Category

Data & AI

AI Workforce Reskilling & Role Redesign Playbook

Redesigning roles around what AI actually changes, then reskilling for the role that results

- Practitioner
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- Administrator
- 09 November 2021
- 3 minute(s)

Overview

A framework for AI-driven workforce reskilling and role redesign — starting from genuine role redesign based on how AI changes the nature of work, then building targeted reskilling programs for the redesigned role, rather than reskilling employees generically before knowing what the future role actually requires.

Shouldn't reskilling start immediately, given how fast AI

capability is evolving? Reskilling without first clarifying the redesigned role risks training employees for skills that don't actually match what the AI-augmented role will require — role redesign should come first, even if it takes more upfront time, so reskilling investment

targets genuine future role requirements rather than generic AI literacy.

How specific should role redesign be before reskilling begins?

Specific enough to identify concrete skill requirements — not just "AI literacy" broadly, but the specific judgment, oversight, or technical skills the redesigned role genuinely requires, which reskilling can then target directly.

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