BHEF BUSINESS-HIGHER EDUCATION FORUM®

NEW ENGLAND BOARD of HIGHER EDUCATION

Tech Talent Accelerator 3.0

AI Skills Framework Landscape Analysis

2026

Methodology

Terminology

AI-Enabled Job Postings
Include 1 or more AI skills as defined by Stanford's 2025 AI Index Report

Entry-Level Job Postings
Include job postings that request 0-3 years of experience

Mid-to-Advanced Level Job Postings
Include job postings that request 4+ years of experience

Industry-Cross Cutting Occupation
At least 5 AI enabled job postings in more than 8, 2-digit NAICS industries

AI Adoption by Occupation

- **Pervasive Adoption of AI Skills**
  - Occupations where greater than 50% of job postings are AI-enabled
- **Broad Adoption of AI Skills**
  - Occupations where between 21% and 49% of job postings are AI-enabled
- **Emerging Adoption of AI Skills**
  - Occupations where between 12% and 20% of job postings are AI-enabled

Source

Lightcast
Collects real-time data from over 160,000 sources every day, contributing to a database with over 2.5 billion job postings.

Search Criteria

- **Education and Experience Criteria**
  - Job postings include those that request any level of education (degree) and any level of experience, unless otherwise specified.
- **Timeframe**
  - Past 12 months unless specified otherwise.
- **Region**
  - Connecticut

Source: Lightcast

Key Findings

	National	Connecticut
Prime Skillsets Impacted by AI	AI is poised to disrupt a variety of skillsets from technology and data related to writing, marketing, and durable skills.	In CT, the top in-demand positions remain tech-focused. Beyond tech, leading AI-enabled roles include business analytics, marketing, and project managers. Employers also emphasize durable skills in AI job postings. Employers have prioritized durable skills like communication, management, leadership and core technical skills like AI, computer science, and data analysis over the past five years. But, demand has declined for skills like research and writing and several technical skills like Apache Spark, Agile, and R, reflecting shifting needs and impact of automation. For the in-demand and fastest-growing skills required for tech roles, driven by AI, see the AI Workforce Consortium ICT in Motion 2025 report.
Industry Dispersion	The anticipated shift happened, and "most" AI job postings on a national level are outside of the tech industry (49% to 51%)	AI-enabled job postings are increasingly found outside traditional tech occupations (rising from 44% to 56% over the past five years). The top industries seeking AI talent include professional services, finance and insurance, and manufacturing, which are also among CT's largest sectors.
Wage Premium	AI skills offer a 28% wage premium across a variety of roles	AI skills offer a wage premium in CT across a variety of job functions: the median advertised average salary for an AI-enabled professional is $141,000 vs. $62,700 for a non AI-enabled professional.
Education Level	Most AI-enabled job postings nationally seek talent with a bachelor's degree (49%)	Most AI-enabled job postings in the state seek talent with a bachelor's degree
Experience Level	Demand for entry-level talent has declined, which could be a product of AI transformation AI-enabled talent is needed across a variety of experience levels	AI-enabled job postings request varying levels of experience with an emphasis on more years of experience

Statewide AI-Enabled Talent Demand

In 2024, Connecticut employers posted over 8,000 AI-enabled job openings: 1.6% of all job postings statewide.

