

Hone

CASE STUDY

Building a Future-Ready Workforce with AI-Powered People Development





YEAR FOUNDED

2010

HEADQUARTERS

Edmond, OK

NUMBER OF EMPLOYEES

275

HONE PROGRAM

Membership



AHSG, a company committed to sustained skill development and workforce readiness, implemented Hone as its AI-powered people development platform. By deploying targeted skill sprints and AI-driven coaching, AHSG consistently exceeded learning benchmarks in engagement, effectiveness, and adoption.

American Health Staffing Group, AHSG, sought a partner to deliver engaging and effective learning experiences and ensure continuous, skills-driven development across the organization. The goal was to maintain high engagement while leveraging Hone's AI-powered experiences to build a workforce ready for future demands.

Since partnering with Hone, AHSG achieved:

Above-Benchmark Learning Outcomes: Consistently delivered higher-than-average performance in learning effectiveness, with 90% of employees sharing development was impactful.

Exceptional Engagement: Engaged 86% of the workforce in development programs, with 25% of participation driven by employees themselves, outside of an assigned program.

Early AI Adoption Success: Saw strong momentum with Hone's AI-powered experiences, unlocking on-demand practice and skill application that drives lasting behavior change.

4.8/5

Average class rating

1,200+

Unique classes attended



The Company

AHSG is a technology-enabled healthcare workforce solutions company supporting thousands of care sites across all 50 states, including health systems, hospitals, and outpatient settings. It delivers scalable talent solutions across the full continuum of care, including locums, nursing, allied health, interim leadership, dialysis, K-12 and pediatric therapy, and non-clinical roles. Through its market-leading brands, Trio Workforce Solutions, AHS Staffing, and PediaStaff, AHSG combines deep industry expertise with innovative platforms to drive efficiency, access, and quality of care. Learn more at www.theahsg.com.



The Challenge

When Jamey Dubke joined AHSG as Vice President of Human Resources in 2025, there was no learning culture or skills development strategy. She identified a crucial need for a scalable, data-driven approach to proactively close organizational skill gaps and drive learning engagement. AHSG required a solution that moved beyond traditional training to enable continuous development, particularly in emerging areas like AI, and to connect learning directly to the skills most critical for success



The Solution

Jamey recognized that employees were eager for growth and introduced a blend of targeted learning programs and meaningful opportunities for personal development.

“Over the past year, Hone has become an important part of how we invest in our leaders and strengthen capability across the organization,” says Jamey Dubke, VP of Human Resources. “What began as a leadership development resource has evolved into a scalable platform that supports coaching, skill-building, and consistent leadership expectations across teams.”

Additionally, Hone supported Jamey and her team in a few key ways:

Targeted Skill Sprints: Jamey, in partnership with Hone, developed quarterly learning “sprints” focused on critical skill topics, such as communication and change, resulting in high completion rates and effectiveness.

On-Demand, AI-Powered Practice: AI Practice sessions provided immediate reinforcement of the skills learned in Hone’s live classes. The realistic roleplays and scenario-based learning allowed employees to practice real-world scenarios and get unbiased feedback on the skills they were building. Employees have completed over 200 sessions in just three months, with 80% of those employees rating the session a 4 or 5.

Microsoft Teams Integration: Learners can access Hone directly in their flow of work, inside Microsoft Teams, and receive nudges on next steps to continue their development.

AI-Powered Skills Analysis: After engaging with Hone AI, employees receive instant feedback on their strengths, growth areas, and targeted learning interventions, providing a foundation for workforce planning by proactively identifying skill gaps and informing where targeted learning is needed.

With Hone, not only did AHSG’s team utilize AI as a way to build skills with ease. Their learners also took part in AI literacy classes that helped them understand how to use AI tools, like ChatGPT and Gemini, and incorporate them into their workflows seamlessly. Nikki, a Senior Recruiting Consultant at American Health Staffing, a subsidiary of AHSG, says Hone’s classes helped her build confidence in using AI.

“I had a difficult time with AI when it first came out,” says Nikki. **“I was hesitant to use it. But after taking Hone’s AI essentials class, I was able to take what I learned and apply it that very afternoon. From there, I signed up for the next level to get more in-depth and continue learning. Now, when AI is mentioned at work, I don’t have any fear. Because of the Hone AI classes, I can show up and be 100% on board.”**



The Results

The results were evident to Jamey and her team, too. Jamey says, “From our experience, the impact has shown up in several meaningful ways:”

Increased leadership confidence and consistency

Drove stronger alignment around expectations and accountability

Equipped leaders with practical, immediately applicable tools for leading teams

Fostered a more intentional culture of development rather than reactive training

“For us, Hone’s platform has supported a broader shift toward building a skills-based, performance-driven organization. It has helped our leaders move from managing tasks to truly leading people, which has had a measurable influence on engagement, retention, and overall business performance.”

— Jamey Dubke, Vice President of Human Resources

Moving forward, as the HR team continues to evaluate each role and shift further toward a skills-based organization, AHSG plans to leverage Hone’s skills matrix to strengthen the development and proficiency of each team member’s skillset.

Hone

ABOUT HONE

Hone's people development platform blends AI-powered and live, expert-led learning to drive measurable upskilling. With the largest content library of its kind, covering use cases like manager training, leadership acceleration, and AI transformation, HR and learning leaders can scale highly engaging experiences for any audience. Our AI-driven platform and human-led classes personalize every session, track behavior change in real time, and showcase real ROI.

Want to learn more? [We'd love to chat.](#)

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