



NAVIGATING THE FUTURE OF FEDERAL DISTANCE LEARNING: EXPERT INSIGHTS FROM FGDLA'S BOARD OF ADVISORS

Insights from the FGDLA Board of Advisors Panel

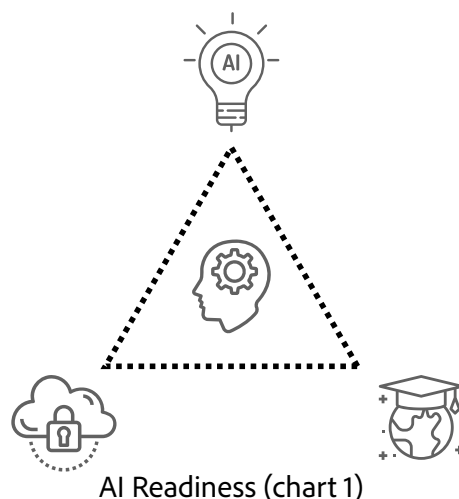
The Federal Government Distance Learning Association (FGDLA) Board of Advisors convened to discuss the most critical priorities, emerging technologies, and implementation barriers facing Federal Learning & Development (L&D). The consensus is clear: AI is the single most disruptive force requiring an immediate and systematic response to ensure mission readiness.

The Federal L&D Priority: AI Readiness

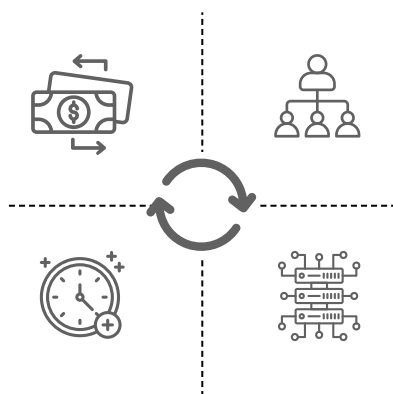
The audience poll and expert consensus highlighted that AI and emerging tech skills are the most critical training priorities for federal agencies right now, closely followed by workforce up-skilling and re-skilling.

The Challenge is Readiness: The issue is not the adoption of AI, but ensuring the workforce understands how to use AI, when to trust it, and where to question it. Workers who fail to adapt will be replaced by those who can leverage AI. (Readiness chart 1)

DL is Foundational: Distance Learning (DL) is the only way to scale training fast enough to meet the pace of technological change. DL solutions must be able to deploy quickly, personalize training based on the learner's role, and maintain a secure environment.



AI Readiness (chart 1)



Fragmentation (chart 2)

Innovation vs. Implementation: The Barriers to Scale Panelists identified Artificial Intelligence as the most disruptive emerging technology, fundamentally changing how content is created, how students interact, and how assessments are conducted. AI is now incorporated into Learning Management Systems (LMS), offering tools that create course content and assessments in seconds, giving instructors massive time savings. However, innovation is hindered by one core internal barrier: Fragmentation (chart 2). The true enemy is not cost or IT, but the fragmentation of leadership, IT systems, and budgets. Decades of accumulating one-off systems (LMS, scheduling, assessment tools) not designed to talk to each other creates duplication, massive excess cost, and prevents a unified vision for future training.