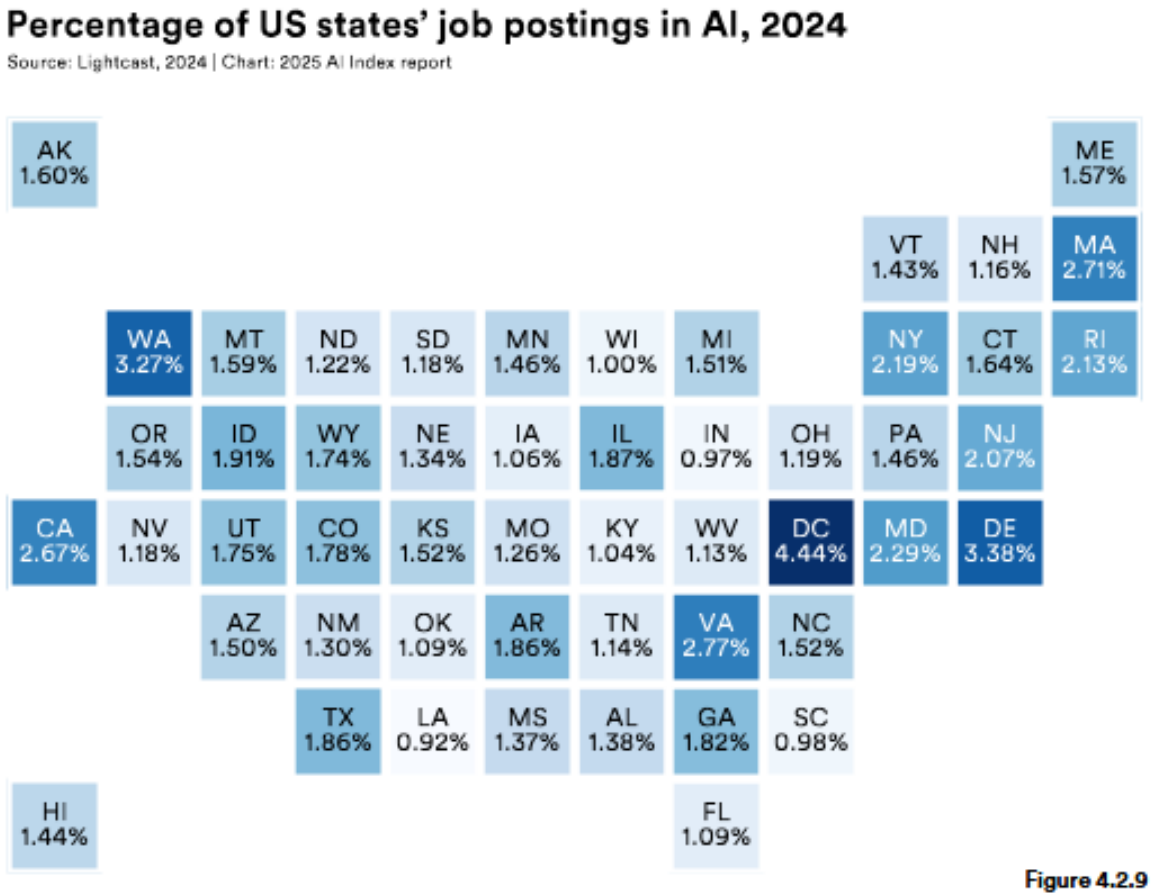


Figure 4.2.9

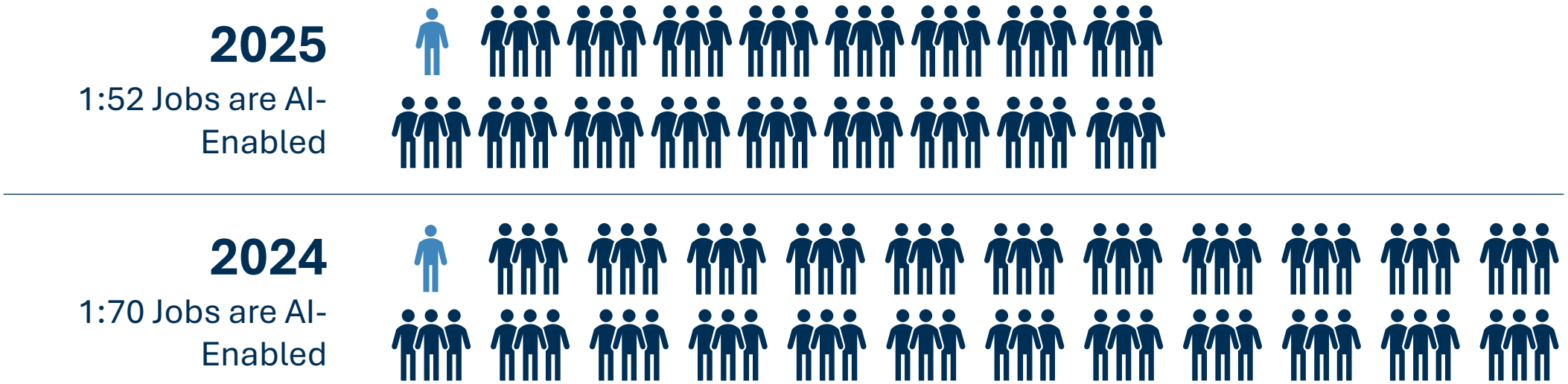
Source: The AI Index Report, Stanford University (2025 Index report)

