

Preparing Future

Talent for the AI Era:

through a graduate Copilot upskilling programme

Presented By:
Mairéad McKeown & David
Lombard

Agenda

01 Beginning

02 Middle

03 End of a never-ending story

05 Actionable insights



Who has been asked to build Ai literacy /capability?

With.....

01



No extra budget

02



No extra Headcount

03



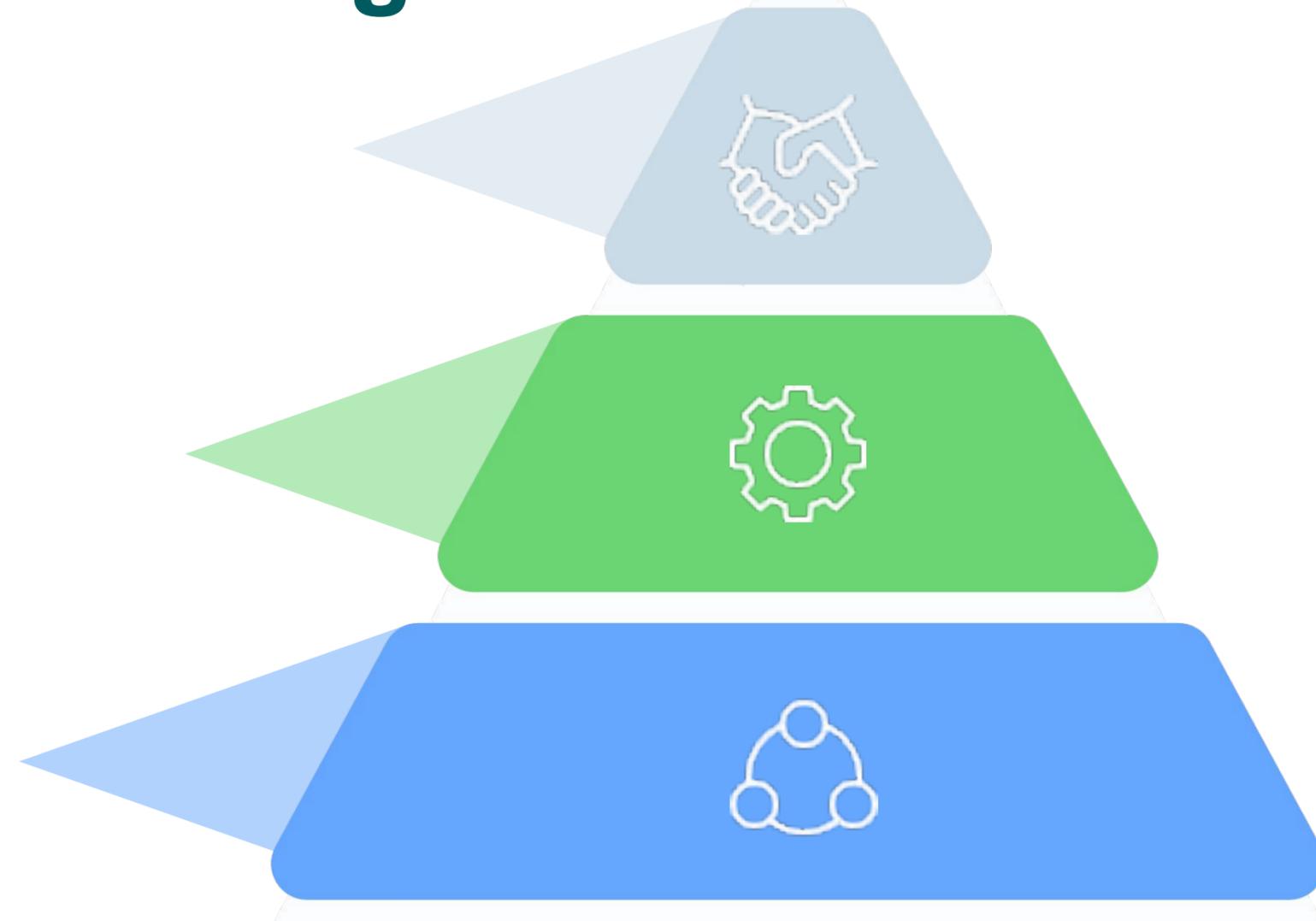
And no extra Time

Why this matters for librarians, information professionals and knowledge workers?

