

Revolutionizing L&D: Harnessing the Power of AI to Empower Tomorrow's Workforce

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PARADOX
learning



Hello!

I am **Stella**

I am a consultant, educator, startup advisor, writer, speaker, and community builder.



AI is all around us

The Daily Telegraph

AI: A force for social empowerment

Artificially constructed by using AI for common good, while addressing privacy, ethical concerns

The success of OpenAI's GPT-4, and a series of other AI models, has led to a new wave of optimism about the potential of artificial intelligence. But while the technology is being hailed as a force for good, it is also being criticised for its potential to exacerbate social inequalities and create new forms of discrimination. The debate is far from settled, but the fact is that AI is already being used to create and spread misinformation, to target vulnerable groups, and to discriminate against certain ethnicities and religions. The challenge for society is to ensure that AI is used for the benefit of all, and not just for the few. The potential of AI is vast, but it is also a double-edged sword. While it has the potential to create a more equitable and prosperous world, it also has the potential to create a more divided and unequal one. The key is to ensure that AI is used responsibly and ethically, and that the benefits are shared by all.



AI is all around us

Artificial intelligence (AI) is a branch of computer science that aims to create machines that can think and learn like humans. It has many applications, from self-driving cars to medical diagnosis. However, there are concerns about the ethical implications of AI, particularly around privacy and discrimination. AI systems are often trained on large amounts of data, which can include personal information. This raises concerns about how this data is used and whether it is being shared with third parties. Additionally, AI systems can be biased, particularly if they are trained on data that is not representative of the population as a whole. This can lead to discrimination against certain groups of people. For example, an AI system used for hiring might be biased against women if it is trained on data from a male-dominated industry. It is important to ensure that AI is developed and used in a way that is fair and equitable for all.

Puzzles
TV listings
Weather



A hand holding a small object, possibly a coin or a small toy.

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lock debate



A group of people standing in front of a sign that says 'SHUT THE DOCK MARKET'.

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Artificial intelligence will take away all jobs soon: Muhammad Yunus

NOBLE MAN Yunus is a Bangladeshi social entrepreneur, banker, economist, and civil society leader who was awarded the Nobel Peace Prize in 2006 for his concept of Grameen Banks

Saurav Roy

JAMSHEDPUR: Nobel laureate Muhammad Yunus on Sunday pressed the need of doing away with the job-seeking mentality claiming that artificial intelligence would take away all the jobs in the days to come.

"Artificial intelligence will take away all your jobs. So, you have to become an entrepreneur anyway," said the founder of Grameen banks, which changed millions of lives in Bangladesh and boosted the rural economy there by providing loans for business ventures to the poor and underprivileged.

"It is time we change our thought process about livelihood and move towards entrepreneurship as humans are born to become entrepreneurs," he added.

Yunus was speaking at the Tribal Conclave 'Samvaad',



Muhammad Yunus, addressing the Tribal Conclave organised by Tata Steel, in Jamshedpur on Sunday.

organised by the Tata Steel in Jamshedpur. On Sunday, he blamed the education system for producing youths to think and believe that they were only meant for jobs.

tribe groups from across the globe and the who's who of Tata Steel including TV Narendran, the managing director of the group.

"Thirty years ago, an illiterate village woman was ready to take up entrepreneurship and change her family's life. Today, her well-educated son wants to seek job. The education system is to be blamed," he said.

Yunus' warnings may hold relevance in India as several employees, especially from the IT sector, were sacked earlier this year during a spell of mass layoffs. Unemployment has been a growing concern here and Prime Minister Narendra Modi's government at the Centre too has been promoting entrepreneurship for livelihood.

He said that the current generation of youths was spoilt and that he was the first generation to have access to the best of technology. It was time the generation used

SEE PAGES 18-19

A.I. 'COULD WIPE OUT HUMANITY'

Threat 'as bad as nuclear war' MUST be tackled, say tech bosses

By Victoria Allen Science Editor

ARTIFICIAL intelligence could wipe out humanity, industry leaders warned yesterday.

The threat on a par with that posed by nuclear war and pandemics, and as dangerous as climate change, AI was named by more than 300 experts at Google DeepMind, OpenAI for the risk from AI to be a 'global priority'.

It was signed by more than 300 experts, including Geoffrey Hinton, the 'Godfather of AI' who trained DeepMind's AlphaGo, and Andrej Karpathy, a leading AI researcher at OpenAI.

The report, titled 'AI Safety: A Call to Action', says that AI poses a 'unique and potentially catastrophic risk to humanity'.

It calls for a 'global effort' to ensure that AI is developed and used in a way that is safe and secure for all.



Academic at Oxford Union with 3 bodyguards ... price of

Cleverly backs Kyiv over Moscow strikes

Ukraine has a right to be taken into the hands, the French government said, and it is not a question of whether it is a 'strategic choice' or not.

The French government said that it is not a question of whether it is a 'strategic choice' or not.

