

# CREATING AN AI ACADEMY

HOW TO SCALE AI UPSKILLING FOR ENTERPRISE IMPACT

DATA CAMP WEBINAR

WEDNESDAY, OCTOBER 8

MARCELA SCHRANK FIALOVA



# AI & DATA UPSKILLING TRENDS

**AI/DATA UPSKILLING IS NO LONGER OPTIONAL**

**PERSONALIZED, ADAPTIVE, DOMAIN-RELEVANT**

**EMBEDDED, ENTERPRISE-WIDE**

**EVOLVING CONTINUOUSLY**

**TECH + HUMAN CRITICAL**

**A 2025 McKinsey survey of ~3,600 employees and 238 C-level executives finds that many employees are already experimenting with AI tools (often “under the radar”)—but senior leadership underestimates readiness.**

# THE HIDDEN COSTS OF NOT UPSKILLING

LOST ROI ON TECHNOLOGY

COMPETITIVE DISADVANTAGE

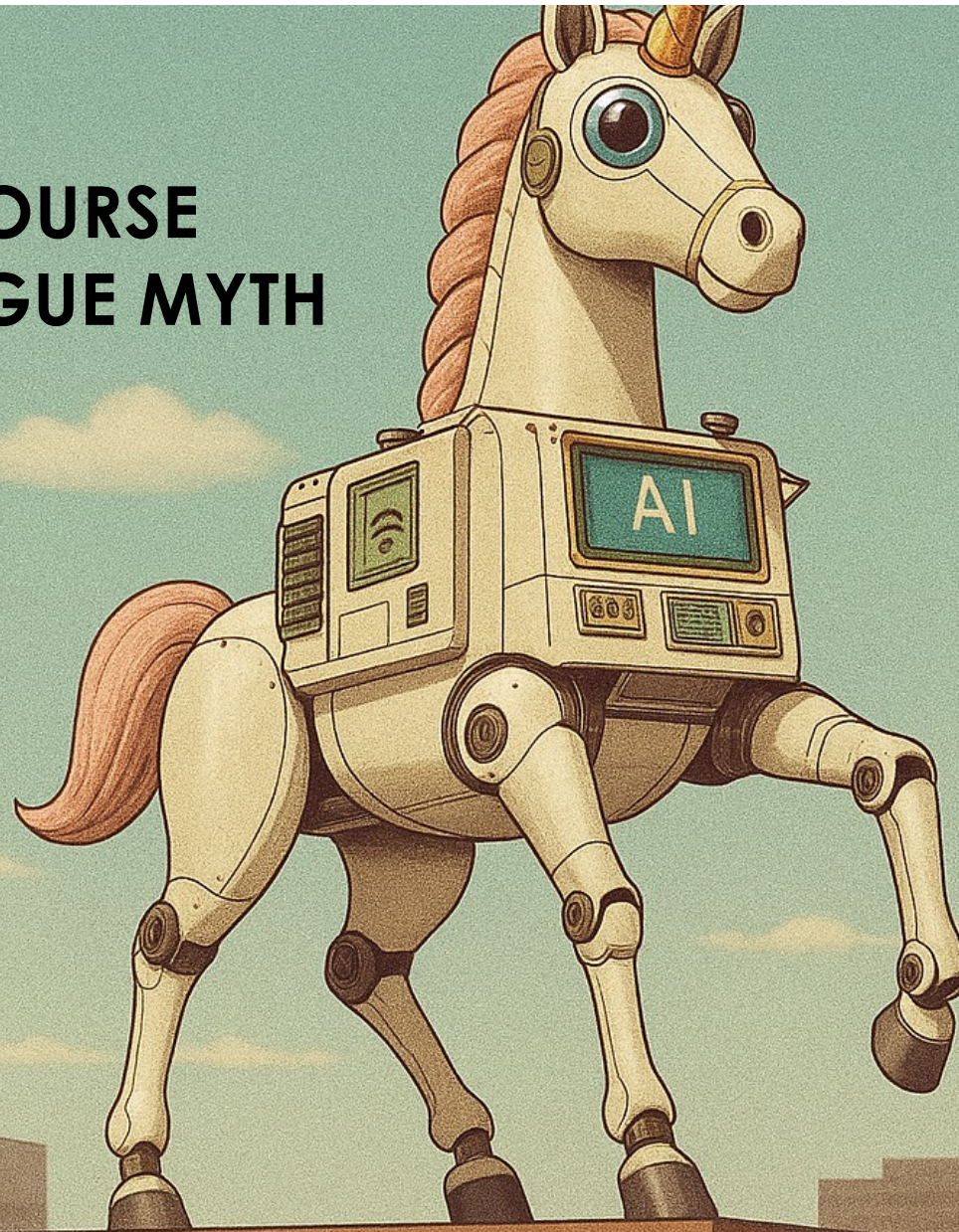
EMPLOYEE DISENGAGEMENT

