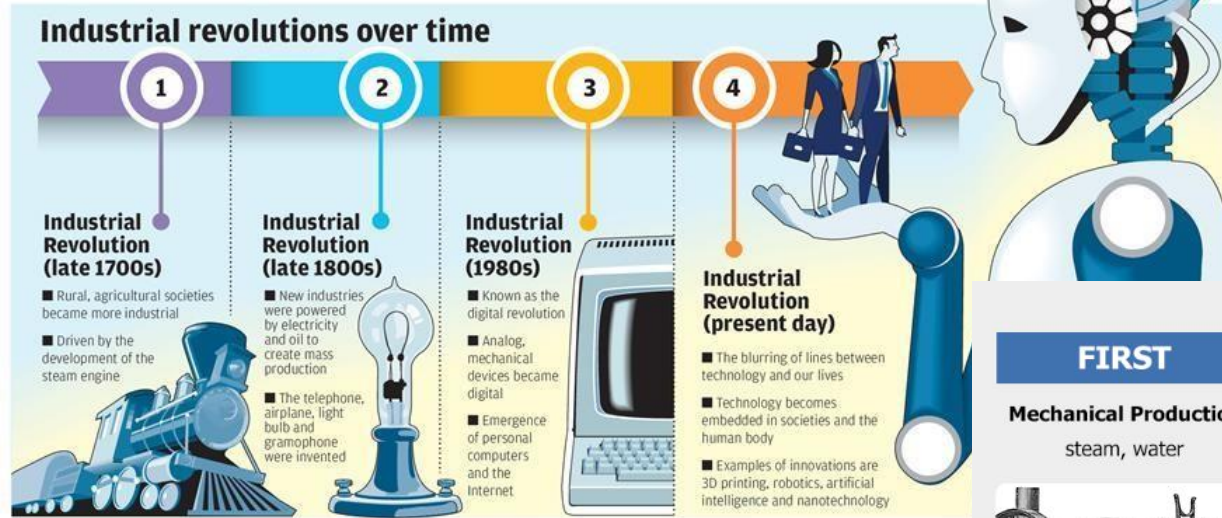
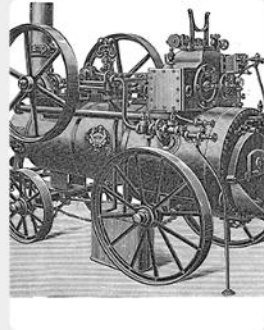





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What is i4.0?



www.linkedin.com

FIRST	SECOND	THIRD	FOURTH
Mechanical Production steam, water	Mass Production electricity	Digital IT, Electronics	Cyber physical systems physical, digital, biological
			
1784: First power loom	1870: First assembly, line	1969: First programmable logic controller	Today: Robots learning from humans

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What is i4.0?



*“A combination of cyber-physical systems, the Internet of Things and the Internet of Systems make Industry 4.0 possible and the smart factory a reality. **As a result of the support of smart machines that keep getting smarter as they get access to more data, our factories will become more efficient and productive and less wasteful. Ultimately, it's the network of these machines that are digitally connected with one another** and create and share information that results in the true power of Industry 4.0.” – Bernard Marr*

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What is i4.0?



Anyone have one of these?



*“A combination of **cyber-physical systems**, the **Internet of Things** and the **Internet of Systems** make Industry 4.0 possible and the smart factory a reality. As a result of the support of **smart machines** that **keep getting smarter as they get access to more data**, our factories will become **more efficient** and **productive** and **less wasteful**. Ultimately, it's the network of these machines that are digitally connected with one another and create and share information that results in the true power of Industry 4.0.”*

– Bernard Marr

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Who is Part of i4.0?



What was something common in each Industrial Revolution?



- ▶ Who has the need?
- ▶ Who has the idea?
- ▶ Who has the resources?
- ▶ Who has project management skills?
- ▶ Who has the technology skills?
- ▶ Who has the implementation skills?
- ▶ Who has the training skills?
- ▶ Who are the users?
- ▶ Who has an improvement idea?

