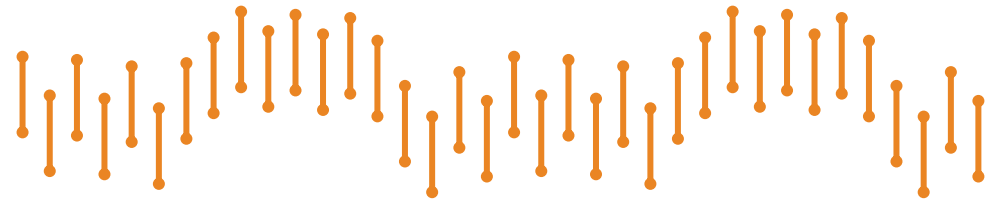




Labor Trends in Manufacturing

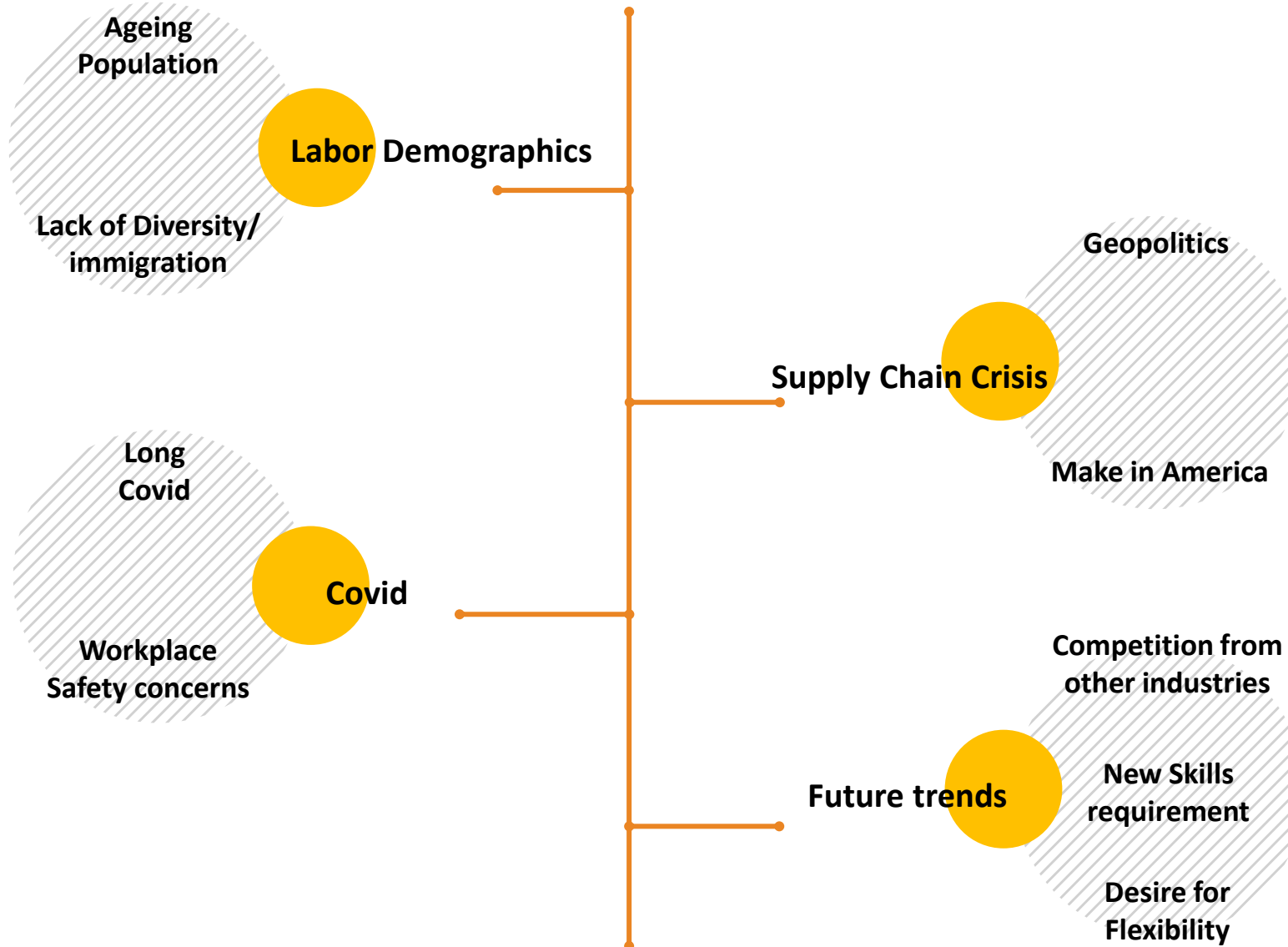


Rahil Siddiqui
Founder & CEO





Forces at play





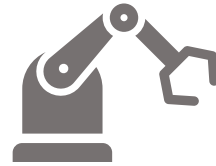
Labor trends in Manufacturing



Declining Labor Force



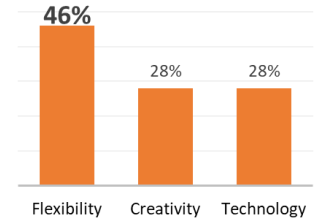
Changing Skills Requirements



New Labor Competitors



