

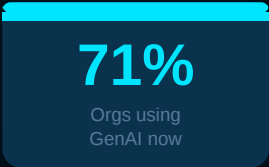


2026 REPORT

WORKFORCE OF TOMORROW

The Competitive Edge Lives in Your Workforce,
Not Your Tools.

SYNTHESISED FROM 8 GLOBAL REPORTS · APRIL 2026



INSIDE THIS REPORT

Contents

01	The 2026 Wake-Up Call — 95% of AI pilots fail — the human gap is the real problem
02	Visualising the Skills Gap — Before vs. after — and sector adoption heatmap
03	Scale of Disruption — 170M created · 92M displaced · net +78M by 2030
04	The Agentic AI Shift — 40% of enterprise apps will have AI agents by year-end
05	Three Skills That Matter — Technical · Cognitive · Human — the Venn diagram
06	Competency Framework — Prompt engineering · Reasoning · Behavioural skills
07	Prompt Engineering ROI — The 56% wage premium skill — and how to build it
08	4-Phase Reskilling Roadmap — Assess → Design → Deploy → Evolve
09	Demographic Fault Lines — Who's exposed · who benefits · who's left behind
10	Productivity Evidence & Stats — 3× revenue · 25 data points · 8 global sources

CH.01 WAKE-UP CALL — THE AI PILOT FAILURE CRISIS

GLOBUSSOFT.AI · 2026

“ If 95% of AI investments are delivering zero P&L impact — what is the real bottleneck? ”

95%

of enterprise AI pilots have delivered zero measurable P&L impact

Source: MIT Gen AI Divide Report, 2026

The bottleneck is not the technology

It is the workforce.

Organisations with structured, org-wide AI upskilling are nearly 2× as likely to report significant AI ROI as those running isolated technology pilots.

DataCamp / YouGov, 2026

Source: MIT Gen AI Divide Report, 2026

80%+

Orgs report no EBIT gain from GenAI

AmplifAI, 2026

45%

Cite talent gap as #1 AI barrier

McKinsey, 2026

59%

Have confirmed AI skills gap

DataCamp, 2026

71%

Orgs regularly using GenAI

McKinsey, 2026

- 53% of workers still don't know how to extract value from tools they already have
- 66% of leaders say they will not hire without demonstrable AI skills
- 89% of employees agree GenAI enhances skills — *when trained to use it*

What AI Skills Actually Change — Day to Day

The AI skills gap is not about advanced engineering. It is about foundational workplace fluency. Here is what the gap looks like in measurable daily work:

■ WITHOUT AI SKILLS	✓ WITH AI SKILLS
3+ hours/day on repetitive tasks	Delegates to AI agents — focuses on strategy
Writes reports manually from scratch	Generates polished drafts in minutes
Manual data searching and synthesis	AI surfaces insights and patterns instantly
Days-long research cycles	Real-time synthesis and analysis
Output limited by working hours	3–5× effective output capacity
At disadvantage in hiring decisions	Commands a 56% wage premium (PwC, 2025)

AI Adoption Rate by Sector — 2026



Source: McKinsey 2026 · PwC AI Jobs Barometer 2025 · TIAA Institute

CH.03 SCALE OF DISRUPTION — THE GLOBAL NUMBERS

GLOBUSSOFT.AI · 2026

60%

of workers globally will need reskilling by 2027

Source: World Economic Forum, Future of Jobs Report

The skills half-life is shortening fast

AI-exposed roles are evolving 66% faster than non-exposed occupations.

Annual training cycles are already too slow. Organisations must build quarterly reassessment into their workforce strategy from 2026 onward.

Source: World Economic Forum, Future of Jobs Report

170M

New jobs created

92M

Jobs displaced

+78M

Net employment gain

22%

Formal jobs churned

Source: World Economic Forum — Future of Jobs Report 2025

Automation vs. Augmentation — Key Distinction

AUTOMATION

AI completes tasks autonomously, reducing human involvement. Up to 30% of hours worked could be automated by 2030. Affects routine, predictable tasks most.

AUGMENTATION

AI enhances human expertise — workers achieve more, better, faster. Wage growth is 2× faster in augmentation roles. Workers see higher pay AND higher satisfaction.

CH.04 THE AGENTIC AI SHIFT — AI THAT ACTS

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“When AI doesn't just answer but plans, decides, and executes — what skills does your workforce need?”

40%

of enterprise applications will include task-specific AI agents by end of 2026

Source: Gartner, 2026

The agentic era demands new workforce skills

AI agents now handle multi-step, autonomous workflows — not just single-turn queries.

