

# Article 4 -- AI Literacy Obligation

## EU AI Act Factsheet Agentic Fluxus

### What Article 4 Says

Providers and deployers of AI systems shall take measures to ensure a sufficient level of AI literacy of their staff and other persons

### Key Facts

- In force since: 2 February 2025
- Enforcement begins: August 2026
- Applies to: All organisations deploying AI in the EU
- Who needs training: All staff interacting with AI systems
- Maximum fine: 1.5% of annual global turnover

### Four Factors Article 4

Training must be proportionate to:

1. Technical knowledge of the staff
2. Experience and education of the staff
3. Context in which the AI systems will be used
4. The persons or groups the AI systems will affect

### Three Training Tiers

Tier	Who	Duration	Price
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Staff AI Awareness	All employees using AI	3.5 hours	EUR 70
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Manager AI Governance	Team leads, decision makers	6.5 hours	EUR 150
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AI Workforce Operators	Technical staff, compliance leads	Full day	EUR 1,250
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### Compliance Checklist

- Identify all AI systems in use
- Map which staff interact with AI
- Assess current AI literacy levels
- Choose proportionate training paths
- Document all training completed
- Establish review cycle at least annual

### Next Steps

1. Take the free AI Readiness Assessment at [agenticfluxus.cloud/readiness-check](https://agenticfluxus.cloud/readiness-check)
2. Enrol staff in the appropriate training tier
3. Document completion for compliance evidence

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