



WEBINAR
#GrowLearnConnect



How to Integrate AI Into Existing L&d Tools & Systems



PRESENTER

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Target Audience

1. **Instructional designer:** applies learning theories and principles to create engaging instructional materials
2. **Trainer:** facilitates learning sessions for learners, using various methods
3. **Coach:** provides personalized guidance and feedback to learners, helping them achieve their goals
4. **E-learning developer:** uses software tools to create multimedia-based learning content
5. **Learning consultant:** analyzes the learning needs and objectives of clients and provides solutions
6. **Learning manager:** oversees the planning, implementation, and evaluation of learning programs and initiatives
7. **Learning analyst:** collects and analyzes data related to learning activities and outcomes
8. **L&D researcher:** conducts research on learning theories, methods, technologies, trends, best practices, etc.

MANAGING EXPECTATIONS

Are you here because you would like to receive practical answers/solutions to the following questions:

1. How can I use AI to boost my productivity as an L&D professional?
2. Will AI increase my profits or losses?
3. What are the most useful AI tools out there?
4. What are the L&D professionals in Africa doing with AI?
5. Any other expectations? 😊



AFTER THIS COURSE, YOU WILL BE ABLE TO...

1. Explain the relevance and benefits of AI tools for L&D Professionals
2. Demonstrate how to use and integrate relevant AI tools into your L&D interventions

ROADMAP

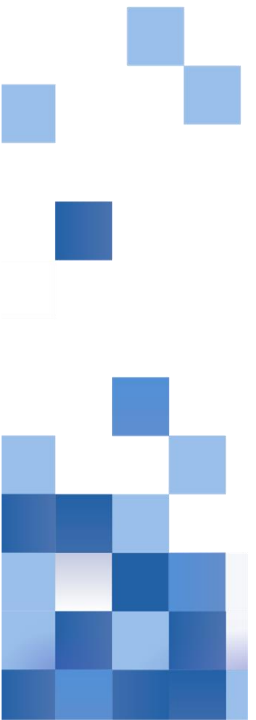
How industries are using AI



AI relevance and benefits for L&D Practitioners



Common AI tools available for L&D



WHAT IS ARTIFICIAL INTELLIGENCE?

