



## GUIDE

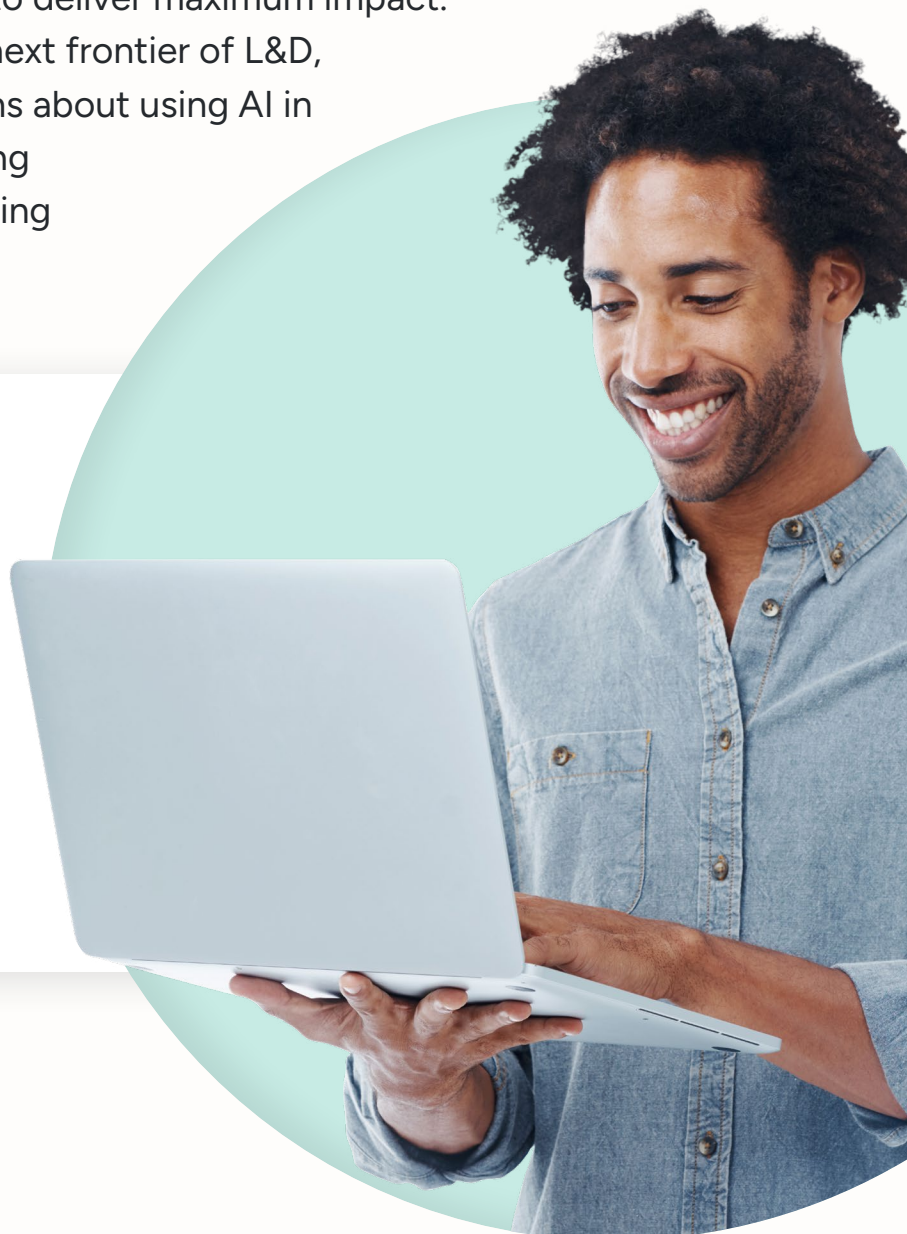
# 5 Breakthroughs of Using AI in Learning and DEVELOPMENT

Many seem to be under the impression that human thinking and artificial intelligence (AI) are stark opposites. In reality, finding and leveraging the synchronicities between these two perceived dichotomies is the key to [unlocking the full learning potential](#) of your organization's workforce.



