

RACE WEEKLY INTELLIGENCE BRIEF

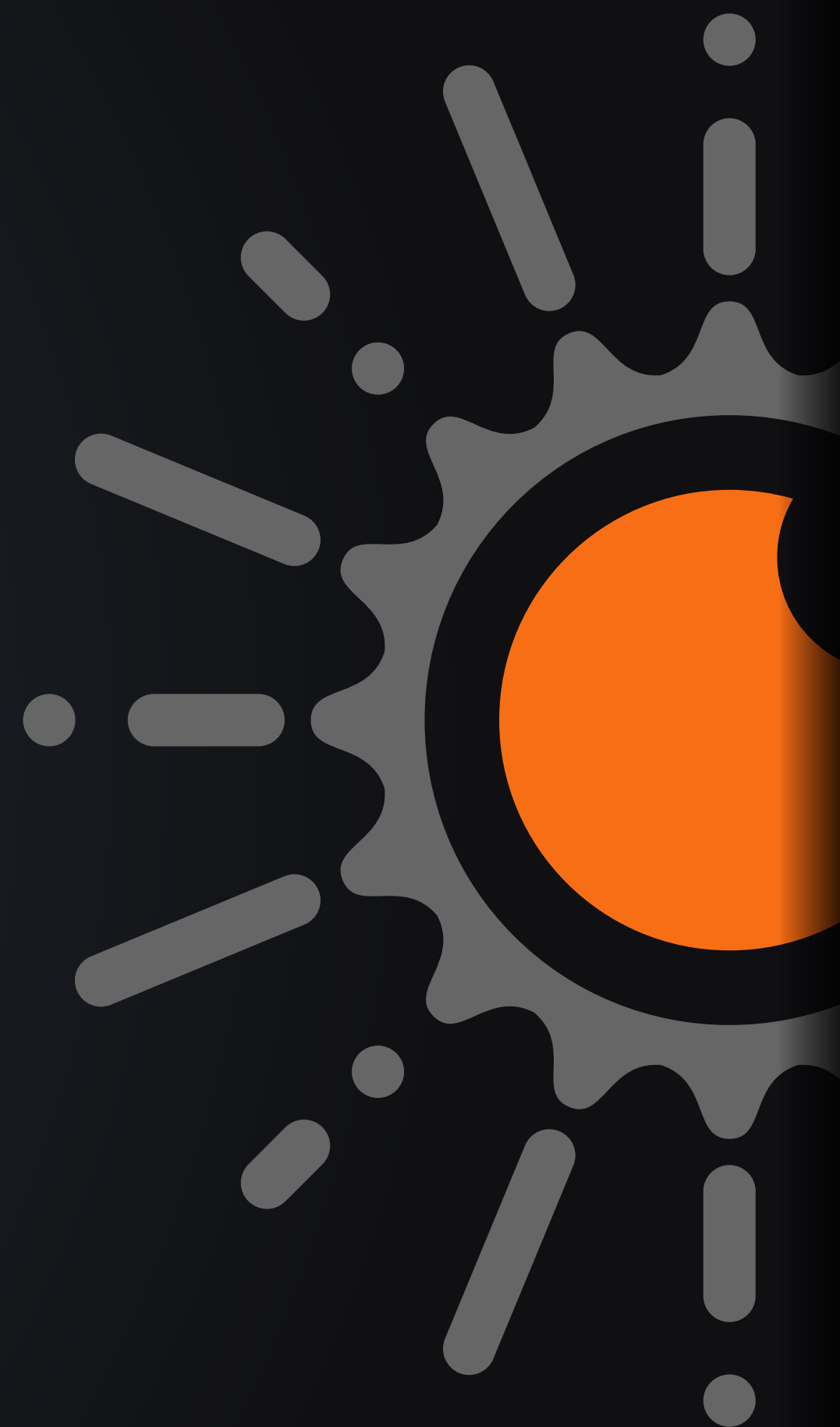
RETINA

AI · CYBERSECURITY · CLOUD · LEADERSHIP

THIS WEEK'S COVER:

WHERE DO SENIOR PEOPLE COME FROM?

AI is automating the entry-level work that used to turn juniors into experts. The tasks are going, and the apprenticeship is going with them. The pipeline that produces 2030's senior talent is quietly breaking, and almost no one is budgeting for it.



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FROM THE EDITOR'S DESK

This issue began in a room, not a headline. Last Friday, 7th August 2026, RACE convened about twenty CXOs from enterprise technology, BFSI, pharma, consulting, automotive and logistics for a closed-door Talent 2030 roundtable on building future-ready enterprises through AI and continuous learning. One question kept surfacing, in different words each time: 2030, what happens to us?