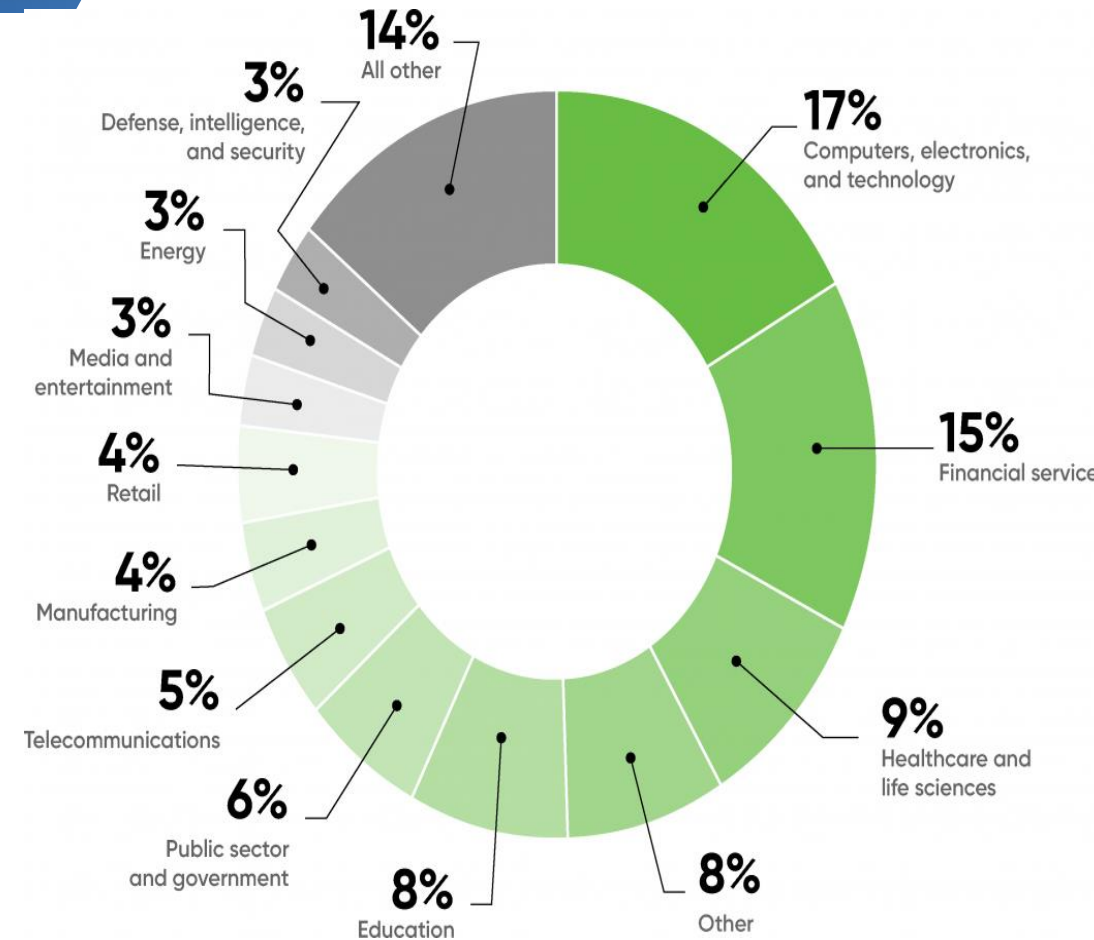


AI relevance across industries

Adoption Rate of Artificial Intelligence by Industry

% firms in an industry that are adopting AI

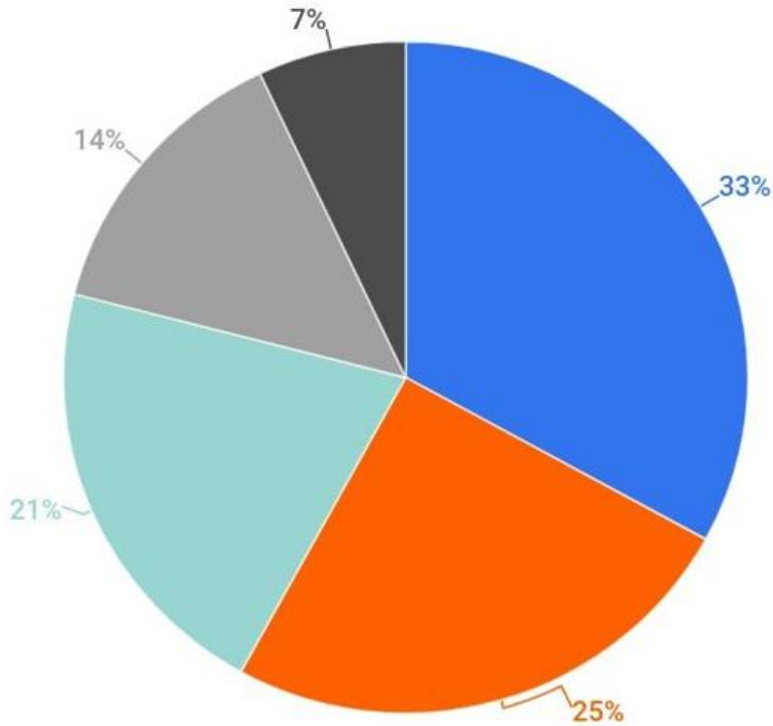
Rank	Industry	Adoption %
1	Technology and communications	32%
2	Automotive and assembly	29%
3	Financial services	28%
4	Energy and resources	27%
5	Media and entertainment	22%
6	Transportation and logistics	21%
7	Consumer packaged goods	20%
8	Retail	19%
9	Health care	17%
10	Education	17%
11	Construction	16%
12	Professional services	13%
13	Travel and tourism	11%



AI Adoption in the Enterprise 2021 – O'Reilly

AI relevance across industries

HOW FAR ALONG ARE COMPANIES WITH AI?



