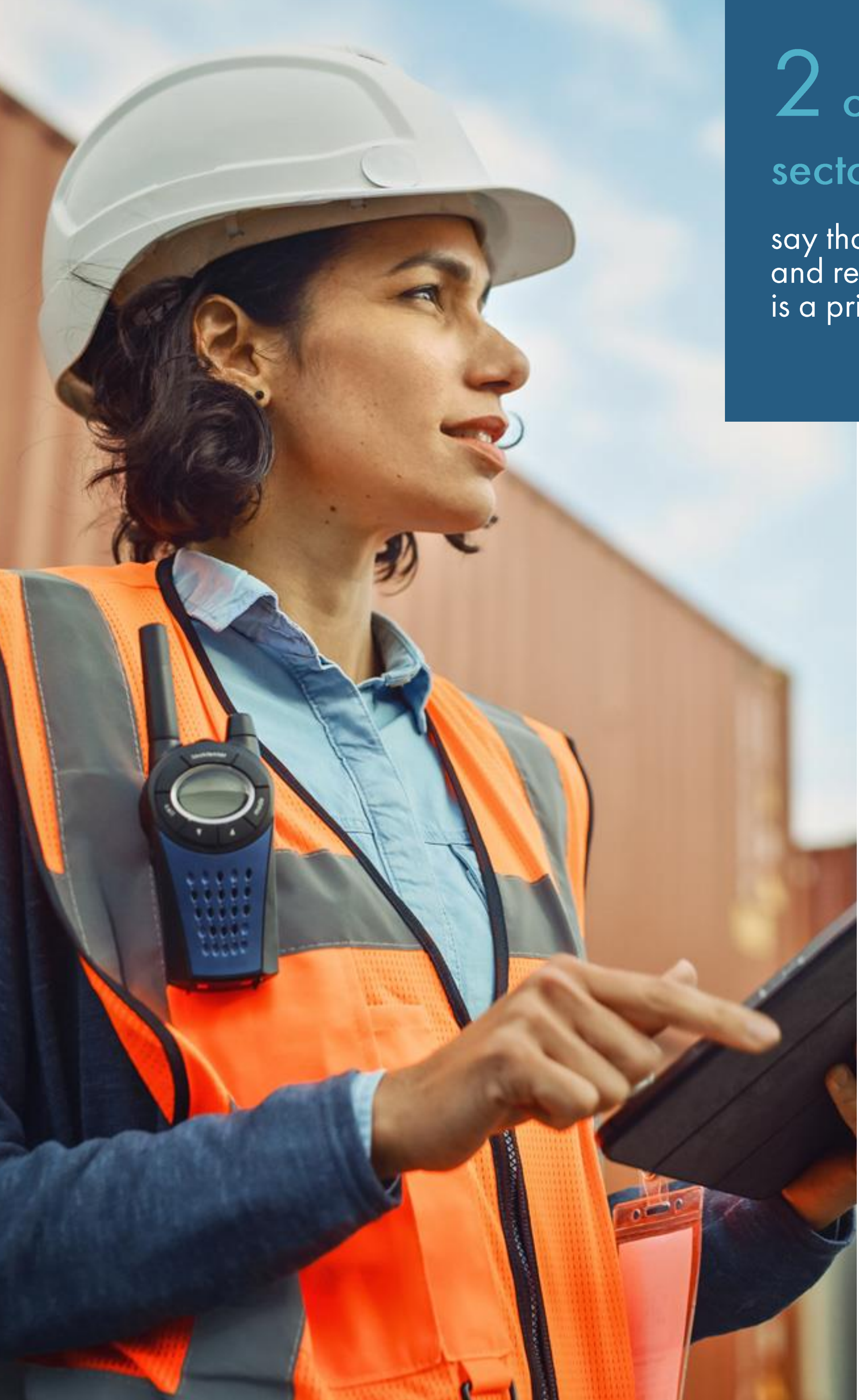
# LOGISTICS
# THE TRUE 'ONLIFE' INDUSTRY

