

CASE STUDY

# From Legacy Content to Living Learning Ecosystem

## An AI Learning Manager Playbook for Enterprise Content Transformation

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### The Challenge Every L&D; Team Recognizes

Most enterprise learning libraries share the same problem: hundreds or thousands of legacy assets—SCORM packages, PowerPoint decks, PDFs, recorded webinars, SOPs, and job aids—scattered across drives, LMS folders, and SharePoint sites. They were built at different times, by different teams, with different standards. Nobody has a clear picture of what the organization actually teaches, what is duplicated, what is outdated, or what is missing entirely.

The consequences are felt across every industry. A healthcare organization discovers its onboarding modules still reference a two-year-old EHR workflow. A financial services firm realizes three separate teams built compliance training covering the same regulation—none of them current. A manufacturing company's safety training exists only as instructor-led slide decks that cannot scale to a global workforce. A tech company's product training lags weeks behind every release cycle.

The result is wasted development hours, inconsistent learner experiences, and a growing gap between what the business needs and what the learning function can deliver at speed.



### The Approach: A 3-Step Human-in-the-Loop Workflow

This playbook uses agentic AI content platforms—integrated with the Microsoft stack and enterprise taxonomies—to transform legacy libraries into clean, modular, multimodal learning ecosystems. The critical differentiator is that AI proposes; humans decide. Every workflow is anchored in learning science, governed by clear review checkpoints, and designed so instructional designers remain the architects of the learner experience.

#### Step 1: Discover & Clean

The first move is making legacy content visible and AI-ready. Parser agents ingest SCORM/xAPI packages, slide decks, PDFs, video transcripts, and process documents. They generate standardized metadata—tagging each asset by topic, role, skill, proficiency level, industry, and solution area—and produce an "x-ray view" of the entire library:

what is covered, what is duplicated, and where gaps exist.

Instructional designers and SMEs validate tagging schemes so metadata reflects real roles, competency frameworks, and business priorities—not just technical consistency. The AI Learning Manager facilitates content-mapping workshops, defines practical tagging rules, and selects pilot libraries where cleanup delivers fast, visible wins.

### Step 2: Redesign & Generate

With clean, tagged source material, the platform proposes refreshed course structures: shorter lessons, role-based pathways, prerequisite links, and Bloom-aligned learning objectives. From a single legacy asset, it generates first drafts across multiple modalities—eLearning outlines, short video and podcast scripts, scenario-based activities, assessment items with tailored feedback, and step-by-step job aids.

Designers choose the right modalities for the audience and performance context, then edit and localize drafts for tone, accuracy, brand standards, and compliance requirements. The AI Learning Manager designs standard workflows—"Legacy Course Refresh in 10 Steps," "Video-to-Microlearning Factory"—and builds reusable prompt templates and workspaces so every ID can move from draft to deliverable faster.

### Step 3: Review, Launch & Learn

No content reaches learners without human sign-off. The platform tracks version history, surfaces confidence scores for tags and content decisions, and provides analytics on how refreshed assets perform—views, completions, feedback, and engagement patterns. The AI Learning Manager establishes QA criteria, defines success metrics with stakeholders (hours saved, content reuse, engagement lift), and turns pilot results into reusable playbooks and case stories for internal teams and clients.

*"AI proposes metadata, structures, and learning assets. Humans approve what becomes trusted knowledge and what goes live. Governance is transparent: who created what, who reviewed it, and how it connects back to objectives and taxonomies."*

## In Action: How This Plays Out Across Industries

While the workflow is consistent, the value shows up differently depending on industry context. Below are examples of how the same three-step approach addresses real enterprise challenges.

