

Building an AI-Ready Workforce.

Capability, judgment and accountability.
Not technology alone.

Enterprise AI readiness includes people who can frame the right problems, question outputs and supervise use. Technology provides a foundation; workforce capability determines how it is used.

FROM INDIVIDUAL CAPABILITY TO ORGANIZATIONAL OUTCOME

01	Data literacy	Read, interpret and question data.
02	Analytical literacy	Test hypotheses and inform decisions.
03	AI literacy	Understand capabilities, limits and appropriate use.
04	Agentic literacy	Design, supervise and collaborate with AI agents.
05	Decision-driven enterprise	Organizational outcome of the preceding capabilities: align trusted data, AI and human judgment.

Clear roles. Informed human judgment.

The first four stages develop workforce capabilities; the fifth is the organizational outcome, not another individual literacy skill. The framework is not certification or a readiness guarantee. Teams may need different support.

BUSINESS LEADERS

Choose the decisions AI should support. Define acceptable use, assign accountable owners and provide time, support and access for learning.

EMPLOYEES

Build fluency with data and AI outputs. Check meaning and evidence, recognize uncertainty and escalate exceptions rather than accepting recommendations automatically.

ACCOUNTABLE SUPERVISORS

Set review and escalation conditions. Assess outputs before consequential actions where required, monitor exceptions and remain accountable for decisions.

DATA & GOVERNANCE TEAMS

Provide trusted definitions, appropriate access and enterprise controls. Work with business teams to make policy and context understandable in practice.

Learn with a governed data product.

Use one real business question to practice interpreting definitions, checking freshness, questioning an AI response and deciding when human review is needed. Business-built governed data products can provide shared context for that learning.

Start with a decision. Build capability around it.

Use the stages to identify support needs, not to label people as ready or unready. The following is suggested adoption guidance, not a validated scoring method.

01 Choose the decision

Identify the business question, affected people and consequences of an error.

02 Assess capability gaps

Ask what the team can interpret, challenge and supervise today. Use observed tasks and discussion rather than an invented readiness score.

03 Create a supported practice

Choose a governed data product, appropriate access and a supervisor. Agree the review, escalation and permitted-action boundaries.

04 Review and adapt

Observe how people explain outputs and handle exceptions. Adjust support before extending use to additional teams or decisions.

Lattice provides a zero-code Data Product Workbench for business-built governed data products. This brief does not promise training outcomes or guaranteed improvements in workforce readiness.



Explore the workforce framework.

data-tiles.com/insights/ai-ready-workforce