



Building an AI-ready, adaptable workforce

AI is reshaping business fast, and many leaders are looking to make their workforce more adaptable and resilient. Use this quick checklist to see if your organization can keep pace.

Diagnostic Checklist <i>Mark each item with a Y or N and note your score.</i>		Status (Y/N)
 Have we identified the top 3 capabilities (including AI fluency) that will drive competitive advantage in the next 12 to 18 months?		
 Do we measure time-to-skill for those capabilities (how long it takes an employee to become proficient)?		
 Is learning embedded in daily work rather than just annual training events?		
 Do our managers actively coach and develop talent using real-time data, not just assign them to training?		
 Do we track internal mobility (movement of talent within the company) as a metric?		
 Are we building AI fluency across the workforce , and not just hiring AI specialists?		
 Does our talent development budget treat learning as a business system (growth driver) rather than a cost center?		
 Have we evaluated our culture's ability to adapt , and not just adapting our technology?		

Score Card	
Yes (6-8)	Ahead of the curve — focus on scaling.
Yes (3-5)	Progressing — structure will help sustain momentum.
Yes (0-2)	Act now — adaptability gaps could threaten growth.



Your workforce could adapt at market speed
— *if you give them the system to do it.*

Explore how we can help:

 phoenix.edu/workforce-solutions