In the world of learning and development (L&D), it's not humans versus AI—at least, it doesn't have to be. At The Regis Company, we've spent years identifying ways to align human-centered learning to the demands of the future, which require speed and scale. Machine learning bridges this gap to deliver maximum impact. Today's guide dives deep into the next frontier of L&D, debunking common preconceptions about using AI in learning and development and laying the foundation for successful learning initiatives within your enterprise.

***The following content is based partly on information from the AI Tech Showcase Event: [“Ignite Your Potential: AI Powered Skills Practice”](#) in partnership with the Training Industry.***



## BACKGROUND

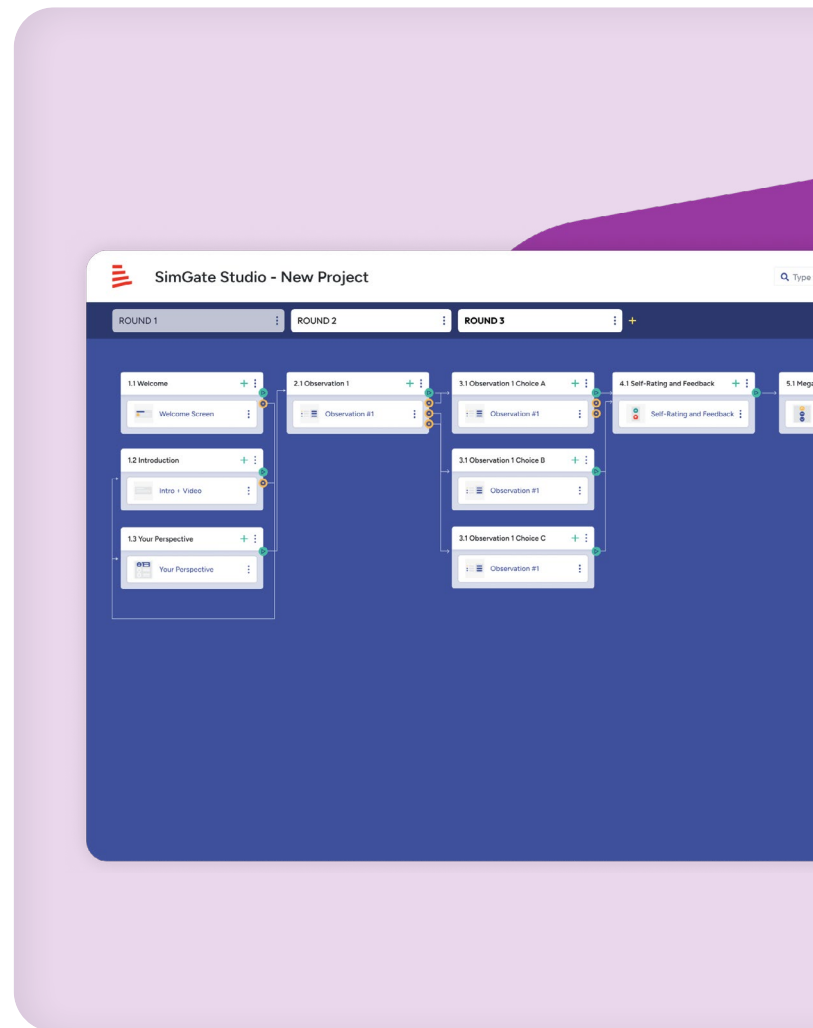
# The Principles of Modern L&D

Swift technological advancement and digital transformation on a global scale have more than proven their impact across every vertical. Digital learning solutions have certainly revolutionized L&D, challenging enterprise learning teams to adapt at the same pace as the technology they adopt. The widespread adoption of AI—in learning and development and otherwise—is a significant driver of these rapid changes. In tandem, trends in L&D look a lot different [today](#) than they did just a few short decades ago.



### Learning Should Be Experienced, Not Just Completed

Effective L&D programs encourage learning by doing, not by theorizing or only assessing knowledge recall. This means that participants are able to experiment and learn from their mistakes in a safe, productive environment that enables them to link their decisions to measurable outcomes. At The Regis Company, we refer to this format of instruction as [skills practice](#) learning. To achieve a new status quo, learning leaders must incorporate adaptive experiences designed to empower learners to practice and develop their skills. Thus, organizations need to evolve the ways in which their L&D strategies are executed.





