

Anthropic commits \$100m to train 10,000 Frontier Deployed Engineers by 2027

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Announcements Anthropic invests \$100 million to train 10,000 engineers and tackle the enterprise AI talent gap
Oct 2, 2026 [Learn more](#)

The first-of-its-kind Academy trains Frontier Deployed Engineers using the same standard of skills as Anthropic's own engineers, starting with cohorts from Accenture, Bain, Capgemini, Commonwealth Bank of Australia, Deloitte, McKinsey, Morgan Stanley, Novo Nordisk and others. Today we are launching Claude Frontier Academy to solve one of the most pressing issues in AI implementation: talent. Backed by a \$100 million commitment, Anthropic aims to train 10,000 Frontier Deployed Engineers (FDEs) by the end of 2027. Engineers from Accenture, Bain, Capgemini, Commonwealth Bank of Australia, Deloitte, McKinsey, Morgan Stanley and Novo Nordisk are in the first cohorts. Every enterprise is racing to bring AI into its organization, but the people with the skills to make it work inside a real business have become the hardest talent to find. Inside the companies we work with, a small group of deeply skilled people drives an outsized share of what AI delivers. The Academy is the first of its kind from an AI company, built from our own work deploying Claude inside the world's largest enterprises and the professional services organizations that serve them. "A small team of high-agency people with the right skills, access to Claude, and a deep understanding of how their business runs can transform an entire company. The hard part is building that depth of talent, engineers with the highest level of AI fluency who can take Claude from an idea to a system in production and turn it into faster processes and new products and services. No AI company has invested in developing that talent inside its customers and partners at this depth. Claude Frontier Academy trains people the way our own engineers learn, and we want those who graduate to set the standard for how AI gets built inside a business." — Steve Corfield, Global Head of Business Development and Partnerships at Anthropic

The first program trains 10,000 Frontier Deployed Engineers

The Academy's first program, the Frontier Deployed Engineer Residency, follows the medical model for building expertise. Doctors learn from practicing physicians, train on real cases, and are assessed before they practice alone. Likewise, FDE Residency engineers learn from practitioners, practice on realistic cases, and are assessed on their work before they earn the credential. The goal is agentic systems that change how a business runs, from faster, redesigned processes to new products and services. The program is for hands-on software engineers with strong fundamentals, a record of building with LLMs, experience helping others adopt AI, and a habit of tackling their business's most important problems. Organizations nominate their strongest engineers, each arriving with a named Claude project to lead when they return. Prior experience building AI agents isn't required. Engineers start with a multi-day in-person program with Anthropic engineers and licensed instructors. They work through a simulated enterprise deployment, from the right use case through security review to handover, and finish with a graded practical on a new scenario. Those who pass earn the Claude Resident Engineer badge and move into the 12-week residency, where they lead a real Claude use case at their own organization, supported by Anthropic engineers and learning from their cohort as they build. Engineers are assessed again at the end of the 12 weeks, and those who pass earn the Claude Frontier Deployed Engineer badge, with the first expected in early 2027. The first cohorts are running now

Cohorts are running in San Francisco, New York and London. The program will grow toward 10,000 engineers by the end of 2027. Participation is by nomination; organizations can ask their Anthropic account team or Partner Account Manager whether they're eligible. Leading enterprises and consulting firms are in the first cohorts

"At Accenture, forward deployed engineers translate AI ambition into enterprise-wide impact, working inside client workflows as part of multidisciplinary teams that engineer AI concepts into production-ready, governed solutions built to scale. Anthropic built the residency the same way we think about the role: judgment tested against a simulated enterprise deployment, not technical skills in isolation. Joining Claude Frontier Academy will deepen our engineers' Claude expertise and accelerate the value we deliver for our clients."

"Building deep, hands-on AI engineering capability is critical to helping clients move from experimentation to impact at scale. The Frontier Deployed Engineer Residency will give our engineers the opportunity to sharpen

their expertise working directly with Anthropic and bring that experience to our work with clients.”

“What I’m hearing from clients isn’t about certification counts or training volume; it’s about knowing firsthand how to solve real-world problems that create value to our clients. By working side by side with Anthropic’s own engineers, Capgemini is investing in and building the delivery excellence that clients recognize immediately.”

“AI is transforming the way we build, deliver and innovate for customers. Our engineers use AI tools every day, and our teams have produced up to 3x more code changes in the past year. The Frontier Deployed Engineer Residency takes them deeper, with hands-on experience building, securing and shipping alongside peers at the frontier. We are building tomorrow’s bank today, and this program gives our teams the tools and expertise to engineer the best possible products for our customers.”

“AI deployment at enterprise scale requires skilled people who can drive a project from first requirements through security review to real adoption. The Claude Frontier Academy’s FDE Residency enables us to scale a discipline we’ve already tested in the field, which is why we are excited to be part of the inaugural cohort, bringing our engineers in early to extend our bench of Claude-ready talent.”

“This collaboration between McKinsey and Anthropic is about leveraging frontier AI to create superior business outcomes for clients. Our technologists bring frontier AI expertise, sector depth and a value-creation mindset to our client work. The Residency sets the bar for how they apply Claude in service of our clients’ business goals, giving our world-class talent experience learning frontier techniques alongside Anthropic’s engineers. The Claude Frontier Academy and FDE Residency extend our technologists’ toolkit, helping them solve our clients’ toughest problems hands-on-keys.”

“AI is already changing how we discover and develop medicines at Novo. With Claude Science in our R&D workflows, Anthropic’s frontier models in our software development, lab in the loop research in drug discovery, and Anthropic engineers working alongside our scientists, we have seen what is possible when frontier AI meets deep scientific expertise. We’re excited to join the Claude Frontier Academy and the FDE Residency, giving our engineers the same hands on training and expertise behind Anthropic’s most successful deployments, so together we can bring the next generation of medicines to patients faster.”

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The Claude Partner Network Claude Frontier Academy builds on the Claude Partner Network , where professionals across 46,000 firms have earned more than 175,000 Claude certifications and nearly 4,000 people have completed Basecamp, an immersive program that teaches the same curriculum our Applied AI teams receive when they onboard. Claude Frontier Academy is for the people who will lead the work, and training 10,000 Frontier Deployed Engineers is the first step of many.

Related content

An update on independent evaluators To evaluate the safety of our systems, Anthropic is giving employee-like access to a team from METR, a nonprofit that evaluates frontier AI models, and we’re in early discussions with several other organizations, including Hugging Face. [Read more](#) Preparing for the 2026 US midterms Earlier this year, we shared an update on our election safeguards. Here, we outline how we’ve continued to strengthen these safeguards ahead of this year’s US midterms. [Read more](#) Anthropic opens Singapore office and signs MOU with the Government of Singapore Anthropic has opened an office in Singapore and signed an MOU with the country’s government to advance safe, responsible AI adoption. [Read more](#)