# AI is transforming UK workplace training



Artificial intelligence is reshaping the UK workforce, marking a pivotal shift for businesses across all sectors. With rapid technological change, the World Economic Forum estimates that by 2030, 60% of the global workforce will need significant upskilling—a clear sign that most employees must adapt to stay relevant.

Traditional training methods, often rigid and impersonal, no longer meet the demands of today’s economy. AI offers a more dynamic alternative, enabling personalised learning tailored to individual roles, behaviours and performance. By analysing vast datasets, AI can deliver training that is both engaging and effective, moving beyond a one-size-fits-all approach.

This need is especially acute in sectors like healthcare, retail and public services. In the NHS, where technology plays a growing role in patient care, there is rising demand for staff with strong digital skills. AI-led training can rapidly equip employees with the tools they need, improving both individual and organisational outcomes.

Small and medium-sized enterprises face particular challenges, with 55% lacking the capacity to offer conventional training. AI helps level the playing field, making personalised development accessible even to resource-constrained businesses. This can boost staff retention and contribute to wider economic resilience.

Government-backed initiatives such as Skills Bootcamps and Local Skills Improvement Plans are helping to address national skill gaps. AI can enhance these programmes by providing predictive insights that identify where training is most needed and reveal untapped talent within organisations. This allows for smarter workforce planning and a more strategic approach to development.

Early adopters of AI-driven training are already seeing the benefits—greater agility, stronger talent pipelines and improved business performance. As skill requirements shift rapidly, the concept of “skill fluidity” is becoming essential, particularly in fields like technology and consulting. AI can also surface hidden or overlooked abilities in workers, unlocking potential that may otherwise go unnoticed.

With pressure mounting to show return on upskilling investments, businesses are turning to AI tools that track learning and tie it to strategic goals. AI is not just changing how training is delivered—it is redefining what upskilling means.

To remain competitive, training must become a continuous, personalised process embedded in everyday work. Embracing AI in this effort is no longer optional. Done right, it will bridge the gap between talent and opportunity, strengthening the UK’s position as a leader in workforce development and responsible innovation.

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## Bibliography

1. <https://www.onrec.com/news/opinion/how-ai-is-transforming-workforce-reskilling-in-2025> - Please view link - unable to able to access data
2. <https://www.weforum.org/press/2021/01/investment-in-upskilling-could-boost-global-gdp-by-6-5-trillion-by-2030/> - A World Economic Forum report highlights that investing in upskilling and reskilling workers could add at least $6.5 trillion to global GDP by 2030. The initiative aims to equip individuals with skills for the Fourth Industrial Revolution, boosting productivity and creating new jobs. The report underscores the urgency of large-scale upskilling to address job losses due to automation and digitisation, emphasising the need for new investments in future jobs and education systems to prepare young people for the evolving economy and society.
3. <https://www.weforum.org/press/2025/01/future-of-jobs-report-2025-78-million-new-job-opportunities-by-2030-but-urgent-upskilling-needed-to-prepare-workforces/> - The World Economic Forum's Future of Jobs Report 2025 reveals that technological advancements and demographic shifts are projected to create 170 million new jobs by 2030, while displacing 92 million others, resulting in a net increase of 78 million jobs. The report highlights the critical need for upskilling and reskilling to address the skills gap, with nearly 40% of skills required on the job set to change. It calls for collective action from businesses, governments, and educational institutions to prepare the workforce for these changes.
4. <https://www.weforum.org/press/2020/01/the-reskilling-revolution-better-skills-better-jobs-better-education-for-a-billion-people-by-2030/> - The World Economic Forum's Reskilling Revolution initiative aims to provide better education, skills, and economic opportunities to 1 billion people by 2030. The initiative focuses on upskilling workers in high-demand domains such as data science, technology, business, and soft skills. It involves partnerships with various organisations, including Infosys, LinkedIn, ManpowerGroup, PwC, and Salesforce, to deliver training and development programmes that equip individuals with the skills needed for the future economy.
5. <https://www.weforum.org/agenda/2023/04/growth-summit-2023-by-2030-1-billion-people-will-be-equipped-with-the-skills-of-the-future/> - The World Economic Forum's Reskilling Revolution aims to equip 1 billion people with the skills of the future by 2030. The initiative focuses on addressing the challenges posed by rapid technological advancements and demographic shifts, which are transforming labour markets and skills expectations. It emphasises the need for continuous learning and requalification to ensure individuals are prepared for the evolving job market, highlighting the importance of skills as the 'common currency' driving upskilling and reskilling efforts.
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