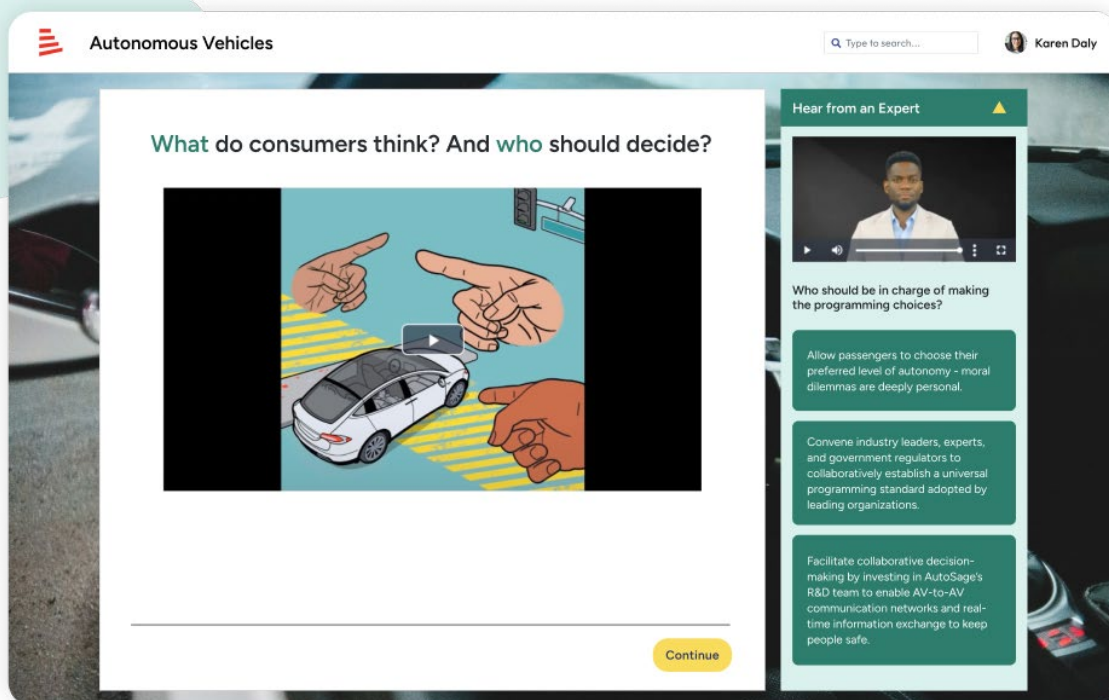
## Learning Should Be Holistic

Furthermore, a holistic approach to learning suggests that L&D programs address the whole person. This means developing programming that engages participants on multiple levels—emotional, behavioral, and mental—throughout their development activities by involving critical, creative, and systems thinking.



## Learning Should Align with Overall Business Goals

Corporate learning and training initiatives serve two primary purposes: [building market-ready skills for the individual participant](#) and advancing enterprise performance as a whole. Input from key stakeholders is essential to determine L&D priorities, challenges, and opportunities for a specific organization's workforce. Delivering learning in a realistic way that reflects the day-to-day realities of the business is the most successful way to prepare learners for the evolving demands of their role.



# 5 Ways AI Is Transforming Digital Learning



Most learning leaders agree that they aspire to such goals, but the core challenges of cost, time, and scalability often prevent them from executing. This is where today's AI-powered solutions can lend a hand, and partnering with The Regis Company's learning experts can help minimize these challenges. In other words, by properly and strategically implementing AI-powered learning, leaders can create more effective L&D programs that address all three of the principles mentioned above.

Modern learners need technologically advanced digital learning solutions that offer a more intuitive approach to design, development, and deployment so enterprise learning programs can build skills quickly and efficiently.

Even so, leaders must first understand the breakthrough value AI offers to the aims of L&D. Let's explore five key breakthroughs together.

