

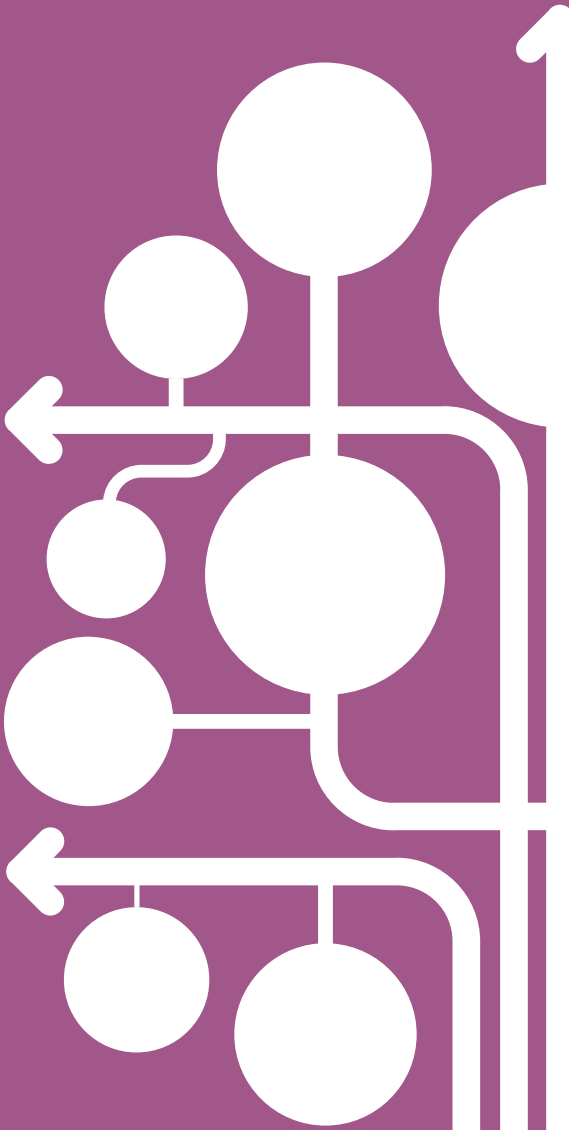


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Enriching lives, opening minds.

# **EPALE** Resource Kit

## Beyond the Buzz: AI