

The Importance of SFIA to Professionalism in IT



Defining the skills we need

Traditionally -

- Programming
- Analysis/Design
- Operations
- Support
- Management



Now

- Constant evolution in IT
 - “Commodity technical skills are going overseas”
- New “Skills profile”
 - Business aware, good communicator, able to manage business relationships, creative, innovative, leadership ability (*Computing*)



Defining the skills we need

Yesterday

- Programming
- Analysis/Design
- Operations
- Support
- Management

Today

- Innovation
- Transformation
- Communication
- Leadership....



Managing the IT resources in different environments

- What skills have we got?
- What level of skill? Basic? Expert?
- How many?
- How can we evaluate?
- What do we need?



Understand the Strategic context

- What are strategic business objectives?
- How does IT enable them?
- How are they supported by the current people development processes?
- What is the HR strategy/ HR objectives?
- What are senior management views on professionalism, skill needs, rate of change?



Create a Skills Management Strategy

- Determine the **business case** for skills/resource management, professional development, and other strategic change
- Analyse professional development processes/strategy vs a Maturity Model of professional development



Create Skills Directory

- Determine the key Skills
- Establish a measurement framework
- Create a skills matrix
- Re-invent the wheel?



Skills Framework

“SFIA describes what people do, not necessarily what their jobs are called”

introduction to SFIA



Skill Categories

- Strategy and planning
- Development
- Business change
- Service provision
- Procurement and management support
- “Ancillary”



Examples

- System design
 - P 16
- Network Control & Operation
 - P 28
- Project Management
 - P 22
- Innovation
 - P 12