Trust

**Knowledge, skills,
habits**

**Connected
communities**



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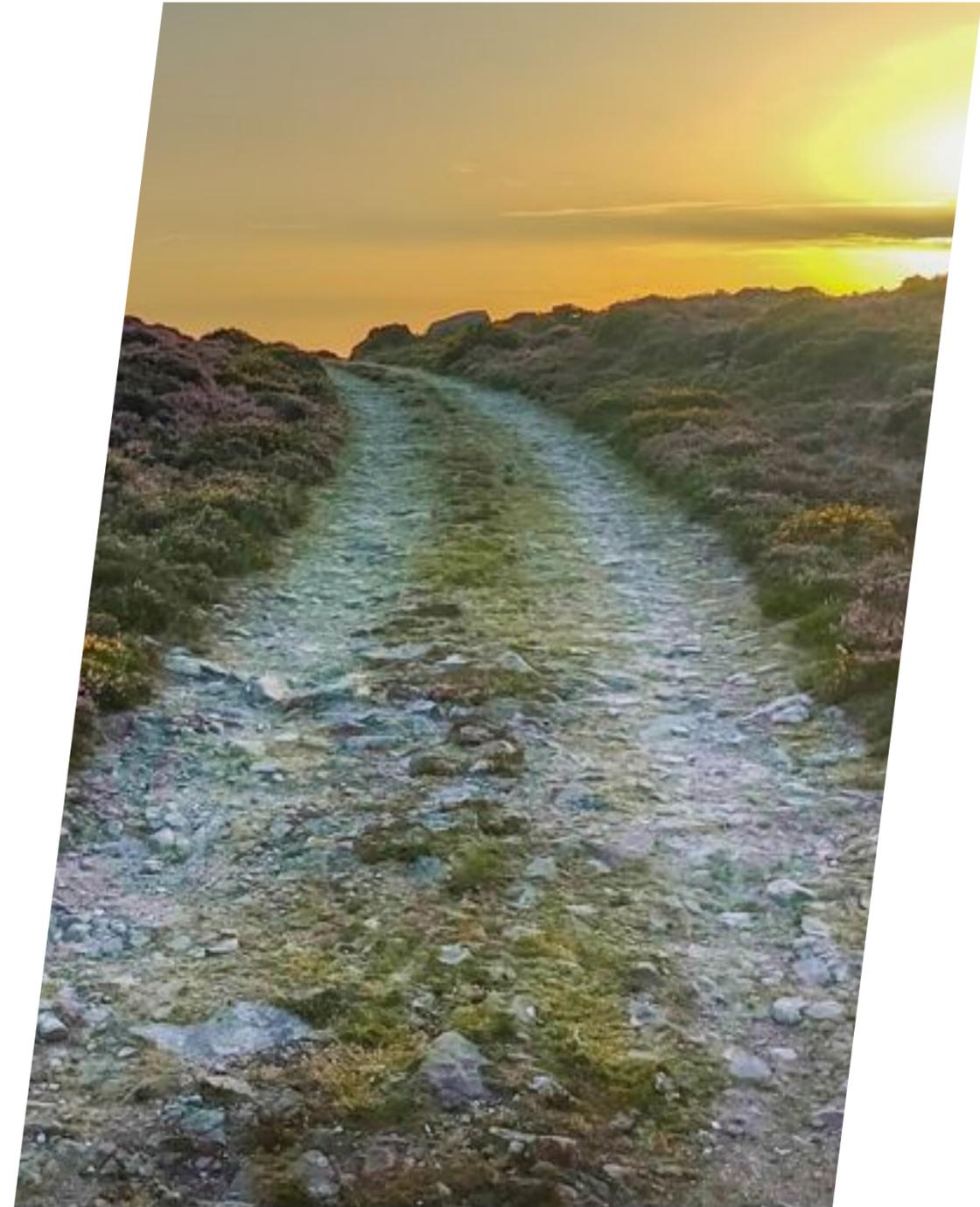
03 End of a never-ending story