in Adult Education



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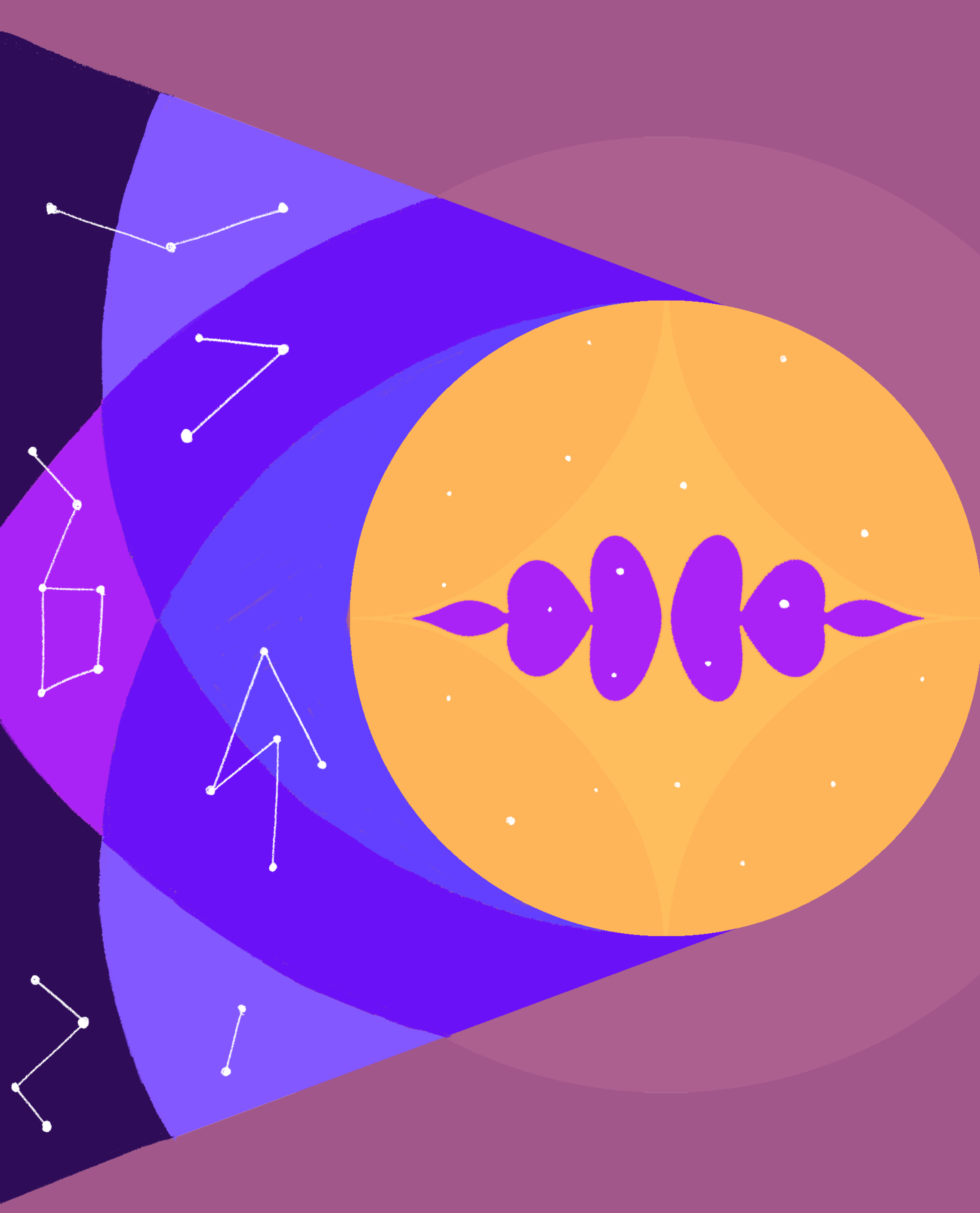
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# 1. INTRO

