AI literacy for the workforce meeting Article 4 requirements

Translating EU AI Act mandates into measurable business capability

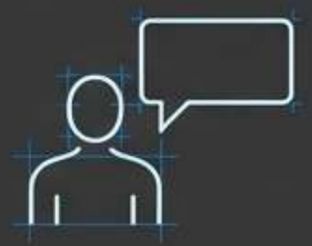
A step-by-step framework for genuine workforce readiness

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The gap between workforce readiness and regulatory expectations is massive

The Workforce



- Many employees have never opened an LLM interface
- Watching a demo does not build practical safety habits

Sufficient AI Literacy

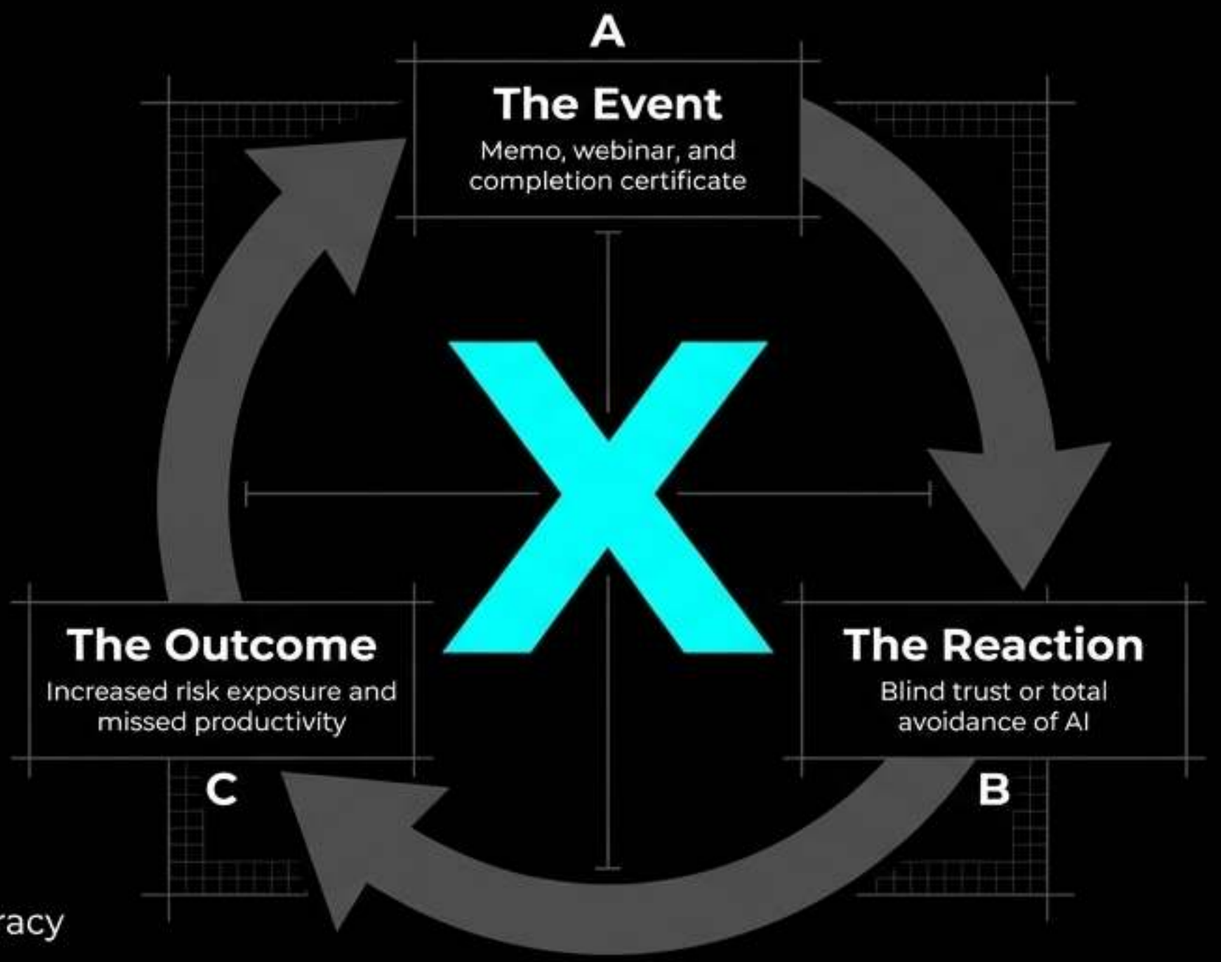
Article 4 Mandate



- Regulators expect proof of understanding AI tools
- Staff must use models responsibly and safely

