



Learning & Development
Specialist Group

Enabling the
information society

The use of SFIA in Government IT Learning and Development

Jan Ford, Ministry of Justice ICT
Director, Strategy Planning Operations

Government is

Big

Diverse

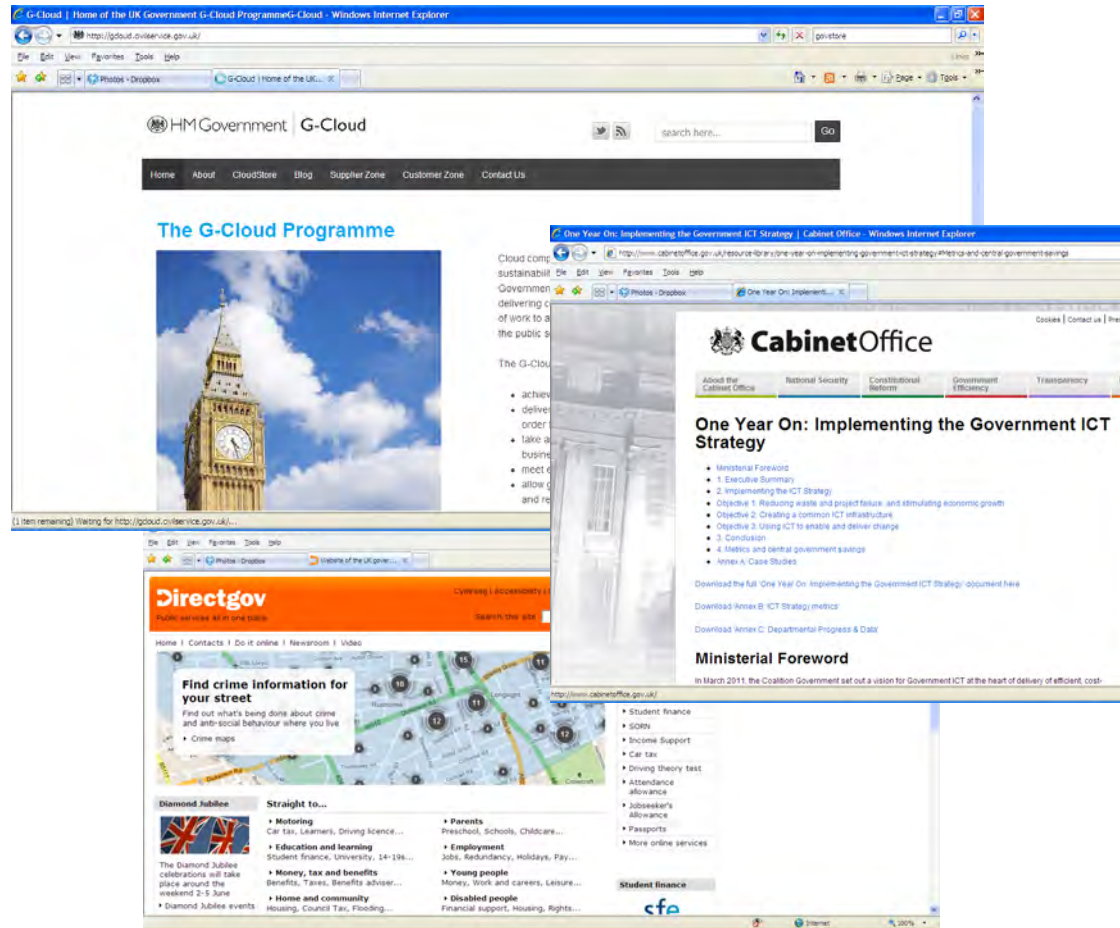
Changing

Fascinating

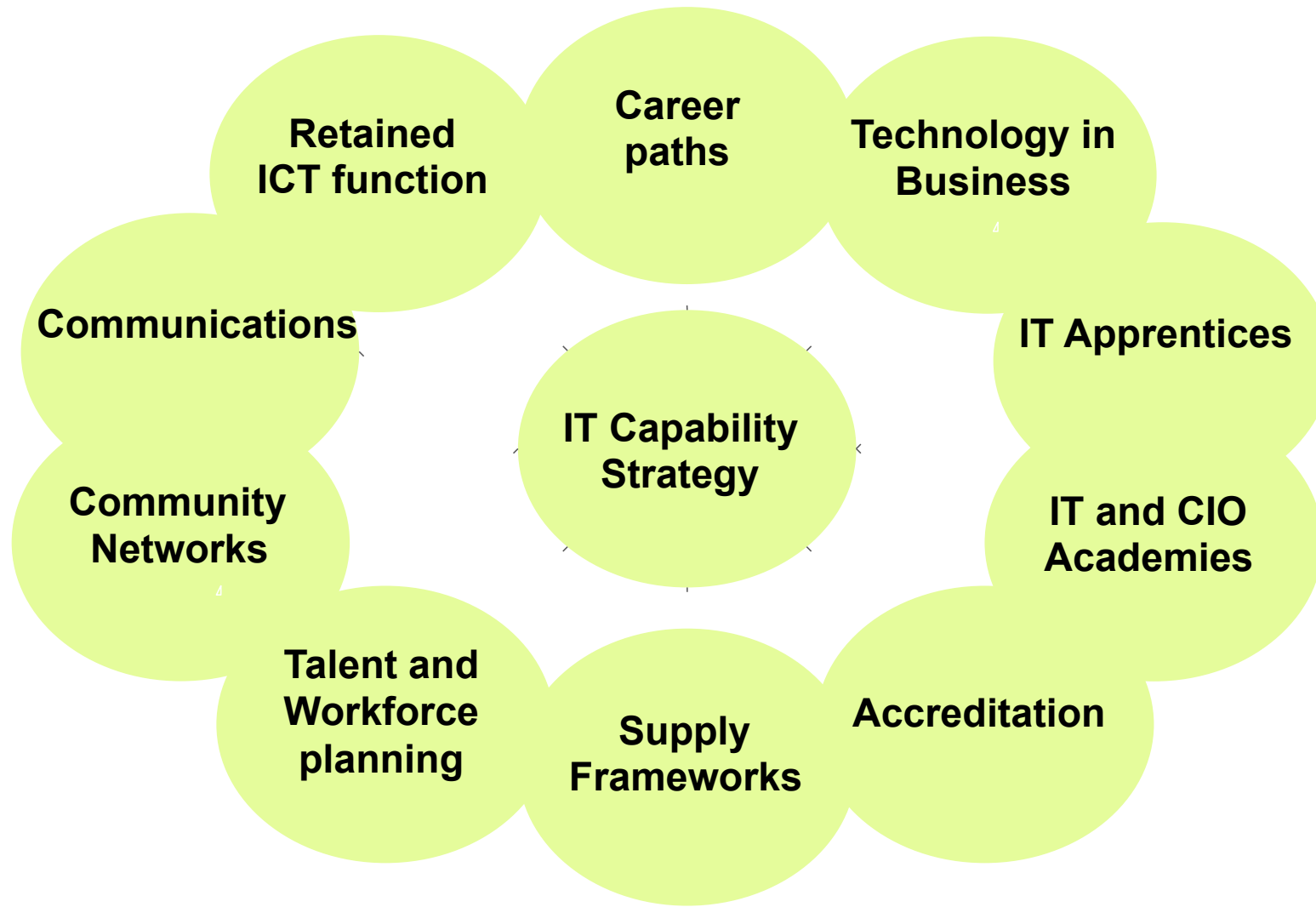
Value driven

Embracing digital

Building professionalism



SFIA has a place in every workstream of the Government ICT Capability Strategy



MoJ is undergoing huge change – what does SFIA offer us?



Transforming Justice

- Public/private/mutual
- Payment by results
- Contact centres
- Go digital
- Shared services
- CJS collaboration

IT

- Smartphones
- 3G/4G
- Commodity services
- Eye-tracking
- Augmented reality
- Social networking

FITS

- Service oriented
- Assurance
- Service towers
- ITIL V3
- Pan-gov aligned
- SIAM partner

IT profession

- Client engagement
- Business-oriented
- Agile *aas cloud
- Commercial savvy
- Product manager
- VFM transparency

SFIA in Government: Looking at one department more closely...



Building a talent pipeline to senior posts; increase lateral moves for staff with potential and ensure continued recruitment and retention

Building communities for specialist groups, plot career paths, guidance on and sources for appropriate professional development, and greater opportunities for movement and interchange



Developing structures and processes to increase the capability of ICT professionals at all levels

Recognising progression and focusing on developing industry-recognised skills and status

What does SFIA mean to me as an IT professional and leader working in government?



1978



32K mainframe



32G tablet



2013

So what have we learned and where are we going?



Know others at the same stage as you

Make it personal!

Continuous
Personal
Development

Make sure competencies work together

Use BCS

Flexible and informal learning

Don't box it in.

Make it a leadership issue

Be critical

Not a nice to do but a must have

Common language

Be prepared to challenge

Engagement

Share and celebrate

Don't go it alone!

The SFIA “Tomorrow’s People” in central government

They will not see themselves as being limited to one organisation

They will always be focused on progressing across a spectrum of skills

They will expect transparent skills recognition of others

Increasingly networked, locally, nationally, globally.



...and to lunch



Thank you