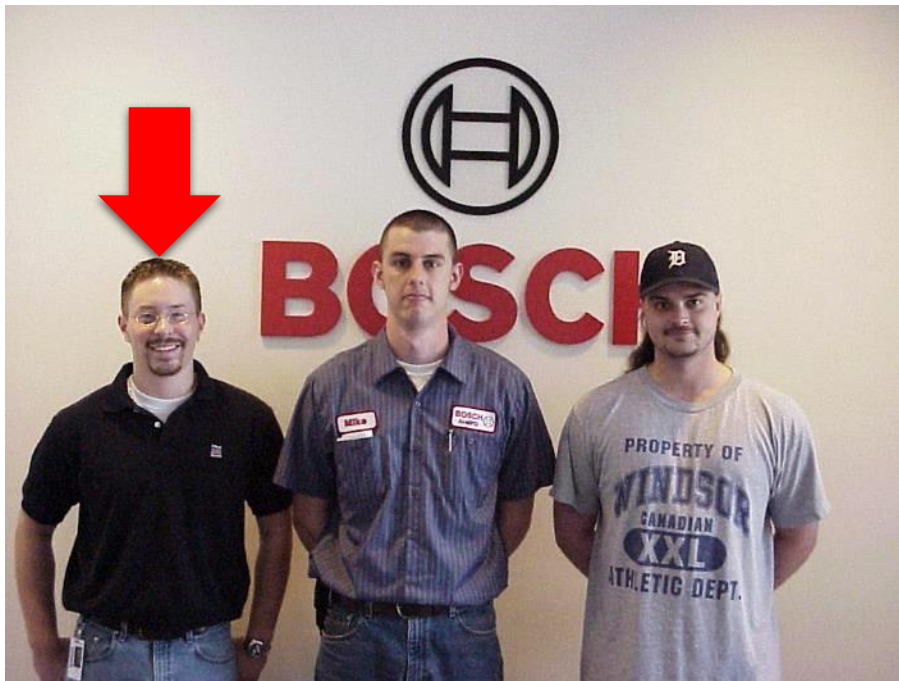
- ▶ Rinse and Repeat☺

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Who is Part of i4.0?



Who was this super cool, didn't know anything about tech, kid?



“It’s true that some jobs will vanish. According to a survey by the University of Brasília (UnB), by 2026, chances are high or very high that occupations assigned to 54% of Brazilians in formal work will be taken over by robots. Globally, according to a research by the World Economic Forum, **75 million jobs will be gone due to technologies such as automation by 2022.**

Curiously, the same survey by the World Economic Forum shows that, for the estimated period, **133 million new jobs will be generated. The bottom line is that the positive balance will reach 58 million occupations.**

More: **new vacancies will be better than those closed and will require skills such as critical thinking, creativity and emotional intelligence from employees.”**

[What is industry 4.0 and how can it affect your job? - bluevision \(bluevisionbraskem.com\)](http://bluevisionbraskem.com)



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Let's See an Example!



Who drove a _____ today to our event this morning?



- ▶ Thank you for supporting your Local Community!
- ▶ In Bosch Albion location, we are an injection plastic molder with light assembly of multiple products with our primary product being Engine Cooling Fans (ECF's)



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Let's See an Example!



Manual ECF Assembly Process



Low-Budget Simulation



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Let's See an Example!