This resource Kit looks at the far-reaching implications of artificial intelligence for adult learning and careers guidance. As we stand at the intersection of technological innovation and human development, these articles offer critical insights into how we can harness the potential of AI while at the same time preserving what makes education fundamentally human.

The transformation is already happening. AI is reshaping personalised learning, making education more accessible and adaptable. It's breaking down geographical barriers, democratising knowledge and providing unprecedented support for learners with diverse needs. But these advances come with significant challenges that we need to address thoughtfully.

Our authors examine the delicate balance between technological efficiency and human connection. They ask whether AI can truly replicate the empathy and lived experience of the coaching relationship, and explore how we might develop hybrid approaches that augment, rather than replace, human judgement.

They examine the ethical dimensions of AI implementation and argue for the development not just of AI literacy, but of comprehensive AI skills.

Particularly valuable is the attention given to equity and inclusion. How do we ensure that AI serves all learners, rather than exacerbating existing inequalities? How do we prevent the erosion of social capital - the human networks that are essential for opportunity and resilience?

The European Commission's new AI law guidelines provide a regulatory framework for these questions, setting clear boundaries for prohibited practices while allowing innovation to flourish.

As we navigate this evolving landscape, our focus must remain on the human element. Technology should enhance, not diminish, what makes education transformative: the connection between learners and educators, the development of critical thinking and the cultivation of empathy.



## 2. Insights from our Experts

- The Human Element: Coaching in the Age of AI
- The ethical use of AI-powered tools for the education and learning of adults
- Upskilling workers for an AI-powered future
- The Intelligent Age: How AI is Redefining Personal and Professional Growth
- EPALE Newscast #2.2025: From Anxiety to Agency: Navigating the AI Transition



# The Human Element: Coaching in the Age of AI

Saskia Dr. Eschenbacher

As AI coaches claim to match human effectiveness, we're forced to re-examine what is uniquely human. This thought-provoking article explores the blurred line between human and machine capabilities in coaching relationships. Can AI truly replicate human empathy and lived experience? Instead of competing with technology, discover how a hybrid approach can enhance our work while honouring what makes us irreplaceably human. Enter the conversation about artificial intelligence versus artificial intimacy in the coaching profession.

