

Skills gaps can become performance gaps



University of Phoenix
Workforce Solutions

AI is reshaping work — and exposing the limits of traditional learning and development.



Why it matters

When skills lag, performance can suffer.

- Development may not align with business needs
- Skills gaps can show up as delays, rework and inconsistent quality
- Teams need faster, clearer ways to build job-relevant capabilities
- Training libraries alone may not close capability gaps



What's driving the urgency

Work is changing fast, thanks to:

- AI-driven task changes
- Rapid shifts in role expectations
- New manager demands
- Limited visibility into skill readiness



Why traditional L&D may fall short

Training content doesn't equal capability.

- Completion data shows effort, not applied skill use
- Learning can often be disconnected from real work
- Leaders can't address skills gaps they can't see



Ready to rethink workforce development?

See how we can help you keep pace with change.

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