SFIA Overview

A very quick introduction to the SFIA Skills and Competency Framework …

www.sfia-online.org

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Agenda

- SFIA History *– The First 30 years ...*   The Past

- The SFIA Framework *– SFIA 7 ...*

- The SFIA Global Ecosystem *– How it all works ...*   The Present

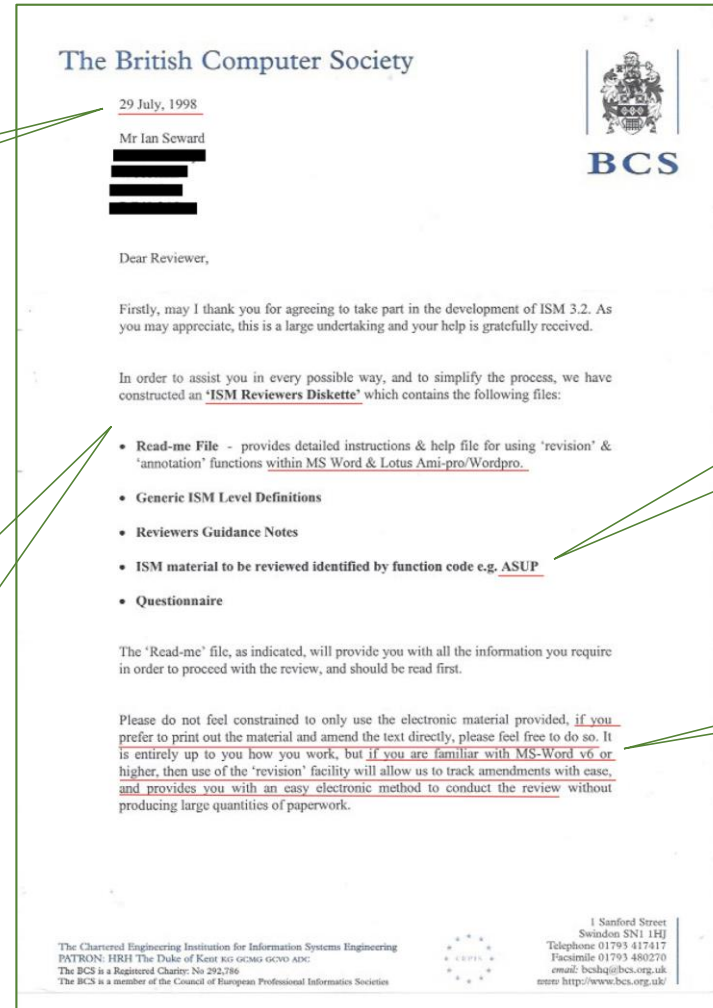- The SFIA Roadmap *– what to expect from an ever-evolving framework ...*   The Future

SFIA - History

The first 30 years …

An interesting historical artefact …

1998

Industry Structure
Model
ISM
(Around 1989/90)
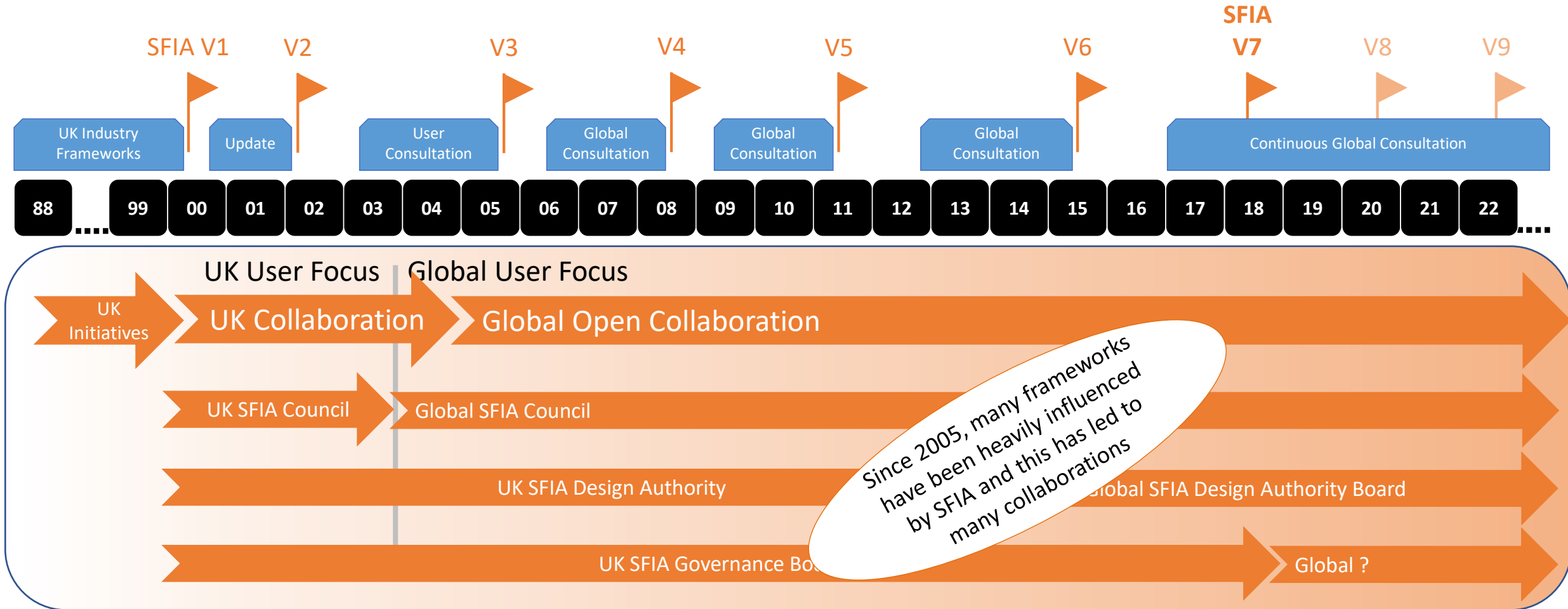
Function Code: ASUP

We've refined our
processes since then …

Diskettes through the
Post

The British Computer Society

29 July, 1998

Mr Ian Seward

BCS

Dear Reviewer,

Firstly, may I thank you for agreeing to take part in the development of ISM 3.2. As you may appreciate, this is a large undertaking and your help is gratefully received.

In order to assist you in every possible way, and to simplify the process, we have constructed an 'ISM Reviewers Diskette' which contains the following files:

- **Read-me File** - provides detailed instructions & help file for using 'revision' & 'annotation' functions within MS Word & Lotus Ami-pro/Wordpro.
- **Generic ISM Level Definitions**
- **Reviewers Guidance Notes**
- **ISM material to be reviewed identified by function code e.g. ASUP**
- Questionnaire

The 'Read-me' file, as indicated, will provide you with all the information you require in order to proceed with the review, and should be read first.

Please do not feel constrained to only use the electronic material provided, if you prefer to print out the material and amend the text directly, please feel free to do so. It is entirely up to you how you work, but if you are familiar with MS-Word v6 or higher, then use of the 'revision' facility will allow us to track amendments with ease, and provides you with an easy electronic method to conduct the review without producing large quantities of paperwork.

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SFIA – The first 30 years …

SFIA V1 V2 V3 V4 V5 V6 **SFIA V7** V8 V9

UK Industry Frameworks | Update | User Consultation | Global Consultation | Global Consultation | Global Consultation | Continuous Global Consultation

88 …. 99 00 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 ….

