

Course No. 1785

Workforce Development for the AI Era Training Course

HUMAN RESOURCES STRATEGY & WORKFORCE PLANNING
HUMAN RESOURCES & TALENT MANAGEMENT

DURATION

5 Days

DELIVERY

Classroom



Course Overview

Artificial Intelligence is fundamentally changing the skills, roles, capabilities, and workforce models required for organizational success. As AI becomes integrated into business operations and decision-making, organizations must move beyond traditional workforce development approaches and build capabilities that enable employees to work effectively alongside intelligent technologies.

This course provides a strategic and practical framework for workforce development in the AI era. It examines how organizations can identify emerging skills, assess workforce readiness, redesign roles, develop future capabilities, and create learning strategies that support AI adoption and digital transformation.

Participants will explore AI-driven workforce planning, skills-gap analysis, competency development, reskilling and upskilling strategies, AI-enabled learning, talent mobility, leadership capabilities, and human-AI collaboration. The programme emphasizes the connection between workforce development and organizational strategy.

The course also addresses the organizational and human dimensions of AI adoption, including employee engagement, change readiness, resistance to transformation, responsible AI, workforce governance, and the evolving relationship between human expertise and AI technologies.

Through practical exercises, case studies, and strategic workshops, participants will develop a workforce development framework designed to create an adaptable, capable, and future-ready workforce.

Objectives

- By the end of this course, participants will be able to:
- Understand the impact of Artificial Intelligence on workforce requirements and organizational capabilities.
- Assess workforce readiness for AI adoption and digital transformation.
- Identify emerging roles, skills, and competencies required in the AI era.
- Analyze current and future workforce capability gaps.

- Develop strategic upskilling and reskilling programmes.
- Design AI-enabled learning and development strategies.
- Align workforce development with organizational strategy and transformation priorities.
- Apply skills-based approaches to workforce planning and talent management.
- Strengthen human-AI collaboration across different organizational functions.
- Develop strategies for employee adaptability and continuous learning.
- Identify leadership capabilities required for AI-enabled organizations.
- Support internal talent mobility and future workforce transitions.
- Establish appropriate workforce metrics and capability KPIs.
- Address organizational, ethical, and human risks associated with AI-driven workforce transformation.
- Develop an actionable workforce development roadmap for the AI era.

Who Should Attend

This course is designed for HR directors, Human Capital executives, workforce planning managers, talent management leaders, Learning and Development managers, organizational development professionals, competency management specialists, and senior managers responsible for workforce transformation.

It is also suitable for business leaders, transformation leaders, HR business partners, People Analytics professionals, talent development specialists, performance management professionals, digital transformation teams, and managers involved in organizational capability development and future workforce planning.

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 undergoing AI adoption and digital transformation.

Learning Outcomes

- By the end of this course, participants will be able to:
- Assess how AI is changing workforce structures, roles, and skills.
- Evaluate organizational workforce readiness for AI transformation.
- Identify critical current and future capabilities.
- Conduct AI-era skills-gap and competency-gap assessments.
- Develop workforce upskilling and reskilling strategies.
- Build future-focused competency and skills frameworks.
- Design learning pathways aligned with emerging AI-related capabilities.
- Support effective human-AI collaboration and role redesign.
- Integrate workforce development with strategic workforce planning.
- Strengthen talent mobility and internal capability development.
- Develop strategies for continuous learning and workforce adaptability.
- Establish KPIs for measuring workforce capability development.
- Identify and manage workforce risks associated with AI adoption.
- Support leaders and employees through AI-driven organizational change.
- Develop a practical AI-era workforce development strategy and implementation roadmap.

Course Outline

DAY 01

Workforce Transformation in the AI Era

- Understanding the impact of AI on the future of work.
- How AI is changing jobs, roles, and organizational structures.
- The evolution from traditional workforce planning to AI-era workforce strategy.
- Human capabilities versus AI capabilities.
- Identifying emerging workforce trends and future roles.
- The changing demand for technical, digital, analytical, and human skills.
- Assessing organizational readiness for AI-enabled workforce transformation.
- Building workforce agility and adaptability.

DAY 01 — CONTINUED

- Aligning workforce strategy with AI and digital transformation.

PRACTICAL APPLICATION

Assessing the impact of AI on selected organizational roles and functions.

DAY 02

Future Skills, Competencies and Workforce Capability Gaps

- Understanding future skills and AI-era competencies.
- Identifying critical skills for AI-enabled organizations.
- Mapping current workforce capabilities.
- Conducting skills and competency-gap analysis.
- Identifying emerging and declining capabilities.
- Building skills-based workforce models.
- AI-enabled skills and competency assessment.
- Connecting skills with roles, career paths, and business requirements.
- Prioritizing critical workforce capabilities.

PRACTICAL APPLICATION

Developing a future-skills framework and organizational capability-gap assessment.

DAY 03

Upskilling, Reskilling and AI-Enabled Learning

- Strategic approaches to workforce upskilling and reskilling.
- Designing AI-era Learning and Development strategies.
- AI-enabled personalized learning pathways.
- Generative AI applications in employee learning.
- Building continuous learning cultures.
- Developing digital and AI literacy across the workforce.
- Designing role-based capability development programmes.

DAY 03 — CONTINUED

- Measuring learning effectiveness and workforce impact.
- Linking learning investments with business outcomes.

PRACTICAL APPLICATION

Developing an upskilling and reskilling programme for an AI-transformed function.

DAY 04

Human-AI Collaboration, Leadership and Workforce Change

- Designing effective human-AI collaboration models.
- Redesigning jobs and responsibilities in AI-enabled environments.
- Managing employee concerns and resistance to AI adoption.
- Leadership capabilities for the AI era.
- Building employee adaptability and change readiness.
- Developing workforce resilience and continuous learning behaviors.
- Managing talent mobility and internal career transitions.
- Employee engagement during AI transformation.
- Responsible AI and workforce governance.

PRACTICAL APPLICATION

Developing a human-AI workforce transition plan for selected roles.

DAY 05

Strategic Workforce Development and Future Workforce Planning

- Building an integrated AI-era workforce development strategy.
- Connecting workforce development with organizational transformation.
- Prioritizing critical skills, roles, and capability investments.
- Developing workforce development KPIs and performance measures.
- Workforce analytics and future capability forecasting.

DAY 05 — CONTINUED

- Building sustainable talent pipelines and internal mobility.
- Establishing governance for AI-enabled workforce development.
- Creating an organizational culture of continuous capability development.
- Developing implementation priorities, milestones, and accountability.

FINAL WORKSHOP

Developing an AI-Era Workforce Development Strategy and Implementation Roadmap.

Register or Request More Information

Course page: <https://quest-training.com/courses/workforce-development-for-the-ai-era-training-course>

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