Today, 1 in 52 jobs in Connecticut request AI skills, up from 1 in 70 a year ago.

11,000 ***40%*** *Increase from year prior*

AI-Enabled Job Postings in CT

2025

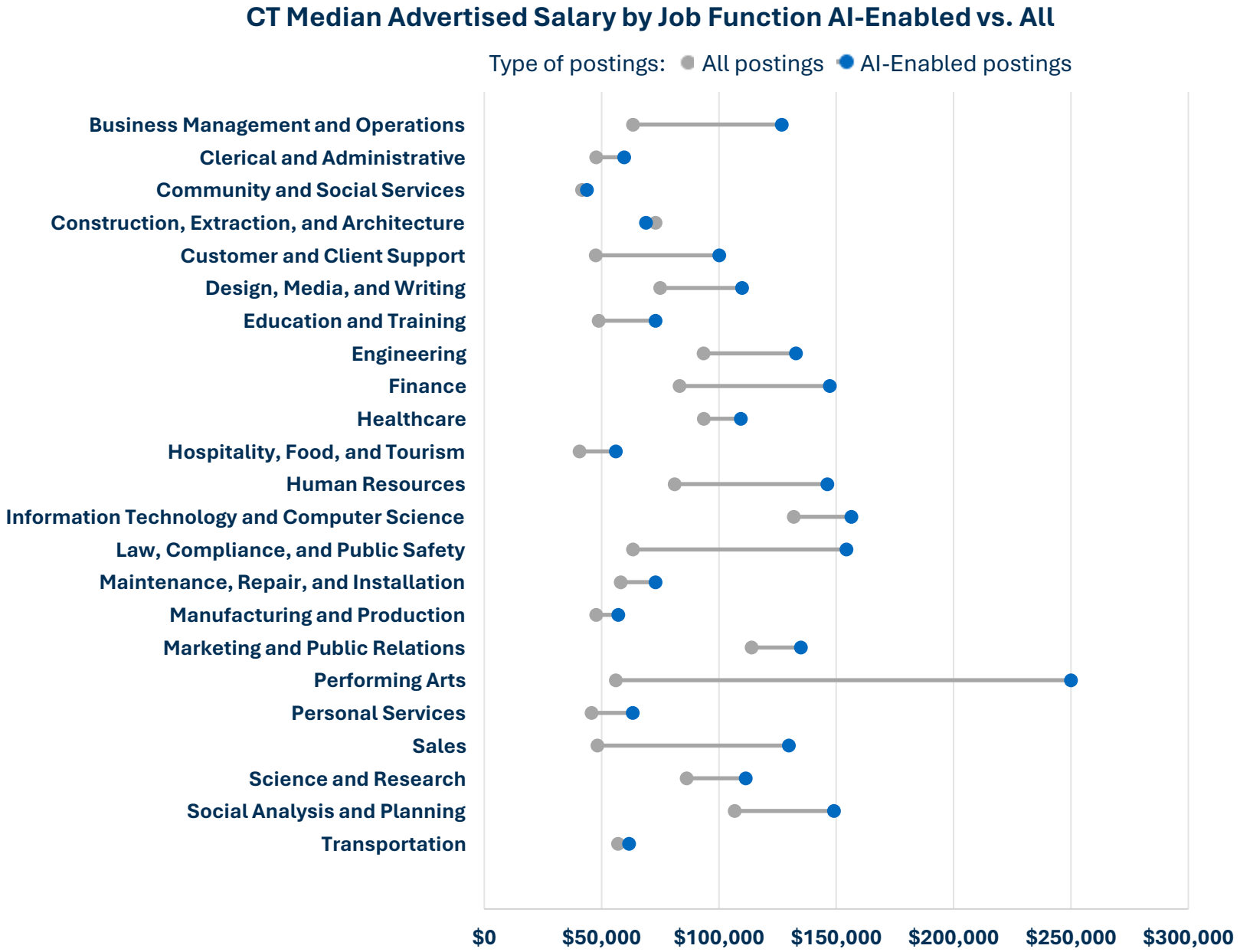


Source: Lightcast

Note: Based on total AI job postings in Connecticut over past year (Aug 2024-2025) for any occupation or industry. 2024 (Aug 2023-Aug 2024)