MISSED ECONOMIC VALUE

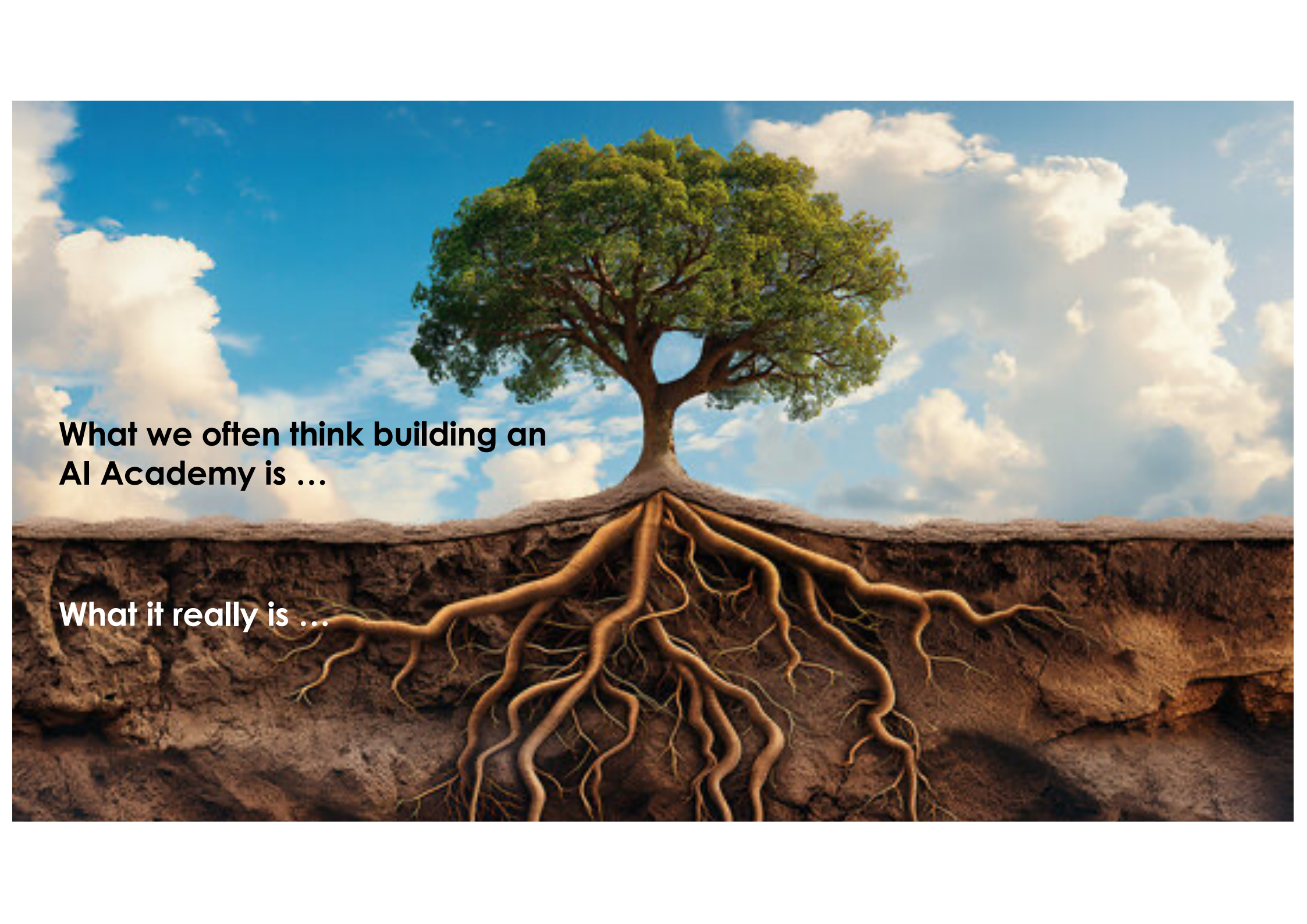




# THE AI COURSE CATALOGUE MYTH



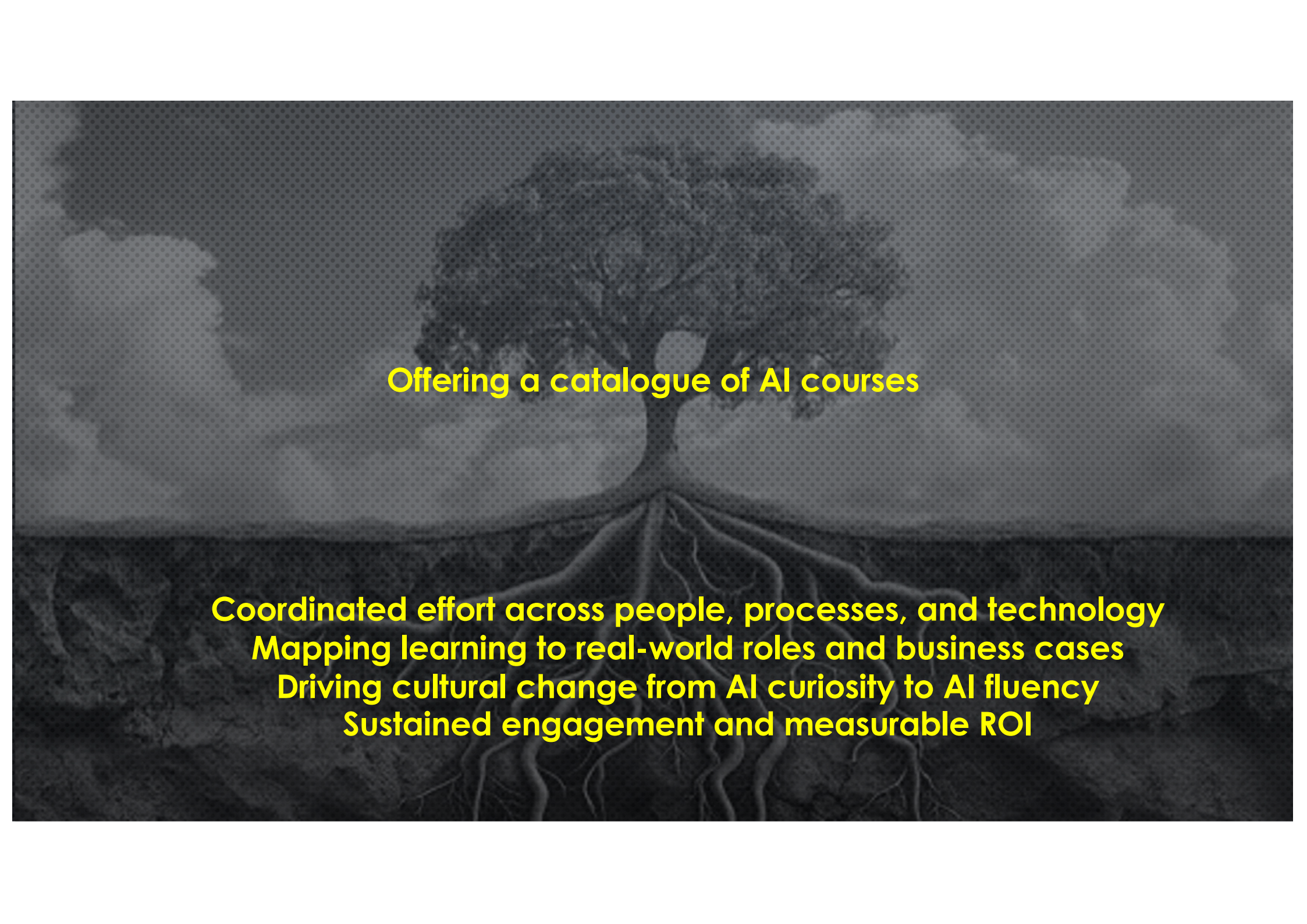




**What we often think building an  
AI Academy is ...**

**What it really is ...**





**Offering a catalogue of AI courses**

**Coordinated effort across people, processes, and technology**  
**Mapping learning