

The 2026 State of Skills

AI is accelerating workforce skills change

More than half of CHROs believe that their organization will lose its competitive advantage if it does not shift to a skills-based talent management approach.



Organizational impact



34% of the skills that were required in 2025 will become obsolete by 2030.



60% of CHROs feel skills are evolving faster than they can develop support plans.

Financial impact



\$85 million in lost revenue is the financial impact to an organization with 10,000 employees.



\$4.8 billion market value of vendors who manage organizational skills data.

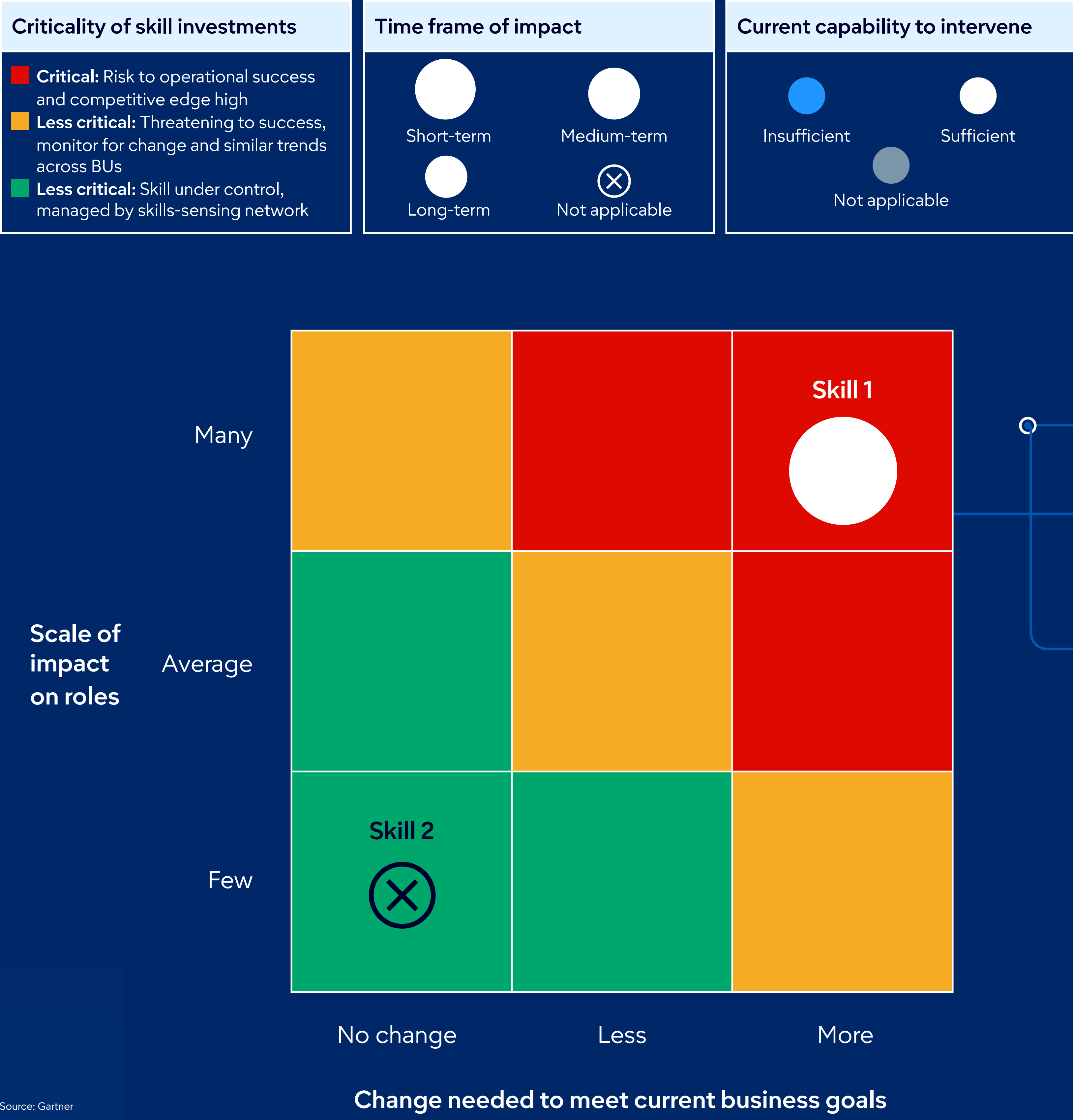
3 strategic shifts to reshape talent strategy

