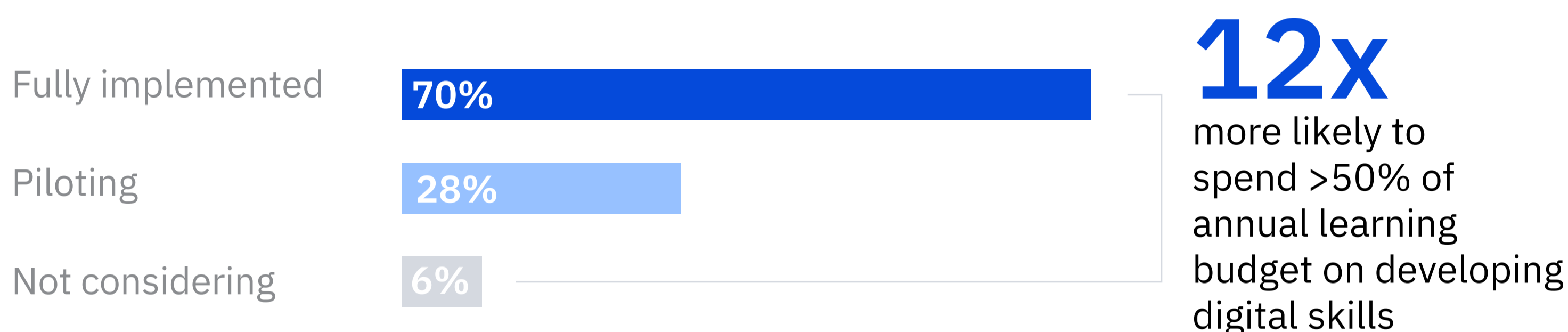# Tackling the skills crisis through technology

How AI and other emerging technologies are impacting talent development

Organizations that have fully implemented cognitive capabilities for learning and development have a 16% higher learning budget per employee...

Fully implemented	$182.89
Piloting	$181.98
Not considering	$158.33

16%
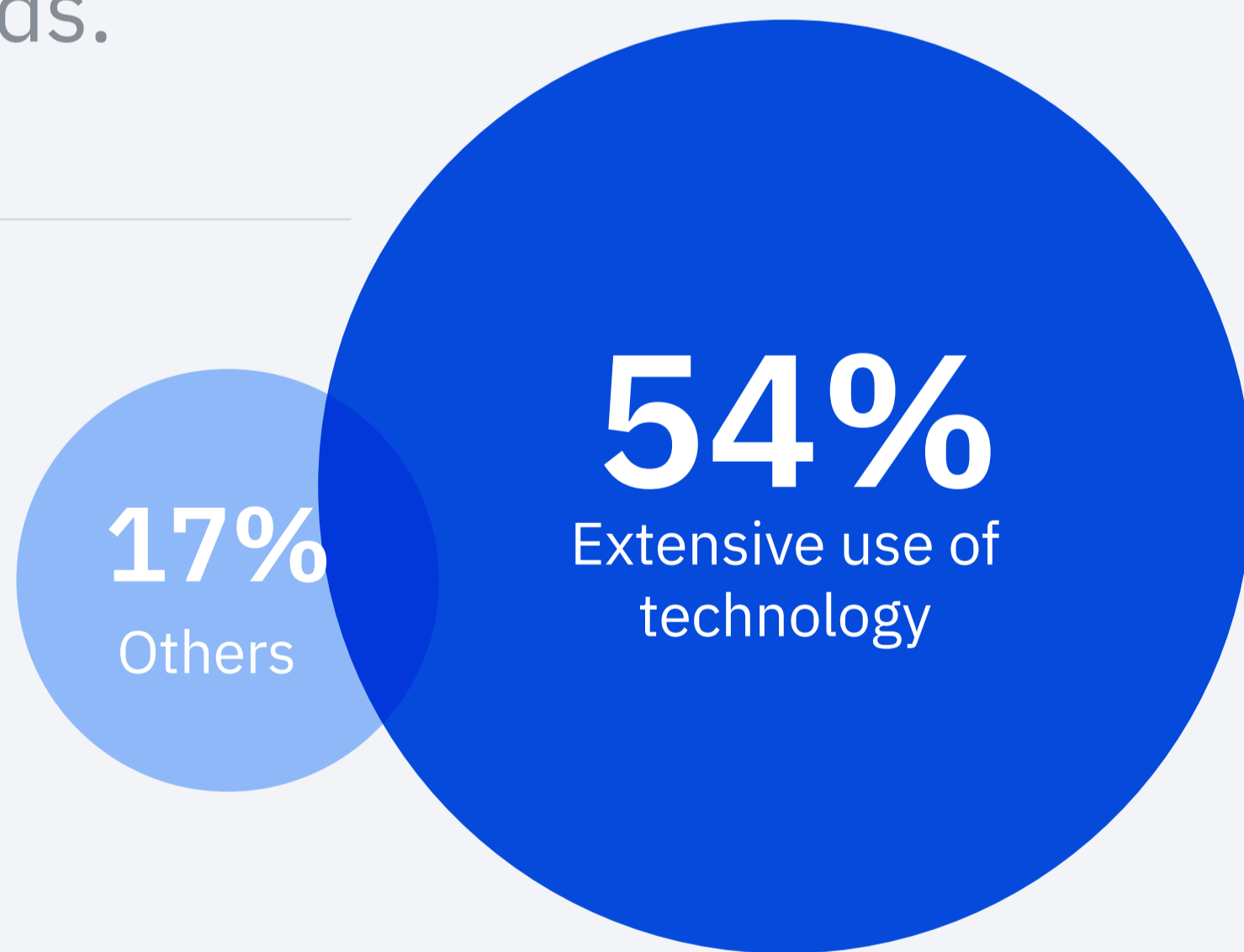higher learning budget per employee (headcount)

... and they are 12x more likely to spend more than half of their learning budget on developing digital skills such as cybersecurity, data science and AI.

Fully implemented	70%
Piloting	28%
Not considering	6%

12x
more likely to spend >50% of annual learning budget on developing digital skills

Organizations that extensively use technology for personalized learning have development programs that better meet their needs.

3X
as likely to have a management development program for people manager development needs

17%
Others

54%
Extensive use of technology

Leading HR organizations are tackling the skills challenge by embracing AI and other capabilities to create ongoing personalized skills development programs.

How can your organization better leverage AI and other capabilities to improve talent development?

To learn more, visit:

ibm.com/services/insights/c-suite-study/chro

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