



The Smart Working **AI Academy**

Building **AI-Native** engineers.

Powering **modern software** delivery.



What it is

Smart Working's AI Academy is our internal capability system that **turns engineers into AI-native builders**; not just AI-aware users.

It embeds AI into **how engineers build, test, review, debug, and deliver**. This is hands-on, workflow-driven capability building, not just theoretical training; helping improve systems, productivity and efficiency.

Why it's vital for businesses

AI is now a core part of software delivery.

Businesses need:

- **Faster** iteration cycles
- **Intelligent** automation
- **AI-enabled** products, workflows

But without a structured approach:

- Output is **unreliable**
- **Technical debt** increases
- AI usage is **inconsistent**

Smart Working Engineers:



Deliver faster using **AI-assisted** workflows



Automate repetitive engineering tasks



Contribute to **AI-led innovation**, not just execution



Improve quality through AI-driven validation and review

Result: Higher productivity. Higher-quality output. Future-ready teams.

How it's done

A **structured, repeatable, embedded system** designed for real delivery environments:

- Delivered in **cohorts** (~25 engineers)
- **2-week programme** designed to start delivering value fast
- Weekly **commitment**: ~5 hours (outside of work hours)
- **Instructor-led sessions** + hands-on implementation
- Fully managed by **Smart Working** (tracking, participation, quality)
- **No cost to you** - this is our investment

Culture-driven AI adoption: Smart Working encourages an AI-led culture built on experimenting, sharing real delivery wins, and setting clear standards for "good AI usage." We reinforce this through monthly and annual incentives and recognition, ensuring engineers stay motivated and consistently contribute high-quality AI implementation.

What the program **covers**

Engineers learn through a structured system:

Decode > Build > Deliver



Decode AI foundations

- **LLM behaviour:** context, non-determinism, failure modes
- Prompting as a **structured engineering** skill
- **AI limitations:** hallucination, reasoning gaps
- Security, **governance**, and data handling



Build Applied AI engineering

- **Context-driven** prompting and system design
- AI-assisted **feature development**
- Multi-tool **orchestration** (Copilot, Claude, Cursor)
- Iteration, refinement, and validation **loops**
- **Structured** context (e.g. CLAUDE.md)



Deliver Production systems

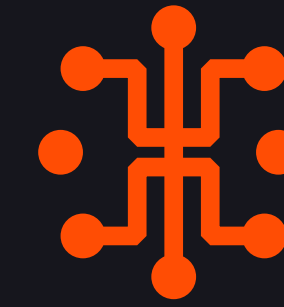
- **Agent workflows** and task decomposition
- **Integration** into CI/CD, testing, and PR workflows
- **Debugging** via structured AI reasoning
- **Governance** and review discipline

What this means for businesses

You get engineers who:

- **Ramp faster** on AI-enabled projects
- Deliver **higher-quality** output with fewer iterations
- **Reduce** rework and technical debt
- Operate as **AI-fluent partners**, not just developers

What **engineers graduate** with



Working knowledge on latest AI models & practices



Proven ability to work with AI in production workflows

Your **engineering capability** should evolve, not stagnate.

Hire your AI-enabled tech team

BUSINESS IMPACT

Faster delivery, **lower** engineering cost, **reduced** tech debt, **stronger** retention, and **more strategic partnerships.**



SmartWorking

www.smartworking.io



★ Trustpilot 4.7 'GLASSDOOR' 4.7