



The list below summarizes IT trends mentioned by the National IT Innovation Center's BILT (Business and Industry Leadership Team) at the November 2025 job skills prioritization meeting on infrastructure and the February 2026 cross-disciplinary trends meeting. The purpose of this summary is to keep faculty – and their students – informed on the ever-evolving IT landscape.

1

Widespread adoption of AI may be a “gold rush.” Companies are embracing AI without necessarily understanding it. A recent MIT report stated 95% of AI projects are failing because of a misalignment between the AI project and the business requirements. Companies are mistakenly trying to apply AI to existing business models and processes. This points to a “lag” between the identification of new IT roles – like AI – and the implementation of new technology. It will take time for the business side to catch up. As a result, companies moving more slowly and taking time to build AI capacity and infrastructure may be the ones to gain the most. One employer noted that the big leap in successful AI adoption will come only after companies develop new business models that use AI to gain profits.

Learn more: <https://fortune.com/2025/08/18/mit-report-95-percent-generative-ai-pilots-at-companies-failing-cfo/>

2

AI will not replace every job and will likely, in fact, create new jobs. No matter how fast AI advances, it can't replace every IT job. Companies still need humans in the field working with the equipment. Day-to-day work, however, especially in management, will shift. Where before a company needed four people, soon they may only need two, or a job was replaced by AI automation and that created a new job. The BILT noted that the employees who survive the AI transition are those who are willing to think outside the box. One employer noticed most companies have that one employee with initiative who's “working those edge cases” and testing systems before deployment. This is what students need to learn.

Learn more: <https://hub.jhu.edu/2026/02/23/will-ai-make-human-workers-obsolete/>

3

The A+ certification may still have some value. More than one BILT member has experience with job candidates that may have earned an A+ cert for their resume without knowing how to demonstrate A+ skills in an interview. The BILT acknowledged that the A+ cert provides important foundational hardware know-how and troubleshooting strategies, even if more entry-level positions will demand higher-level certifications. BILT further noted that many A+ skills can perhaps be more effectively taught via hands-on projects in other IT courses. One employer proposed that A+ be taught in high school.

Learn more: <https://www.cio.com/article/222343/10-best-entry-level-it-certifications-to-launch-your-career.html>

4

Students need to frame their job interview in terms of the job they're seeking. Students cannot just graduate with a degree anymore and expect to get hired. Graduates should talk to hiring managers in a way that translates their skills into something effective and efficient, which likely includes AI. Further, new hires need to be ready to talk across the organization, not just within the IT silo. The BILT further recommends applicants showcase their understanding of both foundational concepts and higher-level skills with real-world class projects. In addition, students need to be aware that there are many skills that are just as important as technical know-how: attention to detail, critical thinking, understanding logic flows.

Learn more: <https://professional.dce.harvard.edu/blog/the-top-skills-employers-seek-have-nothing-to-do-with-technology/>

For a deeper dive into these topics, visit NITIC's BILT page: www.nitic.org/industry/national-bilt/bilt-overview.