



Learning & Development  
Specialist Group

Enabling the  
information society

# Career development using SFIA

Paul Turner FBCS FLPI

Assist Knowledge Development Ltd

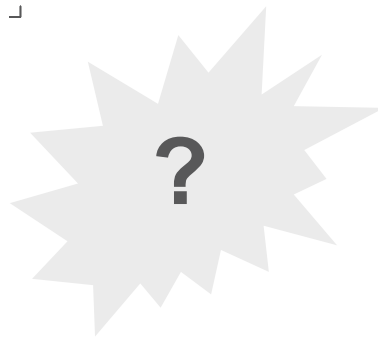


## Project objectives

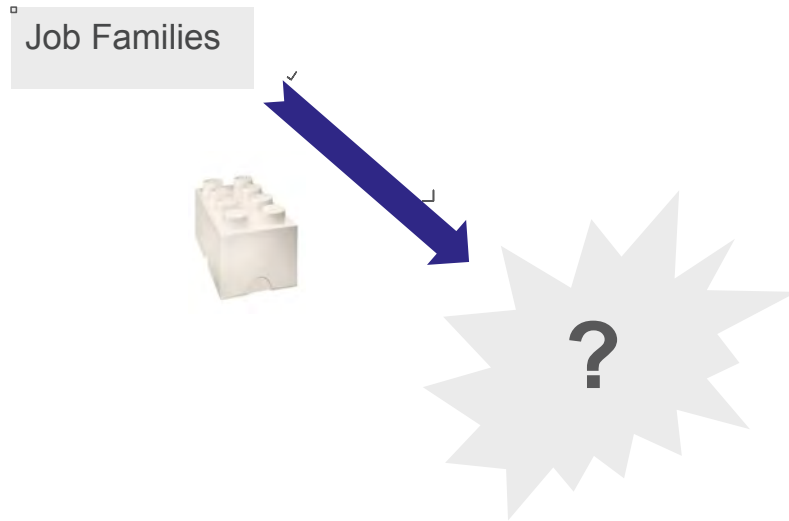


- Establish a standard certification framework for the Job Families within the IT Department
- Establish a governance structure for the development and application of a certification framework
- Establish a co-ordinated set of external and internal certifications

