



# Workforce Transformation in the Age of AI

Booz Allen is transforming our workforce and embracing AI from within to better deliver for our clients

Booz Allen has been leading federal organizations through technology change and evolution for more than 110 years. The newest Executive Order on Safe, Secure, and Trustworthy Development and Use of Artificial Intelligence (EO 14110) prioritizes workforce development and calls for various testing and training requirements. Organizations must be “AI Ready” to prepare for the changes AI will bring.

## The Challenge

Federal workers identified the following limitations in their organizations<sup>1</sup>:

### Organizational Readiness

61%

organizational resource constraints

42%

lack of clear direction from leadership

36%

a lack of technology supporting AI

### Workforce Readiness

26%

consider themselves to be ready for AI<sup>2</sup>

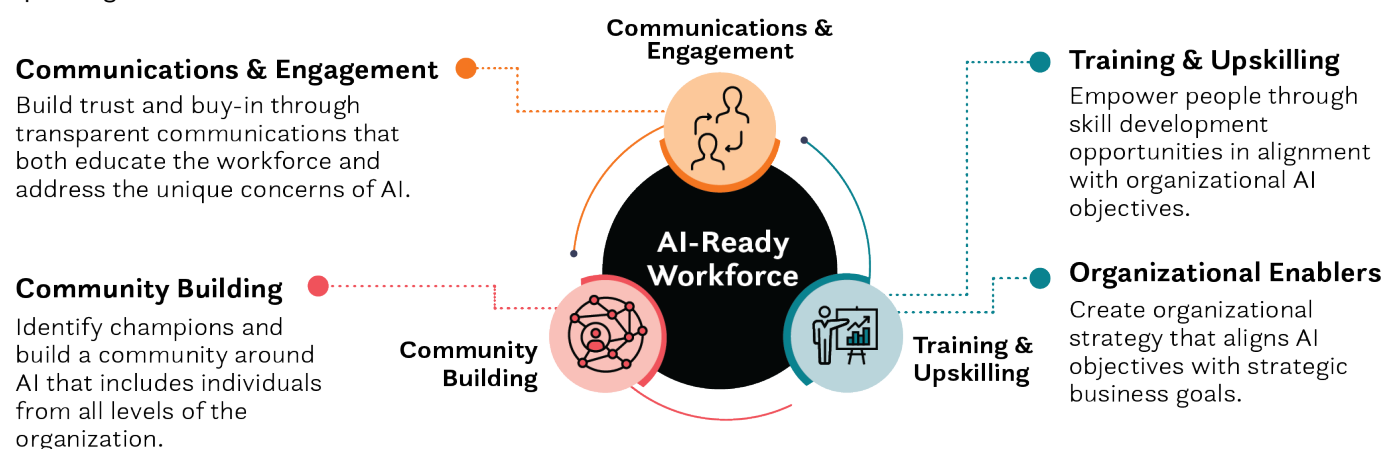
### Potential Disruptions

47%

are concerned that AI implementation will disrupt operations<sup>3</sup>

## Dimensions of an AI Ready Organization

Prepare your organization for the transformative power of AI through our AI Ready Organization Services. Our AI consultants guide you through every step of the journey from developing a strategic roadmap to talent development and upskilling.



<sup>1</sup> “Is the Federal Government Ready for AI.” (Government Executive)

<sup>2</sup> “How the Federal Government Will Win the Cloud.” (SAIC-Cloud-WP-2023.pdf)

<sup>3</sup> “How the Federal Government Will Win the Cloud.” (SAIC-Cloud-WP-2023.pdf)

As the **single largest provider of AI services to the Federal government**, we have reach back to a team of **2,300+** data science and AI experts.

We leverage our experience and frameworks such as:

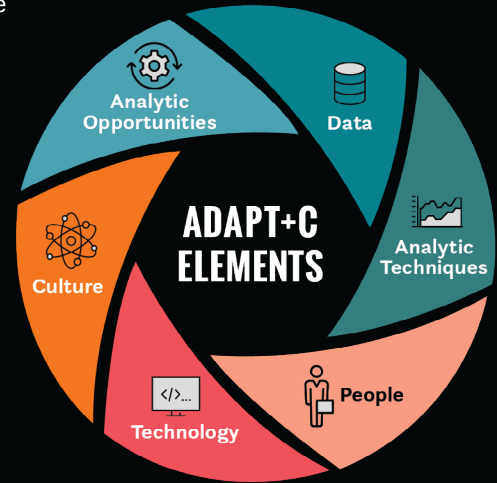
### Competencies & Skills Framework

A scientifically-validated data- related competency framework – outlining the critical skills needed for organizations to establish and grow data science and AI teams

### ADAPT+C

A comprehensive strategic framework for building and growing data-driven organizations through a flexible and modular approach that meets an organization where they are in their analytics journey

### Proven Framework



## Booz Allen Case Study

### AI Training Program from Literacy to Expert

To be AI Ready, an organization must ensure that their workforce is prepared for adoption, creation, and implementation of AI systems. Key skills needed:



#### Identify AI Opportunities



#### Articulate Key AI Concepts



#### Understand Key AI Terminology & Applications

Recognizing that people vary in their understanding of and experience with AI, Booz Allen created a multifaceted learning experience for its employees that enables everyone to choose the courses and resources that best enable their unique AI Ready journey for training and upskilling.

*Booz Allen selected the AI-powered Workera platform for staff training, as it allowed the creation of role-based learning, starting with a baseline assessment. Employees receive customized learning plans that accelerate their knowledge gain and minimize their training time.*

**For more information about how Booz Allen can help enable your AI workforce transformation, reach out to Joe Rohner at [Rohner\\_Joseph@bah.com](mailto:Rohner_Joseph@bah.com).**

## About Booz Allen

Trusted to transform missions with the power of tomorrow's technologies, Booz Allen Hamilton advances the nation's most critical civil, defense, and national security priorities. We lead, invest, and invent where it's needed most—at the forefront of complex missions, using innovation to define the future. We combine our in-depth expertise in AI and cybersecurity with leading-edge technology and engineering practices to deliver impactful solutions. Combining 110 years of strategic consulting expertise with the perspectives of diverse talent, we ensure results by integrating technology with an enduring focus on our clients. We're first to the future—moving missions forward to realize our purpose: Empower People to Change the World™.