After detailing each situation and presenting the individual challenge, we'll illustrate how the [SimGate™ Skills Practice Platform](#) and its content co-author [RexAI](#) are able to address such concerns.

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## Breakthrough #1:

# SPEED

One of the most significant challenges facing learning leaders today is that a next-generation workforce requires reskilling and upskilling more quickly and efficiently than ever before. Swift technological advancement (the widespread adoption of AI being just one of many) is perhaps the main driver of these changes.

**The challenge is this:** It takes too much time for learners to access sufficient training and apply it to their jobs.

By the time an advanced corporate training program is designed, developed, implemented, and refined, many of the “market-ready skills” participants intend to build using that system are overshadowed by new skilling areas of importance for the business. And that’s not just an estimate—according to the [World Economic Forum](#), today’s employers believe that nearly half (44 percent) of workers’ current skills will be disrupted in just the next five years.

Rectifying this situation requires leaders to leverage the advanced technology from which this challenge has emerged. Organizations now have the option to use [GenAI that’s been created to solve specific industry needs](#). Tools like the SimGate™ Skills Practice Platform include various AI tools, including a unique co-author to help designers optimize content creation and development. These are designed to quickly adapt to this need for speed, offering a [solution that decreases design and development by up to 90 percent](#). The power of AI unlocks the ability to scale programs and reach learners anytime, anywhere—in a mere fraction of the time it historically has taken to enable learning programs to maintain relevancy and stay competitive.



## Breakthrough #2:

# TRUST

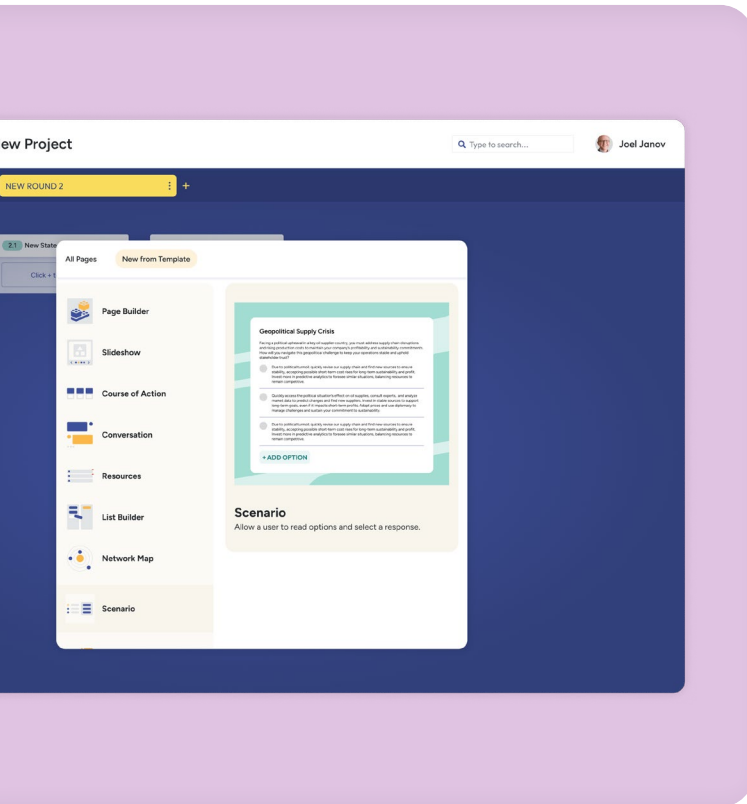
The next issue that arises is trust and reliability in what artificial intelligence can produce. Sure, AI can build these programs in a snap, but is the generated output trustworthy? L&D leaders need to create high-quality, trustworthy content, but large language models (LLMs) can sometimes create conflicts with IP security, accuracy, hallucinations, source referencing, and citations. This has been a pervasive concern of leaders since AI made its debut in the business world. Where does the information come from? Can it be trusted?

The solution to this challenge is to create meaningful contexts for the AI and have it directly reference the source of the information. Co-authoring with an already trained AI L&D expert allows designers to leverage established company resources (e.g., client slide decks or employee handbooks) to make content referenceable and more reliable. LLMs can aid designers in quickly synthesizing assets to determine what information is essential to the overall training objective.



