

EU AI Act compliance – AI literacy

Who needs to know what

Different roles require different levels of AI literacy.

Role	Understanding AI Concepts	Ethical and Bias Considerations	Regulatory and Compliance Awareness	Risk and Security Management	Governance and Strategic AI Oversight
General Users (HR, Marketing, Finance)	Green	Yellow	Yellow	Green	N/A
Developers, Engineers	Red	Red	Yellow	Red	Green
High-Risk AI Users (Legal services, Health-care, Security, HR)	Yellow	Orange	Orange	Yellow	Yellow
Legal Counsel, Management	Yellow	Yellow	Red	Red	Red

Green	Basic Awareness: Fundamental knowledge of the respective topic, including key concepts, common terminology, and general implications.
Yellow	Competent Understanding: Ability to apply basic principles in practice, identify potential risks, and follow relevant guidelines or policies.
Orange	Advanced Proficiency: Capability to oversee processes, make informed decisions, and ensure alignment with professional and organisational standards.
Red	Expert-Level Mastery: Leadership in AI governance, risk management, regulatory compliance, and strategic oversight

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AI Literacy training plan

What to cover, why and how to deliver for your business

Different roles require different levels of AI literacy.

Step	Content to be covered	Options for delivery
AI Getting ready – developing AI awareness Prepare employees to engage critically with AI.	<ul style="list-style-type: none"> ■ Motivation – why AI literacy matters (real-world impact). ■ Attitudes toward AI – addressing scepticism and overreliance (automation bias). ■ Emotional influence – how emotions shape AI interactions (e.g. trust in AI-generated decisions). ■ Cognitive readiness – how to think critically about AI outputs. 	<ul style="list-style-type: none"> ■ E-learning and awareness campaigns – short explainer videos & quizzes. ■ Workshops on human-AI collaboration – addressing automation bias and cognitive biases.
AI Understanding – building knowledge and understanding data Ensure employees understand AI systems, data, and decision-making.	<ul style="list-style-type: none"> ■ Empirical and data literacy – how AI models process and interpret data. ■ Information competence – identifying bias, data quality issues, and ethical AI use. ■ Psychological aspects – how AI influences human behaviour and decision-making. ■ Engineering and technical competence – basics of AI models, risk factors, and explainability. 	<ul style="list-style-type: none"> ■ Role-based training modules – targeted to different functions. ■ AI ethics and compliance webinars – legal and ethical AI considerations (AI Act, GDPR, fundamental rights impact assessment). ■ Hands-on AI simulations – bias detection and model explainability exercises.
AI Implementation – practical application Enable employees to use AI effectively & responsibly.	<ul style="list-style-type: none"> ■ Applying AI in daily workflows – decision support, automation tools, HR analytics. ■ Implementing AI responsibly – ensuring transparency in AI-assisted decision-making. ■ Developing and adapting AI solutions – training for engineers and product managers. ■ Communicating AI decisions – ensuring explainability and trust in AI-driven processes. 	<ul style="list-style-type: none"> ■ Interactive case studies – real-world AI use cases and ethical dilemmas. ■ Practical AI risk assessment labs – identifying compliance risks in AI tools. ■ AI-enabled decision-making training – teaching critical human oversight techniques.
AI review – ethical and legal considerations Ensure employees understand AI's societal impact and legal constraints on its use.	<ul style="list-style-type: none"> ■ Human oversight and accountability – ensuring humans remain in control of AI systems. ■ AI ethics, law and regulation – Key EU AI Act provisions and company policies. ■ Compliance requirements – documenting AI decisions and ensuring auditability. ■ Corporate AI responsibility – aligning AI use with company values and governance. 	<ul style="list-style-type: none"> ■ AI governance and compliance workshops – covering AI Act obligations for providers, deployers, certain AI systems and AI governance (Articles 14, 26, 29-52 AI Act). ■ Internal policy alignment sessions – customised for HR, Legal, and IT teams. ■ AI audit training – how to assess compliance with EU AI Acts high-risk obligations.

Taylor Wessing will offer AI literacy courses, eLearning programs, general or specialized trainings tailored to your needs. Please contact us if you are interested.

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