

Envisioning the Future of Work in supply chain

As supply chain functions are transformed by new technologies, roles and job categories are changing rapidly – as are the skill sets needed to fill them.

Employers are faced with a shortage of advanced technological skills, as well as an increasing number of unexpected disruptors, the latest being COVID-19, and must rethink how to best unleash the power of technology to compliment, supplement and enable their workforce.

Advancements in automation, technology, globalization and the gig economy are transforming the market for skilled employees.

A shortage of skilled talent in most markets is raising competition for employees.

Unexpected disruptors and a new normal within a virtual working environment are forcing companies to re-evaluate their supply chain agility and workforce resilience.

Manufacturing companies see the tech industry as a leading competitor when it comes to attracting and retaining talent.

The "citizen developer" movement is empowering and enabling supply chain teams with no formal coding training to drive analytics, automation and innovation.

50% of executives expect autonomous supply chains by 2025¹

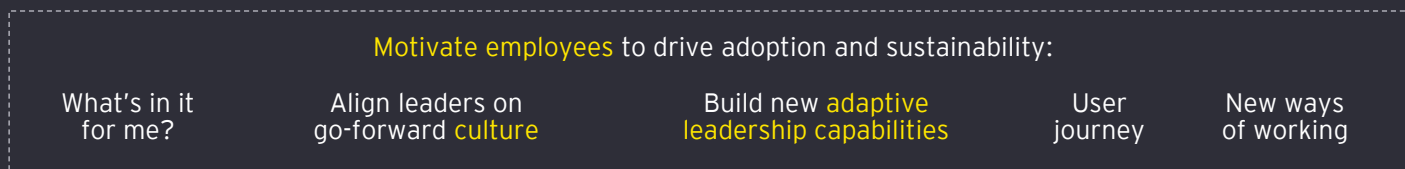
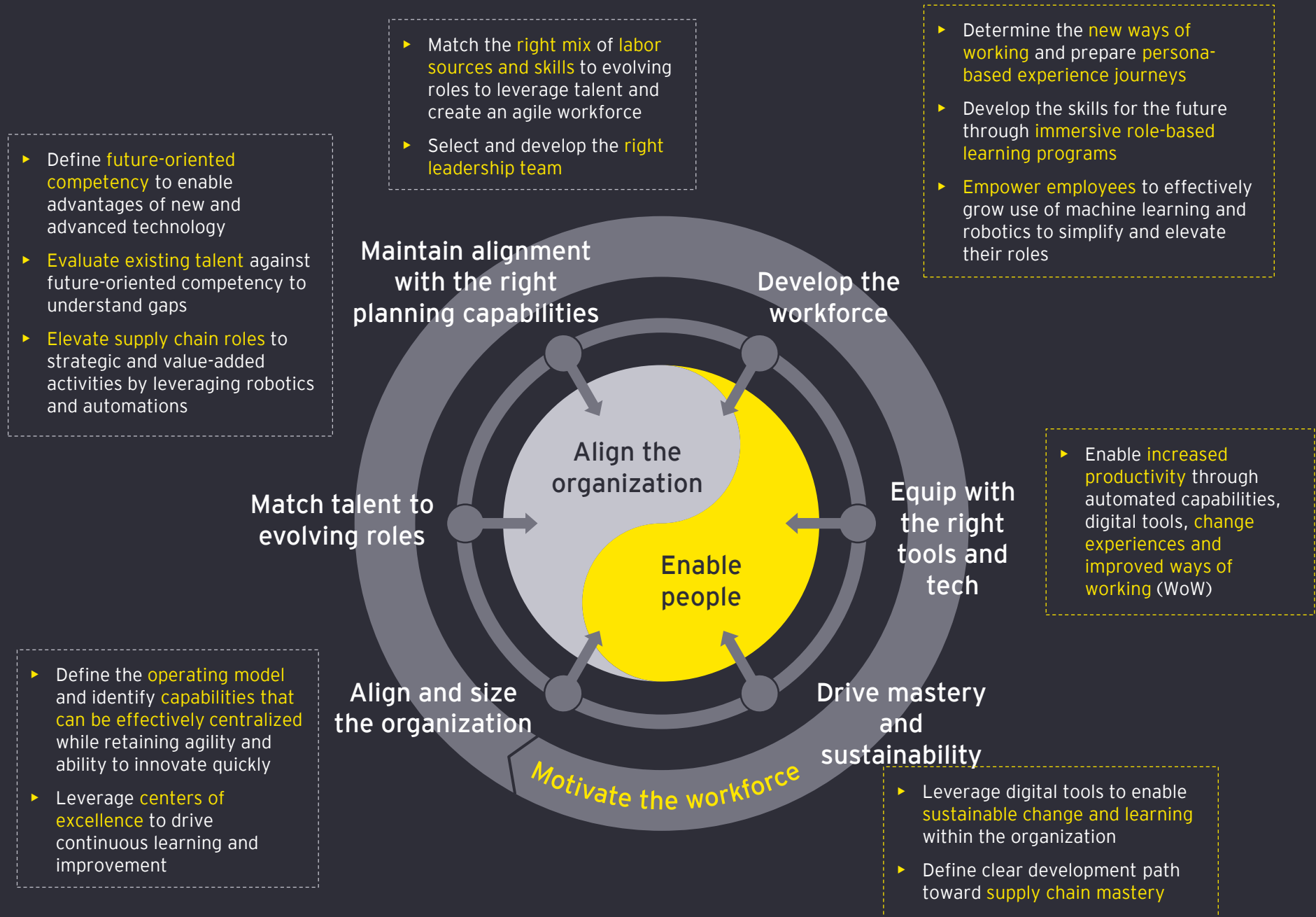
Lack of skilled employees is the No. 2 obstacle for a successful supply chain¹

50% of companies are retraining employees in the supply chain function for digital technologies¹

¹ EY 2019 Supply Chain Survey – 500 senior-level executives at companies with over \$1b in revenue.