UK User Focus   Global User Focus

UK Initiatives → UK Collaboration → Global Open Collaboration

UK SFIA Council → Global SFIA Council

UK SFIA Design Authority → Global SFIA Design Authority Board

UK SFIA Governance Board → Global ?

Since 2005, many frameworks have been heavily influenced by SFIA and this has led to many collaborations

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
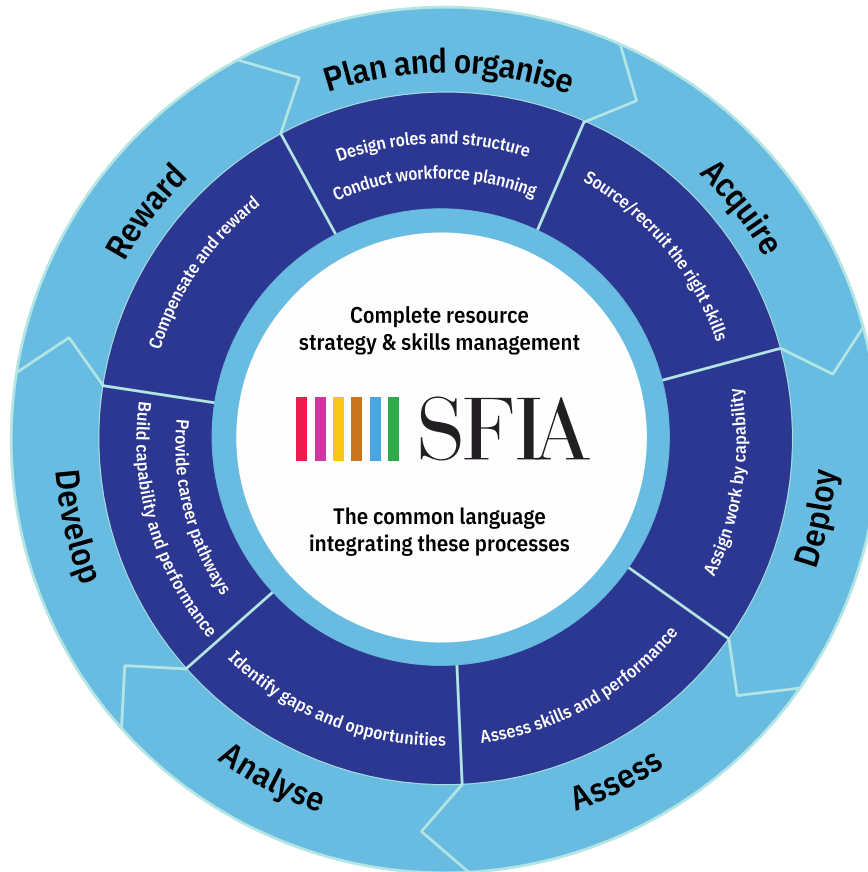
Who is SFIA for?

- 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 …

SFIA Levels of Responsibility

Generic Attributes Behaviours & Knowledge

Professional Skills

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
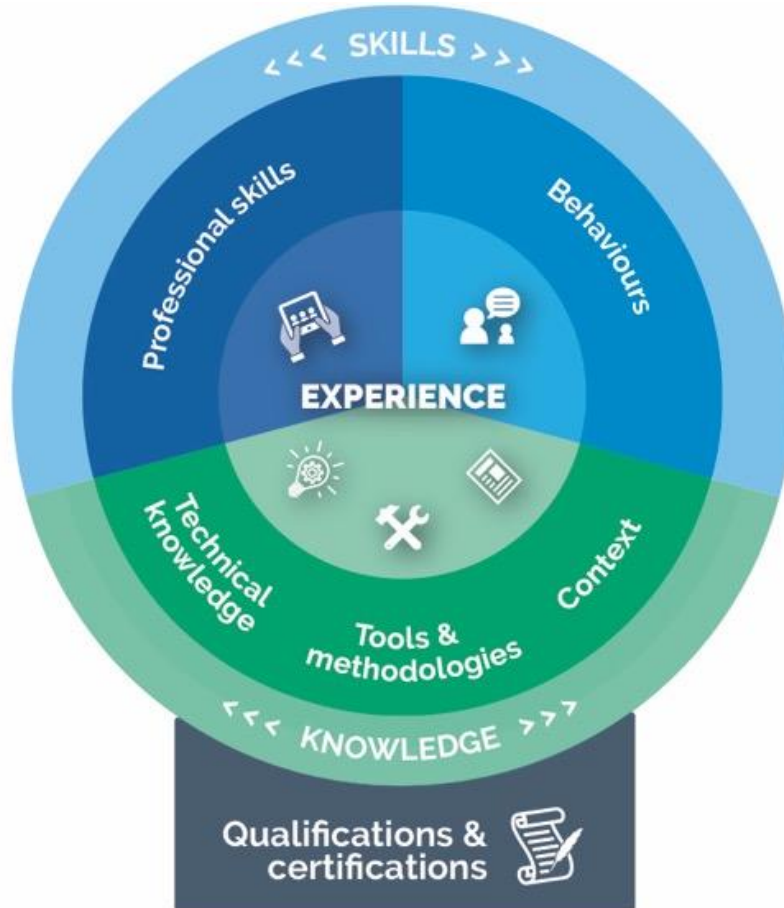
SFIA – The Framework at its most simple

Level 7	Set strategy, inspire, mobilise
Level 6	Initiate, influence
Level 5	Ensure, advise
Level 4	Enable
Level 3	Apply
Level 2	Assist
Level 1	Follow

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

Autonomy	Works under supervision. Uses little discretion. Is expected to seek guidance in unexpected situations.
Influence	Minimal influence. May work alone, or interact with immediate colleagues.
Complexity	Performs routine activities in a structured environment. Requires assistance in resolving unexpected problems.
Knowledge	Has a basic generic knowledge appropriate to area of work. Applies newly acquired knowledge to develop new skills.
Business skills	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.

(Follow / Level 1)

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

Example: Level 1

SFIA – The Framework Levels of Responsibility

... behaviours and knowledge ...

SFIA – The Framework Skills and Competencies

Skills Framework for the Information Age version 7 — www.sfia-online.org

... professional skills ...