Shift 1

Focus on 20% of skills that drive 80% of the organization's value.

Prioritize investments in foundational differentiated skills that drive the highest value.

Skill investments assessment



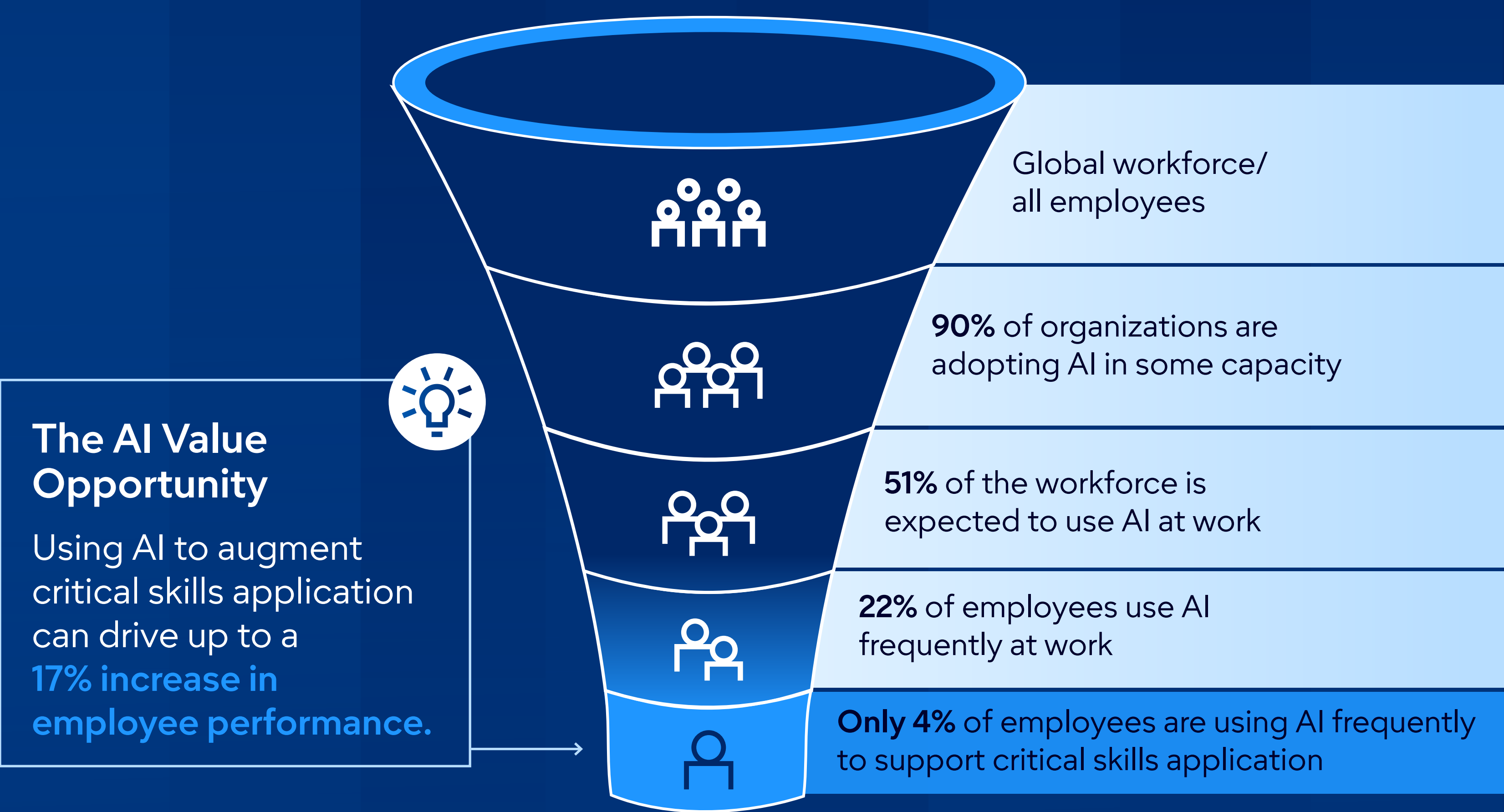
Source: Gartner

Shift 2

Embed AI into high-value work.

Demand for AI skills is increasing rapidly, yet adoption is not translating into business value.

