SHARE OF ORGANIZATIONS, %

Talent is the *threat*, readiness is the gap

Cite talent shortages as a major threat — 81% of A&D organizations

Fear losing programs or talent if slow — 65% of A&D organizations

Feel ready to address the shortage — 46% of A&D organizations

Have AI integrated across workflows — 17% of A&D organizations

Are augmented leaders — 10% of A&D organizations

Most AI deployments remain isolated use cases.

Capgemini Research Institute, Augmented Engineering (200 A&D orgs, Apr-May 2026); Oliver Wyman, Defense Ramp-up Reality Check (Jul 2026)

BENCHMARK

17%

have integrated AI *across workflows*

Most A&D organizations still run AI in isolated use cases. Oliver Wyman: AI adoption has begun, but is not yet a ramp solution.

10%
augmented leaders

46%
ready on talent

Capgemini Research Institute, Augmented Engineering (200 A&D orgs, Apr-May 2026); Oliver Wyman, Defense Ramp-up Reality Check (Jul 2026)

Close the *scale gap*

- Pick 1 repeatable workflow
- Fix a baseline before the model
- Name one owner

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