Industry	Legacy Challenge	Transformation Outcome
<b>Government &amp; Public Sector</b> (e.g., ERP rollout)	Test scripts, SME recordings, vendor docs, and half-built job aids scattered across teams. Manual tagging by role is slow and inconsistent.	A tagged knowledge base organized by process, role, and system area. First drafts of role-based job aids, eLearning outlines, walkthrough scripts, and scenario assessments generated from source material—cutting development time significantly.
<b>Healthcare &amp; Pharma</b>	Clinical training modules reference outdated EHR workflows. Compliance content is duplicated across departments with no central visibility.	Automated content audit surfaces duplications and policy gaps. Refreshed, role-specific modules (nurse vs. administrator vs. physician) with rapid update cycles when regulations or systems change.

Industry	Legacy Challenge	Transformation Outcome
<b>Financial Services</b>	Regulatory training is rebuilt from scratch every cycle. Multiple teams maintain parallel versions with no shared taxonomy.	Unified compliance content library tagged to regulations, roles, and jurisdictions. When rules change, affected assets are identified and updated in hours, not weeks.
<b>Manufacturing &amp; Energy</b>	Safety and operations training exists only as instructor-led decks. Scaling to global plants requires costly translation and localization.	Modular, multilingual microlearning generated from core SOPs. Short video walkthroughs and mobile-ready job aids replace classroom-only delivery.
<b>Technology &amp; SaaS</b>	Product training lags behind release cycles. Customer-facing enablement and internal training are maintained separately with significant overlap.	A living content engine tied to product documentation. When features change, training assets update in sync—job aids, certification prep, and onboarding paths refresh from a single source.

## The AI Learning Manager Role: Where Human Expertise Fits

The technology is powerful, but its value depends entirely on how it is led. The AI Learning Manager is the bridge between the platform's capabilities and the instructional design team's craft. This role operates across three dimensions:

### Design the Workflows

Turn platform capabilities into named, repeatable processes that make sense to instructional designers, SMEs, and project sponsors. Every workflow clarifies what AI does automatically, where humans review and decide, and what the outputs look like—templates, storyboards, scripts, assessment banks.

### Enable and Coach the Team

Run live demos, hands-on labs, and office hours so designers experience AI as a co-designer that removes drudgery, not a threat to their craft. Share prompt templates, critique frameworks, and quality rubrics. Build psychological safety by emphasizing that AI handles the tedious parts—tagging, first-draft generation, metadata cleanup—while designers stay in charge of objectives, learner context, tone, and instructional integrity.

### Prove the Value

Collect before-and-after metrics: hours saved per course refresh, content reuse rates, learner engagement with refreshed assets, and designer confidence scores. Turn pilot results into case stories that resonate with leadership (ROI and efficiency), instructional designers (what is now possible), and clients (why this approach is trustworthy and scalable).

## Success Metrics That Matter

Category	What We Measure	Why It Matters
<b>Efficiency</b>	Hours saved per course refresh, per library cleanup, per video-to-microlearning project	Demonstrates direct cost and time savings—the fastest path to stakeholder confidence

Category	What We Measure	Why It Matters
<b>Reuse &amp; Reach</b>	Number of legacy assets transformed and reused; content discoverability by skill and topic	Shows the compounding value of clean, tagged, modular content
<b>Learner Impact</b>	Engagement with refreshed content (views, completions, feedback); manager and learner reports of usefulness	Connects the transformation to actual learning outcomes and business performance
<b>Team Adoption</b>	Designer confidence using AI tools; perceived value of the platform in daily work	Ensures sustainability—the transformation only lasts if the team owns it

## The Bottom Line

Every organization has legacy content. The question is whether that content remains a liability—scattered, outdated, and expensive to maintain—or becomes a strategic asset: clean, tagged, modular, and ready to power adaptive, role-based learning at scale.

The playbook described here is not theoretical. It reflects a proven pattern: ingest messy content, tag and structure it with agentic AI, generate multimodal first drafts, and keep human expertise at the center of every decision that touches learners. The AI Learning Manager is the person who makes that pattern repeatable, trustworthy, and measurable—turning a powerful platform into clear workflows that instructional designers adopt, stakeholders trust, and learners benefit from.

*The shift is simple but profound: from "we have a lot of legacy content" to "we have a living, AI-powered learning ecosystem"—with human expertise and agentic AI working together.*

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