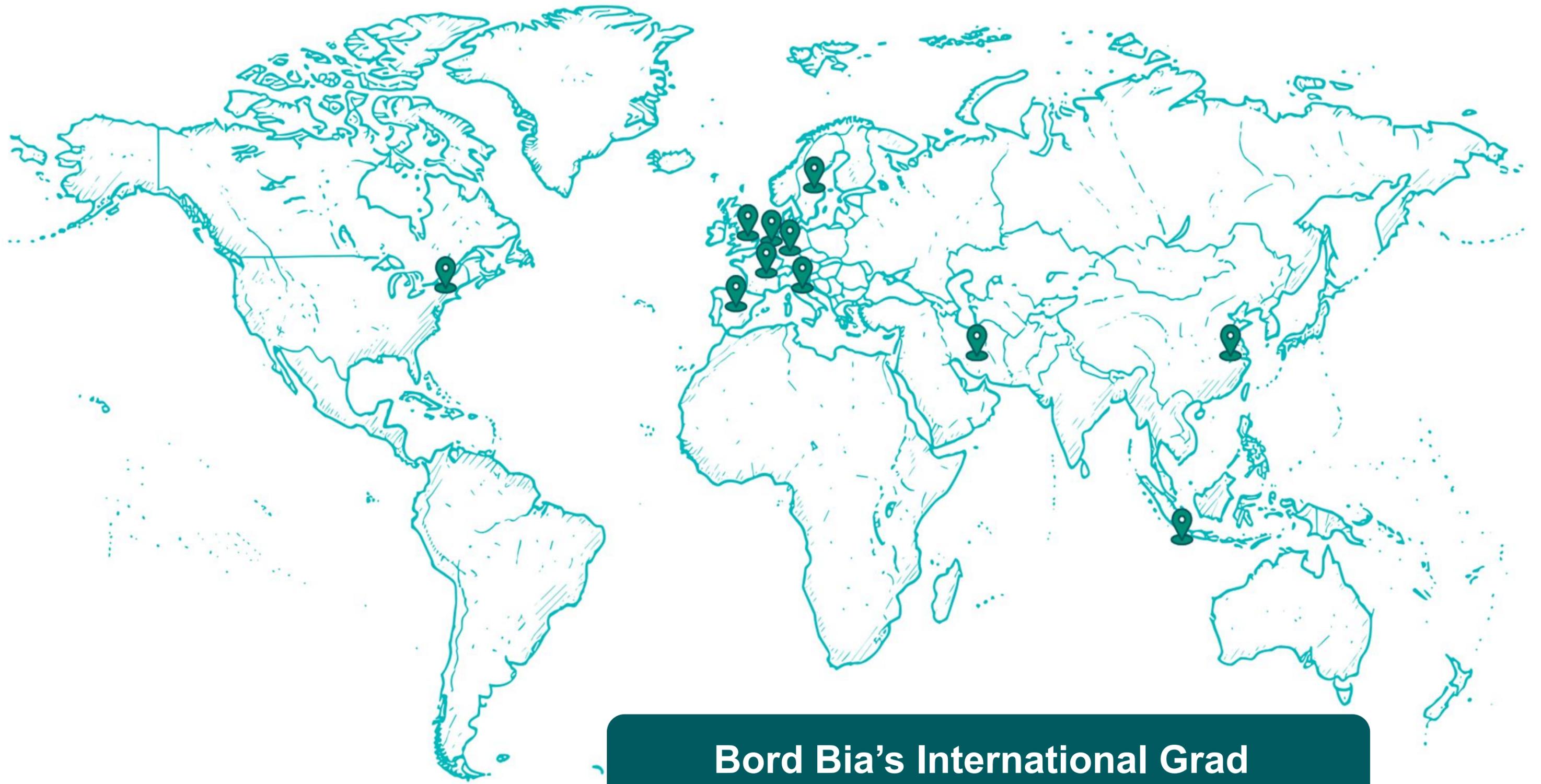
05 Actionable insights



“Could you design and deliver a Copilot rotation programme to help our international graduates thrive in an AI-enabled future food industry?”

Karen Connaughton, Industry
Talent Manager, Bord Bia





Bord Bia's International Grad programme: Global reach and functional

How rotation learning works:

**Self-guided
learning**



**Practical future
career skills**



**Collaboration and
shared practice**



Leadership Constraints – How to do more with less?