In CT, AI skills command a significant wage premium, and this trend extends across a wide range of job functions, including business, IT and CS, and healthcare.

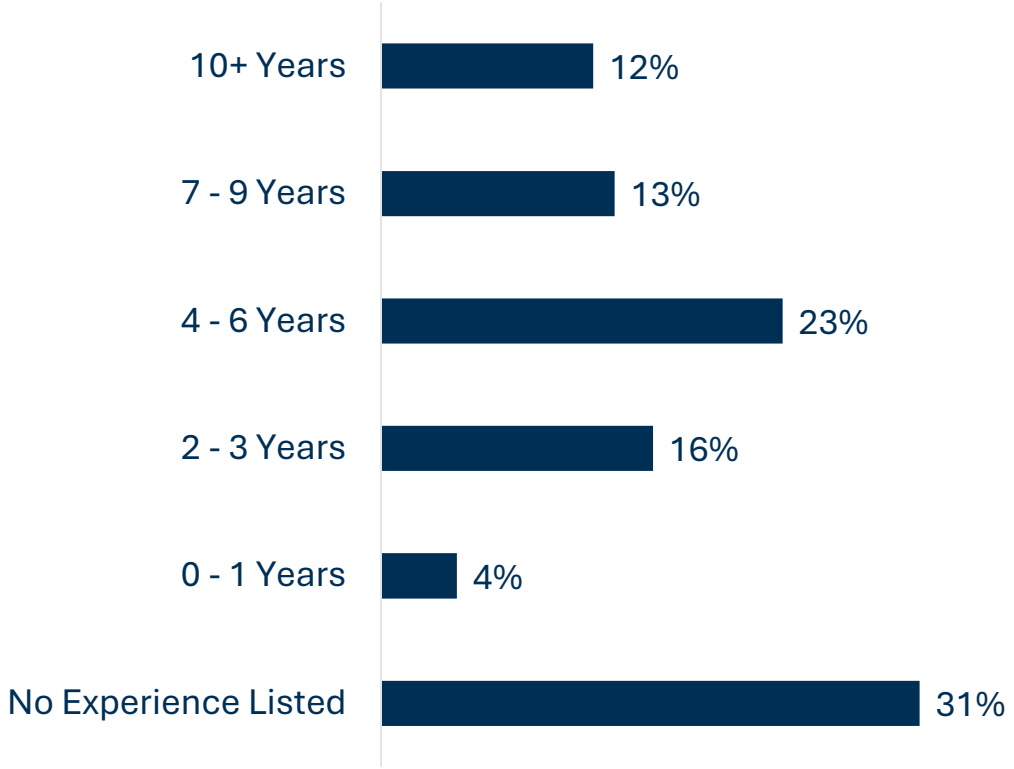
On average, the median advertised salary for an AI-enabled role in Connecticut is $141,000, compared to $62,700 for a non-AI-enabled role.