Group
YOUR JOB, OUR WORK
grafton recruitment
wyser



## 2 out of 3 sector leaders

say that retraining and reskilling workforce is a priority

Our disruptive world is causing both companies and end-users to reevaluate habits, traditions, lifestyles, common practices and day-to-day living requirements. The **pandemic** has served to even further accentuate that change, pushing us forward into a reality that would maybe have taken us a few more years to reach had the global situation not undergone such **intense trauma**. Customers are becoming highly demanding, expecting fast, flexible and seamless experiences, delivered digitally and at a lower cost.
This in turn is hugely affecting how the logistics and transport sectors **conduct their core businesses**, simultaneously delivering goods across borders with speed, agility, security and adaptability whilst coping with e-commerce challenges, the digital economy and expansion into new markets, plus supporting those companies in the supply chain which are also facing those same challenges.
The relationship between cost-saving models whilst also exploiting the opportunities thrown up by digitalisation and e-commerce are in a continual **struggle for balance**.
In addition, emerging **ESG requirements** and **lifestyle trends** (omnichannel, silver economy, mass personalisation, sustainability, mindful purchasing etc.) set new challenges for the logistics and distribution operators and lead the way to a complete redefinition of the core skills required by the operators. Traditional consumer profiles are increasingly obsolete, in particular, the pandemic very much brought **the market to the consumer**, rather than the other way around, and that particular trait has stayed.
So it is of paramount importance now then that logistics companies **innovate promptly**, further embracing the digital world to bring the real world closer to all customers right across the globe. So what are the next steps for the logistic industry to meet these challenges?
Undoubtedly, a key factor will be leveraging different yet integrated tools and engaging a small number of **highly selected resources** who can bring higher added value to operations. Our economies, post-pandemic, will need to invest highly in staff development and upskilling, (adopting big data mining and analytics, predictive analysis and scenario planning), identifying those key future roles and sourcing the right people to fill them, in a world in which we already aware there is not an abundance of staff with such specific skill sets. There is a real threat for many countries right now, and this will be increasingly true in the future, of not being able to access the kinds of qualifications that companies need.
Where should our focus be right now, to step forwards in this complex future? What are the key trends that will affect the logistics industry over the next five years?

# Trend 1
## Supply Chain Resilience

The pandemic, whilst throwing an unexpected curveball to the very core of all industries and economies, has also brought with it some unexpected positive outcomes. One of those is **supply chain resilience**. Pre-pandemic, the ability of the supply chain to stand up to exceptional stresses may have been brought into question, both regards getting supplies to where they needed to be but also in considering national security and autonomy perspectives It is without question that the industry has been put under the most extreme pressures and demonstrated its **agility and flexibility**, whilst consolidating its strategic importance.

The desire to bring production closer to markets via regionalised supply chains has long been under discussion, and Covid-19 ensured that it is no longer a future hypothetical plan, but is becoming an actual reality. Without a doubt, in our highly automated supply chain world, where there was less emphasis on green behaviours, it made a certain degree of sense to both source from, and offshore out to, low labour cost markets, and then ship to consumer markets. However, as **fully automated manufacturing becomes more commonplace**, labour costs become a minor issue and the incidental effects of other costs (taxes, energy, ease of conducting business, fiscal stability etc.) come into play to a much higher degree. This move towards more localised supply chains further increases the basic resilience of operations.

IoT, big data, predictive analytics and AI are all factors that have transformed the logistics industry, taking speed, transformation and efficiency to a completely different level. This in turn is enabling far more resilient supply chains, indeed supply chains that are better able to cope with **personalised customer requirements**, plus meeting customer demand for shorter and shorter lead times, whilst operating in a cost-efficient manner, reducing scrap and oversupply.

