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THE AI FUTURE:

*A STRATEGIC GUIDE TO AI
IN WORKFORCE PLANNING*



The next frontier in *Workforce Planning* is here....

Redesigning our business processes requires both planning for AI by establishing the critical data governance, infrastructure, and workforce readiness, and planning with AI, leveraging predictive capabilities to continuously automate, optimize, and scale our core operations.

As AI accelerates automation and changes the skills landscape, organizations must anticipate, measure and react to the structural shifts in workforce economics. The resulting transformation will demand equally robust planning capabilities to support the accelerating pace of change.

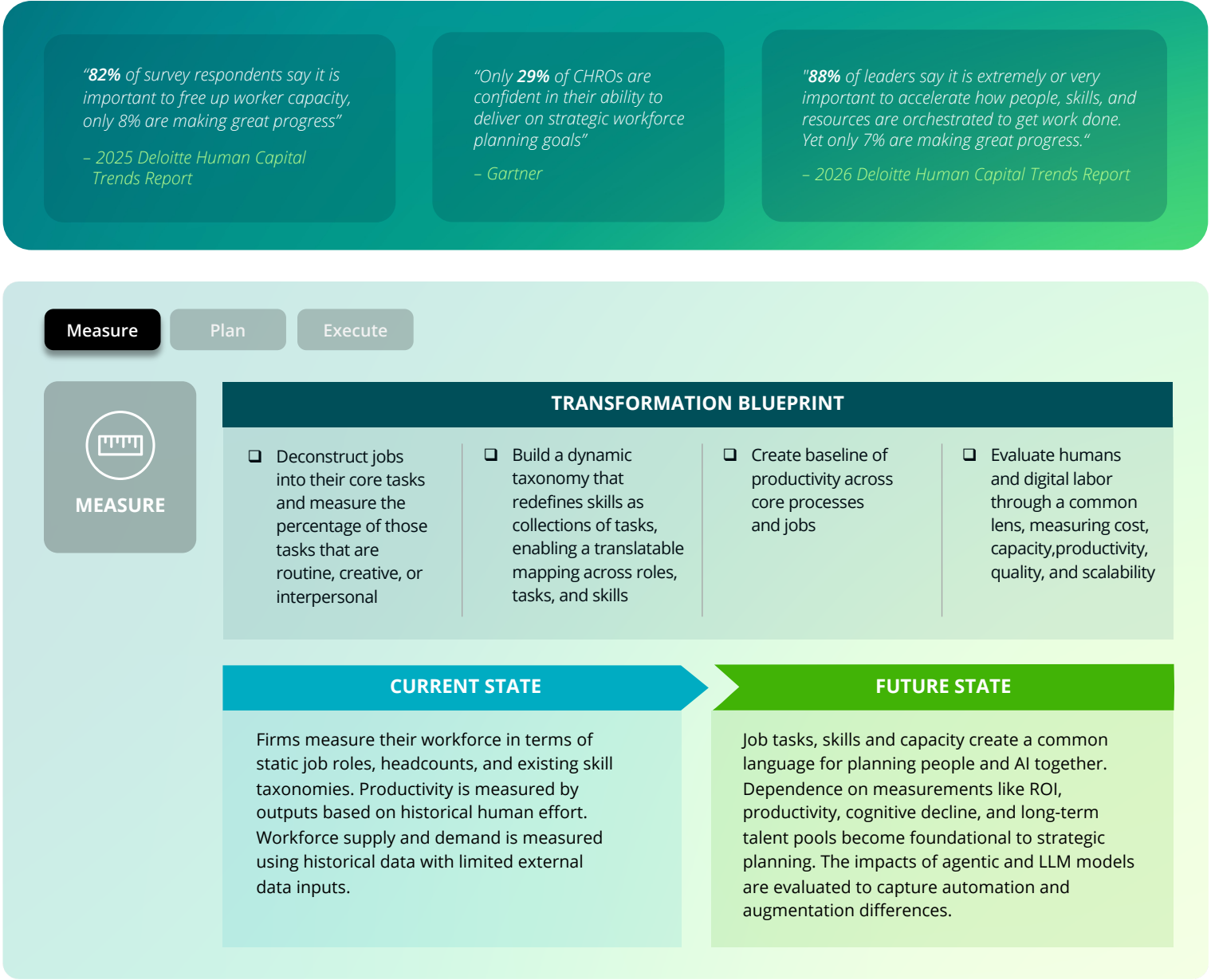
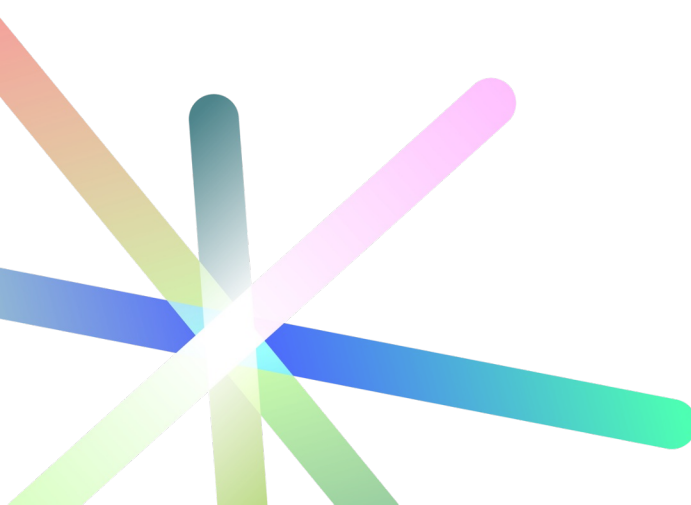
Being able to accurately assess your workforce against the impact of AI will become unmitigated superpower, creating competitive advantages and positioning organizations to successfully navigate the transfer of skills from humans to technology.