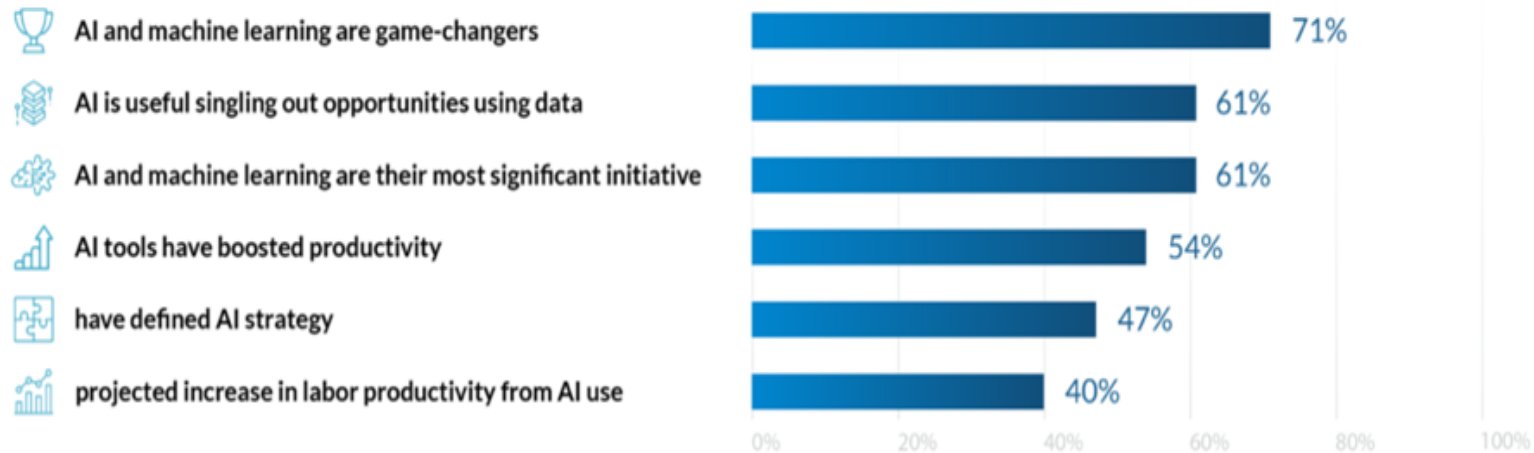
- Have implemented AI with limited use cases
- Have processes fully enabled by AI with widespread adoption
- Have a few promising concepts and are looking to scale
- Have tested a few concepts with limited success
- Don't currently use AI but are looking into it



Top benefits of AI

2 How do organizations and leaders perceive AI?

Sources: MemSQL, Accenture, narrativesscience.com, cmo.com, pwc.com



3 What are the top benefits of AI adoption?

Source: The Economist, Forbes, pwc.com, hbr.org



7 Roles of AI for L&D Industry

hurixdigital



- AI can **personalize learning experiences** for each learner based on their preferences, goals, and performance.

- AI can provide **feedback and guidance to learners and trainers in real time**, enhancing engagement and retention.

- AI can **automate and optimize various aspects of L&D**, such as content creation, assessment, and evaluation, saving time and resources.

- AI can enable **adaptive and scalable learning solutions** that can reach a wider and more diverse audience.

1. Personalized learning



77% of L&D professionals indicate that personalized learning is vital to employee engagement, but 46% said that **establishing effective data analytics** was a significant barrier to adopting such an approach. (Brightwave 2023).

- AI can analyze individual employee data, such as **performance metrics, learning preferences, and skill gaps**, to provide tailored learning experiences.
- L&D professionals can utilize **AI-powered recommendation systems** to suggest relevant courses, resources, or training programs to employees.
- A personalized approach boosts engagement, knowledge retention, and productivity.

