

# Worried about an AI skills gap in your organization? Focus here first.

Do these three things before putting AI to work in your enterprise.

Research exposing the dearth of enterprise AI skills is piling up fast. In late 2024, IDC reported that AI readiness was a top concern among technology leaders.<sup>1</sup> And in a Bain & Company study released this year, 44% of executives said a lack of in-house expertise was slowing AI adoption.<sup>2</sup>

These skills are increasingly critical. Generative AI, in particular, is advancing so rapidly that many organizations say they are finding themselves hard-pressed to keep up. Almost half of C-suite leaders recently told McKinsey their organizations are developing and releasing GenAI tools too slowly, citing talent skill gaps as a key reason for the delay.<sup>3</sup>

It's easy to suggest that a skills gap may keep you from rolling out AI quickly and at scale, but is that the case? Before you start writing job descriptions, consider these three foundational strategies to kick-start your AI ambitions.

## 1. Focus first on building AI knowledge

The first step in building the right AI skills is to fully understand the potential for AI in your enterprise. Leadership should have a basic understanding of how generative and agentic AI work, as well as what's needed to implement these technologies. Fortunately, there's an ocean of knowledge out there that can help you better understand these technologies.

Most business leaders won't need to dive deep into the technical details. That's because teaming up with your CIO and technical staff may provide the information required to fill in any knowledge gaps. What's important is that your team has a good understanding of what's needed to stand up the AI systems to support your business goals. Encouragingly, a majority (77%) of CIOs reported recently that they have a strong educational partnership with the CEO and board of directors.<sup>4</sup>

"First, you need the ability to identify knowledge gaps in your organization," says Alexander Ollman, senior product manager for HPE AI software. "And because AI technology is moving so rapidly, it's useful to have outside experts by your side to advise you on that front."

For example, slightly more than a year after the emergence of generative AI, agentic AI has gained popularity as the next logical progression. According to Ollman, that's why it's pivotal to seek the help of AI experts who are more versed in the latest technology and who can help you move more quickly.

Last year HPE, NVIDIA, and a network of technology partners came together to do just that — help enterprises assess their IT estate and provide insights into what they need to be successful. HPE also introduced HPE Private Cloud AI, part of the NVIDIA AI Computing by HPE initiative, to simplify and accelerate AI implementations.<sup>5</sup> HPE Private Cloud AI is a full-stack, turnkey private cloud designed to accelerate time to value for generative and agentic AI applications.

## 2. Clearly define your AI strategy

Another important step in assessing your AI initiatives is to have definitive goals — you need to know what you're building and why you're building it. If you already have an AI strategy, you may need to refine that strategy to be very clear about what you want to achieve.

Your AI strategy should include specific benefits for your organization, both quantitative and qualitative. These benefits could be things like increased financial opportunities, better customer service, or more streamlined processes. Each organization's goals will be different, based on their specific needs.

"When working with customers, we typically start with an internal discussion about the organization's pain points," explains Ollman, "We delve into these pain points and explore options of how AI can alleviate or even eliminate those challenges. And during this discussion, we collaboratively identify the quick wins; these are AI projects that can provide the most benefit for the least amount of investment. Building confidence through initial successful AI projects is vital because it sets the stage for investing in larger and bolder projects."

Although most organizations see the massive potential of AI, they don't have the understanding needed to make an educated first move. "That's where expert AI consultants can step in and help," says Ollman. "With the right expertise, huge opportunities using AI can be deployed quickly — and with minimal effort."

<sup>1</sup> [IDC's 2024 Global IT Skills Survey: A Regional Comparison](#), by Gina Smith, December 2024.

<sup>2</sup> "Widening talent gap threatens executives' AI ambitions – Bain & Company," March 2025.

<sup>3</sup> ["Superagency in the workplace: Empowering people to unlock AI's full potential,"](#) McKinsey, January 2025.

<sup>4</sup> ["State of the CIO Survey 2025,"](#) Foundry, 2025.

<sup>5</sup> ["Hewlett Packard Enterprise and NVIDIA announce 'NVIDIA AI Computing by HPE' to accelerate generative AI industrial revolution,"](#) HPE Newsroom, June 18, 2024

### 3. Assess your infrastructure's AI readiness

The next issue to consider is assessing your infrastructure's readiness. "Most IT infrastructure is currently set up to support existing IT workloads. AI infrastructure is an entirely new ball game," says Ollman. "Along with the massive compute requirements of AI comes additional power, heat, and cooling requirements." Additionally, organizations will also require high bandwidth networking, adequate fast retrieval storage, and an optimized software layer to let run AI workloads at scale.

Once you have all the infrastructure you need, you also need the knowledge to put it all together, as you determine what software infrastructure is needed for your generative models and agentic frameworks. The question of whether the models can scale is also important.

"HPE continuously partners with the best in AI, from startups to established players, to keep our customers up to date on the latest available tools and frameworks," says Ollman. "Ensuring our customers have the knowledge required to achieve the outcomes they desire is of utmost importance." These frameworks are important because they provide the foundation for building intelligent systems, such as libraries and tools that simplify the development and implementation of AI.

Ollman adds that once containers and orchestration come into the picture, the AI environment becomes extremely complex. To help alleviate that complexity, HPE Private Cloud AI provides a mechanism to manage everything from a central place and scale generative and agentic AI models and components as needed. Minimizing infrastructure complexity in this way can be essential in getting your AI initiatives up and running quickly.

"If you try to build it yourself, it typically takes three to six months," says Ollman. "With HPE Private Cloud AI, you can be up and running in a matter of days, from planning to deployment. This allows organizations to quickly deploy AI POCs to determine which AI projects can add value to their organization."

### A faster path to AI value

A lack of AI skills in your technical workforce is only one of the things that can get in the way of your organization successfully implementing AI and achieving ROI from AI initiatives. It's not easy to solve AI challenges by hiring your way out of the situation or adding more infrastructure.

The best path forward balances clear goals for AI, a robust IT infrastructure, and a culture of learning that encourages your technical staff and provides tools to keep their skills sharp. The good news is that HPE, NVIDIA, and other expert partners can help you map that journey to implement and benefit from AI, even as the technology constantly advances and evolves.

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