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AI Readiness: How to Start Future-Proofing Your Workforce Today

Discover the critical AI skills reshaping work by 2030

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AI Readiness: Seeing Through the Hype and Building Future-Proof Skills

"By 2030, 70% of the skills used in most jobs will change." — LinkedIn's Skills on the Rise 2025[1]

In the rapidly evolving landscape of artificial intelligence, separating reality from hype has become essential for individuals and organizations alike.

As we navigate this transformative era, one thing is clear: AI readiness isn't just a technical requirement—it's becoming a fundamental business necessity.

Where AI Stands Today

The headlines are impressive. AI is no longer experimental—it's outperforming humans in critical tasks. It now matches or exceeds human benchmarks in image recognition, reading comprehension, and code generation[2]. In healthcare, AI has demonstrated the ability to outperform physicians in diagnostic accuracy and accelerate clinical decision-making[3]. The results are equally striking in the technology industry: Large Reasoning Models have outperformed top software engineers and achieved gold medals at the International Olympiad in Informatics[4], while tools like GitHub Copilot have boosted developer productivity by over 50%—with the strongest gains among less experienced programmers[5]—and are driving double-digit efficiency gains across the industry[6].

The talent landscape is shifting dramatically in response. Nearly one-fourth of new US tech job postings in 2025 mention AI skills, with demand spreading across finance, healthcare, retail, and professional services[7]. Companies increasingly seek employees who combine domain knowledge with AI expertise.

Yet alongside these advancements, real-world challenges are mounting:

- A comprehensive GitClear study analyzing 153 million lines of code found AI-based development nearly doubled code churn and decreased refactoring, raising concerns about long-term maintainability[8].
- A study spanning 392 real-world backend tasks shows that while nearly 60% of LLM-generated code passes functional tests, only about half of those solutions prove secure—resulting in a mere 35% of implementations meeting both criteria and highlighting the pressing need for rigorous oversight[9].
- A new SWE-Lancer benchmark assessing 1,400 freelance software tasks valued at $1 million finds that state-of-the-art AI models still fail the majority of real-world engineering work—signaling that skilled human oversight remains essential for complex, commercial-grade development[10].

- Healthcare implementations face scrutiny, with recent reports of AI "nurses" mishandling patient instructions and nursing unions demanding guaranteed override power[11].
- Some initial evidence that over-reliance on AI can reduce critical thinking—particularly among younger or less experienced users.[12][13]

The emerging picture is that, although AI can outperform humans on highly structured tasks, it often stumbles in real-world contexts.

The ***2024 Stanford AI Index*** confirms that while AI has surpassed human performance on structured benchmarks, it still struggles with high-level reasoning, competition-level mathematics, and real-world planning—reinforcing the gap between success in controlled scenarios versus real-world application[14]

We are now—as Gartner's Hype Cycle suggests[14]—passing through the *Peak of Inflated Expectations* and approaching the *Trough of Disillusionment*, where the enchantment of rapid gains meets the reality of deeper challenges and complexities.

What This Means for You and Your Organization

As we move through the hype and into the reality of a more nuanced and complex landscape of AI adoption and implementation, leaders cannot simply set an AI strategy and walk away. Instead, they must develop robust skills and frameworks that incorporate human input and ethical guardrails at every step. From frontline employees to executive decision-makers, everyone needs to understand how to leverage AI's strengths while compensating for its current limitations in real-world applications.

For this reason, LinkedIn's *Skills on the Rise 2025* ranks AI Literacy as the top emerging skill[1], reflecting AI's growing influence across industries. Developing relevant AI skills and achieving "AI readiness" goes beyond technical know-how—it also requires expertise in skills such as systems design, governance, ethics, and human-AI collaboration. To fully harness AI's potential while mitigating some of the limitations and risks described above, individuals and organizations must build the right skills to navigate real-world complexities.

At Codility, we believe that the future of work depends on building teams that are not only technically adept but also versatile enough to harness AI across every department. Our trusted platform, renowned for assessing and advancing global talent, is supported by an enhanced Engineering Skills Model (ESM) which now includes AI Readiness competencies[15]—from ethical reasoning and cross-functional collaboration to model validation and prompt engineering. Our *AI-Assisted Engineering Work Analysis* study revealed that AI now impacts 73% of software engineering tasks, while our latest AI-Readiness report[16] highlights that industries such as marketing, finance, healthcare, and operations must also develop key AI Readiness skills such as AI Literacy, AI Evaluation, and AI Application (see table below). By integrating these capabilities into immersive, hands-on assessments and curated learning paths, we enable organizations to confidently and responsibly achieve AI readiness.

