



International Academy
for Digitalization & Management

AI LITERACY

Data Protection & AI Governance: EU AI Act Awareness – Article 4

Mandatory AI literacy Training under
the EU AI Act (effective February 2025)
CPD-accredited · Awarded 8 CPD Hours

IADM LTD
SUITE 10, CAPITAL HOUSE
61 AMHURST ROAD
LONDON
E8 1LL
UNITED KINGDOM
COMPANY NO 16931324



2026

Table of Contents

Introduction – Why AI Literacy Is Now Mandatory 03

Legal & Regulatory Obligation under the EU AI Act 04

Organisational Responsibilities & Risk 05

Training Content & Learning Outcomes (Article 4 Compliance) 06

Learning Outcomes & Practical Application 07

Accreditation, Quality & Recognition 08

Programme Leadership & Expertise 09

Participation & Pricing Options 10

Contact & Advisory Support 11

Introduction – Why AI Literacy Is Now Mandatory

Artificial intelligence is increasingly embedded in organisational processes and decision-making. With the entry into force of the EU Artificial Intelligence Act, organisations are legally required to ensure that individuals who develop, use, or oversee AI systems possess an adequate level of AI literacy.

Under Article 4 of the EU AI Act, this obligation applies to employees, managers, and decision-makers and must reflect their roles, responsibilities, and the risks associated with AI use. AI literacy is therefore no longer optional, but a core compliance requirement.

AI systems often process personal data and may affect fundamental rights, making AI literacy closely linked to GDPR compliance, risk management, and organisational duty of care. Insufficient understanding of AI-related risks can expose organisations to legal, operational, and reputational consequences.

The Role and Responsibility of IADM

The International Academy for Digitalization and Management (IADM) supports organisations in meeting these obligations through structured, practice-oriented and CPD-accredited training. Our programmes translate regulatory requirements into clear, actionable knowledge and help organisations demonstrate compliance with Article 4 while promoting responsible and trustworthy use of AI.

Dr. Nurgül Aslan
CEO and Founder



Legal & Regulatory Obligation under the EU AI Act

Legal & Regulatory Context

The use of artificial intelligence within organisations is subject to an evolving regulatory framework at European level. The EU Artificial Intelligence Act (EU AI Act) establishes binding obligations for organisations that develop, deploy, or use AI systems affecting individuals within the European Union.

EU Artificial Intelligence Act – Article 4 (AI Literacy)

Article 4 introduces a mandatory AI literacy obligation. Organisations must ensure that persons dealing with AI systems have an appropriate level of understanding, taking into account:

- their role, experience, education, and responsibilities
- the context in which AI systems are used
- the potential risks associated with AI-supported decisions

This obligation applies to employees, managers, decision-makers, and all staff involved in the use or oversight of AI systems.

Data Protection and Fundamental Rights

AI systems frequently process personal data, making GDPR compliance an essential part of AI governance. Key obligations include lawful processing, transparency, data protection by design and by default, and safeguards for automated decision-making.

In addition, the EU AI Act explicitly aims to protect fundamental rights, including human dignity, non-discrimination, and the right to privacy. Organisations are therefore expected to ensure human oversight, risk awareness, and responsible use of AI technologies.

Organisational Responsibility

Together, these legal frameworks establish a clear duty for organisations to implement appropriate training, governance, and awareness measures. AI literacy plays a central role in demonstrating compliance, reducing risk, and ensuring responsible and lawful use of artificial intelligence in professional environments.

Organisational Responsibilities & Risk Awareness

Organisational Duty of Care

Under general principles of corporate governance and employment law, organisations must:

- properly instruct and train employees who work with AI systems
- prevent foreseeable harm resulting from misuse or misunderstanding of AI
- implement proportionate compliance and risk mitigation measures
- ensure accountability for AI-supported decisions

AI literacy plays a central role in fulfilling this duty of care by enabling staff to recognise risks, limitations, and responsibilities associated with AI use.

Risk Awareness and Liability Considerations

AI systems interact with broader product safety, liability, and accountability frameworks. Inadequate understanding or misuse of AI may expose organisations to legal, financial, and reputational risks.

Risk areas include:

- inappropriate reliance on AI outputs
- bias or discrimination in automated decision-making
- lack of transparency or explainability
- insufficient human oversight
- non-compliance with data protection obligations
-

Developing AI literacy across relevant roles helps organisations reduce liability exposure, strengthen governance structures, and demonstrate proactive compliance.

Supporting Responsible AI Use

Structured AI literacy training enables organisations to use AI responsibly, manage risks effectively, and align operations with EU AI Act requirements.

Training Content & Learning Outcomes

This training provides a structured overview of AI literacy requirements under the EU AI Act. It equips participants with the knowledge needed to understand AI systems, recognise risks, and apply legal and ethical principles in professional practice.