► *Explore more on EPALE*





# The ethical use of AI-powered tools for the education and learning of adults

Marcella Milana

How do we navigate the ethical maze of AI in education? This article explores the tension between the growing role of AI in adult learning and the ethical imperative to maintain human-centred approaches. From conversational agents to generative AI tools, discover how these technologies are reshaping teaching and learning while raising critical questions about intellectual honesty and human oversight. Find out why the development of 'AI skills', rather than just literacy, may be the key to ensuring the ethical use of AI in education under European Commission's groundbreaking AI Act.

► *Explore more on EPALE*



# Upskilling workers for an AI-powered future

Bernhard Schmidt-Hertha

As tech giants push ahead with AI integration, small and medium-sized businesses are struggling to keep up. This article reveals how targeted training programs can help bridge this critical skills gap. Discover the surprising priorities employees themselves want from AI training, and why striking the right balance between theory and real-world application remains a challenge. Find out how innovative approaches, such as chatbots and learning factories, could hold the key to democratising AI skills across all levels of the workforce.

► *Explore more on EPALE*



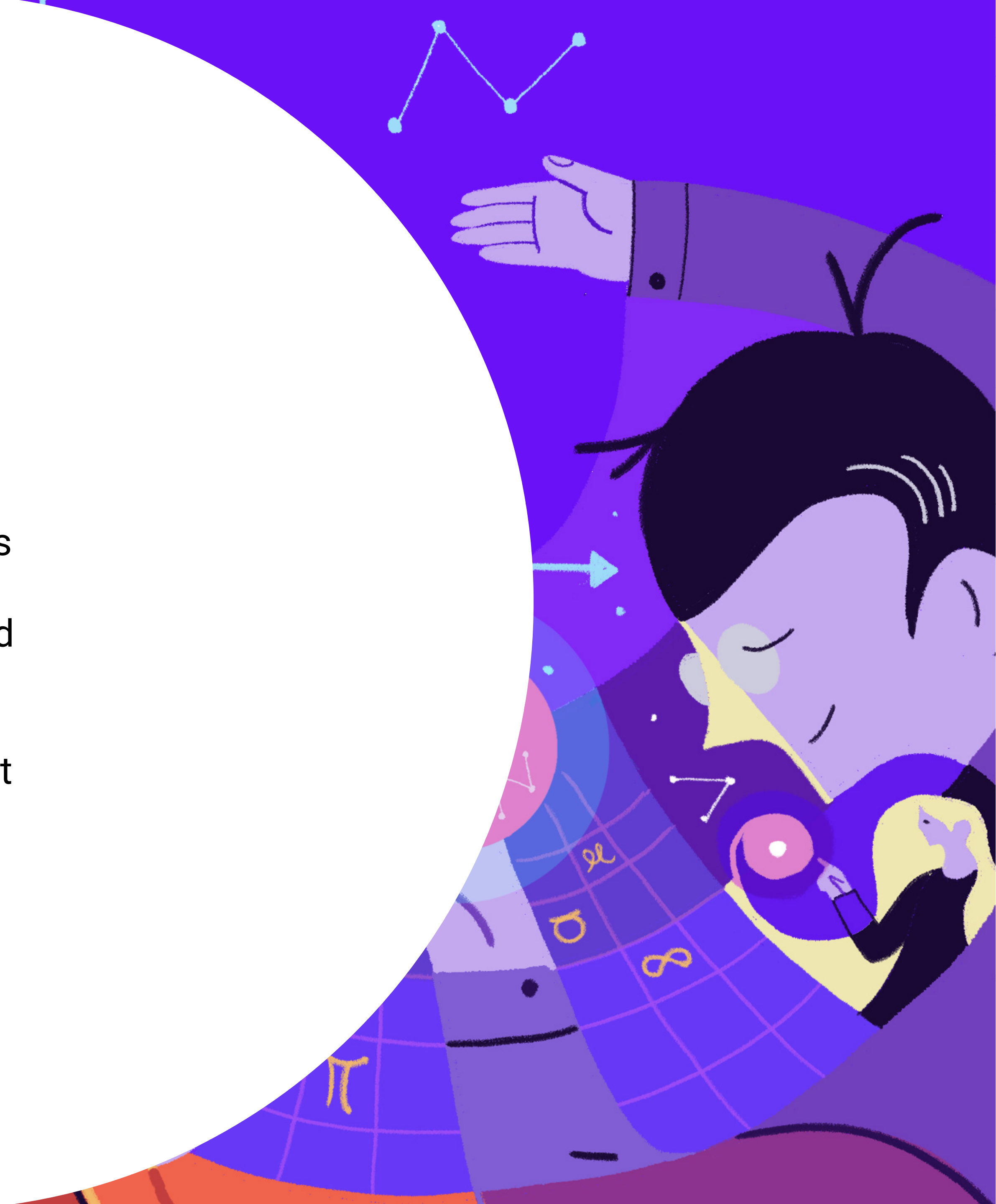


# The Intelligent Age: How AI is Redefining Personal and Professional Growth

Luisa Esposito

We're entering the Intelligent Age. AI and advanced technologies are not only changing the way we work, they're redefining human potential itself. This article shows how this unprecedented shift requires more than technical skills - it requires a fundamental shift in how we learn, collaborate and solve problems. Find out why adaptability may be your most valuable asset, and how platforms such as the EIT Campus are equipping forward-thinkers to help shape, rather than just survive, this new world.