Asda boss hits caps on food prices

Asda boss hits caps on food prices



How long do you think the concept of AI has been around?

- ☐ 5 years
- ☐ 10 years
- ☐ 20 years
- ☐ 40 years
- ☐ 70 years



I.—COMPUTING MACHINERY AND INTELLIGENCE

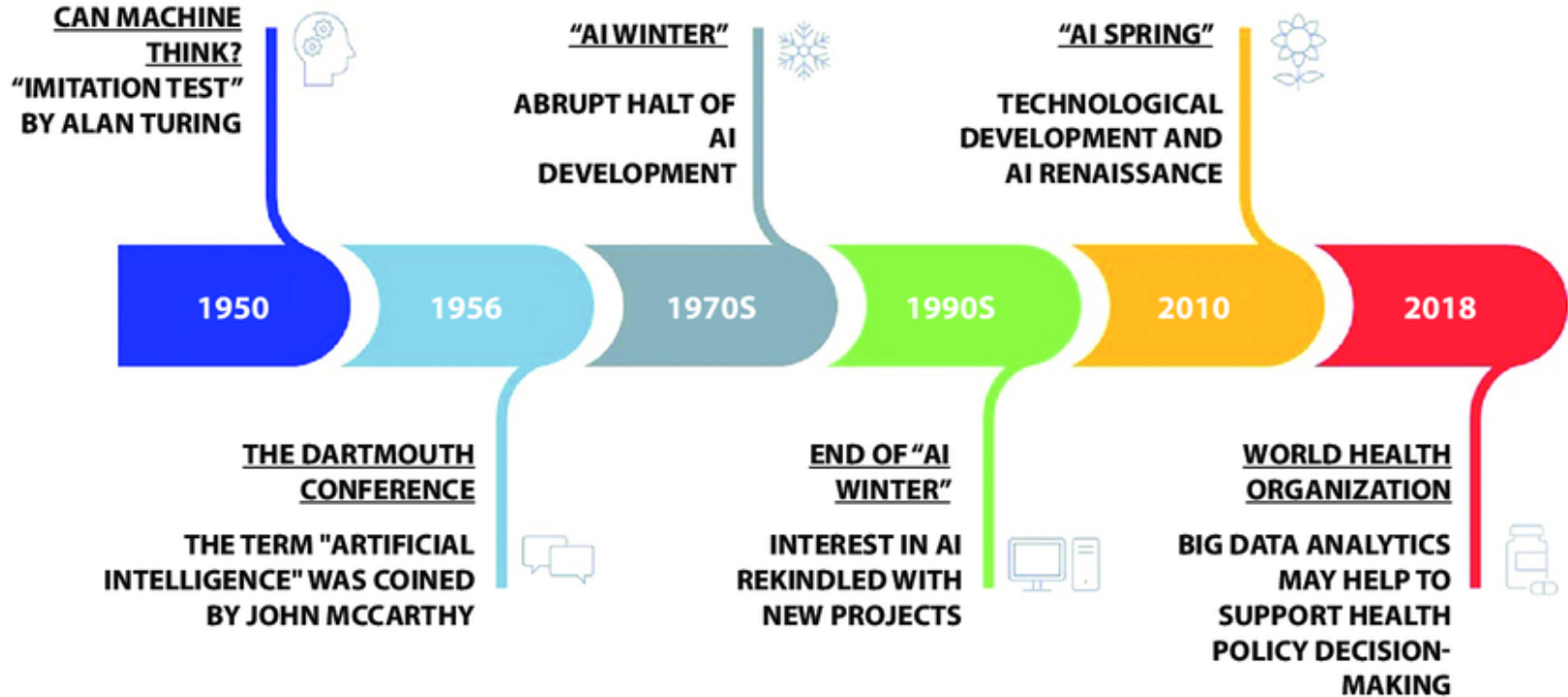
BY A. M. TURING

1. *The Imitation Game.*

I PROPOSE to consider the question, 'Can machines think?' This should begin with definitions of the meaning of the terms 'machine' and 'think'. The definitions might be framed so as to reflect so far as possible the normal use of the words, but this attitude is dangerous. If the meaning of the words 'machine' and 'think' are to be found by examining how they are commonly used it is difficult to escape the conclusion that the meaning and the answer to the question, 'Can machines think?' is to be sought in a statistical survey such as a Gallup poll. But this is absurd. Instead of attempting such a definition I shall replace the question by another, which is closely related to it and is expressed in relatively unambiguous words.

The new form of the problem can be described in terms of

TIMELINE DIAGRAM OF ARTIFICIAL INTELLIGENCE HISTORY



Source: Bellini, Valentina & Cascella, Marco & Cutugno, Franco & Russo, Michele & Lanza, Roberto & Compagnone, Christian & Bignami, Elena. (2022). Understanding basic principles of Artificial Intelligence: a practical guide for intensivists. Acta bio-medica : Atenei Parmensis. 93. e2022297. 10.23750/abm.v93i5.13626.



