PURPOSEFUL PEOPLE

Upskilling, reskilling and sustaining the frontline workforce.

READY ROBOTICS

WHITE PAPER

CONTENTS

PURPOSEFUL PEOPLE WHITE PAPER

PURPOSEFUL PEOPLE

CONTRIBUTORS

MARK MAYBURY
Senior Advisor

JAMES SUGRUE
VP, Customer Success & Communication

SAM FAIRCHILD
Graphic Designer

PURPOSEFUL PEOPLE

Purposeful People

UPSKILLING, RESKILLING AND SUSTAINING THE FRONTLINE WORKFORCE

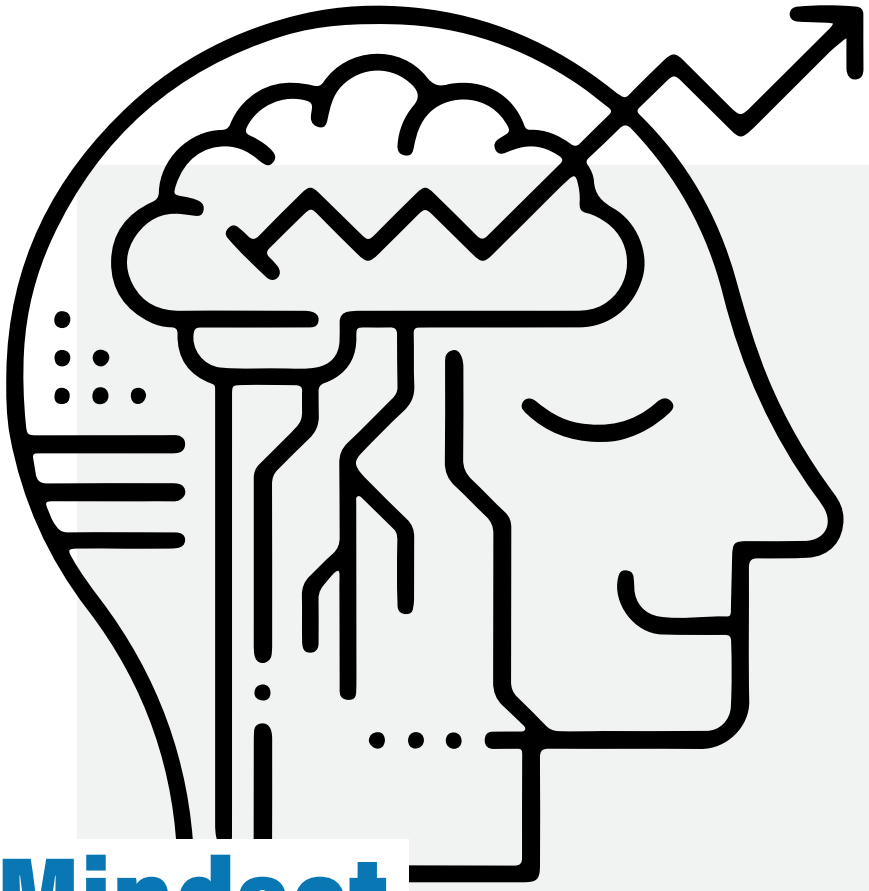
Talent cost, shortages, and losses are currently the highest risks to the manufacturing industry. Well-designed digital training technologies accelerate skill acquisition, motivating both individual and group performance to increase the success of automation and the long-term value creation of winning teams.

OPPORTUNITY TO UPSKILL

Opportunity

EMPOWERED WORKFORCE

Upskilling the workforce and increasing access to automation improves worker productivity by reducing the need for manual labor. Providing additional training and digital automation tools enhances performance, productivity, and accuracy, leading to better quality control and lower operating costs. Skilled workers managing automation can reduce cycle times, increase capital turns, and improve responsiveness to changing demand signals, providing a competitive advantage.



Growth Mindset

A GROWING WORKFORCE

A workforce skilled in automation is not only more productive but also more engaged and valuable. They experience higher job satisfaction, commitment, and lower turnover rates. By empowering employees with new skills, automation training cultivates a growth mindset, enhancing productivity, knowledge management, and talent retention.