2. Intelligent content creation



Breaking down learning into 2-3 minute boosts knowledge retention by up to 80%, yet the time and effort needed to create such learning materials is discouraging.

- AI assist L&D professionals in creating and curating training content.
- Natural Language Processing (NLP) algorithms can automate the conversion of existing training materials into digital formats.
- AI-powered content generation tools can also help create interactive modules, simulations, or virtual reality experiences, enabling engaging and effective learning.

3. Personalised Support



Delivering training is made increasingly more difficult when **personal ongoing support and coaching** is required

- AI can understand natural language voice and text to complete tasks for the end user.
- Answer questions, simulate scenarios, and deliver **personalized coaching**
- Support learners every step of their journey, **enhancing** the training experience and improving completion rates.

4. Employee Upskilling and Reskilling



50% L&D Professionals report that the skills gap in their organization is widening and a **skills gap analysis** can be challenging

- AI identify emerging skill requirements & **design upskilling & reskilling programs.**
- AI can **perform skills assessments** based on employee performance
- AI-powered platforms can **recommend relevant courses** or learning paths.

Evolution of L&D Priorities across time

(#)

GSS 2022 Rest of world

1. Reskilling/upskilling	12.4%
2. Collaborative/social learning	9.5%
3. Personalization/adaptive delivery	8.5%
4. Learning analytics	7.5%
5. Coaching/mentoring	7.4%
6. Micro learning	7.3%
7. Skills-based talent management	7.0%
8. Learning experience platforms	6.7%
9. Consulting more deeply with the business	6.2%
10. Showing value	5.7%
11. Performance support	4.8%
12. Artificial intelligence	4.4%
13. Virtual and augmented reality	4.4%
14. Mobile delivery	3.7%
15. Curation	3.0%
16. Other	1.5%

GSS 2022 Africa

1. Reskilling/upskilling	13.2%
2. Collaborative/social learning	10.6%
3. Coaching/mentoring	9.2%
4. Skills-based talent management	9.0%
5. Learning experience platforms	7.2%
6. Artificial intelligence	7.2%
7. Virtual and augmented reality	7.0%
8. Mobile delivery	6.8%
9. Learning analytics	5.9%
10. Consulting more deeply with the business	5.1%
11. Performance support	5.0%
12. Personalization/adaptive delivery	4.8%
13. Showing value	4.1%
14. Micro learning	3.5%
15. Curation	0.9%
16. Other	0.5%

5. Performance and productivity monitoring



- We can gain valuable insights into the **effectiveness of teams**.
- develop **targeted** training interventions to enhance employee performance.
- This data-driven approach helps **optimize productivity and drive profitability**.

WHAT AI TOOLS RESPONDS TO YOUR NEEDS?

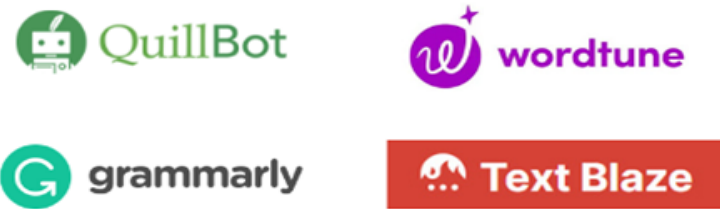
Content Creation



AI Tools for Marketing & Sales



AI Proofreaders



Design Tools



HR and Business Management



Project Management & Time Management



Video Editing & Creation Tools



Transcription Tools



1. Needs and tools for L&D



1. Learning Management Systems (LMS)

- **Moodle**: provides personalized learning paths, automated assessments, and predictive analytics.
- **Cornerstone OnDemand**: AI-driven recommendations for learning content based on learner profiles, job roles, and skill gaps.

