



# Workforce Reinvention **Blueprint**

## Wholesale Trade Industry

How AI and Automation will Transform the Workforce Based on Reejig's Proprietary Work Ontology™ Intelligence

### How AI is Reinventing the Wholesale Trade Industry

The wholesale industry is a colossal force in the global economy, valued at \$49.49 trillion in 2023. By 2028, the market is expected to reach \$68.09 trillion, reflecting a robust CAGR of 6.5%.

### Top 3 Concerns Facing Wholesale Trade CEOs in 2025

1. Digital Transformation and AI Integration
2. Supply Chain Resilience and Regionalization
3. Workforce Transition and Leadership Development

## Focus Area 1: Workforce Shifts

### Projected Workforce Shifts in 2025 and Beyond

Where AI and Automation Will Drive Operational Effectiveness

1

#### Warehouse Automation and Robotics

Robotics and automated systems like AGVs are revolutionizing warehouse operations, reducing dependency on manual labor.

Warehouse automation is set to reduce labor costs by 40-50% and improve throughput times by 30-40%

2

#### Transition to AI-Driven Sales Strategies

Sales reps will shift to managing AI tools, focusing on strategic customer interactions while AI handles lead generation and administrative tasks.

AI tools will enhance lead generation and client retention by 20-30%, resulting in a 15% revenue increase per sales representative. The workforce will need new skills in CRM and AI-driven insights.

3

#### Data-Driven Supply Chain Management

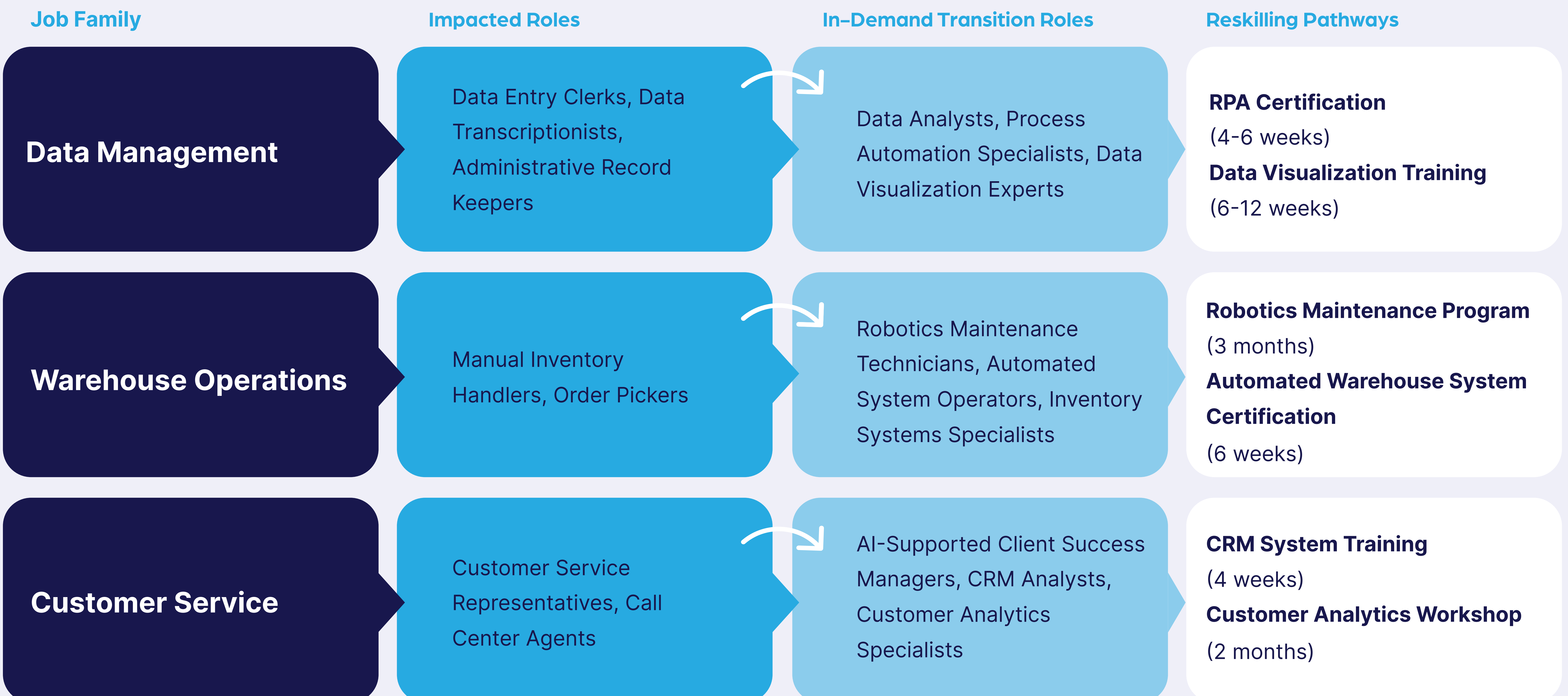
AI tools are enhancing demand forecasting and route optimization.

Companies using predictive analytics report a 20-30% improvement in inventory management efficiency.

## Focus Area 2: Roles Impacted by AI

### Key Roles Impacted and Reskilling Pathways for 2025

How Impacted Roles Can Transition to In-Demand Roles



## Focus Area 3: Driving Operational Effectiveness

### 2025 AI Strategies to Boost Operational Effectiveness

Prioritized Roles for AI Transformation based on AI Potential Index, Operational Efficiency Index & Time to Benefit Realization

1

#### Warehouse Operators

This role is central to inventory management and order fulfillment, with automation saving significant time and costs while improving order accuracy. AI-driven robotics systems can achieve a 40% reduction in order picking and packing times and a 35% cut in labor costs, enhancing overall productivity.

**With an AIPI of 1.98 and an OEI of 105%, this role is a top priority for investment due to its high potential for efficiency improvement, substantial automation possibilities, and reasonable implementation timeline.**



#### AI Potential Index (AIPI) Score: 1.98

Breakdown: Potential Automation Proportion: 70%, AI Maturity/Risk Adjustment: 0.85, Current Automation Proportion: 30%



#### Operational Efficiency Index (OEI) Score: 105%

Breakdown: Time Savings: 40%, Cost Savings: 35%, Process Improvement Factor: 1.4



#### Time to Benefit Realization: Medium-Term (12-24 months)

Time required for deploying robotics systems and reskilling the workforce makes this a medium-term investment opportunity.

2

#### Truck Drivers and Delivery Personnel

This role is essential to product delivery and logistics. AI-powered route optimization reduces delivery times by 30% and operational costs by 20%, significantly improving logistics efficiency and addressing driver shortages.

**With an AIPI of 1.3 and an OEI of 65%, this role is a top priority for investment because it optimizes logistics operations and addresses workforce constraints, although the implementation timeline is slightly longer.**



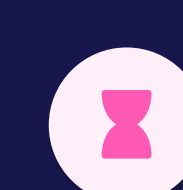
#### AI Potential Index (AIPI) Score: 1.3

Breakdown: Potential Automation Proportion: 60%, AI Maturity/Risk Adjustment: 0.65, Current Automation Proportion: 30%



#### Operational Efficiency Index (OEI) Score: 65%

Breakdown: Time Savings: 30%, Cost Savings: 20%, Process Improvement Factor: 1.3



#### Time to Benefit Realization: Long-Term (18-36 months)

Time required for scaling autonomous systems and integrating advanced logistics solutions makes this a longer-term priority.