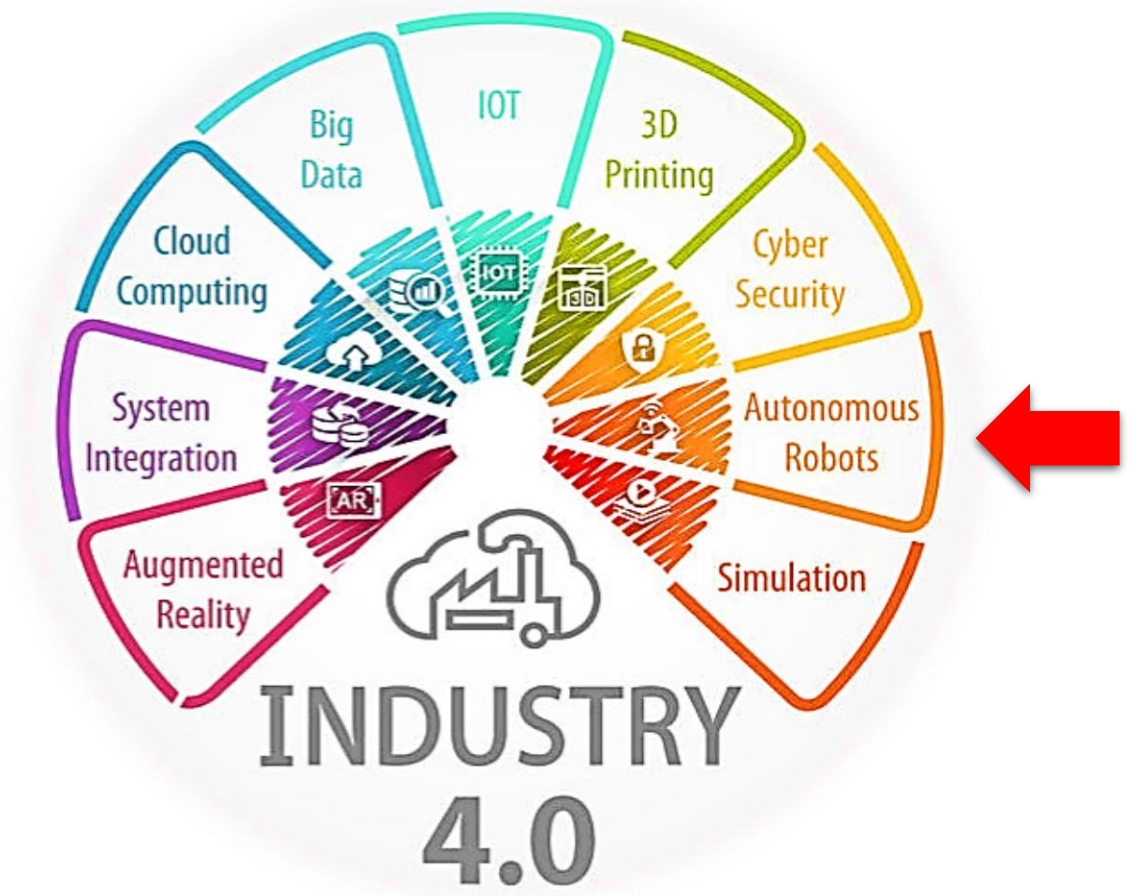
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Let's See an Example!



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Let's See an Example!



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Workforce Digital Transformation



21 Trends for 2021: Transforming Talent and the Future of Work

Existing trends are accelerating, driving digital transformation at an unprecedented scale as a result of the global health, economic and social crisis. Coupled with uncertainty and the emergence of new trends organizations need to transform their workforces to ensure they have the skills and competencies needed to retain and retool for an uncertain future.

Organizations can better prepare for the coming 2021 trends impacting talent and the new global “work” order by:

- Creating greater workforce flexibility
- Strengthening talent sustainability and worker wellbeing
- Powering digital transformations

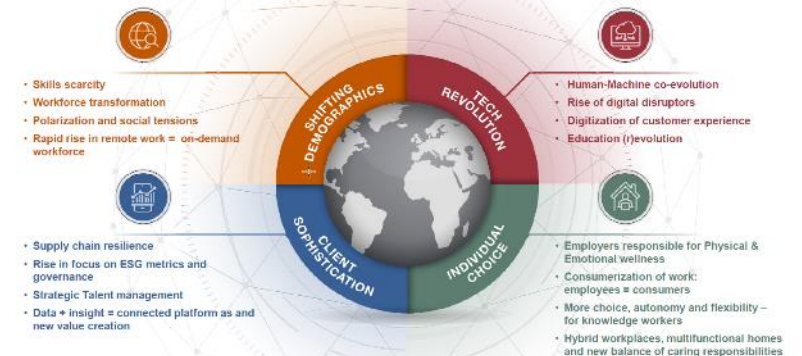
These 21 Trends in 2021 outline the major forces of demographic shifts, rise of individual choice, growing client sophistication, technological revolution as well as emerging trends shaping the workplace and workforce of the future.