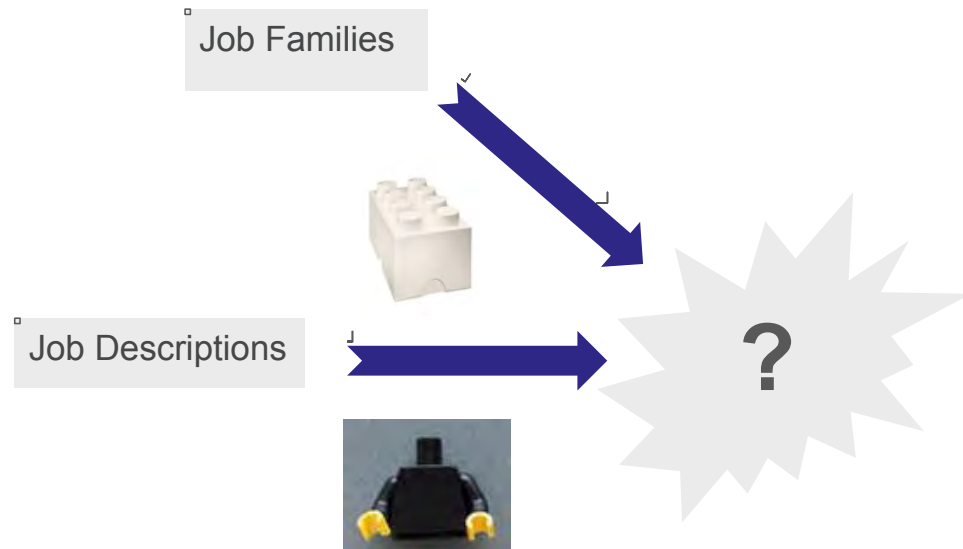
# Inputs to career path development



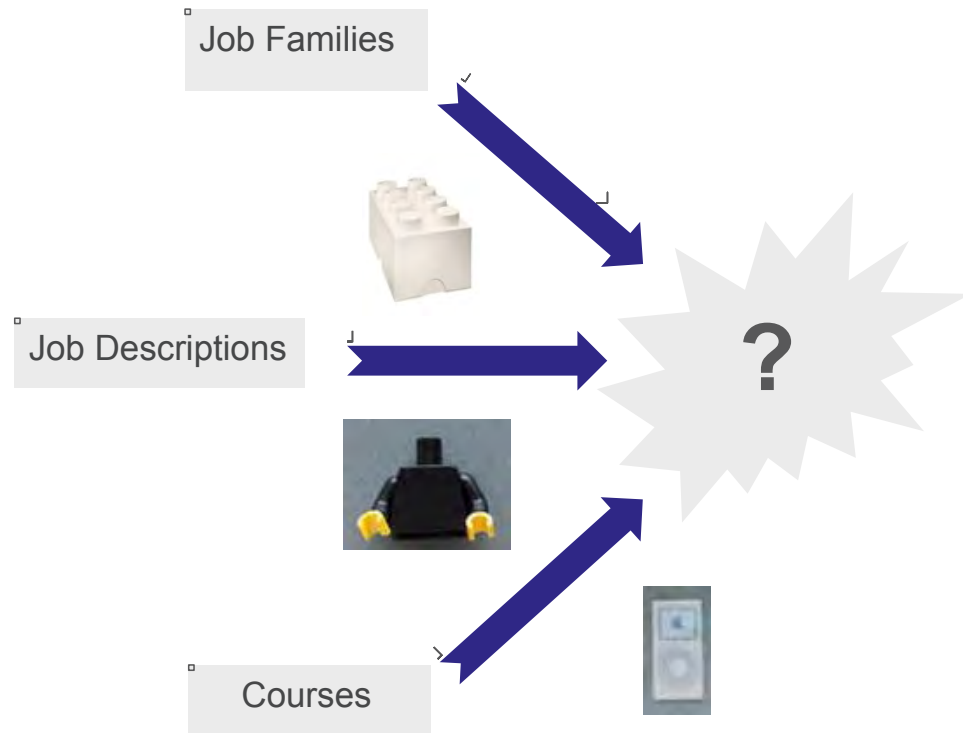
# Inputs to career path development



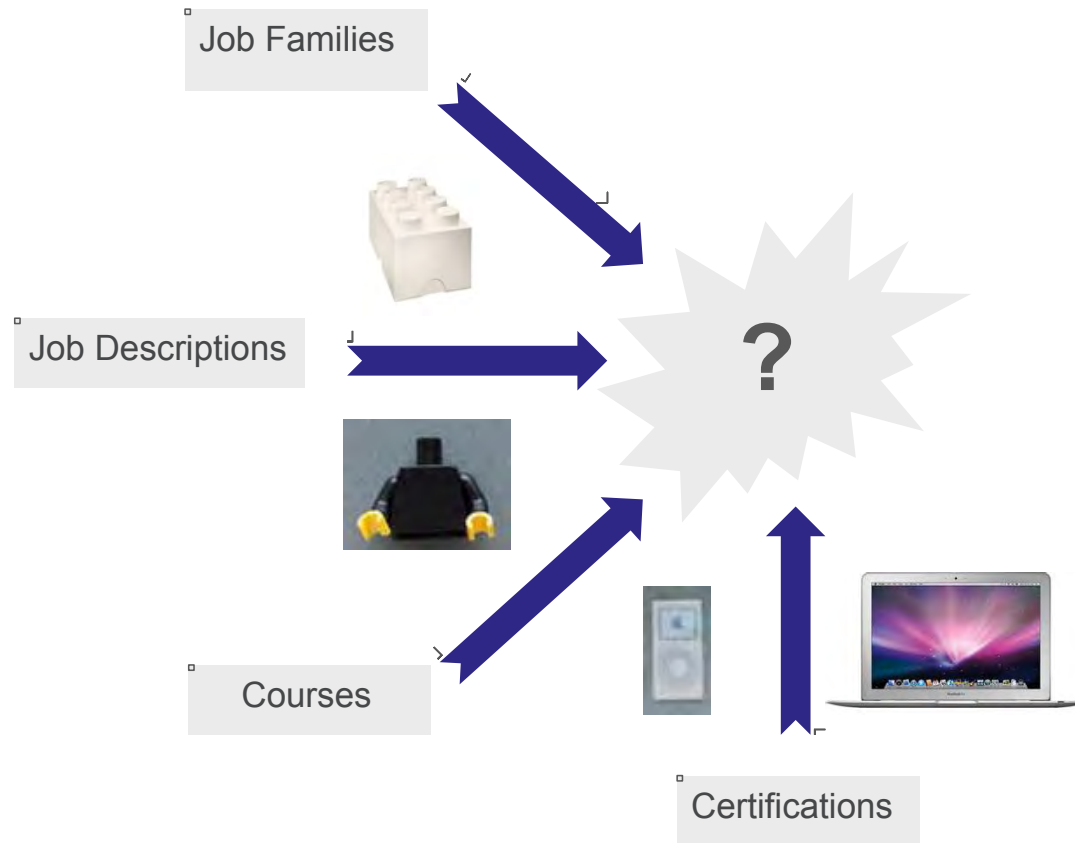