No extra budget



No extra time



No extra Headcount



Project
Secondment



**Where We
Started from**



What Was



What Could Be

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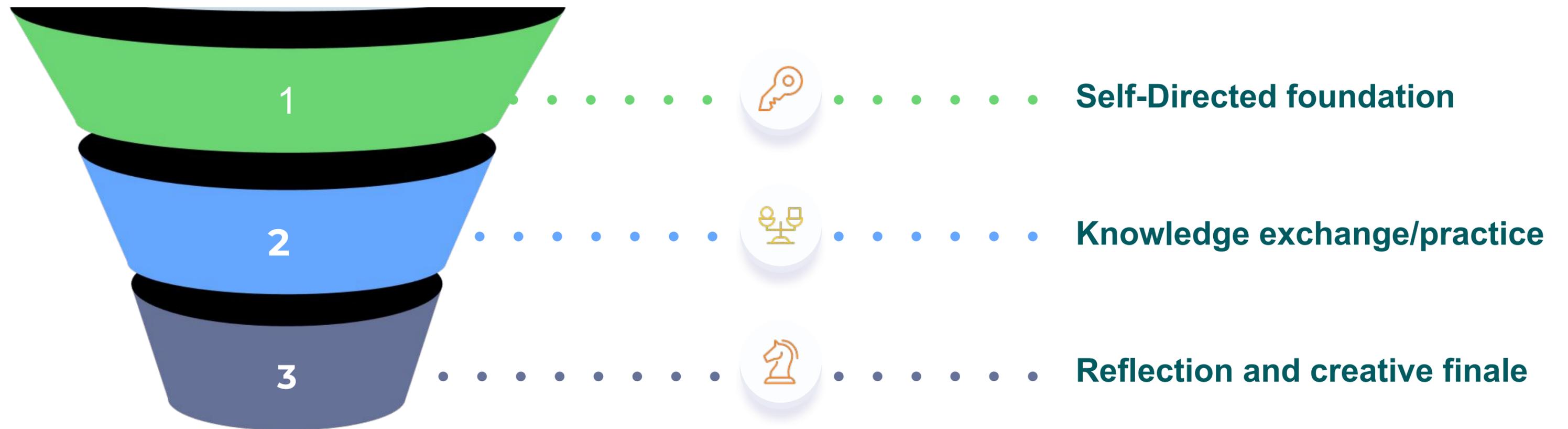
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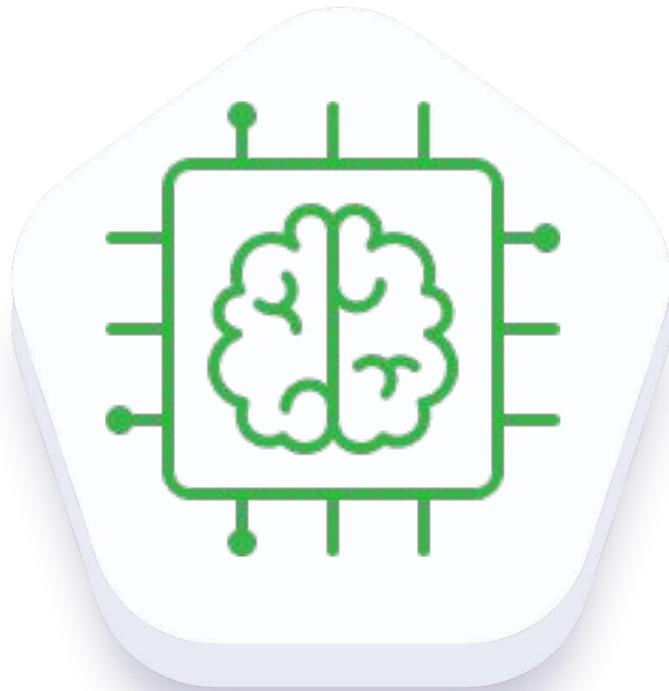
The Copilot Rotation Programme - 3

Phases



Phase 1 – Foundation

– Self-Directed



**Responsible
Use**



**Promptin
g**



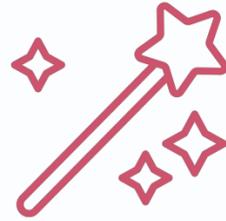
**Use
Cases**

Phase 2 — Where the magic happened

Knowledge Exchange and Experimentation



“I loved learning how peers use Copilot. Concrete use cases helped me to see new ways of using Copilot for tasks specific to Bord Bia”



“My favourite part was engaging with the other grads to see what they were using copilot for and how I could integrate that into my work too.”



