

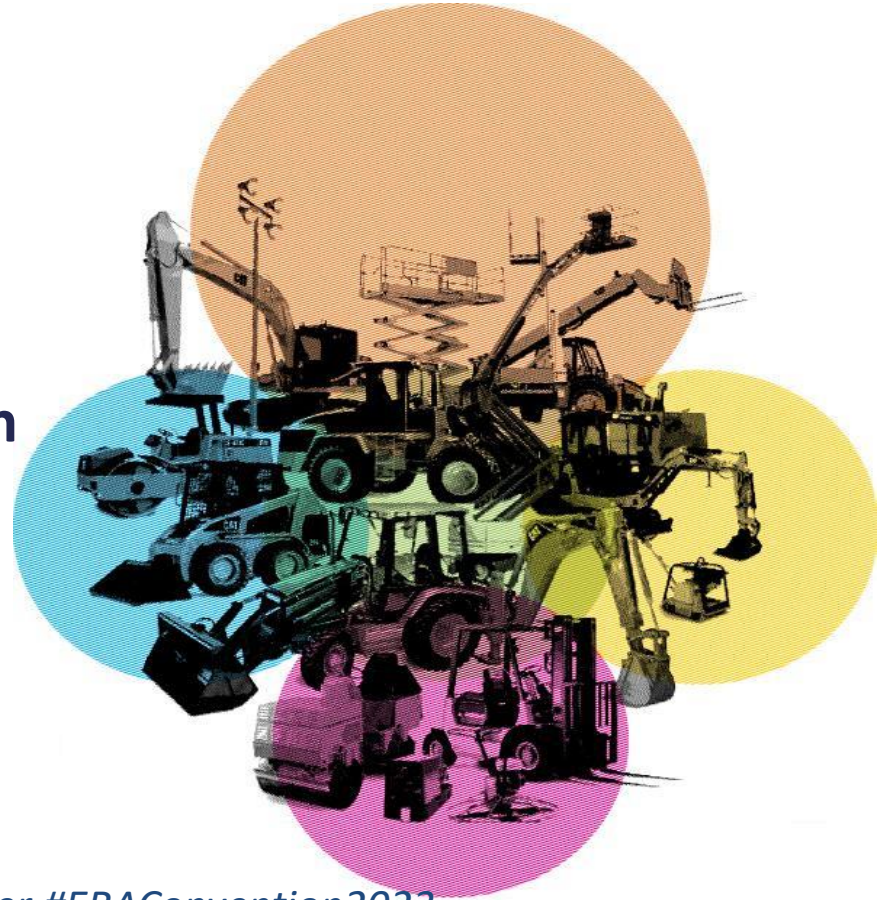


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Technology as a driver for change in the rental industry workforce

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Hexagon

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Trimble



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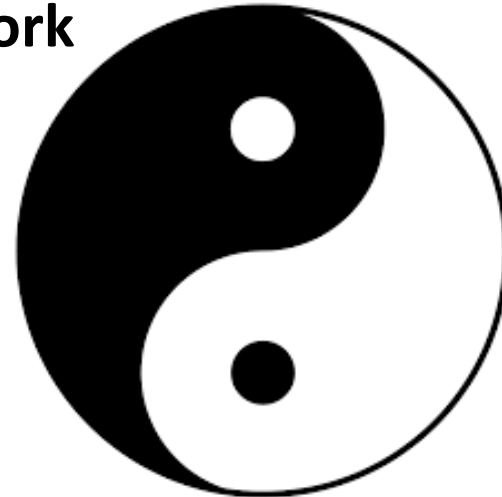
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ERA Convention 2023, "INVESTING IN PEOPLE", Maastricht, 7 and 8 June

TECHNOLOGY

- Changing society
- Changing workplace
- Changing workforce
 - How to do the job !
 - Who can do the job !

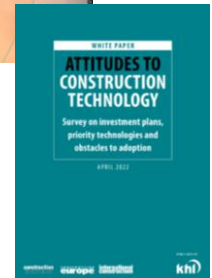
Work



Technology

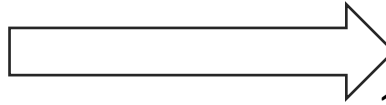
RECENT SURVEYS :

- Topcon's *Future of Machine Construction* :
 - 30% of managers consider skill shortages one of the biggest challenge
 - 77% agreed that advanced tech is a key solution to attracting the best talents
 - Hexagon's *Autonomous Construction Tech Outlook* :
 - 84% of tech decision makers have adopted some of form of autonomy to address key business challenges
 - More than 40% have created programs to shore up the skills gap
- KHL's *Attitudes to Construction Technology* :
 - 72% of contractors believe technology will help with skill shortages
 - Also 72% have recruited additional staff to focus on technology



