Course : Building and Managing a GEPP with AI

Optimize the management of jobs and career paths

Practical course - 2d - 14h00 - Ref. TDX

Price : 1620 € E.T.

NEW

Anticipate changes in job roles and skills by integrating artificial intelligence into the Job and Career Path Management (GEPP) process. This training provides practical methods and operational tools to ensure the reliability of your analyses, optimize your HR decisions, and effectively manage your talent development strategy.

Teaching objectives

At the end of the training, the participant will be able to:

- Analyze the challenges and requirements of AI-integrated GEPP
- Identify relevant use cases for AI in talent management
- Designing a GEPP approach powered by AI solutions
- Leveraging AI tools to map skills and anticipate changes
- Assess the impact and compliance of an enhanced GEPP within your organization

Intended audience

HR managers, HR directors, training managers, skills development managers, HR consultants, HRIS project managers, and managers involved in skills management.

Prerequisites

None

Practical details

Real-world case studies, access to industry databases (ESCO, ROME), hands-on exercises, and interactive quizzes.

Course schedule

PARTICIPANTS

HR managers, HR directors, training managers, skills development managers, HR consultants, HRIS project managers, and managers involved in skills management.

PREREQUISITES

None

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.
Participants also complete a placement test before and after the course to measure the skills they've developed.

1 Understanding the Fundamentals of GEPP and the Challenges of AI

- Identify the legal requirements and strategic issues related to GEPP
- Analyzing changes in job roles and skills in the context of organizational transformation
- Understanding the Principles and Functioning of Artificial Intelligence Applied to HR
- Identify the main use cases for AI in support of GEPP: mapping, mobility, skills development, and foresight
- Identify the reliability, ethical, data protection, and regulatory compliance issues associated with the use of AI
- Positioning AI as a decision-support tool in a GEPP approach

Hands-on work

Case study in small groups: analysis of a traditional GEPP approach and identification of opportunities for improvement using AI. Critical analysis of an AI use case in HR to identify the benefits, limitations, risks of bias, and GDPR compliance considerations. Group presentation and discussion.

2 Mapping Skills with the Help of AI

- Developing a structured and usable competency framework
- Use semantic analysis tools (NLP) to enrich business repositories
- Use databases (ESCO, ROME) and related AI tools
- Automate the identification of skills based on resumes, job descriptions, or interviews
- Implement a dynamic skills mapping system

Hands-on work

Workshop in pairs: creating a competency framework based on real-world data (job descriptions). Using an AI tool (such as ChatGPT, specialized HR tools, or open-source NLP tools) to enhance and organize the competencies. Presentation and group feedback.

3 Anticipating Changes in Occupations and Skill Needs

- Analyze internal HR data: turnover, training, mobility
- Use predictive analytics tools to anticipate needs
- Identify industry trends using external sources: open data, industry observatories
- Developing future scenarios: changes in professions, digital transformations
- Prioritize HR initiatives based on analyses

Hands-on work

Group case study: Analysis of an HR dataset and use of an analytical tool (advanced Excel or an AI tool) to identify trends and propose future scenarios. Presentation of findings with supporting arguments.

TEACHING AIDS AND TECHNICAL RESOURCES

• The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
• At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
• A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

4 Designing and Implementing an Enhanced GEPP Approach

- Structuring a GEPP Approach That Incorporates AI: Steps, Governance, and Stakeholders
- Select the right tools: HRIS, HR AI solutions, intelligent ATS
- Define performance metrics: KPIs, dashboards
- Supporting Change Among Stakeholders
- Ensure integration with existing HR processes

Hands-on work

Small-group workshop: Designing a plan to implement an enhanced GEPP in a fictional organization. Developing an action plan, selecting tools, and defining indicators. Oral presentation and feedback from the instructor.

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Dates and locations

REMOTE CLASS
2026 : 14 Dec.

2027 : 15 Mar., 24 June, 4 Oct., 16 Dec.

PARIS LA DÉFENSE
2026 : 14 Dec.

2027 : 8 Mar., 17 June, 27 Sep., 9 Dec.