June 2026

The CEdMA Enterprise Monthly Newsletter is delivered free of charge to the members of CEdMA Enterprise. If you have ideas or suggestions for a future newsletter, please contact Mike Dowsey at **community@cedma-enterprise.org**.

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There is now a separate section dedicated to Artificial Intelligence.

Upcoming CEdMA Enterprise Events/News (3 Items)

You can find the up-to-date meeting calendar **here**.

Techstack SIG Meeting 22nd July 2026
Using my Techstack for AI Applications in Education

Jason Beer, Techstack SIG chair, of Hewlett Package Enterprise, invites you to discuss the following applications:

- AI evaluations /regression testing for non-deterministic outputs
- Performance-based lab assessment approaches
- Agentic AI in customer education (and where the human stays in the loop).

He will joined by colleague **Richard Kerridge of HPE** and **Steven Carr from Infoblox**.
In Steven's SIG session on 20th May "**Same Stack, Smarter Edges - Stability, Evolution, or Somewhere In Between**" these application areas were mentioned briefly but now's the time for more detailed discussion.
In preparation for the meeting on **Wednesday 22nd July** (8am Pacific, 11am Eastern, 4pm UK, 5pm Europe) it is strongly recommended that you review the recording from the May meeting.
To register, follow:
https://zoom.us/meeting/register/9K2_wLBKQ6GnGEl1oRtb0w

Certification SIG Meeting, Thursday 23rd July
Invitations along with meeting details along with how to register will be sent at least two weeks in advance.

CEdMA Enterprise Autumn Conference, 2-4 November
This will be at the Heathrow Renaissance – **Save the date**.

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Artificial Intelligence - AI (24 Articles)

The Biggest Risk Using AI in Learning Isn't Getting It Wrong – It's Moving Too Slowly (Jun 26)
If you're a VP, a CLO, or an executive today, chances are you're feeling pressure to figure out your AI strategy. Boards are asking what the plan is. ©2026 Sarah Sedgman

When AI investment outpaces people (Jun 26)
While AI confidence is running high among many organisations, this article suggests that it also masks an underlying capability crisis. Here's how to close the gap between ambition and reality. *Training Zone*, ©2026 HR Zone Limited

How to use AI in Learning and Development (May 26)
With 70% of business leaders fearing skills shortages are holding their businesses back, organisations that are using AI in learning to upskill fastest will gain a competitive advantage. *Training Zone*, ©2026 HR Zone Limited

AI skills in demand - Building a future-ready workforce in 2026 (Jan 26)
This article explores the essential AI skills your workforce needs, which roles are most affected by AI transformation and how to bridge the training gap with practical, accessible learning solutions. *Training Zone*, ©2026 HR Zone Limited

The AI Skills Tug-of-War (Jun 26)
Who's responsible for AI training: employers or employees? *Training Magazine,* ©2026 Lakewood Media Group

From AI Awareness to AI Advantage - Why Most AI Training Fails and How to Fix It (Jun 26)
It is no longer enough to say you have learned a skill. People need to show how they have applied it—and articulate the value and impact it created. *Training Magazine,* ©2026 Lakewood Media Group

Why AI Training Fails Without Data Literacy (Jun 26)
What Data Literacy Really Means in an AI-Driven Workplace. ©2026 Training Industry

How to Turn AI Training Into Real Workforce Capability (Jun 26)
While 88% of executives view AI skills as a source of competitive advantage, only 38% have a dedicated budget for AI-related skill development. Just 4% report that AI is embedded in core business processes delivering repeatable value. 2026 Training Industry

Low-Risk AI Uses in eLearning (Jun 26)
Practical, low-risk ways to test, learn, and build confidence with leveraging AI in training, all while staying firmly within compliance guardrails. *Training Magazine,* ©2026 Lakewood Media Group

AI is not the problem, adoption is (Jun 26)
The organizations that realize the greatest return on their AI investments will not necessarily be those with the most advanced technology. ©2026 Chief Learning Officer

Expertise We Still Have to Earn (Jun 26)
Ironically, the rise of intelligent systems (AI) may make these deeply human capabilities even more valuable. ©2026 The Learning Guild

When AI does the first draft, who learns what good looks like (Jun 26)
AI is erasing the practice layer of everyday work, and Training must rebuild it. This article says draft writing, rough analysis and early recommendations were safe spaces for learning judgement. As machines take those tasks, organisations need structured practice, decision reviews and feedback in the flow of work again, deliberately. *Training Journal,* ©2026 Political Holdings Limited

Why AI-native learning is the next big shift for Training (Jun 26)
This article explores why workplace learning needs to move beyond AI add-ons and build intelligent ecosystems that connect skills, content and performance. *Training Journal,* ©2026 Political Holdings Limited

How to Balance AI and Human Expertise in Training Design (Jun 26)
The future of Training isn't AI replacing your team - it's AI amplifying what your team can do. *Training Magazine,* ©2026 Lakewood Media Group

Human plus AI - Supercharged Learning Design from the Plateau of Productivity (Jun 26)
The organizations gaining real advantage have redesigned their workflows, getting deliberate about where human judgment lives and where AI takes the load. *Training Magazine,* ©2026 Lakewood Media Group

How AI-Native Tools and AI Course Creators Are Transforming Interactive Learning Platforms (Jun 26)
AI-native tools are reshaping the process of building interactive learning, from initial design through to SCORM deployment. *Training Magazine,* ©2026 Lakewood Media Group

