

COMPETENCY CATEGORY	ASPIRING LEARNER / CAREER STARTER	EMERGING PROFESSIONAL	SKILLED PRACTITIONER	STRATEGIC LEADER	EXECUTIVE LEADER
 AI Literacy	Understand basic AI concepts and terminology	Apply AI concepts to tasks; aware of emerging AI tools	Integrate AI into projects and workflows	Shape organizational AI adoption strategies	Guide enterprise-wide AI strategy and investments
 Data Literacy	Interpret basic data and visualizations	Use data insights for decisions; recognize bias	Manage and model data for AI insights	Oversee ethical and effective data use	Set data and AI governance frameworks
 Critical Thinking, Problem-solving, & Creativity	Question AI outputs; identify basic risks	Solve problems using AI tools under guidance	Independently select and deploy AI solutions	Lead AI-enabled complex problem-solving	Anticipate systemic AI challenges and opportunities
 Ethics, Governance & Responsible AI Use	Recognize ethical issues (bias, privacy)	Practice responsible AI use	Lead responsible AI initiatives in teams	Shape organizational responsible AI policies	Champion public and global responsible AI leadership
 Digital & Computational Skills	Use AI-powered applications; basic tech comfort	Modify and optimize workflows with AI	Integrate, manage, or build AI-enhanced tools	Drive AI-based digital transformation	Architect future-ready digital and AI ecosystems
 Collaboration & Communication in AI Context	Explain basic AI concepts to peers	Collaborate in AI-augmented teams	Lead multidisciplinary AI teams	Align AI messaging across business functions	Influence enterprise and public AI narratives
 Adaptability & Continuous Learning	Stay curious and open to AI trends	Experiment with new AI tools and methods	Advocate for AI learning among peers	Sponsor organizational AI learning initiatives	Lead industry-wide AI workforce development efforts

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Seven Core Competencies

At its heart, the framework defines seven essential competencies that every worker, from entry-level to executive, needs to thrive in an AI-augmented workplace.

AI Literacy: Understand what AI is, how it works, and where it fits into an employee's role. This competency prevents misuse and helps people innovate with confidence.

Data Literacy: Understand and interpret data to make AI insights actionable. This competency bridges intuition and evidence to empower smarter, data-informed decisions.

Critical Thinking, Problem-Solving and Creativity: Evaluate AI-generated outputs, spot flawed reasoning, and prompt systems in ways that lead to better answers. This competency anchors discernment and logic.

Ethics, Governance and Responsible AI Use: Spot bias, ensure transparency, and uphold compliance. This competency safeguards equity, accountability, and public trust.

Digital and Computational Skills: Navigate digital environments, interpret automation logic, and understand how computational systems function. This competency encourages sustained fluency with core digital tools and the ability to work effectively with the platforms that power AI applications.

Collaboration and Communication: Communicate across functions, translate technical information, and collaborate with colleagues and AI systems. This competency ensures professionals can work effectively within hybrid (AI + human) environments.

Adaptability and Continuous Learning: Cultivate the mindset to learn, unlearn, and pivot. This competency ensures human and organizational resilience as technology and business models advance quickly.