

Course No. 1788

AI-Powered Personalized Learning Paths Training Course

LEARNING, TRAINING & DEVELOPMENT
HUMAN RESOURCES & TALENT MANAGEMENT

DURATION

5 Days

DELIVERY

Classroom



Course Overview

Artificial Intelligence is transforming organizational learning by enabling organizations to move beyond standardized training programmes toward personalized, adaptive, and data-driven learning experiences. AI can analyze employee skills, competencies, performance, career objectives, and learning behavior to recommend development opportunities that are more relevant to individual needs.

This course provides a strategic and practical framework for designing and implementing AI-powered personalized learning paths. Participants will learn how to assess individual capability profiles, identify skills gaps, define development priorities, and create learning journeys that align employee development with organizational requirements.

The programme explores how AI can personalize learning content, recommend courses and resources, adapt learning pathways based on progress, and provide continuous development support. It also examines how personalized learning can be connected with competency management, talent management, career development, and workforce planning.

Participants will learn how to use learning and workforce data to measure progress, evaluate learning effectiveness, identify future capability requirements, and continuously improve personalized learning experiences.

The course also addresses responsible AI considerations, including data quality, employee privacy, algorithmic bias, transparency, human oversight, and governance of AI-enabled learning recommendations.

Objectives

- By the end of this course, participants will be able to:
- Understand the role of AI in transforming personalized learning and development.
- Analyze individual learning needs using skills, competency, and performance data.
- Identify employee skills and competency gaps.
- Design personalized learning paths aligned with career and organizational objectives.

- Use AI to recommend relevant learning content and development resources.
- Develop adaptive learning paths that respond to changing employee needs.
- Connect personalized learning with competency and talent management.
- Integrate learning pathways with career development and workforce planning.
- Apply learning analytics to monitor employee development progress.
- Measure the effectiveness and business impact of personalized learning.
- Identify future skills and connect them with learning pathways.
- Improve employee learning experience through intelligent recommendations.
- Identify data quality, privacy, bias, and ethical risks in AI-enabled learning.
- Establish appropriate human oversight and governance for AI-supported learning decisions.
- Develop an AI-powered personalized learning strategy and implementation roadmap.

Who Should Attend

This course is designed for Learning and Development managers, HR directors, Talent Management leaders, Competency Management professionals, Capability Development managers, Organizational Development professionals, Performance Management managers, and Workforce Planning specialists.

It is also suitable for People Analytics professionals, learning designers, corporate training specialists, HR technology professionals, HR transformation teams, talent development specialists, and executives responsible for workforce capability and future workforce development.

The programme is particularly relevant to government entities, banks and financial institutions, oil and gas and energy companies, engineering and industrial organizations, telecommunications, healthcare, logistics, and large corporations seeking to build intelligent, flexible, and personalized learning ecosystems.

Learning Outcomes

- By the end of this course, participants will be able to:
- Evaluate the potential of AI for personalized learning and employee development.
- Analyze employee data to identify individual learning requirements.

- Develop employee skills and competency profiles.
- Identify capability gaps and connect them with development objectives.
- Design personalized learning paths based on individual needs.
- Use AI to personalize learning content and development activities.
- Build learning pathways aligned with job roles and career progression.
- Develop learning paths based on future skills requirements.
- Apply learning analytics to monitor employee progress.
- Evaluate the impact of personalized learning on employee performance and capabilities.
- Connect personalized learning with talent management and workforce planning.
- Improve employee engagement through relevant and intelligent learning recommendations.
- Identify risks related to AI bias, data quality, privacy, and transparency.
- Apply governance and human oversight to AI-enabled learning systems.
- Develop an integrated framework and implementation roadmap for AI-powered personalized learning.

Course Outline

DAY 01

AI and the Future of Personalized Learning

- The evolution of organizational learning from standardized to personalized models.
- The role of AI in transforming learning and development.
- Understanding personalized and adaptive learning paths.
- Analyzing employee learning needs through data.
- Using skills, performance, experience, and learning data.
- Identifying individual and organizational learning requirements.
- AI-enabled identification of learning priorities.
- Designing employee-centered learning experiences.
- Assessing organizational readiness for AI-powered learning.

PRACTICAL APPLICATION

Identifying AI opportunities for personalized learning within the organization.

DAY 02

Skills, Competencies and Personalized Learning Path Design

- Building employee skills and competency profiles.
- Conducting skills and capability-gap analysis.
- Connecting skills with job roles and responsibilities.
- Identifying future skills requirements.
- Using AI to analyze competency and capability gaps.
- Designing personalized learning paths based on identified gaps.
- Linking learning with career objectives and professional development.
- Designing differentiated learning paths based on employee experience and capability levels.
- Prioritizing learning activities according to business and employee needs.

PRACTICAL APPLICATION

Designing a personalized learning path based on an employee's skills, capability gaps, and career objectives.

DAY 03

Intelligent Content Personalization and Learning Experience

- Using AI to recommend relevant learning content.
- Personalizing learning resources and development activities.
- Generative AI applications in learning content development.
- Designing adaptive and dynamic learning experiences.
- AI-driven recommendations based on employee progress and performance.
- Continuous learning and learning in the flow of work.
- Intelligent assistants for employee learning support.
- Designing multi-modal and flexible learning experiences.
- Improving learner engagement and participation.

PRACTICAL APPLICATION

Building a dynamic learning path that adapts to employee progress and changing development needs.

DAY 04

Learning Analytics, Performance and AI Governance

- Using learning analytics to measure progress and outcomes.
- Connecting learning activities with employee performance.
- Measuring skills development and learning effectiveness.
- Using analytics to forecast future learning requirements.
- Developing KPIs for personalized learning programmes.
- Data quality and its impact on AI recommendations.
- Employee data privacy and protection.
- Bias and fairness in AI-powered learning recommendations.
- Transparency, human oversight, and responsible AI.

PRACTICAL APPLICATION

Assessing an AI-powered personalized learning system and defining its risks and governance controls.

DAY 05

AI-Powered Personalized Learning Strategy

- Building an enterprise-wide personalized learning strategy.
- Connecting learning with talent management and workforce planning.
- Integrating learning paths with competency and career management.
- Identifying and prioritizing high-value AI learning use cases.
- Evaluating organizational value and expected return from intelligent learning.
- Developing learning performance indicators and impact measures.
- Managing change and employee adoption of AI-powered learning.
- Building organizational capabilities to manage intelligent learning ecosystems.
- Establishing governance, accountability, and continuous improvement mechanisms.

FINAL WORKSHOP

Developing an AI-Powered Personalized Learning Strategy and Implementation Roadmap.



Register or Request More Information

Course page: <https://quest-training.com/courses/ai-powered-personalized-learning-paths-training-course>

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