“My favourite part of the programme was when we shared our uses to our peers in our work setting. I found those sessions very beneficial as I could take inspiration from my peers and find new uses for Copilot which I might not have

known”

Phase 3 — Creativity builds confidence

*but don't just take our word
for it.....*



Phase 3 — Creativity builds confidence

- Creative finale



“The presentations in the last session really inspired me to use Copilot for more creative tasks.”

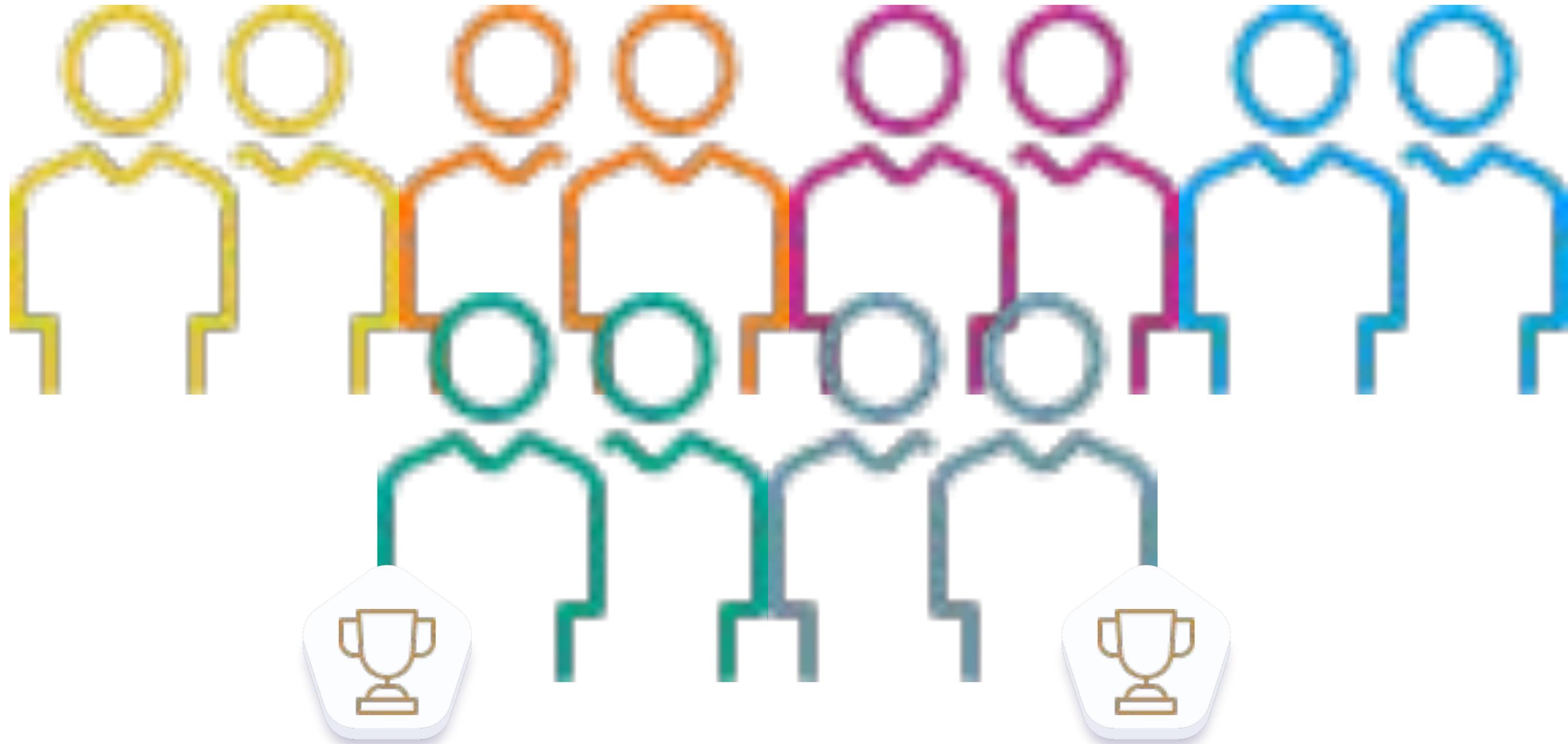


“I loved the last session. It was the only time we got together as a whole group since July, which was really special. I enjoyed the opportunity to be creative too.”