It is the right question, and this week we follow it into the data. The honest answer is not the one the anxious headlines give, mass unemployment- nor the one the optimists give, net job creation makes it fine. It is stranger and more specific. AI is not erasing work evenly. It is eating a particular layer first: the entry-level, junior, repeatable work that has always been the bottom rung of the career ladder. Entry-level postings are down sharply; junior software and data roles have fallen by up to two-thirds since 2023; in India, fresher intake in IT has been cut by a fifth to a quarter.

Here is why that is a leadership problem and not just a graduate's problem. The bottom rung was never really about the tasks. It was the training ground — the place where a junior analyst learned to read a room, where a new engineer learned why the obvious fix breaks in production, where judgment was absorbed by doing the small work under someone more senior. Automate the tasks and you do not just remove a job. You remove the mechanism that manufactured every expert above it. The market is now asking for judgment while automating the very work through which judgment was learned.

So the question the roundtable kept circling has a sharper form. Not “will AI take our jobs” but “if the machine does the junior work, where do our senior people come from in 2030?” This issue maps the collapse, the paradox inside it, and the five moves a leadership team can make now to keep an expertise pipeline that AI is otherwise quietly dismantling.

THE WORLD IN 5

GLOBAL HEADLINES A CXO SHOULD BE ABLE TO REFERENCE

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Five signals from the past fortnight, worth a note at your next leadership table.

1. THE COLLAPSE:

The first rung is narrowing fas

US entry-level job postings are down roughly 35% since early 2023, according to Revelio Labs, and in the most exposed fields the fall is far steeper, junior software-development and data-analysis postings down as much as 67% on some sector trackers. Technology, finance, consulting and media, historically the largest employers of new graduates, have pulled back hardest, precisely because AI now drafts the code, builds the model and summarises the research that junior roles were built on.

2. THE PARADOX:

The training ground is being automated

Stanford's Digital Economy Lab found a 13% relative decline in employment for early-career workers in the most AI-exposed occupations, even as less-exposed and more senior roles kept growing. The deeper point, made by the researchers themselves: the first rung was never about the tasks — it was where judgment was learned. Automate it and you remove the training ground for every job above it. That is the quiet crisis inside the loud one.

3. SENIORIZATION:

The ladder loses its bottom step

Employers are not only cutting junior roles — they are redesigning them, loading entry-level postings with senior-level expectations like judgment and stakeholder management, a shift researchers now call “seniorization.” The result is visible at the top of the funnel: in several 2026 analyses, recent-graduate unemployment rose above the overall workforce rate for the first time in decades. The market wants people who can already do the harder work — while removing the rung on which they used to learn it.

4. INDIA:

Fewer freshers, a widening skills gap

NASSCOM reports India's tech-sector workforce grew just 2.3% in FY26 as firms shifted from large-scale fresher hiring toward specialised roles, with entry-level IT roles cut by an estimated 20–25%. Global Capability Centres — now 1,700–1,900 strong — are hiring aggressively but skew to specialists with four to ten years of experience: no rescue for the fresher. And only about 16% of Indian IT professionals are currently AI-skilled, against AI-role demand projected to cross a million.

5. THE STAKES:

Reskilling decides the number

The upside is real for those who cross the gap: PwC's analysis of over a billion job ads puts the wage premium for AI-skilled workers at 62% in 2026. And the national stakes are stark, NITI Aayog scenarios put India's tech-services headcount at about 6 million by 2031 if reskilling stalls, or 10 million if it succeeds, while ServiceNow projects agentic AI will redefine over 10 million Indian roles by 2030. The difference between those outcomes is not the technology. It is whether the workforce is retrained in time.

Source:

<https://www.reworked.co/leadership/the-career-ladder-is-disappearing-most-leaders-arent-talking-about-what-comes-next/>

<https://digitaleconomy.stanford.edu/publication/canaries-in-the-coal-mine-six-facts-about-the-recent-employment-effects-of-artificial-intelligence/>

<https://nasscom.in/knowledge-center/publications/technology-sector-india-strategic-review-2026>

<https://www.pwc.com/gx/en/news-room/press-releases/2026/pwc-2026-ai-jobs-barometer.html>

 SIGNAL

THE MISSING RUNG — BY THE NUMBERS

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–35%

US entry-level job postings since early 2023, up to 67% in junior software and data roles (Revelio Labs)

13%

relative decline in employment for early-career workers in the most AI-exposed occupations (Stanford)

20–25%

the cut in India's entry-level IT roles as firms shift to specialised hiring (NASSCOM)

~16%

of Indian IT professionals currently AI-skilled, against AI-role demand set to cross one million

6M vs 10M

India's 2031 tech-services headcount, if reskilling stalls versus if it succeeds (NITI Aayog)

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HYPERFOCAL

WHAT BROKE THIS WEEK

The Apprenticeship We Are Automating Away

For as long as there have been experts, there has been a ladder to make them. A junior does the small, repeatable, low-stakes work, the first draft, the basic query, the routine reconciliation, under the eye of someone more senior, and in doing it badly, then adequately, then well, absorbs the judgment that cannot be taught directly. The tasks were never the point. The tasks were the tuition. You paid a junior to do work a senior could do faster because that was how you grew the next senior.

