



Learning & Development
Specialist Group

Enabling the
information society

Aligning development activity to skills using SFIA

Simon Vallance – Global Knowledge

Introduction



Simon Vallance – UK Learning Solutions Manager at Global Knowledge

- Learning and development specialist
- Accredited SFIA consultant
- 19 years experience of assisting clients to develop skills frameworks, learning strategies, learning solutions and developmental programmes

Organisational capability – some challenges



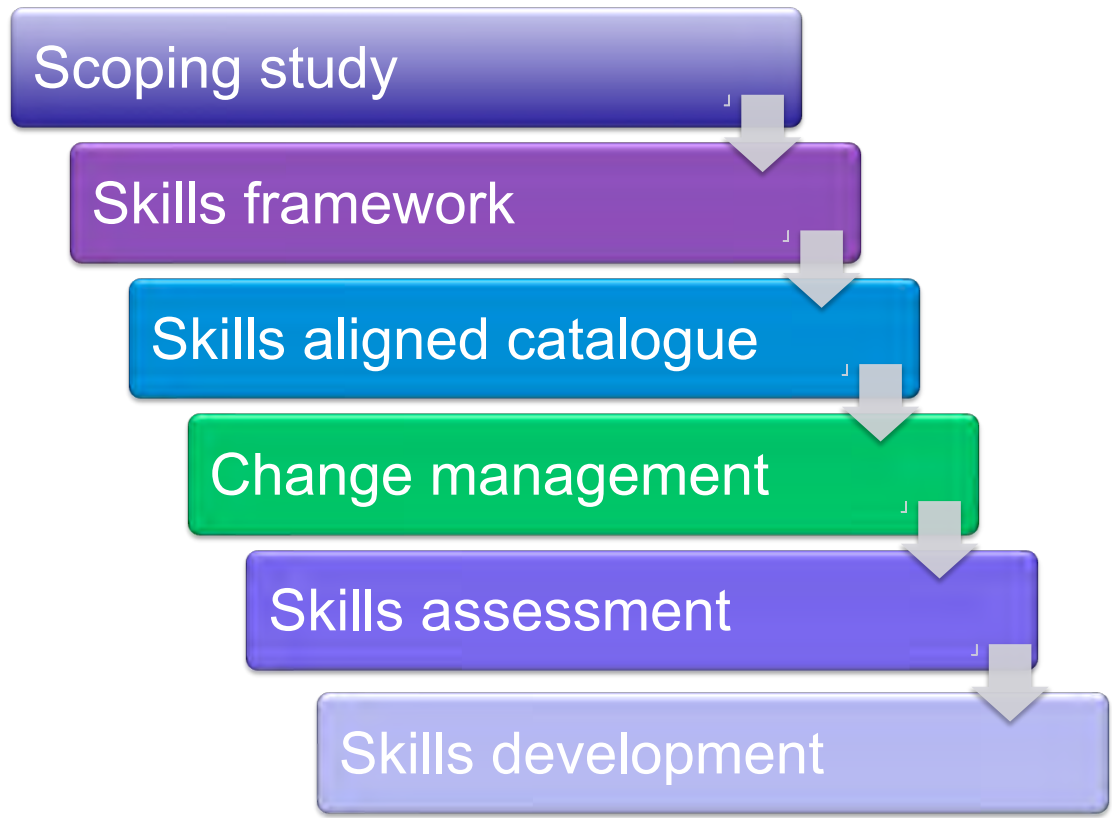
Adapted from SFIA 5 framework reference quoted by kind permission of The SFIA Foundation: www.SFIA.org.uk

How can SFIA help to address those challenges?



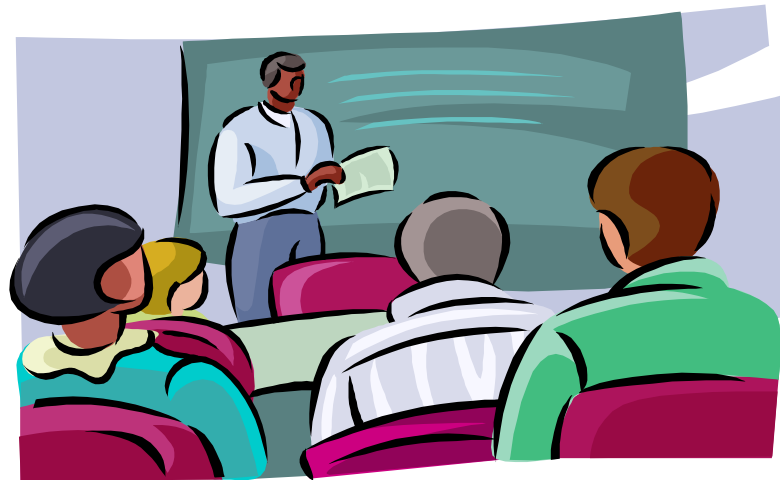
Adapted from SFIA 5 framework reference quoted by kind permission of The SFIA Foundation: www.SFIA.org.uk

Yes but...how do we get there?