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Check the box training creates active organizational risk



Awareness is not the same as literacy

Pretending to build fluency costs the organization heavily

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True capability replaces compliance theatre

Awareness (The Old Way)	Capability (Article 4 Ready)
Generic tool demos	Hands-on workflow practice
Feature awareness	Output skepticism and limitations
One-time certificate	Prompt libraries and ambassadors
Compliance theatre	Documented organizational readiness

Know when a decision requires a human rather than an algorithm

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A systematic blueprint for genuine capability

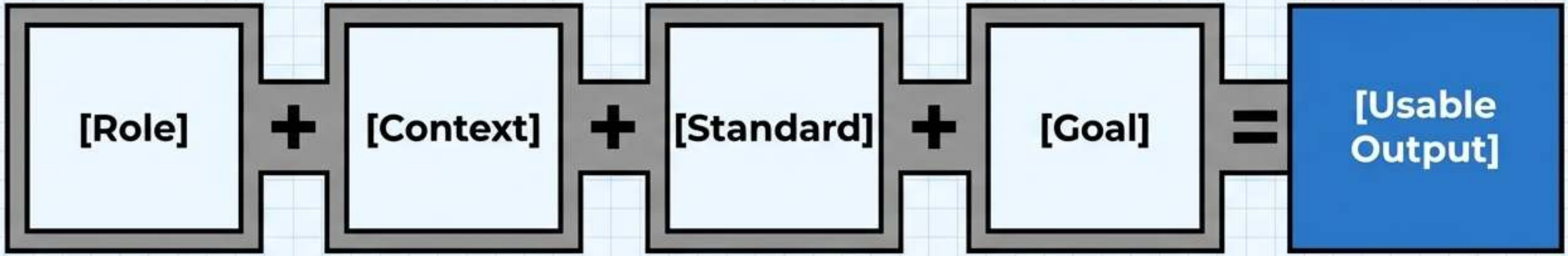


- Build literacy systematically across the organization
- Move from basic mechanics to documented compliance
- Create cumulative fluency over time

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Step 1 define literacy through practical mechanics

The Prompting Formula



AI systems have no memory of previous conversations. Explicit context must be provided every single time.

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Step 2 build skills through realistic workflow practice



Adopt

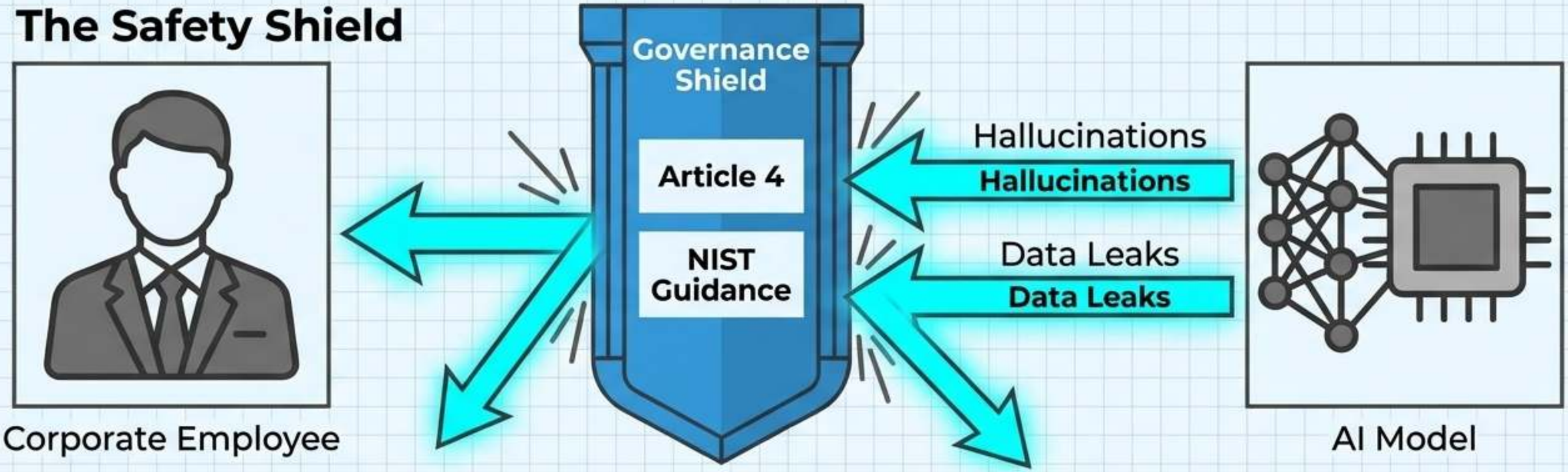
- Drafting a report section
- Summarizing a meeting
- Analyzing a dataset

Experiment with actual tools used on the job. Learn system limitations firsthand through direct, relevant application.