► *Explore more on EPALE*

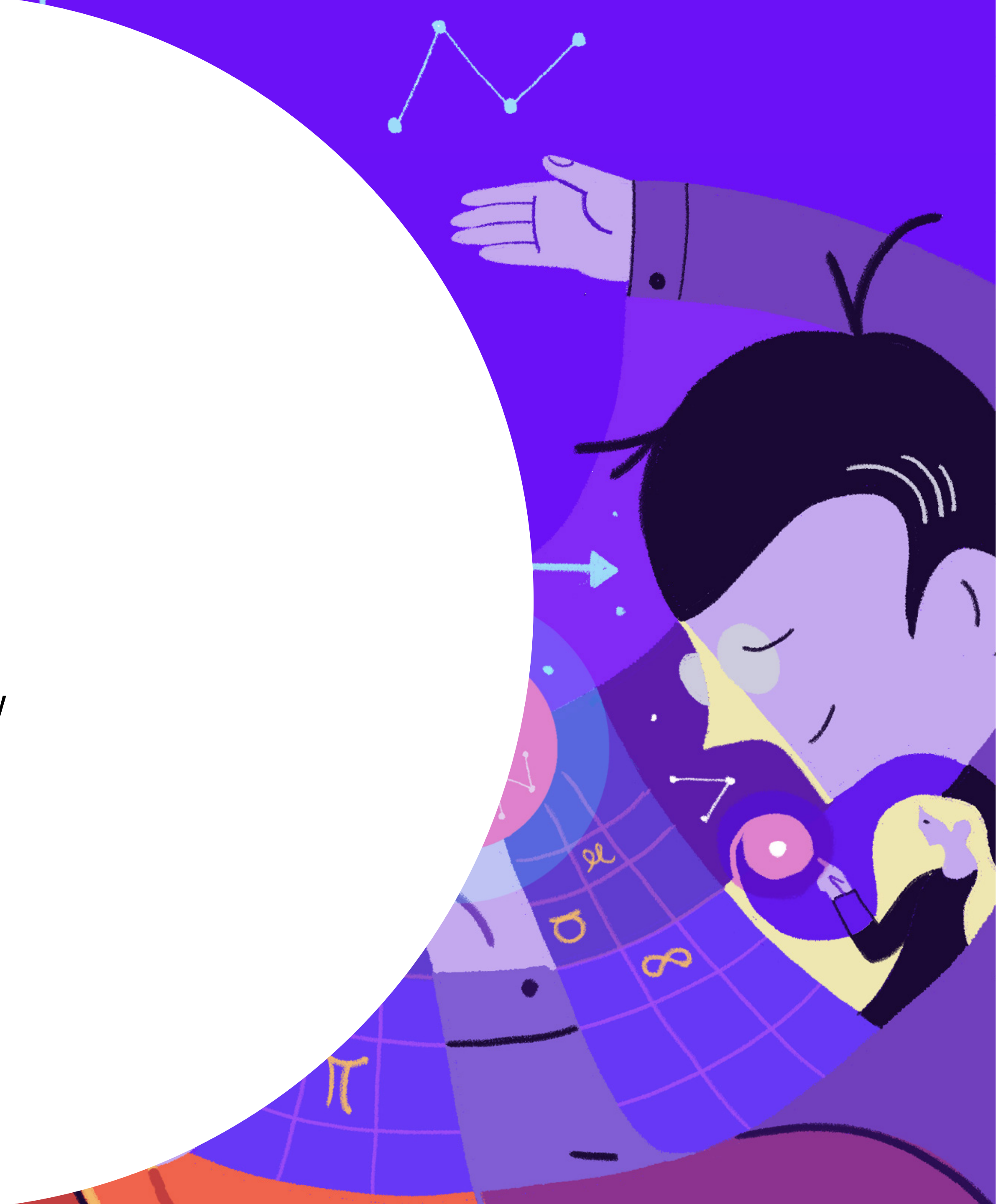




# EPALE Newscast #2.2025: From Anxiety to Agency: Navigating the AI Transition

As AI increasingly mediates our interactions with government and employers, who's deciding how this technology shapes our future? EPALE's March Newscast features Chris Kremidas-Courtney's urgent call to 'democratise technology from the start', rather than after the damage has been done. Discover why adult learning communities need to equip citizens to partner with AI rather than be replaced by it, and how informed local debates could ensure that technology serves our core values rather than undermining them.

► *Explore more on EPALE*





### 3. Insights from our Community

- To bot or not to bot: is this the question?
- Artificial Intelligence: Shaping the Future of Learning
- AI in Guidance – Curse or Blessing?
- On the search trail of AI skills – Are guidance counsellors the new IT experts of the future?



# To bot or not to not: is this the question?

Maria Fabiani

As AI chatbots revolutionise adult education and career services, we face a critical tension: these tools promise democratised access, but can undermine social capital - the human networks essential for opportunity and resilience. Research shows that 50-80% of jobs are filled through networking. Warm introductions open doors that AI simply cannot. Bots cannot replicate the nuanced advocacy of human mentors who share lived experience, although they can provide immediate, personalised guidance for time-constrained adults. The future requires hybrid models where AI facilitates rather than replaces human connections, with new metrics that value relationship building alongside traditional outcomes.