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Recommended Actions

1. **Use AI Every Day to Learn Its Strengths and Weaknesses.** Make it a habit to work with AI tools daily. Think of this as a partnership where you collaborate with AI, not just a tool you operate. Regular use is the only way to truly understand what AI can and cannot do. >>Drive Literacy
2. **Test Your Courses by Having AI Act as a Student.** Input your existing course materials into an AI tool and ask it to complete the course as if it were a learner. Request feedback on confusing instructions, pacing issues, or gaps in content. >>Optimize Content
3. **Build AI Skills Through Personal Projects.** To experience AI's full potential, use it for activities outside of work—like a hobby, home project, or personal interest. This hands-on practice in a low-stakes environment builds confidence and familiarity. >>Build Confidence
4. **Redirect Time Saved by AI Toward Strategic Goals.** As AI handles routine tasks, invest that freed-up time in strategic work. Partner with agency leadership to help shape future priorities and advance your organization's core mission. >>Elevate L&D Value
5. **Experience Immersive Training Firsthand.** Purchase an affordable VR/AR headset (around \$300) and try immersive training applications, such as fitness or skills-based programs. This direct experience will show you how virtual reality creates uniquely effective learning environments. >>Explore Modalities
6. **Align Technology and Training Strategies with IT.** Establish regular meetings with your IT/CIO team to coordinate on technology decisions. Before any new tools are purchased, jointly define requirements to ensure seamless integration with your current systems and training platforms. >>Solve Fragmentation

The Federal Government Distance Learning Association (FGDLA) is a nonprofit, professional association formed to promote the development and application of distance learning in the Federal Government. Learn more at www.fgdla.us

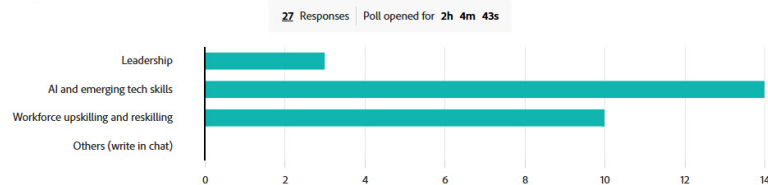


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Polling Data from Session

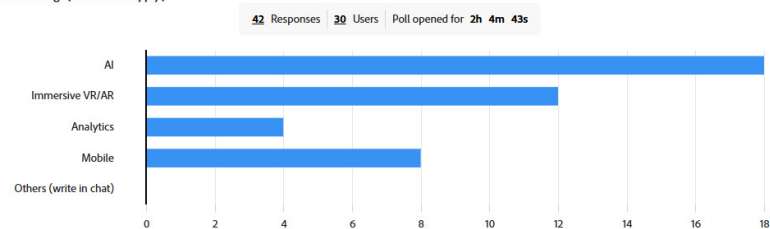
MULTIPLE CHOICE

1. What is the most critical training priority for federal agencies right now?



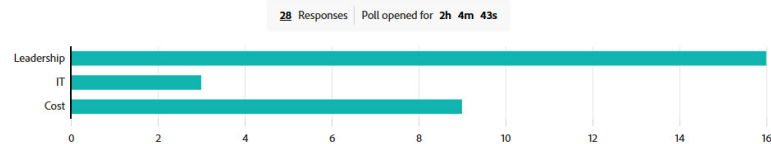
MULTIPLE ANSWER

2. What's the most transformative emerging tech for distance learning? (Click all that apply.)



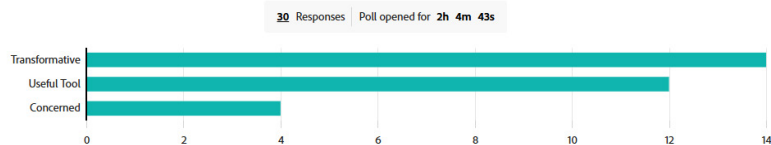
MULTIPLE CHOICE

3. What is the biggest barrier to implementing new tech?



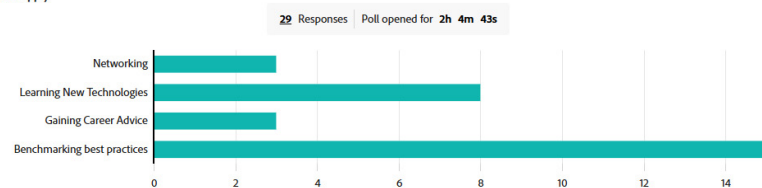
MULTIPLE CHOICE

4. Describe your feelings about AI in Learning?



MULTIPLE CHOICE

5. What is your primary goal for attending today? Click all that apply.



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