Concerns for L&D

While dealing with all the changes, we are also concern about multiple issues:

- Budget cut/tight resources
- Looming recession/rounds of layoff
- Finding our place/proving our values
- The sense of urgency to keep up with changing technologies and practices





How do you feel about AI?

- ⦿ Optimistic
- ⦿ Pessimistic
- ⦿ A bit of both

Job and Skill Displacement

The fear of job and skill displacement is not unfounded.

- Jobs will be displaced – the impact of most technologies on the job is expected to be a net positive over the next five years
- Skills will change – 44% estimated to be disrupted in the next five years
- The top three core skills are analytical thinking, creative thinking, and technological literacy



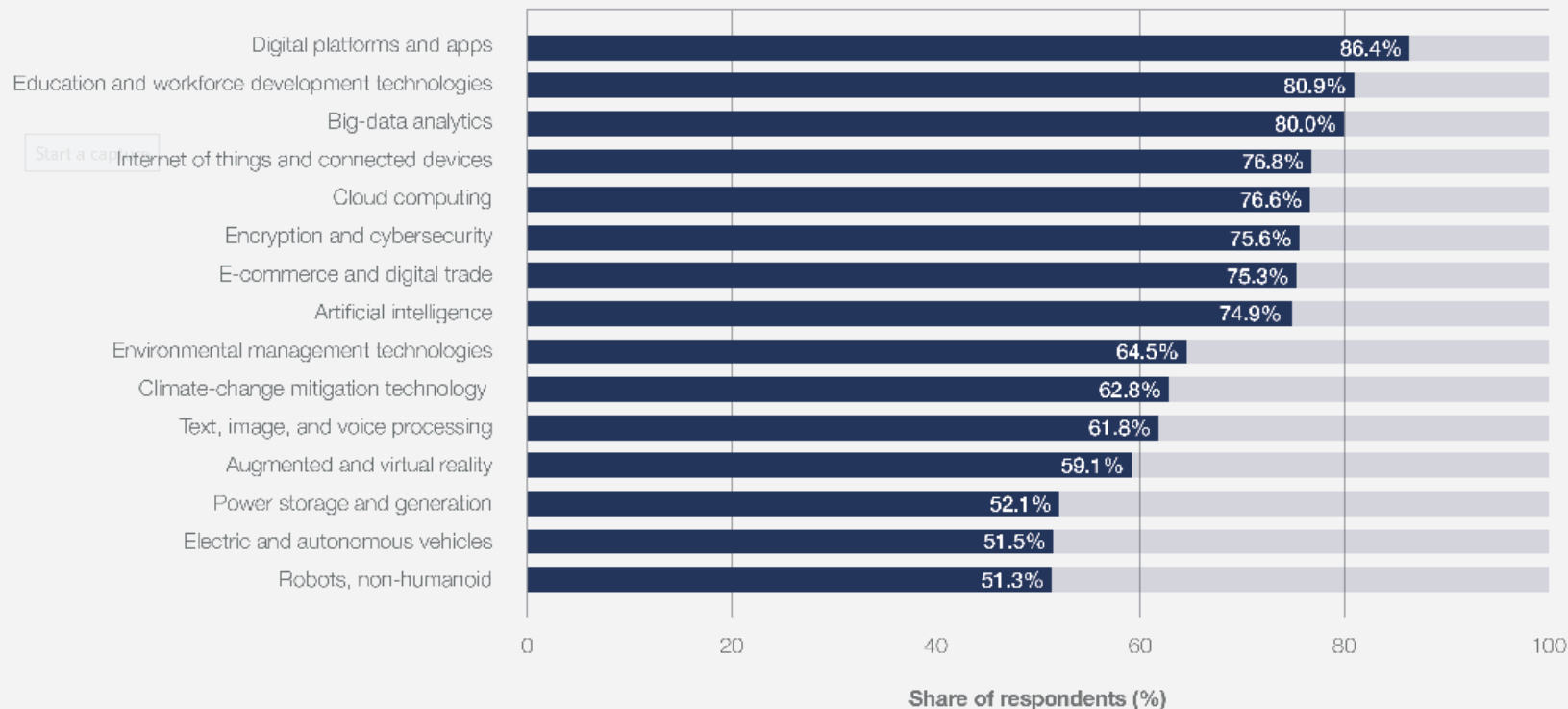
Core Skills

Core skill for workers in 2023



Technology Adoption, 2023-2027

Technologies ranked by the share of organizations surveyed who are likely or highly likely to adopt this technology over the next 5 years



Source

World Economic Forum, Future of Jobs Survey 2023.

Job Impact Index

The website There's An AI for That provides a job impact index plus a break down of tasks for each job that AI can do.

Sign in to save AIs for later (it's free!)

THERE'S AN AI FOR THAT

8,584 AIs for 2,278 tasks and 4,847 Jobs.

Sponsor: [Jurny: AI Powered Hospitality.](#)

100,337 searches today

Find AIs using AI

The #1 AI aggregator. Updated daily. 2M+ users/mo.

