

# Workforce Readiness Brief

**Preparing People for an AI-Enabled Future**

**Published by the SIW C.A.R.E. Council**

---

## **Executive Summary**

Artificial Intelligence is changing how organizations operate and how work is performed.

The most successful organizations will not simply adopt AI tools; they will prepare their workforce to use those tools effectively and responsibly.

---

## **Key Challenges**

### **Skills Gaps**

Many workers lack confidence in using AI tools.

### **Change Resistance**

Employees may fear job displacement or uncertainty.

### **Uneven Adoption**

Some departments adopt AI rapidly while others lag behind.

### **Training Deficits**

Organizations often invest in technology before investing in people.

---

## **Recommended Actions**

### **Build AI Literacy**

Provide foundational education on:

- What AI is

- What AI is not
  - Benefits and limitations
  - Ethical considerations
- 

## **Invest in Upskilling**

Focus on:

- Critical thinking
  - Prompt engineering
  - Data literacy
  - Human oversight
  - Problem solving
- 

## **Communicate Clearly**

Leadership should explain:

- Why AI is being adopted
  - How it will be used
  - What expectations exist
- 

## **Encourage Experimentation**

Create safe environments for learning and innovation.

---

## **Workforce Readiness Checklist**

- AI Literacy Program
- Skills Assessment

- Training Plan
  - Leadership Communication
  - Responsible Use Guidelines
  - Continuous Learning Strategy
- 

## **Conclusion**

Workforce readiness is not a technology challenge.

It is a leadership challenge.

Organizations that invest in people will achieve the greatest value from AI adoption.