SFIA – The Framework Skills and Competencies
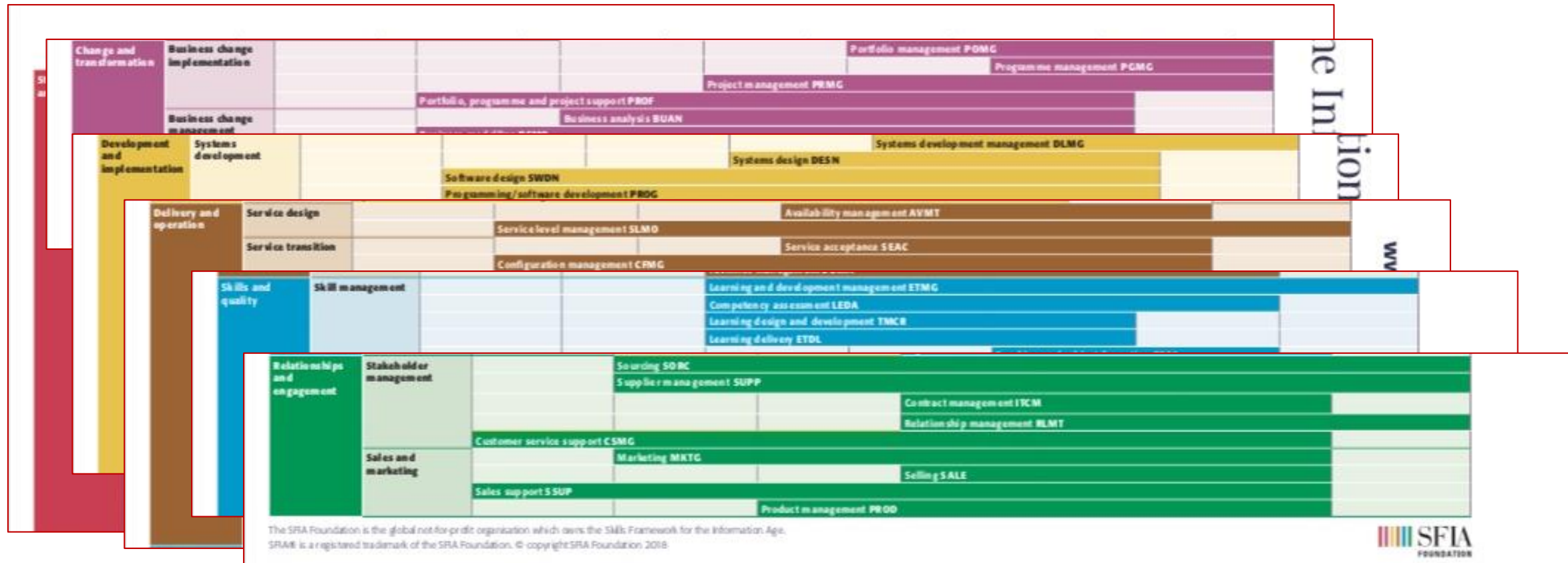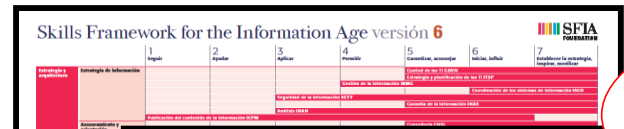
SFIA – Specific Skills meet Generic Attributes
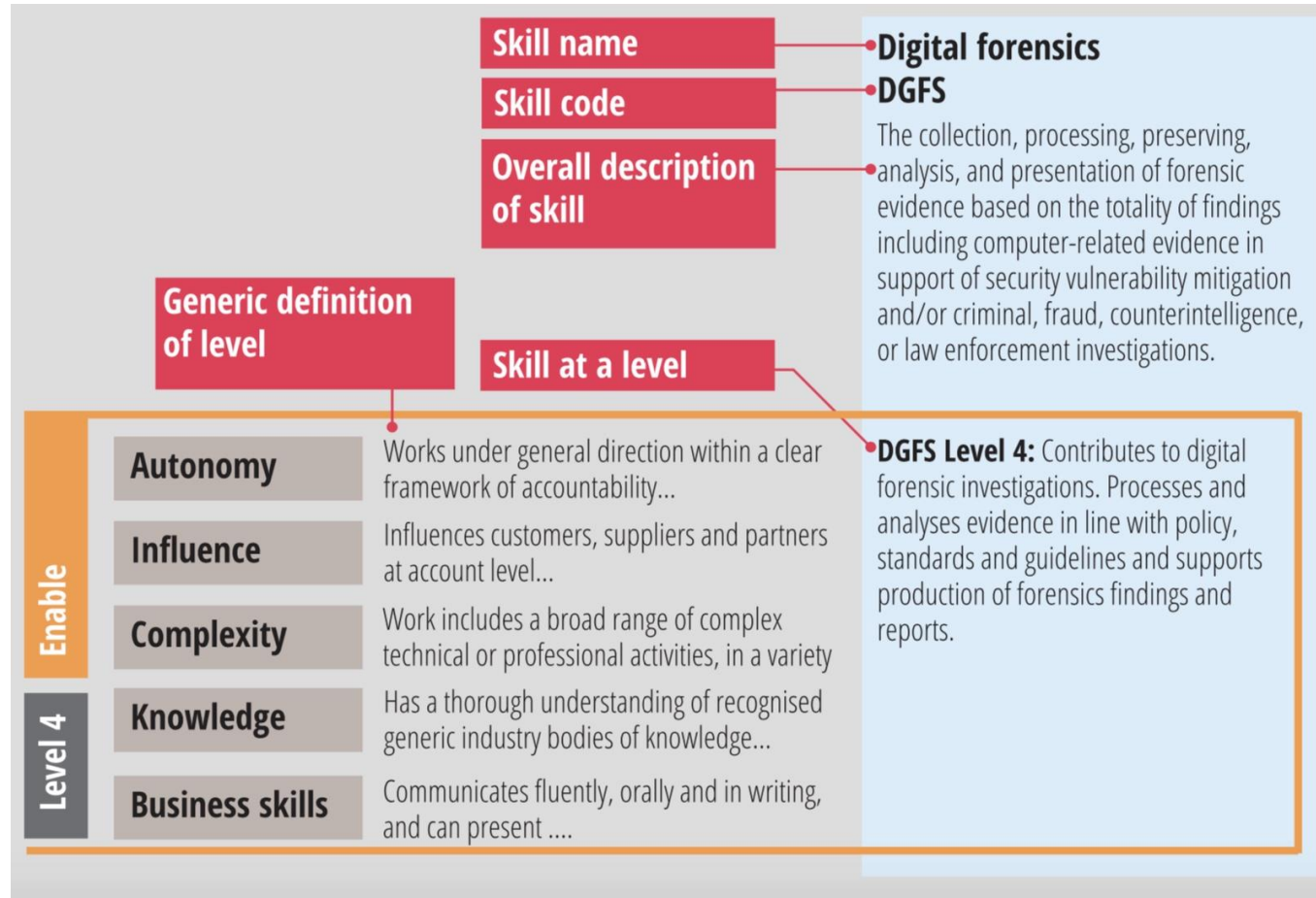
SFIA brings together generic attributes of responsibility with professional skills to form a blended picture from consistent definitions throughout the framework.