Generative AI has made that arrangement look, on a spreadsheet, irrational. Why pay a junior to write the query slowly when the model writes it instantly at near-zero marginal cost? For a single quarter's productivity, automating the junior work is obviously correct. Across a decade, it quietly dismantles the only pipeline that produces the

experts the same organisation will need. The cost is invisible because it is deferred: the gap does not show up as a bad hire this year, but as an absence of qualified seniors five years from now, when the people who would have been ready never got the rungs to climb.

This is the experience paradox, and it is now measurable. Employers increasingly want new hires to arrive already senior, already carrying the judgment, while automating away the work through which that judgment was formed. You cannot demand ten years of experience from a market in which the first two years of experience no longer exist. Someone has to rebuild the rung, deliberately, because the economics will not rebuild it on their own. And that someone is the enterprise, because it is the only party that both needs the future senior and can afford to grow them.

RETINA TAKE

AI did not just automate a set of tasks. It automated an apprenticeship. The tasks are recoverable — the model does them now. The expertise those tasks used to produce is not, unless someone chooses to grow it on purpose. Talent 2030 is not a hiring question. It is a manufacturing question: are you still building the seniors you will need, or only consuming the ones that already exist?

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PANORAMA

FORCE 1

The Rung Being Automated Is the One That Trained People

AI is not removing work at random; it is removing the standardisable, repeatable, entry-level work first — exactly the work that formed the bottom of the ladder. That work was doing two jobs at once: producing output and producing people. Automation captures the first and silently cancels the second. An enterprise that reads only the productivity gain will cut junior roles, book the saving, and not notice for years that it has stopped growing its own experts.

The Move: Before cutting a junior role, ask what it was training, not just what it was producing. Where the answer is “our future seniors,” the role does not simply disappear — it has to be redesigned, because the training function still has to live somewhere.

FORCE 2

The Job Is Shifting From Producing to Judging, But Judgment Was Learned by Producing

Across functions, the human role is moving from making the output to directing, reviewing and verifying what the machine made — refining the prompt, checking the model, owning the quality. That is a more senior kind of work, and it is where the durable value now sits. But it assumes a judgment that used to be built by years of producing the output yourself. We are

THREE FORCES — AND THE MOVE EACH ONE DEMANDS

asking people to supervise work they never learned to do, and to catch errors they were never trained to recognise.

The Move: Redesign the junior role around AI rather than deleting it: let juniors orchestrate and review the machine, but deliberately preserve enough hands-on “productive struggle” that they build the judgment the reviewing role demands. A reviewer who never did the work is not a reviewer; they are a rubber stamp.

FORCE 3

The Half-Life of a Skill Is Now Shorter Than a Career

When the tools, models and best practices turn over every eighteen months, a one-time qualification is a depreciating asset. India shows the gap in sharp relief: AI-role demand is growing at roughly 25% a year against about 15% supply, and only around one in six IT professionals is AI-skilled today. This is not a training project with an end date. It is a permanent operating capability — continuous learning as infrastructure, not as an annual event.

The Move: Stop treating reskilling as a campaign and start treating it as a standing function with a budget line, a cadence and a metric. The organisations that win the next five years will be the ones that made learning continuous before the skills gap became a hiring emergency

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PERSPECTIVES

DEEP TECH — ANALYSIS BY THE RACE TEAM

You Cannot Buy Seniors You Never Grew

By Dr. Shinu Abhi, Director — Corporate Training, REVA Academy for Corporate Excellence, REVA University

In the roundtable on Friday, 7th August, the room kept returning to a single anxiety underneath all the others. Not “will AI replace my people” but “will I still have the right people in five years?” It is the correct thing to be worried about, and it is the thing the current productivity conversation is least equipped to address, because productivity is measured this quarter and expertise is grown over years.

Every enterprise has, whether it names it or not, a talent supply chain. Raw graduates enter at one end; seasoned experts, the people who make the hard calls, hold the client relationships, catch the subtle failure, emerge at the other. The junior rung was the first stage of that supply chain, and AI has just automated it. The mistake I see leadership teams make is to treat this as a

cost saving in the hiring line, when it is actually a disruption to the manufacturing process for their most valuable and least replaceable asset. You have not made a role cheaper. You have unplugged a stage of the machine that builds your seniors, and the output shortage arrives on a delay long enough that no one connects it to the decision that caused it.

The reason this connects to everything RACE does is not a coincidence of business model; it is the same logic. When the informal apprenticeship, learning by doing the small work next to someone senior, is automated away, the learning has to be rebuilt deliberately and structured, because it will no longer happen by osmosis. That means project-based work that gives juniors real, consequential problems rather than the

routine tasks the machine now does; it means mentorship designed in, not hoped for; it means treating capability-building as continuous infrastructure. The apprenticeship does not have to die. But it does have to be engineered now, because the workplace will no longer produce it as a by-product.