TRENDS AND BARRIERS

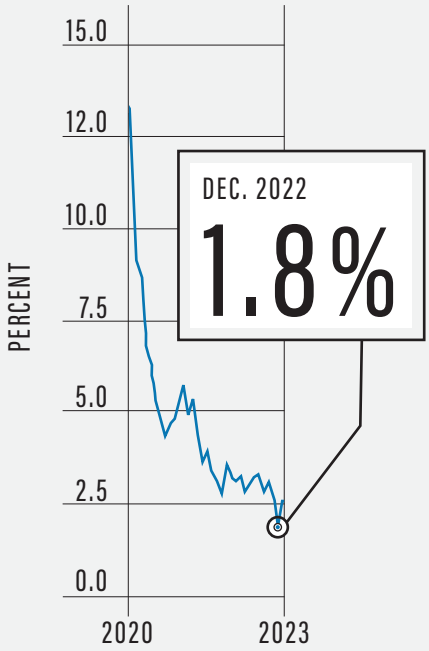
PURPOSEFUL PEOPLE

Talent Trends

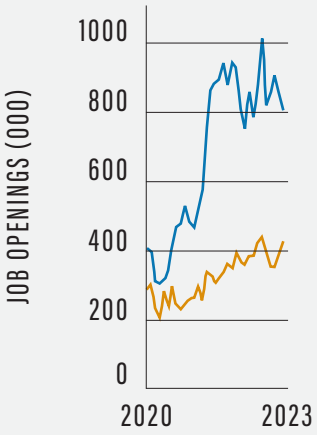
DEMAND EXCEEDS SUPPLY

The manufacturing industry is facing a shortage of skilled labor due to unfavorable trends such as low birth rates, long STEM education cycles, insufficient diversity, and inadequate investment, despite growing demand. The number one challenge of the 14,000 member companies of the National Association of Manufacturers is finding enough skilled workers to fill the 800,000 open jobs in the US, 1.5 jobs for every current worker. The talent gap measures in millions globally and is worsened by onshoring, increased investment in manufacturing, and a 3.4% unemployment rate, the lowest in 53 years with over half a million new jobs added in January 2023. In 2022, manufacturing added an average of 33,000 jobs every month.[1]

HISTORICALLY LOW UNEMPLOYEMENT



Source:
U.S. BLS



Source:
U.S. BLS and
Construct Connect

[1] WWW.BLS.GOV/NEWS.RELEASE/EMPSIT.NRO.HTM

Impediments

ATTRACTING AND DEVELOPING

Wages inflated 4.6% in 2022. Manufacturing wages reached an all-time high of $25/hour in December, with skilled roles such as controls engineers averaging $56/hour. However, outdated stereotypes persist, leading to a misperception of manufacturing as an unexciting and unprofitable career path. In reality, a career in manufacturing can result in high lifetime earnings without significant college debt. Limited availability of higher-value skills such as digital automation and robotics expertise is a major hurdle in scaling automation across corporations.

PURPOSEFUL PEOPLE

> **93%**
> OF CEO'S SEE INCREASED PRODUCTIVITY, TALENT ACQUISITION AND RETENTION FROM UPSKILLING."
> — PWC

Upskilling

EMPOWER TEAMS TO SKILL UP

Digital engineering relies on skilled workers in several disciplines including analytics, robotics, and automation. To acquire these skills across processes and technology, workers need a clear roadmap. For example, READY Robotics uses a digital learning management system (LMS), READY Academy, to empower and upskill workers. This allows machine operators to advance to a robot technician who designs robot programs from a workflow wizard, to a robot programmer who creates new programs to solve novel problems. Similarly, a digital analyst can enhance their skillset, progressing from basic, to intermediate, to advanced analytics.

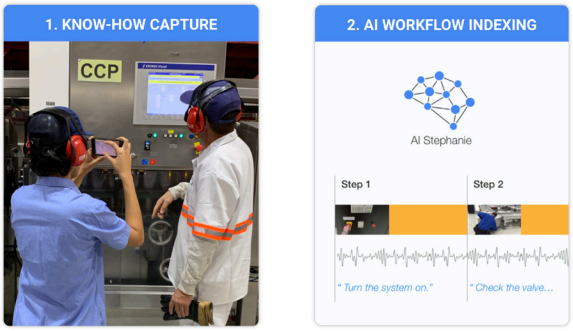
TRACKS AND MICRO CREDENTIALS

Micro Credentialing

TECHNICIAN › CUSTOMIZER › PROGRAMMER

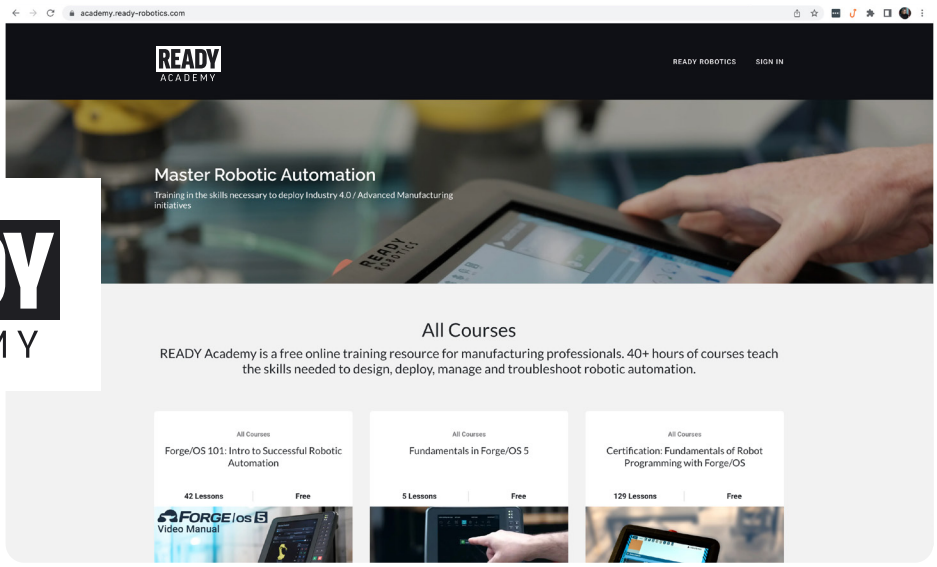
READY Robotics offers a solution to mitigate the great resignation, skill obsolescence, and costly training, by empowering staff with a skill framework, development roadmap, and self-serve micro-credentialling. Companies can publish their digital curriculum online, like READY Academy, and use innovative technologies like DeepHow to capture and encode knowledge in modules for consumption across the enterprise. This accelerates organizational learning with no-code/low-code programming, avoiding expensive and time-consuming training.

