



## ***Employability for 21<sup>st</sup> Century Work***

John Carr, VP Supply Chain Solutions  
CIT Conference - May 24th, 2018

# Flex International

**200,000+**  
employees

**100+**  
sites in over  
30 countries

**8M**  
Sq. ft. of services  
facilities

**2,500**  
design  
engineers

**44M**  
Sq. ft. of  
manufacturing  
facilities





# Flex Ireland

## Flex Dublin Campus

### Service Offering

- Flex WMS / TMS Global Management Center
  - Flex WMS/TMS – Flex Global Development Centre for Warehouse and Transport Management IT Solutions
  - Supporting 460 Customers (Global) and over 30 Sites Worldwide
- 4200 Flex Users
- EDI Integration with Customer Systems, SAP, Oracle, Baan, JD Edwards, etc.
- Corporate Compliance and CSR SMEs
- Europe HQ for Contractual and Legal (Services)

## Flex MCI Leitrim Campus

### Service Offering

- 207 Employees
- Plant runs 24/7 x 360 days per year.
- 300 Series Glass Actuators x 3 Auto lines.
- 980 Glass Actuator x 2 Auto lines.
- 200 200 200 Power-fold x 1 Auto line.
- 21X Power-fold x 2 Auto Line.
- Pieces produced per day: 110,000.
- Injection Molding 60 machines MH, 11 million pcs/week 24/7

# Flex Ireland Global Manufacturing and Services Centre



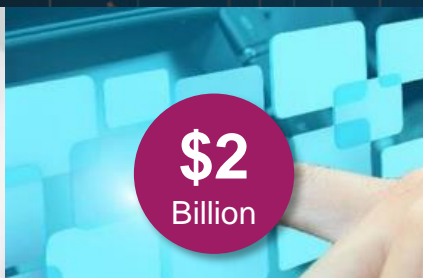
# Flex Cross Industry Focus



## Medical



## Automotive



## Industrial Goods



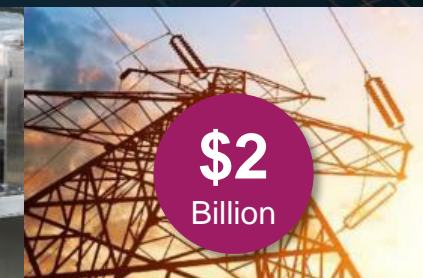
## Home Appliances



## Capital Equipment



## Energy



## Telecom



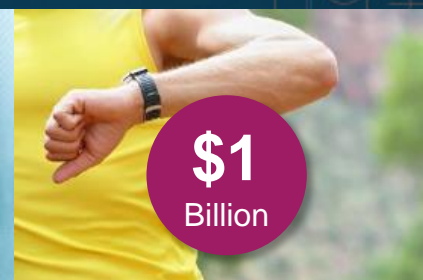
## Networking



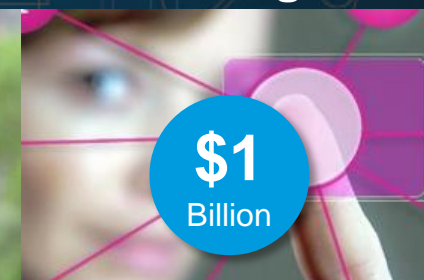
## Enterprise Compute



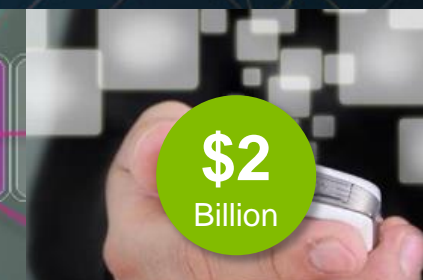
## Wearables



## Connected Living



## Mobile



# Vertical - Organizational Segment Structure

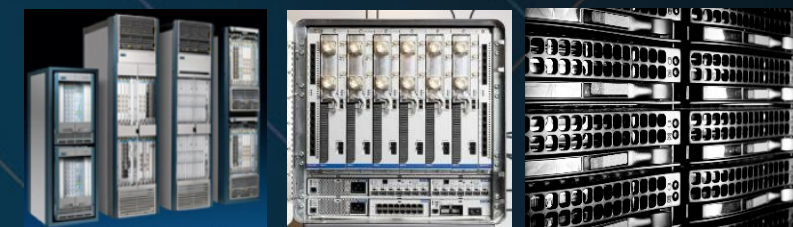
## Consumer Technology Group (CTG)