There is a specifically Indian urgency here. Our advantage has always been the scale and youth of our talent base, and the model that converted it into value was the large fresher cohort learning on the job inside IT services and GCCs. That conveyor has slowed, fresher intake cut, GCCs hiring experienced specialists, only one in six professionals AI-skilled. If we do nothing, the NITI Aayog scenario where tech-services headcount stalls at six million rather than



PERSPECTIVES

DEEP TECH — ANALYSIS BY THE RACE TEAM

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reaching ten is not a forecast; it is a description of what happens when the training pipeline breaks and is not rebuilt. The difference between those two futures is entirely a reskilling decision, and the window for it, most analyses agree, is roughly the next two years.

So the commitment I would ask any leadership team to make is not a slogan about being AI-first. It is concrete: name the stage of your talent supply chain that AI has just automated, and decide, on purpose, how you will now grow the seniors that stage used to grow. If you cannot answer that, you

do not have a Talent 2030 strategy. You have a productivity gain with a hole in the middle of it that will not show until it is too late to fix cheaply.

RACE PERSPECTIVE

Expertise was a by-product of the junior work AI now does. Remove the by-product and you have to manufacture expertise directly, through structured, project-based, mentored learning, or do without it. The enterprises that treat continuous capability-building as infrastructure will still have seniors in 2030. The ones that treated it as a perk will be trying to hire people the whole market forgot to grow.



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THE TALENT PLAYBOOK

REBUILDING THE RUNG AI REMOVED

Five moves, ordered from fastest to most strategic, that any leadership team can act on.

MOVE 1

MAP YOUR TALENT SUPPLY CHAIN

Before any programme, draw the pipeline: where do your seniors actually come from, which stages produce them, and which of those stages has AI just automated? Most organisations have never made this explicit, the apprenticeship happened invisibly, so its removal is invisible too. You cannot protect a training mechanism you have never named.

The Move: Put one diagram in front of the leadership team: our talent supply chain, with the AI-automated stages marked in red. The red stages are where your future senior shortage is being manufactured right now.

MOVE 2

REDESIGN THE JUNIOR ROLE; DO NOT JUST DELETE IT

The junior job is not obsolete; its old form is. Rebuild it around the machine: juniors who orchestrate, review and verify AI output, learning the higher-order work earlier, but with enough genuine hands-on problem-solving preserved that they still build real judgment. The goal is a role that produces both output and expertise, as the old one did, in a new shape.

The Move: Rewrite one entry-level role this quarter as an AI-native apprenticeship: part orchestrator, part learner, with deliberate exposure to consequential work. Prove the model before rolling it wider.

MOVE 3

DESIGN MENTORSHIP IN, BECAUSE OSMOSIS IS GONE

The informal transfer of judgment, the junior absorbing how a senior thinks by working beside them, depended on the junior doing the small work in the senior's orbit. When the machine does that work, the proximity disappears and so does the learning. If you want it, you now have to build it: structured mentorship, rotation, shadowing, real problems with a senior on the hook.

The Move: Make mentorship a designed, measured part of the junior experience, not a cultural nicety. What used to happen by accident now only happens on purpose.



THE TALENT PLAYBOOK

REBUILDING THE RUNG AI REMOVED

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MOVE 4

MAKE RESKILLING CONTINUOUS AND MEASURED

With skills turning over faster than careers, one-time training is a depreciating asset. Treat capability-building as a standing function — a budget line, a cadence, a metric tied to business outcomes rather than course completions. The Indian numbers make the urgency concrete: demand for AI skills is outrunning supply, and the productivity gap between AI-skilled and unskilled staff is now a measurable premium.

The Move: Stand up continuous reskilling as infrastructure with a named owner and an outcome metric. The window most analyses give for proactive reskilling, before displacement, not after, is roughly the next two years.

MOVE 5

Treat learning as a build-or-partner decision

Rebuilding an apprenticeship pipeline is real work, and few enterprises have the internal machinery to do it at pace. The strategic choice is the same one you would make for any capability you suddenly need and do not have: build it, or partner for it. Structured, project-based, industry-linked programmes exist precisely to manufacture the expertise the informal ladder used to produce for free.

The Move: Decide deliberately whether your reskilling capacity is something you build internally or source through a partner, and make that a board-level decision, because the talent it produces is a board-level asset.