ManpowerGroup Proprietary Information



Top 21 Trends for 2021 | 2

Four Forces and a New Reality: Existing Trends Accelerate

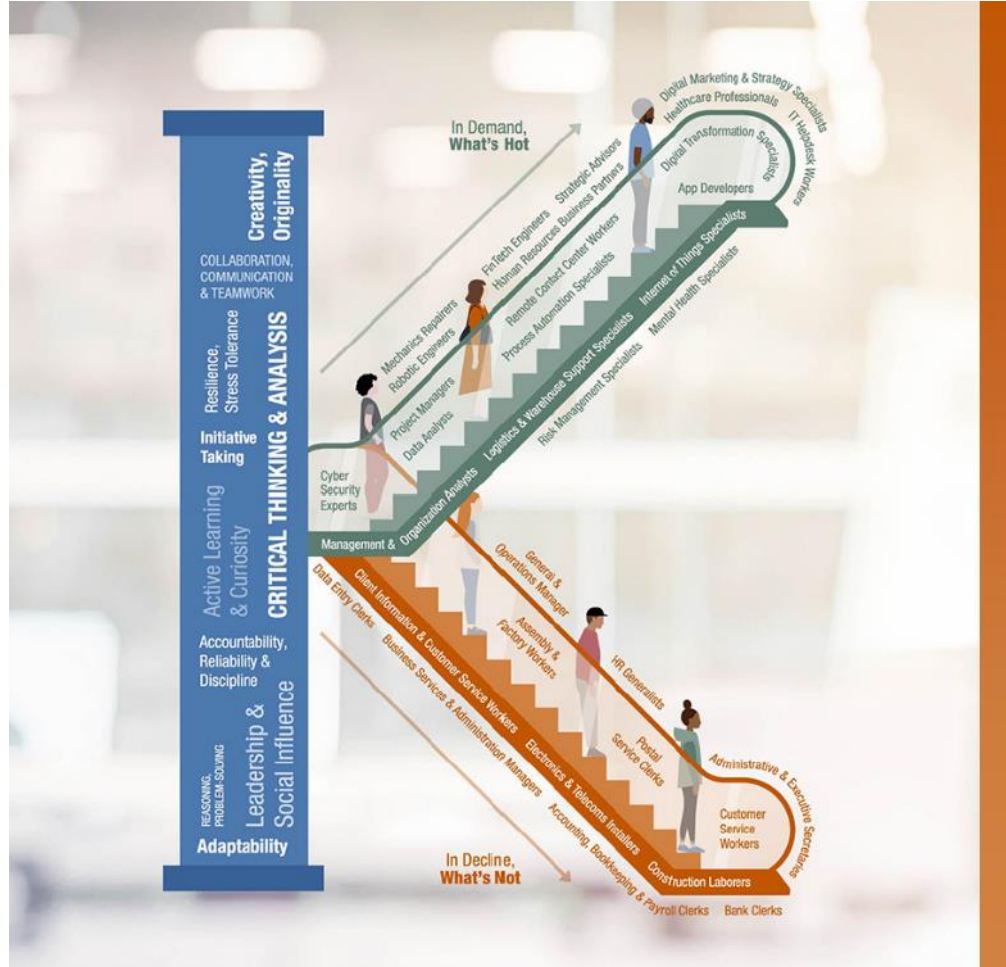


ManpowerGroup Proprietary Information

Top 21 Trends for 2021 | 3

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Workforce Digital Transformation



SHIFTING DEMOGRAPHICS

TREND #1

Skills Scarcity

Is exacerbating due to most significant workforce transformation since World War II. **The global talent shortage is expected to result in 85m unfilled roles by 2030***

Tech & human skills will continue to grow in demand while admin, hospitality, and legal/business support jobs will decline. Individuals and organizations will need more and faster reskilling solutions.

