

AI-Competence as a Key to Success

Background

The European AI Regulation

(EU Artificial Intelligence Act (EU AI Act); https://eur-lex.europa.eu/legal-content/DE/TXT/PDF/?uri=OJ:L_202401689)

requires companies to systematically foster their employees' AI competence. This not only demands technical measures, but also a shift in corporate culture toward responsible and informed use of AI.

Those who proactively take on this challenge lay the foundation for sustainable success. Companies that invest in competence development early on cannot only minimize legal risks, but also gain significant competitive advantages. Responsible handling of AI systems strengthens the trust of customers, partners, and investors. At the same time, new opportunities arise for the development of innovative products and services that meet ethical and social standards.

Legal basis

According to Article 3, paragraph 56, "AI competence" refers to the ability to use AI systems knowledgeably and to be aware of the opportunities and risks:

"the skills, knowledge, and understanding that enable providers, operators, and affected persons, taking into account their respective rights and obligations under this Regulation, to use AI systems knowledgeably and to become aware of the opportunities and risks of AI and possible harm it may cause."

This call goes beyond technical expertise and also includes the social, ethical, and legal implications of AI use.

Article 4 further requires ensuring that employees must be trained, effective from 02.02.2025. Anyone using AI systems such as ChatGPT or Microsoft 365 Copilot must train their employees—or risk fines of up to €35 million or 7% of annual turnover.

Training and Certificate

The training lasts 4–8 hours and is offered as an in-person workshop or online session. Upon successful completion, participants receive a certificate documenting compliance with the training requirement, which can be presented for audits or official inspections.

The training covers AI basics, legal frameworks, ethical principles, and practical implementation.