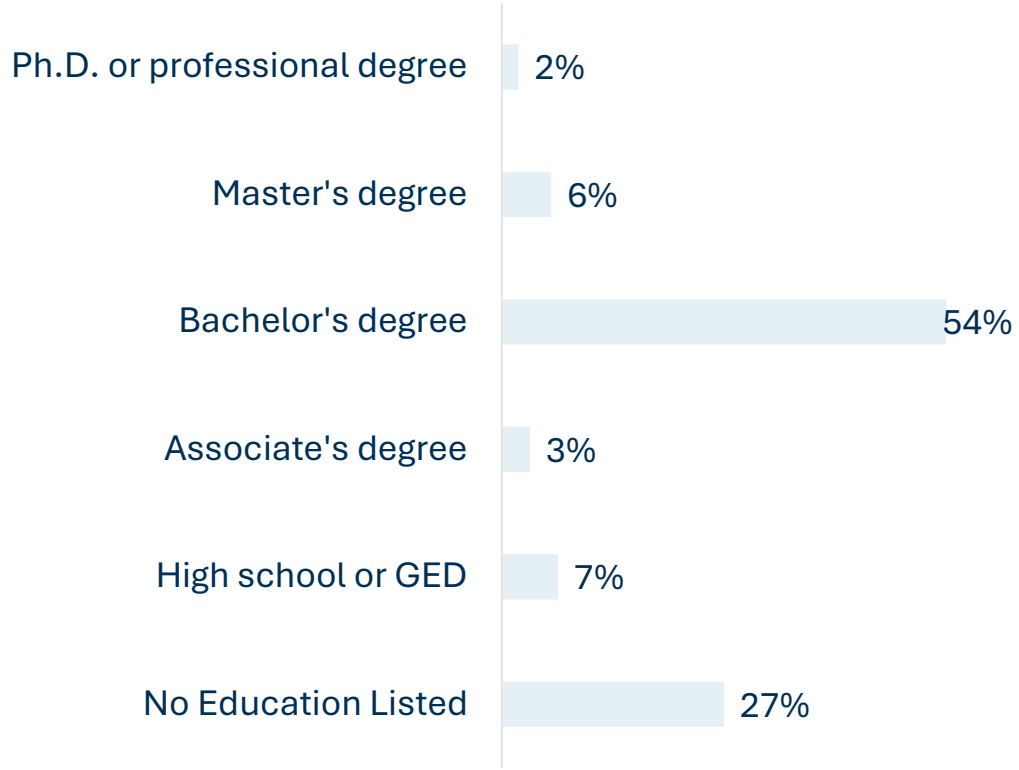
Source: Lightcast
Note: Based on total AI job postings in Connecticut over past year for any occupation or industry

AI-enabled job postings in Connecticut span multiple experience levels but most require at least a bachelor's degree.