Sign in to save YouTube TikTok School Companionship

SEO Summaries Chatbots Music Funny

★ Featured 🔍 Today 📅 Most saved ⌵ Timeline ⭐ Get featured 📁 Job Impact Index 👤 Community 📧 Subscribe ⚙️ 📌

MyAskAI
Chatbots
Free + from \$19.99/mo 📌 24

Zipscore
Market analysis
Free + from \$9/mo 📌 25 🗨 1 ⚡ 5.0

Sphinx Mind
Marketing analysis
From \$25/mo 📌 17 ⚡ 5.0

Agent4
Call answering
Free + from \$10 📌 186 🗨 3 ⚡ 9.7

🏠 / Job Impact Index / Curriculum Designer

Curriculum Designer

AI Impact 60% Tasks 1,189 AIs 5,188

Generated by ChatGPT

A Curriculum Designer is responsible for developing effective and engaging educational programs and courses. They work closely with subject matter experts to design materials that facilitate learning, ensure alignment with educational standards, and promote student success.

The ideal candidate should have a keen eye for detail, instructional design skills and experience in curriculum development.

Tasks			
#	Task	AI Impact	AIs
> 1	Sales trainings	95%	1
> 2	Speaking assignments	95%	1
> 3	Employee engagement	90%	3
> 4	Learning tools	88%	1
> 5	1-on-1 meetings	80%	1
> 6	Conversation support	80%	1
> 7	Interview preparation	80%	26
> 8	Sales training	80%	4
> 9	Conversation skills	75%	1
> 10	Goal completion plans	75%	1
> 11	Motivational coach	75%	1
> 12	Personal development	75%	3
> 13	Time management	75%	1
> 14	Business data	70%	1
> 15	Conversation improvement	70%	1
> 16	SigmaOS assistant	70%	1

**We need to
understand the AI
landscape**



AI application for L&D

Dynamic, changing, and competitive landscape with multiple key players:

Big tech companies



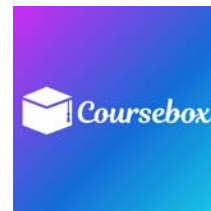
Large providers of educational content



Existing Edtech vendors with added AI-components



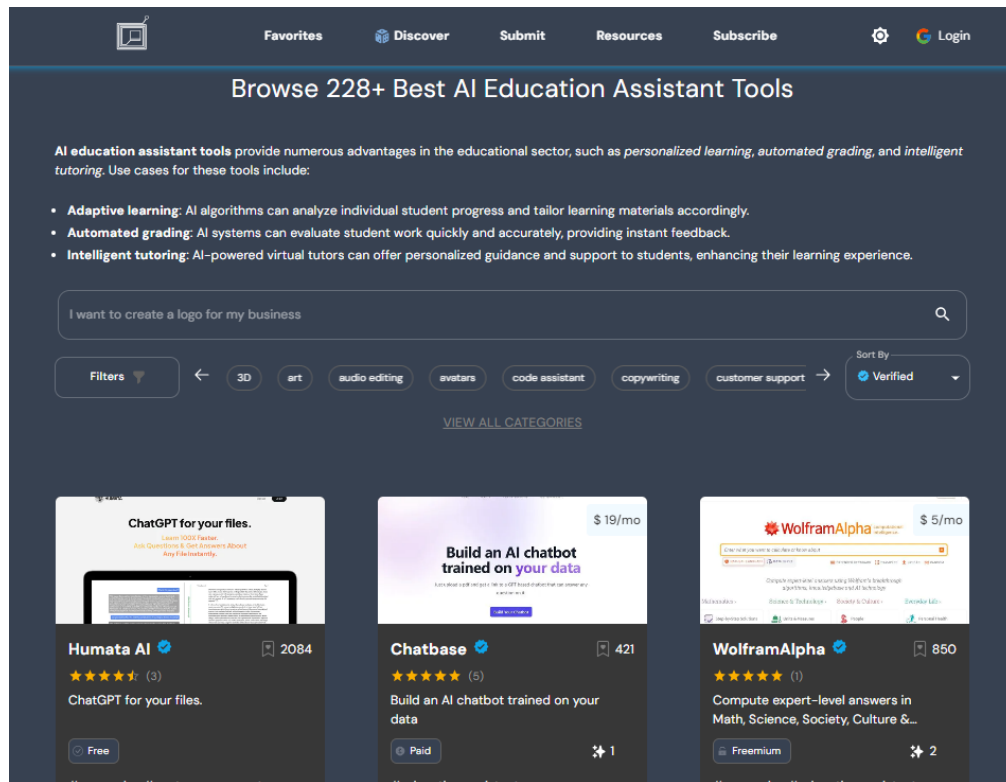
EdTech/ AI startups





AI Repositories

Futurepedia, one of the popular AI tool repository sites, listed over 228 educational tools, and that number is increasing weekly or even daily. The site has a total of 7,579 AI tools.



