



Simmons Learning Solutions

INNOVATE, LEARN, GROW

Strategic Guide: Leveraging AI When L&D Budgets and Headcount Are Cut

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Executive Summary

In today's fast-paced, ever-evolving workplace, Learning and Development (L&D) teams are under mounting pressure to deliver high-impact training faster, more efficiently, and often with limited resources. Traditional training development cycles—weeks spent scripting, designing, and building content—are no longer sustainable in environments that demand agility and adaptability. Fortunately, Artificial Intelligence (AI) is transforming the L&D landscape, enabling teams to accelerate content creation, personalize learning experiences, and streamline operations without sacrificing quality.

This white paper explores six powerful ways AI can revolutionize your training strategy—from rapidly developing content and designing adaptive learning paths to automating administrative tasks and delivering real-time learning support. By strategically integrating AI tools and workflows, organizations can enhance learning effectiveness, reduce development time, and drive measurable results. Whether you're looking to modernize outdated materials, improve learner engagement, or gain deeper insights into training impact, AI offers an opportunity to reimagine what's possible in workplace learning.

1. Accelerate Content Development with AI

Traditional training development is often a time-consuming and labor-intensive process. Instructional designers typically spend weeks drafting scripts, building assessments, and creating visuals. However, AI can significantly expedite this cycle by generating high-quality, customizable content in minutes.

Tools to Use:

- **ChatGPT, Claude, Copy.ai:** Draft learning objectives, scripts, and assessments.
- **Synthesia, Pictory:** Generate AI-narrated training videos and animations.
- **Canva, Visme:** Create visual aids, infographics, and job aids with AI design assistants.

How to Apply:

1. Use AI to brainstorm and structure course outlines.
2. Generate content drafts, quizzes, and activities.
3. Convert text into video or visual formats for better engagement.

4. Finalize and upload to your LMS using authoring tools like Rise or Storyline.

2. Create Personalized Learning Journeys

One of AI's most powerful capabilities is its ability to personalize learning. By leveraging competency-based assessments and behavior analysis, AI can create learning paths tailored to individual skills, roles, and growth trajectories, thereby eliminating the inefficiency of blanket training.

Tools to Use:

- **Docebo, Degreed, EdCast:** Personalized learning experience platforms (LXPs).
- **LearnAmp, Valamis:** Competency and role-based learning delivery systems.
- **LMS analytics dashboards:** Monitor learning path progress and effectiveness.

How to Apply:

1. Conduct initial assessments to identify skill gaps.
2. Use AI to map competencies to roles and build adaptive learning paths.
3. Deliver personalized content based on learner profiles.

3. Repurpose and Refresh Existing Training

AI can help you maximize the value of your existing training assets by reformatting and updating them into modern, engaging formats—without starting from scratch. This approach saves development time and maximizes the ROI of past investments.

Tools to Use:

- **ChatGPT, Jasper:** Summarize and reframe outdated content.
- **Descript, Pictory:** Break down long-form webinars into microlearning clips.
- **Canva AI:** Turn content into infographics or visual summaries.

How to Apply:

1. Audit your content library to identify reusable material.
2. Use AI to condense, rephrase, and modernize content.
3. Package refreshed content into shorter modules or visuals.

4. Tag and upload for self-paced learner access.

4. Automate Learning Administration and Communication

Administrative tasks like scheduling sessions, tracking completions, and sending reminders can consume valuable time. AI automation reduces manual effort, allowing your team to focus on strategy and innovation.

Tools to Use:

- **Zapier:** Automate LMS triggers and learner communications.
- **Tovuti, LearnUpon:** Built-in AI task automation features.
- **ChatGPT:** Draft learner messages, survey follow-ups, and feedback templates.

How to Apply:

1. Identify recurring tasks that can be automated (emails, reminders, surveys).
2. Use AI tools to draft communications and connect workflows.
3. Create dashboards for tracking learner activity in real-time.
4. Automate reporting and insight generation.

5. Provide AI-Powered Learning in the Flow of Work

Employees don't always need full courses—they often just need quick answers or refresher content. AI enables real-time learning support in the flow of work, boosting productivity and reinforcing training.

Tools to Use:

- **Spekit, Whatfix, Stonly:** In-app guidance systems.
- **AI chatbots:** Answer FAQs, deliver quick learning tips.
- **Microsoft Copilot, Google Workspace AI:** Embedded learning aids in daily tools.

How to Apply:

1. Identify common performance support needs.
2. Develop short microlearning content and FAQs using AI tools.
3. Deploy through in-app tools or chatbot interfaces.

4. Track usage data to refine support content.

6. Use AI for Data-Driven Learning Insights

Beyond completions and scores, AI provides deep insights into learner engagement, behavior change, and skill progression—enabling you to demonstrate the true value of your training initiatives.

Tools to Use:

- **Watershed LRS, Totara, Cornerstone AI:** Learning analytics platforms.
- **Power BI, Tableau:** Visual reporting tools with LMS integration.
- **xAPI tracking and learning record stores (LRS).**

How to Apply:

1. Define key learning metrics aligned to business goals.
2. Use AI to monitor learning behaviors and identify performance trends.
3. Translate data into actionable recommendations.
4. Share insights with leadership to drive strategy and justify budget.

Closing Thoughts

As this white paper has outlined, AI presents an extraordinary opportunity to transform the way organizations approach learning and development. By leveraging the power of AI tools, L&D teams can accelerate content development, personalize learning journeys, repurpose existing materials, automate administrative tasks, support learners in real time, and uncover data-driven insights that drive measurable business impact. These capabilities not only save time and resources—they elevate the quality and relevance of training at every level of the organization.

However, unlocking the full potential of AI in L&D requires more than just adopting the latest tools—it requires a thoughtful, strategic approach to integration, implementation, and scalability.

That's where **Simmons Learning Solutions** comes in.

Simmons Learning Solutions is a trusted partner to organizations seeking to modernize and elevate their learning ecosystems. With decades of experience in instructional design, workforce development, and digital learning strategy, we specialize in helping companies



integrate innovative, AI-driven solutions that are practical, scalable, and results-focused. From content development and curriculum design to technology integration, learner experience optimization, and performance support—we bring a full-service approach to helping your teams learn better and faster.

Whether you're just beginning your journey into AI-powered training or looking to refine and scale what you've already started, Simmons Learning Solutions is here to guide you every step of the way.

Let's Connect

Are you ready to build a smarter, more agile, AI-enabled learning strategy?

Let's explore how Simmons Learning Solutions can help your organization do more with less—without compromising quality, engagement, or impact.

👉 **Contact us today** to schedule a strategy session or learn more about our customizable training solutions.

Visit www.simmonslearningsolutions.com or reach out directly to speak with one of our L&D consultants at info@simmonslearningsolutions.com