Future workforce planning hinges on two insights:

Talent capabilities and AI's impact

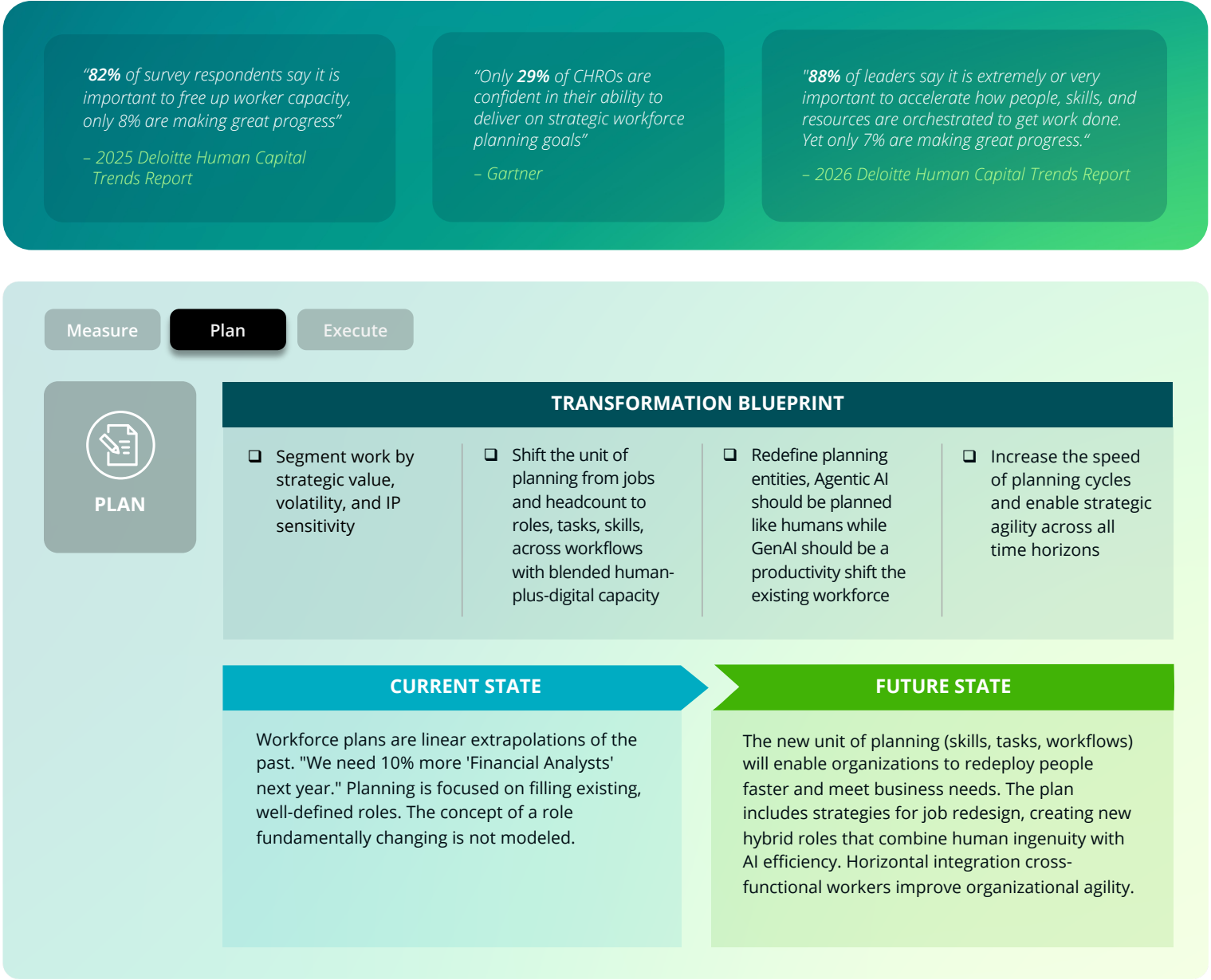
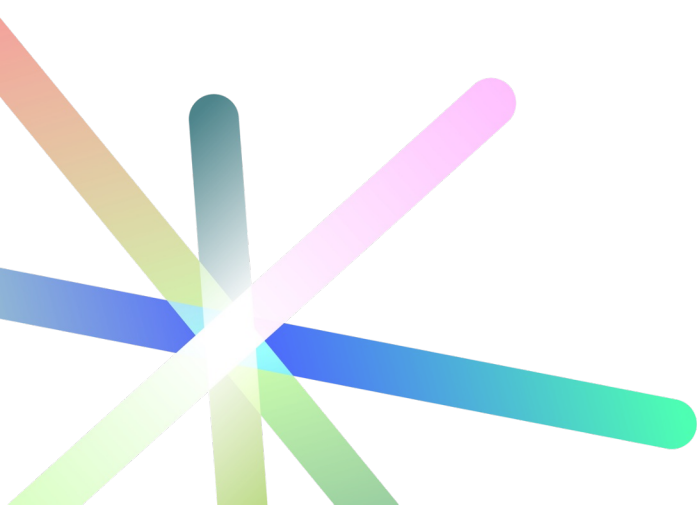
With uncertainty becoming the new reality, organizational success will depend heavily on their ability to modernize their WFP planning processes and adapt to the evolving impact of AI



