BOARD PACK · AS OF JULY 27, 2026

Meridian Industries.

Workforce AI readiness, exposure, and the reskilling business case. Every number cites its source. No employee names or personal identifiers.

SAMPLE COMPANY. MERIDIAN INDUSTRIES IS FICTIONAL AND ITS 2,000 EMPLOYEES ARE SYNTHETIC.

ORG AI READY SCORE

61 / 100

Adaptation phase

1,994 of 2,000 employees scored (100% coverage) across 9 archetypes.

METHODOLOGY V1.0.0 · ARCHETYPES V1.0.0

JOBROUTE COMPANIES

SECTION 1

Workforce snapshot.

Roster-default AI-readiness scores for 1,994 of 2,000 employees in the current snapshot. The org AI Ready Score is the weighted-average composite across the four pillars.

ORG AI READY SCORE

61/100

Adaptation phase

O*NET 30.3 · AEI Mar 2026 · BLS May 2025 · WEF 2025

SCORED EMPLOYEES

1,994

of 2,000 in roster

JobRoute methodology v1.0.0

COVERAGE

100%

employees with a score

Roster-default scoring

ARCHETYPES PRESENT

9

of 11 in classifier

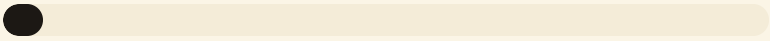
Archetypes v1.0.0

SECTION 2

Archetype mix.

Distribution of the scored workforce across the JobRoute 11-archetype classifier (Euclidean nearest-prototype in task-exposure, skill-durability, adjacency-breadth space). Source: O*NET 30.3, Anthropic Economic Index March 2026, WEF Future of Jobs 2025.

Specialist 23.0% of workforce		458
Coordinator 18.2% of workforce		362
Cornerstone 17.7% of workforce		352
Architect 14.0% of workforce		279
Bridge-Builder 11.3% of workforce		225

Strategist 6.7% of workforce		134
Practitioner 5.2% of workforce		104
Caregiver 3.9% of workforce		77
Adapter 0.2% of workforce		3

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SECTION 3

At-risk cohorts and recommended actions.

The cohorts carrying the highest workforce urgency, with a recommended first action for each. Urgency is derived from composite AI-readiness scores (lower score, higher urgency). Source: O*NET 30.3, Anthropic Economic Index March 2026, BLS OES May 2025, WEF Future of Jobs 2025.

Coordinator · Customer Operations - Escalations

ACT NOW

23 employees · avg score 43/100

Recommended first action: High exposure: start with a role-awareness audit, then reskill toward the nearest durable adjacency.

Coordinator · Customer Operations - Customer Success

ACT NOW

21 employees · avg score 42/100

Recommended first action: High exposure: start with a role-awareness audit, then reskill toward the nearest durable adjacency.

Coordinator · Customer Operations - Tier 2 Support

ACT NOW

21 employees · avg score 42/100

Recommended first action: High exposure: start with a role-awareness audit, then reskill toward the nearest durable adjacency.

Coordinator · Marketing - Brand

ACT NOW

19 employees · avg score 47/100

Recommended first action: High exposure: start with a role-awareness audit, then reskill toward the nearest durable adjacency.

Coordinator · Customer Operations - Tier 1 Support

ACT NOW

17 employees · avg score 42/100

Recommended first action: High exposure: start with a role-awareness audit, then reskill toward the nearest durable adjacency.

SECTION 4

Early-career pipeline gap.

An early-career proxy cohort (tenure under 36 months, entry seniority band) standing in for the Stanford/ADP study's 22-25 age group. The weighted delta is the expected net employment-change effect for that cohort under observed AI exposure.

EARLY-CAREER COHORT

522

tenure < 36mo, entry band

WEIGHTED DELTA

-5.1%

expected employment change

SOURCE

Stanford/ADP

Canaries in the Coal Mine

PROXY CAVEAT Early-career proxy: tenureMonths < 36 AND seniorityBand = entry. Less precise than the original study's 22-25 age-cohort definition.

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SECTION 5

Reskilling business case.

A two-sided view: the cost to reskill the at-risk cohort against the avoided cost of replacing the workers it retains. Every figure below is an explicit, editable assumption anchored to a dated public benchmark, not a fixed price. Net benefit and ROI follow directly from those assumptions.

AT-RISK WORKERS
399
of 1,994 in cohort (default 20% assumption)

RESKILLING COST
$599K
$1,500/worker assumption

AVOIDED REPLACEMENT COST
$2.66M
133 retained x $20K assumption

NET BENEFIT / ROI
4.4x
net $2.06M (benefit minus cost)

ASSUMPTIONS This is a planning model, not a quote. The benefit is the avoided cost of replacing workers the program retains who would otherwise have churned. Each figure is editable per cohort:

Per-worker reskilling cost. Assumption: $1,500/worker. Anchored to Training Magazine 2023 Training Industry Report (~$954/employee/yr) and ATD 2023 State of the Industry (~$1,280/employee/yr), generalised up for a targeted 90-day program. Editable per cohort.

Avoided replacement cost (benefit). Assumption: $20,000 per retained worker. Conservative reading of SHRM 2022 (6-9 months of salary to replace an employee) and Gallup 2023 turnover-cost estimates, using ~3 months of an $80,000 reference salary. Editable per cohort.

Retention uplift. Assumption: one-third of at-risk workers are retained who would otherwise have churned. Conservative; chosen so the benefit does not overstate the case.

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SECTION 6

Methodology and sources.

Scores are deterministic and reproducible. The overall AI Ready Score is a weighted composite of four pillars; the formula and every data source are listed below.

```
overall = (100 - taskExposure) x 0.35 + skillDurability x 0.25 + roleTrajectory x 0.20 +
adjacencyBreadth x 0.20
```

DATA SOURCES

O*NET 30.3

Occupational definitions, task lists, skills, alternate titles, and the skill-overlap adjacency graph.

ANTHROPIC ECONOMIC INDEX (MARCH 2026 RELEASE)

AI task-exposure scores per occupation.

BLS OCCUPATIONAL EMPLOYMENT STATISTICS MAY 2025

Employment counts and 10-year growth projections.

WEF FUTURE OF JOBS REPORT 2025

Skill-durability forecasts and industry net role change.

STANFORD/ADP "CANARIES IN THE COAL MINE" (NOV 2025 + JUN 2026)

Early-career AI displacement coefficients for the pipeline-gap proxy.

TRAINING MAGAZINE 2023 + ATD 2023 (ECONOMICS)

Per-employee training spend benchmark behind the reskilling-cost assumption.

SHRM 2022 + GALLUP 2023 (ECONOMICS)

Turnover-cost benchmark behind the avoided-replacement-cost assumption.

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