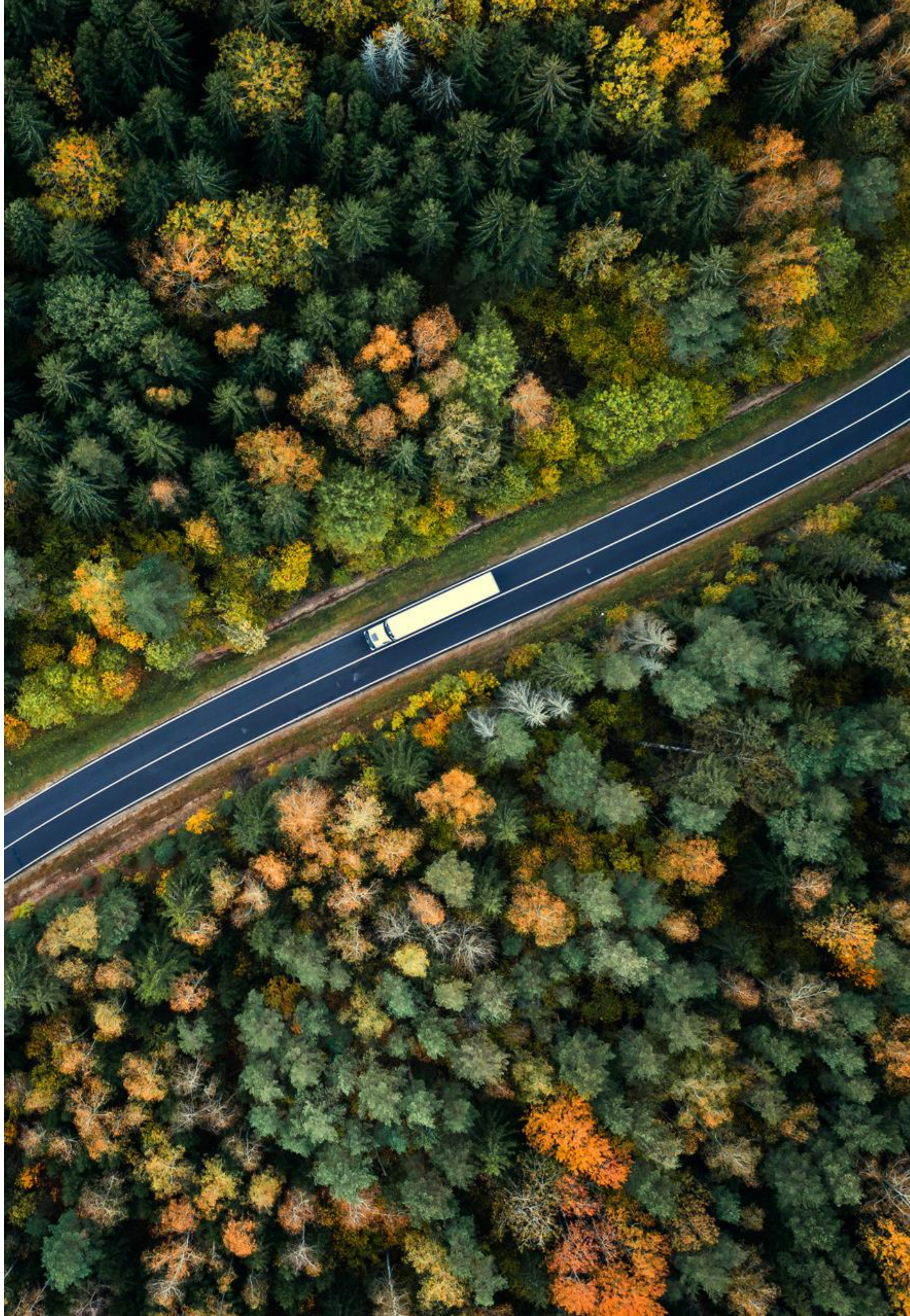
# Trend 2
# Green Logistics

**Sustainability** is not a new trend but is certainly one gaining traction at an increasingly fast pace. Green focus is appealing for several reasons; it is cost-effective, increases customer loyalty, boosts growth and makes companies appealing as employers to talent seeking new opportunities.

Transportation is a large contributor to **greenhouse gas emissions**, and creating a value chain focused on advanced energy management systems, electric and solar-powered vehicles and other green initiatives will all work to **reduce the overall carbon footprint** in a meaningful way, and those practices are being launched rapidly by many companies.

In line with this trend, the role of the supply chain executive will shift focus from "fulfilment" and "cost of sales" to becoming the central manager of the company **sustainability thrust**.