to real-world roles and business cases**  
**Driving cultural change from AI curiosity to AI fluency**  
**Sustained engagement and measurable ROI**



# DEFINING AN AI ACADEMY

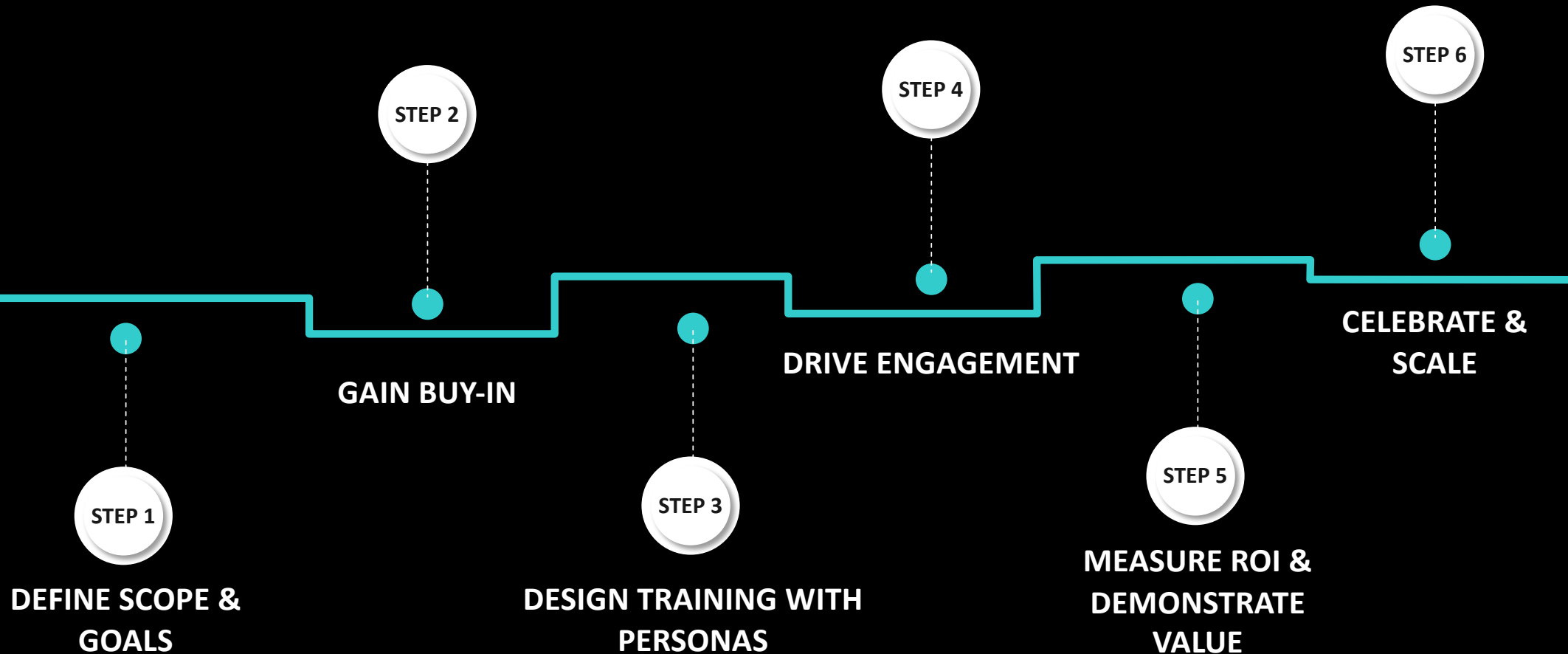
## IT'S NOT JUST LEARNING ABOUT AI — IT'S LEARNING TO COMPETE WITH AI

An **AI Academy** is a structured, enterprise-wide initiative that:

- Builds **AI literacy** for all employees.
- Develops **role-specific AI capabilities** for technical and business groups.
- Equips **leaders** with AI strategy and responsible AI frameworks.
- Delivers **measurable outcomes** for productivity, decision-making, and innovation.



# STEPS TO BUILD AN AI ACADEMY







**BUSINESS OUTCOMES**  
e.g. cost savings, faster decisions, revenue impact

**BEHAVIORAL CHANGE**  
e.g. AI usage in workflows, automation adoption

**SKILLS DEVELOPED**  
e.g. assessments, applied projects

**PARTICIPATION**  
e.g. completion, adoption rates

MEASURING IMPACT



| Function          | GenAI Use Case                                | Possible Metrics of ROI                                | What We Teach (Learning Measurement)                                                            |
|-------------------|-----------------------------------------------|--------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| HR                | Onboarding automation, policy Q&A bots        | Time saved per new hire, reduced HR workload           | Teach HR to design AI-driven onboarding flows; measure reduced time-to-productivity             |
| Finance           | Automated reporting, fraud detection support  | Hours saved in reporting cycles, accuracy improvements | Teach prompt engineering for report generation & anomaly detection; measure accuracy of outputs |
| Risk & Compliance | Policy summarization, compliance monitoring   | Faster audits, reduced errors, compliance cost savings | Teach compliance staff to validate AI summaries; measure audit cycle time & error rates         |
| Operations        | Process documentation, predictive maintenance | Downtime reduction, cost savings                       | Teach ops to integrate AI into documentation & monitoring; measure efficiency gains             |
| Sales & Marketing | Proposal generation, personalized content     | Faster RFP turnaround, conversion rates                | Teach sales to use GenAI for RFPs & personalization; measure proposal speed & conversion lift   |
| Customer Service  | AI assistants, knowledge base generation      | Reduced call handling time, higher CSAT scores         | Teach agents to co-pilot with AI & escalate correctly; measure handling time & satisfaction     |

ROI IS CONTEXTUAL



Join us

Allianz 

to listen and discuss how Allianz embarked on their journey of building a data driven culture via the Data Analytics Academy, partnering with DataCamp.



This month the Data Analytics Academy turns 1 year, however, instead of a celebration, we  would like to acknowledge our more than 7,000 learners from across 64 OEs for their self-motivation and commitment during these difficult times.

Thank you for being drivers of change and helping to transform Allianz to be data analytics-ready!



# TO AI FLUENCY

Confidence  
Competence  
Fluency



# FROM AI CURIOSITY

Curiosity  $\neq$  Capability





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Home > Blog > Learner Stories

# How Yuliya Upskilled on Essential SQL and Data Storytelling Skills to Become a Data Analyst at Allianz

Explore how former Business Analyst Yuliya upskilled and landed her dream job as a Data Analyst at Allianz.

Jul 13, 2023 · 6 min read

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## ARE

 How Yuliya Gained Essential SQL and Data Storytelling Skills to Bec...  Share

  
**YULIYA LAGADRILLIERE**  
DATA ANALYST AT ALLIANZ

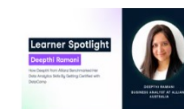
**Learner Spotlight**  
**Yuliya Lagadrilliere**   
How Yuliya Upskilled on Essential SQL and Data Storytelling Skills to Become a Data Analyst at Allianz



Alena Guzharina

## TOPICS

Learner Stories



How Deepthi from Allianz Benchmarked Her Data



## Congratulations to the Data Scientist Academic Certificate Program Graduates!



**37 Graduates**  
16 Allianz  
Operating Entities  
11 Countries



**800+**  
Hours of work  
over 10 months

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 **DataScientest**

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