

Unit code	BSBXXX130
Unit title	Develop Highly Advanced Digital Artificial Intelligence (AI) Skills
Unit outcomes	<p>This unit describes the skills and knowledge required to drive strategic AI initiatives and build organisational AI capability.</p> <p>Learners develop highly advanced capability across five competence (C) areas:</p> <p>C1. AI and data optimisation</p> <p>C2. AI output governance</p> <p>C3. AI risk governance</p> <p>C4. Human-centred AI leadership</p> <p>C5. AI integration leadership.</p> <p>No licensing, legislative or certification requirements apply to this unit at the time of publication.</p>
Knowledge (K)	<p>Required knowledge includes:</p> <p>K1. strategic decision-making principles for designing and implementing AI strategies</p> <p>K2. governance frameworks for AI system evaluation and output quality assessment</p> <p>K3. ethical AI practices, risk management approaches and accountability mechanisms</p> <p>K4. human-centred AI design principles that maintain critical thinking and effective collaboration</p> <p>K5. organisational capability development approaches for AI adoption</p> <p>K6. transformation methods that leverage AI strategically while maintaining ethical standards.</p>
Skills (S)	<p>Required skills include:</p> <p>S1. Design and implement AI strategies aligned with organisational objectives.</p> <p>S2. Lead initiatives that optimise AI use across the organisation.</p> <p>S3. Advise stakeholders on AI implementation approaches.</p> <p>S4. Establish frameworks for evaluating AI system performance and output quality.</p> <p>S5. Develop governance approaches for AI output assessment.</p> <p>S6. Lead initiatives that build capability in AI output evaluation.</p>

	<p>S7. Establish policies and practices that ensure ethical AI use and risk management.</p> <p>S8. Design governance frameworks addressing privacy, security, bias and regulatory considerations.</p> <p>S9. Lead initiatives that embed responsible AI practices as organisational standards.</p> <p>S10. Design and implement human-centred AI strategies that maintain appropriate oversight.</p> <p>S11. Integrate human judgement strategically with AI capabilities.</p> <p>S12. Lead initiatives that build understanding of effective human-AI collaboration.</p> <p>S13. Develop and implement strategic AI integration plans aligned with organisational objectives.</p> <p>S14. Establish capability development programs for AI adoption.</p> <p>S15. Lead organisational transformation initiatives that leverage AI strategically.</p>
<p>Application of Knowledge & Skills</p>	<p>At the Highly Advanced level, learners apply knowledge (K1-K6) and skills (S1-S15) with full autonomy across all competence areas (C1-C5) with the following characteristics:</p> <ul style="list-style-type: none"> • Autonomy: Independently and with full accountability, exercising leadership in AI strategy development, policy formulation, and organisational transformation initiatives. • Accountability: Accountable for organisational AI capability, strategic outcomes, governance frameworks, and the development of organisational systems and practices. • Responsibility: Responsible for leading organisational AI initiatives, establishing governance frameworks, building organisational capability, and driving cultural change. • Context: Highly complex, strategic organisational AI challenges requiring systems thinking, governance expertise, and ability to integrate AI considerations with organisational strategy, risk management, and compliance frameworks across enterprise contexts. • Decision-Making: Make authoritative decisions on AI strategies and implementation approaches; establish organisational policies and governance frameworks for ethical AI use, output evaluation and risk management; lead strategic reviews and capability assessments;

	determine when external expertise, regulatory consultation, or board-level approval is required.
Assessment Requirements	
Performance evidence (PE)	<p>Learners must demonstrate ability to:</p> <p>PE1. design and implement AI strategies aligned with organisational objectives</p> <p>PE2. establish governance frameworks for AI implementation and output evaluation</p> <p>PE3. lead responsible AI adoption initiatives and establish ethical frameworks</p> <p>PE4. create human-centred AI environments that maintain appropriate oversight and preserve critical thinking</p> <p>PE5. develop and implement capability building programs that support widespread competence in AI use.</p> <p>Performance evidence must be demonstrated across at least two different workplace scenarios.</p>
Knowledge evidence (KE)	<p>Learners must demonstrate knowledge of:</p> <p>KE1. strategic decision-making principles for designing and implementing AI strategies</p> <p>KE2. governance frameworks for AI system evaluation and output quality assessment</p> <p>KE3. ethical AI practices, risk management approaches and accountability mechanisms</p> <p>KE4. human-centred AI design principles that maintain critical thinking and effective collaboration</p> <p>KE5. organisational capability development approaches for AI adoption</p> <p>KE6. transformation methods that leverage AI strategically while maintaining ethical standards.</p> <p>Knowledge evidence must be demonstrated across at least two different workplace scenarios.</p>
Assessment conditions	<p>Assessment must occur in workplace or simulated conditions that reflect real-world environments, including access to:</p> <ul style="list-style-type: none"> • AI systems and tools requiring strategic governance and implementation planning • complex organisational scenarios requiring AI strategy development and transformation leadership • opportunities to design, implement and evaluate AI strategies and governance frameworks

	<ul style="list-style-type: none"> • contexts requiring leadership and capability building of others in advanced AI use • diverse AI applications supporting strategic integration and effectiveness optimisation • organisational environments requiring ethical framework establishment and responsible AI leadership • assistive technologies where required to support diverse learner needs. <p>Assessors must satisfy the requirements for assessors under applicable VET legislation, frameworks, and standards.</p>
Unit Mapping Information	No equivalent unit.
Links	Link to BSB TP Companion Volume Implementation Guide.

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