The AI adoption funnel



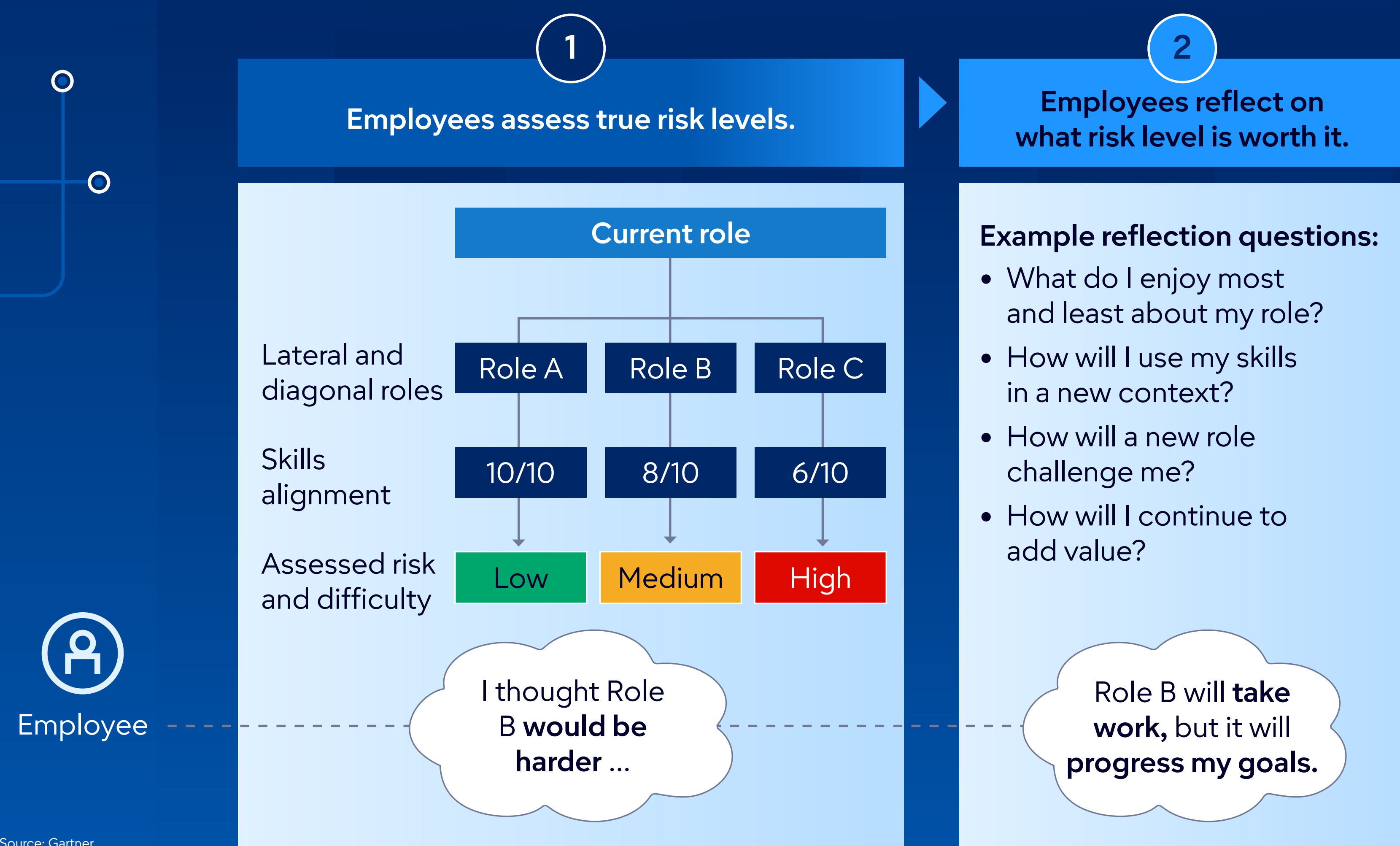
Source: Gartner

Shift 3

Prioritize internal mobility to access critical talent.

30% of employees would stay in their current role despite a better external offer due to economic volatility. Make internal opportunities more visible to unlock talent and close critical skills gaps.