2. Adaptive Learning Platforms

- **Smart Sparrow**: creates interactive and personalized learning experiences with adaptive feedback and branching scenarios.
- **Area9 Rhapsode**: Offers adaptive learning solutions that adjust the content and difficulty level based on learner responses and performance.

3. VR and AR

- **STRIVR**: Simulates real-world scenarios for training purposes, such as immersive safety training, medical simulations, or customer service simulations.
- **Upskill**: Combines AR with wearable technology to provide on-the-job training for workers in manufacturing and logistics.



2. Needs and tools for L&D

4. Intelligent Tutoring Systems:

- **Carnegie Learning**: provides personalized guidance, adaptive exercises, and real-time feedback for math education.

- **DreamBox Learning**: Provides AI-driven tutoring for K-8 math education, adjusting the learning path based on students' SWOT.



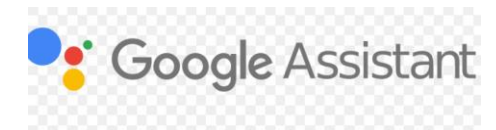
5. Writing:



- **Grammarly**: Uses NLP to analyze and provide suggestions for improving writing skills, including grammar, spelling, and style.

- **Turnitin**: Offers plagiarism detection using NLP algorithms

6. Chatbots and Virtual Assistants:



- **IBM Watson Assistant**: creation of AI-powered chatbots that can answer learner queries, provide resources, and guidance

- **Google Assistant**: can assist learners with voice-based interactions, providing information, reminders etc.

3. Needs and tools for L&D



7. Content Curation

- **Anders Pink:** Curates and recommends relevant articles, blogs, and videos for learners based on their learning goals.
- **EdCast:** Provides AI-driven content curation and personalized learning pathways to deliver timely learning resources



8. Data Analytics and Insights

- **Watershed:** Analyzes learner data to measure the impact of training programs, identify trends, and make data-driven decisions.
- **Talentsoft:** Monitors learner progress, identify skill gaps, and assess the effectiveness of training initiatives.



9. Personalized Learning Platforms:

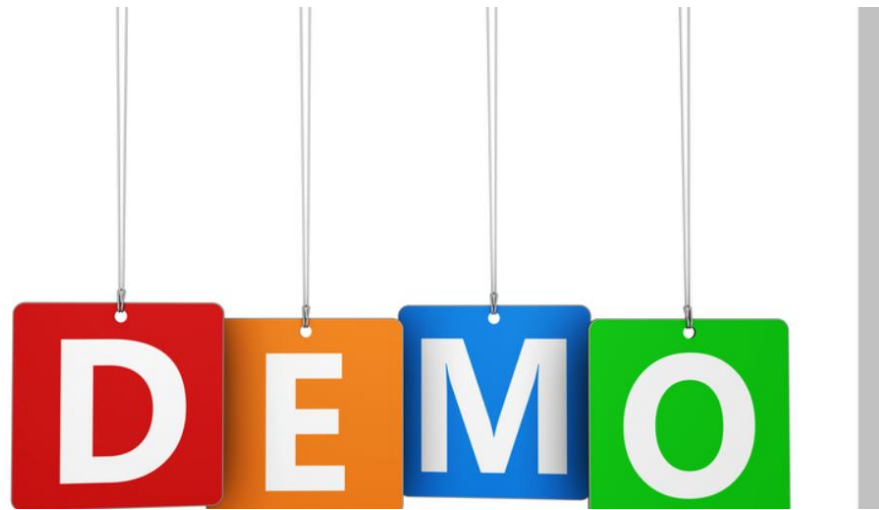
- **Knewton:** Uses AI to deliver personalized learning content, assessments, and recommendations across various subjects
- **Khan Academy:** offers personalized educational resources in various subjects such as math, science, history, and more.



10. Gamification Platforms

- **Kahoot!:** Gamifies learning through interactive quizzes and competitions, learners to earn points, compete on leaderboards etc.
- **Classcraft:** Uses gamification elements to promote collaboration, and goal achievement in the classroom or workplace.

