# Q3 2024 PULSE SURVEY RESULTS Al talent and leadership trends in the technology industry

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Compared to a year ago, technology companies are making more use of more tactics to find the AI talent they need, with big jumps in use of consultants and on-demand leaders

How is your company building AI expertise? (%)



We aren't trying to alent build AI expertise

#### The top challenge in building AI expertise spiked this quarter: a lack of leaders who can combine AI and business expertise What challenges, if any, is your company having in building AI expertise? (Top five shown, %)

Q3 2024 Q3 2023

Too few leaders who can combine AI and business expertise available

Too few people with AI expertise available at any level

Too few leaders with Al expertise available

People with AI expertise are less interested in our industry than others

Our compensation for AI talent is not competitive





As AI evolves quickly the need for leaders who can combine AI and business expertise is higher than ever

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### In implementing AI, concerns about cost and ROI have risen notably since the summer

What challenges, if any, is your company having in implementing AI? (Top five shown, %)

Q3 2024 Q2 2024

**Cost/unclear ROI** 

Safety/security/privacy/legal/ ethical concerns

Concerns about the accuracy and/or reliability of AI systems

Our data isn't suitably organized to support Al

We don't have the expertise/knowledge required to implement it

		26	
	•	•	
			2
	22		
			2
	22		
	•		
13			
12			





44





## Technology companies are most often seeking people who can help them integrate AI into their day to day work

Which types of AI expertise is your company focusing on building? (%)

Talent to integrate AI tools into company processes and workflows

Talent to build/maintain AI tools

Talent with experience using AI tools in day-to-day work

Talent with general knowledge of AI

Talent to train others in using AI tools