56% of customer support interactions will involve agentic AI by mid-2026. (Cisco, 2026)

30% of enterprises are already creating new roles to manage their AI workforce. Source: Gartner, 2026

How Agentic AI Works — The 4-Step Workflow Cycle

A

Worker Instructs

Goal described in plain language

B

Agent Plans

Multi-step autonomous execution

C

Human Validates

Reviews quality and edge cases

D

Agent Learns

Improves with each iteration

New Roles Emerging in the Agentic Era



AI Workflow Designer

Designs multi-step agent workflows for business processes. A role that barely existed 18 months ago.



Agent Supervisor

Monitors and course-corrects autonomous AI decisions in real-time enterprise deployments.



AI Governance Lead

Ensures ethical, compliant, and fully auditable AI deployment across the organisation.



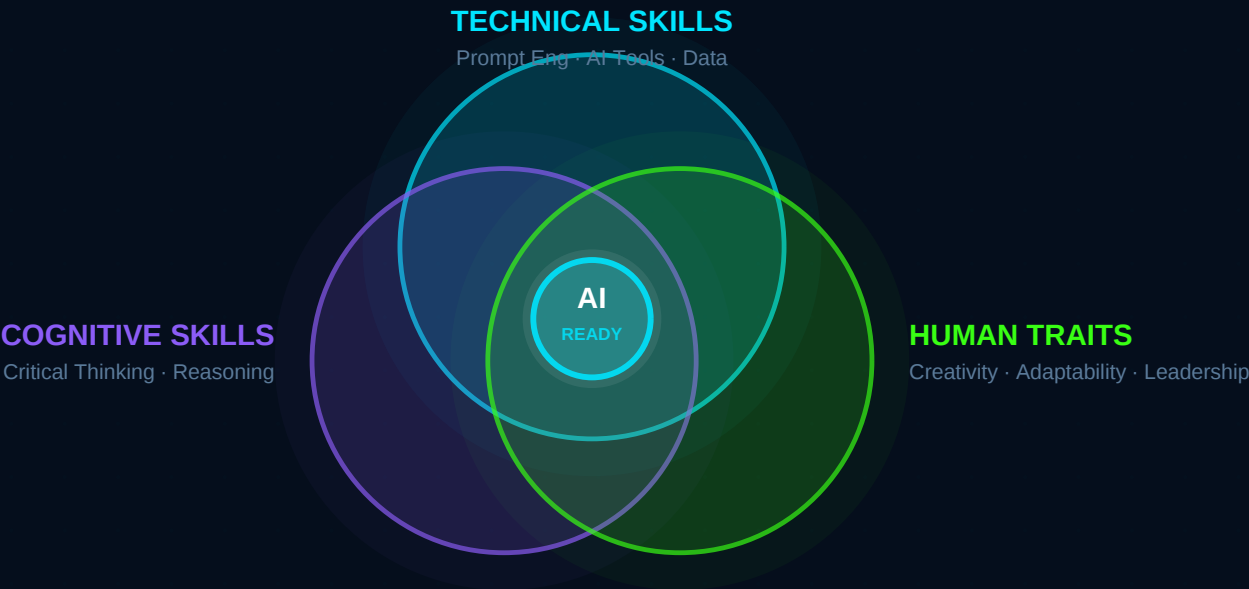
Prompt Architect

Designs complex instruction systems that power enterprise-grade AI agent performance.

CH.05 THREE SKILLS THAT MATTER — THE AI READINESS VENN

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To thrive in an AI-augmented workplace, individuals need a precise combination of three interconnected skill clusters — validated across 6,000+ organisations in 100+ countries by Mercer Assessments:

