WHITE PAPER 16 · THE AI SHIFT

Technical Sectors Are Not Readier

Why engineering and manufacturing teams should not be left to self-learn AI

Industry Industrial technology and manufacturing

Function Engineering, planning and quality

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AT A GLANCE

INDUSTRY

Industrial technology, manufacturing, comparison sectors

PROBLEM

Technical teams assumed to pick up AI on their own

FRAMEWORK

Baseline, start on the paperwork, fast-track builders

CHANGE

Technical teams routed like every other function

EXECUTIVE SUMMARY

Engineering, manufacturing and technology companies are often treated as the ones that will figure AI out by themselves, and the baseline shows the opposite, with industrial technology teams scoring lowest on AI Foundations and service-heavy sectors scoring highest.

40%
industrial technology on Foundations

52%
property and diversified groups

38%
technical staff scoring 9 or less of 30

16%
healthcare scoring 9 or less

Numerate is not the same as AI ready.

INDUSTRY AND PROBLEM OBSERVED

The problem

Technical teams tend to be left to self-learn, on the view that they need less help, while HR, finance and administration are trained first because their friction is obvious.

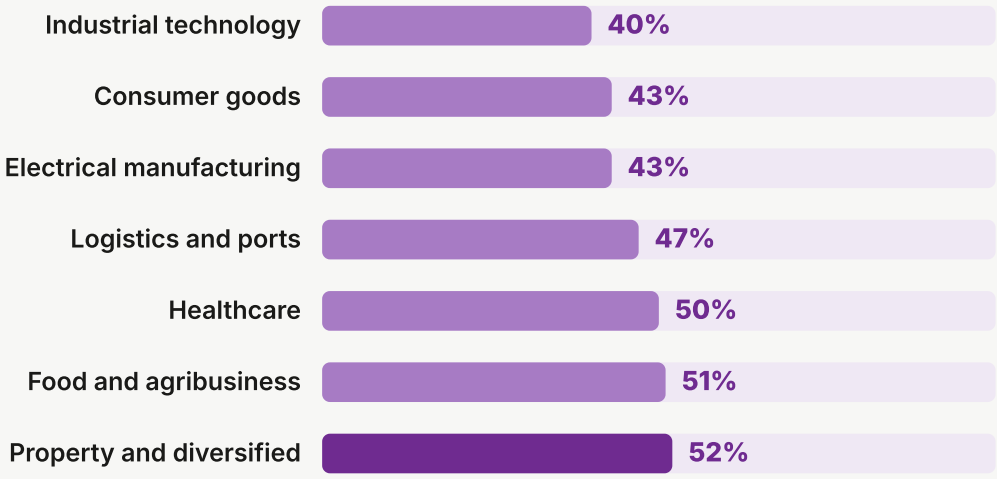
The result is a quiet gap in the companies that most need AI in design, planning, service and quality work.

What we observed

- Technical teams exempted from the baseline
- Training starts with service functions only
- Engineers' systems thinking never pointed at automation

Foundations score by sector

In-house cohorts, % of maximum, KadoshAI ELEVATE



THE FRAMEWORK PROCESS

Route the Engineering Floor

1

Baseline

Assess technical teams with everyone else

2

Start on the paperwork

Documents, reports and trackers around the engineering work

3

Fast-track

Move quick Foundations finishers into automation

4

Build

Point systems thinking at apps and flows

HOW IT WAS SOLVED

The solution

TLMM advises clients in technical sectors to assess the engineering floor first, start on the repetitive documents and trackers where the hours sit, and fast-track the engineers who clear Foundations into automation and app building, where their systems thinking pays off.

BEFORE

- Left to self-learn
- Last to be trained
- No baseline

AFTER

- Assessed with everyone
- Started on the paperwork
- Fast-tracked to building

WHAT L&D LEADERS SHOULD DO

Your checklist

- Have technical teams been baselined?
- Does their training start on reports and trackers?
- Who clears Foundations fast enough to fast-track?
- Which engineering trackers can be automated first?

An engineer is not an AI builder until someone shows them the workflow.

ABOUT THE LEARNING MATCHMAKER

The Learning MatchMaker has been a trusted advisor to HR and L&D leaders since 2010, matching organisations with the right learning design, the right delivery method and the right trainers for their business problem. Clients in this paper are named by sector and function only.

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REFERENCES AND DATA NOTES

- KadoshAI ELEVATE 1.0 archive, 2025 to 2026, sectors with a large base only.