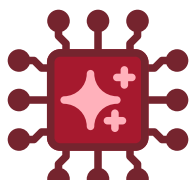


The State of AI in Training Today

Derived from capturing L&D perspectives through rigorous surveys and thorough analysis, Training Industry research offers data-backed insights and best practices for corporate training professionals.

AI is becoming a core part of how organizations approach employee training and organizational change.



86%

of organizations expect AI and information processing technology to drive business transformation over the next five years.¹

Enterprise interest in AI upskilling has started to catch up with consumer interest — but how many companies are ready?

AI in the Learning Tech Stack

A Training Industry survey found **only 37%** of organizations have a dedicated AI platform in their learning tech stack. What's holding organizations back?

Key Barriers



47.8%

Employees' data literacy concerns



40.3%

Privacy safeguards



7.5%

Infrastructure



5%

Budget constraints

What Matters Most When Implementing AI?

Implementing AI isn't only about dealing with learning technology. Its impacts can be determined by



Employee factors

Attitudes about AI, willingness to use it, etc.



Job factors

AI's relevance to tasks



Workplace factors

Learning culture and buy-in on AI from stakeholders

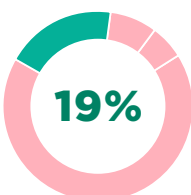
The Employee



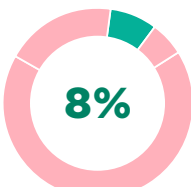
The Job

The Workplace

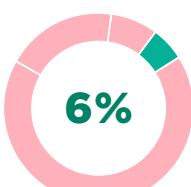
When we asked learning leaders which factors contribute to AI success in training



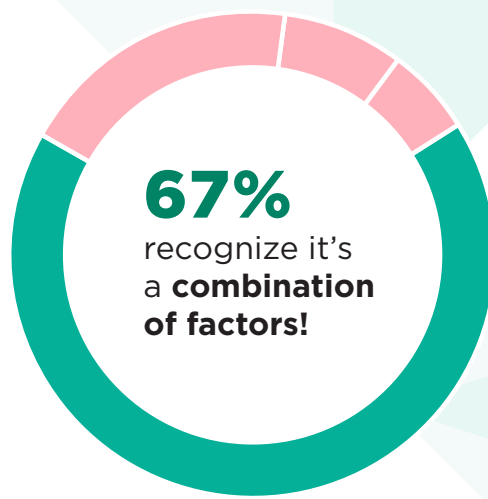
said **employee factors**



said **job factors**



said **workplace factors**



How Can Organizations Prepare?



Vet privacy concerns — Many AI products are already designed with privacy protections.



Improve employees' AI literacy — Support confident, appropriate adoption at all levels.



Take a holistic approach — Success depends on employees, their roles and the workplace itself.

What's Next?

As both AI agents for learners and adaptable open-weight models for administrators become more popular, the **next wave of AI implementation** is positioned to deliver on the promises of personalization, scalability and efficiency that will accelerate employee training and drive business success.