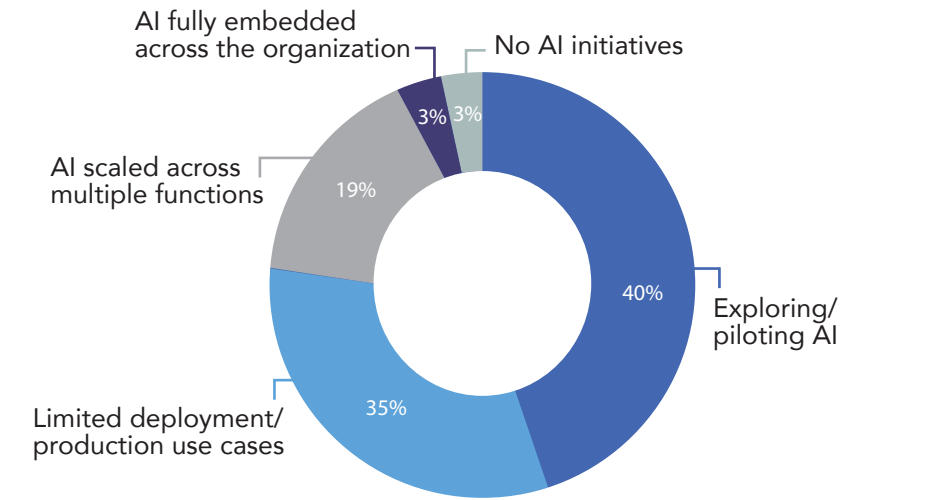


The first annual Corporate AI Talent Study examines how organizations are preparing employees for the AI era including talent strategy, hiring, training, skills development, and workforce impact. Following are Key Takeaways:

AI Adoption Outpaces AI Talent Strategy

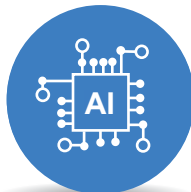
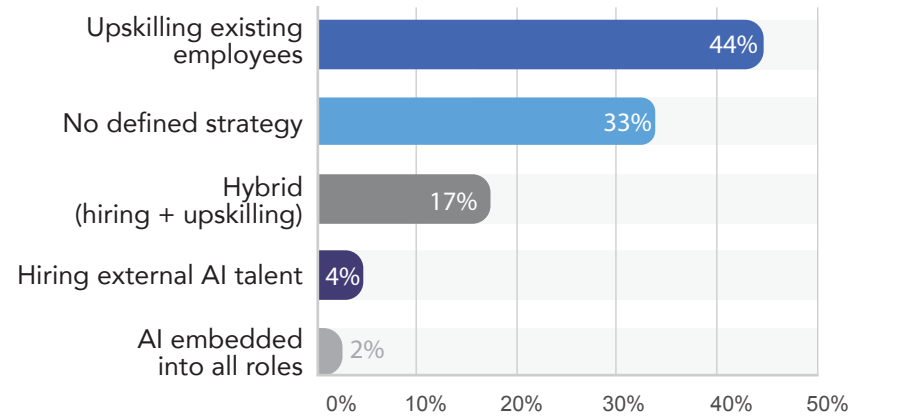
Absent or no AI initiatives decreased from 13% to only 3% in the last 9 months, with other AI initiatives increasing per the **AI Adoption Stages™** framework below. Yet the study identifies surprising training and talent gaps.

- **Absent (3%):** No AI initiatives currently underway
- **Exploratory (40%):** Pilot programs and experimentation only
- **Operational (54%):** AI in limited production or scaled across multiple functions
- **Embedded (3%):** AI integrated strategically across enterprise operations



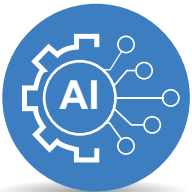
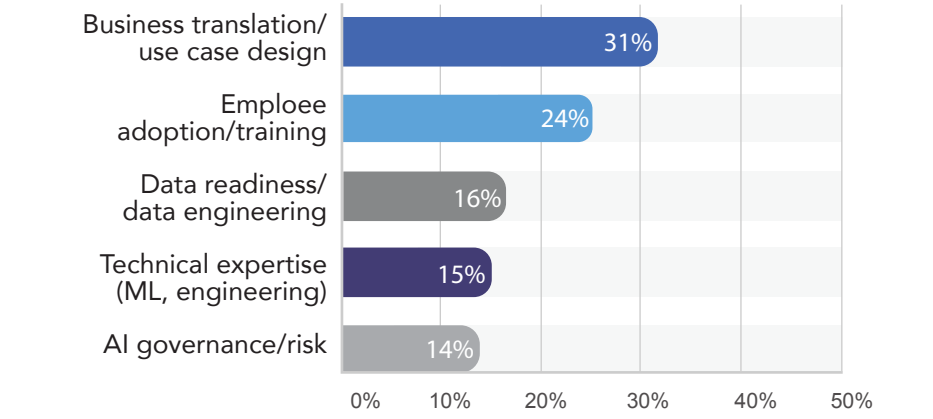
Upskilling is the Primary AI Workforce Strategy

The results suggest that organizations increasingly view AI as a workforce capability that must extend beyond dedicated technical teams.