Flexible Work Options



Deloitte 2021 Millennial and Gen Z Survey



Evolution of Flexibility in Factories



1800s



1920s



1970s



2000s

2022

70+ hour week
Sunday off

40-hour week
Weekends off

Job Sharing: 2 part-time
workers share a job

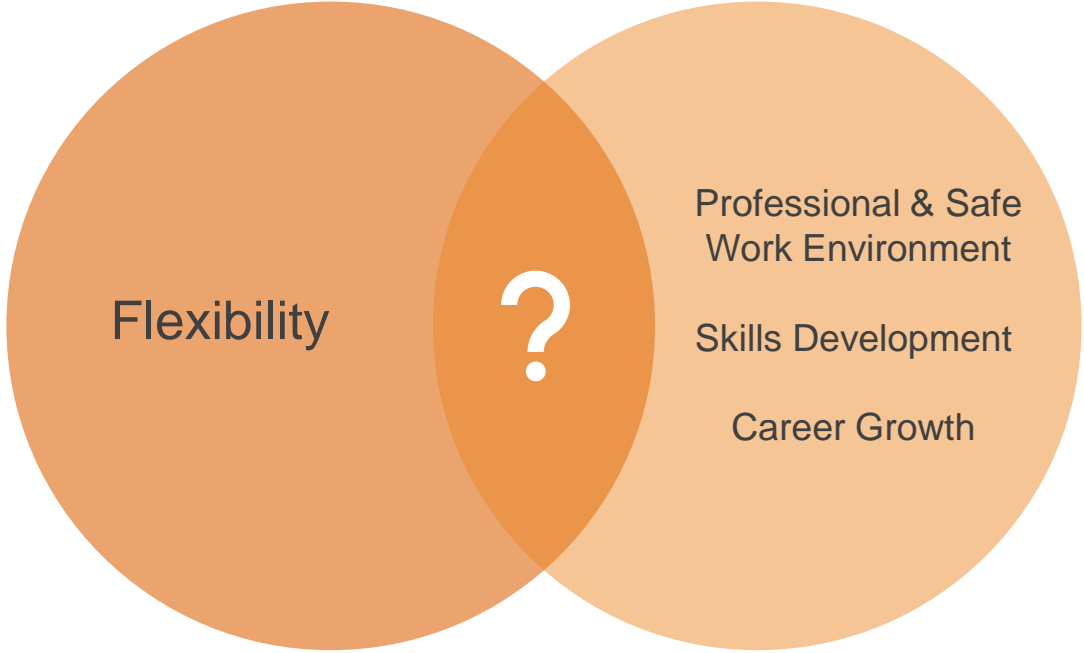
Flexible shift start times
(ex: between 6am & 8am)



What's Next ?



