

Future-proofing Federal IT:

A blueprint for AI workforce readiness

MeriTalk, in collaboration with Pluralsight, surveyed 150 Federal IT decision-makers in March and April 2024 to understand their staff's AI preparedness and proficiency gaps, and how they can create effective workforce development strategies to empower employees on the journey ahead.

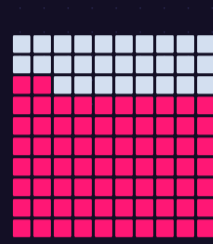


The AI Divide

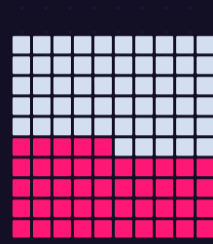


43% of Federal IT leaders say their agency is utilizing AI and another ...

48% are testing or assessing the technology



Still, **72%** say their workforce **lacks the necessary skillsets** to use it effectively

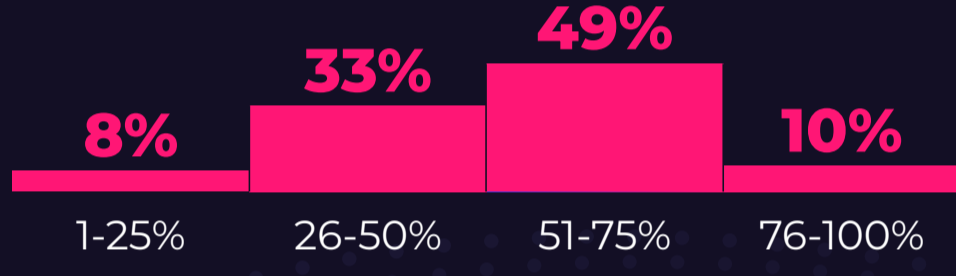


45% had an AI pilot or program **fail** in the past year because they didn't have the in-house expertise to support it

Bridging the Gap

All Federal IT leaders say they will need to **upskill or reskill** at least a portion of their workforce to effectively utilize AI, and **90%** would rather train their **existing workforce** than hire new staff for AI

What percentage of your agency's workforce will need upskilling or reskilling to effectively utilize AI?



Biggest weaknesses:



Ethical and responsible AI



Machine learning and AI fundamentals



Data science and analytics

Racing to Readiness

Less than half (49%) have a formal strategy for upskilling



Fewer have brought in external AI experts **(30%)**



Or created a process to share lessons learned beyond IT **(35%)**



63% confirm their agency is not moving fast enough to prepare their workforce for AI

No. 1 obstacle holding agencies back from AI adoption?



Limited opportunities to apply knowledge

Maximizing AI Mastery

Where do agencies need the most help over the next two years?

#1

Developing workforce skillsets

#2

Improving data management and structure

#3

Integrating AI with legacy technology

What strategies would be most effective?



Online courses and certifications

62%



Internally provided training programs

62%



Mentorship/coaching programs

56%

What now?

Download the full report for detailed results and recommendations: meritalk.com/study/blueprint-for-ai-workforce-readiness

Pluralsight empowers Federal agencies to develop critical tech skills, cut cycle time, and innovate smarter using AI, to learn more visit:

pluralsight.com/industries/public-sector/federal