

Upskilling your IT team on AI

The decision memo: turn scattered, risky AI usage into a collective, governed and measurable capability. To present to your committee.

1 · The cost of inaction

- **Shadow AI** — company data in consumer tools, outside any confidentiality contract.
- **Lost productivity** — the output gap between "knowing how to brief" and "talking to the AI" adds up in person-days.
- **AI Act exposure** — without literacy, high-risk uses go unspotted until the audit.
- **Competence debt** — the gap widens with organizations that trained; hiring alone won't close it.

2 · Why generic fails — the per-profile approach

An IT team is heterogeneous (CIO, project manager, PO, BA, data, architect, DevOps, dev). One MOOC speaks to everyone, so to no one — it goes unfinished. IAPLC generates content from each learner's profile: same concepts and framework, anchored in THEIR daily work. Result: engagement and completion.

GENERIC MOOC

- Identical content for all
- Off-the-shelf examples
- Low completion
- No measure of the real

IAPLC · GENERATED PER PROFILE

- Role-anchored path
- Gamified micro-levels
- Entry/exit positioning
- Attendance tracking

3 · What you steer (indicators)

- **Entry positioning** across 5 competencies: analyze · select · design · govern · steer.
- **E-learning attendance** & completion — proof of engagement.
- **Entry → exit delta** per competency — proof of effectiveness.
- **Professional deliverable** per learner — a project applied to your organization.

4 · Format & funding

8-12 min micro-levels asynchronously (≈ 90 min for the core) + synchronous sessions for the certifying bootcamp. The approach sits within a quality framework that opens funding through the usual corporate training schemes. Rollout without freezing the teams' calendar.

5 · Roll out in 5 steps

- 01 Frame** — audiences, objectives, target competencies, schedule.
- 02 Position** — each learner takes the entry diagnostic.
- 03 Run** — profile-generated path at their pace + synchronous milestones.
- 04 Measure** — attendance, competence delta, professional project.
- 05 Anchor** — debrief, action plan, usage governance.