

5 Ways AI Can Personalize Learning and Development - HR Daily Advisor

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Executive Summary

This article addresses the growing demand for continuous learning and upskilling in the modern workplace, driven by technological disruption, globalization, and shifting market demands. The author argues that traditional one-size-fits-all training approaches are insufficient and that Artificial Intelligence offers a scalable, personalized solution for HR-led learning and development (L&D) programs. The article presents five application areas: personalized learning paths, adaptive learning experiences, microlearning and just-in-time training, predictive analytics for skill forecasting, and AI-enhanced gamification. Evidence is drawn primarily from the World Economic Forum's 2023 Future of Jobs Report, which projects that 44% of workers' core skills will change by 2027 and that 60% of workers will require retraining. Named commercial platforms — including Degreed, Gloat, EdCast, Coursera for Business, Axonify, IBM SkillsBuild, Kahoot, and TalentLMS — are cited as illustrative examples. The article concludes that AI-driven L&D will become a cornerstone of workforce development, with the WEF predicting 70% of organizations will use AI for training delivery by 2030.

Key Insights

1. The World Economic Forum's 2023 Future of Jobs Report projects that 44% of workers' core skills will change by 2027, with 60% requiring training to meet new demands, framing the urgency for AI-driven L&D.
2. AI enables real-time adaptive learning by adjusting content difficulty, pace, and format based on individual employee progress, moving beyond static e-learning modules.
3. Predictive analytics within AI platforms can forecast future skill demands by analyzing industry trends and labor market data, enabling proactive rather than reactive upskilling program design.

Practical Takeaways

- AI platforms that map individual skill gaps against organizational needs — such as those described in the personalized learning path and skill forecasting sections — represent an operational model for aligning employee development with business objectives.
- Microlearning delivered via AI-analyzed work patterns offers a format designed to reduce the time burden of upskilling on employees with demanding schedules, making development more accessible in practice.

Critical Analysis

Strengths: The article draws on a credible external source (WEF 2023 Future of Jobs Report) to establish the workforce context, and it provides concrete, relatable use-case examples for each of the five AI applications. The structure is clear and accessible for an HR practitioner audience. **Limitations:** The article is primarily promotional in tone, with multiple commercial platform names referenced without disclosure of any editorial or sponsorship relationship. The WEF prediction that '70% of organizations will use AI to deliver training by 2030' is cited without a direct reference to the source document, reducing verifiability. No counterarguments, implementation challenges, or failure cases are examined in depth, despite a brief acknowledgment that challenges exist. The forward-looking claims about VR, AR, and AI mentors are speculative and unsourced. The author's byline identifies her as a Contributing Editor at HR Daily Advisor rather than an independent researcher, which may introduce editorial bias toward accessible, optimistic framing.

Organizational Practice

HR departments are described as using AI-driven platforms to deliver personalized learning paths based on performance reviews, job descriptions, and self-reported employee interests. Platforms such as Degreed, Gloat, EdCast, Coursera for Business, Axonify, IBM SkillsBuild, Kahoot, and TalentLMS are cited as examples of tools used to deliver adaptive learning, microlearning, predictive skill forecasting, and gamified training modules.

Strategic Implications

The article frames AI-driven L&D as a response to a structural skills gap projected to affect the majority of the global workforce by 2027. If the WEF projections hold, organizations face a window for differentiating on workforce agility through proactive, data-driven learning infrastructure. The shift from cohort-based training to individualized, predictive learning paths implies changes in how HR measures development ROI and tracks skill progression at the individual level. The growing ecosystem of commercial AI L&D platforms suggests increasing vendor dependency as a structural feature of future workforce development programs.

Validation Status: passed