… this is really important

SFIA – A common skills language available in your language
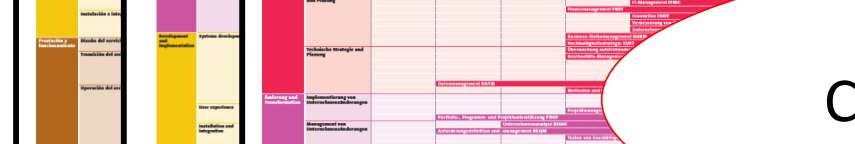
SFIA V6 available in 6 Languages

SFIA V7 Released …
Currently in translation
(6 Languages)
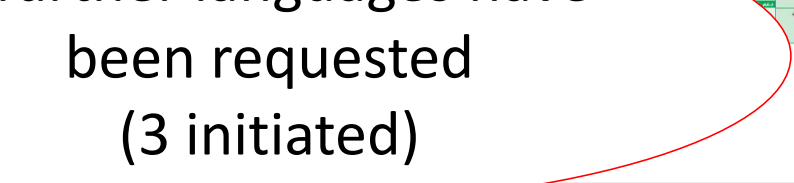
7 further languages have been requested
(3 initiated)
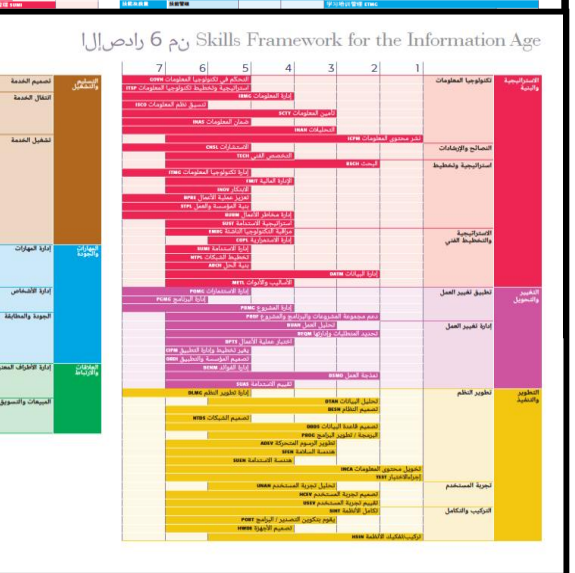
SFIA – The Global Ecosystem

How it all works ...

SFIA – The Global Ecosystem

- 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 …

SFIA – The Roadmap

- Continued framework development
  - SFIA 8 … 9 … 10
  - Extensions for evolving needs
  - Development of the Behaviours

- Continued framework development
  - SFIA 8 … 9 … 10
  - Extensions for evolving needs
  - Development of the Behaviours
  - SFIA Views

SFIA – The Roadmap

- ## Continued framework development
  - SFIA 8 … 9 … 10
  - Extensions for evolving needs
  - Development of the Behaviours
  - SFIA Views

Digital strategy, vision & investment	Digital leadership, culture & skills	Digital innovation, governance & change management	Digital technology enablers, architectures, business models and digital services
• Strategic planning • Innovation • Portfolio management • Emerging technology monitoring • Enterprise and business architecture • User research • User experience design • Product management • Financial management	• User research • Organisation design and implementation • Organisational capability development • Competency assessment • Learning design and development • Knowledge management • Professional development • Resourcing • Sourcing	• Demand management • Portfolio management • Programme management • Project management • Portfolio, programme and project support • Product management • Marketing • Business process improvement • Business modelling • Innovation • Emerging technology monitoring • Enterprise and business architecture • Business risk management • Information assurance • Information security • Enterprise IT governance • Measurement • Change implementation planning and management • Relationship management	• User experience analysis • User experience design • User experience evaluation • Customer service support • Solution architecture • Systems design • Business analysis • Requirements definition and management • Business process improvement • Business modelling • Systems development management • Supplier management

Digital Transformation View

SFIA – The Roadmap

- Continued framework development
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SFIA – The Roadmap

- ## Continued framework development
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![SFIA FOUNDATION logo]

- ## Continued framework development
  - SFIA 8 … 9 … 10
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Digital strategy, vision & investment

Digital leadership, culture & skills

Digital innovation, governance & change

Digital technology enablers, architectures,

- Strategic p
- Innovation
- Portfolio m
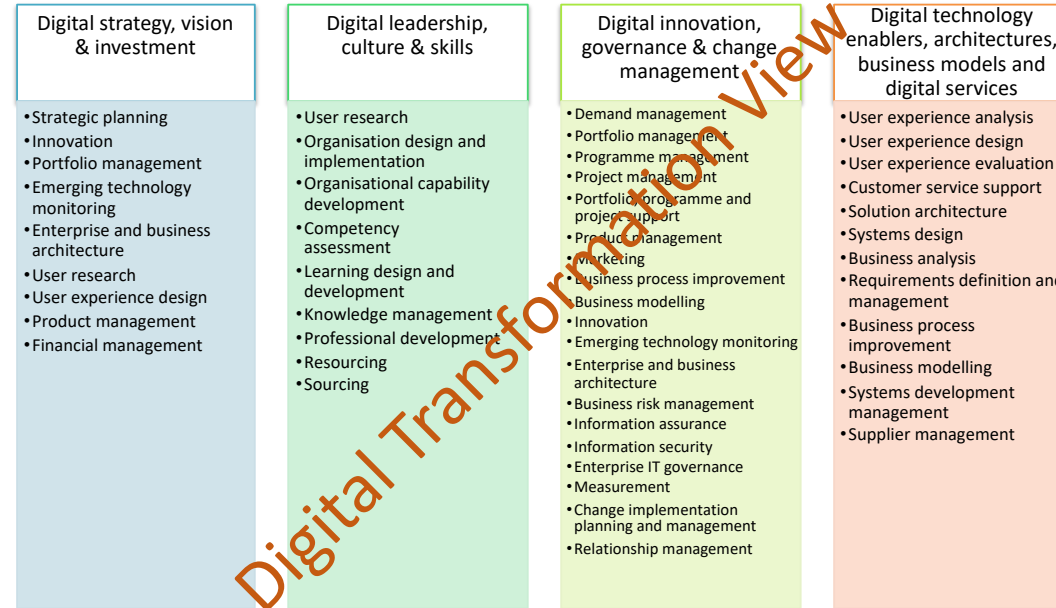- Emerging t monitoring
- Enterprise architecture
- User resea
- User exper
- Product ma
- Financial m

Skills for the set up of DevOps culture and capabilities

code plan deploy build release operate test monitor

Organisational capability development
Organisation design
Systems development management
IT management
Relationship management
Measurement
Competency assessment
Learning delivery

OVERSIGHT: Data Governance
- Enterprise IT Governance
- Information governance
- Data management
- Information assurance
- Information systems co-ordination
- Enterprise and business architecture

DATA CULTURE CHANGE AND CAPABILITY DEVELOPMENT
- Organisation design and implementation
- Performance management
- Specialist advice
- Organisational capability development
- Change implementation planning and management
- Measurement
- Competency assessment
- Learning delivery

LIFECYCLE MANAGEMENT

PLAN & DESIGN
- Enterprise and business architecture
- Data design and modelling
- Database Design

USE & ENHANCE
- Analytics
- Product management
- Data management
- Database administration
- Storage management
- Solution architecture
- Business analysis
- Requirements development and management
- Programming / software development
- Systems software

ENABLE & MAINTAIN
- Data management
- Analytics
- Information governance
- Information content publishing

FOUNDATIONAL ACTIVITIES

DATA QUALITY
- Quality management
- Quality assurance
- Data management
- Data design and modelling

METADATA MANAGEMENT
- Enterprise and business architecture
- Solution architecture
- Information systems coordination
- Systems design
- Data design and modelling
- Requirements development and management
- Data management

DATA RISK MANAGEMENT
- Information security
- Information assurance
- Business risk management
- Data management
- Storage management
- Security administration
- Conformance review