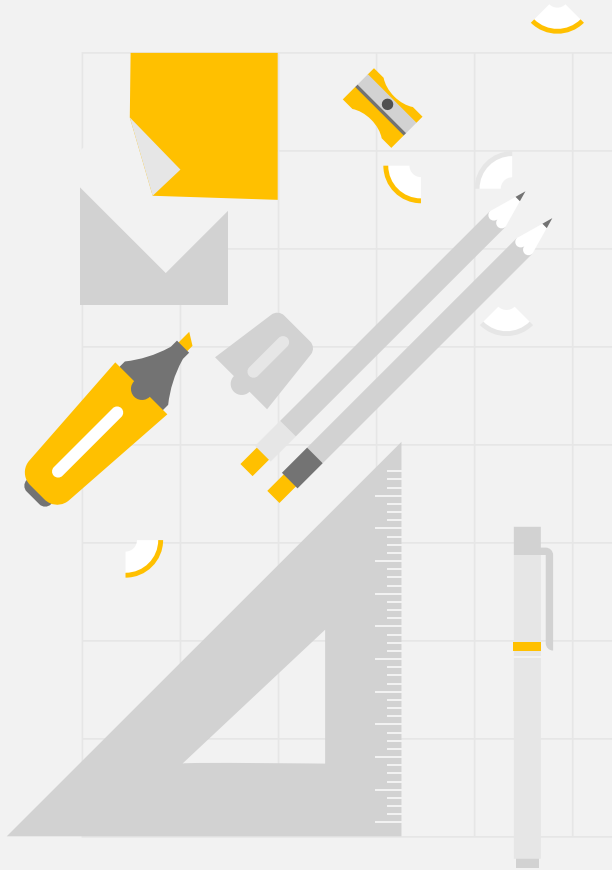
Gig jobs



Manufacturing Jobs



Adopting Flexibility



Re-think **policies and practices** (benefits, recruitment, training, etc)

Re-imagine the **workforce composition** (currently Full-time and Temp only)

Use **technology** to empower frontline supervisors

Communication and **change management** for all demographics

Performance management designed for a Flexible workforce



Unlock New, Diverse Labor Pools



Love Freedom



"I want to be in control of my schedule"

Highly Skilled, Recent Retiree



"I retired early, but I would still love to work 3 days a week"

Dependents at Home



"I have two school going children. I can work 3rd Shifts and weekends"

Want extra cash



"I have a full-time job. I want to make some extra cash this year"

Need more structured Gigs



"I drive for Uber, but I am looking for more structured work"

Student



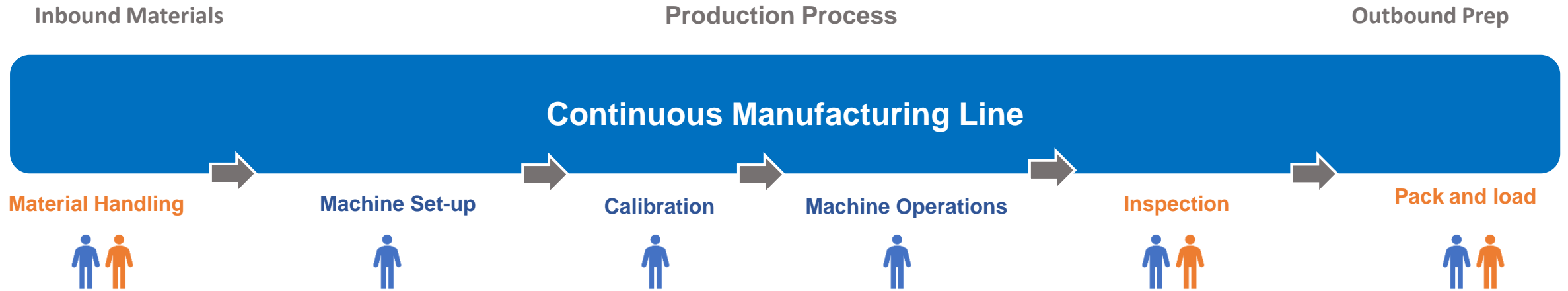
"I go to a Vo-Tech school; I need flexibility to accommodate my course schedule"



Case Study: Carlisle Construction Materials



\$4B Global Manufacturer
Location: Carlisle, PA



Full-Time – High Skill



Flex – Low/Med Skill



Gig
and
Take

Thank You