Why AI-Powered Immersive Practice Is Replacing Passive Learning (Jun 26)
With immersive AI role-play, training finally becomes what it should have been all along: experiential, emotional, responsive, and deeply human. *Training Magazine,* ©2026 Lakewood Media Group

Measuring Behavioral Skills Development in the Age of AI Simulation (Jun 26)
AI-powered conversational simulations are creating opportunities for leaders to practice real-world interactions, receive immediate feedback and develop critical communication skills in measurable ways. ©2026 Training Industry

AI is reshaping the career ladder before organizations understand the consequences (Jun 26)
As AI takes over more of that work, expertise may become something organizations have to build more deliberately than they have in the past. ©2026 Chief Learning Officer

AI Can Give You an Answer. Judgment Decides if it is Any Good (Jun 26)
The question is no longer just how Training can help people use AI tools effectively. The question is how to ensure that human judgment keeps pace with machine capability. *Training Magazine,* ©2026 Lakewood Media Group

From AI fatigue to AI fluency (Jun 26)
How fusion skills can help learning leaders reduce overwhelm and build durable capability. ©2026 Chief Learning Officer

From Dr Phillippa Harding:
Delegate, Collaborate, or Own: where AI fits in your L&D workflow (May 26)
Aka, what I learned when I help to map the ~300 tasks involved in every L&D project to AI's strengths and limitations. ©2026 Dr Phillipa Harding

AI is making you faster AND slower, better AND worse at your job (Jun 26)
What new data tells us about the complex impact of AI on L&D (mid-2026) ©2026 Dr Phillipa Harding

The Quiet Reinvention of Assessment (Jun 26)
Aka, how AI dismantled then rebuilt how we assess learning in 2026 ©2026 Dr Phillipa Harding

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Reviews and Current Trends (3 Articles)

Only 19% of customer education programmes meet maturity benchmark (Jun 26)
Half of customer education teams describe their programmes as mature, but new research finds only 19% meet operational maturity criteria. ©2026 Learning News

The skills gap is moving faster than we are, new report finds (Jun 26)
More than half of respondents are taking learning into their own hands. ©2026 Chief Learning Office

News from Training Magazine (Jun 26)
New Products and Services, Tech Talk and New Training Partnerships and Alliances. *Training Magazine,* ©2026 Lakewood Media Group

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Education Management (None)

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Training Delivery and Operations (5 Articles)

Beyond the sandbox - A playbook for scaling training innovation enterprise-wide (Jun 26)

Learning and development are the stewards of culture, and we must role-model experimentation. However, for innovation to truly flourish, it cannot stay in the lab. ©2026 Chief Learning Office

3 Questions to Address Before You Collect Any Data (Jun 26)
When leadership asks for completion rates, [these three] questions help you respond with more than a number and more than they anticipated! This is where you, as a trusted advisor, begin to shine. ©2026 The Learning Guild

The Real Reason We Still Struggle to Prove Training Works (Jun 26)
And what Training leaders can do about it. *Training Magazine,* ©2026 Lakewood Media Group

Measure Before You Design - How Training Can Demonstrate Business Impact (Jun 26)
Have you ever shared training data and received a lukewarm response from stakeholders? They didn't seem to care about the high completion rate, excellent assessment scores and positive learner satisfaction scores. Unfortunately, those metrics don't speak to what stakeholders actually care about. ©2026 Training Industry

Are You Measuring Activity or Business Value - How to Measure Real Training Impact (Jun 26)
Amid economic uncertainty and budget constraints, learning and development (L&D) leaders are under pressure to show measurable training impact. ©2026 Training Industry

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Sales and Marketing (None)

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Training Partnerships (None)

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Education Design and Development (1 Article)

The power of preference - Stop designing for the average learner (Jun 26)
Centering learner preferences is not about making learning easier. It is about making learning more effective. ©2026 Chief Learning Office

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Learning Technologies (2 Articles)

How Trainers Can Boost Their Virtual Presence (Jun 26)

To prevent your virtual presence from undermining your expertise, here are some actionable tech checks, setup tips, and insight into how each element influences learning. *Training Magazine,* ©2026 Lakewood Media Group

Gamification Has a Branding Problem - and it is Limiting Trainings Impact (Jun 26)
The problem is not the mechanism. It's the branding. ©2026 Training Industry

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Certification (1 Article)

Proportionate online assessment is now a governance issue (Jun 26)
This article argues the legitimacy of digital assessment now depends on proportionality. Blanket surveillance can harm accessibility, candidate trust and legal defensibility, especially under current GDPR expectations. *Training Journal,* ©2026 Political Holdings Limited

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And Finally …

The train travellers story (relationships, assumptions, and so on)

A wealthy businessman who is used to getting his own way finds himself sharing a sleeper compartment with a beautiful young woman as they travel to Brussels on the train. It is winter and the heating is not working so the compartment is cold.

The two settle down to sleep.

"Two strangers, on a train..." says the businessman.

"Yes," says the woman.

"A man and a woman - away from home - probably never meet again…" says the businessman.

"Yes," says the woman.

"It's cold, isn't it?" says the businessman.

"Yes," says the woman.

"Could you pass me another blanket?" says the businessman, "... Or maybe we could pretend to be man and wife for tonight?.."

"Yes, that would be good," says the woman, "Get your own bloody blanket."

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