



Impact Brief:

Measuring ROI on workforce adaptability in the age of AI

Link workforce development to business strategy, and see measurable results.



Why AI-driven adaptability pays off

The most adaptive organizations aren't just keeping pace with AI. They're outperforming competitors.



Companies with agile, adaptable workforces are **2× more likely** to achieve top-quartile financial performance than those without structured adaptability programs. ([McKinsey, 2023](#)).



By 2030, **39% of core job skills** will shift, requiring continuous reskilling to stay competitive. ([World Economic Forum, 2025](#))

What executives are measuring and why it matters

Organizations that align skills data, learning pathways and business strategy report measurable business outcomes:

Metric	Avg. Improvement	Insights
Turnover	↓ 18%	Companies investing in development see 53% lower attrition ¹
Time-to-Skill	↓ 22%	Continuous learning cuts ramp-up time by 20–25% ²
Internal Fills	↑ 30%	Internal mobility drives 30% more internal placements ³
Productivity	↑ 15-25%	Adaptive teams deliver higher output via faster decision cycles ⁴

1.

Tie learning metrics to business KPIs

Track **time-to-skill**, **internal mobility** and **project readiness** alongside operational performance.

2.

Use real-time skills intelligence

AI-driven tools like **Skillmore™** map skills, identify gaps by role and forecast workforce readiness.

3.

Report adaptability to the board

Present workforce adaptability metrics alongside financial results to strengthen the business case for development investment.



Move beyond training hours. Focus on metrics that resonate with the business: time-to-skill, internal fill rate, productivity and retention. **That's how finance and operations see ROI.**

Next step: Build your adaptable workforce

Discover how **University of Phoenix Adaptable Skills Solutions** can help you align skills and learning to your business goals.



phoenix.edu/workforce-solutions

1. Bersin by Deloitte, *The Business Impact of Learning Culture*, 2023.

2. LinkedIn Learning, *Workplace Learning Report*, 2024.

3. Gartner Talent Neuron, *Internal Mobility Data*, 2023.

4. McKinsey & Company, *Developing a Resilient, Adaptable Workforce for an Uncertain Future*, 2023.

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