► *Explore more on EPALE*

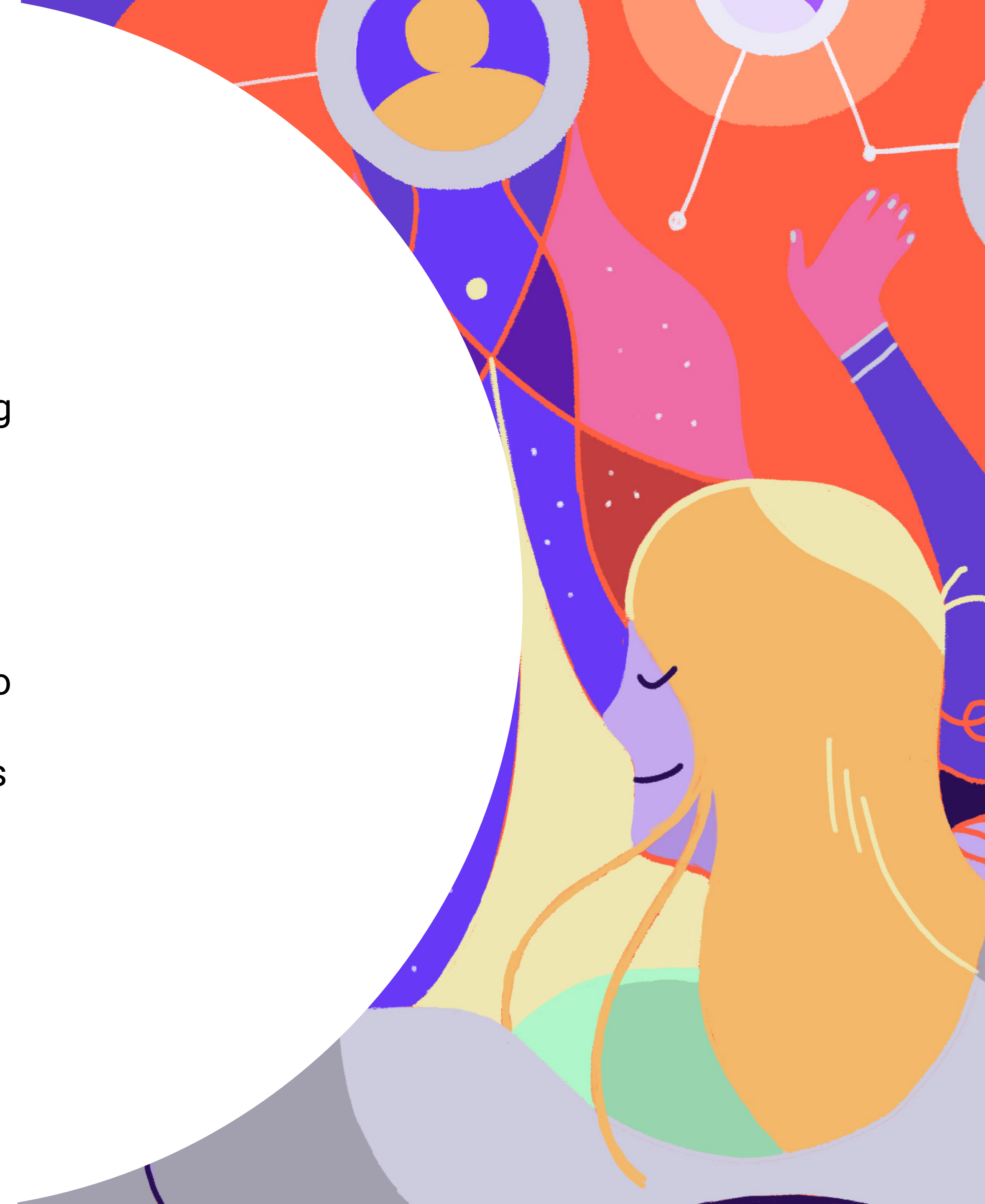


# Artificial Intelligence: Shaping the Future of Learning

Esra Telli

AI doesn't just change the way we teach - it redefines learning itself. This article explores how AI-powered systems are creating personalised learning experiences that adapt to individual needs in real time, breaking down geographical and financial barriers to quality education. Discover the delicate balance between technological efficiency and human connection as we navigate critical ethical issues: Who designs these systems? Whose knowledge is prioritised? The future demands AI that empowers teachers, not replaces them.

► *Explore more on EPALE*





# AI in Guidance – Curse or Blessing?

Marc Schreiber – Euroguidance

Austria

Can chatbots really understand the needs of your professional life? This analysis compares how humans and AI “work” in career counseling. While AI excels at data processing and content generation, it fundamentally lacks human intuition and contextual understanding. Over-reliance on technology risks undermining our essential thinking and feeling skills, the article warns. Discover why effective advice requires a balance between AI’s analytical strengths and irreplaceable human qualities, and how organisations can ethically implement AI without sacrificing the human touch.