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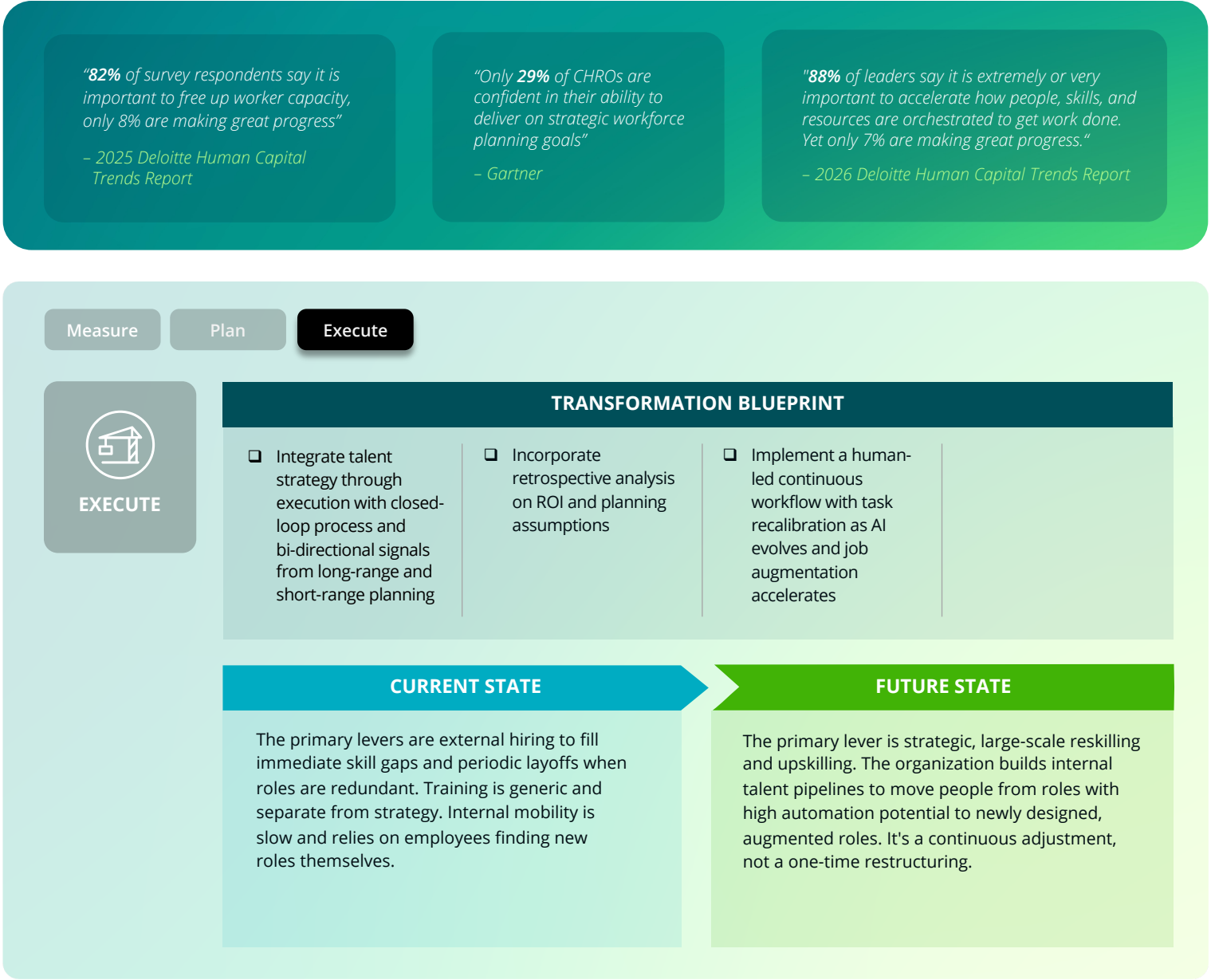
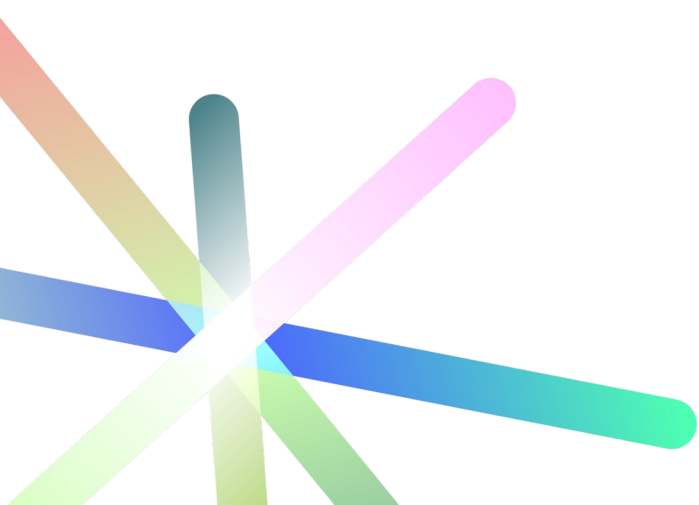
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"82% of survey respondents say it is important to free up worker capacity, only 8% are making great progress"