Demo, Examples & Next Steps

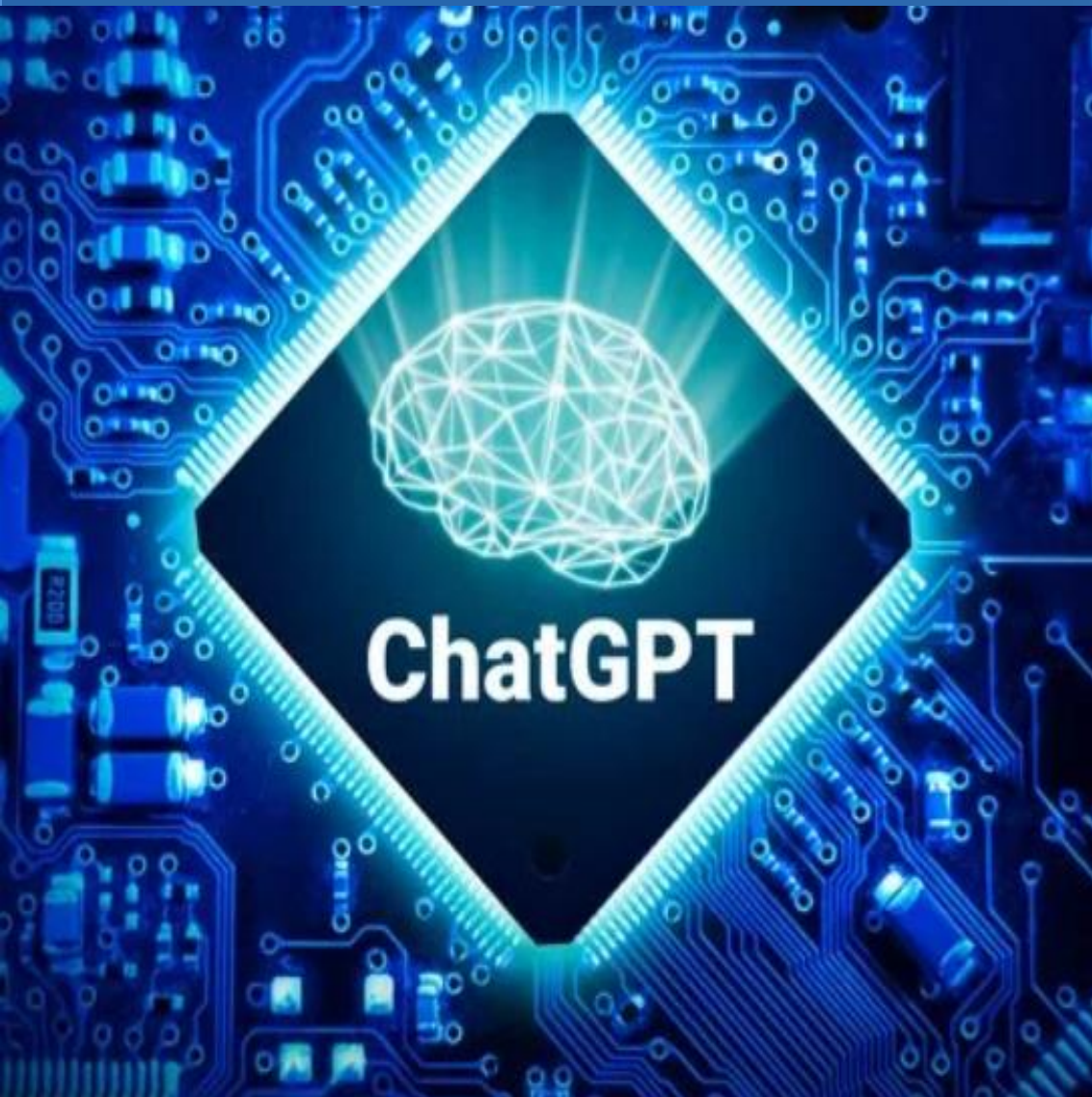


My Top Recommendations for Educators

- **Pictory**: Pictory is an AI video generator.
- **Jasper**: the best overall AI writing assistant.
- **Consensus**: provides evidence-based answers to research questions.
- **Gradescope**: enables students to assess each other while providing feedback.
- **Feathery**: enables users to build highly customizable forms with no coding required.
- **Murf**: most popular AI voice generators to convert text to speech, voice-overs, and dictations.
- **Fireflies** is an AI meeting assistant that uses NLP to eliminate the need for note taking during a meeting.
- **MagicSchool.ai**: saves you hours spent creating original content, teaching classes, and accomplishing administrative tasks.
- **Ivy Chatbot**: assist in many parts of the university process, such as application forms, enrolment, tuition costs, deadlines, and more.
- **Research Rabbit**: finds and organizes research papers for you and your collaborators. Enter a keyword and it will return a list of relevant papers.

- Other tools include:
 - **Fireflies**
 - **AI question paper generator**
 - **Sendsteps.ai - Generating Presentations and Content**
 - **Gradescope – Grading**
 - **Beautiful AI – Creating slides**
 - **SlidesAI.io - Create Slides**
 - **Copilot Education – Generate Lesson Plans**
 - **Bard** :Google’s answer to ChatGPT
 - **Nuance’s Dragon Speech Recognition**

Demonstration with ChatGPT & Microsoft Bing Chat



- Idea generation
- Experiment with various concepts
- Generate quiz questions at varying levels of difficulty
- Create role-play scenarios.
- Create rapid training videos
- Generate unique images

Example 1: eCampus

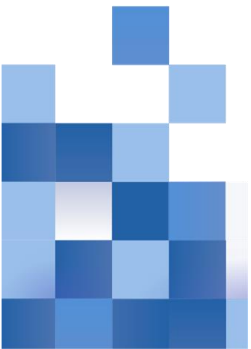