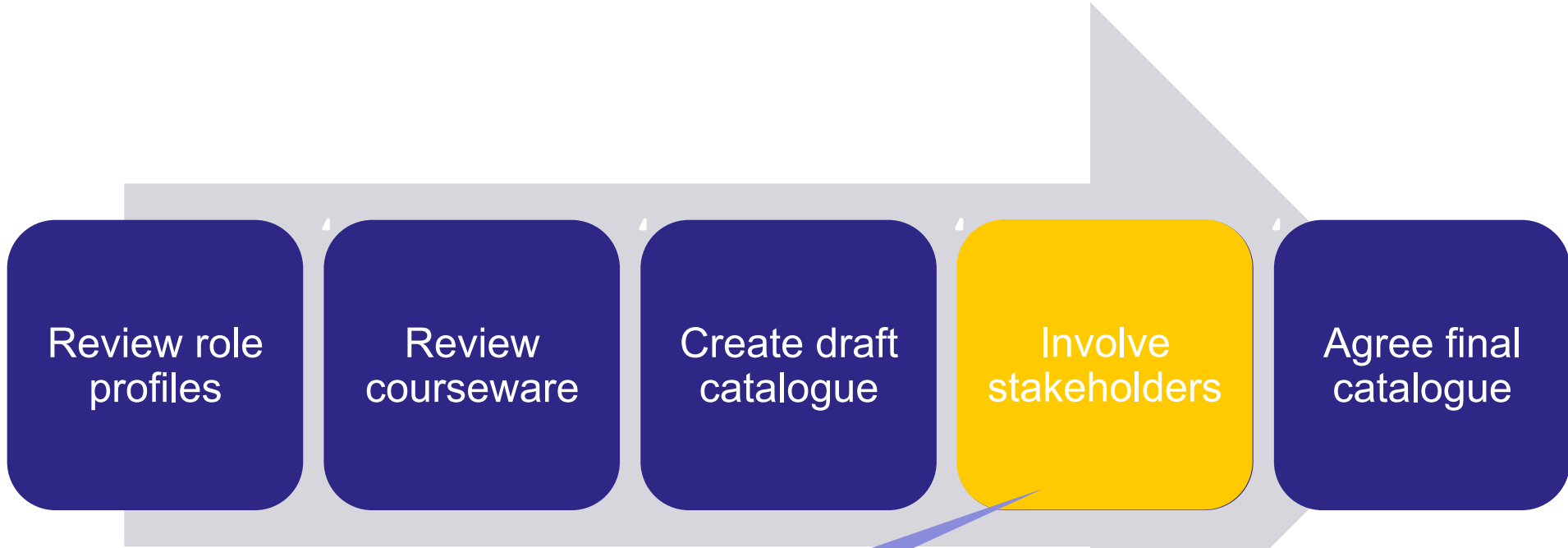


Building SFIA aligned development catalogues

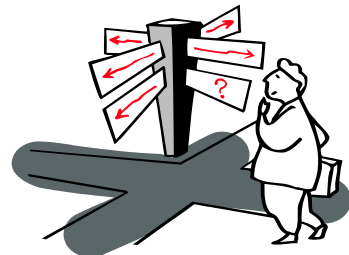
- Formal learning
- Informal
- Assignments and projects



Mapping formal events



**Useful?
Relevant?
Appropriate?
Any others?**



Linking role profiles to learning and development



Role - Project manager

Category	Sub Category	Competencies	Competency Level
Strategy & architecture	Technical strategy and planning	Methods and tools	Level 4
Business change	Business change implementation	Project management	Level 5
Business change	Relationship management	Stakeholder relationship management	Level 5

Skill	Proficiency level	Course
Project management	Level 5	Getting the best from PRINCE2
Project management	Level 5	Managing suppliers
more...		

A finished example



SFIA Skills **Role** **Search**

Enter a skill and/or a level to search for development activities. To see the full list of SFIA skills [click here](#).