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Step 3 connect risk concepts to legal obligations

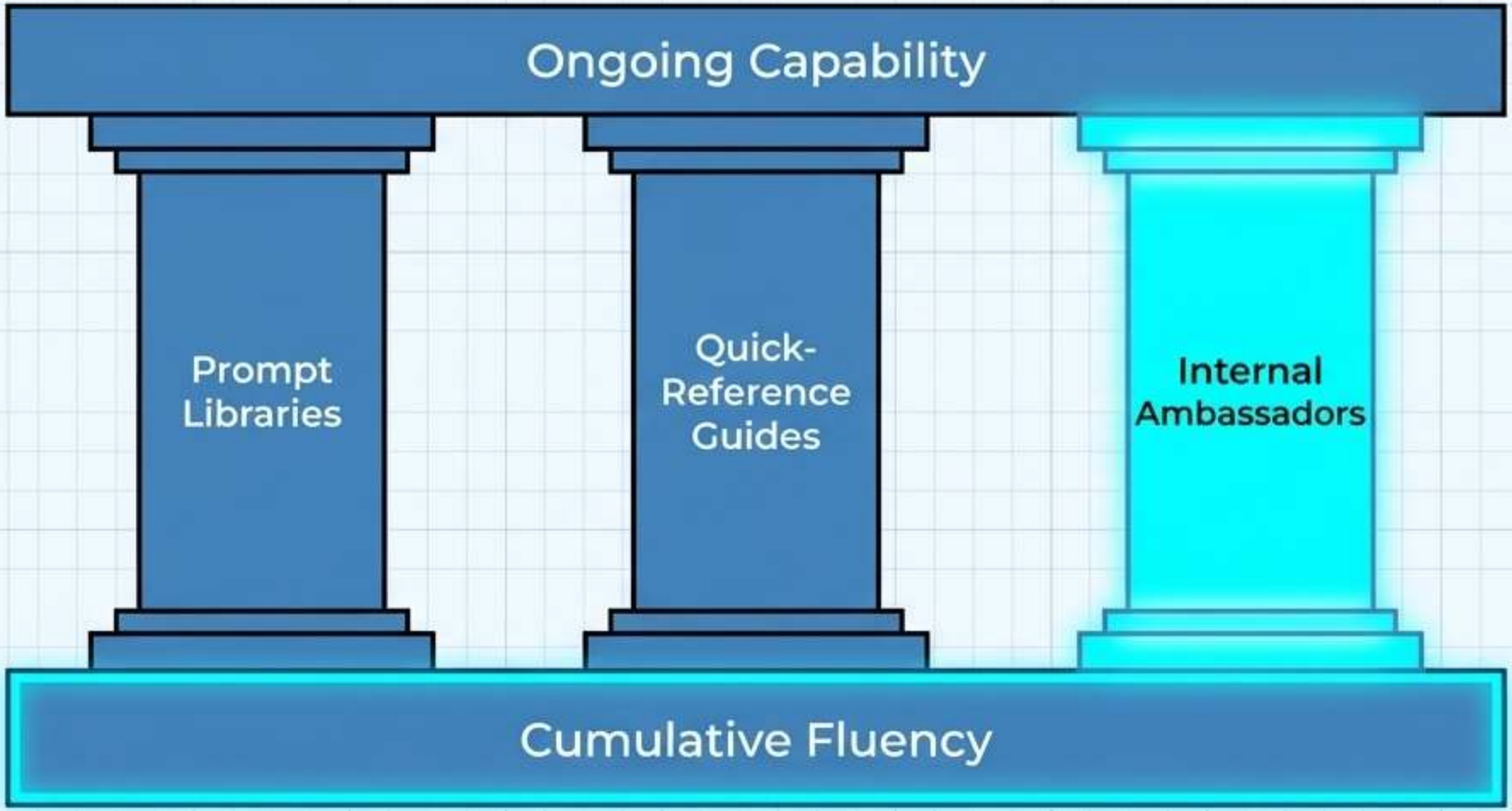
The Safety Shield



Apply company data privacy rules directly to AI tools
Understand what a hallucination is and why it happens

