

AI ADOPTION AND WORKFORCE READINESS

WHAT IS THE AI ADOPTION AND WORKFORCE READINESS CERTIFICATE?

The **AI Adoption and Workforce Readiness Certificate** program was designed to equip learning and development (L&D) professionals to lead artificial intelligence (AI) training across their organization. Through this course, you'll gain the literacy, skills and frameworks needed to upskill employees, integrate AI into their roles and guide enterprise-wide AI adoption. By the end of the program, you'll know how to navigate the key components of a successful AI adoption strategy.



3 HALF-DAYS



CERTIFICATE
AWARDED



VIRTUAL



SESSIONS FOR
EVERY TIME ZONE



ENGLISH
LANGUAGE

COURSE OBJECTIVES

After earning this certificate, you will be able to:



Identify organizational AI training needs and align learning solutions to support adoption and enablement strategies.



Map job roles, audiences, skills and career pathways to create AI training plans and development journeys.



Assess skills, define measurable outcomes and deliver targeted training that meets business needs.



Engage stakeholders to support AI enablement and ensure cross-functional team alignment.



COURSE OVERVIEW

Prior to the course, you'll be asked to complete a short (approximately one hour) introductory activity on using generative AI in L&D.

DAY 1

AI Basics

- Understanding generative AI mechanics and model capabilities
- Overview of hands-on AI training methods for L&D teams
- Key AI technologies relevant to L&D
- Realities and myths of AI: strengths, weaknesses and limitations

Activity: Brainstorming AI Workflow Discovery

Building Your L&D Foundation

- Common AI adoption obstacles and how to overcome them
- Addressing employee concerns about AI integration and impact

Activity: AI Readiness Assessment

Enterprise AI Strategy

- The strategic role of L&D in AI transformation

Activity: Mapping the AI Training Stakeholder Ecosystem

- Enterprise-wide AI strategy and learning framework alignment

AI for Roles and Departments

- Capturing compliance, policy and risk considerations in AI integration
- Designing training programs based on role and departmental AI training needs

Activity: Department-Specific AI Use Cases

DAY 2

Baselining Organizational Capability

- Building the business case for AI learning prioritization
- AI-related functions, needs and gap analysis
- Adapting the AI literacy framework to organizational strategy

AI Capability at the Individual Level

- Goals and methods for AI competency baselining
- Developing and administering effective AI skills assessments
- Applying AI learning journeys and use case mapping to any functional role or department

Measurement, KPIs and Metrics for AI Initiatives

- Setting organizational and individual AI training goals
- Managing AI-driven training metrics, objectives and key results (OKRs) and return on investment (ROI)

Activity: AI Adoption Metrics

Developing AI Training Programs

- Training Program Lifecycle Overview
- Assessing learner group readiness for AI adoption training
- Structuring AI literacy programs across roles
- Evaluating capabilities to develop impactful AI training for employees

Activity: AI Enablement Program Planning

DAY 3

Coaching Leaders and Managing AI-Driven Change

- Strategies for leading AI transformation and overcoming resistance
- Change management for AI training programs and initiatives
- How to talk to senior leadership about AI strategy
- Designing learner engagement and AI adoption strategies
- Developing learner sentiment analysis surveys

Activity: AI Change Management Scenario Planning

AI Compliance and Regulatory Considerations

- Navigating AI regulations and compliance frameworks
- Impact of AI policies on the workforce and corporate training programs
- Governance best practices for enterprise AI learning strategies
- Case studies in regulated industries

Activity: AI Ethics and Governance Policy Socialization

AI in the L&D Workflow

- AI-powered job aids in L&D departments
- AI-assisted learning journey design and content creation

Activity: Multi-Tiered AI Training Curriculum Design

Stakeholder Enablement and Engagement Strategies

- Stakeholder priority matrix
- Conducting stakeholder surveys to uncover resistance and build psychological safety
- Using AI to create effective communication plans

Activity: Cross-Functional AI Community Building

Course Conclusion and Action Planning

- Key takeaways and reflections
- Action planning to accelerate AI adoption and workforce readiness
- Next steps for driving enterprise-wide AI enablement

Workbook: You will receive a companion workbook to be used in the course and for personal use.



WHO IS IT FOR?

The AI Adoption and Workforce Readiness Certificate is ideal for anyone who works in learning, training, talent development or corporate education who has been tasked with organization-wide AI upskilling.

RELATED COURSES

Training Industry Courses offers several related courses to help complete your development. The list below represents courses that specifically relate to the principles you'll learn in the AI Adoption and Workforce Readiness Certificate program:

RELATED COURSES

- [Certified Professional in Training Management \(CPTM™\)](#)
- [AI Essentials for Training Managers Certificate](#)
- [Internal Consulting Certificate](#)

Don't see what you're looking for?

Training Industry's professional development consultants are available to discuss this program and other development opportunities. [Contact us](#) or schedule a call directly [here](#).

WHY DID TRAINING INDUSTRY CREATE THIS PROGRAM?

Training Industry created the AI Adoption and Workforce Readiness certificate to help close the growing gap between AI adoption expectations and the limited training most employees receive. While many organizations are eager to implement AI, much of the workforce lacks the knowledge and confidence to use it effectively, which can hinder business impact.

This course equips learning leaders to design effective training programs that build AI literacy across their workforce, while also guiding them in managing the cultural and operational changes that come with adoption. By doing so, it ensures organizations can realize the full potential of AI while preparing their workforce for the future of work.