– 2025 Deloitte Human Capital Trends Report

"Only 29% of CHROs are confident in their ability to deliver on strategic workforce planning goals"

– Gartner

"88% of leaders say it is extremely or very important to accelerate how people, skills, and resources are orchestrated to get work done. Yet only 7% are making great progress."

– 2026 Deloitte Human Capital Trends Report

Designing the Future-Ready, Strategic Workforce Planning Process

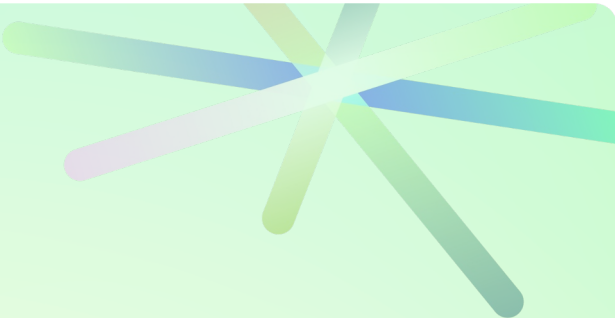
A future-ready WFP process continuously *measures* workforce reality, *plans* against it at every horizon, and *executes* through empowered leaders, enabled by data and human judgment.



Strategic Talent Planning

3-5 year horizon | Sets the strategy and disruption signal | Change impact: High

Measure



CURRENT STATE

Multi-year demand & supply planning by role, job family, cost, and location. Often annual, leadership-driven, and scenario-based.

AI-ENABLED FUTURE STATE

AI-impact planning by roles, tasks and skills. STP becomes a strategic simulation capability: model GenAI vs. agentic AI impacts, adoption curves, cognitive debt, future career paths, and the shifts from traditional human-only pyramid-shaped workforces.



Inputs

Corporate Strategy, Workforce taxonomy (roles, tasks, skills), demand assumptions, supply assumptions, Workforce data (cost, headcount, etc.)



Outputs

4B data (RIF implications, augmented roles, hiring needs), STP KPIs

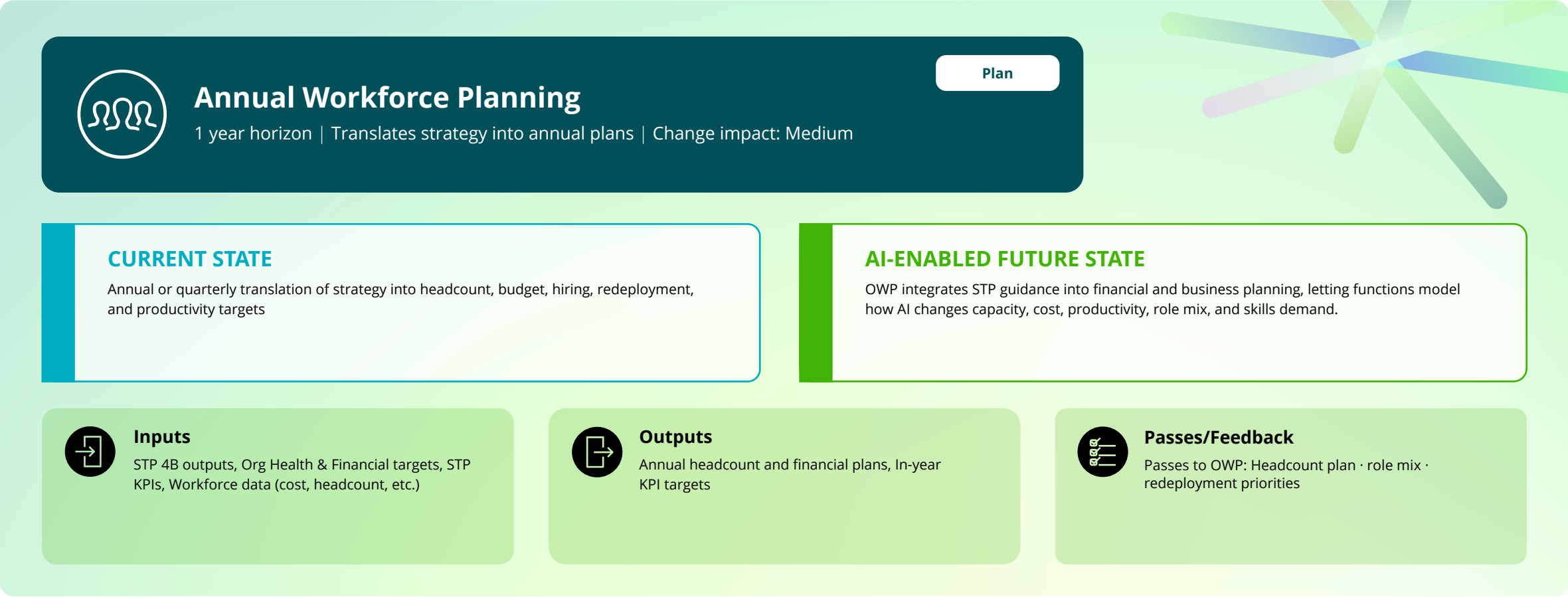


Passes/Feedback

Passes to AWP: Skills taxonomy · Disruption signals · Workforce shape targets · AI adoption assumptions

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Operational Workforce Planning

Within cycle | Deploys capacity against plan | Change impact: Medium

Execute

CURRENT STATE

Near-term staffing and deployment: matching people to work based on availability, demand, cost, and sometimes skills.

AI-ENABLED FUTURE STATE

Skill-based fulfillment and orchestration. RWP moves toward matching human skills, AI capabilities, and work demand in real time; it informs talent acquisition, learning, redeployment, and reskilling decisions.