eCampus is a web and mobile based online teaching and learning (EdTech) platform that uses artificial intelligence to help learners learn smarter by Coaching and training employees without the extra hustle needed to understand their strength areas

companies using **eCampus** for Business to train employees.



2. African Leadership University



- ALX has integrated AI technology into its learning platform to personalize and enhance the learning experience for its students.
- This AI-driven approach helps ALU **maximize the effectiveness** of their learning programs, boost student productivity, and
- foster a culture of continuous learning and development.

WHAT CHALLENGES SHOULD YOU EXPECT?



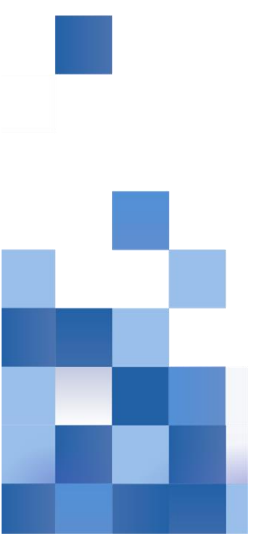
- 1. Data Availability and Quality** as AI rely on large volumes of high-quality data. Chat GPT data is up to June 2021.
- 2. Technology Integration:** Integrating AI technologies into existing L&D infrastructure and systems is not easy for all.
- 3. Skill Gap and Workforce Readiness:** Incorporating AI may require upskilling L&D professionals themselves.
- 4. Change Management as AI** can disrupt existing processes and workflows.
- 5. Cost and Return on Investment (ROI)** as AI involve significant financial investments
- 6. User Adoption and Engagement:** employees often have difficulties to adapt to new technologies and approaches.

FINAL REMARKS

What is your key **takeaway** from this webinar?

Which AI tools are you going to explore?

What will be your priorities?



“ Knowledge is like paint.
It does no good unless
it is applied.”

Zantamata

A vibrant background of colorful paint splashes in shades of red, yellow, blue, and green, radiating from the center.

Any Questions

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