► *Explore more on EPALE*

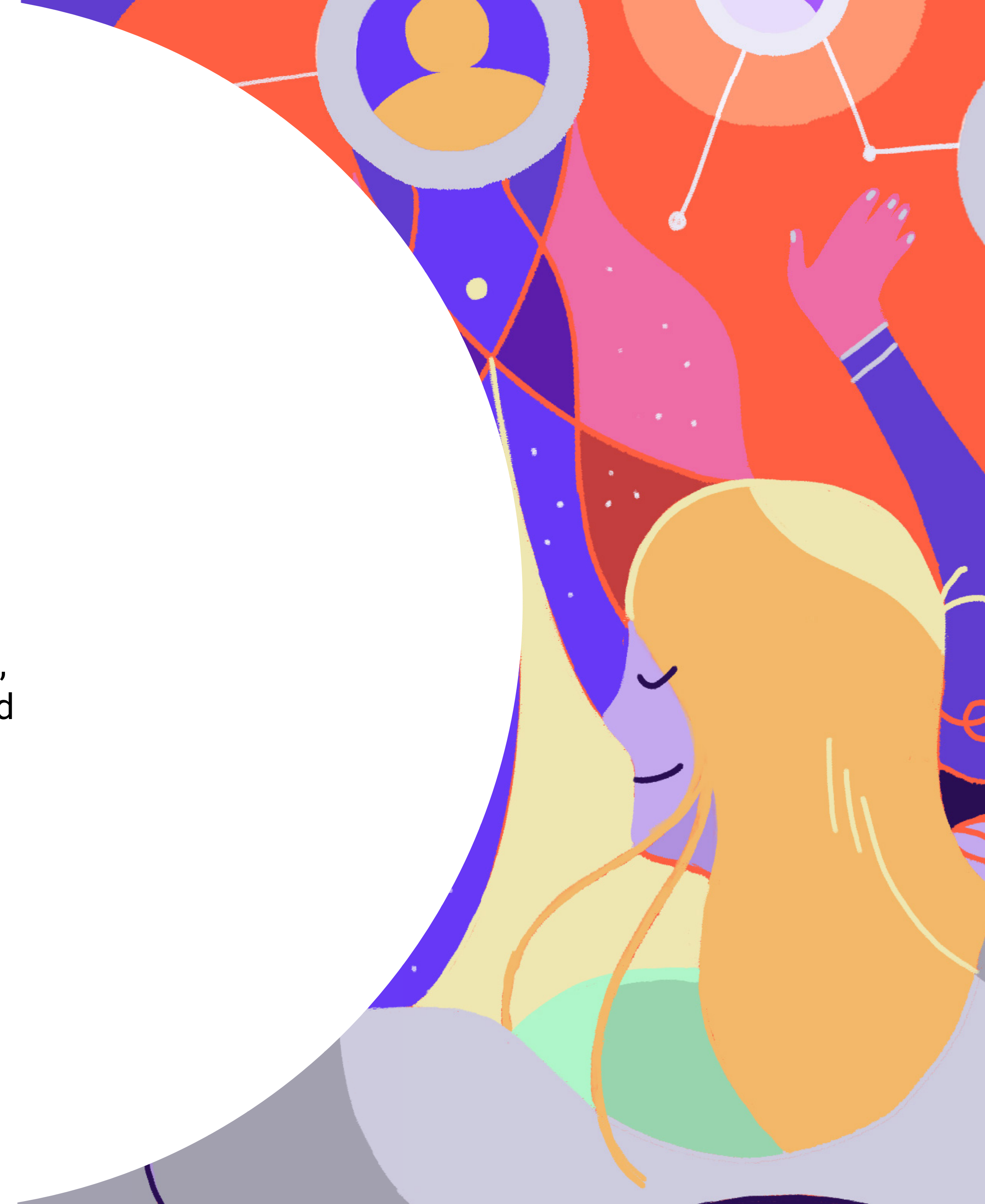


# On the search trail of AI skills - Are guidance counsellors the new IT experts of the future?

Sonja Karbon

The AI revolution in career guidance is moving from experimentation to structured implementation. This article explores five critical dimensions shaping this transition: essential AI skills for practitioners, the emergence of human-machine teams, pressing ethical considerations, evolving regulatory frameworks, and emerging best practices. While 2023 saw the first ChatGPT hype, and 2024 laid the regulatory groundwork, 2025 demands focused professional development. Explore why guidance professionals don't need to become IT experts, but must thoughtfully navigate how much AI can enhance - without replacing - the human connection at the heart of Extension.