Other Views Planned
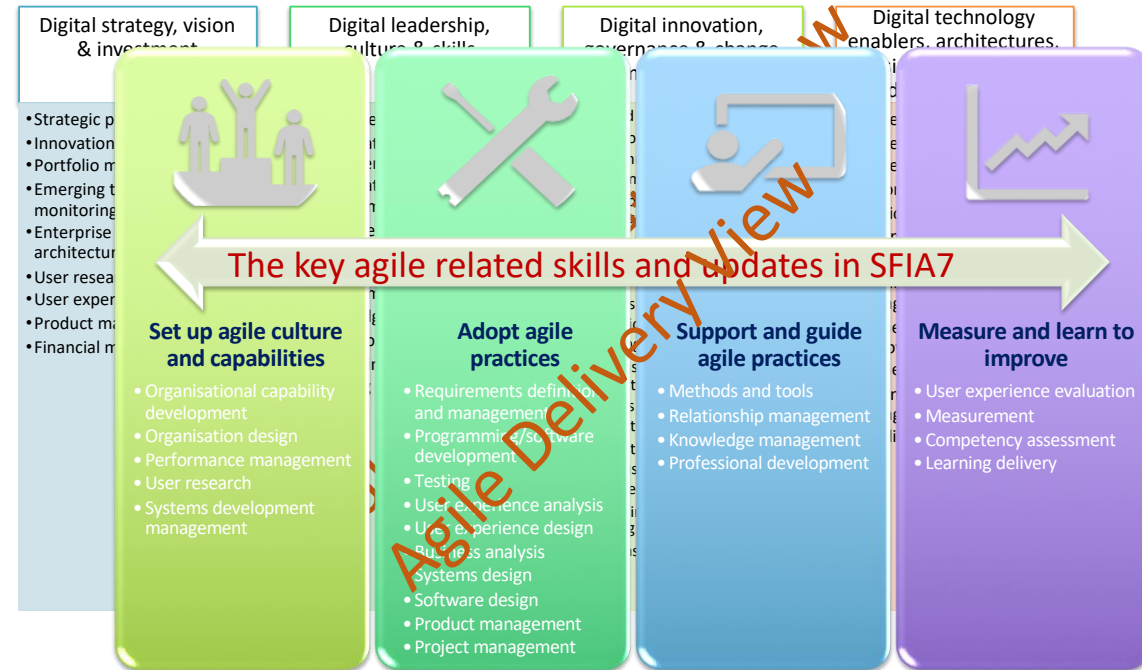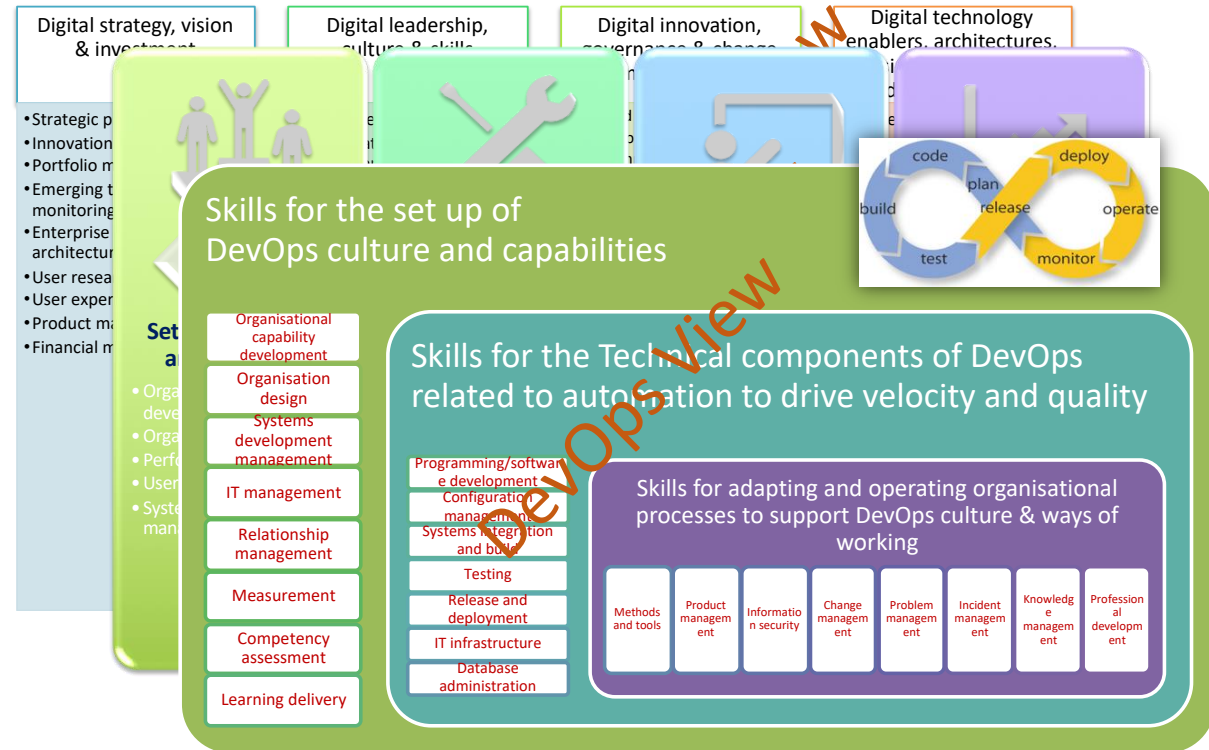