



AMSTERDAM
DATA ACADEMY

The Skills of Tomorrow's AI Workforce (2026)

From skills and roles to organisational readiness



Based on a panel of 80 L&D professionals and an analysis of more than 10,000 LinkedIn job postings

EXECUTIVE SUMMARY

**AI adoption is accelerating.
Workforce readiness is not.**

Organisations across sectors are rapidly adopting AI technologies, yet many struggle to embed AI into daily work in a responsible, scalable and effective way.

While investment in AI tools is high, success increasingly depends on how well organisations align people, roles and responsibilities with the pace of technological change. Traditional training approaches, focused on individual skills and one-off courses, are no longer sufficient.



**Our research shows a clear
shift over the past three years:**

from individual data skills,
to emerging AI-related roles,
to a growing need for organisational ownership,
governance and scalable upskilling.

AI workforce readiness is no longer a technical challenge.
It is an organisational one.

WHY THIS RESEARCH

Across industries, organisations are experimenting with AI at unprecedented speed. Generative AI tools are widely accessible, and AI-driven systems increasingly support decision-making, automation and knowledge work.

At the same time, organisations report growing uncertainty around:

- which skills truly matter,
- how roles are changing,
- and who is responsible for AI-related decisions.



Skills alone no longer explain success or failure. AI impacts teams, workflows and organisational design.

This research aims to understand how organisations can move from fragmented AI adoption towards structured, responsible and scalable workforce development.

OUR RESEARCH JOURNEY (2024–2026)

Over the past three years, our research focus has evolved alongside organisational maturity.



2024: Data & AI skills

Focus on individual competencies such as data analysis, business intelligence and machine learning.



2025: Roles & task shifts

Growing attention to how AI reshapes job roles, responsibilities and daily work.



2026: Organisational readiness

A shift towards ownership, governance, ethics and scalable upskilling.



This evolution reflects a broader realisation: AI is no longer just a skills issue, but an organisational challenge.

INSIGHT 1: THE AI SKILLS GAP IS WIDENING



Organisations show strong ambition to invest in data and AI skills, yet training uptake remains limited.

69%

Approximately **69% of organisations** indicate a strong willingness to invest in AI skills,

20%

while only around **20% of employees** currently participate in structured training. This gap highlights the difficulty of translating strategy into organisation-wide capability.

What this means

Ambition without execution increases risk. Without broad workforce readiness, AI adoption remains uneven, fragile and dependent on a small group of specialists.