Source: <https://digitaleconomy.stanford.edu/publication/canaries-in-the-coal-mine-six-facts-about-the-recent-employment-effects-of-artificial-intelligence/>
<https://nasscom.in/knowledge-center/publications/technology-sector-india-strategic-review-2026>
<https://www.pwc.com/gx/en/news-room/press-releases/2026/pwc-2026-ai-jobs-barometer.html>
<https://www.niti.gov.in/node/1998>

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METRIC OF THE WEEK

ONE NUMBER, PROPERLY UNDERSTOOD

–35%

the fall in entry-level job postings since early 2023

What it is: Revelio Labs' measure of the decline in US entry-level postings since early 2023, with junior software and data roles down as much as 67%, and India's fresher IT intake cut a fifth to a quarter. It is the size of the rung that is disappearing from the bottom of the career ladder.

Why it matters now: Read as a hiring statistic, it is a story about graduates. Read

as a pipeline statistic, it is a story about you: the entry-level work was the training ground for your future seniors, and a third of it is gone. The shortage it creates does not arrive as a bad quarter, it arrives, years later, as an absence of qualified experts you can no longer simply hire.

How leaders use it: Ask where your organisation's seniors will come from in

2030 if the junior work that used to make them is being automated today. If the answer is "we'll hire them," ask who is growing them for you to hire, because everyone is making the same cut.

Source:

<https://www.reworked.co/leadership/the-career-ladder-is-disappearing-most-leaders-arent-talking-about-what-comes-next/>

FUN FACT

SOMETHING TO REPEAT AT DINNER

The word "journeyman" has nothing to do with journeys. It comes from the French journée, a day, and was used to name a craftsman who had finished an apprenticeship but not yet become a master, and so was paid by the day. The medieval guilds spent centuries perfecting a three-stage ladder, apprentice, journeyman, master, for one reason: it was the most reliable machine ever built for transmitting hard-won skill from one generation to the next. It worked for six hundred years. The technology now dismantling its bottom rung took about eighteen months. The guilds would recognise the problem instantly; they spent lifetimes making sure the apprentice stage could never be skipped.

Source: Oxford English Dictionary; history of the European guild system

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⚡ THE TALENT SIGNAL

The workforce data that will shape your talent strategy whether you track it or not.

2.3%

India's tech-sector workforce growth in FY26, expansion continues, but fresher hiring is being replaced by specialised roles (NASSCOM).

~55–60M

Indian workers who may need to change occupational category by 2030, not just retrain within their role (McKinsey).

1.25M

projected size of India's AI talent pool by 2027, with demand growing faster than supply can fill it (NASSCOM–Deloitte).

10.35M

Indian roles that agentic AI is projected to redefine by 2030, alongside 3M+ new tech jobs (ServiceNow / Pearson).

62%

the 2026 wage premium for AI-skilled workers, across a billion-plus job ads in 27 countries (PwC).

~2 years

the window most analyses give for proactive reskilling, before displacement rather than after it.

Source:

<https://nasscom.in/knowledge-center/publications/technology-sector-india-strategic-review-2026>

<https://www.deloitte.com/in/en/about/press-room/bridging-the-ai-talent-gap-to-boost-indias-tech-and-economic-impact-deloitte-nasscom-report.html>

<https://www.pwc.com/gx/en/news-room/press-releases/2026/pwc-2026-ai-jobs-barometer.html>

https://s205.q4cdn.com/537566246/files/doc_news/Indias-leap-to-AI-Maturity-begins-with-skills-as-Agentic-AI-expected-to-redefine-10-35-million-jobs-by-2030-New-ServiceNow-Report-2025-2025.pdf

<https://www.niti.gov.in/node/1998>





FROM THE ROOM

Last Friday, RACE convened around twenty-five CXOs, from enterprise technology, BFSI, pharma and life sciences, consulting, industrial and logistics, and healthcare, with three RACE chief mentors for a closed-door discussion on one question: 2030 – what happens to us? The brief was deliberately set beyond the tools. Three provocations, eight minutes each, then synthesis. What follows is a Chatham House-style digest: views attributed by role, not by name.



TALENT 2030, IN THE CXOS' OWN WORDS

THE FRAMING: the tractor has arrived. The facilitator opened with the analogy that set the tone. For years, he argued, we kept breeding a faster horse, quicker automation on top of the same work. What has actually arrived is the tractor: the work itself is being redesigned, not merely sped up. Which forces three questions on every leadership team, is this automation or redesign; can we reskill the “horse riders” into “tractor drivers”; and can we trust the tractor we are buying? The room spent the evening on those three.

PROVOCATION 1

AUTOMATION, OR A REDESIGN OF THE WORK ITSELF?

The consensus leaned hard toward redesign. One veteran mentor, reflecting on decades of building predictive models- back to flagging likely loan defaulters months ahead at a bank in the early 2000s- reframed the anxiety: this is not displacement but morphing, people moving from one role into another, because the systems ultimately exist to serve humans, not the reverse. A recurring theme: the roles themselves will mutate, the way the CTO gave way to CIO, CISO and now the data-protection officer under DPDP, and the Chief AI Officer is next. The shared conclusion was not “AI replaces people” but “AI composes the enterprise”: repetitive work, an accounts-payable claim or a procurement step, goes to the machine, with a human judgment layer sitting above it.



