

Upskilling Blueprint

AI is reshaping everything. Your team needs the skills to stay ahead. We train people, transform capability, boost productivity, and future-proof your business.



Upskill your way to the future



AI will transform 60% of jobs within the next three years and not eliminate them.



94% of employees say they'd stay longer if their company invested in their AI-related skill development



One billion workers worldwide will need reskilling or upskilling by 2030 due to AI and automation



By 2027, organisations that combine human expertise with AI tools will outperform peers by 50% in innovation and efficiency



High-performing firms treat AI as a collaborator, freeing employees for creativity, strategy, and relationship-building



Why choose La Fosse Academy?

We know what works

We've trained over 1,000 professionals through our Academy, helping teams build the skills that matter most in an AI-powered world. Our modular curriculum blends human capability with the latest in data, tech, and AI literacy.

We make it bespoke

Every organisation's journey is different. We scope your challenges, design tailored programmes and deliver learning that connects tech tools to your people's real work, turning disruption into opportunity. The pathways provided over this document are examples of where we focus in on to enable success.

We deliver results

Our clients see rapid impact: smarter adoption of technologies, increased productivity, and teams empowered to use technology to elevate human creativity, judgment, and collaboration.

AI and Data pathway

Empower teams to turn data into intelligence and AI into action. Build literacy, fluency, and confidence in applying AI to everyday decisions and business outcomes.

Example modules:



Output – how example roles may evolve, supported by our training:

	Current role	Evolved role	What changes and added skills
1	Data Analyst / BI Analyst	AI Data Scientist / Generative AI Analyst	Shift from descriptive dashboards to AI-driven insights, fine-tuning, and retrieval-augmented generation (RAG)
2	Compliance / Risk Analyst	AI Ethics and Governance Officer	Move from regulatory reviews to auditing models for bias, fairness, and compliance
3	Business Analyst / Process Analyst	AI Product Manager / AI Strategy Consultant	From process mapping to identifying AI opportunities and shaping product roadmaps

Tech and Development pathway

Equip engineers and technologists to design, build, and maintain intelligent systems. Learn to integrate AI into products, automate workflows, and deliver innovation at scale.

Example modules:

Software engineering fundamentals

Infrastructure and cloud platforms

QA, testing, and automation

Security and resilience in AI systems

MLOps and AI-enabled DevOps practices

Output – how example roles may evolve, supported by our training:

	Current role	Evolved role	What changes and added skills
1	Software Developer / Engineer	AI Software Engineer / LLM Integration Engineer	Evolve from coding business logic to integrating AI and ML models using APIs, fine-tuning, and prompt engineering
2	DevOps / Cloud Engineer	AI Infrastructure Engineer / MLOps Engineer	Gain expertise in deploying, monitoring, and optimising AI models at scale
3	IT Support / Systems Administrator	AI Automation Engineer / AI-Enabled Support Specialist	Move from manual troubleshooting to implementing and managing AI-powered assistants and bots

Change and Transformation pathway

Enable leaders and teams to navigate change, adopt AI tools confidently, and amplify human potential. Focus on strategy, collaboration, and the human side of transformation.

Example modules:

Modern ways of working (Agile, DevOps)

Change management and adoption

Data readiness and efficiency

AI-powered productivity and co-pilot tools

Communication, critical thinking in AI world

Output – how example roles may evolve, supported by our training:

	Current role	Evolved role	What changes and added skills
1	Product Manager	AI Solutions Lead / AI Portfolio Manager	Shift from feature planning to managing AI product lifecycles, data readiness, and ROI
2	UX / Design Specialist	AI UX Designer / Conversational UI Designer	Move from static UX design to building human-AI interaction experiences and multi-modal interfaces
3	Project Manager / Change Manager	AI Adoption Lead / Digital Transformation Partner	Focus on embedding AI tools into processes, driving adoption, and aligning culture to new workflows

Digital Leadership Pathway

Enable leaders and teams to navigate change with confidence and set a clear AI-enabled North Star for their organisation. This pathway helps senior leaders and department heads translate AI potential into practical strategy and measurable outcomes across key functions including HR, Finance, Operations, Marketing, and Legal. These will be typically be shorter and more bespoke courses, with example modules below.

Example modules:

Technological awareness and embracing risk

Preparing for the future, delivering in the present

Human skills in the digital age

Governance and ethics

Communication, critical thinking in AI world

Output – how example roles may evolve, supported by our training:

	Leadership challenge	How we coach leaders to think	Value created
1	How to move from manual data analysis to AI-driven insight	Workshops on identifying AI-ready data foundations, RAG possibilities, model training boundaries and insight automation	Faster, scalable, AI-powered decision-making and actionable intelligence across teams
2	Lack of confidence evaluating AI use cases	Coaching on feasibility vs impact, data readiness, risk, bias, and ROI modelling	Leaders can prioritise high-impact AI investments with measurable value
3	Ensuring ethical AI deployment	Guidance on AI governance, compliance checks, and bias auditing	Responsible AI operating models that scale safely

Case study: Royal London Asset Management

Royal London Asset Management faced a workforce transformation challenge. Their teams had traditionally relied on Excel for all data analysis, but the organisation had migrated to Snowflake as its new data platform.

They were experiencing:

- Low adoption rates across the organisation, teams lacking fundamental understanding of how Snowflake functioned, poor technological literacy around using Python within the Snowflake environment
- Employees couldn't perform their familiar analysis tasks in the new system, creating productivity bottlenecks.

We conducted extensive scoping sessions with multiple stakeholders across their teams and developed a targeted solution for 80 employees delivered in just two months.

Modules delivered:

Module 1: Python basics - building foundational coding and analytical confidence

Module 2: Data analysis through Snowflake – applying Python skills in a modern data environment

Module 3: Data visualisation - translating insights into impactful, automated reporting

Output – how roles evolved

	Current capability	Evolved capability	Added value
1	Excel-based data analysis	Snowflake-enabled data analysis	Faster, scalable insights powered by modern data tools
2	Manual reporting	Automated visualisation	Time saved through reusable, dynamic dashboards
3	Limited technical confidence	Data and AI fluency	Teams empowered to apply analytical and automation skills

Thank you