**AI
Fundamentals**

**Legal &
Compliance
Awareness**

**Risk
&
Responsibility**

**Practical
Application**



Learning Outcomes & Practical Application

👉 Learning Objectives

- Participants will develop the ability to:
- Understand AI fundamentals
- Gain a clear and practical understanding of artificial intelligence, including generative AI and automated decision-making systems, and how they are used in everyday professional environments.
- Understand legal and regulatory obligations
- Become familiar with the EU AI Act, particularly Article 4, and understand the responsibilities of organisations, managers, and employees when using or overseeing AI systems.
- Apply data protection principles in AI contexts
- Understand how AI systems process personal data and how GDPR requirements such as lawful processing, transparency, data protection by design, and safeguards for automated decision-making apply in practice.
- Recognise risks and ensure responsible use
- Identify common AI-related risks such as bias, lack of transparency, over-reliance on automated outputs, and accountability gaps, and understand the importance of human oversight.
- Apply AI literacy in the workplace
- Transfer acquired knowledge to real-life scenarios in HR, management, compliance, and operational contexts, supporting responsible, risk-aware, and compliant AI use.

👉 Application & Compliance Impact

- Supports compliance with Article 4 of the EU AI Act
- Strengthens risk awareness and human oversight
- Promotes responsible and lawful AI use
- Supports GDPR-aligned data handling
- Enables practical application in daily work



IADM Accreditation, Quality & Recognition

The International Academy for Digitalization & Management (IADM) delivers structured, quality-assured training aligned with recognised professional and regulatory standards.

IADM is a CPD-accredited provider (CPD Certification Service, Member No. 21006), ensuring that all programmes meet established requirements for learning quality, structure, assessment, and documentation. The EU AI Act Awareness – Article 4 training is accredited with 8 CPD hours, providing formally recognised evidence of continuing professional development.

In addition, IADM holds institutional accreditation by Educating Excellence (UK) and maintains academic cooperation with recognised higher education institutions, including FOM University of Applied Sciences, supporting academic integrity and applied relevance.

All programmes follow a continuous quality assurance and review process to ensure regulatory relevance, academic robustness, and practical applicability. This provides organisations and participants with verifiable, audit-ready evidence of professional development and compliance-oriented training.



Programme Leadership & Expertise

⊕ Programme Director

Dr. Nurgül Aslan

⊕ Lead Trainer



Joseph Dilger (LLB, LLM)

Lead Trainer – Data Protection & AI Governance

Mr Joseph Dilger is a highly experienced legal and data protection professional specialising in AI governance, regulatory compliance, and responsible data use. He holds a Bachelor of Laws (LLB) and a Master of Laws (LLM) in International Law, alongside several internationally recognised certifications in privacy and AI governance, including the IAPP Artificial Intelligence Governance Professional (AIGP). He has held senior roles at leading UK public institutions, including the Financial Conduct Authority (FCA) and the Department for Work and Pensions (DWP), and has served as Data Protection Officer for multiple UK universities. His professional work focuses on AI-related risk management, lawful data sharing, and governance frameworks. As Lead Trainer, Mr Dilger combines strong legal expertise with practical experience, delivering clear, applied, and engaging training that supports organisations in meeting EU AI Act Article 4 requirements.

Participation & Pricing Options

Build AI literacy. Ensure compliance.
Avoid regulatory risk.

🔗 1 : 1 Training

Individual training for professionals requiring focused guidance on AI literacy and compliance.

£995.00

- Individual 1:1 live training session
- EU AI Act Article 4 compliance overview
- AI literacy fundamentals & risk awareness
- Data protection & governance context
- Role-specific guidance (HR, management, compliance, etc.)
- Interactive discussion & Q&A
- Certificate: 8 CPD Hours awarded

🔗 From 2 Participants

Group-based training for organisations seeking structured AI literacy and compliance awareness.

£495.00/Participant

- Live instructor-led group training
- EU AI Act Article 4 obligations explained
- AI governance & responsible use
- Data protection & GDPR considerations
- Practical workplace examples
- Interactive discussion & Q&A
- Certificate: 8 CPD Hours awarded
- **Group pricing available for larger teams**

VAT
not applicable

Delivery Format: live via Zoom, or on-side- depending on your preferences

The logo for IADM (International Academy for Digitalization & Management) features the letters 'iADM' in a bold, dark blue font. The 'i' has a teal triangle above it, and the 'A' contains a white envelope icon. Below the letters, the full name 'International Academy for Digitalization & Management' is written in a smaller, teal font.

International Academy
for Digitalization & Management

The CPD CERTIFIED logo consists of the letters 'CPD' in a large, purple, stylized font. Below it, the word 'CERTIFIED' is written in a smaller, purple, sans-serif font. Underneath that, the text 'The CPD Certification Service' is written in a very small, black font.

CONTACT US

 www.iadm.academy

 enquiry@iadm.academy

 +44 7347 588566 United Kingdom
+49 1511 5263129 Germany/Europe

IADM Ltd
Suite 10, Capital House
61 Amhurst Road
London
E8 1LL
United Kingdom

Company No 16931324

IADM Ltd
Gereonstraße 18–32
50670 Köln/Cologne
Germany