Source: <https://www.futurepedia.io/ai-tools/education-assistant>



AI Tools for Learning

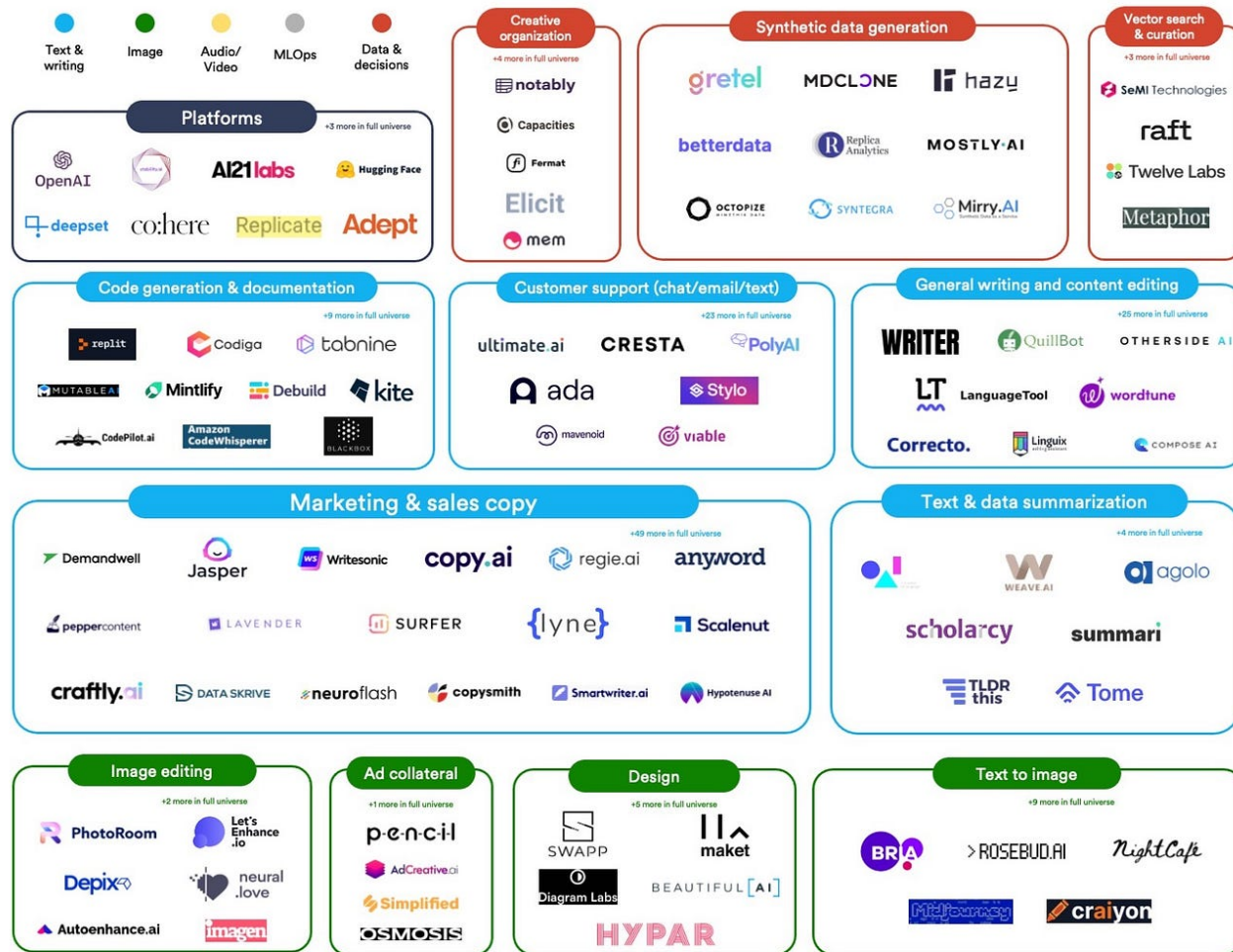
But it is not always obvious to know which tool is designed for education

change since 2022	TOP 100	Tool	Description
same	1	YouTube	video hosting and sharing platform
up 1	2	Google Search	search engine
up 1	3	Microsoft Teams	enterprise collaboration platform
new	4	ChatGPT	AI chatbot that understands and generates natural language text
down 3	5	PowerPoint	Microsoft's presentation software
up 1	6	LinkedIn	professional social network
up 3	7	Wikipedia	online encyclopaedia
same	8	Word	Microsoft's documentation software
down 3	9	Google Docs & Drive	office suite/file sharing platform
down 5	10	Zoom	video meeting platform

Source: <https://toptools4learning.com/>

BASE10 TREND MAP: GENERATIVE AI

Companies are grouped based on medium produced and segmented by use case within each medium. Companies that offer products across segments are grouped in the segment of the core product offering.