A further workable target for companies is associated with the emerging circular supply chain that is slowly replacing the linear one. Those adopting this approach will gain from reduced costs over the long term, lower waste and reduced environmental impact. A key driver in this practice is the adoption of stricter regulations regarding recycling and waste disposal, once again appealing to those customers who have a strong focus on company green initiatives.



# Trend 3
# Technology and 5G

There can be no doubt that whilst the pandemic is a major driver in the current logistics sector transformation, technology is the enabler.

**5G development** is undergoing immense growth and is set to change the landscape of business behaviours within the decade. **IoT** is set to explode onto the scene, in step with the 5G rollout, and one of the main features will be cargo tracking, whereby inexpensive low-power sensors can be attached to goods and can reliably track items from the factory floor right through to store shelving. **Driverless vehicles** are an excellent example of a disruptive use of the 5G network which will greatly impact the logistics industry. Then there is **AI** which is also set to gain enormous traction across the industry. **Robotics and automation, 3D printing** and other even **newer technologies** will completely redefine supply chain business models

Lower latency in data management means that industries, such as the logistics industry which generate massive amounts of data, will be able to **distribute and exchange** far larger quantities of data than ever before. Processing will take place at source, so businesses must build a **lean, distributed cloud network** to tie their logistical operations together.

The potential for keeping multiple components of the supply chain in **permanent and real-time synch** will prove to be an absolute game-changer in more ways than one.

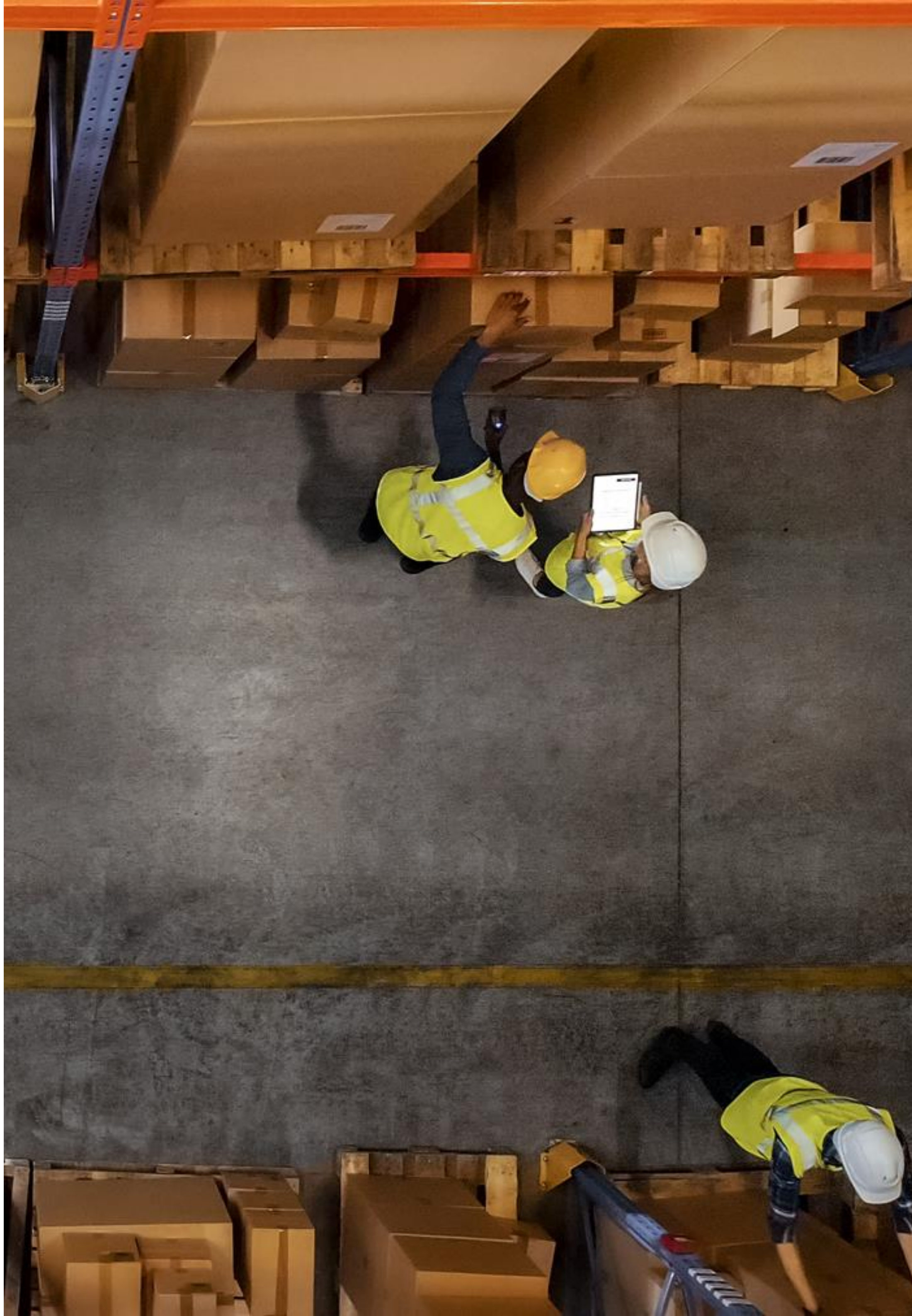
This future scenario, already under activation, is exciting and clears the way for so many new and challenging changes for the logistics industry. The **biggest challenge** however will be sourcing the talent to fill those key roles, people who can drive the companies forwards with purpose.