► *Explore more on EPALE*







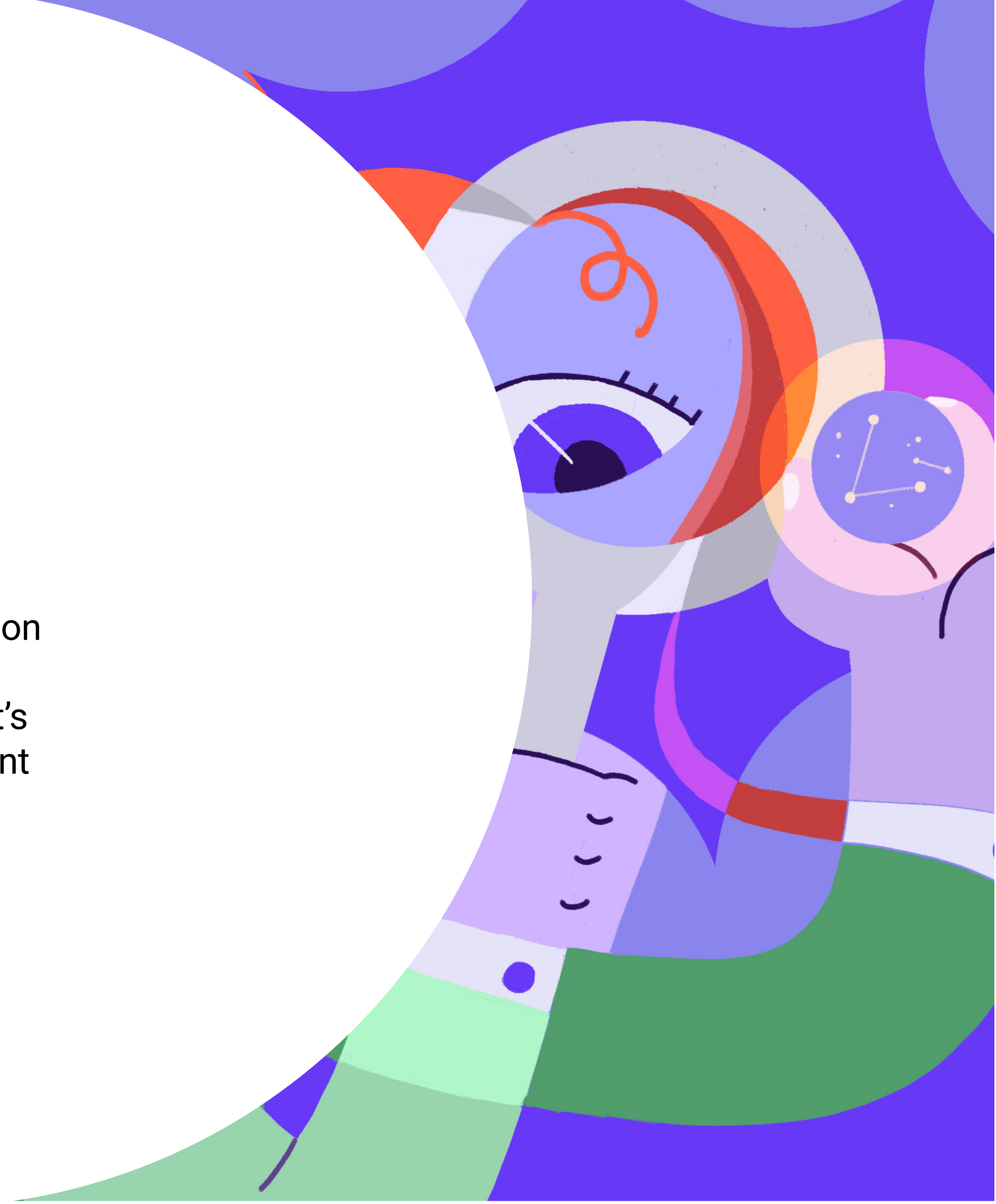
## 4. Focus

# Commission Guidelines on Prohibited AI Practices in Education

## NSS Spain

The European Commission has unveiled its roadmap for the AI Act's most consequential section - Article 5's outright prohibitions. Effective February 2025, these rules ban manipulative algorithms causing significant harm, systems exploiting vulnerabilities, unfair social scoring, workplace emotion recognition, and most real-time facial recognition in public spaces. Through practical examples, the guidelines clarify what's prohibited while detailing narrow exceptions for law enforcement and required safeguards, revealing how Europe balances innovation with fundamental rights protection.

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# EPALE

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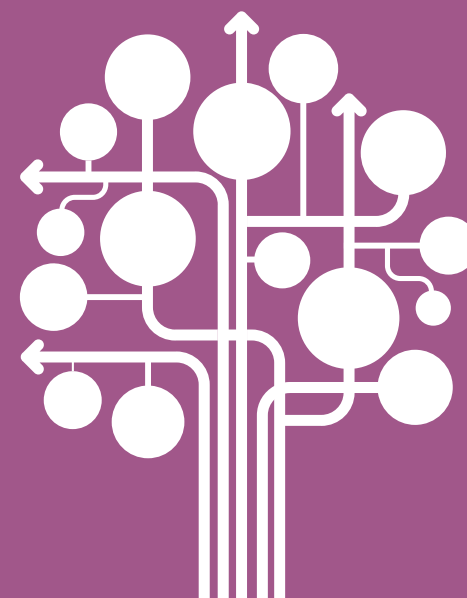
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