Skill Search...

Level

Search **Reset**

Found 4 activities. **Results per page:**

→ Planning and Managing Windows 7 Desktop Deployment and Environments

This course explains how to plan and deploy Windows 7 desktops in large organizations

This course supports development in the following areas:

Roles: Distributed services,
Type: ILT
Skill: Application Support **Level(s):** 4

How do organisations use the catalogue?

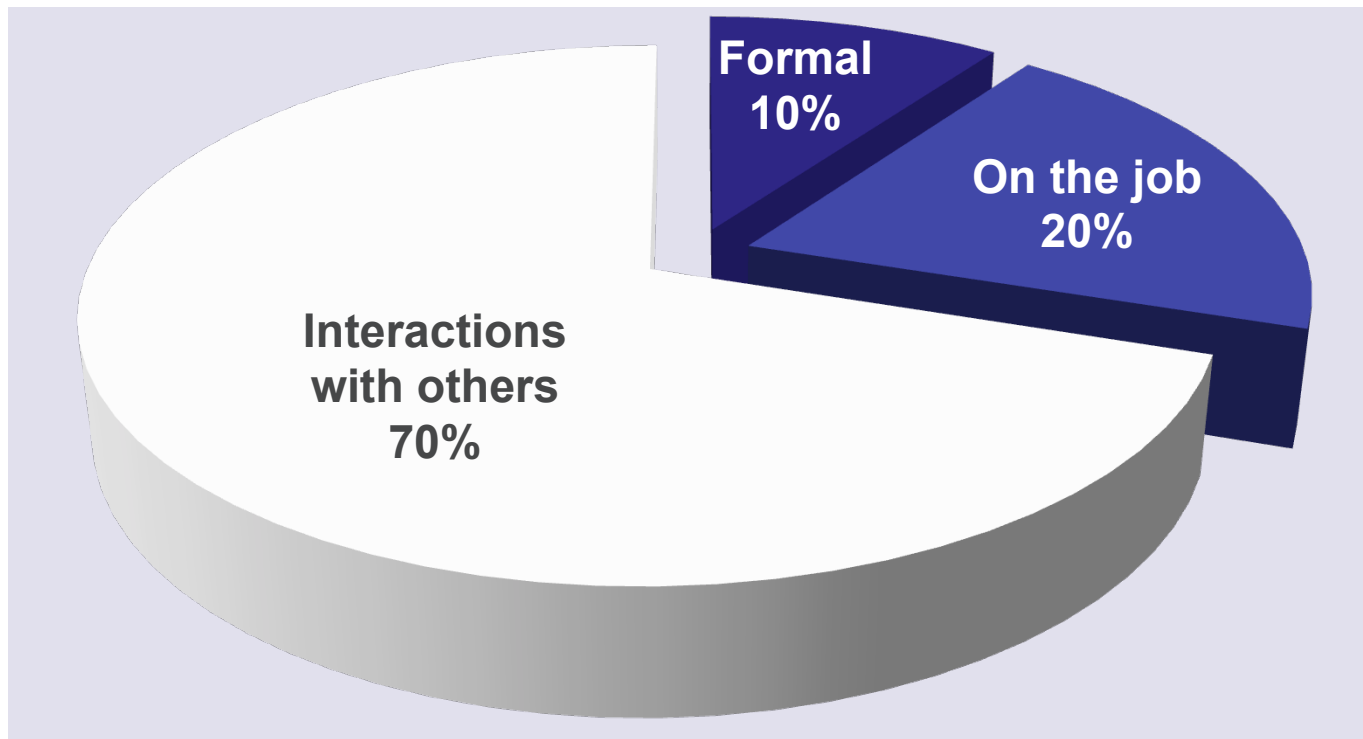
- Supporting performance discussions
- Closing skills gaps
- Preparation for a new role
- Prioritising development activity
- Aligning L&D to strategic objectives