## Breakthrough #3:

# COST



Everyone is being asked to do more with less—leaders and teams in all industries have heard this phrase like a mantra, an echo reaching every corner of the business world. Executives must decide what budgets to cut and what's worth the investment. As a result, the organizations' higher-ups tend to put pressure on L&D leaders to cut design and development costs.



You might think that proper upskilling and reskilling of your workforce is worth any price, but no company has unlimited resources—for L&D initiatives, or otherwise. To put it simply, everyone wants the most bang for their buck. With so much advancement in the field of AI, an automated solution may at first seem like your most budget-friendly option for establishing a robust L&D program.

But in your search for the ideal AI solution, you'll find that a number of single-purpose AI tools exist. Each has a unique UI, training format, and use, which tends to make tool implementation particularly costly and complex. Now what?

Organizations require one unified solution that covers all learning needs, without having to worry about ancillary fees or external integrations. The SimGate Skills Practice Platform gives learning teams access to [high-quality AI-powered learning](#) for a fraction of the cost of maintaining multiple platforms, as the software has been proven to [reduce design and development costs](#) by up to 90 percent.



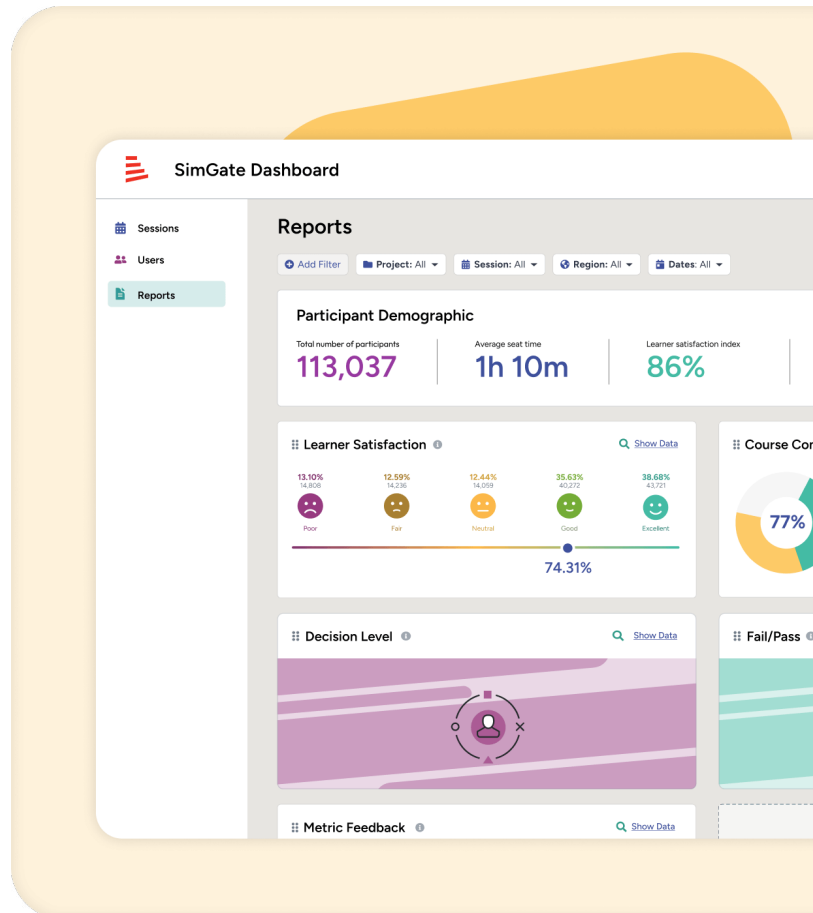
## Breakthrough #4:

# DATA

Like virtually any department within a company, L&D is being asked to justify its spending and demonstrate the efficacy of learning initiatives in the context of business goals. Unfortunately, most traditional training programs capture very limited (i.e., knowledge level) data points. In other words, aptitude can be hard to measure, especially in terms of soft skills like teamwork, time management, and creative problem-solving.

