



Bringing clarity to skills planning

Team development isn't just about training. It's about building a strategy to help prepare your team for the future. That type of planning starts with visibility.



Effort alone may not be enough to close skills gaps

Skills can support performance and adaptability, and many organizations invest in development programs with that goal. **Even so, leaders may still struggle to answer some basic but critical questions:**

- Which roles are most sensitive to skill change?
- Where are gaps emerging?
- Which skills align with current priorities?

The challenge often isn't a lack of effort, but a lack of clarity. Without consistent visibility into how development aligns with organizational needs, decisions can end up relying on assumptions or delayed signals. That makes it harder to prioritize effectively and act in time.



Learning data isn't the same as skills insight

Development programs often track activity, like:

- Courses completed
- Time spent
- Content usage

While these signals reflect participation and effort, they may not clearly indicate capability, application or proficiency. As roles evolve, the gap between learning activity and actual readiness can widen.

LEARNING ACTIVITY → *Partial view*
SKILL VISIBILITY → *Broader context*



Planning starts with a clear baseline

Decisions about which skills to build next depend on how clearly current capabilities are understood. A shared skills framework can provide a common language across roles and functions. When that baseline is incomplete or inconsistently applied, future planning can become less clear.

This can make it harder to determine:

- Which skills to prioritize
- Where development could have the greatest impact
- Which roles may be more exposed as requirements change



How visibility helps

Before expanding programs or adding new content, it helps to understand the current skills landscape: what exists today, where gaps may be forming, and how needs differ by role or context. This is where AI skills intelligence can offer support. It helps surface patterns and gaps that may be difficult to identify manually, adding clarity to workforce planning and development.

AI skills intelligence doesn't replace learning initiatives. It helps inform where attention to learning may be most useful.



What skills insight can support

With clear visibility, leaders may be better equipped to:



Prioritize development discussions and investments



Align perspectives across HR, managers and executives



Identify potential areas of risk earlier



Approach skills-related decisions with greater confidence

This shift is less about adding more programs and more about improving the information used to guide them.



Explore how University of Phoenix can support informed workforce planning.

phoenix.edu/workforce-solutions/ai-skills-intelligence