AI in automotive and industrial manufacturing: Progress with the brakes on

Legacy issues, resistance, and skill gaps slow down transformation despite high investment.

Key challenges

The biggest brake on AI

60% of automotive and industrial manufacturing companies see integration with legacy systems as the biggest hurdle in AI transformation,

compared to only **29%** in other industries.

Long-established IT systems and production landscapes make AI implementation complex and resource-intensive.

Transformation fails from within

The most formidable barrier is internal. Automotive and manufacturing companies cite organizational resistance to change far more often than other industries:

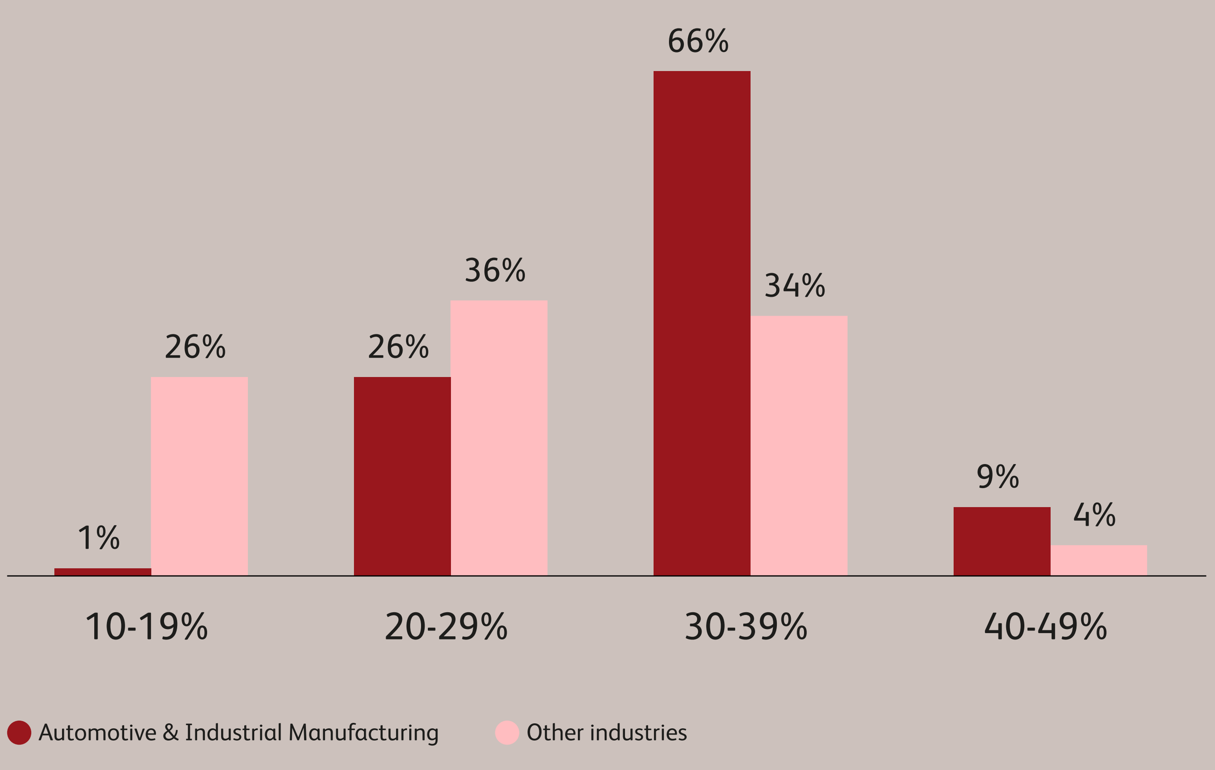
51% vs. **20%**

Rigid routines and deeply entrenched hierarchies slow change far more than in other industries.

Future risks

AI creates overcapacity

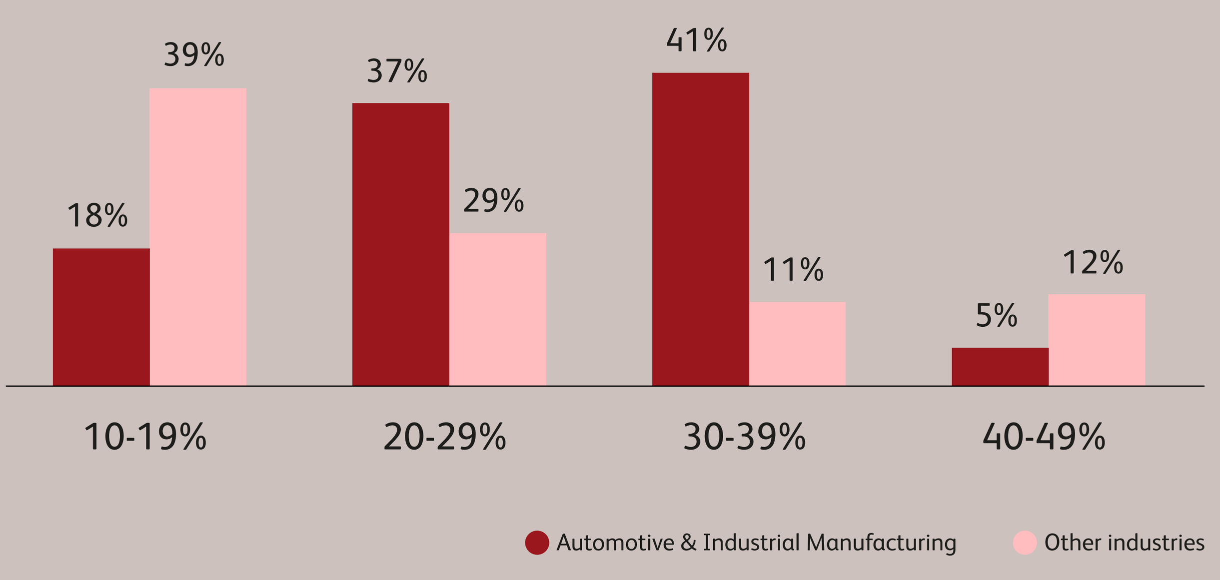
How high do you estimate the overcapacity (excess workforce relative to workload) caused by AI in your organization in 3 years?



