

PLURALSIGHT

Upskilling strategically for AI

By emphasizing practical application and building a culture of continuous learning, agencies can prepare their teams to pivot quickly and innovate effectively as new cyber technologies emerge.



Tony Holmes
Pluralsight

Technology is moving quickly, and for agencies looking to meet the mission successfully, it's important to adopt not just the right tools, but to train employees on how to use and adapt those tools.

This requires a new approach. As technologies like artificial intelligence, machine learning and advanced analytics enter the government space, agencies need to train and upskill workers faster than typical training cycles allow. Moreover, the rapidly evolving technological landscape is also changing what agencies need in their workers, making generalists, who bring the flexibility to adapt to new tools and innovations more quickly, more valuable than specialists, who excel in a narrow field. This adaptability is critical when mission priorities change suddenly and success depends on how quickly teams can pivot and innovate.

To meet these changing needs, agencies must shift from rigid, one-size-fits-all training models to more agile, adaptive approaches that continuously evolve alongside technology. They must also adopt models that go beyond teaching specific technical skills and instead focus on how each tool supports broader objectives.

Strategic upskilling

Employees today need training that is focused on supporting the mission as a whole. This is especially important as agencies look to help workers develop the mission-critical capabilities necessary to meet initiatives like the President's

Management Agenda and the [DoD Cyber Workforce Framework](#), which emphasize operational resilience, enhanced service delivery, and readiness where technologies like AI and cybersecurity continually transform.

Effective training equips teams with technical expertise and aligns skills with strategic objectives that help them not just use new tools, but understand and engage with the 'why' of the mission. For example, hands-on, scenario-based learning is critical in preparing cyber professionals to address real threats. In the context of the DoD Cyber Workforce Framework, this includes practicing AI-enhanced threat detection, rapid incident response and proactive defense strategies. As a force multiplier, AI also needs training emphasizing adaptability so teams can integrate these tools effectively to combat adversaries.

Beyond equipping with specific skills, creating a culture that encourages lifelong learning is also essential. Leaders must champion professional growth and encourage employees to continually develop their skills, not as a one-time effort but as an ongoing and organic process. Investing in adaptable generalists, mission-focused training, and a culture of learning means government organizations can build a workforce ready to execute.

The Pluralsight difference

[Pluralsight](#) can play a transformative role in helping agencies implement the right training to improve processes

and strengthen security posture. As a comprehensive skills development platform, Pluralsight offers tailored learning paths and real-time assessments through tools like [Skill IQ](#) and [Role IQ](#), enabling agencies to identify skill gaps and align training with mission-critical needs. These capabilities help ensure that teams are proficient in the latest technologies, including cybersecurity frameworks and practices, as well as ongoing structured alignment to the DCWF 8140 roles.

For agencies aiming to further strengthen their security posture, Pluralsight's hands-on labs provide practical, scenario-based training that allows teams to simulate real-world situations, such as identifying vulnerabilities, responding to threats, and applying solutions for threat detection and mitigation. This kind of experiential learning fosters deep, actionable expertise, which is critical in preventing breaches.

Pluralsight's analytics-driven insights empower leaders to measure the effectiveness of training and track skill progression across teams. This ensures that training investments directly support organizational goals, whether improving operational processes, adopting new technologies or meeting compliance standards.

By combining flexible, scalable learning solutions with actionable insights, Pluralsight equips agencies with the tools to upskill their workforce, streamline processes, and proactively address evolving cybersecurity challenges, reducing the risk of breaches while driving operational excellence. ■

Tony Holmes is the practice lead for solutions architects for public sector at Pluralsight.



**“EFFECTIVE TRAINING
EQUIPS TEAMS WITH
TECHNICAL EXPERTISE
AND ALIGNS SKILLS WITH
STRATEGIC OBJECTIVES
THAT HELP THEM NOT
JUST USE NEW TOOLS,
BUT UNDERSTAND AND
ENGAGE WITH THE ‘WHY’
OF THE MISSION.”**



AI Courses for Government Leaders

Learn how to use AI technology to drive growth, innovation, and operational efficiency in your agency.