Sources: ManpowerGroup "What Workers Want" report, EY/SAP: The Staffing Industry Faces a Dynamic Future, 2020.

ManpowerGroup Proprietary Information

Top 21 Trends for 2021 | 5

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Workforce Digital Transformation



'SuperTeams' will combine the best in human skills and intelligent machines



TECHNOLOGICAL REVOLUTION

TREND #10

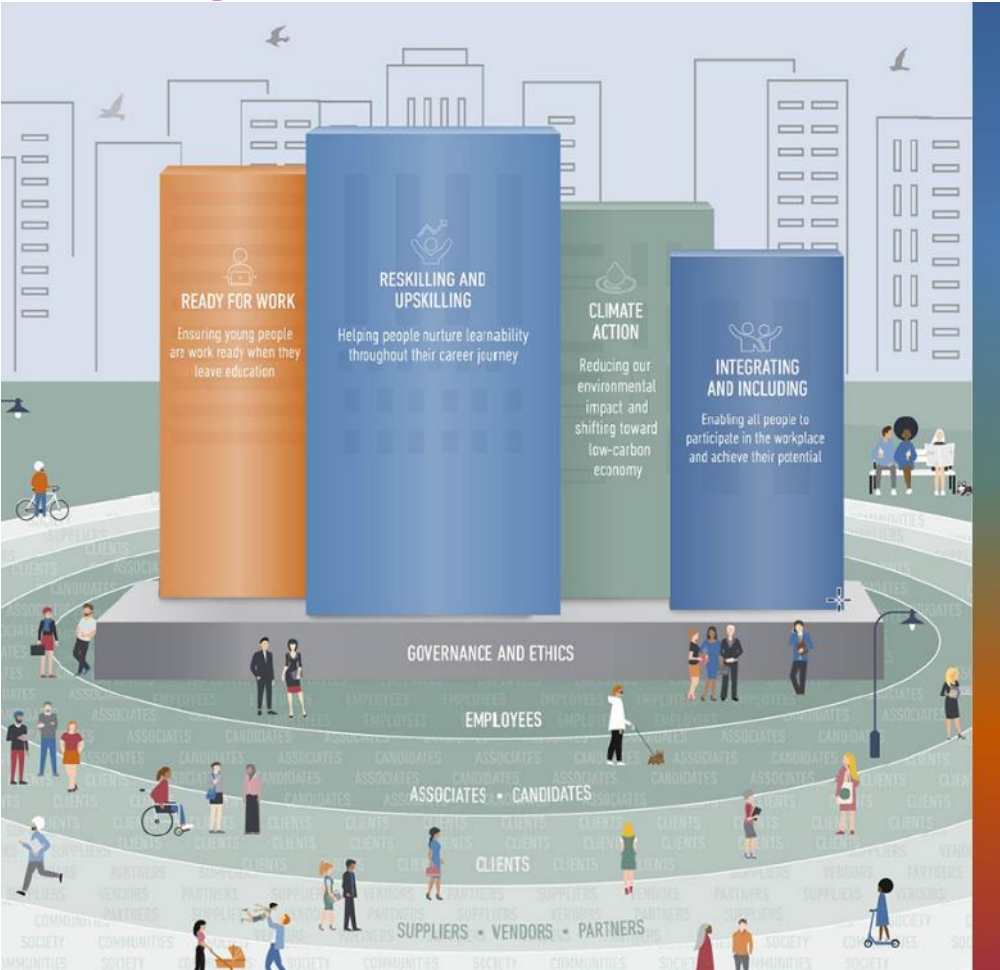
Every Company Must Become a Tech Company

Sophisticated and ethical AI, will change the nature of work while 'SuperTeams' will combine the best in human skills and intelligent machines working together to solve problems, gain insights, and create new value.