FROM

1. Operational **efficiency** (telematics)
2. Data as an **add-on**
3. Fleet Utilization optimization
=> input into construction process
4. Basic machines for less skilled operators?
5. **Affordable** Capacity makes the difference
6. **One** machine / **one** site / **one** operator
7. Rental as a capacity solutions for peak activity
8. Pay per hour / day

**TO**

1. Customer driven **insights**
(Analytics)
2. **New** services and revenue options
3. Site productivity
=> output off construction process
4. Support **digital transformation** of the customer base
5. **Smart** capacity make the difference
6. **Hybrid** site operation models
7. Rental as an outcome-based site operating offer
8. Pay per output

CUSTOMER DEMAND

- Labour shortage
- Smart assets
- Productivity tools
- Traceability...



RENTAL OFFER :

- Remote & Safe operation
- Productivity solutions
- From capacity as a service to
 - Rent w/operators
 - Full site packagers (machines, technology, analytics,...)
 - Enabled the autonomous

RENTAL WORKFORCE IMPACT :

- Age, gender and level of education matter less than ever
- Multi machine site professionals required
- Experts in site operations and workflows
- Safe, sustainable and meaningful
- From operations in the field to operations in the office

HOW TO GET THERE ?

Las mujeres representan un 11% del total de afiliados en construcción, el mayor peso porcentual de trabajadoras en el sector desde 2016

Según el último informe de "Mujeres en el sector construcción 2022", las mujeres del sector son las que mayor porcentaje de contratos indefinidos tienen respecto a otros sectores

NOTICIA FUNDACIÓN Fuente: Fundación Laboral de la Construcción 08/03/2023



Las mujeres afiliadas a la Seguridad Social en el sector de la construcción alcanzaron la cifra de 14.733 trabajadoras en 2022, lo que supone 7.721 mujeres profesionales más que el año anterior (+5,2%), lo que representa un 11,1% del total de personas trabajadoras en el sector, "el mayor peso porcentual de mujeres trabajadoras en construcción desde 2016".

Así se desprende del último Informe "Mujeres en el Sector de la Construcción 2022", dado a conocer por el Observatorio Industrial de la Construcción, dependiente de la Fundación Laboral de la

OPINION: Four ways to address the industry's technician shortage

BY SAUL WORDSWORTH ON 07th MAY 2023

Julie Davis, senior director of workforce and industry initiatives at the Association of Equipment Manufacturers (AEM), considers ways to resolve shortages within the off-highway machine industry

Helmets to Hardhats helps connect Afghan refugees with careers in Canada's skilled trades

By: Heavy Equipment Guide Staff - May 23, 2023



PERSONAL -- 8. März 2023

It's no secret to shortage is a pr


According to a as many as 733 stated equipte national average

„Frau am Bau“ – da geht mehr

Die Hagedorn Unternehmensgruppe und die Zeppelin Baumaschinen GmbH starten eine gemeinsame Kampagne zur Förderung von weiblichem Nachwuchs in Bauberufen.

Beide Unternehmen verbindet seit vielen Jahren eine gelebte Partnerschaft. Nun wollen sie ein weiteres gemeinsames Kapitel aufschlagen. So hat Hagedorn bereits 2020 mit „Frau am Bau“ eine sowohl in der Branche als auch medial vielbeachtete Kampagne ins Leben gerufen. Diese mit der Bewältigung von geschlechterspezifischen Vorurteilen, damit verbundene

Industry groups reaffirm partnership to attract more women into skilled trades



Women in Technology - Trimbles event for framtid kvinnor i tech-branschen 8 mars

CECE CONGRESS CHAMONIX 2023

Embracing a changing society: Diversity in construction



#CECEcongress

Women in Technology - Trimbles event for framtid kvinnor i tech-branschen 8 mars



FLANNERY PLANT HIRE:

Flannery Plant hire

NEW POSITIONS TO CONSIDER :

- Digital Plant / Site / Fleet Manager
- Solution Business Developers / marketers
- Remote Operators
- Autonomous Site Planners / Manager
- Training specialists in Connected Site / Solutions
- Drone specialists
- Safety consultants / advisors / specialists
- Cybersecurity specialists



TAKEAWAY :

- Technology will
 - Provide a **safer** workplace
 - Provide even more **attractive** jobs
 - Open **untapped** labor markets (beyond dumb, dull and dangerous)
 - Satisfy **customer needs** beyond just rented capacity (data, workflows), providing more differentiated offers
 - Address upcoming **regulatory** requirements (e.g. UK)
 - Age, gender and level of education matter less than ever !