Base10

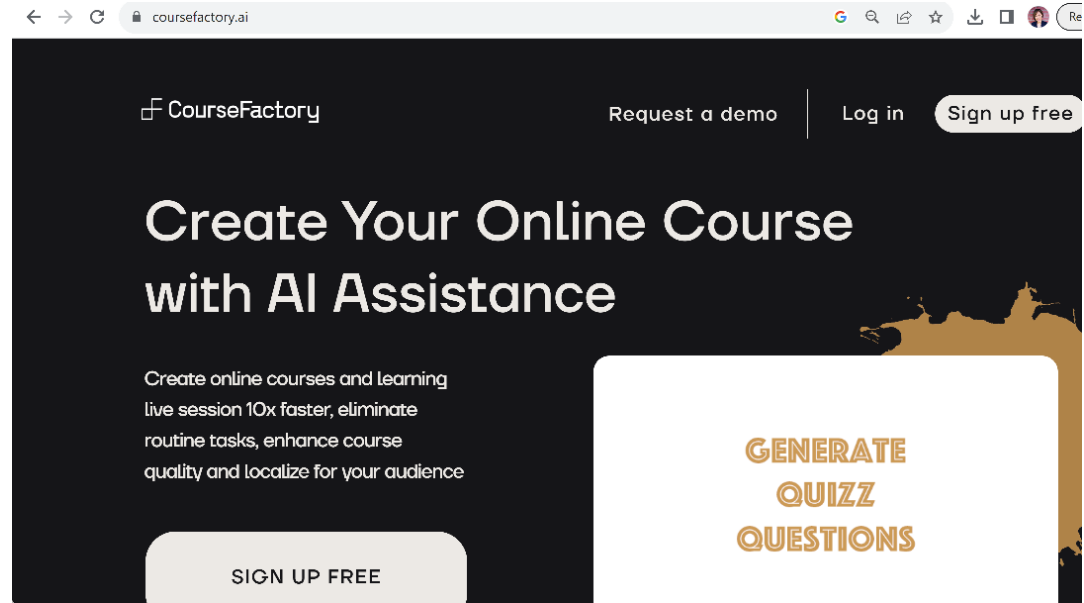
Source: <https://medium.com/data-science-rush/generative-ai-landscape-3d2a4596020f>

Use Case 1– Course Factory

CourseFactory is a platform that allows users to create and manage online courses.

AI for content generation

- Create learning objectives
- Create content
- Collaborative team work





AI Literacy: A Comprehensive Course for Educators

Copilot: Available for new tasks

TRANSLATE ▼



EXPORT ▼

SETTINGS

ABOUT

LEARNING OUTCOMES

STRUCTURE

ASSIGNMENTS

CONTENT

Global actions with structure

[Add custom instructions](#)

REGENERATE ENTIRE STRUCTURE

COURSE LEARNING OUTCOMES

A

Articulate and define commonly used AI terminology such as 'training data', 'algorithm', 'generative AI', 'hallucinations', etc.

Support

COURSE STRUCTURE



1

AI Fundamentals

A1 A2 A3 A4



1.1

Understanding Basics of AI

A1 A2 A3 A4



1.1.1

🎥 Introduction to AI

A1 A2



This video introduces the basics of AI, its terminologies and applications.

