



# KP ACADEMY SKILLS DEVELOPMENT

In Line With The 4th IR  
Focusing On Artisans

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The advent of the 4th Industrial Revolution (4TH IR) within the technological and engineering fields calls for a relook at the skills and competencies currently offered at artisan and technician levels, cementing these with entrepreneurial skills. KP Academy has deliberately prioritised these levels within the engineering fields due to the critical number of young people enrolled with TVET Colleges, seeking career development and support.

The 4th IR ushers the inevitability of technological advancements in various industries where impact will be felt and experienced; from manufacturing and logistics to product design and marketing (and entrepreneurship). KP Academy recognises the following developments in terms of the 4th IR:

- Automation will be central to operations, including robotic applications and, as the Internet of Things promises.
- There will be a sharing of roles between humans and robots where manufacturing will be split between the highly skilled jobs of programming systems done by humans, while machines are left to labour, day-in-day-out, on repetitive work.

KP Academy's strategy is not based on re-inventing the wheel, but innovating on what is existing and aligning systems to be relevant to current and future needs. Premising that artisan and technician skills levels are foundational and a bedrock towards needed technological skills, KP Academy envisages niching out horizontal and vertical skills sets in response to the 4th IR.

Our current SETA accreditation gives introduction into:

- Renewable energy systems;
- Electronics, instrumentation and programmable logic control systems.

Accreditations applied for are looking into innovations around wind and solar technologies and vertical articulations (qualification increases in levels), as well as integration of the 4th IR skills below (sourced from the World Economic Forum):

# Top 10 skills

## in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

## in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity



Source: Future of Jobs Report, World Economic Forum

- The KP Academy Starter Pack skills programmes (new venture creation) will be reformulated to integrate the above skills.
- Blended learning and accessible platforms of one-on-one and one-to-many such as the KP Academy Online are being implemented.
- Geographical and socio-economic barriers will be removed in terms of the vision of reaching rural, township and peri-urban learners with quality skills and competency development programmes and qualifications.
- Partnerships with public learning centres and TVET Colleges equipped with simulation centres, laboratories and technical workshops, will enable learners from all quarters to have access.