FROM AI READINESS TO EMBEDDED AI CAPABILITY

A practical pathway for building AI leadership, delivery capability and organisation-wide adoption

Start with a HoSoMoTo AI Readiness Assessment, build targeted leadership capability through Level 5 AI Leadership Units, embed practical delivery capability through an AI Champion, and extend learning across the organisation with role-based AICerts pathways.

Chelmsford College

1. DIAGNOSE & PRIORITISE

HoSoMoTo AI Readiness Assessment

For the organisation

- Assess current AI maturity, systems, risks and opportunities
- Identify priority use cases and business needs
- Review leadership readiness, workforce capability and governance gaps
- Produce a practical AI roadmap and recommendations

2. BUILD LEADERSHIP CAPABILITY

Level 5 AI Leadership Units

Funded unit options

A — AI Strategy & Opportunity
For key executives
Strategy Unit

B — AI Adoption, Procurement & Governance
For governance leads
Governance Unit

C — AI Delivery & Organisational Transformation
For department heads
Delivery Unit

D — Integrated 12-Week Leadership Pathway
For small business leaders
Covers all three units

Leaders can complete a single unit matched to role, or follow the full integrated pathway where broader cross-functional leadership is needed.

3. EMBED DELIVERY CAPABILITY

Appoint an AI Champion

Deeper skills acquisition

Full Level 4 AI & Automation Practitioner Apprenticeship

- Develop in-house capability to turn strategy into action
- Lead practical AI workflow design, automation and adoption
- Support implementation, testing, prompting, process improvement and evidence of impact
- Act as the organisation's internal AI champion and change enabler

Delivered through the funded apprenticeship pathway with specialist input from HoSoMoTo and college partnership support.

4. SCALE LEARNING ACROSS THE ORGANISATION

Role-Based AICerts Learning

Organisation-wide skills development

- Complement funded programmes with targeted role-based learning
- Support leaders, managers and delivery teams with relevant AI knowledge
- Extend capability into business functions and professional roles
- Create a wider culture of safe, confident and productive AI use

Leadership · HR · Marketing · Sales · Customer Service · Operations · Data · Cybersecurity · Project Management · Administration

RESULT: A STAGED AI CAPABILITY MODEL

- Clarity on opportunities and priorities
- Leadership capability to make informed AI decisions
- Internal delivery capability through an AI Champion
- Broader workforce capability through role-based learning

HOW THE PATHWAY CAN BE USED

- Large organisations can target different units to different leadership groups.
- Smaller organisations can place leaders on the integrated programme.
- Funded and commercial learning can be combined into one practical AI capability strategy.