Consumer electronics, Mobile, Computing, Wearables, Connected living



## Communications & Enterprise Compute (CEC)

Telecommunications, Networking, Server & Storage



## Industrial & Emerging Industries (IEI)

Appliances & Lifestyle products, Industrial Equipment & Automation solutions, Energy.



## High Reliability Solutions (HRS)

Aerospace & Defense, Automotive, Medical





# Horizontal - Integrated Organizational Services Structure

## Printed Circuit Boards

Complex and Mobile PCBs, Flexible Circuits and Rigid PCB (ELIC and HDI), Touch Panels, Materials



## Power

Power Solutions for Servers, Storage, Mobile Phones, Printers, Laptops and Tablets



## Mechanical

Advanced Mechanicals Technology, Machining, Plastics, Metal Stamping, Metal Fabrication Tooling, Custom Cables and Enclosures



## Global Services & Solutions

Distribution, Inventory Management, Product Transformation, Reverse Logistics, Repair, Service Parts Planning, Parts Distribution, Asset Recovery

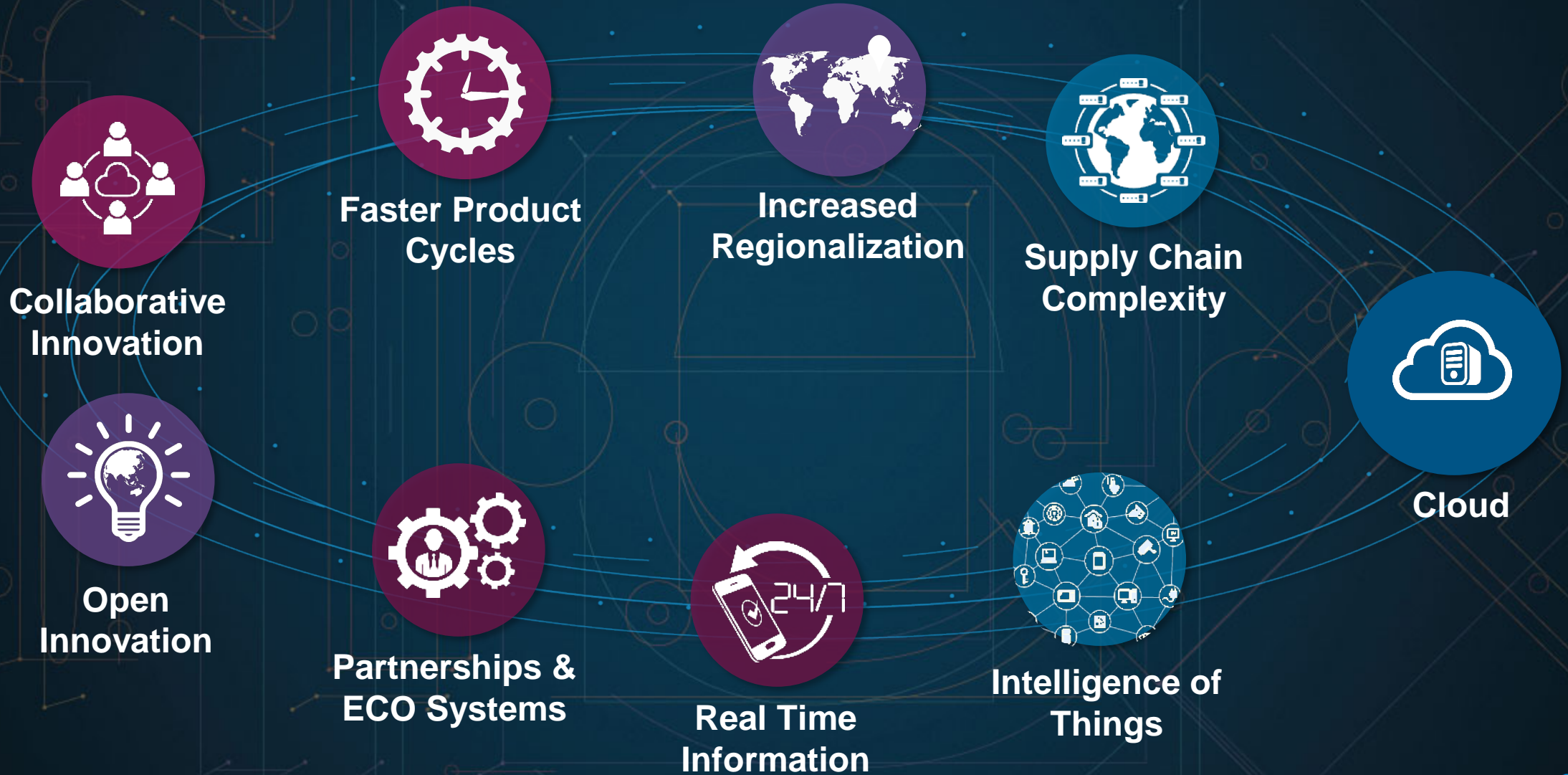




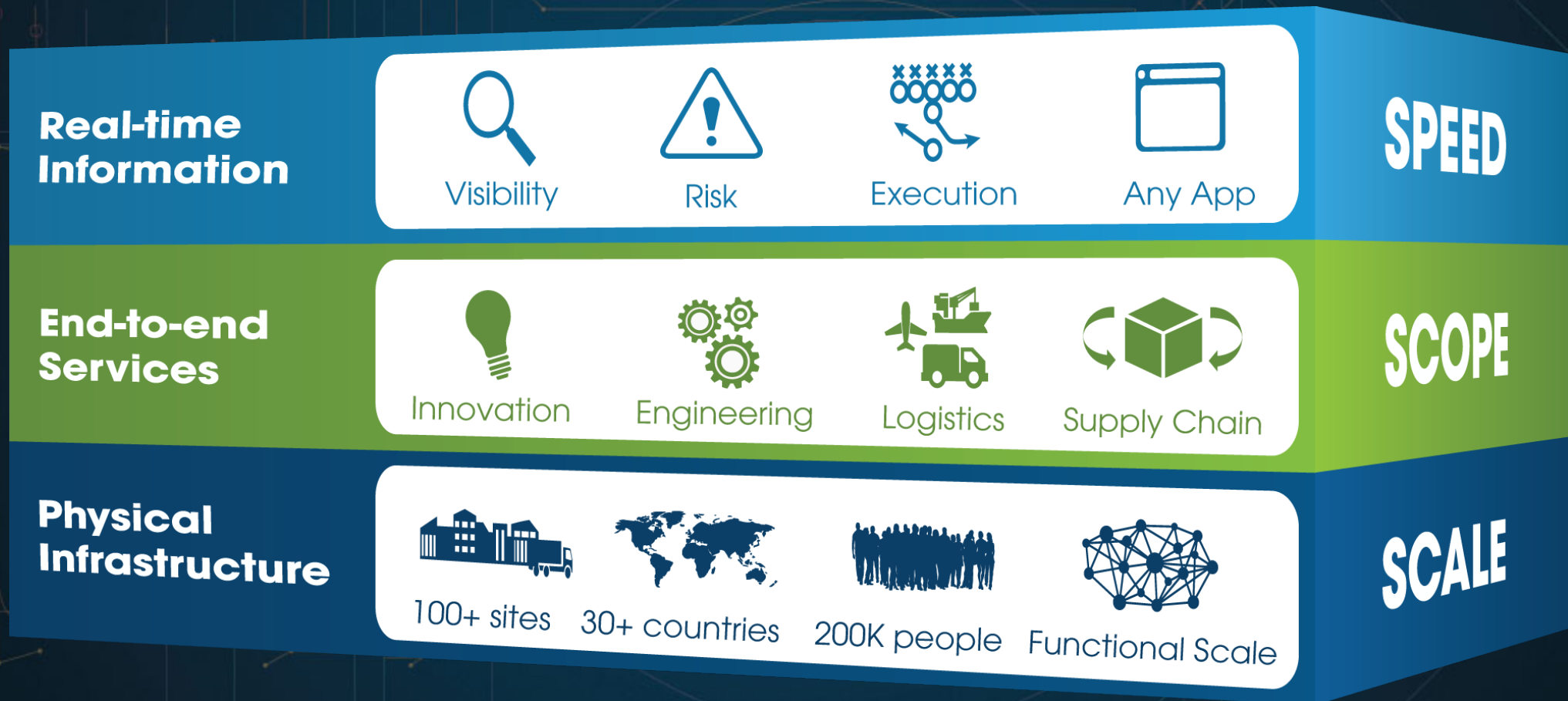
The background is a dark blue gradient with a complex pattern of thin, light blue lines and circles. These elements form various geometric shapes, including rectangles, squares, and concentric circles, creating a technical or architectural feel. The lines are of varying thickness and some have small dots at their ends, suggesting a circuit board or a blueprint. The circles are also of different sizes and are often centered within the geometric shapes.

