e-REAL® by LOGOSNET

AI Literacy and the EU AI Act

THE ARTICLE 4 DUTY, IN PRACTICE



Everyone who works with AI has to understand it. The law now says so.

A modular program on AI literacy, the EU AI Act and its national implementation across the Union. For organizations and the legal, compliance, HR and IT functions that lead them. Online or onsite, in English and in the languages of the member states covered.

PACT FOR SKILLS Leader

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WHY NOW

A duty for every organization, not only for specialists

AI literacy is the first obligation of the EU AI Act to apply, and the one that reaches every desk.

Article 4 of the EU AI Act requires providers and deployers to ensure a sufficient level of AI literacy among the people who operate and use AI systems on their behalf, taking into account their role, their context and the people affected. The duty has applied since February 2025, ahead of most of the Act, and national authorities and courts will read it alongside data-protection, employment and sector rules.

Member states are now adding their own layer: framework laws, designated authorities, sector provisions. What a compliant organization looks like in Italy is not identical to one in Germany or Spain. This program covers the three layers together, AI literacy, the EU AI Act and the national frameworks, in short live modules that each organization composes to its needs.

AI literacy

What AI systems are and are not, where they fail, how to use them with judgment at work. For all staff, scaled by role and risk.

The EU AI Act

Scope, roles, risk classification, prohibited practices, high-risk requirements, transparency, general-purpose models, governance and penalties.

National frameworks

One module per member state: Italy, Germany, Spain, the Netherlands and the Nordic approach ready; all 27 member states on request, from Malta to the Baltics. Authorities, sector rules, local practice.

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MODULE CATALOG · 01

AI literacy

The modules that meet the Article 4 duty, for every role in the organization.



AL-01 **What AI is, and what it is not**

AI systems, algorithmic models, autonomy, adaptiveness, input and output, inference: the definitions the Act uses, explained through the tools people already have on their desks. Machine learning, deep learning and generative AI without the mathematics.

Live · 1 session · all staff

AL-02 **Where AI fails**

Bias, hallucinations, opacity, automation bias, over-reliance, loss of human control. Recognizing the limits of a system before relying on its output, and knowing when a result needs a second look by a person.

Live · 1 session · all staff

AL-03 **Using AI at work, with judgment**

Verify, document, escalate: how to frame a request, check an answer against the source, handle personal and confidential data, and record what was delegated to a system. Practiced on the organization's own permitted tools.

Live · 1 session · all staff

AL-04 **The organization's AI literacy plan**

Inventory of AI systems, register of uses, roles and responsibilities, policies and procurement rules, training designed by role and risk level, evidence that the duty is met. For the people who have to build and run the plan.

Live · 2 sessions · legal, compliance, HR, IT

Each module is adapted to the sector and the systems actually in use. Objectives are agreed with the organization; scenarios use fictional or appropriately anonymized data.

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MODULE CATALOG · 02

The EU AI Act

Regulation (EU) 2024/1689, read as it applies, stage by stage.



EA-01 **Scope, calendar and structure**

Purpose, territorial scope, exclusions, the staged application calendar and the amendments under discussion, as they stand at the date of delivery. Where the Act meets GDPR, product-safety and sector law.

Live · 1 session

EA-02 **Roles and responsibilities**

Provider, deployer, importer, distributor, authorized representative, product manufacturer: who owes what along the value chain, when a deployer becomes a provider, what to write in contracts with vendors.

Live · 1 session

EA-03 **Risk classification and prohibited practices**

Unacceptable, high, transparency-only and minimal risk. The prohibited practices and what they protect. Identifying high-risk systems by intended purpose, sector and impact: recruitment, credit, education, healthcare, public services.

Live · 1 session

EA-04 **High-risk requirements and human oversight**

Risk management, data governance, technical documentation, logging, accuracy, robustness, cybersecurity, conformity assessment. Human oversight that works in practice: monitoring, anomalies, stop and intervention procedures.

Live · 1 session

EA-05 **Transparency, general-purpose models and data**

Information duties toward people, synthetic content and deepfakes, chatbots. General-purpose AI models, systemic risk, copyright and training data. Coordination with data-protection law: lawful basis, minimization, DPIAs and fundamental-rights impact assessments.

Live · 1 session

Content is revised at each edition to the law in force; participants of earlier editions are invited to the update session.

MODULE CATALOG · 03

National frameworks

One module per member state. The same Regulation, different authorities, sector rules and habits. All 27 covered.



NF-IT **Italy**

The framework law 132/2025 and Legislative Decree 160/2026: designated authorities, sector provisions, the new offense on security and human oversight of high-risk systems (art. 437-bis of the Criminal Code), deepfakes (art. 612-quater) and their entry into corporate liability under Decree 231/2001 (art. 25-vicies). What an organization's AI literacy plan and oversight roles must show.

Live · 1 session · Italian or English

NF-DE **Germany**

The KI-MIG in force since July 2026: the Federal Network Agency as market-surveillance authority, national administrative fines alongside the Act's, the interplay with data-protection supervision, works councils and employment aspects, the deepfake offense under discussion in the Criminal Code.

Live · 1 session · German or English

NF-ES **Spain**

An authority-centered approach: the AI supervisory agency AESIA, the organic law on the good use and governance of AI before Parliament, its sanctions regime and labeling duties for synthetic content, the ban on sexual deepfakes, coordination with the data-protection authority.

Live · 1 session · Spanish or English

NF-NL **France, the Netherlands and the Nordic approach**

Implementation through existing regulators rather than new institutions: France's DDADUE bill and the CNIL's lead role, the Dutch network of supervisors, the Danish, Finnish and Swedish models, and what each means for a deployer.

