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COURSE BROCHURE

AI Skills Intelligence and Adaptive Learning Pathways Training Course

9 – 13 May 2027
Online

AI Skills Intelligence and Adaptive Learning Pathways Training Course

Ref: 889_33599 **Date:** 9 – 13 May 2027 **Location:** Online **Fees:** 2900 GBP

AI Skills Intelligence and Adaptive Learning Pathways is a 1-week training course for L&D managers, instructional designers and HR business partners, leading to a skills-to-pathway blueprint for one job family. Skills taxonomies, generative AI drafting and learner analytics now let organisations route each employee to the right content at the right moment instead of fixed catalogues. Jupiter Prime Training delivers AI Skills Intelligence and Adaptive Learning Pathways.

Why AI Skills Intelligence and Adaptive Learning Pathways Matters Now

Three forces push talent functions towards skills-based learning: job roles change faster than course catalogues, generative AI can draft modules in hours, and executives ask for proof that reskilling spend moves performance. An organisation that maps proficiency well can redeploy people, close critical gaps and retire content nobody uses. One that handles it badly ships unchecked machine-written material and erodes employee trust. The course rests on ISO/IEC 42001, the international AI management system standard, and the NIST AI Risk Management Framework NIST AI RMF for weighing risks in learner-facing algorithms.

Who Gains Most from AI Skills Intelligence and Adaptive Learning Pathways

- Staff who own the skills taxonomy and proficiency scales for a business unit
- Designers responsible for module storyboards, assessments and microlearning assets
- Partners who translate workforce plans into reskilling and mobility decisions
- Specialists running the learning platform, its recommendation rules and reporting
- Evaluators accountable for linking learning activity to on-the-job performance

A talent function gains most when its taxonomy owner, a designer and an HR partner attend together.

AI Skills Intelligence and Adaptive Learning Pathways Capabilities

Participants move from proficiency evidence to branching journeys and to measures of capability change.

- Assess proficiency gaps from role profiles, assessments and manager ratings — workforce reskilling priorities
- Design branching pathways with entry diagnostics and mastery gates — learner progression rules
- Specify prompts and review rubrics for machine-drafted modules — content release decisions
- Test recommendation logic for bias and coverage gaps — fairness sign-off by HR
- Build a learner analytics view linking completions to performance signals — investment cases for executives
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Communicate consent and retention choices for learner records — employee trust and works councils

Key AI Skills Intelligence and Adaptive Learning Pathways Terms

- Skills taxonomy — a structured list of capabilities with definitions and proficiency levels used across roles and learning content.
- Proficiency inference — estimating an employee's skill level from evidence such as assessments, work outputs and ratings.
- Adaptive pathway — a learning route that changes sequence and difficulty according to each learner's diagnostic results and progress.
- Mastery gate — a checkpoint that a learner passes by demonstrating a skill before moving to the next pathway stage.
- Hallucination check — a review step that confirms machine-drafted learning content is factually accurate before release.
- Learning record store — a repository that holds detailed activity statements about what learners did across platforms.

AI Skills Intelligence and Adaptive Learning Pathways Day by Day

Day 1: Skills Signals and Workforce Forces

- Skills-Based Organisation Models — Shift From Jobs to Capabilities
- Taxonomy Sources and Ontology Mapping — Which Skills Library to Adopt
- Role Profile Decomposition — Critical Versus Nice-to-Have Capabilities
- Proficiency Scales and Behavioural Anchors — Consistent Rating Across Managers
- ISO/IEC 42001 and NIST AI RMF Lens — Risk Appetite for Talent Algorithms

Day 2: Diagnosing Gaps With Generative AI

- Proficiency Inference From Mixed Evidence — Confidence in Gap Estimates
- Prompted Skills Extraction From Job Descriptions — Taxonomy Refresh Cadence
- Gap Heatmaps by Team and Role — Reskilling Priority Ranking
- Build, Buy or Borrow Matrix — Sourcing Each Capability Gap
- Diagnostic Assessment Design — Entry Points for Each Learner

Day 3: Adaptive Pathway Architecture

- Branching Logic and Mastery Gates — Progression and Remediation Rules
- Recommendation Engine Rules — Balancing Relevance and Skill Coverage
- Microlearning and Spaced Retrieval Sequencing — Retention on the Job
- Machine-Drafted Module Storyboards — Speed Versus Instructional Quality
- Content Review Rubric and Hallucination Checks — Release or Rework

Day 4: Learner Analytics, Ethics and Impact

- Learning Record Store and xAPI Statements — Evidence Worth Capturing
- Learner Analytics Dashboards — Signals Leaders Act On
- Bias Testing of Recommendations — Fair Access to Opportunities
- Consent, Minimisation and Retention Choices — Trust in Learner Records
- Kirkpatrick Levels and Contribution Analysis — Proving Performance Change

Day 5: Practising the Skills-to-Pathway Blueprint

- Job Family Gap Heatmap — Applying Day Two Diagnostics
- Pathway Prototype With Mastery Gates — Applying Day Three Architecture
- Rubric Review of Sample Modules — Applying Content Quality Checks
- Impact Measures and Consent Notes — Applying Day Four Analytics
- Skills-to-Pathway Blueprint — Peer Critique and Sponsor Pitch

Applying AI Skills Intelligence and Adaptive Learning Pathways After the Course

- Run a gap heatmap for one job family using the proficiency inference method and agree reskilling priorities with its line leaders.
- Pilot one adaptive route with mastery gates and the content review rubric, then compare progression against the existing fixed curriculum.

AI Skills Intelligence and Adaptive Learning Pathways Questions FAQ

What is AI Skills Intelligence and Adaptive Learning Pathways and why does it matter now?

It is the practice of inferring employee proficiency with AI and routing each person through learning that adapts to them. It matters now because roles change quickly and generative tools make content cheap, so the scarce asset is accurate skills evidence.

Which roles gain most from AI Skills Intelligence and Adaptive Learning Pathways?

Taxonomy owners, instructional designers, HR business partners and learning platform specialists gain most. You benefit most if you already shape capability frameworks or curricula.

How does AI Skills Intelligence and Adaptive Learning Pathways differ from a general AI course for trainers?

It concentrates on skills evidence and adaptive routing rather than broad AI productivity in training. A general course surveys facilitator tools; this one builds taxonomies, mastery gates and impact measures.

What will I bring back from AI Skills Intelligence and Adaptive Learning Pathways?

You bring back a blueprint linking a job family's capability gaps to an adaptive route. It holds the gap heatmap, pathway logic, a content rubric and impact measures.

AI Skills Intelligence and Adaptive Learning Pathways: The Way Forward

The skills-to-pathway blueprint first informs which capability gaps in one job family receive reskilling investment. Designers use it to build routes, HR partners to plan mobility and sponsors to judge return. After its first cycle, revisit the proficiency evidence itself: if gap estimates prove unreliable, the pathway logic built on them deserves a second look before scaling to other job families.