Inputs

Skills profiles, work demand signals, availability data, headcount plans, Workforce data (cost, headcount, etc.)



Outputs

Staffing decisions, redeployment plans, hiring & reskilling triggers



Passes/Feedback

Receives from AWP: Headcount plan · role mix · redeployment priorities

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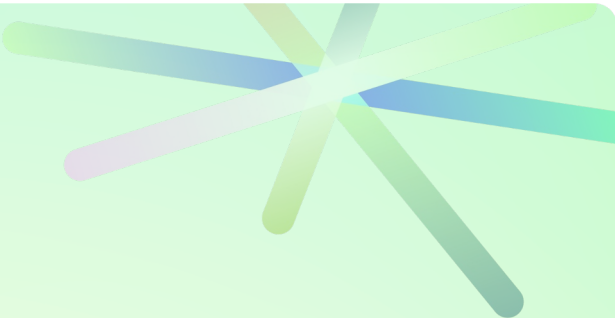
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On-Demand Scenario Modeling

Conditional | Triggered by STP signals and informs OWP | Change impact: High

Plan



CURRENT STATE

Org design, spans/layers, reporting structures, role clarity, and cost modeling. Often reactive to transformation or restructuring events.

AI-ENABLED FUTURE STATE

Dynamic organization architecture modeling across key disruption scenarios (e.g., RIF planning, AI Impact modeling, M&A integration, carve-outs, divestitures, org design). OSM