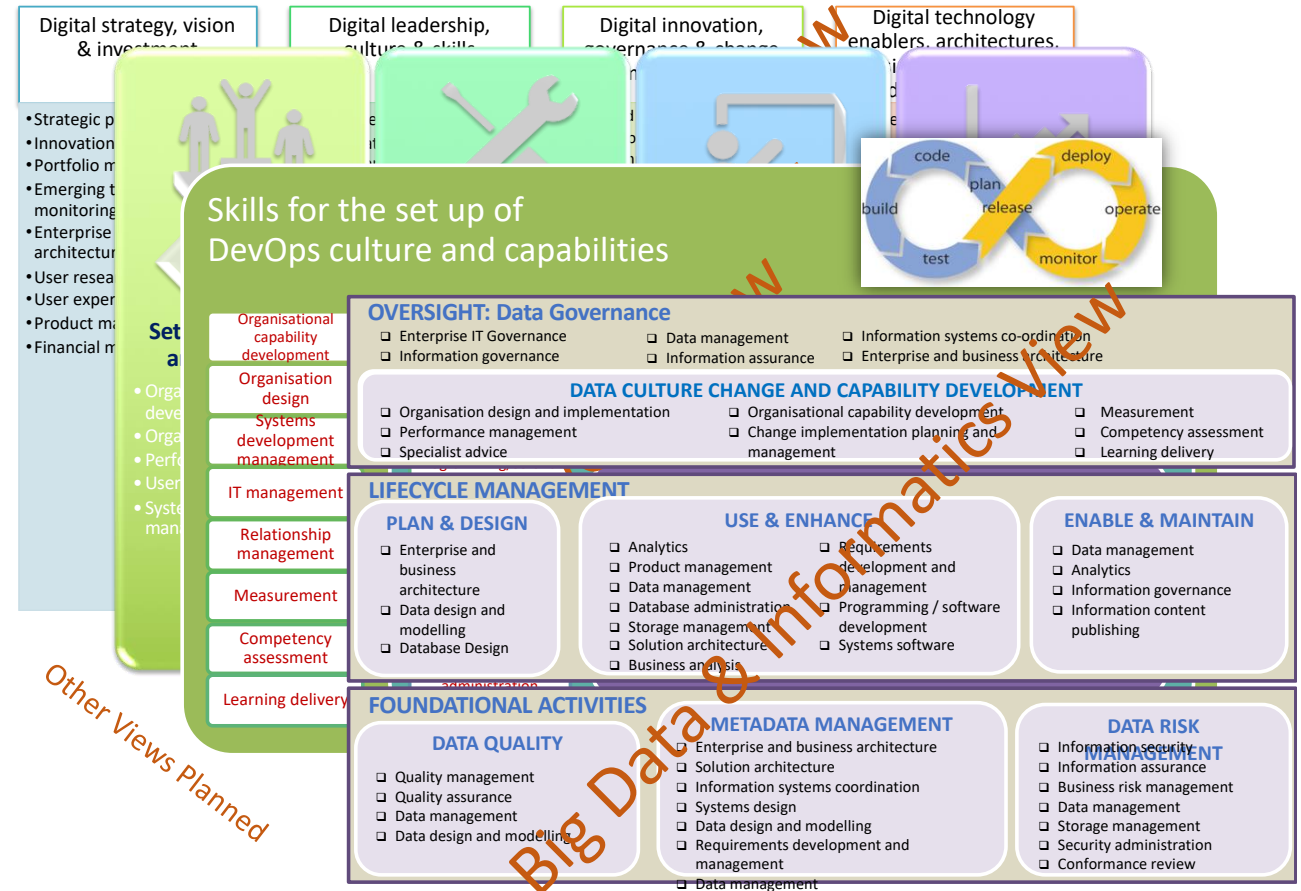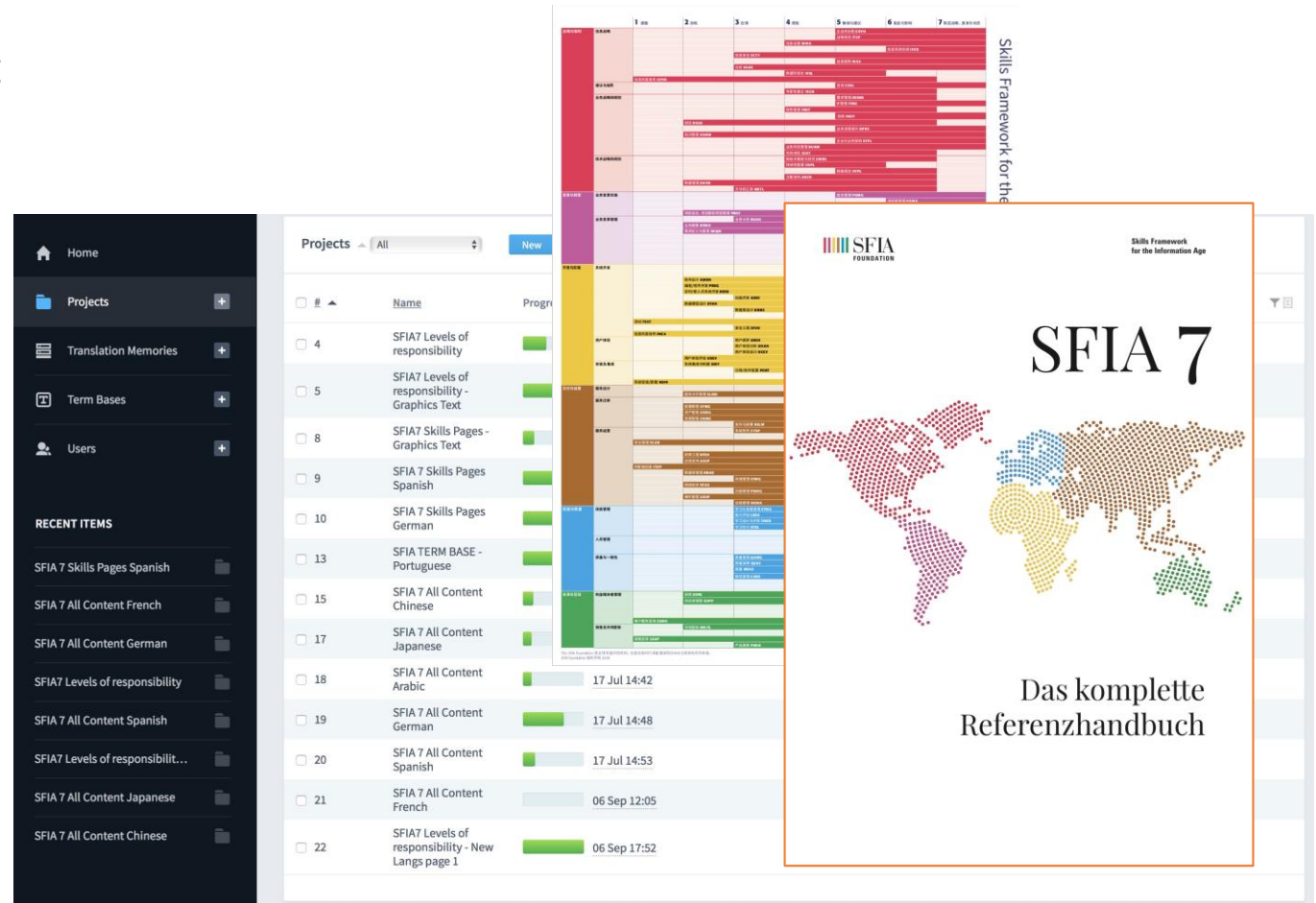
Big Data & Informatics view