Live · 1 session

NF-EU **Cross-border deployment in the Union**

One system, several member states: mapping obligations, authorities and notification routes onto a single deployment, and keeping the map current as national acts arrive.

Live · 1 session

All 27 member states on request, with local counsel: Belgium, Austria, Portugal, Poland, Czechia, Romania, Hungary, the Baltics, Greece, Cyprus, Malta, Ireland and the rest of the Union.

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MODULE CATALOG · 04

Practice labs

Decide, draft and audit in simulated cases on the e-REAL platform, with conversational AI avatars.

L-01 Classify the system

A colleague describes a tool the team wants to adopt. Participants decide whether it is an AI system, where it sits in the risk pyramid, which role the organization plays and which obligations follow. The avatar pushes back; the facts change halfway through.

Lab · 1 session

L-02 Draft the AI literacy plan

From the inventory to the training matrix: participants build the plan for a fictional organization in their own sector, assign responsibilities and prepare the evidence an authority would ask for.

Lab · 1 session

L-03 The audit

An information request after a complaint. Participants collect the evidence, run the gap analysis, classify the non-conformities and draft the corrective plan and the management report, with an avatar inspector asking the follow-up questions.

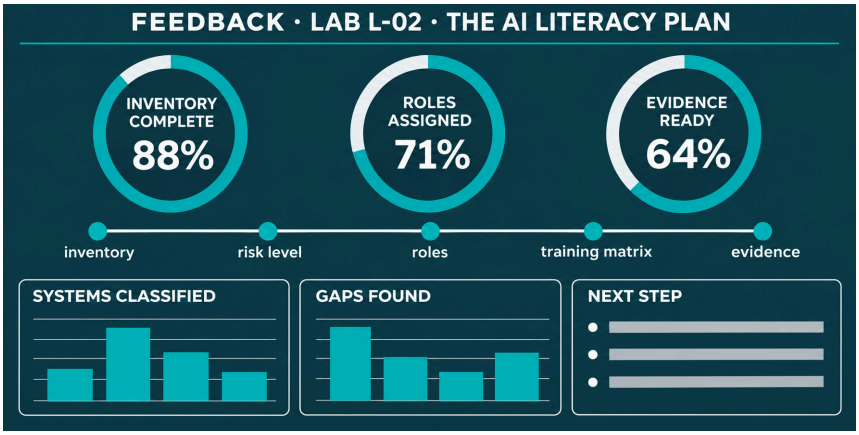
Lab · 1 session

L-04 Update the compliance model

An Italian case: participants map the organization's AI systems, identify the high-risk ones, assign human-oversight roles and update the Decree 231/2001 model and the code of ethics, with an avatar supervisory board asking what evidence exists. Adaptable to the German and Spanish corporate-liability regimes.

Lab · 1 session

Example of feedback after a lab



What the feedback looks at

Correct classification and role; the state of the rule actually checked; quality of questions; verification of AI output before reliance; clarity for a non-specialist; residual risk stated, with triggers for review.

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FORMAT AND CERTIFICATE

Online, onsite, or both

Short live sessions that fit a working week. Onsite when it helps, even for a launch or closing event alone.

Fully online

Live sessions of 90 to 120 minutes, at most 16 participants, one session a week. Materials and recordings on the e-REAL platform. Every module runs online; awareness sessions for all staff can run for larger groups.

Onsite, as much as you want

Any module can also run at your offices, in an e-REAL immersive room or at a venue we arrange. The whole path, a few modules, or only a launch or closing event with a live simulation and your leadership in the room.

Languages

English throughout. National modules in Italian, German or Spanish where indicated. Avatars in the simulations speak the language of the cohort.

For whom

All staff

The people who use AI tools in their daily work and whom Article 4 is about: awareness modules scaled by role and risk, in sessions that fit a shift or a working day.

Legal, compliance, privacy and risk

General counsel, compliance officers, data protection officers and risk managers who have to turn the Act and its national counterparts into inventories, assessments, policies and controls.

HR, IT and operations

The functions that choose, deploy and supervise AI systems and design the training plan: HR and learning teams, IT and security, operations leads, procurement.

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Certificate of Completion

Each module closes with a short scenario task. Paths of four modules or more lead to a Certificate of Completion issued by Logosnet, a member of the Pact for Skills, stating the hours completed: at least 6 continuing-education hours for the shortest path, 16 to 18 for the full paths. Credits are recognized where the organization's professional body or employer provides for it.

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COMPOSE YOUR PATH

Three paths, one program

Every path starts with AL-01 and EA-01. The rest is chosen with the organization.

Whole organization

AL-01 · AL-02 · AL-03 · EA-01

Four sessions for all staff, about 6 hours, in cohorts by function. The Article 4 duty met and documented.

Legal and compliance team

AL-04 · EA-01 to EA-05 · one national module · L-01 · L-03 · L-04

Ten modules, about 20 hours over a quarter. From the Act to the audit and the compliance model.

AI governance lead

AL-04 · EA-02 · EA-03 · EA-04 · NF-EU · two national modules · L-02

Eight modules, about 16 hours. For the person who owns the inventory, the policies and the plan.

Lifelong: the update is part of the course

When a regulation changes, the module is revised and a 60-minute update session is scheduled. Participants of previous editions are invited at no charge for twelve months; organizations on a continuing plan receive every update, and their AI literacy evidence stays current.

Who teaches

Practicing lawyers in each member state, academics in law and epistemology, AI scientists and learning designers. Faculty is confirmed per edition and listed on the enrollment page. Built on Fernando Salvetti's book *Generative Artificial Intelligence and the Future of Law* (Springer, in press).

LET'S COMPOSE YOUR PATH

Tell us your member states, your roles and the AI systems you already use. We will propose a sequence and a calendar.
www.e-real.net

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