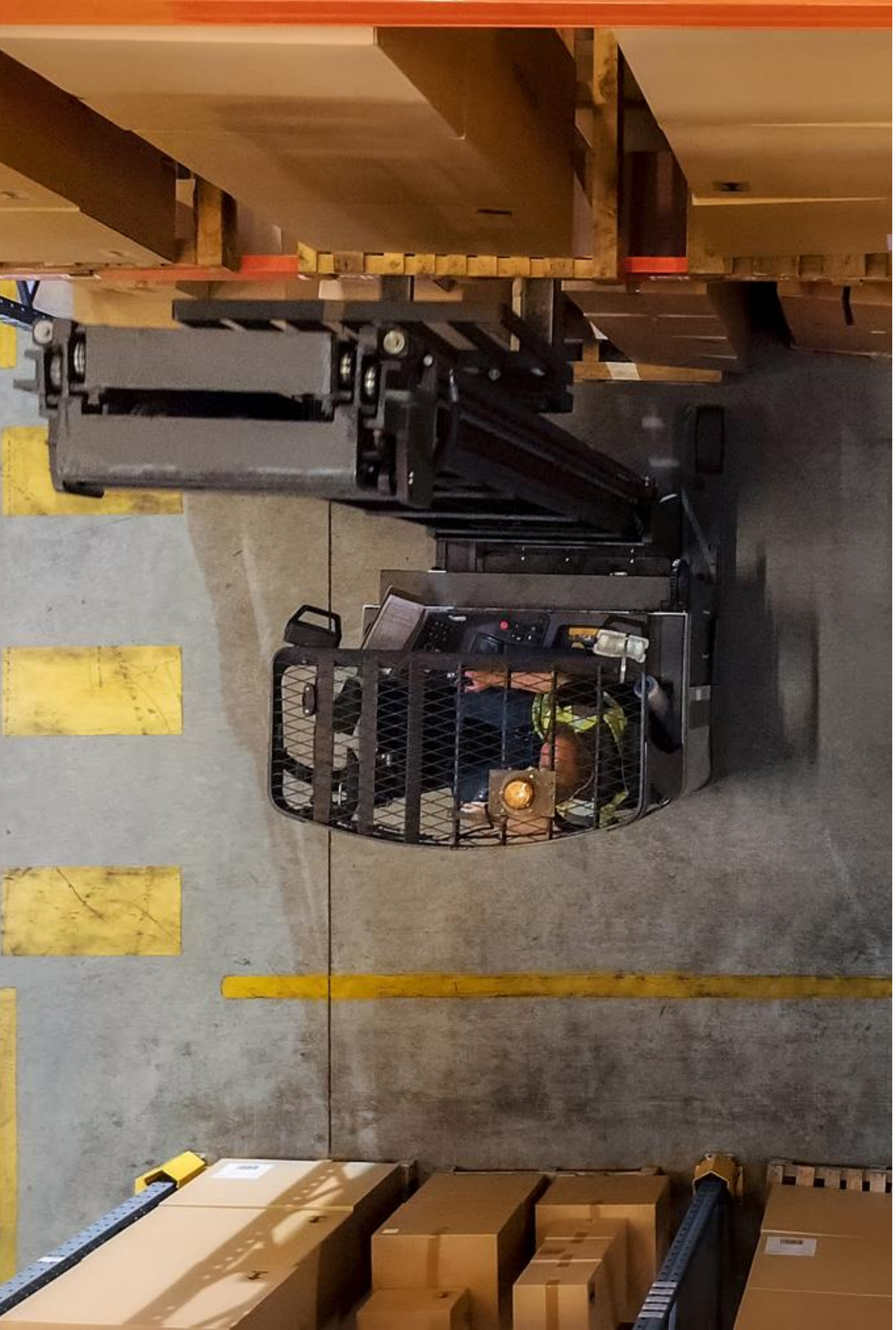
Our brands, **GI Group**, **Grafton** and **Wyser**, each have individual areas of **focus and expertise**, and each posses a **range of differentiated services** to offer those operational in the logistics industry. Together, our teams possess a **deep knowledge** of industry trends and needs and we can match the **best potential candidates** with the specific skill set requirements of individual companies, on a **tailor-made solution basis**.

