



AI

5 Things TD Leaders  
Need to Know About

# High AI-Literate Organizations

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# Connect With the Brightest Minds in Talent Development

ATD's Talent Development Leader communities—ATD Forum and CTDO—are designed exclusively for senior talent development executives who are shaping the future of learning and driving business results in their organizations. These communities offer a unique space to exchange insights, explore strategic challenges, and stay ahead of emerging trends.

If you're interested in expanding your influence and engaging with peers who understand your world, [click here](#) to discover what ATD's TD leader communities can offer.

The right side of the image features a vertical orange bar with a white circuit-like pattern of lines and dots. Overlaid on this bar are the logos for 'atd FORUM' and 'ctdo'. 'atd' is in a bold, lowercase, sans-serif font, followed by 'FORUM' in a larger, uppercase, sans-serif font. Below this, 'ctdo' is in a bold, lowercase, sans-serif font.

**atd** FORUM  
**ctdo**

# Introduction

Given the permeation of AI tools and resources in the workplace, it's time for leaders to create plans, strategies, and policies that help their employees understand and harness the transformative power of AI to improve organizational outcomes. Because the talent development function is often used as a change enabler, it is critical that TD professionals are prepared to help their organizations integrate AI tools. If you aren't sure where to start, we have presented five things that organizations with high AI literacy skills are doing differently than other organizations with lower AI literacy skills. More than half of organizations (59 percent) have either advanced or proficient AI literacy; 26 percent have basic AI literacy skills and 15 percent have minimal AI literacy.

In this study, [\*Organizational Use of AI for Talent Development: A Focus on AI Literacy\*](#), ATD sought to learn more about how TD professionals view AI safety and security, how they are training employees on AI, how they are using AI, whether AI has improved their work, and any concerns they have about AI.

## What is your organizations AI literacy?

Think about how much you agree with the following statements. The more statements you strongly agree with, the higher your organizational AI literacy.

1. AI allows employees at my organization to be more efficient at their jobs.
2. Employees at my organization understand important AI concepts and definitions.
3. My organization considers new ways to incorporate AI into everyday jobs.
4. My organization has considered the risks and rewards of using AI.
5. My organization has staff who can create new AI tools and applications.
6. My organization prioritizes training employees on AI applications and concepts.
7. My organization stays up-to-date on the latest AI innovations.
8. My organization discusses how to use AI ethically.

# AI Literacy

In this study, ATD Research was interested in understanding more about organizational AI literacy levels.

More than half of organizations (59 percent) have either advanced or proficient AI literacy; 26 percent have basic AI literacy skills and 15 percent have minimal AI literacy.

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8. My organization discusses how to use AI ethically.

# Create Lists of Approved AI tools

As organizations become more literate in AI, they may find that having this list is useful. This list of approved AI tools allows employees to determine what they can and can't use without obtaining permission from senior leaders or the IT department.

Nearly 75 percent of organizations with advanced AI literacy skills provide a list of approved AI tools. This drops to 62 percent for organizations with proficient AI literacy skills. About half of organizations with basic AI literacy skills do this, and nearly a quarter of organizations with minimal AI literacy skills have this type of list.

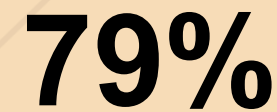
# 73%

of organizations with high AI literacy provide employees with a list of approved AI tools.

# Create an AI Usage Policy

As organizations become more literate, they will need to create AI use policies. These help employees understand how they can (and can't) use AI for their jobs.

Nearly 80 percent of organizations with advanced AI literacy skills provide employees with AI use policies. Only 56 percent of organizations with proficient AI literacy skills and 54 percent of organizations with basic AI literacy skills offer these policies; this drops to 23 percent for organizations with minimal AI literacy.

79%

of organizations with high AI literacy provide employees with AI use policies.

## Create an AI Ethics or Advisory Committee

An AI ethics and advisory committee can aid organizations in creating AI use policies, create a list of approved tools, and help the organization understand how to incorporate AI in an ethical and safe way.

Although AI ethics or advisory committees aren't universally popular, organizations with advanced AI literacy skills are the most likely to have this type of committee (42 percent have them). This drops to 17 percent for organizations with proficient AI skills, 12 percent for organizations with basic AI literacy skills, and 10 percent for organizations with minimal AI literacy skills.

The infographic features a light orange background with abstract geometric shapes, including lines and circles, suggesting a circuit or network theme. The percentage '42%' is prominently displayed in a large, bold, black font.