Automation, efficiency gains, and shifting roles create a surplus of staff relative to future demand.

Skill gaps become a bottleneck

How many employees will lack the skills needed to work effectively with AI in 3 years?



Rising AI demands create roles for which many employees lack the required qualifications.

How the industry responds to AI uncertainty

The data shows that in automotive and industrial manufacturing, long-term security takes precedence over short-term fixes. Instead of investing in specific skill sets or individual reskilling, companies are placing above-average emphasis on resilience and organizational adaptability. The focus is on the ability to cope with uncertainty, manage change, and adapt structures flexibly.

Investment in employee retraining

27% vs. **46%**

AI is partially or entirely eliminating some roles in companies, making further training less effective.

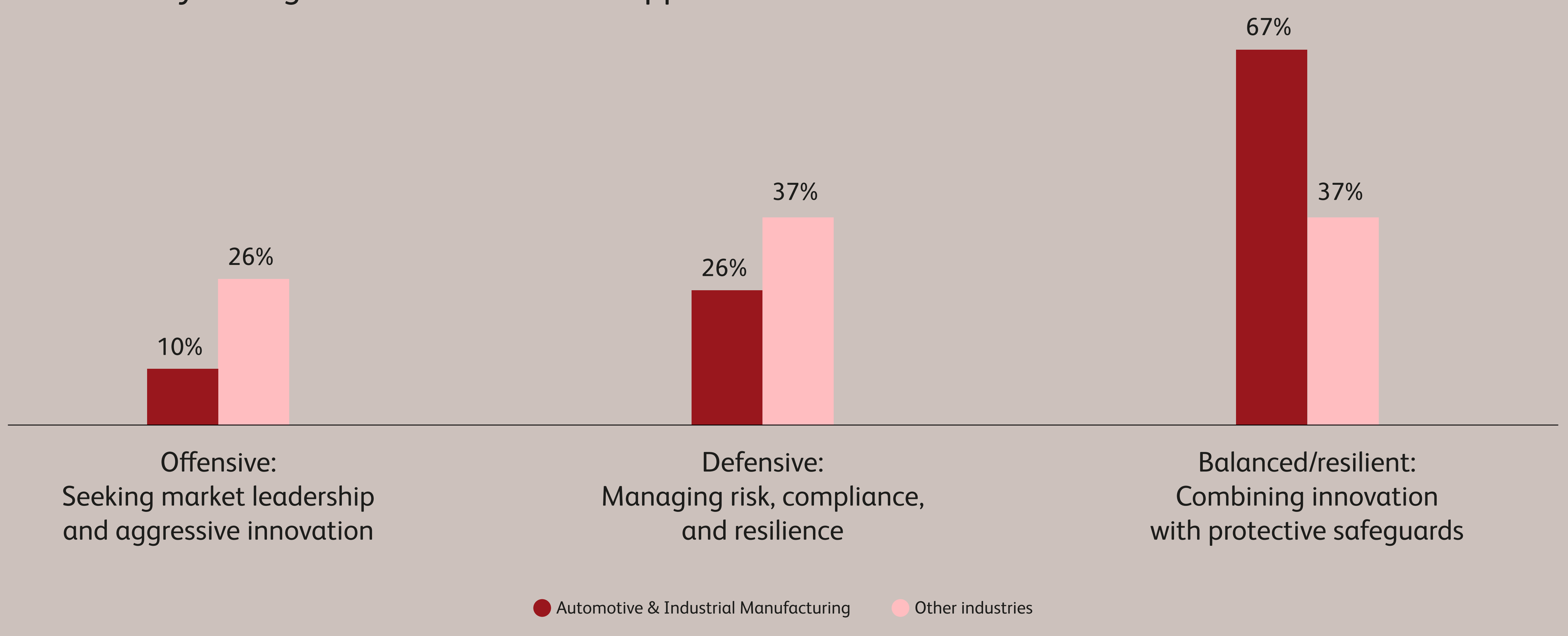
Investment in resilience and adaptability

75% vs. **53%**

Given the dynamic development of AI, stability and resilience in systems, organizations, and the workforce are becoming a stronger focus.

Innovation with a safety net

What best describes your organization's current AI approach?



In automotive and industrial manufacturing, 67% of companies adopt a balanced/resilient AI strategy, compared with 37% in other industries.

Strict regulatory requirements, the high costs of failure, and complex IT and organizational structures shape this strategy.

Automotive & Industrial Manufacturing n = 200; Other industries n = 811

The figures are from the BearingPoint study "Resilient by Design: How Agentic AI is Reinventing Organizations." In August 2025, more than 1,000 C-level executives from companies in Europe, the US, and Asia were surveyed. For this analysis, the results were evaluated explicitly for automotive and industrial manufacturing to highlight industry-specific differences.

BearingPoint