higher efficiency and productivity, and lower costs of production and service delivery
- Potential to raise income levels and improve quality of life
- Segmentation of the labor markets into those with ”low skill-low pay” and those with “high skill-high pay” resulting to a widening gap between these two forces.
- Worker skills may not cope with customer expectations for real-time responses (delivery) and high quality products/services

How are we preparing for 4IR?

- Launch of the *e-Government* initiative to integrate all national and local government agencies and instrumentalities into a single broadband network nationwide
  - Key role of the DICT to develop a nationwide broadband network
  - Sharing of Information among government agencies to obtain various permits and licenses such as, for example, NSO (birth certificate) , LTO (driver's license), PRC (Professional ID), POEA/DOLE (work permits, OEC, etc), BSP (bank accounts/transactions), BIR (tax returns), and so on…
  - Need for re-tool the government bureaucracy to operate in and manage a technologically advanced information and communication infrastructure

Need for continuing education / qualification

- For registered and licensed professionals, mandatory compliance with Continuing Professional Development (CPD) for the renewal of the professional ID
- For the civil service, participation and compliance with mandatory continuing education/professional development activities of the Government Department/Agency/Office as part of the rank and promotion process of its employees
- CPD/CPE is essential for all sectors of society – industry, academe, government – to meet the requirements of surviving in the era of the 4IR

Government regulators

- Social media has allowed the people to engage with the government, to voice their concerns and opinions, and for government to respond quickly
- Government should change their current approach to serve their customers and address their needs
- Higher level of transparency in government policy, pronouncements, bids and awards, etc
- However, technology will also allow government to have better control over the people (surveillance systems – CCTV)

Are you a bot?

- Mass manufacturing (eg., of automobiles) has employed robots since the 1960s
- Business process outsourcing (BPO) is vulnerable to a high level of automation – replacing people with machines in many BPO systems
- Artificial intelligence (AI) is finding itself in many areas of the work place, but in the end, human values will prevail in how work is performed; not everyone can be replaced by machines
- Only humans have souls to create and emphatize with one another

Competencies Needed for a Globally Competitive Workforce

- Technical competencies
  - To deliver work accurately, efficiently, effectively
- Professional skills
  - To effectively engage with customers and other stakeholders; communication; negotiation; exhibit high level of socio-cultural quotient
- Professional values, ethics and attitudes
  - To uphold Filipino family/social values
  - To adhere to the code of ethics of professional conduct; code of ethics for government employees
  - To be a person of Integrity

Let's continue the discussion…