SFIA – The Roadmap

- **Continued framework development**
  - SFIA 8 … 9 … 10
  - Extensions for evolving needs
  - Development of the Behaviours
  - SFIA Views
  - Additional languages
    - 6 Existing Languages
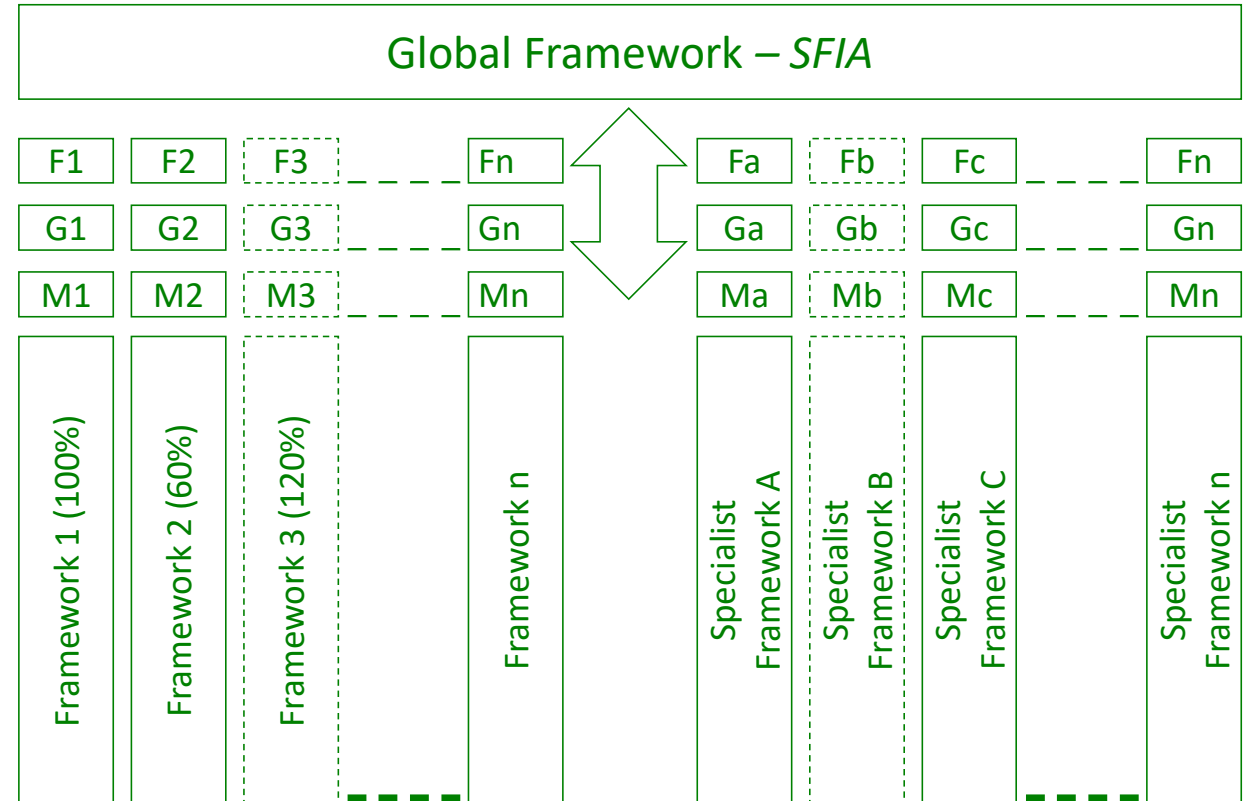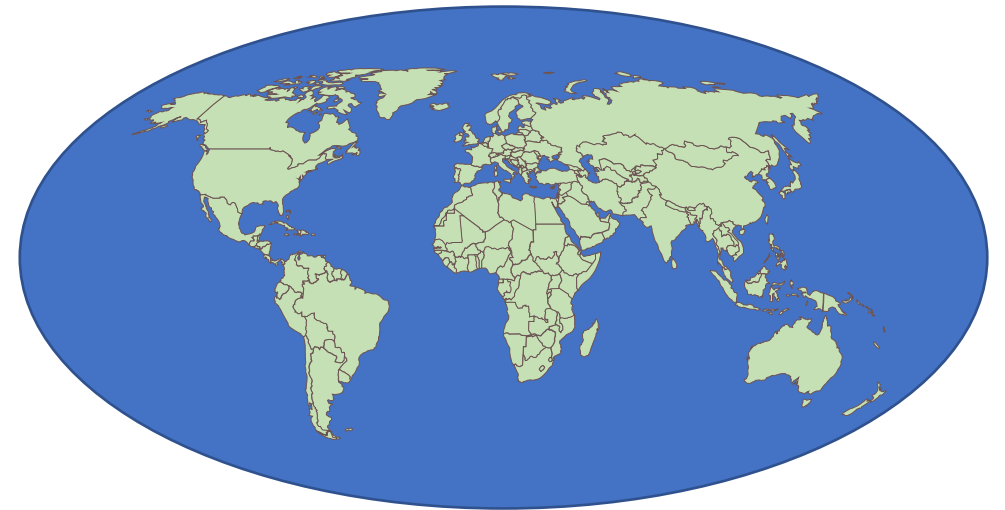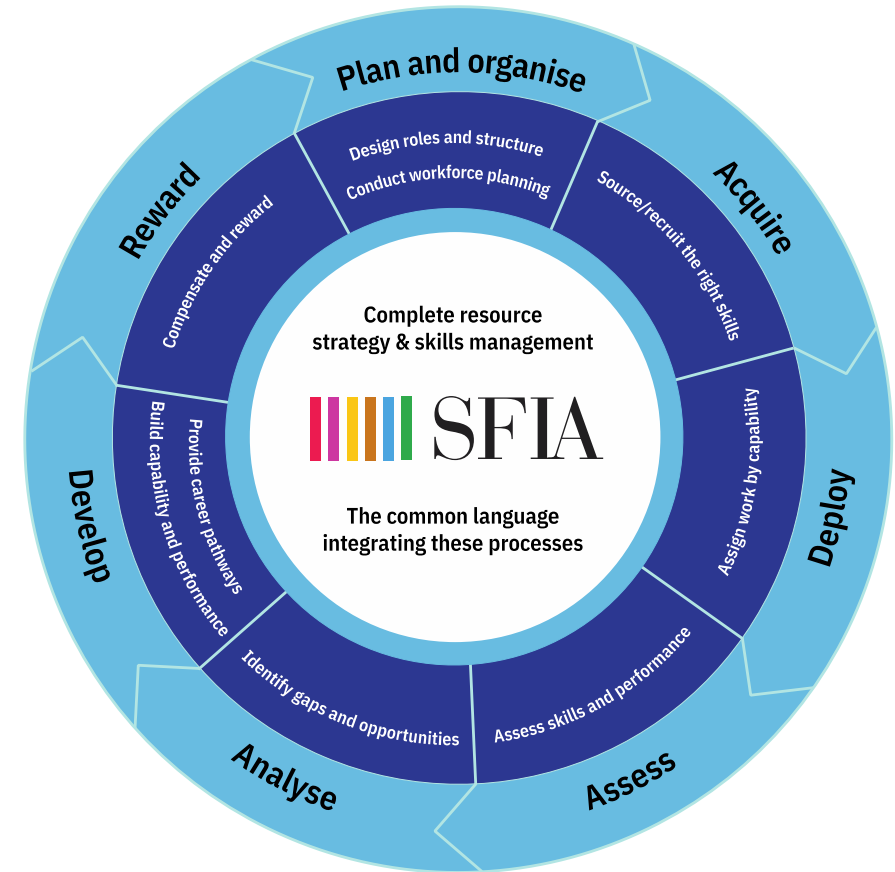   - 7 Additional Languages

SFIA – The Roadmap

- Continued framework development
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  - Additional languages

- Continued collaborations
  - Other frameworks/organisations
  - *Global Framework Alignment?*

Global Framework – *SFIA*

F1	F2	F3		Fn		Fa	Fb	Fc		Fn
G1	G2	G3		Gn		Ga	Gb	Gc		Gn
M1	M2	M3		Mn		Ma	Mb	Mc		Mn

Framework 1 (100%) | Framework 2 (60%) | Framework 3 (120%) | Framework n | Specialist Framework A | Specialist Framework B | Specialist Framework C | Specialist Framework n

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SFIA – The Roadmap

- Continued framework development
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  - Extensions for evolving needs
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  - SFIA Views
  - Additional languages
- Continued collaborations
  - Other frameworks/organisations
  - *Global Framework Alignment?*
- Enhanced Ecosystem
  - Internationalisation
  - Scaling