Because behavioral skills don't always translate into quantitative data points (e.g., standardized test scores), the challenge then becomes how to prove that skills practice learning offers actionable, tangible results. How can learning leaders clearly illustrate their ROI for these initiatives? The answer is to capture behavioral data from scenario-based learning experiences and use technology to quickly organize and interpret the results.

Perhaps the greatest advantage of using AI is its unprecedented capacity for data processing. The behavioral data gathered is detailed and vast, but advanced AI learning tools can work to co-create a scoring model that promptly collects, analyzes, and aggregates business-specific data to generate meaningful insights regarding team and individual performance.





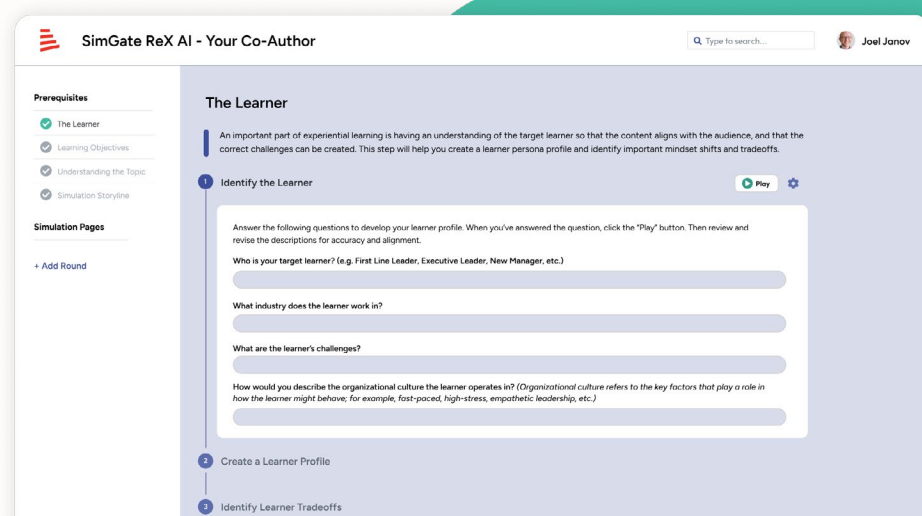
## Breakthrough #5:

# PERSONALIZATION

Lastly, today's learners are busy (perhaps a bit impatient) and crave experiences that engage them. Gone are the days of question-and-answer assessments and one-sided instruction. The classic one-size-fits-all approach employed by traditional learning methods often fails to consider the strengths, weaknesses, limits, and preferences of the individual learner—and it's often incredibly time-consuming.

Because AI is reshaping the future of work, learners need to learn and apply skills faster. Antiquated training programs simply can't keep up with the [evolving needs of today's workforce](#), nor cater to the diverse aptitudes of individual learners.

The solution is to use AI as a co-designer and develop learning programs that focus on enhancing soft skills (human interactions) through skills practice learning. SimGate allows users to create personalized, adaptive, and authentic learning experiences that force learners to shift their mental mindset to be able to think metacognitively. In other words, this type of experiential learning transforms theoretical insights into actionable ones, as skills practice enables the learner to think critically about their decisions and identify how they may apply to their job.



# Skills Practice Learning and Its Impact on Team Performance

Skills practice learning turns traditional knowledge workers into modern value workers and promotes a more productive, collaborative workforce. Creating tomorrow's leaders means leveraging AI as well as other digital technology in learning and development to develop programs that prepare them for their role in the field—and reskilling them when necessary.

Time, budget, and other resources are limited, so learning and development professionals must use AI strategically to better equip their workforce with the necessary skills quickly, efficiently, and painlessly. Although today's business leaders have justified concerns about using AI in learning and development, such apprehension is mitigated by intuitive, purposeful technology like the SimGate Skills Practice Platform and RexAI.



# Unlock Your Team's Learning Potential

By implementing skills practice learning with the help of state-of-the-art digital learning tools like SimGate, your organization can boost team and individual performance while meeting overall business goals. Rely on The Regis Company to unlock your team's learning potential with SimGate and RexAI.

LEARN MORE



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