“The practical reflection at the end of the programme was really beneficial because it allowed us to showcase how our skills came to life, Seeing other people’s use of Copilot was really inspiring”

This is what confidence looked like



FROM AI SKEPTIC TO COPILOT SUPERFAN

*My (Slightly Dramatic)
Journey with
Microsoft Copilot*

Cora Ní Ghallchóir



Why it worked – Celebrated
Collective Power: Finding
Strength in Difference



What Changed Impact?



Knowledge



Skills



Habit

What the Organisation Gained



Capability spread not siloed



New ways of working



Learning that
keeps going

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What's changed since (programme evolution & scale):



Now that we've seen the model and outcomes, we zoomed out and asked:

how does this map to what our profession says is

coming next?

Reassuringly, our programme aligns to the IFLA's 7 key trends!



International Federation of Library Associations and Institutions

IFLA Library and Information Trends

2024



Knowledge Practices are Changing

The future holds both opportunities and challenges for improving equity in knowledge systems.



AI and Other Technologies are Transforming Society

Gen AI and new technologies are changing how we create, share and use information.



Skills and Abilities are Becoming Complex

People will need practical, critical and digital skills to thrive.



People are Seeking Community Connections

Creating places to share space and resources is key to building an equitable society.



Trust is Being Renegotiated

Re-establishing trust in government and media is central for our societies to flourish.



Digital Technologies are Unevenly Distributed

Digital inclusion will increase equity.



Information Systems are Using More Resources

Our information needs are impacting the planet.

IFLA's 7 Trends – manifested in 3 forces



Knowledge &
AI



Trust, Skills &
Equity



Sustainability & Community

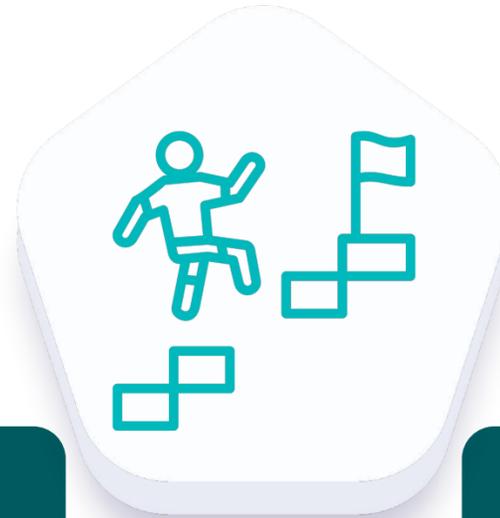
From → To: what this looked like in practice



Knowledge & AI:

From: finding information → shared sense-making

Q: How might we design for synthesis, not just discovery?



Trust, Skills & Equity:

From: having access → confident, responsible use

Q: How might we close confidence gaps and steward responsible adoption?



Sustainability & Community:

From: individual productivity → collective capability

Q: What would a “community habit” look like in your setting?

What we learned – key lessons from our programme

Peer-to-peer learning outperforms content

Creativity is a catalyst for confidence

Habit matters more than hype

Community drives adoption

Certification builds credibility

*And the core **skills of librarianship** map perfectly onto AI literacy*



We also learned our story also aligns to all 5 HSLG conference themes:

Technology – by adapting we can prepare for technological innovations such as AI

Impact – by being creative we can make a difference to others

User Engagement – by understanding our communities we can ensure we meet their needs

Resilience – by thinking outside the box we rise to constraints

*Lifelong Learning – by aligning our activities to the IFLA's trends we can be future
focused*



The new bliss

Certified grads using AI responsibly

Working smarter and untapping creativity

A community thriving with confidence!



3 key take-aways for you:



Be creative

(Rise to
constraints)



Be aligned

(Strategy/IFLA's 7 trends)



Be courageous

(Pilot, iterate and scale!)