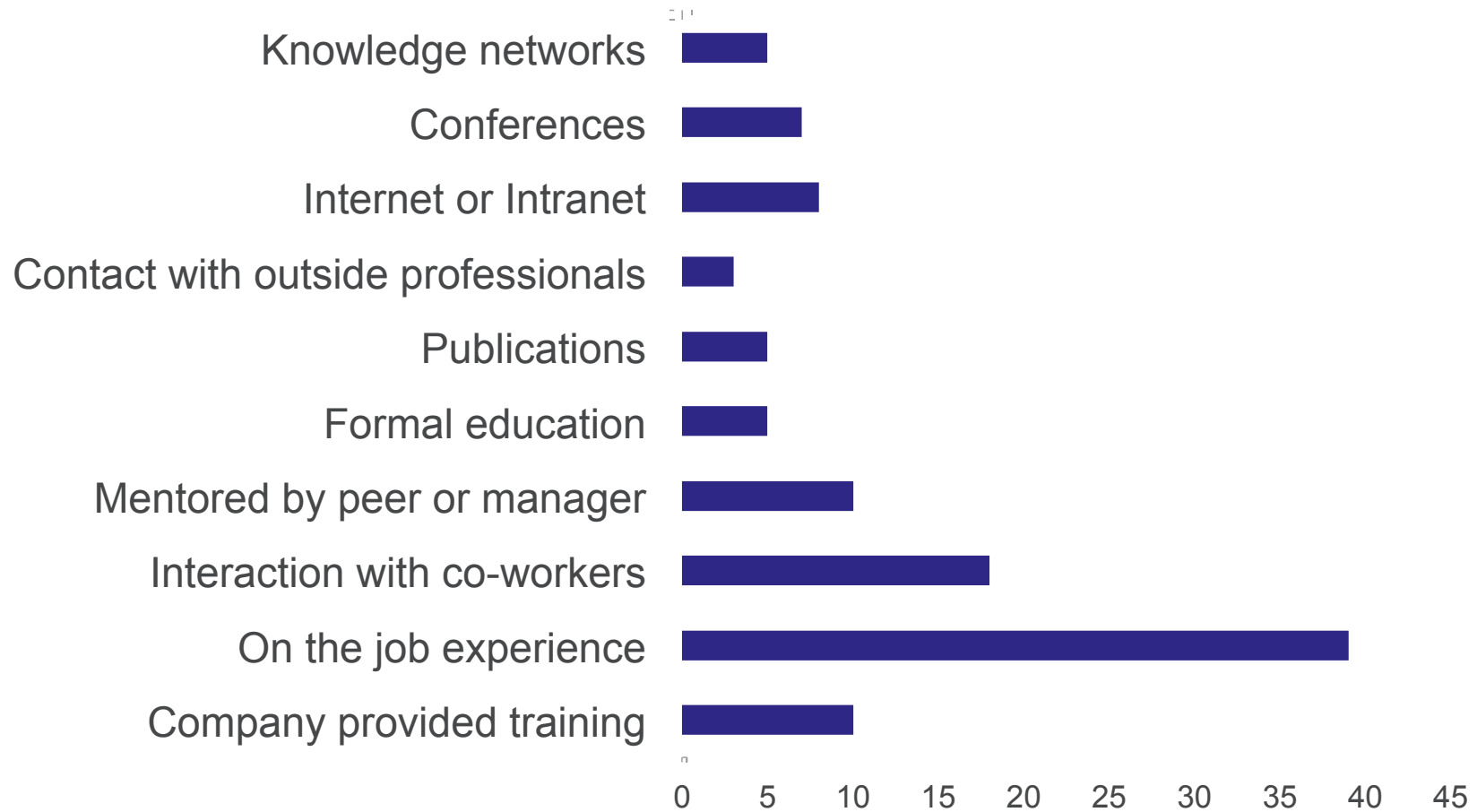
Going beyond formal learning



Learning at work



How people learn at work...



(Conner, 1997-2009)

...and what people value



Rank	Developmental activity
1	Collaborative working within your team
2	Personal & professional networks & communities
3	General conversations and meetings with people
4	Google search for web resources
5	External blog and news feeds
6	Curated content from external sources
7	Self-directed study of external courses
8	Internal company documents
9	Internal job aids
10	Company training

(Hart, 2012)

Eraut's modes of learning in the workplace



Work processes with learning as a by-product	Learning activities located within work or learning processes	Learning processes at or near the workplace
Participation in group processes	Asking questions	Being supervised
Working alongside others	Getting information	Being coached
Consultation	Locating resource people	Being mentored
Tackling challenging tasks and roles	Listening and observing	Shadowing
Problem solving	Reflecting	Visiting other sites
Trying things out	Learning from mistakes	Conferences
Consolidating, extending and refining skills	Giving and receiving feedback	Short courses
Working with clients	Use of mediating artefacts	Working for a qualification
		Independent study

(Eraut, 2010)

How can we use SFIA to guide workplace learning?



Learning design and development

The design, creation, packaging and maintenance of materials and resources for use in learning and development...