EY offers a suite of offerings that help companies tackle their most complex workforce issues in an integrated approach



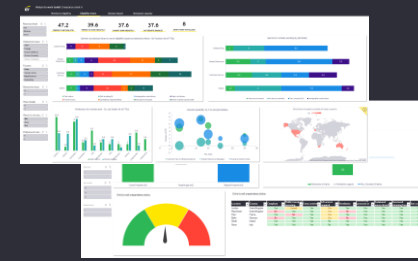
EY enablers and accelerators

Physical Return to Work Reimagined (PRWR) Workforce Economics and Rapid Impact Assessment

The Workforce Economics modeling tool provides a directional estimate of workforce cost reductions allowing you to strategize a range of actions that address current business needs and assess financial vs. workforce impacts.

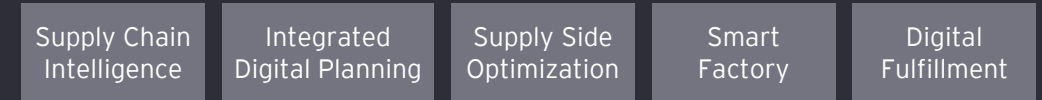


RTW enables a fast, data-driven approach to identify key return to work segments of the population based on three key lenses: (1) what is possible, (2) what is critical and (3) what is safe and preferred. The tool provides data on workforce eligibility, return to work barriers and workplace capacity.



Supply Chain Reinvention (SCR)

The SCR framework helps companies fundamentally reinvent their supply chain to meet the demands of today's digital world. Embedded within the framework are a suite of asset-backed offerings that help companies navigate disruption by creating a more agile and resilient supply chain.

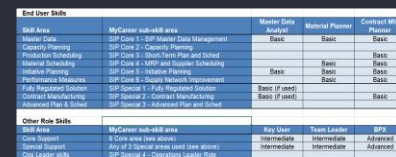


P&G Supply Network Operations (SNO) Alliance

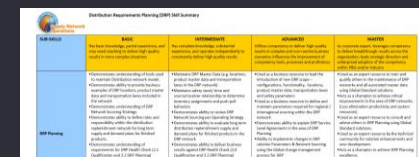
Our P&G SNO Alliance provides access to Supply Chain Organization and Capability Development packages, inclusive of digital and automation upskilling programs, which can be rapidly deployed to develop supply chain capabilities.



Role descriptions



Role-based skill maps



Skill summaries



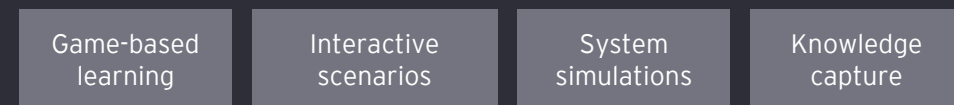
Qualification learning maps



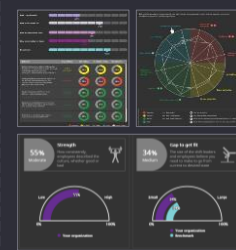
Training

Learning Lab

The EY Learning Lab is a learning center of excellence specializing in the development of bespoke digital learning solutions. Popular offerings customized for clients include:



Leadership and Teaming Assessment and Culture Fitness Diagnostic



The Leadership and Teaming Assessment applies a transformative leadership framework based on 360 feedback to determine where each leader stands against 13 key capabilities.

The Culture Fitness Diagnostic is a 13-question digital tool that identifies current culture health and how to shift it.

Organization and Talent Hub (OTH)

OTH utilizes and consolidates HRIS data allowing you to strategize, organize and execute an org design and talent selection process.

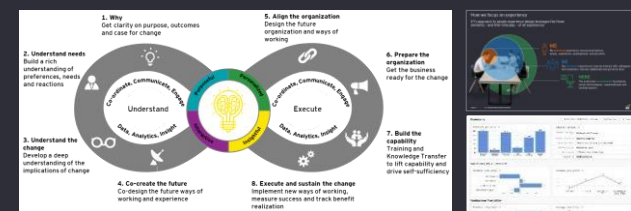


Organizational Capability Excellence (OCX)

OCX offers a framework to evaluate the competencies of the organization's talent and the adequacy of their talent management processes, and recommend strategies to address competency gaps and help the business achieve its growth objectives.



Change Experience



Change Experience is designed to help the organization adapt to and navigate through complex, continuous transformation. The EY purpose-driven Change Experience begins with aligning activities to the "why?" of the change to create sustainable business value through focus on outcomes.

Design the future workplace and work experience journey, including desired behaviors as the workforce transitions to their new ways of working.

Assess employee sentiment and listen to needs around remote and return-to-work experiences through EY Qualtrics Experience Monitoring.

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