

# Shared foundations. Role-relevant growth.

EAS connects workforce learning with responsible adoption, human capability and organisational change. Build a common language while tailoring practice to the work people actually do.

## Shared foundations. Different pathways. Continual growth.

Trust, ethics, privacy, security, inclusion and human judgement.

Reuse the core. Tailor the application. Retain your identity.

### Common expectations

Bring trust, ethics, privacy, security and human judgement into everyday decisions, not just an annual training requirement.

### Different role pathways

Shape examples and activities around operations, customer service, finance, people teams or leadership. Deeper levels are not necessary for everyone.

### Learning in the workflow

Give teams time to experiment within approved boundaries, share learning and improve practices. Leadership, culture and controls matter alongside skills.

### PLAN THE DELIVERY

Begin with a defined business area, sponsor and capability need. Agree the baseline, learning support, review capacity and measures before expanding across the workforce.

### AGREE THE OFFER

Scope cohort numbers, delivery support, reporting and fees together. Single sign-on, organisation-specific access and integrations require technical scoping and verification; they are not assumed standard inclusions.

### TRUST IN PRACTICE

Agree who can see identity, evidence and reports. Keep learner references separate from routine identifying details where implemented. Governance learning does not certify regulatory compliance or production security.

### CHOOSE THE PATHWAY

Use Foundation and Bronze where appropriate, then target Silver A, Silver B and Gold to relevant responsibilities. Refresh or broaden capability when tools, roles or organisational needs change.

### EVIDENCE AND RECOGNITION

Review work quality, decision-making and application against a baseline. Report only what the evidence supports, with aggregated reporting where appropriate. Completion counts alone do not establish productivity.

Bring a priority workflow, a sponsor and a pilot group.

**Discuss a workforce pathway**

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