The growth of cyber and remote working means every company must be a tech company to be able to compete and create more value.

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Workforce Digital Transformation



EMERGING TRENDS: ONES TO WATCH

TREND #21

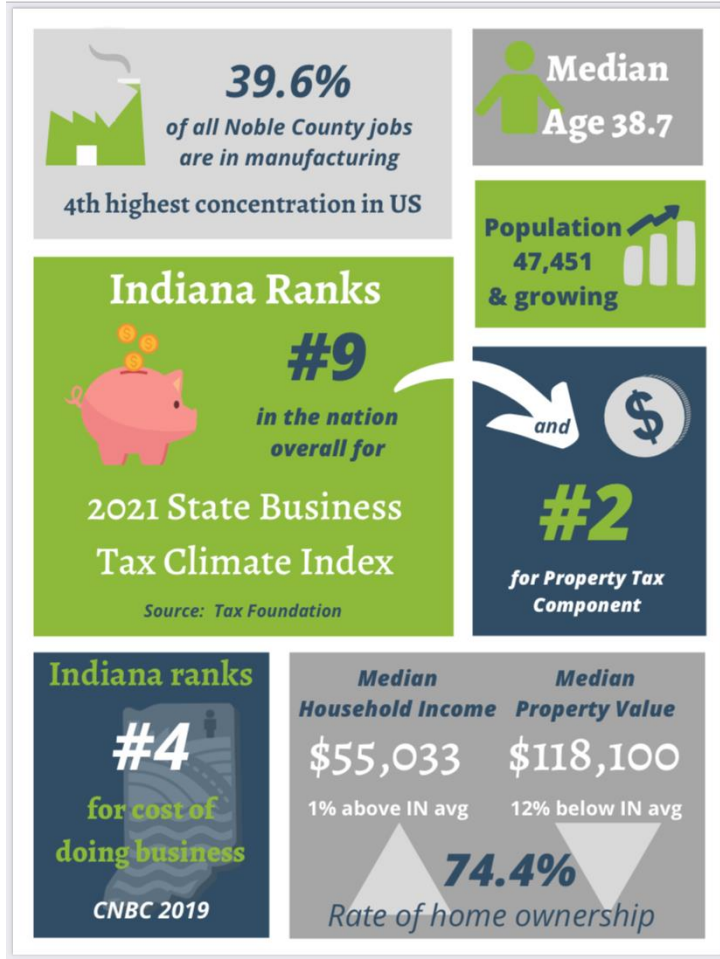
Net Zero Employment Emerges as the Epitome of Responsible ESG

As skills needs shift faster, best employers will commit to achieving a balance of being net zero on jobs. Every time companies restructure and jobs are lost, others will be created and people will be reskilled to fill new roles either inside or outside the organization.

ManpowerGroup Proprietary Information

Top 21 Trends for 2021 | 29

Noble County Economic Development Annual Meeting Call to Action!



About Noble

Fourth highest concentration of jobs in manufacturing in the US!

Located in the Crossroads of America, our **nearly 23,000 workers, unparalleled workforce development system, friendly business climate, cost of living, and exceptional outdoor recreation opportunities** make Noble County a great place to live, work, play, and grow a business!

Let us help you "Be Noble"!

HOW WE STACK UP

MORE ABOUT OUR ADVANTAGES

Noble County Economic Development Annual Meeting

Call to Action!



- ▶ Carter will be a Freshman this Fall...
- ▶ Questions...
 - ▶ Will he embrace digitalization?
 - ▶ Will he have learning opportunities for digitalization?
 - ▶ Will he have mentors for digitalization?
 - ▶ Will he have opportunities to practice digitalization?
 - ▶ Will he become an “economic developer” for Noble County...?
- ▶ **Who will be the Community Leaders empowering this Transformation?**