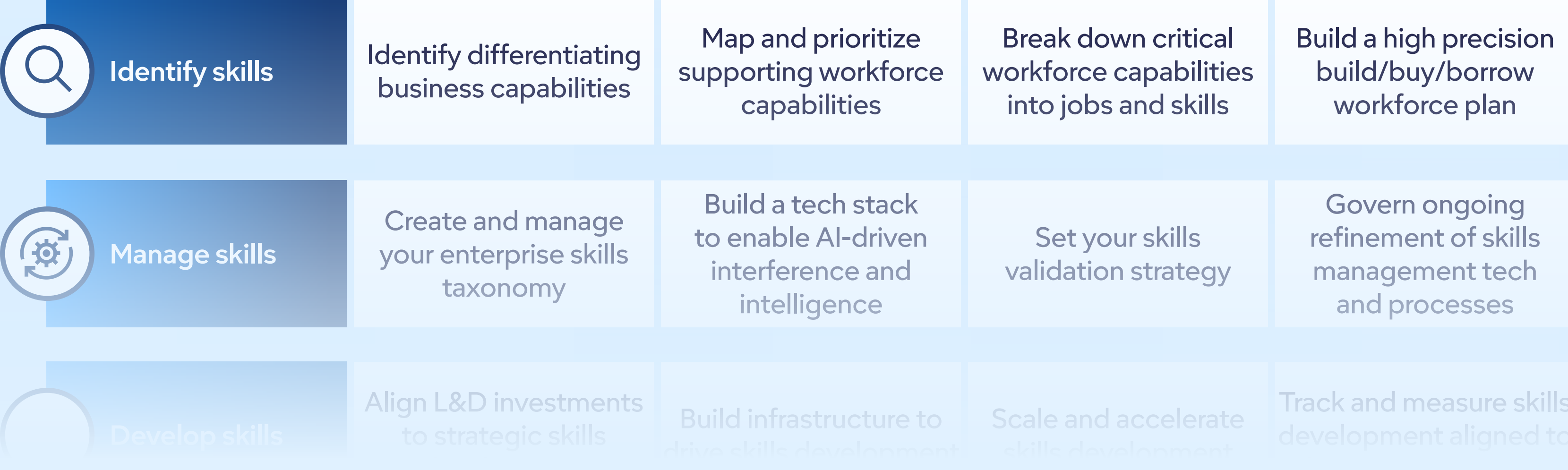
Visible skill alignment status



Source: Gartner

Navigate the future of skills with confidence

Connect with us to learn how Gartner can help you build an actionable skills strategy that drives business value and workforce readiness.



Learn More

Source: Gartner

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