deephow



Source:
DeepHow.com

READY ACADEMY



Source:
academy.ready-robotics.com

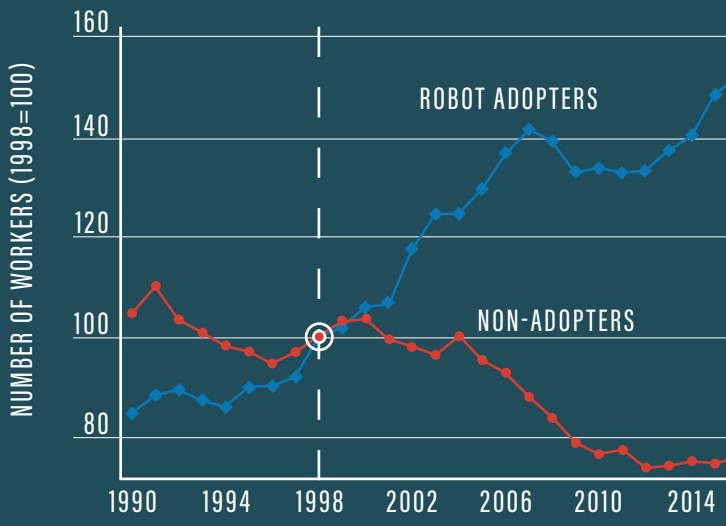
PURPOSEFUL PEOPLE

IMPACT OF SKILLED TALENT

Impact of Skill

GO FAST AND FAR TOGETHER WITH AUTOMATION

A ten-year study of 1,900 manufacturers by the Center for Economic Policy Research found that the deployment of robots actually drove a 50% increase in jobs, exacerbating the talent deficit. Non-adopters faced tougher competition, while adopters achieved 20-25% positive output effects within four years and a 5-7% decrease in labor cost share. Surprisingly, they found average wages remained unchanged. This is an exciting finding because READY Robotics' intuitive, cross-manufacturer robot interface, ForgeOS, empowers workers without requiring advanced educational degrees. Combined with READY Academy, this allows workforces to upskill rapidly at scale with unprecedented agility.



Source:
Center for Economic Policy Research
cepr.org/voxeu/columns/robots-and-firms

"IF YOU WANT TO GO FAST, GO ALONE,
IF YOU WANT TO GO FAR, GO TOGETHER."
— AFRICAN PROVERB

ENHANCED RETENTION

Upskilling workers not only enhances production, it increases their commitment to the enterprise that invests in them, leading to higher retention rates. According to PwC[2], 93% of CEOs see increased productivity, talent acquisition, and retention from upskilling. By empowering workforces to higher skill, higher value, and more sustainable operations, READY Robotics can deliver the manufacturing value demanded to address today's automation challenges, develop and retain your very best talent.

PURPOSEFUL PEOPLE

[2] PROEDGE.PWC.COM/UPSKILLING-AND-TALENT-STRATEGIES

READY ROBOTICS

CITATIONS & SOURCES

U.S. BLS, APRIL 7, 2023
Employment Situation Summary, https://www.bls.gov/news.release/empsit.nr0.htm

CONSTRUCTCONNECT, JANUARY 14, 2022
Construction Industry Snapshots, https://www.constructconnect.com/resources/industry-snapshots

PwC PROEDGE
Upskilling's Impact on Learning, Talent Retention and Talent Acquisition, https://proedge.pwc.com/upskilling-and-talent-strategies

VOXEU CEPR, ILYA MANUYLOV, MARCEL SMOLKA, MICHAEL KOCH, JULY 1, 2019
Robots and Firms, https://cepr.org/voxeu/columns/robots-and-firms

PURPOSEFUL PEOPLE

LOOKING FOR MORE?

VISIT
ready-robotics.com

CONNECT
Facebook LinkedIn
Twitter Instagram
YouTube

PRESS
press@ready-robotics.com

CONTACT
info@ready-robotics.com

1080 Steelwood Rd.
Columbus, OH 43212
(833) 732-3967