PSCI Addresses Challenges In Identifying Qualified AI Talent

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As organizations across industries expand their use of AI, PSCI highlights challenges in identifying and hiring qualified artificial intelligence talent. This perspective reflects PSCI?s experience working with organizations navigating workforce planning amid evolving technical requirements and shifting expectations around data, governance, and applied AI skills.

?Organizations are encountering a gap between the pace of AI adoption and the availability of professionals with the appropriate technical and operational experience,? said Sean O?Neill, President and CEO of PSCI.

Demand for artificial intelligence capabilities has increased across sectors including healthcare, financial services, logistics, and manufacturing. Many organizations report difficulty distinguishing between theoretical knowledge and applied experience when evaluating candidates for AI-related roles. PSCI notes that this challenge is often compounded by rapidly changing tools, frameworks, and compliance considerations, which can make standardized role definitions difficult to maintain.

From an IT staffing and consulting perspective, organizations are adjusting hiring strategies to focus on

demonstrated project experience rather than narrow credentials alone. PSCI observes an increase in demand for professionals who can bridge data science, software engineering, and business operations. This shift reflects a broader industry movement toward interdisciplinary roles that support responsible AI deployment and long-term system maintenance.

The challenge of securing qualified AI talent has also influenced how organizations approach long-term workforce development. PSCI notes that many employers are investing in internal training, mentorship, and phased project staffing models to reduce reliance on a limited external talent pool. These approaches aim to balance immediate project needs with sustainable skill development, particularly as artificial intelligence initiatives move from pilot programs into ongoing operational use.

Founded in 1993, PSCI provides staffing and consulting support for technology initiatives, including automation and machine learning projects, helping organizations align workforce capabilities with operational objectives. Over time, PSCI?s work has evolved alongside changes in enterprise technology adoption and regulatory oversight.

Industry recognition has accompanied this growth. PSCI has received acknowledgment from Business Insider as a top recruiting firm in the United States and has been named to the Philadelphia 100 list of fastest-growing privately held regional companies for three consecutive years. PSCI has also been recognized by Inc. magazine as one of the fastest-growing privately held companies in the U.S. for three consecutive years, a distinction unique among Wilmington-based firms.

PSCI has participated in TechServe Alliance events since 2002 and has adhered to the organization?s business principles since 1993. TechServe Alliance is a national trade organization for computer consulting firms in the U.S. that focuses on professional standards, policy engagement, and workforce development within the technology services sector. PSCI?s participation reflects its involvement in broader discussions around technology labor trends and industry practices.

PSCI also notes that organizations increasingly seek professionals who understand data privacy, model transparency, and regulatory compliance in addition to technical execution. These requirements can narrow candidate pools and increase the time needed to fill specialized roles, particularly for initiatives involving sensitive data or regulated environments.

Beyond its industry activities, PSCI has maintained a record of community involvement through contributions to charitable and nonprofit organizations, including the Wounded Warrior Project, American Red Cross, FIRST Robotics Competition, March of Dimes Block Party, United Way, Jewish Family Services of Delaware, DHSS?s Adopt-A-Family Program, Ronald McDonald House of Delaware, Susan G. Komen Breast Cancer Foundation, Icicle Run for the Central Branch of the YMCA in Wilmington, Police Athletic League of

Delaware, Delaware State Police, Philadelphia Orchestra, Bringing Hope Home, JDRF, and Junior Achievement.

PSCI observes that monitoring how artificial intelligence skills are defined, assessed, and deployed will remain a priority for organizations as part of broader workforce planning strategies. For more information, visit www.psci.com.

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