



# AI Capability Accelerator

April 2026

# The AI adoption – Workforce readiness gap

Organisations are adopting AI, but skills and workforce readiness are not keeping pace.

93%

Investments in AI go to tech; only 7% to people <sup>1</sup>

82%

Employees haven't received GenAI training <sup>2</sup>

56%

Gen Z uses GenAI but formal training lags <sup>3</sup>

Leaders must **rapidly evolve talent strategies**, integrating AI skills, digital confidence, and future-ready workforce models to unlock real business value, and to achieve this, **organisations must focus on:**



## ... Role-based AI literacy

Tailored for execs, managers, and practitioners



## ... Industry-specific learning

Custom programmes aligned to real industry challenges



## ... Governance frameworks

Data quality, security, ethics, and compliance

## Experiential training ...

Sandboxes, real use cases, and practical labs



## Sustainable upskilling pathways ...

Continuous learning with academia and tech partners



1. Human capabilities are at the heart of high-performing teams, Deloitte, Jan 2026

2. New tech. New work. Your old value case isn't enough, Deloitte, March 2025

3. Gen Zs and millennials at work: Pursuing a balance of money, meaning, and well-being, Deloitte, June 2025



# How does Deloitte help to build AI capability?

Deloitte's AI Capability Accelerator is a service offering that helps organisations design, build, and institutionalise their AI capability programmes, while delivering end-to-end, flexible and scalable training to upskill their workforce across different maturity levels.



## **Deloitte standard content delivery**

(High-quality, pre-built learning modules and assets)



## **Bespoke customised learning development**

(Tailored content, use cases, scenarios, and function-specific programmes)



## **Curated learning pathway design**

(Structured, role-based learning journeys)



## **Build-Operate-Transfer (BOT) Academy**

(End-to-end academy setup that Deloitte builds, runs, and transitions)

### **Key features:**

SME-led learning, industry-specific content, hands-on experience, curated assessments, self-paced learning, and mentorship

Together, **these delivery models equip organisations to upskill their entire workforce** — from AI fluency for all employees to specialised capability building for functions, and leadership development to drive enterprise-wide AI transformation.

# Why Deloitte?

The Deloitte AI Capability Accelerator is engineered as a service to equip organisations with a sustainable, institution-ready AI capability programme, supported by scalable training that fuels enterprise transformation.

01

## **Bespoke and industry-relevant learning**

Customised, context-rich learning journeys tailored to your business and industry — leveraging Deloitte's deep domain knowledge to ensure relevance and real-world applicability.

02

## **Experienced and multidisciplinary faculty**

Learning led by seasoned Deloitte practitioners who bring cross-industry expertise, hands-on experience, and personalised mentoring — ensuring learners gain both conceptual clarity and practical skill.

03

## **Proprietary DLA learning platform**

Deloitte's digital learning platform delivers personalised, scalable, and on-demand AI capability building — integrating expert-led content, flexible delivery models, and cross-disciplinary learning in one unified experience.

04

## **Strategic partnerships and ecosystem access**

Strategic partnerships and a broad technology ecosystem provide access to cutting-edge tools, research, and applied AI solutions, enriching every stage of the learning experience.

05

## **Proven experience in delivering AI academies**

A strong track record of designing and implementing capability-building programmes across industries — delivering scalable, measurable, and sustainable AI upskilling outcomes.

# Our past experiences

A strong track record of designing and implementing capability-building programmes across industries — delivering scalable, measurable, and sustainable AI upskilling outcomes.



1000+

Hours of learning delivered



~10

Industries served



15 +

Years of average experience



20 +

Clients served

## Our select experience

### People development programme

### Japanese automobile manufacturer



- **Issue:** The client wanted to build strong data and AI capabilities and create a data-driven culture.
- **Solution:** Designed a **bespoke four-month academy** covering data science, business analytics, and data engineering with hands-on mentoring
- **Impact:** **200+ hours** of training delivered to **20+ beginner/intermediate participants**, enabling them to execute **AI projects** independently

### AI fluency masterclass

### Global real estate developer



- **Issue:** The client wanted organisation-wide upskilling in AI fluency to build future-ready digital capabilities.
- **Solution:** Conducted a **two-day masterclass** for mid-management across HR, Finance, Legal and IT, covering **GenAI, Agentic AI, potential use cases, and productivity tools**
- **Impact:** Enabled **30+ professionals** to apply AI concepts to improve role-specific productivity and business outcomes

### AI in HR foundational training

### Indian electrical and home appliance company



- **Issue:** Needed HR practitioners to strengthen analytics and AI literacy for daily decision-making
- **Solution:** Delivered a **customised AI in HR programme** covering statistics, data analysis, visualisation, storytelling, and capstone projects
- **Impact:** Trained **40+ participants** across the Hire-to-Retire value chain on **foundational/intermediate AI concepts** and **practical use cases**

### AI training for HR team

### Leading e-commerce company



- **Issue:** HR Analytics team needed deeper knowledge and hands-on expertise in advanced AI/NLP.
- **Solution:** Designed a focused curriculum with in-person SME-led sessions to **solve real business challenges using advanced ML/NLP**
- **Impact:** Trained **20+ participants** on **advanced AI and NLP**, enabling them to independently drive prioritised business use cases

## Connect with us



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