**L &D with AI**

**Introduction:**

The purpose of this document is to present our design on how we can include Artificial Intelligence in our current Learning and Development system.

**Scope:**

* Increased ease of use for Capgemini employees by building personalized course recommendation engine based on career path chosen by employee.
* Predict capacity need for a curriculum over timeline based on employee career path and business opportunities given by leadership.
* Establish a personal milestone chart for employees based on their timeline.

**Description of Problem:**

Research indicates that millennial workforce is hard to retain if not engaged properly. Also, engagement of this digital savvy generation depends on various aspects like timely growth opportunities, career guidance and clear development path.

**Technologies:**

* Python
* Anaconda
* Jupyter notebook

**Architecture:**

**Employee Data**

**e**

**AI Engine**

**Training Data**

**Courses Recommendation**

**Feedback Data**

**e**

**Data Structure:**

**Course dataset:**

* Course name
* Course skill
* Course duration
* Course Id

**Employee Skills dataset:**

* Employee Id
* Employee Name
* Employee Skills
* Role
* Years of experience

**AI Training dataset:**

* Employee skills
* Role
* Selected Course name
* Training feedback

* Feedback

**L&D Training dataset:**

* Training feedback

**Recommendation dataset:**

* Personalized employee course Recommendation
* Course planning recommendation