SFIA Overview
A very quick introduction to the SFIA Skills and Competency Framework ...

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Agenda

- SFIA History – *The First 30 years ...*
- The SFIA Framework – *SFIA 7 ...*
- The SFIA Global Ecosystem – *How it all works ...*
- The SFIA Roadmap – *what to expect from an ever-evolving framework ...*
SFIA - History

The first 30 years...
An interesting historical artefact …

Industry Structure Model
ISM
(Around 1989/90)

1998

Diskettes through the Post

Function Code: ASUP

We’ve refined our processes since then …

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Initially a UK initiative: SFIA, by being available, relevant, essentially right and driven by industry and business users globally, has established SFIA as the most widely adopted skills and competency framework.

... sound provenance and proven sustainability!
Actually why have a framework at all?

Why is always a good question to ask …
SFIA – The Skills and Competency Management Cycle

Who is SFIA for?

- **Individuals**
- **Corporates (Global Enterprises and SMEs)**
  - Line Managers
  - Organisational Leaders
  - Human Resource Professionals
  - Learning and Development Professionals
  - Procurement, supplier management/service providers
  - Recruiters
  - Professional bodies and certification organisations
  - Education and training providers

- **Countries**
  - Globally recognized common framework
SFIA – The Framework

What it is and how it might be used ...
The SFIA Framework – Structure

A consistent structure throughout ...

- Categories (6)
  - Sub Categories (17)
    - Skills Name (102)
    - Skills Description (102)
    - Skills Level Descriptors (388)

- Levels of Responsibility (7)
  - Generic Attributes (5)
    - Attributes Level Descriptors (35)

  Convenient Grouping
  … for navigation!

  Professional Skills Component

  Behaviours and Knowledge Component

... The 7 levels are consistent across Responsibility, Professional Skills, Behaviours and Knowledge
The SFIA Framework

SFIA is developed by industry and business for use by industry and business in the real world

At its heart is Experience

You have a skill or competence because you have experience of practicing the skill in a real world situation
The SFIA Framework identifies 7 Levels of Responsibility.

The Levels of responsibility are straightforward, progressive, generic and universally applicable.

... what makes up a level?
SFIA – The Definition of a Level of Responsibility

The 7 SFIA levels of responsibility are described in a consistent manner using a common set of generic attributes.

Example: Level 1

<table>
<thead>
<tr>
<th>Level 1</th>
<th>Autonomy</th>
<th>Works under supervision. Uses little discretion. Is expected to seek guidance in unexpected situations.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Influence</td>
<td>Minimal influence. May work alone, or interact with immediate colleagues.</td>
</tr>
<tr>
<td></td>
<td>Complexity</td>
<td>Performs routine activities in a structured environment. Requires assistance in resolving unexpected problems.</td>
</tr>
<tr>
<td></td>
<td>Knowledge</td>
<td>Has a basic generic knowledge appropriate to area of work. Applies newly acquired knowledge to develop new skills.</td>
</tr>
<tr>
<td></td>
<td>Business skills</td>
<td>Has sufficient communication skills for effective dialogue with others. Demonstrates an organised approach to work. Uses basic systems and tools, applications, and processes Contributes to identifying own development opportunities. Follows code of conduct, ethics and organisational standards. Is aware of health and safety issues. Understands and applies basic personal security practice.</td>
</tr>
</tbody>
</table>

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SFIA – The Framework Levels of Responsibility

... behaviours and knowledge ...
SFIA – The Framework Skills and Competencies

... professional skills ...
SFIA – The Framework Skills and Competencies
**SFIA – Specific Skills meet Generic Attributes**

SFIA brings together generic attributes of responsibility with professional skills to form a blended picture from consistent definitions throughout the framework.

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**Generic definition of level**

<table>
<thead>
<tr>
<th>Skill name</th>
<th>Overall description of skill</th>
</tr>
</thead>
<tbody>
<tr>
<td>Digital forensics</td>
<td>The collection, processing, preserving, analysis, and presentation of forensic evidence based on the totality of findings including computer-related evidence in support of security vulnerability mitigation and/or criminal, fraud, counterintelligence, or law enforcement investigations.</td>
</tr>
</tbody>
</table>

**Skill at a level**

<table>
<thead>
<tr>
<th>Level 4</th>
<th>Knowledge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Complexity</td>
<td>Work includes a broad range of complex technical or professional activities, in a variety</td>
</tr>
<tr>
<td>Influence</td>
<td>Influences customers, suppliers and partners at account level...</td>
</tr>
<tr>
<td>Autonomy</td>
<td>Works under general direction within a clear framework of accountability...</td>
</tr>
<tr>
<td>Business skills</td>
<td>Communicates fluently, orally and in writing, and can present...</td>
</tr>
</tbody>
</table>

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... this is really important
SFIA – A common skills language available in your language

SFIA V6 available in 6 Languages

SFIA V7 Released ... Currently in translation (6 Languages)

7 further languages have been requested (3 initiated)

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SFIA – The Global Ecosystem

How it all works ...
• The SFIA Foundation – *Not-for-Profit*
  • *Entirely self funding - no central funding*

• The Governance Board
• The SFIA Framework
• The SFIA Council
  • International Advisory Board
• The SFIA Design Authority Board
  • International
  • Design Principles
• The SFIA Partners and Consultants
• The SFIA User Community

• The Licence Structure – *yes we charge a fee*
  • *The vast majority use SFIA free of charge*

• Consultation, Update & Translation Processes
• Accreditation Processes/Criteria
• Training Syllabus
• Support Infrastructure
• Internationalisation – Global
• Relationships & Collaborations
• Proven Longevity & Sustainability
• Future Roadmap
  • Framework, products & projects
SFIA – The Roadmap

... what to expect from an ever-evolving framework ...
• Continued framework development
  • SFIA 8 ... 9 ... 10
  • Extensions for evolving needs
  • Development of the Behaviours
SFIA – The Roadmap

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  • Development of the Behaviours
  • SFIA Views
  • Additional languages
    • 6 Existing Languages
    • 7 Additional Languages
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  • Extensions for evolving needs
  • Development of the Behaviours
  • SFIA Views
  • Additional languages

• Continued collaborations
  • Other frameworks/organisations
  • Global Framework Alignment?

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SFIA – The Roadmap

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• Enhanced Ecosystem
  • Internationalisation
  • Scaling
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- Usage guidance
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Thankyou

Questions

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