

PRESS RELEASE

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For Immediate Use

Our guide to the shape of your future workforce

Where do people fit in the Factory of the Future?



As the manufacturing landscape changes with the advent of Industry 4.0, the roles on the factory floor will too. With billions of IoT-connected components already contributing towards greater levels of efficiency in factories around the globe, manufacturers will need more people with technological expertise, triggering a rise in upskilling – something that is already taking place across the industry.

While the core skillsets of workers evolve in-line with developments within the industry, significant changes to workers roles are nothing new. As recently as 1990s, manufacturing began to adopt automation in applications such as robotic welding in the automotive industry. However, jobs did not disappear as a result, rather, people evolved and competences began to change. Now, as the factory of the future transforms the industrial landscape, we will see greater shifts towards digital skills in the workforce.

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Humans and technology working together

With the presence of artificial intelligence (AI) increasing significantly in factories, it's crucial for humans to work hand-in-hand with the new technology that surrounds them. In essence, collaboration is key. According to recent research from Gartner, one in five employees in "non-routine" work roles will rely in some way on AI by 2022, while an additional two million jobs will be created by 2025 as a direct result of AI.

So rather than detracting from the role humans play in manufacturing, AI will support them to take on new roles, ultimately creating more opportunity for employees that it will eliminate.

In the view of Lina Huertas, Head of Technology Strategy for Digital Manufacturing at the Manufacturing Technology Centre (MTC), these changes in manufacturing – and the roles of workers – could ultimately make a genuinely positive impact on society. Pointing to the bottom-up thinking that the MTC is seeing in some emerging markets, Lina said: "They're looking at these developments in terms not just of technology but of society, of their implications for social prosperity and cohesion. These markets recognize that in order to pursue these developments they need to make preparations, and in particular to ensure not just that they develop new skills, but that they retain vital older ones. They see that upskilling and training need to happen alongside technological investment. It's a good rule for everyone, really".

Driving a shared commitment to skills

Ultimately, the Factory of the Future is about evolution. As we've seen in decades gone by, things change – technology is developed to help us reach new heights, and people adapt to those changes when playing their part in that evolutionary cycle.

For Bosch Rexroth – and manufacturers over the world – facilitating change allows us to retain the skills we've developed and extend the ability of workforces as we look to work more smartly and deliver greater levels of efficiency, productivity and profitability for every one of our customers.

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The thing to remember: the Factory of the Future isn't a revolution, but evolution.

Discover more about the evolution of manufacturing [here](#)

About Bosch Rexroth

As one of the world's leading suppliers of drive and control technologies, Bosch Rexroth ensures efficient, powerful and safe movement in machines and systems of any size. The company bundles global application experience in the market segments of Mobile Applications, Machinery Applications and Engineering, and Factory Automation. With its intelligent components, customized system solutions and services, Bosch Rexroth is creating the necessary environment for fully connected applications. Bosch Rexroth offers its customers hydraulics, electric drive and control technology, gear technology and linear motion and assembly technology, including software and interfaces to the Internet of Things. With locations in over 80 countries, more than 30,500 associates generated sales revenue of 5.5 billion euros in 2017.

To learn more, please visit www.boschrexroth.ca

About Bosch

Having established a regional presence in 1906 in North America, the Bosch Group employs nearly 34,500 associates in more than 100 locations, as of December 31, 2017. In 2017 Bosch generated consolidated sales of \$13.7 billion in the U.S., Canada and Mexico. For more information, visit www.bosch.ca

The Bosch Group is a leading global supplier of technology and services. It employs roughly 402,000 associates worldwide (as of December 31, 2017). The company generated sales of 78.1 billion euros (\$88.2 billion) in 2017. Its operations are divided into four business sectors: Mobility Solutions, Industrial Technology, Consumer Goods, and Energy and Building Technology. As a leading IoT company, Bosch offers innovative solutions for smart homes, smart cities, connected mobility, and connected manufacturing. It uses its expertise in sensor technology, software, and services, as well as its own IoT cloud, to offer its customers connected, cross-domain solutions from a single source. The Bosch Group's strategic objective is to deliver innovations for a connected life. Bosch improves quality of life worldwide with products and services that are innovative and spark enthusiasm. In short, Bosch creates technology that is "Invented for life." The Bosch Group comprises Robert Bosch GmbH and its roughly 440 subsidiary and regional companies in 60 countries. Including sales and service

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partners, Bosch's global manufacturing, engineering, and sales network covers nearly every country in the world. The basis for the company's future growth is its innovative strength. At 125 locations across the globe, Bosch employs some 64,500 associates in research and development.

Additional information is available online at www.bosch.com, www.iot.bosch.com, www.bosch-press.com, www.twitter.com/BoschPresse.

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