Years of Experience Requested

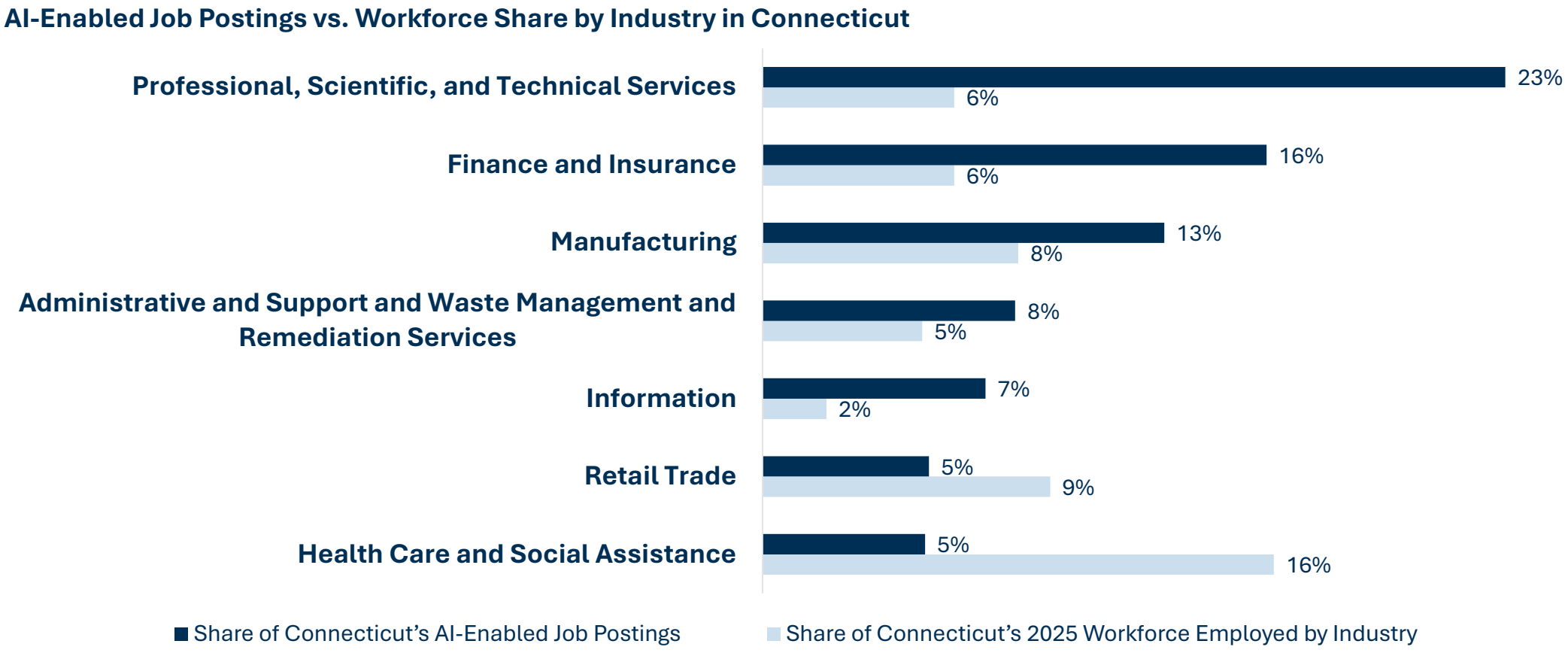


Minimum Level of Degree Requested



Source: Lightcast
Note: Based on total AI job postings in Connecticut over past year for any occupation or industry

Connecticut's AI-enabled jobs are overrepresented in Professional Services, Finance and Insurance, Manufacturing, Administrative Support, and Information sectors.



Source: Lightcast
Note: Based on total AI job postings in Connecticut over past year for any occupation or industry

Top AI-Enabled Occupations— By Share of Occupation Job Postings

50%

Pervasive Adoption of AI Skills:
>50% of Occupation Job Postings are AI-Enabled

- Artificial Intelligence Engineer
- Data Scientist
- Sales Engineering Manager
- Analytics Manager
- Data Engineer
- Drone Pilot
- Robotics Engineer

40%

30%

Broad Adoption of AI Skills:
21%-49% of Occupation Job Postings are AI-Enabled

- Mining Engineer
- Mathematician
- Search Engine Optimization Specialist
- Biostatistician
- Software Development / Engineering Manager
- Biostatistics Manager / Director
- Verification Engineer
- Database Architect
- Optical / Laser Engineer
- Chief Information Officer
- Data / Data Mining Analyst
- Statistician
- Financial Quantitative Analyst
- Web Designer
- Communications Professor
- Computer Systems Engineer / Architect

