

Work Intelligence Fellowship

Capturing how work gets done — and the Fellowship that scales it



Table of Contents

Table of Contents.....	1
Executive summary.....	2
The problem: a knowledge drain meeting a talent gap.....	2
Expertise is walking out the door.....	2
Generic AI is the wrong tool for proprietary know-how.....	2
A generation of talent that can't get in.....	2
The category: Work Intelligence.....	3
The engine: the Intelligence Flywheel.....	3
The Fellowship: a labour flywheel that scales capture.....	3
How it works.....	3
A self-funding loop.....	4
Aligned incentives on every side.....	4
The bigger prize: a data foundation for the embodied-AI era.....	4
Why EON.....	5
Conclusion.....	5

Executive summary

Every enterprise runs on knowledge that lives in its people: how an expert diagnoses a fault, how a field technician judges a risk, how a process is actually executed under pressure. Most of that knowledge is never written down, and as a generation of experts retires, it is being lost at scale. Generic AI does not solve this; it averages the world's public information and leaves the enterprise dependent on a model it does not own.

EON AI Ventures calls the missing layer **Work Intelligence** — the enterprise system of record for how work is performed, and a fourth pillar alongside ERP, CRM and PLM. This paper sets out the problem, defines the category, describes the platform that captures it, and introduces the **Work Intelligence Fellowship**: a university partnership model that scales knowledge capture while giving a generation of students the real-world experience their careers require.

The problem: a knowledge drain meeting a talent gap

Expertise is walking out the door

In asset-heavy industries — energy, manufacturing, utilities, transportation — operational competence is concentrated in experienced people. When they retire or move on, decades of judgment leave with them. Documentation captures procedures, not judgment; it records what to do, rarely how an expert actually decides. The result is rising risk, slower onboarding, and repeated, expensive mistakes.

Generic AI is the wrong tool for proprietary know-how

Large language models are trained on public text. They are powerful generalists, but they do not contain a company's specific, tested, hard-won operational knowledge — and feeding that knowledge into a third-party model surrenders control of the enterprise's most valuable asset. What enterprises need is the opposite of averaging: a way to capture their own expertise and keep it as a proprietary asset.

A generation of talent that can't get in

At the same time, hundreds of mid-size universities work to give students — including the international students who increasingly fund them — the enterprise experience employers demand. Most cannot deliver it at scale. Talented, motivated graduates are turned away for lack of experience they were never given the chance to earn. The knowledge drain and the talent gap are two sides of the same problem.

The category: Work Intelligence

Work Intelligence is the system of record for how work is done. Where ERP records resources, CRM records customers and PLM records products, Work Intelligence records *execution* — the expertise of the people who perform the work — and turns it into a structured, owned, reusable asset.

Generic AI takes the world's knowledge and averages it. Work Intelligence captures the specific, tested knowledge of the people who do the work — and the enterprise owns it.

Treating execution knowledge as a first-class system of record reframes it from a training cost into strategic infrastructure: an asset that compounds in value as more of it is captured, and a foundation other systems can build on.

The engine: the Intelligence Flywheel

EON's platform captures Work Intelligence through three connected products:

- **Genesis** encapsulates expert knowledge into living, interactive simulations — turning what an expert knows into something others can experience and learn from.
- **FieldIQ** disseminates that knowledge to the field and, critically, captures the delta — what the workforce actually knows and does on the ground.
- **AssessIQ** validates competence, closing the loop between captured knowledge and demonstrated capability.

Together they form the Intelligence Flywheel: more deployments capture more knowledge, which improves the product and the captured asset, which drives more demand. The flywheel turns — but it turns only as fast as there are people to deploy it. That is the constraint the Fellowship removes.

The Fellowship: a labour flywheel that scales capture

The **Work Intelligence Fellowship** supplies the human capacity to deploy Work Intelligence at scale — without the cost of building a conventional salesforce. It does so by partnering with universities and embedding the work as a credit-bearing academic capstone.

How it works

Students join as Fellows in one of two tracks. Work Intelligence Analysts research an industry segment and engage enterprises as researchers, identifying where knowledge is being lost.

Work Intelligence Architects use Genesis and FieldIQ to capture and structure that knowledge into a usable asset. Each track produces a graded academic deliverable; the work is supervised by faculty and modeled on established consulting capstones such as Westcliff University's SMART program.

A self-funding loop

The Fellowship is its own flywheel. University cohorts arrive at near-zero cost and generate enterprise pilots; pilot revenue funds the hiring of the strongest Fellows as paid Senior Fellows; those Fellows lead the next, larger cohort. Growth is non-dilutive and compounding — the labour flywheel spins the intelligence flywheel, and each cohort pays for the next.

Aligned incentives on every side

Stakeholder	What they gain
Students	Real enterprise experience, a portfolio deliverable, a professional reference, frontier skills, and a genuine path to a paid role.
Universities	A frontier-technology capstone partner that places students and elevates the program — at no cost to the institution.
Enterprises	A near-free team that maps where operational knowledge is leaking, then captures it into an asset the company owns.
EON	The human capacity to scale Work Intelligence, and a compounding library of captured expertise.

The bigger prize: a data foundation for the embodied-AI era

Captured human work intelligence is more than an enterprise record. It is structured, real-world procedural knowledge — precisely the training substrate that robotics and embodied AI are starved for. Language models have abundant text; almost no one has organized data on how skilled work is actually performed in the physical world. As that library compounds, it becomes a durable data moat: the move from bits to atoms, from words to worlds — the foundation of what EON calls Human 2.0.

Why EON

	Evidence
Track record	25 years building immersive simulation and learning technology.
Scale	4,400+ institutional customers across 80+ countries; 136M+ platform downloads.
Sector depth	Long-standing deployments across energy and industrial organizations.
Product	Genesis, FieldIQ and AssessIQ — in market today, not roadmap.
Proven model	An established academic capstone partnership template (Westcliff University SMART).

Conclusion

The knowledge that runs the industrial economy is concentrated in people, and it is being lost faster than it is being captured. Work Intelligence makes that knowledge a system of record; the Intelligence Flywheel captures it; and the Work Intelligence Fellowship supplies the human capacity to do so at scale while opening a real path into the workforce for a generation of students. It is a rare alignment: enterprises gain an owned asset, students gain a career, universities gain an outcome, and the captured knowledge compounds into the data foundation of the next era of AI.