

# AI for Employee Performance Management in Government Course (Self-Paced)

Artificial intelligence is reshaping how government supervisors and HR professionals set expectations, measure outcomes, and recognize employees. This 4-hour interactive training gives federal staff practical, responsible ways to bring AI into every stage of the performance cycle, grounded in real government examples and current OPM guidance.

Group classes in Live Online and onsite training is available for this course. For more information, email [onsite@graduateschool.edu](mailto:onsite@graduateschool.edu) or visit: <https://www.graduateschool.edu/courses/ai-in-government-performance-management-course-self-paced>



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## Course Outline

### What is Performance Management?

Definition and purpose in the government workforce

### AI Fundamentals for Performance Management

- Types of AI relevant to performance management (analytics, automation, predictive modeling)
- Key terms and concepts

### Opportunities and Use Cases

- AI for goal setting and alignment
- Real-time performance monitoring
- Predictive analytics for workforce planning

### Fairness, Transparency, and Ethics in AI-Driven Evaluation

- Avoiding bias in automated evaluations
- Ensuring transparency and employee trust
- Government ethical standards and requirements

### Government Policy Context

- OMB, OPM, and agency-specific guidance on AI and data-driven HR practices
- Privacy, accountability, and compliance considerations

### Practical Tools and Frameworks

- Dashboards and visualization tools

- Setting up AI-driven KPIs and metrics
- Data governance and documentation

### **Managing Risks and Limitations**

Identifying challenges and safeguards for AI-enabled performance management

### **Application to Government Work**

Integrating AI practices into existing performance management processes

### **Action Planning**

Steps to implement or improve AI-enabled performance management