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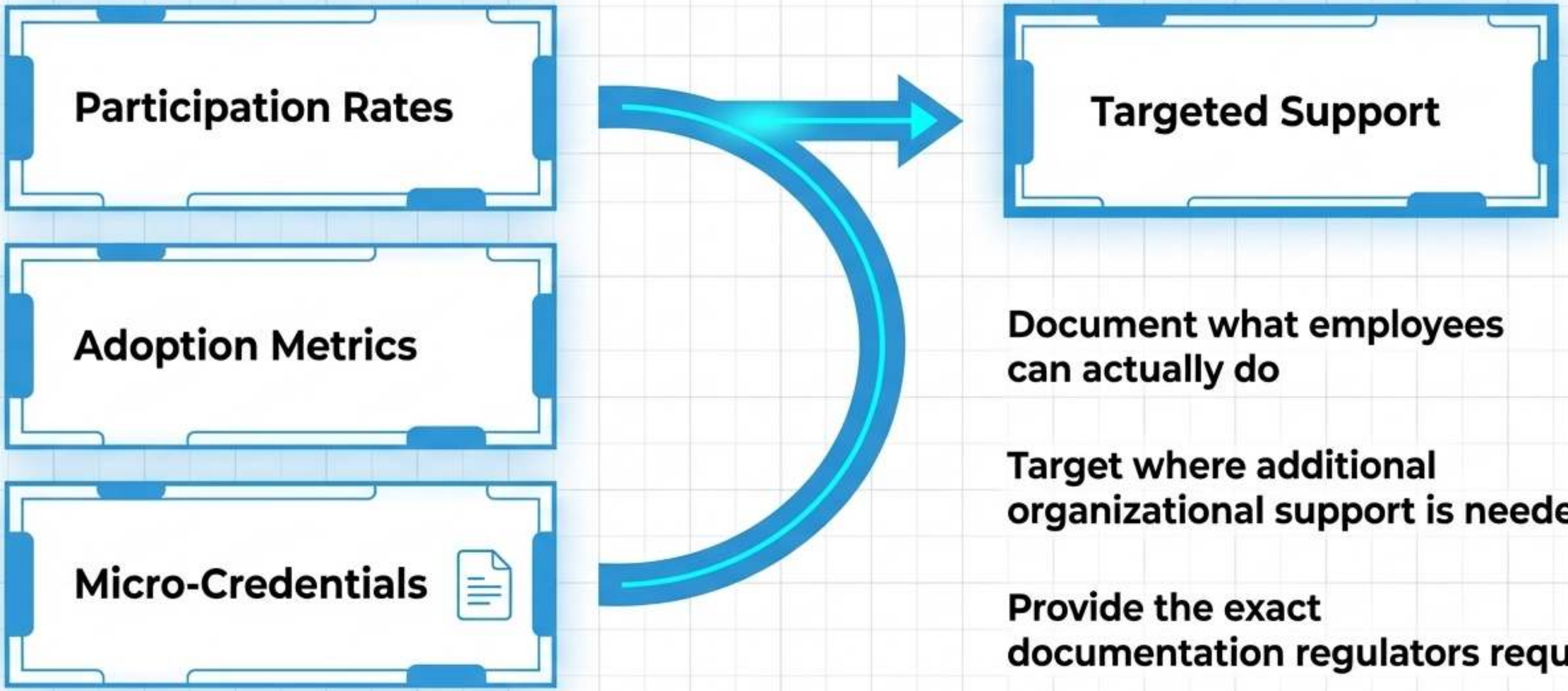
Step 4 prevent skill decay with internal support structures



- Give employees somewhere to turn when they hit a wall
- Stop skills from decaying immediately after training sessions

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Step 5 track adoption to prove Article 4 compliance



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One size fits all training serves no one

The Literacy Spectrum



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Measurement and support turn singular events into cumulative fluency



- True literacy is an ongoing measurable business outcome
- Metrics identify gaps for the next phase of training

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Turn regulatory requirements into a competitive differentiator

Explore the training rollout guide

Access the skills assessment template

- Define your role specific outcomes
- Deliver hands on practical training
- Give your workforce genuine capability

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