becomes a rapid-response capability to assess and design role archetypes, spans & layers, operating models, and workforce cost impacts across scenarios.



Inputs

Disruption signals, existing org design data, role taxonomy, spans & layers data, M&A deal parameters, divestiture scope, RIF criteria, Workforce data (cost, headcount, etc.)



Outputs

Updated org design, role archetypes, operating models, cost model adjustments, impact analyses, integration and carve-out models



Passes/Feedback

Passes to STP: Role archetypes · Workforce shape · Scenario assumptions
Passes to AWP: Org design · RIF Output · Capacity model · Engagement Model · Headcount and cost adjustments · Execution parameters

People at the Center of Workforce Planning

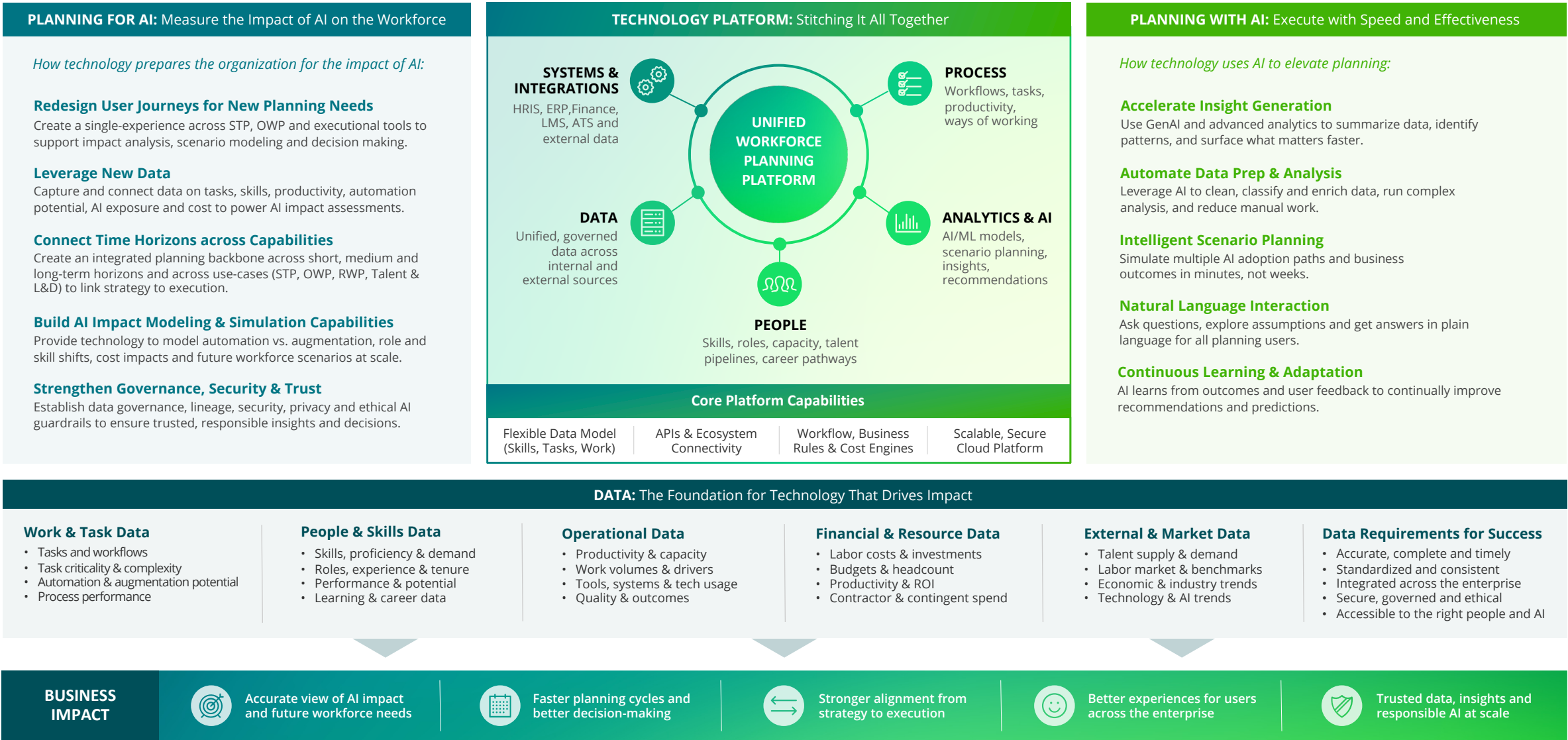
A cross-functional effort to plan for and with AI, aligning strategy, people and resources to drive business outcomes