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PROVOCATION 2

CAN WE RESKILL THE WORKFORCE, AND WHAT SURVIVES AS HUMAN?

The sharpest thread: as domain expertise gets encoded into sensors and models, the master engineer who could hear where a machine was failing is now replaced by an acoustic-and-vibration rig, the capacities that remain irreducibly human are judgment and decision-making. Above those, the room kept returning to three meta-skills today's education and workplaces are developing: systems thinking, critical thinking, and the ability to keep learning. A related worry, raised pointedly: if AI eats the routine data-entry work, what do entry-level graduates do to get started? The rung is thinning, and rebuilding it is the university's and the industry's shared job.

PROVOCATION 3

CAN WE TRUST THE TRACTOR?

Trust splits into two problems. First, context: the platforms are trained on generic or synthetic data, but every organisation and industry carries its own context, and whoever cannot inject that context safely cannot get meaningful outcomes; systems that look fine in simulation fail on deployment. Second, and the concern "nobody is talking about" enough, token economics. Adoption stalls not on capability but on cost: GPU and token prices sit between the business and a workable AI. The room pressed on how far inference costs would have to fall to unlock real adoption, alongside a candid look at the hardware trap

TALENT 2030, IN THE CXOS' OWN WORDS

facing institutions: large upfront GPU commitments that depreciate toward zero within a few years, and the hard question of how anyone breaks even on that.

THE SYNTHESIS THE ROOM REACHED

Not mass unemployment, and not business-as-usual. A composed enterprise where machines run the repetitive layer, and humans own judgment; new roles, CAIO and beyond, replacing old ones; systems and critical thinking as the durable skills; and two gating conditions on the whole transition: context and cost. Or, as the closing remarks put it: if industry and universities build the next generation together, we do not have to fear what AI does to it.

The Talent 2030 roundtable is part of RACE's ongoing CXO Connect series. To join a future convening, contact: retina@reva.edu.in





BOOK SHELF

RETINA'S READ OF THE WEEK

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RETINA RECOMMENDS · THIS WEEK'S THEME