# Flex Platform

# Global Market Forces



# We developed a *Platform* to compete in this new world





# Real Time Management Systems



**Workday**

Human Resources

**Flex Pulse**

Supply Chain Health

**Elementum**

Supply Chain

**Healthtap**

Health

**Workforce Design**

Productivity

# Enhanced Software Tools



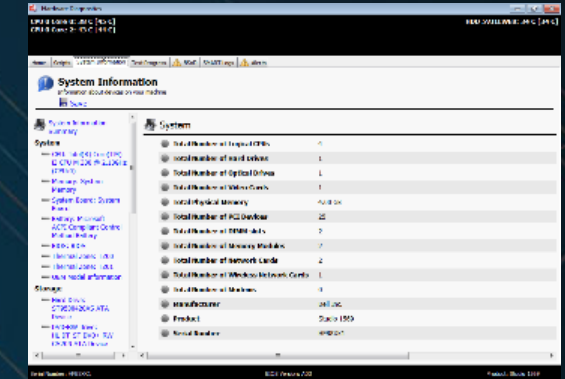
## flexConfig

2D & 3D Visual Quoting Tool



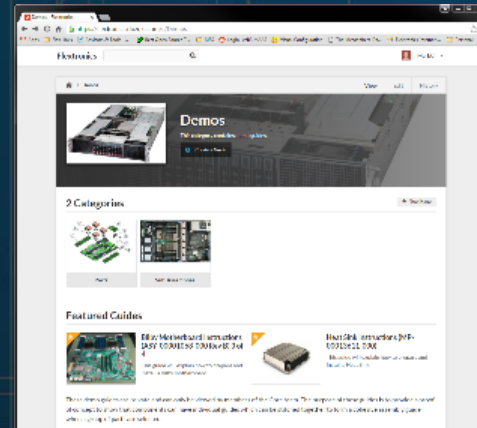
## flexGuide

Next generation, web based, script driven electronic work instructions



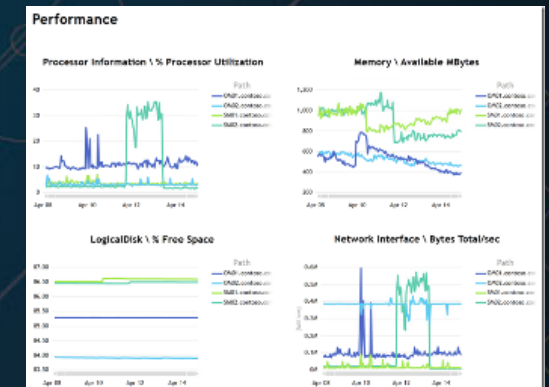
## flexBench

Next generation test, benchmark and performance analysis framework



## flexFast

Flexible analytics solution tool - Node and Rack solutions





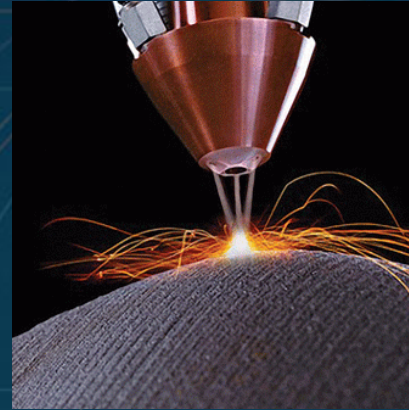
# New Manufacturing Technologies



**Automation & robotics**



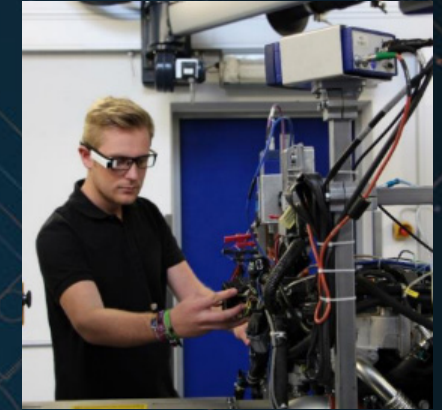
**Machine-to-machine communications**



**Additive manufacturing (3D printing)**



**Advanced simulation & visualization**



**Augmented reality**



# Augmented Reality Has Opened A Market For Software Development



The background is a dark blue gradient with a complex pattern of thin, light blue lines and circles. These lines form various geometric shapes, including rectangles, squares, and circles, some of which are nested or overlapping. The overall effect is a technical or architectural drawing style.