Level 5

Designs, creates, develops, customises and maintains learning solution content and resources...

Autonomy

Works under broad direction...

Influence

Influences organisation, customers, suppliers, partners and peers...

Complexity

Performs an extensive range and variety of complex technical and/or professional work...

Business skills

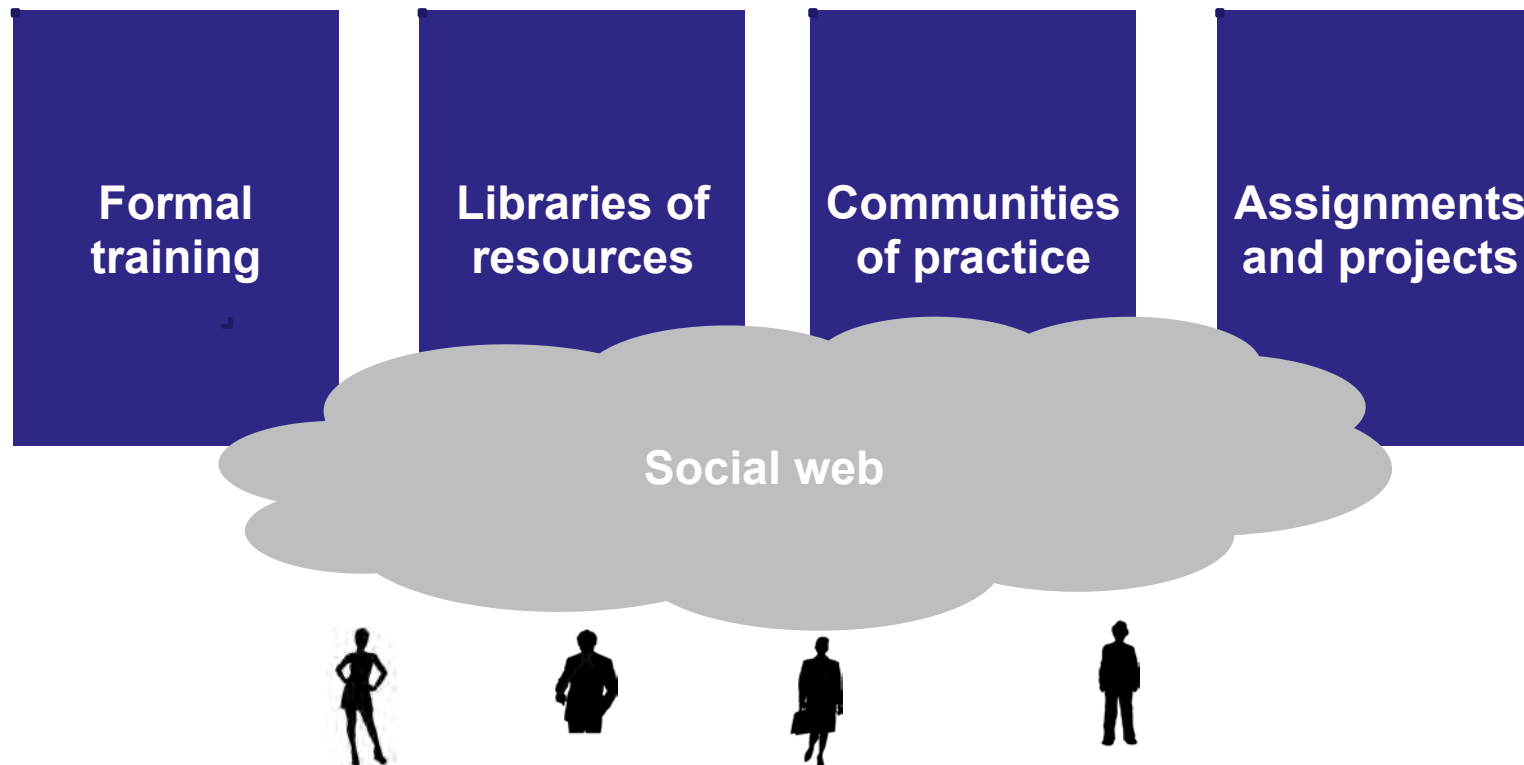
Advises on the available standards, methods, tools...

Text from the Skills Framework for the Information Age quoted by kind permission of The SFIA Foundation: www.SFIA.org.uk.

A model for workplace learning



Continuing professional development



Role-aligned development resources and activities

After Jane Hart 2011

Contact details



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