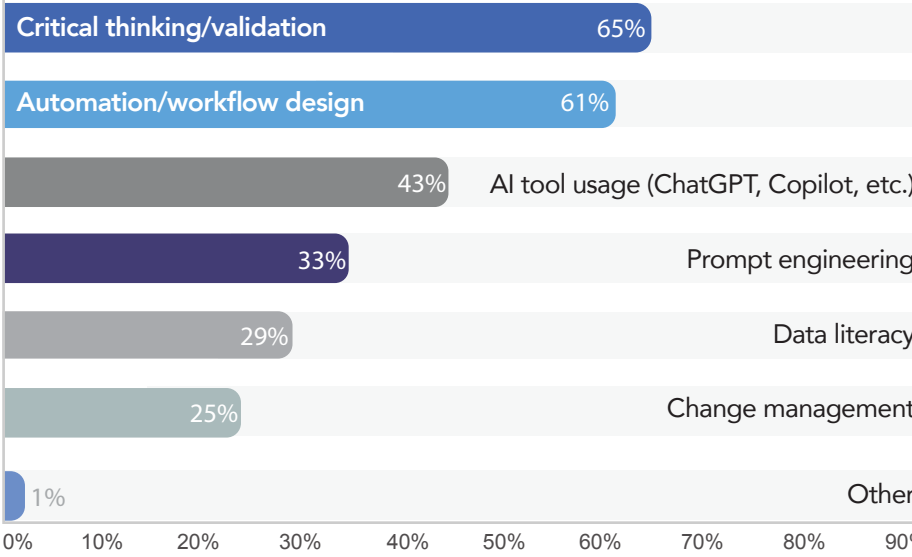
Business Translation is the Largest AI Talent Gap

Although much of the AI talent discussion has focused on technical specialists, respondents identify a different challenge: determining where and how AI should actually be applied within the business.



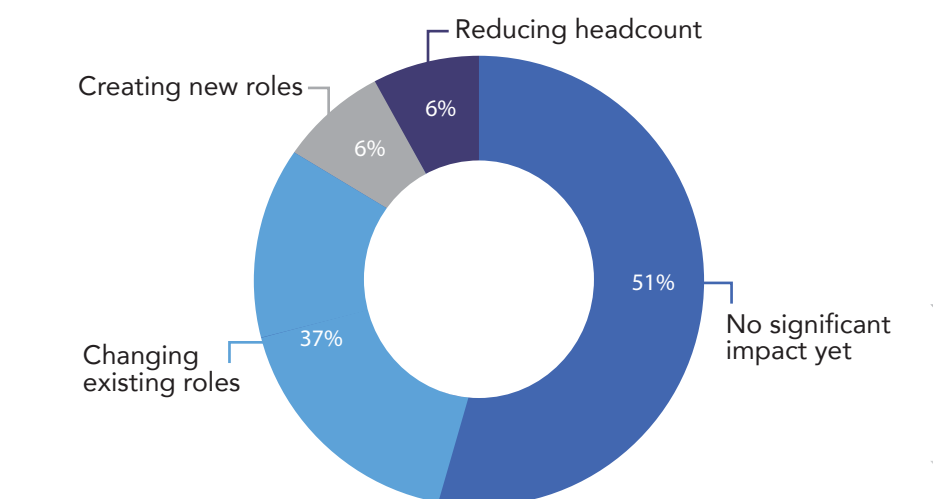
Critical Thinking and Workflow Design Define AI-Ready Talent

The two leading skills are not tied to a particular platform, model, or technical discipline. Instead, they involve evaluating AI-generated information and determining how work should be redesigned around new capabilities.



AI is Not Eliminating Jobs Despite Widespread Reports

The findings provide a more measured picture of AI's current labor impact than predictions of widespread job displacement might suggest. A majority 51% have no significant impact, while 37% are changing existing roles, 6% creating new roles, and only 6% are reducing headcount.



AI Training Remains Predominantly Informal

Training program results reveal startling gaps in organizational AI readiness. Despite significant AI adoption, a leading 42% offer only informal or ad hoc training, while 21% offer no training. Only 17% have company-wide training, along with 20% training for select roles.