Who's Involved	BUSINESS LEADERS <i>Own outcomes, shape demand</i>	HR/PEOPLE <i>Design people strategies and capabilities</i>	FINANCE <i>Analyze financial impacts of</i>	STRATEGY/ TRANSFORMATION <i>Define direction, drive change</i>	DATA & ANALYTICS <i>Deliver insights and measurements</i>	IT/TECHNOLOGY <i>Enable the platform and AI solutions</i>
How AI Impacts Them	• Changes the skills and capacity needed to deliver on corporate strategy • Redefines how work gets done and by whom • Creates opportunity to increase productivity, quality, and speed	• Shift the skills landscape and career pathways • Requires reskilling, upskilling, and role redesign • Demands a more agile, data-informed people strategy	• Alters cost structure and workforce mix • Impacts productivity, ROI, and value creation • Requires new ways to model and allocate investments	• Accelerates business model and operating model change • Redefines capabilities that create competitive advantage • Requires continuous scenario planning	• Expands data needs (skills, tasks, productivity, AI adoption) • Increases demand for predictive and scenario insights • Requires trusted, integrated data and governance	• Drives adoption of AI tools and platforms • Requires scalable, secure, and integrated technology • Enables automation and data-driven decision making
How Planning With AI Changes Their Work	Anticipate demand, evaluate scenarios, and align talent to business priorities	Identify skill gaps, model workforce transitions, and prioritize reskilling investments in real time	Reforecast headcount economics, model productivity gains, and size investment trade-offs	Run capability scenarios, surface change readiness signals, and sharpen transformation priorities	Deliver real-time insights, predictive analytics, and impact measurement	Accelerate platform decisions, evaluate build-vs-buy options, and map AI adoption
How Planning For AI Changes Their Work	Define AI ambition, align the organization around priority use cases, and govern responsible deployment	Understand skill shifts, building capability pipelines, and designing future-ready roles	Model workforce scenarios, assess ROI, and optimize spend across people and technology	Stress-test strategies, identifying capability gaps, and shaping transformation roadmaps	Architect the data foundations, workforce signals, and measurement frameworks AI depends on	Build the infrastructure, tools, and guardrails to scale AI securely
Where They Fit	Plan Own demands signal and align talent to strategy	Plan + Execute Design the response and deliver it	Plan + Measure Quantify workforce economics and ROI	Plan Scenario-test and shape the direction	Measure Generate the insights that feed decisions	Execute Build and scale the platforms that make it real
What Success Looks Like	Right people, skills, and capacity aligned to deliver business outcomes	A future-ready workforce with skills, agility, and energy to thrive with AI	Investments that drive productivity, value, and sustainability	Agile strategies and operating models that capitalize on AI and market shifts	Trusted insights that enable confident, data-driven workforce decisions	Scalable, secure technology that empowers people and unlocks AI value

Every function plays a critical role in workforce planning and understanding the impact of AI; effective cross-functional collaboration will enable smarter, faster decision making.