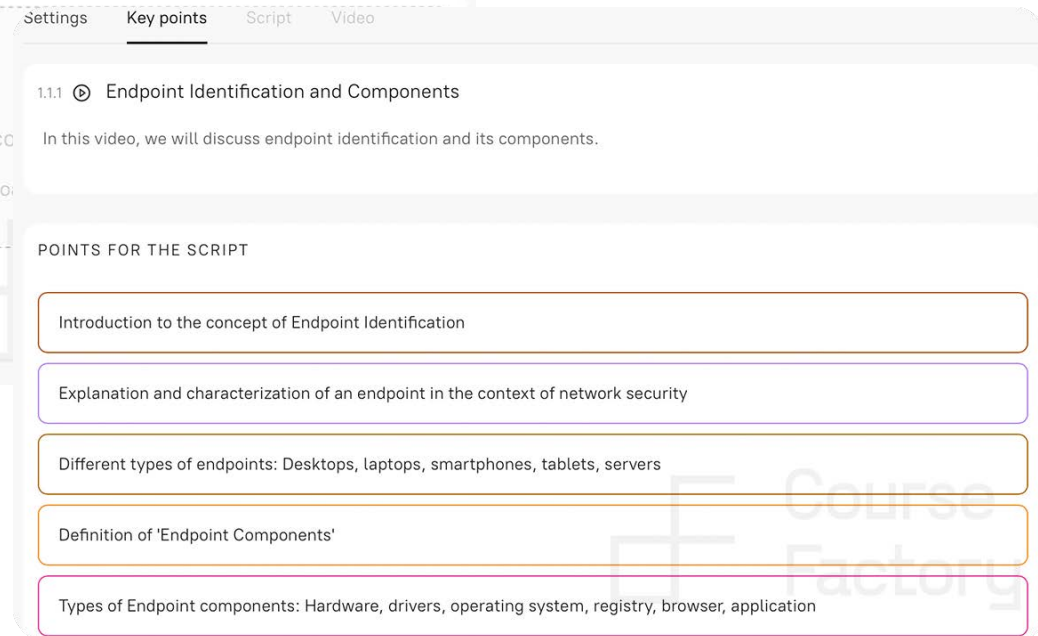
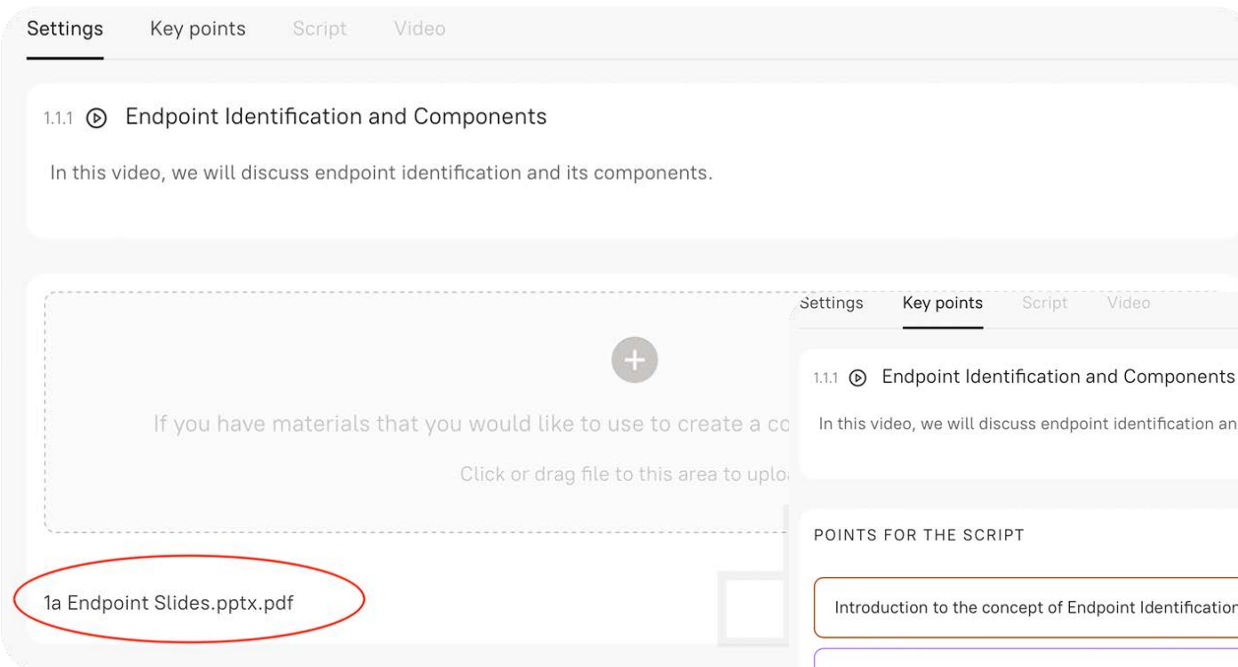
1.1.2

📖 Training Data in AI

A1



This reading discusses the significance of training data in AI.



Source: <https://www.linkedin.com/pulse/coursefactory-digital-gate-streamlining-cyber-security-education/>

1.1.1 ▶ Endpoint Identification and Components

In this video, we will discuss endpoint identification and its components.

SCRIPT

Hello everyone, and welcome to our Cyber Security Mastery program. In this video, we will discuss endpoint identification and its crucial components.

The term 'Endpoint' in the context of network security refers to any computer or device that connects to a network. And at each end of an information flow, you find an endpoint – the start or end of a line. And the types of endpoints could range from desktops, laptops, smartphones, and servers.

Let's get into Endpoint components. There are a couple of critical components including Hardware, Drivers, and Firmware. The Hardware represents the physical components like the CPU, the memory, or the hard drive. This is where the actual computation happens without the help of Drivers which serve as translators. They align the hardware system to work together efficiently and optimally.

Source: <https://www.linkedin.com/pulse/coursefactory-digital-gate-streamlining-cyber-security-education/>

v1 from 24th August 2023, 12:58



In this video

- What is an endpoint?
- Endpoint components
- Endpoint software
- Security risks
- Security updates and patches



1X



0:09 / 5:11



Use Case 2 – LinkedIn Recruitment and Learning

AI-powered recruitment and coaching

- Personalize recruitment by setting goals and targets
- Leverage LinkedIn metadata
- Provide real-time, tailored nudge
- Recommend content and provide advices
- Summarize insights



Welcome back, Camilla



Find me a senior growth marketing leader near our offices who has worked at high growth companies

9/7/2000



Continue your recent work

Sales executive
Chicago, Illinois, United States · June...

1d ago

Search
Job title: Senior buyer...

