

AI-Ready L&D: A Quick-Win Checklist for Reducing Fragmentation



AI-powered learning tools are only as good as the data behind them. If your systems aren't connected, your learner profiles are incomplete, or your content isn't tagged consistently, AI recommendations will feel generic at best and irrelevant at worst. The problem usually isn't the AI itself — it's that the AI is working with a partial picture of each learner, and partial data produces partial results.

These steps won't overhaul your stack. But they'll address the most common data and integration gaps that limit what AI can do, so you're prepared when you are ready for a tech overhaul.

1. Clean Up Your Learner Data

Learner profile quality drives recommendation relevance. If AI can't see a complete, current picture of who someone is and what they need, it defaults to generic.

- Standardize role, job family, and department taxonomy across your LMS, HRIS, and/or talent platform so AI can accurately match learners to relevant content and development paths.
- Audit for duplicate or inactive user accounts. They can affect engagement and completion data that skews both reporting and recommendations.
- Confirm that role or team changes in your talent platform or HRIS trigger automatic updates in your LMS. Stale profiles are one of the most common reasons recommendations miss the mark.
- Where possible, connect goals and performance data to learner profiles. AI that can see development priorities delivers meaningfully more relevant suggestions than AI that can only see job titles.

2. Make Your Content Findable and Usable

AI can only recommend content it understands. If your catalog isn't structured in a way that exposes skills, competencies, and learning objectives, recommendations will default to surface-level matching at best.

- Tag all active content by skill, competency, or learning objective. Course titles alone give AI little to work with when matching content to a learner's specific gaps.
- Archive or retire content that's outdated, duplicated, or no longer used. A bloated catalog dilutes the quality of recommendations.
- Confirm that external content sources — licensed libraries, curated content, third-party courses — are integrated into the same catalog rather than siloed in a separate tool.
- Review your content taxonomy for consistency. If similar skills are tagged differently across courses or sources, AI will treat them as unrelated.

3. Expand What You're Tracking

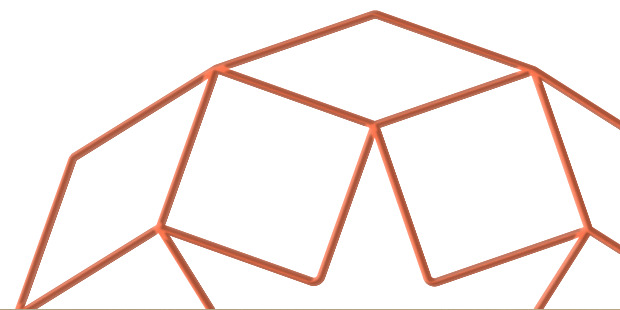
Most AI systems are only as smart as the activity data they can see. If you're capturing completions but not engagement, or missing whole categories of learning activity, you're giving AI an incomplete record to work from.

- Check whether your current tools support xAPI in addition to SCORM. xAPI captures richer behavioral data (time spent, interactions, attempts, progression) that gives AI more signal than a simple pass/fail completion.
- Identify learning activity happening outside your LMS — certifications, cohort programs, conferences, external courses — and find a consistent way to bring that data into your primary system of record.
- Set up skills assessments or post-training evaluations for your highest-priority roles or programs. AI needs a proficiency signal in addition to a completion signal to make accurate recommendations.
- Establish a baseline for learner engagement — active participation, not just enrollment — so you can track whether AI-driven recommendations are actually improving it over time.

4. Close the Visibility Gap

Fragmentation doesn't just affect AI recommendations. It also affects whether managers and L&D leaders can act on what the data is telling them. Visibility is what turns good data into actual development.

- Confirm managers have a real-time view of team skill gaps and learning progress. If they're working from delayed reports or manually compiled exports, development conversations happen too late to be useful.
- Check whether learning insights are connected to performance data anywhere in your current stack. The ability to link learning activity to outcomes is what makes the business case for AI-powered L&D, and it's rarely in place by default.
- Map which KPIs you can currently report on without manual effort. Anything that requires pulling from multiple systems or cleaning data in a spreadsheet is a gap worth documenting before your next platform conversation.
- Identify one metric leadership regularly asks for that you can't pull quickly today. Closing that single gap is often the most effective proof point for the value of a more connected system.



Stop working around your stack to get the most out of AI. See how ClearCo brings it all together.

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