The Skill Code: How to Save Human Ability in an Age of Intelligent Machine

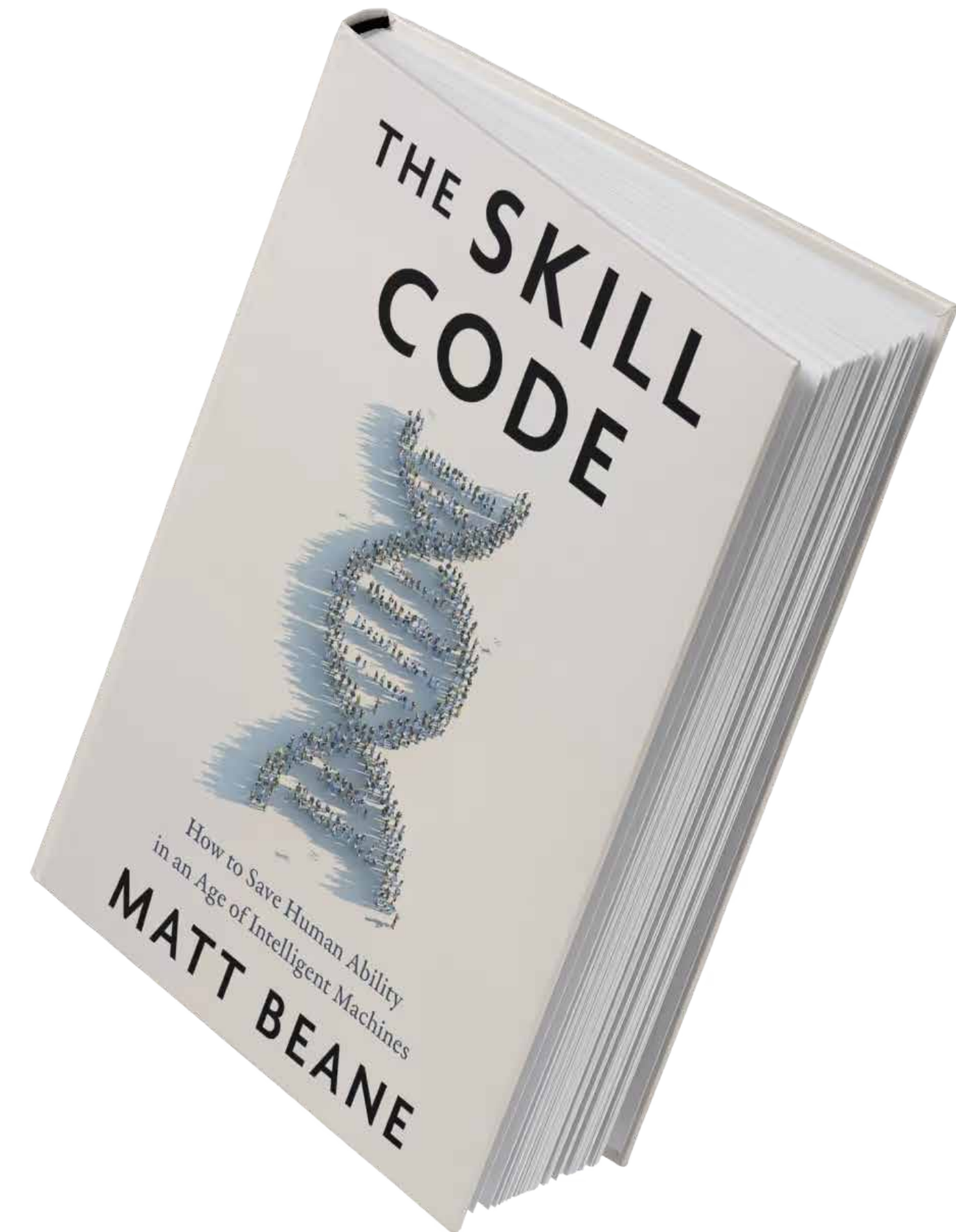
Matt Beane · HarperBusiness, 2024

Beane, a management professor who has spent years studying how people actually acquire skill, from surgical residents to warehouse trainees, wrote the book this issue needs. His argument is precise and uncomfortable: intelligent machines make us more productive today by removing exactly the hard, hands-on, mentored struggle through which expertise has always been built. Optimise for output and you quietly starve the mechanism that produces the next expert.

He calls the lost ingredient “productive struggle,” and shows, case by case, how automation severs the bond between novice and expert that skill depends on, the

resident who no longer scrubs in because the robot does the work, the junior who no longer struggles because the tool just answers. It is the definitive account of the exact mechanism this week's cover describes, written before most boardrooms had noticed the problem.

Crucially, Beane does not counsel resignation. The back half of the book is about how to rebuild skill-formation deliberately in an automated workplace, which makes it less a warning than a manual for the very thing the Talent Playbook here asks leadership teams to do. Read it before you sign off on the next round of junior-role automation.



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- **Research Radar**
- RACE Pulse
- RACE Programs



RESEARCH RADAR

RACE PUBLICATIONS THIS WEEK

EDITOR'S NOTE

Two new Springer publications from RACE, one putting deep learning to work on enterprise sales and revenue forecasting, one an LLM agent that turns a creator's audience into a workflow. Standard format: a concise technology summary followed by clear enterprise relevance.

FORECASTING · DEEP LEARNING · ENTERPRISE PLANNING

Revenue and Unit Sales Forecasting Using Deep Learning

Vasudev Hassan Narayana; Bharatheesh Jay Simha; Rashmi Agarwal

Most forecasting still leans on hand-built statistical models and scarce expert judgment, costly to run and hard to maintain. This work builds a unified, global forecasting model for a heavy-construction business, predicting revenue by segment and units by product type, region and their combination, with external economic drivers folded in. An LSTM model led on the time-series targets — 96.8% accuracy on segment revenue, 95.5% on product type, 95.6% on region, while LightGBM did best on the combined region-and-product-type view at 92.4%.

Enterprise Relevance: For CFOs, sales and supply-chain leaders, this points to a single maintainable forecasting model that replaces a patchwork of expert-dependent spreadsheets, more accurate, cheaper to run, and less hostage to who happens to hold the domain knowledge.

ICCIS 2024 · Communication and Intelligent Systems · Lecture Notes in Networks and Systems, vol 1373, pp 35–53 · Springer, Singapore, 2024
https://link.springer.com/chapter/10.1007/978-981-96-5729-2_3

AGENTIC AI · LLMs · MLOps · HEALTHCARE AI

Automating MLOps Pipelines with GitHub Actions and Azure: A Case Study on Diabetes Prediction

Lokesh Chikkala, Nishanth Kumar Pathi, Shinu Abhi

This case study demonstrates how GitHub Actions and Microsoft Azure can be used to automate MLOps pipelines for diabetes prediction. By integrating automated workflows, model deployment, and cloud infrastructure, the approach streamlines the machine learning lifecycle—from development and testing to deployment—while improving consistency, scalability, and operational efficiency.

Enterprise Relevance: For healthcare, technology, and data science teams, the case study offers a practical blueprint for operationalising machine learning in the cloud. Automated MLOps pipelines can reduce manual intervention, accelerate model deployment, and create a more reliable path from predictive models to real-world business applications.

ICCIDS 2025 · Computational Intelligence in Data Science · IFIP AICT · Springer, Cham, 2026
<https://ieeexplore.ieee.org/document/11108664>

Explore the full RACE research archive at <https://raceresearch.reva.edu.in>. For collaboration, licensing or research-partnership enquiries: race@reva.edu.in

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RACE PULSE

EVENTS · COMMUNITY · WHAT'S COMING

RACEx360 SEASON 2

25 SEPTEMBER 2026 · TAJ WEST END, BENGALURU

One day, one stage, four frontiers.