HOW DOES IT WORK?

This certificate program spans 13.5 hours and is completed online, over three, four-and-a-half-hour days in a live, virtual instructor-led class. By the end of the program, you'll be able to navigate the key components of an enterprise AI adoption strategy.

Your **instructor** will use their own real-world perspectives and experiences to ensure the course is rooted in foundational best practices and will guide you through the learning process, both facilitating and assessing your learning throughout the course to ensure you earn your certificate by the end of the program.

WHAT'S THE COST?

The AI Adoption and Workforce Readiness Certificate program costs **\$1,695**, which includes:

- Unlimited access to the course materials
- Participation in a virtual, live session that fits your schedule
- An awarded certificate

Click [here](#) to browse the available session dates and times.

REGISTER NOW

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LEARN MORE



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Would all or part of your team benefit from this certificate? All Training Industry Courses can be taken as a group and are designed to align your team around research-based best practices. Click [here](#) to learn more.

ABOUT TRAINING INDUSTRY INC.



TRUSTED BY WORLDWIDE ORGANIZATIONS



INTERACTIVE EXPERIENCE



RANGE OF TOPICS



GLOBAL LEARNERS

WHAT TO EXPECT FROM TRAINING INDUSTRY COURSES



Research-based courses



Instructors with expertise



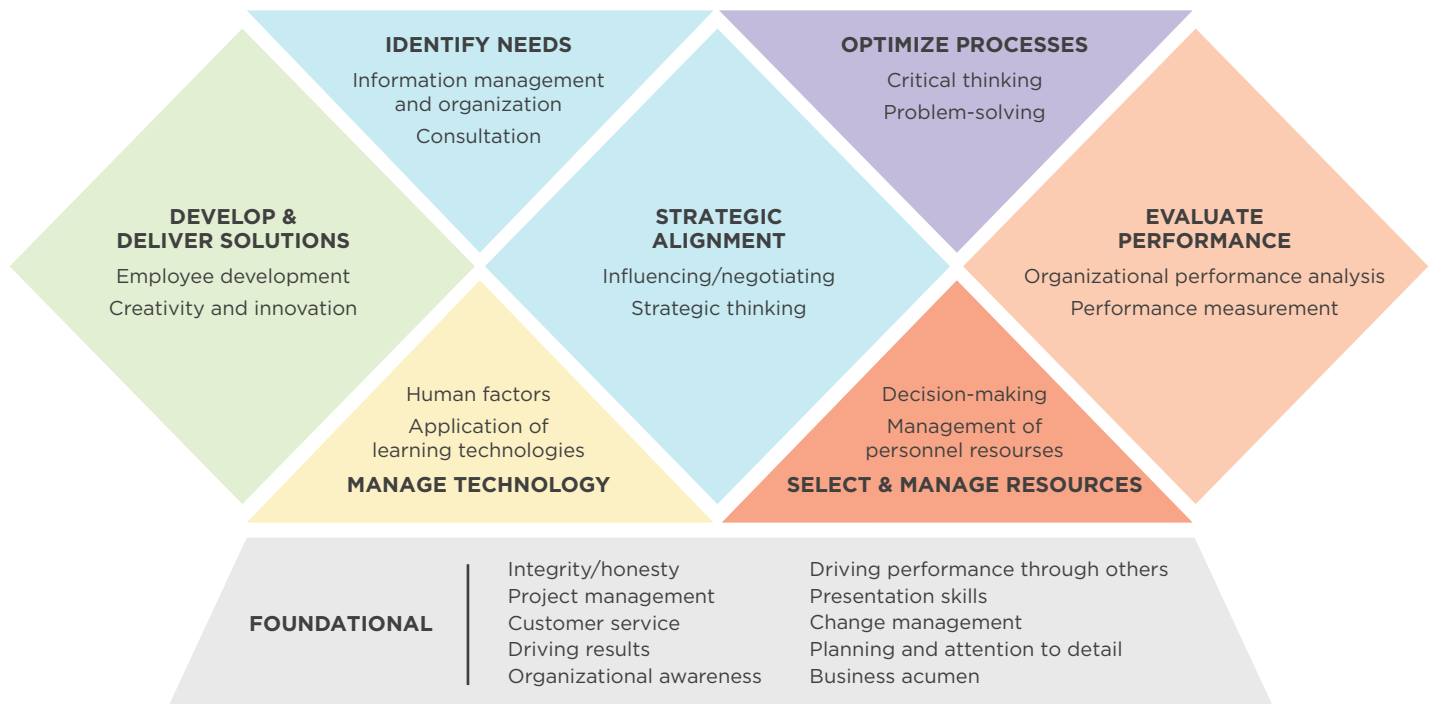
Engage with community of peers



Focused on the role of the training manager

TRAINING MANAGER COMPETENCY MODEL

All Training Industry Courses are aligned to the **Training Manager Competency Model™**.





EARN RECERTIFICATION CREDIT

This Training Industry certificate is valid for **14 PDCs** for the SHRM-CP or SHRM-SCP.

This program is eligible for **14 APTD and CPTD** recertification points from the ATD Certification Institute. The amount indicated is the maximum number of recertification points a participant can receive for this program.

This Training Industry certificate fulfills **14 CPTM** recertification credit hours.



Ready to get started?

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