20%

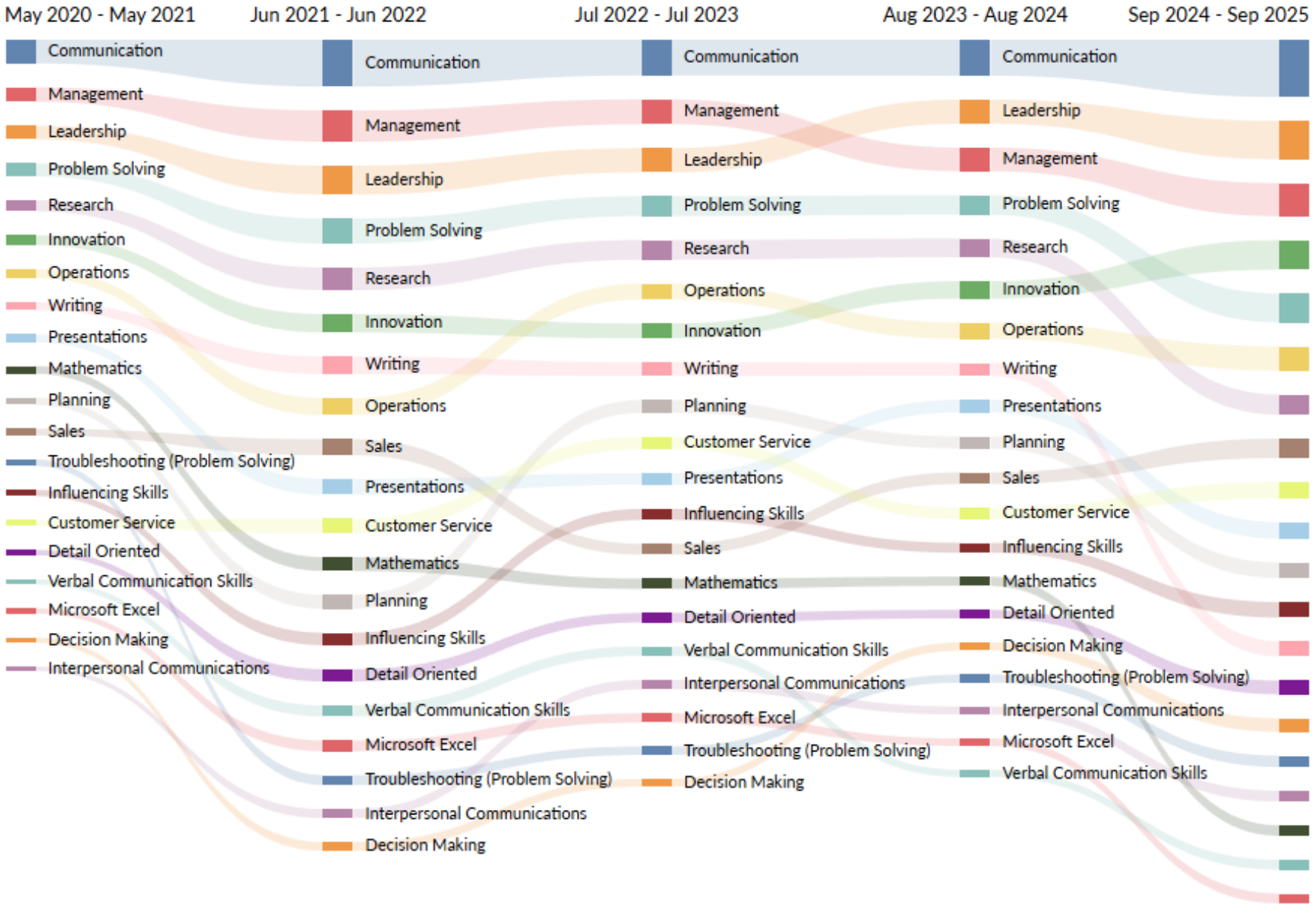
10%

Emerging Adoption of AI Skills:
12%-20% of Occupation Job Postings are AI-Enabled

- Social Science Researcher
- Agile Coach
- Logistics Engineer
- Physical Scientist
- Software Developer / Engineer
- Copywriter
- Geographer / GIS Specialist
- Research and Development Manager
- UI / UX Designer / Developer
- Software QA Engineer / Tester
- Pilot Instructor
- Sales Engineer
- Computer Science Professor
- Risk Analyst
- Product Manager
- Law Professor
- Fraud Examiner / Analyst
- Researcher / Research Associate
- IT Project / Program Manager
- Product Owner
- Digital Content Producer / Manager