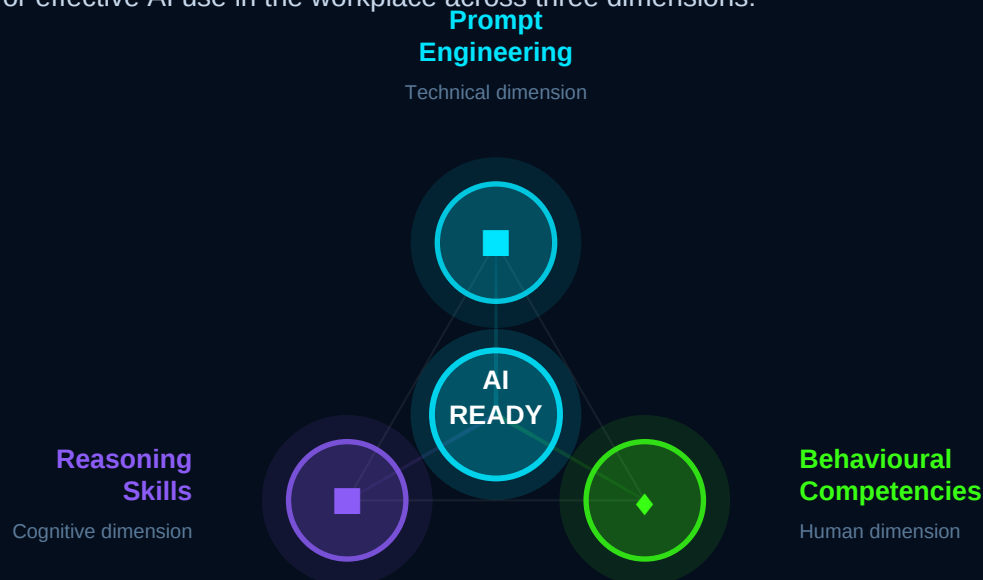


Skill Pillar	Core Capabilities in 2026	Why It Matters
Technical	Prompt engineering, Agentic AI orchestration, AI output validation, Data literacy	Directly interfaces with AI systems; determines effectiveness
Cognitive	Critical thinking, Analytical reasoning, Systems thinking, Ethical judgment	Evaluates and applies AI outputs intelligently
Human	Creative thinking, Adaptability, Leadership, Emotional intelligence	Skills AI cannot replicate; the enduring human edge

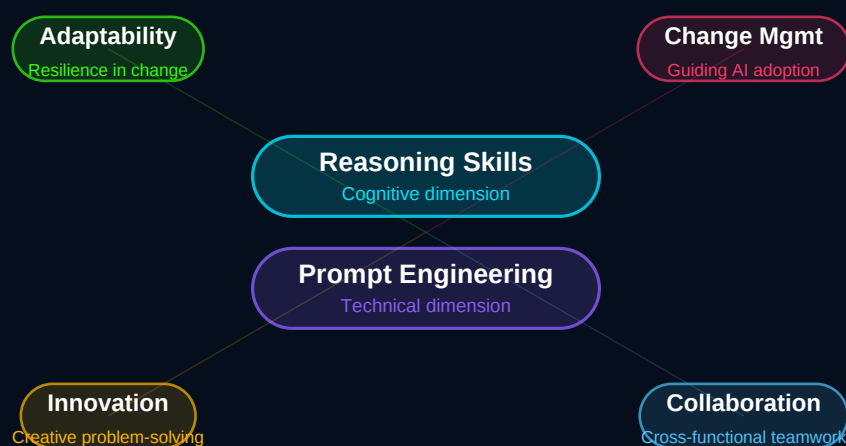
Source: Mercer | Mettl AI Adoption Framework 2025 · WEF Future of Jobs 2025

The GlobusSoft AI Competency Framework

Inspired by Mercer Assessments' AI Adoption Framework, this model maps the essential skills required for effective AI use in the workplace across three dimensions:



Behavioural Competencies — The Four Pillars



CH.07

PROMPT ENGINEERING — THE 56% WAGE PREMIUM SKILL

GLOBUSSOFT.AI · 2026

+56%

wage premium for workers with prompt engineering skills — up from +25% in 2024

Source: PwC Global AI Jobs Barometer, 2025

The most accessible high-value skill of 2026

Prompt engineering has evolved from a technical curiosity into a foundational professional skill — as universal as email or spreadsheet literacy.

22% of all job descriptions now explicitly require GenAI competency.

