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COURSE BROCHURE

# AI for Training, Competence and Human Performance Course

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Milan

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Registered in the United Kingdom and Saudi Arabia

# AI for Training, Competence and Human Performance Course

**Ref:** 24_622 **Date:** 1 – 5 March 2027 **Location:** Milan **Fees:** 7200 GBP

AI for Training, Competence and Human Performance is a 1-week training course for L&D managers, competence assurance leads and HR business partners, who leave with a competence analytics framework linking training records to workforce performance. Skills now age faster than job profiles, and operations must prove that people can do the task, not merely attend. Jupiter Prime Training runs this course on AI for training, competence and human performance for those who certify capability.

## Why AI for Training, Competence and Human Performance Matters Now

Three forces shape AI for training, competence and human performance today: skills inventories that machine learning can infer from work records, adaptive platforms that tailor practice to each learner, and operational leaders who want evidence that competence reduces incidents. Organisations that link these signals assign the right people to critical tasks and spend budgets where gaps are real; those relying on attendance counts find gaps only after an error or audit finding. Examples come from field maintenance in energy operations and clinical skills in hospitals. Assessment models are treated with ISO/IEC 42001 for AI management systems and the NIST AI Risk Management Framework AI RMF.

## Who Gains Most from AI for Training, Competence and Human Performance

- L&D managers responsible for training needs analysis and learning investment
- Competence assurance leads who maintain competency frameworks and sign-off records
- HR business partners who connect skills data to workforce planning
- Operations supervisors who verify that crews are fit for critical tasks
- Human factors specialists who study error and performance shaping factors

The strongest gain comes when an L&D manager, a competence lead and an operations supervisor from one business unit attend together.

## AI for Training, Competence and Human Performance Capabilities

Participants learn to treat competence as measurable evidence rather than a training record.

- Map role competency profiles and infer skills gaps from training and work records — workforce planners
- Assess adaptive learning platforms against learner needs and evidence of transfer — L&D investment boards
- Design AI-assisted competence assessments with assessor checks and bias tests — competence committees
- Specify performance support tools that guide people at the point of work — operations supervisors
- Calculate links between competence indicators and incidents, quality or productivity — senior management
- Build a competence analytics framework with metrics, data sources and owners — the HR leadership team

## Key AI for Training, Competence and Human Performance Terms

- Competency Framework — the skills, knowledge and behaviours each role requires, with proficiency levels.
- Skills Inference — using machine learning to estimate a person's skills from tasks, courses and outputs.
- Adaptive Learning — a platform approach that adjusts content, sequence and practice to each learner's demonstrated mastery.
- Competence Assessment — verifying through observation, simulation or testing that a person can perform a task to standard.
- Performance Support — on-the-job aids such as guided checklists that help people perform at the moment of need.
- Learning Transfer — the extent to which skills gained in training are applied and sustained in real work.

## AI for Training, Competence and Human Performance Day by Day

## Day 1: Competence, Skills and Human Performance in Context

- Human Performance Principles — Error, Workload and Performance Shaping Factors
- Competency Framework Structures — Roles, Proficiency Levels and Evidence
- Skills Taxonomies and Job Architecture — Common Language for Capability
- AI Uses Across the Competence Lifecycle — From Needs to Sign-Off
- Maturity Scan for Competence Data — Records, Gaps and Ownership

## Day 2: Skills Gap Analytics

- Skills Inference From Work and Learning Records — Profile Accuracy Choices
- Gap Heatmaps by Role and Site — Prioritising Development Spend
- Critical Role and Single-Point Expertise Mapping — Succession Exposure
- Future Skills Forecasting — Technology and Process Change Signals
- Data Privacy and Consent in Skills Profiling — Employee Trust

## Day 3: Adaptive Learning and Performance Support

- Adaptive Learning Platform Mechanics — Mastery Models and Sequencing
- Generative Content for Scenarios and Drills — Quality Review Rules
- Simulation and Virtual Practice — Rehearsing Rare High-Risk Tasks
- Performance Support Tools at the Point of Work — Guided Checklists and Assistants
- Platform Selection Criteria — Evidence of Transfer Over Engagement

## Day 4: AI-Assisted Competence Assessment

- Assessment Methods Matrix — Observation, Simulation, Testing and Records
- AI Scoring of Practical and Written Evidence — Assessor Oversight Points
- Bias, Validity and Reliability Tests — Fairness of Automated Judgements
- Reassessment Triggers and Competence Expiry — Keeping Sign-Offs Current
- ISO/IEC 42001 and NIST AI RMF Controls — Assessment Model Risk

## Day 5: Practising the Competence Analytics Framework

- Role Profile and Gap Picture for One Unit — Applying Skills Analytics
- Development Mix With Adaptive and Support Tools — Applying Platform Criteria
- Assessment Design With Oversight Checks — Applying Assessment Methods
- Performance Linkage Measures — Incidents, Quality and Productivity Indicators
- Competence Analytics Framework — Presentation to HR Leadership

## Applying AI for Training, Competence and Human Performance After the Course

- Build a skills gap heatmap for one critical role family and agree three development priorities
- Run a bias and validity check on one existing competence assessment and record the findings

## AI for Training, Competence and Human Performance Questions FAQ

### What is AI for training, competence and human performance and why does it matter now?

AI for training, competence and human performance uses skills analytics, adaptive learning and AI-assisted assessment to prove and improve what people can do. It matters now because skills change quickly and operations need evidence of capability, not attendance.

### Which roles gain most from AI for training, competence and human performance training?

L&D managers, competence leads, HR partners and operations supervisors gain most. They own competency frameworks, assessments and workforce decisions that depend on reliable capability evidence.

## How does AI for training, competence and human performance training differ from a general AI in learning and development course?

It focuses on competence assurance and job performance rather than content creation. You work on skills inference, assessment validity, competence expiry and links to incidents in operational roles.

## What do you bring back from AI for training, competence and human performance training?

You bring back a competence analytics framework for one business unit. It sets role profiles, gap measures, development tools, assessment methods with oversight, and the performance indicators HR leadership will track.

## AI for Training, Competence and Human Performance: The Way Forward

The competence analytics framework first informs which role family receives targeted development and how its competence will be verified. HR partners, competence leads and L&D managers use it to direct budgets and schedule reassessments. After one assessment cycle, revisit the link between competence scores and operational outcomes, since weak links often expose assessments measuring the wrong behaviours.