# 42%

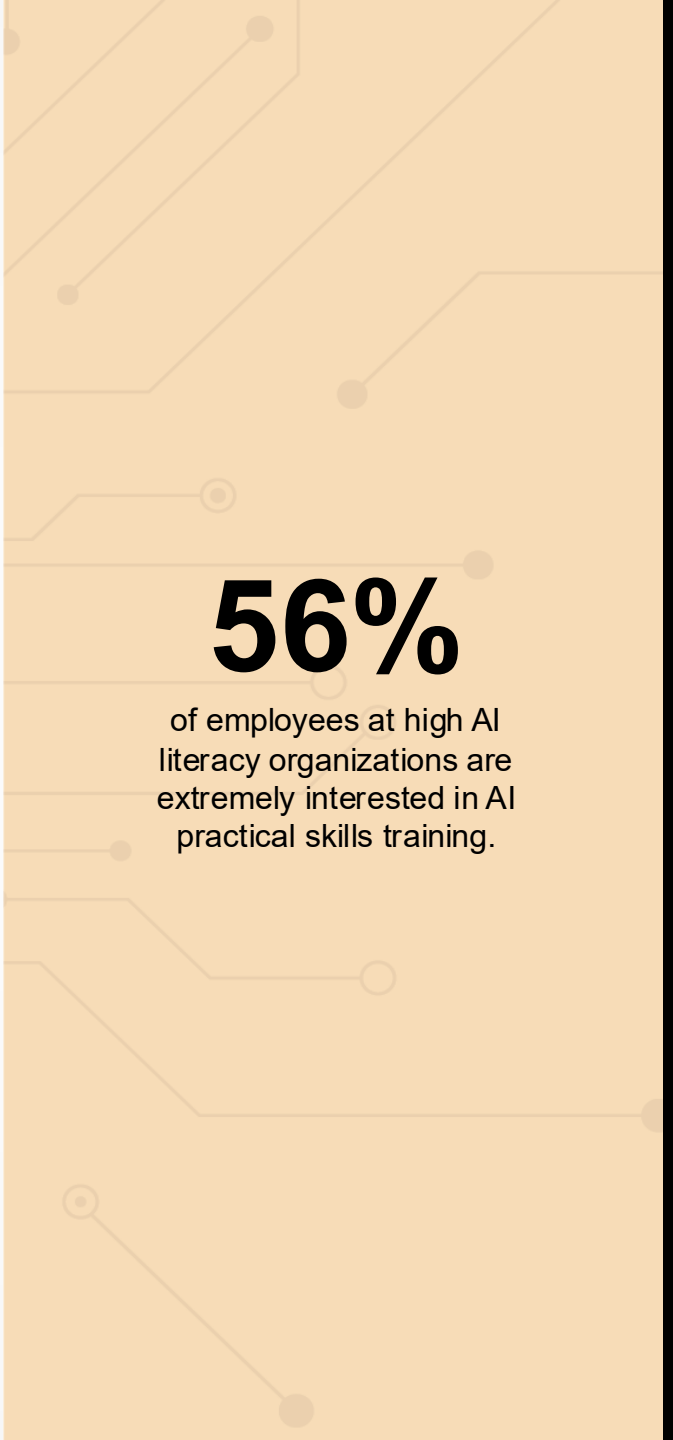
of organizations with high AI literacy have an AI ethics or advisory committee.



## Provide AI Training

AI training for employees is not the norm in most organizations, but the hunger for learning is strong among employees. Employees are interested in learning more about AI practical skills like prompt writing, data literacy, and AI ethics.

Interestingly, employees who work for organizations with advanced AI literacy skills and those who work for organizations with minimal AI literacy are most likely to want training on these topics. Employees at organizations with proficient or basic AI literacy skills are less likely to be extremely interested in this type of training.



The infographic features a vertical orange bar on the right side of the slide. The bar has a background pattern of light orange lines and dots, resembling a circuit board or network diagram. The text is centered on the bar.

# 56%

of employees at high AI literacy organizations are extremely interested in AI practical skills training.

# Provide Employees With AI Training Resources

Employees are interested in learning how to write AI prompts, and they are finding resources to help them. Common resources are articles, blogs, podcasts, videos, and webinars. Providing employees with these resources will ensure that they have access to high quality information.

TD professionals from organizations with advanced AI literacy skills are more likely to learn about prompt writing through articles and blogs; books and magazines; e-learning courses; and podcasts, videos, and webinars.

48%

of employees at high AI literacy organizations are learning about prompt writing through podcasts, videos, and webinars.

# Conclusion and Next Steps

This snapshot of data was meant to give you the highlights of the [\*Organizational Use of AI for Talent Development\*](#) research report. For more information, we recommend that you download the entire report. You'll find much more information about how organizations are using AI for TD.

With all the data presented in this report, you might be asking yourself, now what? How do I use this data to help make AI decisions at my organization? Here are a few recommendations:



## **Assess AI literacy in the organization.**

There may be a discrepancy between what executives and their teams believe to be true about the organization's overall AI literacy level. Assess for employees' understanding, current use, and concerns. This information can inform AI policies and training plans.



## **Identify the areas of TD work that benefit from AI tools.**

The more TD professionals are experimenting with AI tools and resources, the better. For TD leaders, this is an opportunity to identify areas within the TD workflow in which you encourage your employees to practice using AI tools and resources. In the spirit of collaboration and learning, consider sharing your team's insights with other departments to inspire their adoption of AI.



## **Consider a measurement and evaluation strategy for AI's impact.**

As you build your AI strategy for learning, factor in how you will measure its impact. If you are not using AI yet, consider collecting data for current efforts as a baseline for comparing AI-enhanced efforts. Quantifying any value added from AI may help make the business case for more training dollars for the TD team or more investment in tools and resources for the organization overall.

The graphic features a large circular element on the left side, resembling a cross-section of a hard drive or a stylized 'A'. Inside this circle, the letters 'AI' are prominently displayed in a bold, black, sans-serif font. The circle is composed of several concentric rings in shades of orange and yellow. Radiating from the right side of the circle are numerous black lines of varying lengths and angles, some ending in small black dots, creating a circuit-like or neural network aesthetic. The background is a light gray with a subtle pattern of these radiating lines and dots.

AI

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