Codility's AI Readiness Skillset

Our framework identifies four essential AI Readiness skill categories, shown in the table below.

Skill Name	Skill Description	Examples
AI Literacy	Understanding AI fundamentals, ethical concerns, and its role in decision-making.	✦ A project manager evaluates how AI-generated insights may influence strategic decisions. ✦ An HR director assesses the ethical implications of using AI tools for resume screening and hiring decisions.
AI Evaluation	Assessing AI outputs for accuracy, bias, and alignment with business needs.	✦ A financial analyst reviews AI-generated forecasts for reliability before presenting to leadership. ✦ A clinician compares AI-generated diagnoses to established guidelines and case histories to verify accuracy.
AI Application	Effectively integrating AI into workflows, optimizing decision-making, and improving productivity.	✦ A customer service manager fine-tunes AI-generated chatbot responses to align with brand tone and improve engagement. ✦ A developer integrates AI-powered static analysis into the CI pipeline to proactively catch security issues.
AI Building	Developing, fine-tuning, and maintaining AI systems for better efficiency and reliability.	✦ A data scientist calibrates an AI-driven fraud detection model to minimize false positives without missing true threats. ✦ An AI engineer designs domain-specific agents—from vibration analysis to fuel optimization—and orchestrates them into a collaborative system for smarter vehicle diagnostics.

Crucially, traditional soft skills—including critical thinking, problem solving, adaptability, communication, cross-team collaboration, and ethical decision-making—are more vital than ever in an AI-driven workplace. Success with AI isn't just about technical proficiency; it requires the ability to critically assess AI outputs, collaborate across teams, and apply ethical judgment in real-world decision-making. By embedding these AI Readiness competencies into our ESM, Codility ensures organizations can build AI-ready teams across every function, balancing technical excellence with responsible, strategic AI adoption.

How Teams and Workforces Are Evolving

Software engineering is an early case study of AI's impact on productivity, skills, and hiring. KeyBank and TD Bank report 10–20% improvements in coding efficiency, Google now generates 25% of its code using AI tools[17], and Meta predicts that AI will be capable of handling mid-level engineering tasks by 2025[11]. Meanwhile, companies like Accenture, Finnair, IBM, and Indeed are embracing Salesforce's digital labor platform, Agentforce, to augment their teams, streamline operations, and unlock new capacity for growth[18].

Yet, hype and speculation do not guarantee success. While AI boosts engineer productivity, early evidence suggests that it may reduce maintainability, security, and long-term code quality. As a result, engineers must take responsibility for supervising AI outputs—validating, debugging, and refining the solutions AI generates.

This efficiency-quality tradeoff likely extends beyond software:

- Marketing & Media: AI could accelerate content production but risk factual errors
- Finance & Data Science: AI could improve risk modeling but at the cost of bias
- Healthcare & Regulation: AI could speed up diagnostics and reduce cost but risk decreased accuracy

The key takeaway? **AI doesn't eliminate expertise—it shifts it**. As automation expands, teams must develop broad AI Readiness skills, including AI Literacy, AI Evaluation, AI Application, and AI Building, to ensure AI-driven efficiency doesn't come at the cost of quality, security, or trust.

Embracing the AI Future: Building Enduring Competencies

AI is no longer an emerging trend—it is fundamentally reshaping industries, job roles, and skill demands. While AI models will continue to evolve, the human skills required to guide, evaluate, and collaborate with AI will remain constant[16]. Organizations that prioritize AI Readiness today will future-proof their workforce and maintain a competitive edge in an increasingly AI-augmented economy.

Developing AI Readiness isn't about simply adopting new tools—it's about building lasting competencies that enable employees to work effectively alongside AI. Organizations must move beyond experimentation and make AI Readiness a core pillar of workforce development, ensuring that teams can apply AI effectively, critically evaluate its outputs, and integrate it into their workflows responsibly.

This shift isn't just about technology—it's about empowering people. The organizations that embed AI Readiness into their culture, training, and decision-making will not only adapt to change but drive it. AI will not define the future of work—the people and organizations who learn to work with AI will.

Next Steps

→ **Get a personalized preview of Codility's AI Readiness content:** Book a Codility demo

→ **Or learn more in our on-demand webinar:** Navigating the AI Skill Gap with AI Readiness Assessments

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