# Flex Identified Skills Gaps



# Design Skills Gaps

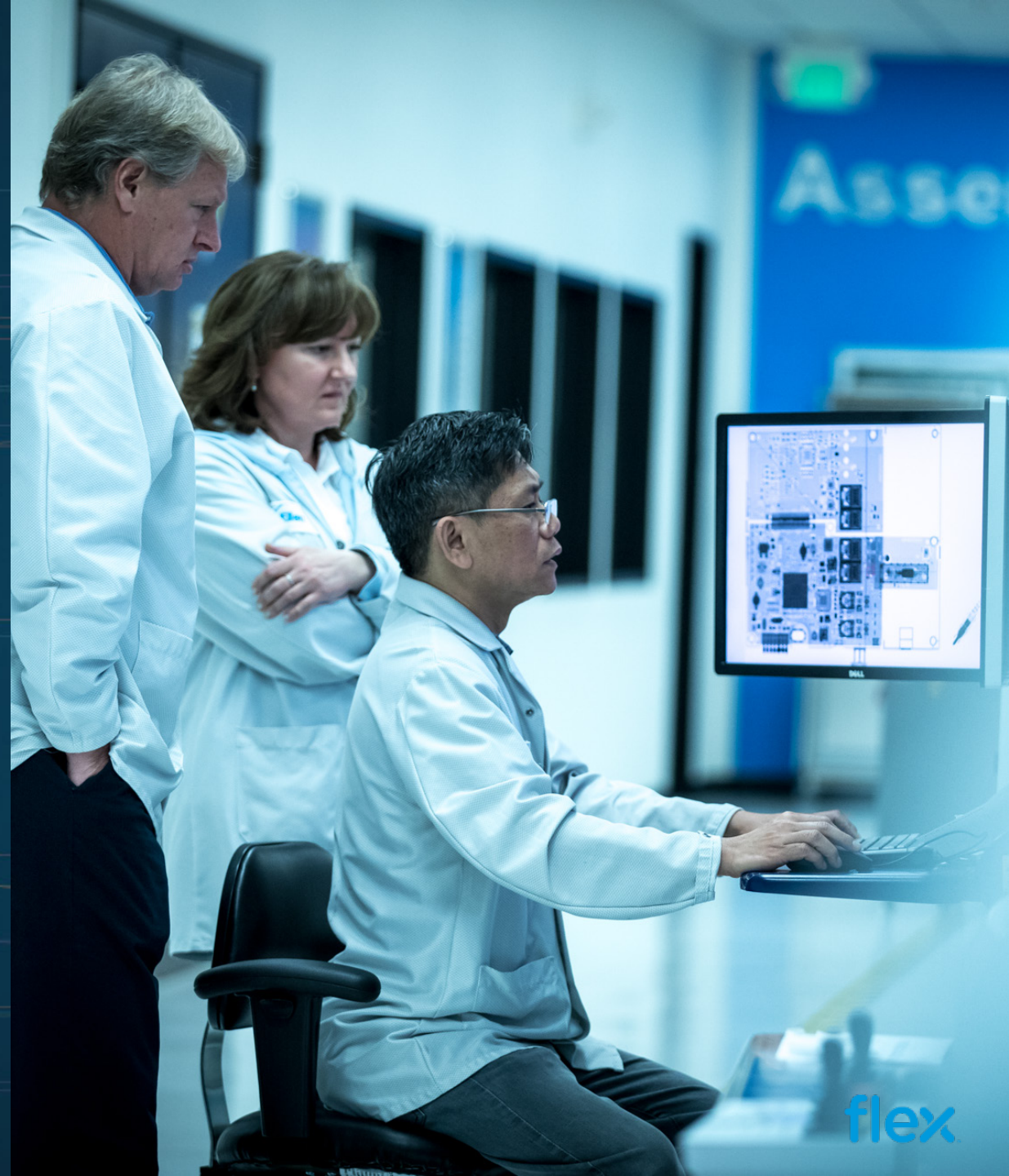
- Hardware design
- Designers with embedded system development experience
- Client engagement (interpersonal and communication) skills