2d ago

Recent project activity

Suggested projects ▾

Last used by me ▾

Senior buyer
San Francisco Bay Area · Created 8d ago · 62 candidates

On track for the hiring goal progress. [Learn more](#)

Latest activity

Upcoming

Reminders

July 27
Phone si
11:00am -
Can

July 28
Phone si
11:30am -
Feli

July 29
Reminde
Joh

July 31
Phone si
11:30pm -

Create a project



Recommendations for your project

Link a related job from your ATS
Connecting a job will help target your search results and recommendations.

Save previously engaged candidates to pipeline
Add candidates that have accepted InMails for similar roles in the past year.

The Director, Growth Marketing role from your ATS has been linked to this project.

Your project has also been updated with:

- Marketing Director job title
- Customer Acquisition and Market Research skills

Type a new request

Project details

Edit

Project name Senior Growth Marketing Leader
Company hiring for Runtix
Project visibility Public - all members on the contract will have access.
Linked job from ATS Director, Growth Marketing

Ideal candidate criteria **Recommended**

Edit

This information is private to your organization and helps us provide more relevant search reports and recommendations for your role. If you post a job, you'll be able to edit its details separately. [Learn more](#)

Job titles Growth Marketing Leader, Marketing Director
Seniority level Senior
Workplace type Hybrid
Job locations San Francisco Bay Area, New York City
Employment type Full-time
Skills Growth Marketing, New Business Development, Lead Generation, Digital Marketing, Customer Acquisition, Market Research

Based off your request, companies with high growth will be added to the search query when the project is created.

Hiring plan

Create project

Learn with AI

Hi Puja, I offer AI-powered coaching that can help you improve as a **leader** or **manager** at Freshing. Ask me about specific challenges you're facing at work and I'll gather advice and examples from the LinkedIn Learning library that can guide you.

Your conversations will not be shared with your company.

Responses will be personalized based on:



Current role: Product Marketing Manager

Career goal: Grow and advance in your role

Skills followed: Marketing Strategy, Digital Marketing, and 11 more

Not sure where to start? Try these examples:

- How can I deliver constructive feedback?
- How can I delegate tasks and responsibility effectively?
- What strategies can I use to enhance my professional brand?

This experience is powered by AI and mistakes are possible. Please be sure to verify information before relying on it. **Learn more** about the terms that apply to the data you input with this feature.

**We need to know
the challenges and
limitations of AI**





Common Challenges

Unequal Access

While some learners may have the financial resources to access advanced AI technologies, others may be left at a disadvantage.

Geographical Disparity

Some jurisdictions impose restrictions or bans on certain AI technologies, limiting their potential benefits for learners.

Reliance on Data Sources

AI tools are only as good as the data sources they are trained on. But it is not always possible to control, review, and edit data sources.

Labor-intensive Nature of AI

The development and maintenance of AI tools often involve significant manual labor.

Lack of Regulation and Policy

The rapid advancement of AI tools has outpaced the development of comprehensive regulations and policies.

Different Skillsets and AI Literacy

Effectively utilizing AI tools in education demands a new set of skills and AI literacy from educators and learners alike.

A hand is shown holding a large, stylized blue question mark. The question mark has a thick blue outline and a lighter blue fill. The hand is positioned behind the question mark, with the thumb and index finger visible. The background is a blurred image of a person in a white lab coat.

**We need to develop
AI Literacy**



The 7 key focus areas for AI Literacy:



Source: <https://paradoxlearning.com/resources/>

Break down of each competency:

	Level 1 - Introductory	Level 2 - Intermediate	Level 3 - Advanced
AI Fundamentals	- Define commonly used terminology such as “training data”, “algorithm”, “generative AI”, “hallucinations”, etc. - Describe the distinctions between AI, machine learning, deep learning, and other subfields	- Identify major milestones, key techniques, and contributors in the development of AI - Review foundational AI research papers, policies, or projects and summarize the findings	- Explain the fundamental idea behind how machines “learn” and the role of algorithms in this process - Evaluate the strengths, weaknesses, and best-use cases for various AI algorithms
Data Fluency	- Identify the context in which data was collected and where it was sourced - List potential sources of bias or misrepresentation in datasets	- Evaluate the completeness, consistency, timeliness, accuracy, and relevance of data - Cleanse and normalize data to suit specific analytical needs - Utilize basic tools and software (like Excel or Python libraries) to perform data analysis	- Design and create effective visualizations tailored to the data type and intended message, using tools like Tableau, Power BI, or Python libraries - Engage in discussions, debates, or decisions, using data as a foundation to influence outcomes and drive informed decision-making
Critical Thinking and Fact-Checking	Describe the context in which AI information is presented	Compare and contrast content outputs and interpretations from	Utilize specialized tools and databases to fact-check AI claims

“Some people call this artificial intelligence, but the reality is this technology will enhance us. So instead of artificial intelligence, I think we’ll augment our intelligence.”



“

Ginni Rometty, former CEO of IBM



Thanks!

*Any **questions** ?*

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