73% of employers say candidates

Source: PwC Global AI Jobs Barometer, 2025

Three Dimensions of Prompt Mastery^{AI}

Behaviour

Know how models interpret instructions

Precision Comms
Structure clear, iterative instructions

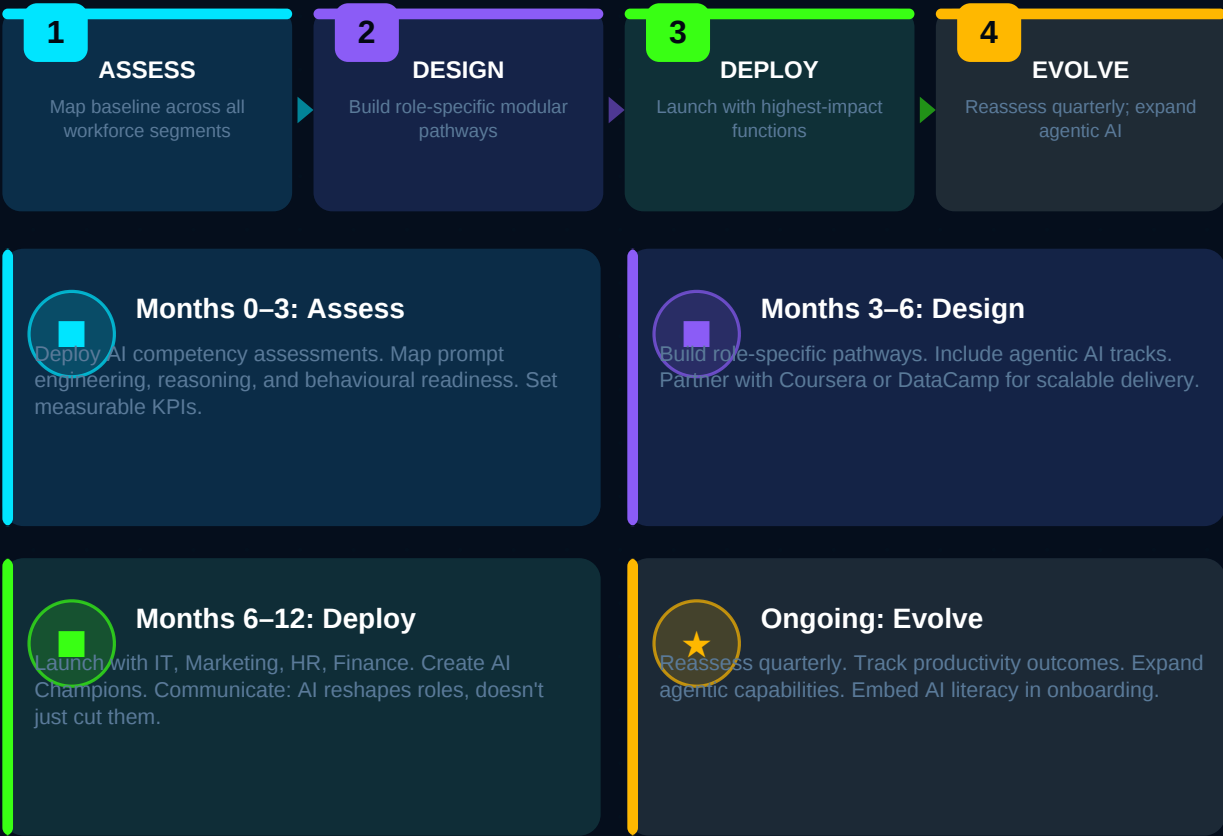


Agentic Orchestration
Design for multi-step AI workflows

CH.08 4-PHASE RESKILLING ROADMAP

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“ 59% of enterprise leaders confirm an AI skills gap. What is the structured path to close it?



Who's Exposed, Who Benefits, Who's Left Behind

AI's impact is not a uniform tide. Research from IMF, PwC, and DataCamp reveals critical fault lines across gender, education, age, and geography. Equitable reskilling strategies must account for these differences:



Source: IMF SDN 2024 · PwC 2025 · DataCamp 2026

Group	Exposure	Key 2026 Insight
College-educated	~60%	Best positioned for high-complementarity role transitions
No post-secondary edu	Moderate	Higher automation risk; needs targeted structured support
Millennials 35–44	High	62% highest AI expertise; most active upskilling cohort globally
Older workers 55+	High	Reemployment barriers significant; tailored support essential
Women	Higher than men	More exposed in most countries; also more role-transformed
Gen Z entering work	Variable	Confident but 39% feel prepared — 20-point drop vs 2025
India / Emerging Asia	40%	India leads global GenAI adoption at 73%; major talent shift

CH.10

PRODUCTIVITY EVIDENCE & KEY STATISTICS

GLOBUSSOFT.AI · 2026

3x

higher revenue growth per employee in AI-exposed vs. non-exposed industries

Source: PwC Global AI Jobs Barometer, 2025

The productivity premium is now empirical

Since 2022, AI-exposed industries have shifted from productivity laggards to category leaders.

Revenue per employee: 27% growth in most AI-exposed industries vs. just 9% in least exposed. (PwC, 2025)

Wages rising 2x faster in AI sectors.
Source: PwC Global AI Jobs Barometer, 2025

25 Key Statistics · 8 Global Sources · April 2026

Statistic	Figure	Source
Enterprise AI pilots with zero P&L impact	95%	MIT, 2026
Orgs with confirmed AI skills gap	59%	DataCamp, 2026
Wage premium for prompt engineering	+56%	PwC, 2025
Revenue growth premium (AI vs non-AI)	3x	PwC, 2025
Net new jobs expected globally by 2030	+78 million	WEF, 2025
Workers needing reskilling by 2027	60%	WEF Future of Jobs
GenAI enrolment surge year-over-year	866%	Coursera, 2025
Skills change rate in AI-exposed roles	66% faster	PwC, 2025
Enterprise apps with AI agents by 2026	40%	Gartner, 2026
Leaders who won't hire without AI skills	66%	Industry, 2026
Average productivity increase from AI	24.7%	Industry avg., 2026
Average return on \$1 invested in AI	\$3.70	Industry avg., 2026
Workers who feel equipped for AI roles	49%	TriNet, 2025
Customer support via AI agents mid-2026	56%	Cisco, 2026
GenAI market value projected by 2030	\$356 billion	Master of Code, 2026
Labour productivity uplift at full adoption	15%	ILO / IMF, 2024
Global employment exposed to AI	~40%	IMF, 2024
AI exposure in advanced economies	~60%	IMF, 2024

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