



# AI and the Future of Workforce Development: How Learning Technology is Keeping Pace

AI refers to computer systems that gather, interpret, and learn from external data to accomplish specific goals and objectives. The future is expected to see an upswing in AI-led tools that automate and optimize operations. Nonetheless, these tools will not make human efforts redundant. Instead, they will support professionals. Moreover, the workforce of every industry will have to possess additional skills to succeed in the new era.

For example, in Learning and Development, designing a course was no simple feat until a few years ago. Artificial intelligence (AI) tools have enabled course creators to reduce the time spent on labor-intensive tasks of researching, writing, formatting, editing, publishing, and delivering course modules. Instructors and course creators can offer a course to the learners much quicker, within weeks or months, as opposed to the lengthy time frame earlier.

Making your workforce adapt to AI is quite challenging. During the process, organizations will have to develop employees' trust in the technology and boost their confidence in honing these skills. Right off the bat, here are three steps to take.

- **Impart knowledge to your employees about the technological impact of AI and develop a positive culture around it.**

Educate your employees about the benefits of AI. Provide an understanding of how the technology can help individuals, teams, and organizations achieve more success.

- **Encourage a growth mindset in employees to prepare them for AI reskilling and upskilling.**

This aspect focuses on imparting knowledge to your employees about AI skills and their use in career advancement. You must spot early adopters of new skills to bring automation champions in different business units. The automation champions allow peers to appreciate automation technology and identify a pipeline of processes to evaluate for automation on an ongoing basis.

- **Pick out automation use cases that are worth the effort and leave out those that are not.**

Automation use cases with value eliminate mundane, repetitive tasks and tasks that can lead to employee error and reduce time waste. Organizations mustn't agree on every automation

project. It is a good idea to start small as it will garner the employee's trust in AI. The goal is to make employees invested in the journey and comfortable with automation and working alongside AI.

### **Summing up**

Your organization can become an early AI adopter if you create a strong culture around AI and give your employees the right [learning technology solutions](#) and mentorship.

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