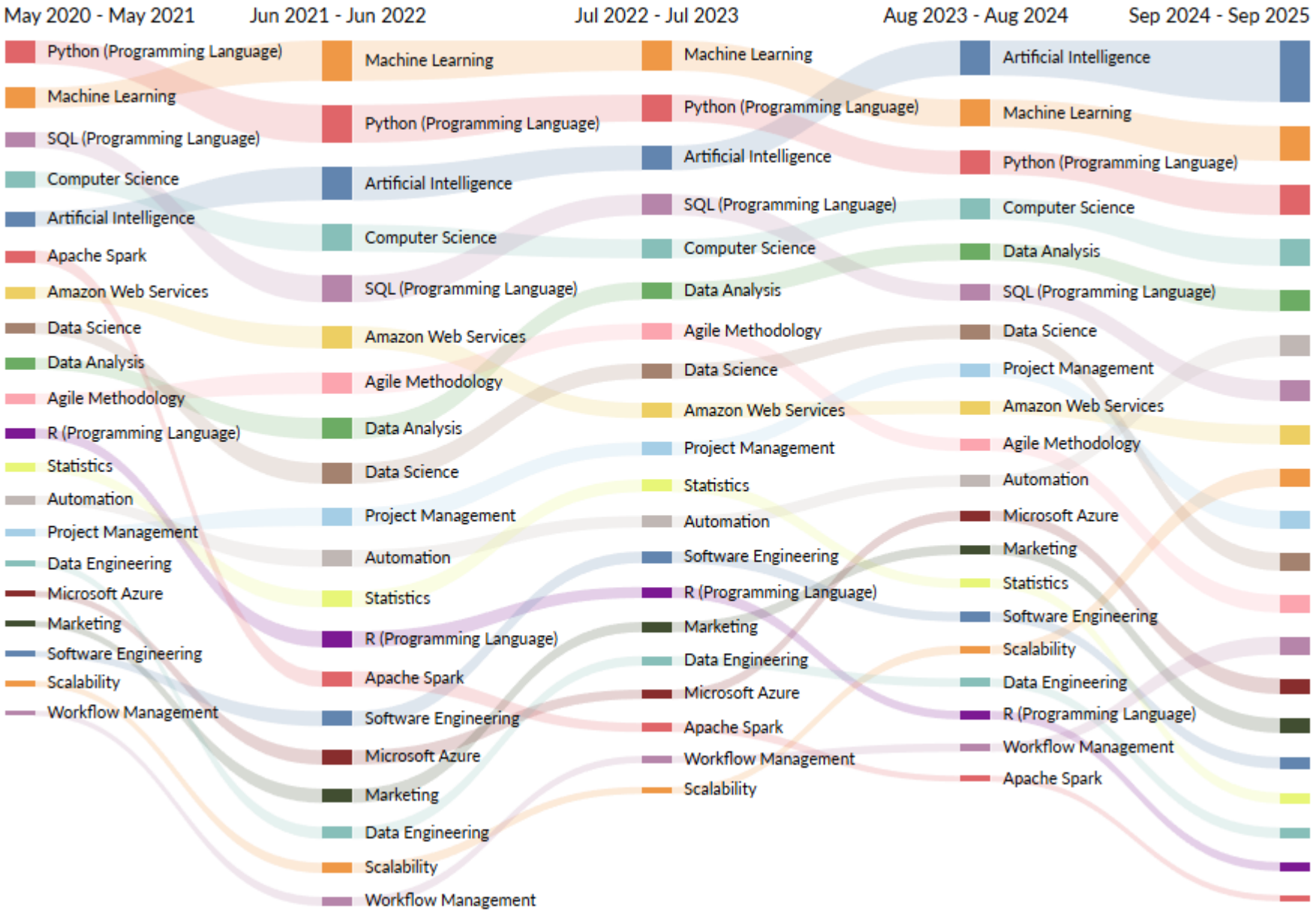
Source: Lightcast
Note: Based on total AI job postings in Connecticut over past year for any occupation or industry

Over the past five years, employers have consistently prioritized durable skills in AI-enabled postings, such as communication, management, and leadership and demand for innovation-related skills has steadily increased. At the same time, requests for skills like research, writing, and sales have declined, potentially reflecting the impact of automation.



Source: Lightcast
Note: Based on total AI job postings in Connecticut over past year for any occupation or industry

Over the past five years, employers have consistently prioritized core technical skills, AI, computer science, and data analysis, in AI-enabled postings, while other technical skills have seemingly become outdated, such as Apache Spark, AWS, Agile methodology, R, and statistics.



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“The Business-Higher Education Forum’s mission is the challenge of our time. We must close the gap—the economic gap, the skills gap, and the opportunity gap—but we can only do it together.

We sit at the crossroads of the challenge.”

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