How cutting-edge technology can affect a company’s appeal to an increasingly younger workforce

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About Us

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Objective 1
Define the Next Generation Workforce
Objective 2
Identify the challenges employers face with the Next Generation Workforce
Objective 3

How to overcome the challenges and appeal to the Next Generation Workforce
The Next Generation Workforce

Highly connected, technologically savvy, socially motivated generation

90% of Millennials cite connection and community as their greatest need

Source: The Deloitte Millennial Study 2017
The Next Generation Workforce

Degrees in Computer Information Sciences increased 115% from 2009 to 2015.

Science technology enrollment saw a 6.1% increase last year.

Leading Manufacturers

“Millennials want to work for flexible, attractive and innovative companies. They’re not thinking supply chain, they’re thinking tech and medical.”

“They’re drawn to jobs that allow them to use their inherent comfort, familiarity, and adeptness with technology”

“Millennials are changing the industry by asking questions, speeding up processes and bending the rules to innovate outdated practices.”
Millennials became the largest generation in the labor force in 2016

Note: Labor force includes those ages 16 and older who are working or looking for work. Annual averages shown.
60% of Millennials leave their company in less than 3 years.

It costs between $15,000 and $25,000 for companies to replace each Millennial they lose.

Source: The Deloitte Millennial Study 2017
Source: https://www.forbes.com/sites/jeffboss/2016/02/26/how-millennials-are-disrupting-the-workforce-for-the-better
Labor Challenges

- Turnover
- High Value
- Millennials
- Ergonomics
Project Example

Pick

Automate

Current

Ship

FIND YOUR WOW
Retrofitting

1999

The average age of automated equipment in pick/pack/ship was 19 years in 1999.

2018

The average age of automated equipment in pick/pack/ship was 19 years in 2018.
What did 1999 look like for us?

What does 2018 look like for us?
Outcome

LED indicators creating a highly technological environment

What is going on inside these machines?

Lights are used to communicate order status to the operators

Robots!!!

Am I ready for pack out?
Unexpected Results

“Given all the automation, I liked where the operation was heading.”

“Yes.”

“I had never heard of ProMat until now.”

Nick

Industrial Technology
Hypothesis

Welcome to the Industrial Revolution 4.0

1.0 Mechanical
   Mechanical production equipment

2.0 Electrical
   Mass production

3.0 Internet
   Automated production

4.0 Digital
   Automated complex tasks

10x impact of the Internet Revolution

Blurring the physical and cyber digital divide
Impact
   Socio-Economic
   Industry
   Government
   Individual

Today

1969

Scalable efficiency
   Doing things right

Scalable adaptability
   Doing the right thing

© The Duality

Millennials grew up in the height of this
Degrees of the Future

Robotics
Electronics Engineering
Mechatronics

What's driving the need?

Computer Science
Biomechanical Engineering

Industrial Technology

Engineering Technology
Over the past 7 years, companies added 136,748 robots to U.S. factory floors. 19 million jobs will be replaced by automation over the next 15 years. 19 million jobs will be created due to automation. 80% of companies report labor shortage for skilled applications.

Source: U.S. Bureau of Labor Statistics
Source: What to Do When Machines Do Everything
Source: Association of Advancing Automation
The field of robotics has been steadily growing, in recent years, and demand for robotic engineers is expected to increase by more than 13% over the next 5 years.

Source: https://typesofengineeringdegrees.org/robotics-engineering/
Before the age of 21, today’s average American has spent close to 9,000 hours playing video games.

Millennials prefer automated systems with computerized or touchscreen Human-Machine Interfaces (HMIs)

Source: https://us.blog.kardex-remstar.com/millennial-workforce-warehouse
The Little Things

You don’t have to invest millions
Before you Leave

Millennials, a highly skilled and technologically advanced generation, are taking over the workplace

Companies that incorporate technology into the workplace will attract top talent

You can leverage this to help justify automating your operation
Thank You