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What insight are you taking away from this session

Submit a (1-2) keyword actionable insight:

QR Code to be scanned

Some examples:

“Community connections”

“Scale pilot”

“strategic alignment”

“IFLA trends”

“Knowledge exchange”

“Be creative”

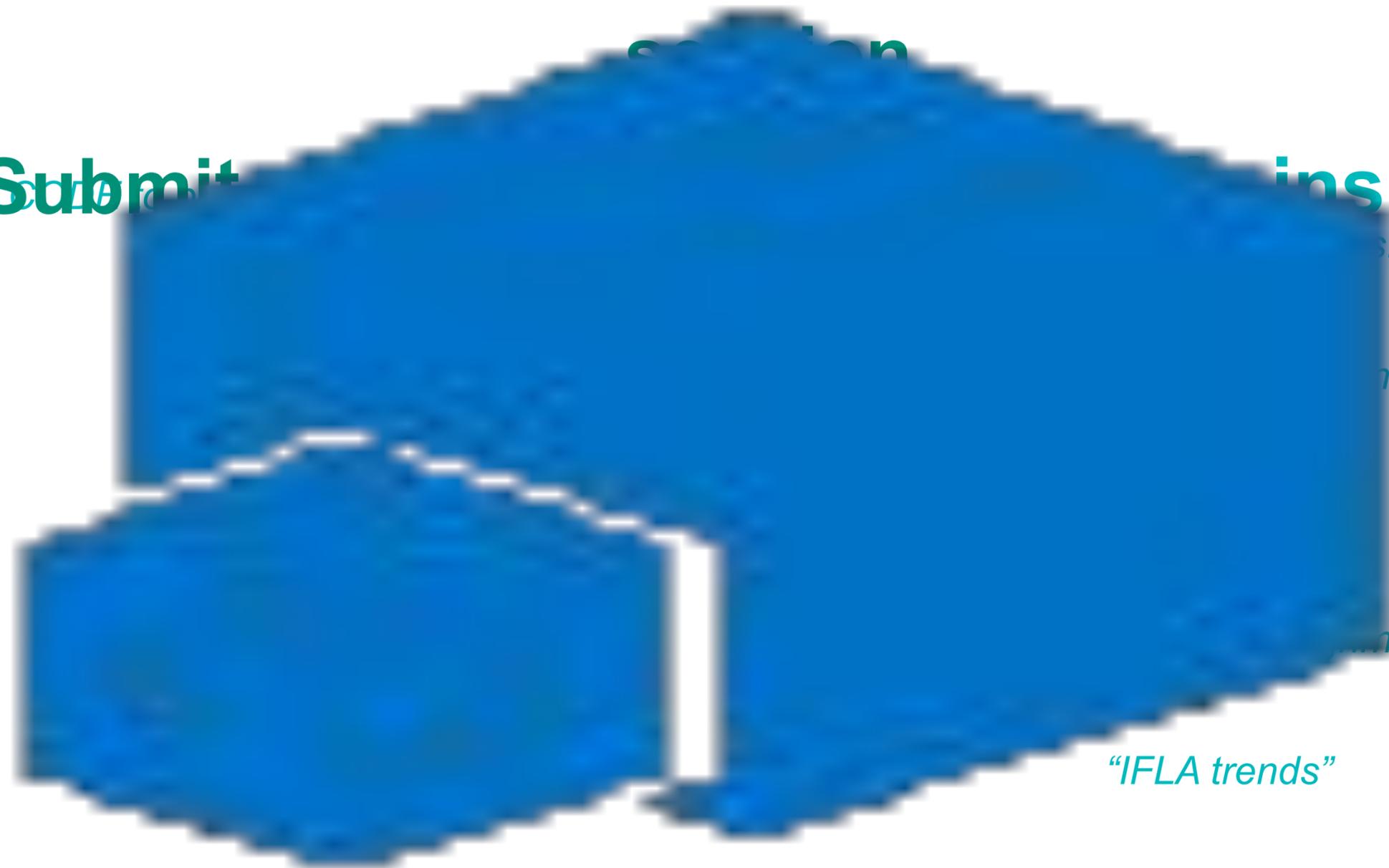


What insight are you taking away from this

session

Submit

insight:



connections”

ment”

“IFLA trends”

“Knowledge exchange”

“Be creative”

Thank You!

Presented By:

Mairead McKeown & David Lombard



LinkedIn:

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Bibliography

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