Technology: The Engine That Enables Smarter Workforce Planning

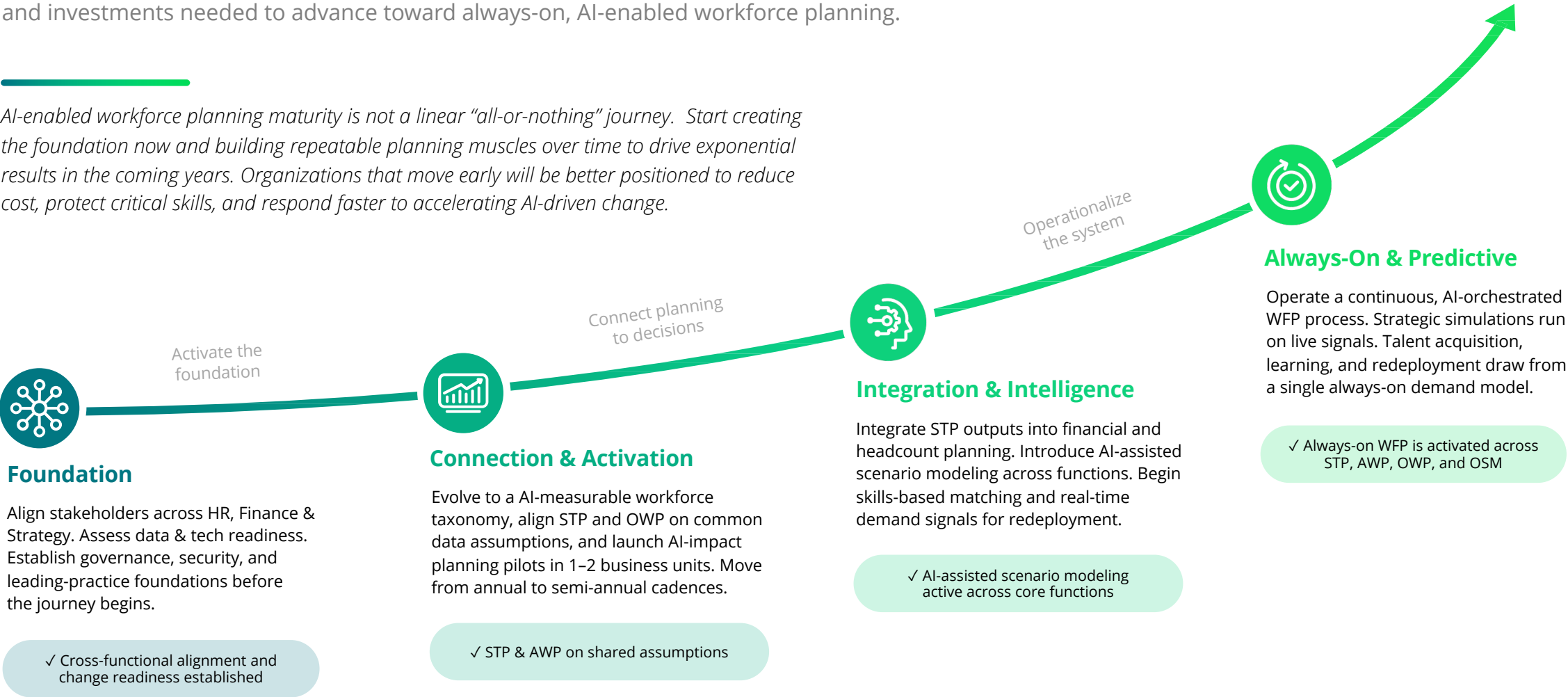
Technology is the connective tissue across people and processes to enable AI strategies across from planning to execution



The Journey to Future-Ready Workforce Planning | 3-Year Roadmap

Organizations can identify where along the WFP maturity model they are today and determine the sequencing and investments needed to advance toward always-on, AI-enabled workforce planning.

AI-enabled workforce planning maturity is not a linear “all-or-nothing” journey. Start creating the foundation now and building repeatable planning muscles over time to drive exponential results in the coming years. Organizations that move early will be better positioned to reduce cost, protect critical skills, and respond faster to accelerating AI-driven change.



Cross-cutting enablers throughout: Data & Technology • Governance & Process • Change & Capability • Leadership & Culture



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