Our brands' goal is to effectively **build bridges between companies and available talent** across the globe, matching available skillsets (of multiple levels) in one geographical area with skill requirements in another.

Furthermore, our constant focus on, and analysis of, industry trends, events, shifts etc. allow us to **anticipate near-future industry changes**, and thus partner businesses in avoiding specific skillset weaknesses in their talent pool. We firmly place the spotlight on LEAN practices, carried out rapidly and efficiently, permitting us to not only avoid inefficiencies but also to anticipate both market and client requests. What happened over the past 18 months has sent shockwaves through the industry, and in the **current constantly shifting scenario**, the realisation that older forecast models have become inapplicable makes industry vigilance and research key factors, tasks we conduct regularly and make the knowledge available to our partners.

Our brand teams also enjoy **good local market knowledge**, vital in better-taking advantage of the global equation of **mutual dependencies**.





Collectively our branded services cover every single aspect of the logistics industries' staff requirements (temporary and permanent solutions, long-term temporary contracts, senior and mid-management roles, professional roles, specific skill sets, and also including in-depth analysis with our partners to find the very best tailormade solutions for their individual needs). A particular strength of our teams, in approaching the task of supplying the very highest quality talent, is sourcing **outside** the logistics industry to bring in the new skills that the industry requires (for example AI, data insights, sustainability expertise, people management etc.). To date, there are many in the field who have yet to fully recognise the **incredible potential** that companies can achieve by gearing up their workforce with people from a **variety of backgrounds**, and our brands are at the companies' disposal not only to source that talent but to assist in making those **operational transitions**.

Our focus on reskilling, upskilling and introducing a variety of backgrounds to the team mix, also ensures the definition of **dynamic and exciting career paths** for team members. The "new" logistics industry will continue to generate diverse career opportunities and our broad goal is to source future team members who embrace **career fluidity, new challenges and demonstrate a willingness to continually adapt and evolve their skills in the face of the ever-changing work environment**.

The wide range of services covered by our three brands targeting a variety of talent categories and levels means that whatever your specific needs if you are our partners, **we have got you covered across the board**.

## Key logistics roles needed to ensure sustainable growth in the coming five years:

**Gi Group Staffing**

Staffing
Forklift drivers
Warehouse workers / Order pickers
Customs Clerks

**Grafton**

Warehouse Managers
Transportation Coordinators
Demand Planners

**Wyser**

Supply Chain Managers
Supply Chain Engineers
Logistics Managers

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