

THE AI SKILLS CRISIS

**YOUR BEST PEOPLE
ARE YOUR BIGGEST
RISK**



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THE CRISIS

The AI Talent War is here

- AI job offers are 40% above current salaries
- Demand far exceeds supply
- Your best people are your biggest flight risk
- External hiring costs 3 to 5 times more

THE ROI CASE

Internal training wins:

- 3x higher retention rates
- 45% faster project completion
- 60% better success rates
- £2.3M average savings over 2 years

TRAINING FRAMEWORK

Strategic AI Training Levels

- **C-Suite:** 4-16 hours AI literacy
- **Middle Management:** Leadership & change
- **Technical Teams:** Hands-on proficiency
- **Cross-functional:** Collaboration skills

RETENTION STRATEGY

Keep your AI Talent

- Define clear AI advancement paths
- Deliver internal innovation projects
- Facilitate formal AI certifications
- Deliver competitive market adjustments

RETENTION STRATEGY

Start building today

- Assess current AI skills gaps
- Design tiered training programs
- Create AI career pathways
- Monitor retention metrics