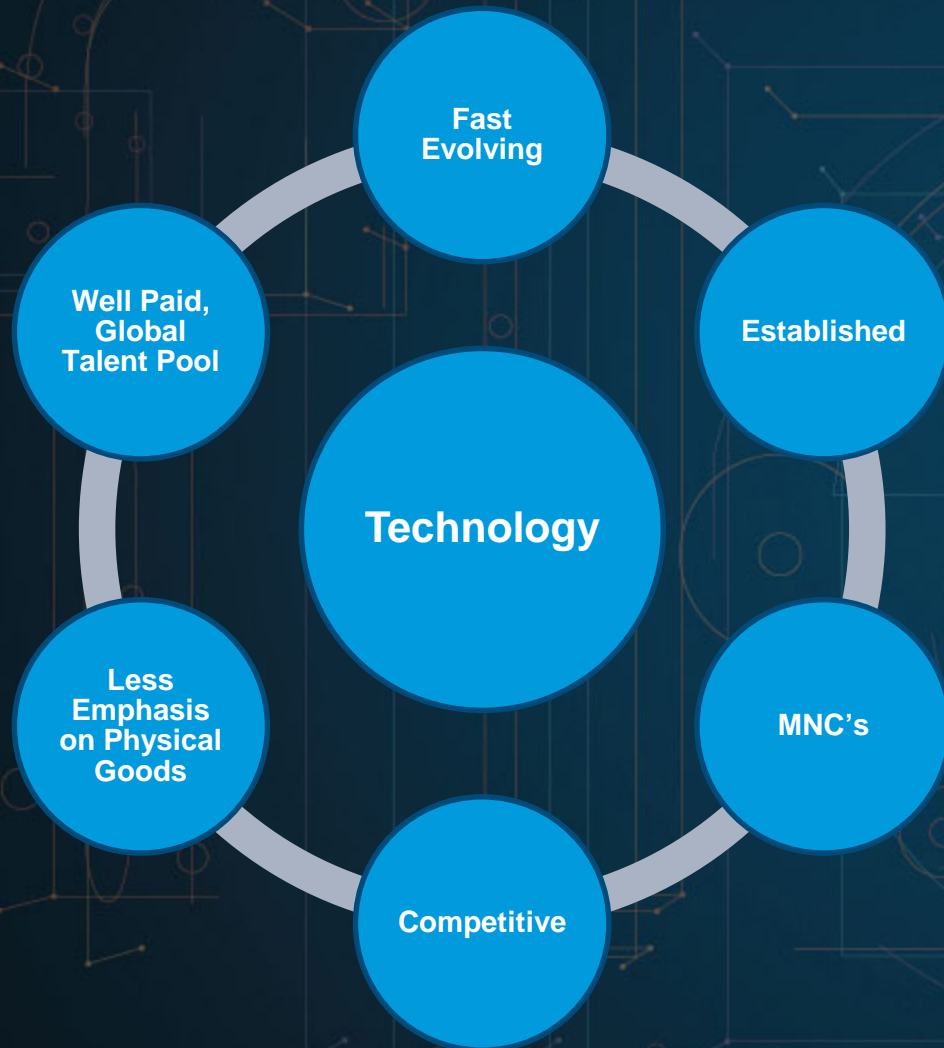


# Manufacturing Skill Gaps

- Electrical and Electronic Engineers
- Process Automation Engineers
- Electronics Sourcing Engineers
- Experienced Plastics injection moulding machinists
- Black belt quality staff with Automotive manufacturing experience
- Multi-lingual Cost Engineers
- Supply Chain/Logistics with knowledge of ERP systems, and people management skills
- Trade Compliance, Transport and Logistics



# Technology In Ireland – Flex view Triangulates with IBEC survey



## Existing skills gaps:

- Digitisation of processes and gaining insights from data
- Software developers
- Hardware developers
- Pure IT specialists
- Accounts, customer service specialists



# Manufacturing in Ireland – Flex view Triangulates with IBEC survey



## Existing skills gaps:

- Electronic designers
- Mechanical engineers
- Global Procurement managers (which can deliver solutions and drive productivity)
- International sales
- International marketing
- Customer service/support
- Planning
- Supply chain orchestration dealing with imports and exports
- Logistical and Distribution skills (at enterprise level)

## Skills requirements likely to become more pronounced due to Brexit:

- Foreign languages and cultural awareness
- Trade Compliance and Customs clearance

The background is a dark blue field filled with intricate, thin, light blue geometric lines. These lines form a complex network of squares, circles, and intersecting paths, some of which include small dots at their endpoints. The overall effect is that of a technical drawing or a mathematical diagram. In the center of this pattern, the word "Conclusion" is written in a bold, light blue sans-serif font.

# Conclusion

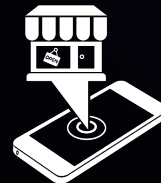


# Education Training Must Address Cross Functional Business Requirements



*“This is the world we live in, if you are not real time, collaborative, mobile and multi-enterprise, you can’t survive”*

— Mike McNamara, CEO Flex





The background of the slide is a dark blue color with a complex, light blue technical drawing or circuit board pattern overlaid. The pattern consists of various geometric shapes, including circles, squares, and lines, some of which are interconnected to form a network-like structure. The lines are thin and light blue, contrasting with the dark blue background.

# Thank You

## **Contact information:**

John Carr

VP Supply Chain Solutions

[John.carr@flex.com](mailto:John.carr@flex.com)

+353 86 2334020