REVA Academy's Emerging Technology Conference returns, in partnership with The Economic Times — 750+ builders, buyers and decision-makers across four tracks that matter: GenAI & Agentic AI · Cloud & Platform Engineering · Cybersecurity in the AI Era · Deep Tech & Sustainability.

Not a day of slides — a day of proof: an Innovation Experience Zone with live demos across AI, robotics, cybersecurity, cloud and quantum; live build sessions; an AI Hackathon and Cybersecurity Challenge; and keynotes that close with a 90-day action plan you can take back to your team.

The evening turns gold with the Top 10 Women Tech Leaders India Awards 2026, now in its 4th edition — India's only annual awards programme dedicated to women technology leaders.

Early Bird 4,000 + GST until 15 August · Standard 5,000 + GST. Passes cover all four tracks, the Expo Hall and the Experience Zone.

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RACEx360
Emerging Technology Conference 2026



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RACE PULSE

EVENTS · COMMUNITY · WHAT'S COMING

SEPTEMBER 2026 BATCH · APPLY BY 10 AUGUST

Applications open for all six RACE Master's & PG Programmes — Business Analytics (#1 India), Artificial Intelligence (#3 India), Cybersecurity (#5 India), and Cloud Architecture & Security.

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<https://race.reva.edu.in/certified-agenticai-engineer>

RACE SANDBOX SATURDAY 22 AUGUST 2026

Run your career simulation, live on campus. Sit in a live Master's class, walk the AI, Cybersecurity and Cloud labs, watch participants and alumni demonstrate real projects, and take a 1:1 on where your career goes next. Experience today, decide your tomorrow.

9:30 AM – 2:00 PM
RACE, REVA University,
Bengaluru

Reserve your slot:
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Master's & PG Programmes

New Batch: September 2026 · 12–24 months ·
Weekend · For Working Professionals

#1 IN INDIA · ANALYTICS INDIA MAGAZINE

ANALYTICS

PG Diploma / M.Sc. in
BUSINESS ANALYTICS
AWS Academy · Microsoft Azure

12–24 Months

#3 IN INDIA · TECHGIG

ARTIFICIAL INTELLIGENCE

M.Tech. in
ARTIFICIAL INTELLIGENCE
AWS Academy · Microsoft Azure

24 Months

#3 IN INDIA · TECHGIG

ARTIFICIAL INTELLIGENCE

PG Diploma / M.Sc. in
ARTIFICIAL INTELLIGENCE
AWS Academy · Microsoft Azure

12–24 Months

#5 IN INDIA · ANALYTICS INDIA MAGAZINE

CYBERSECURITY

M.Tech. in
CYBERSECURITY
EC-Council · Microsoft Azure · Terralogic

24 Months

#5 IN INDIA · ANALYTICS INDIA MAGAZINE

CYBERSECURITY

PG Diploma / M.Sc. in
CYBERSECURITY
EC-Council · Microsoft Azure · Terralogic.

12–24 Months

CLOUD

PG Diploma / M.Sc. in
**CLOUD ARCHITECTURE &
SECURITY**
AWS Academy · Microsoft Azure

12–24 Months

Short-Term Certification Programmes

100 Hours · Project-Driven · Customisable for Organisations

AGENTIC AI | 4–6 weeks

AGENTIC AI SYSTEMS DESIGN

Multi-agent systems using LangChain, LangGraph, CrewAI. Capstone:
deployed autonomous agent.

AI ENGINEER | 8–12 WEEKS

AI ENGINEERING CERTIFICATION

Data pipelines, model training, LLMs, deployment. Real production
projects every batch.

CLOUD | 8–12 WEEKS

CLOUD ARCHITECTURE & DEVSECOPS

Multi-cloud, IaC, secure CI/CD on real AWS/Azure/GCP environments. Not
demos.

CYBERSECURITY | 8–12 WEEKS

CYBERSECURITY & SOC OPERATIONS

Threat detection, incident response, SIEM/SOAR. Hands-on in RACE's live
Security Operations Centre.

DATA & AI | 12 WEEKS

DATA SCIENCE & BUSINESS ANALYTICS

Statistics to ML to BI. Python, SQL, Power BI, Tableau on real business
datasets.

LEADERSHIP | 8–12 WEEKS

TECHNO-FUNCTIONAL LEADERSHIP

Executive presence, decision-making, leading tech-driven teams. Built for
mid-to-senior managers.

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REVA Academy for
Corporate Excellence

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AI · CYBERSECURITY · CLOUD · LEADERSHIP

THIS WEEK, ASK YOUR LEADERSHIP TEAM

If the machine now does the junior work, where do our senior people come from in 2030, and who is growing them?"

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