SFIA – The Roadmap

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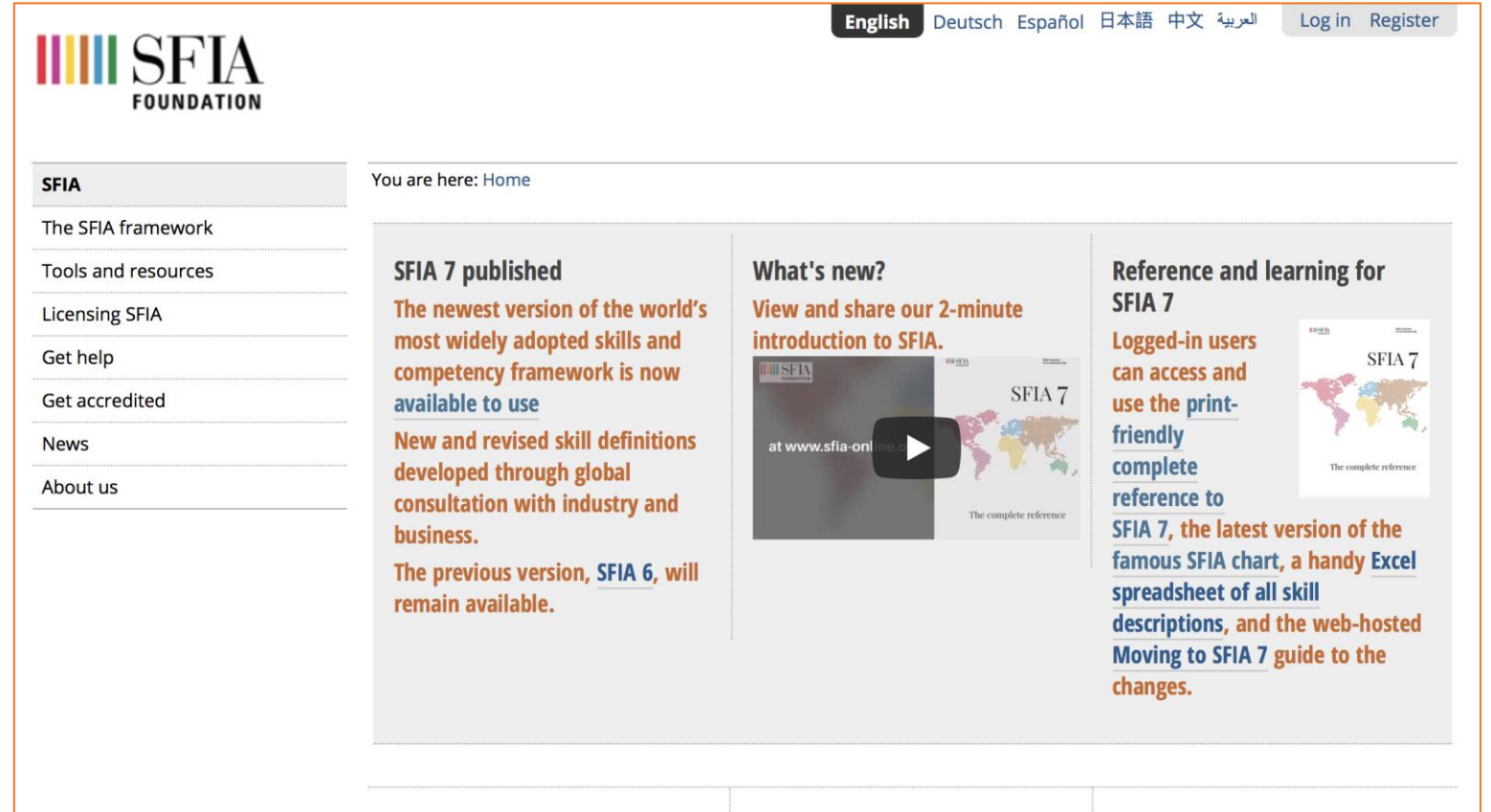 - Scaling

- Usage guidance

SFIA – The Roadmap

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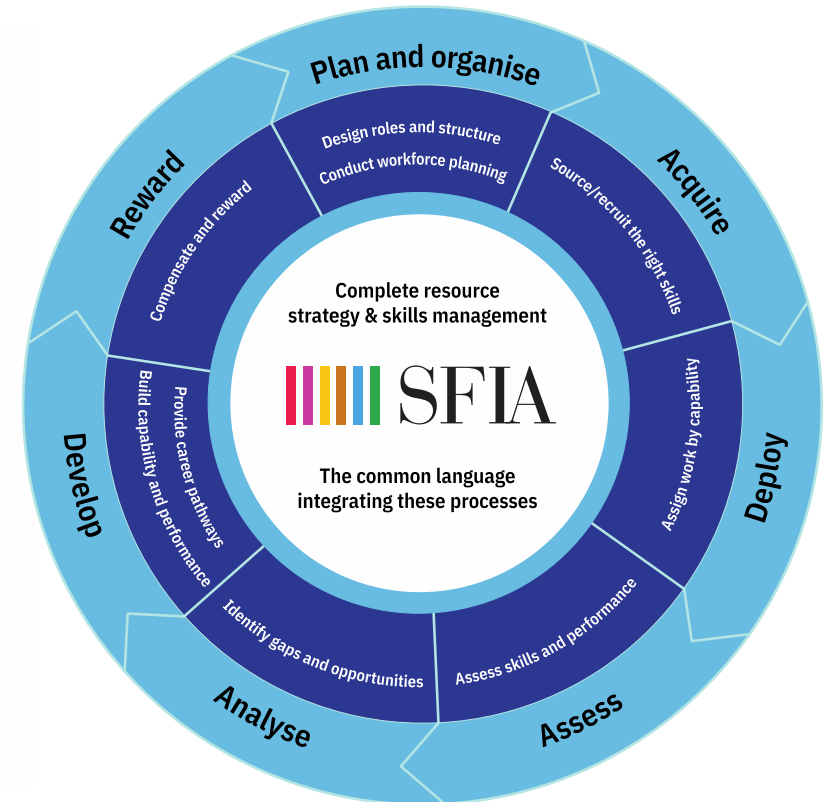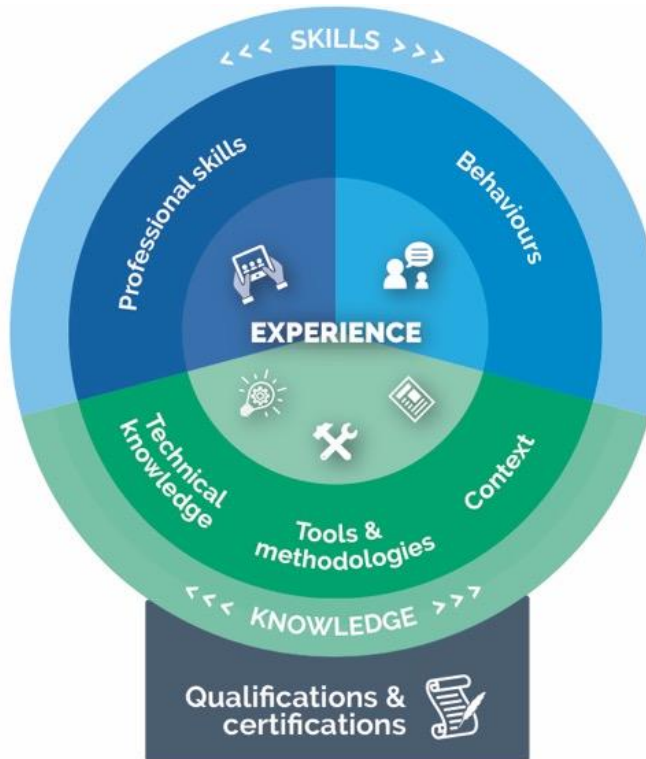
Thankyou

Questions

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