# Inputs to career path development



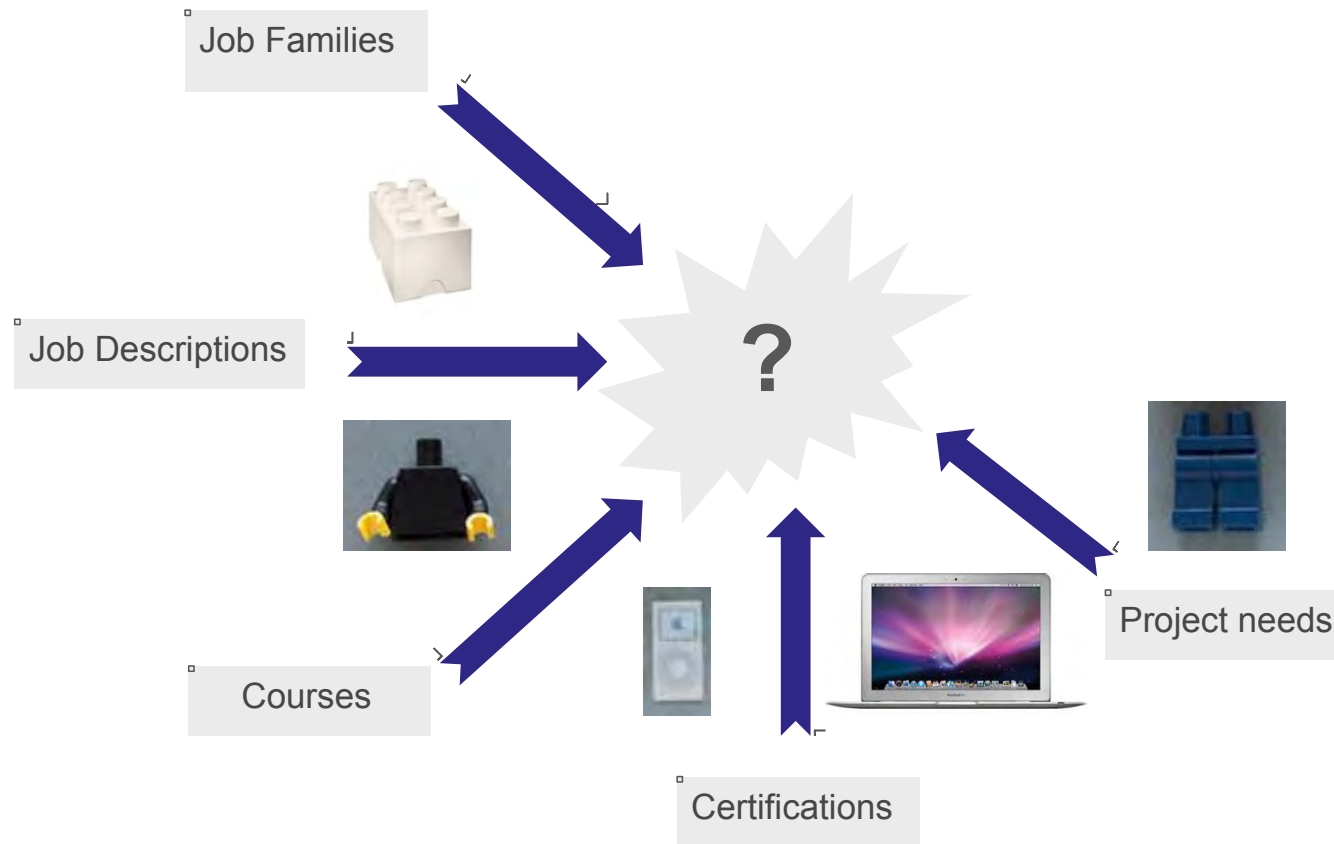
# Inputs to career path development



# Inputs to career path development

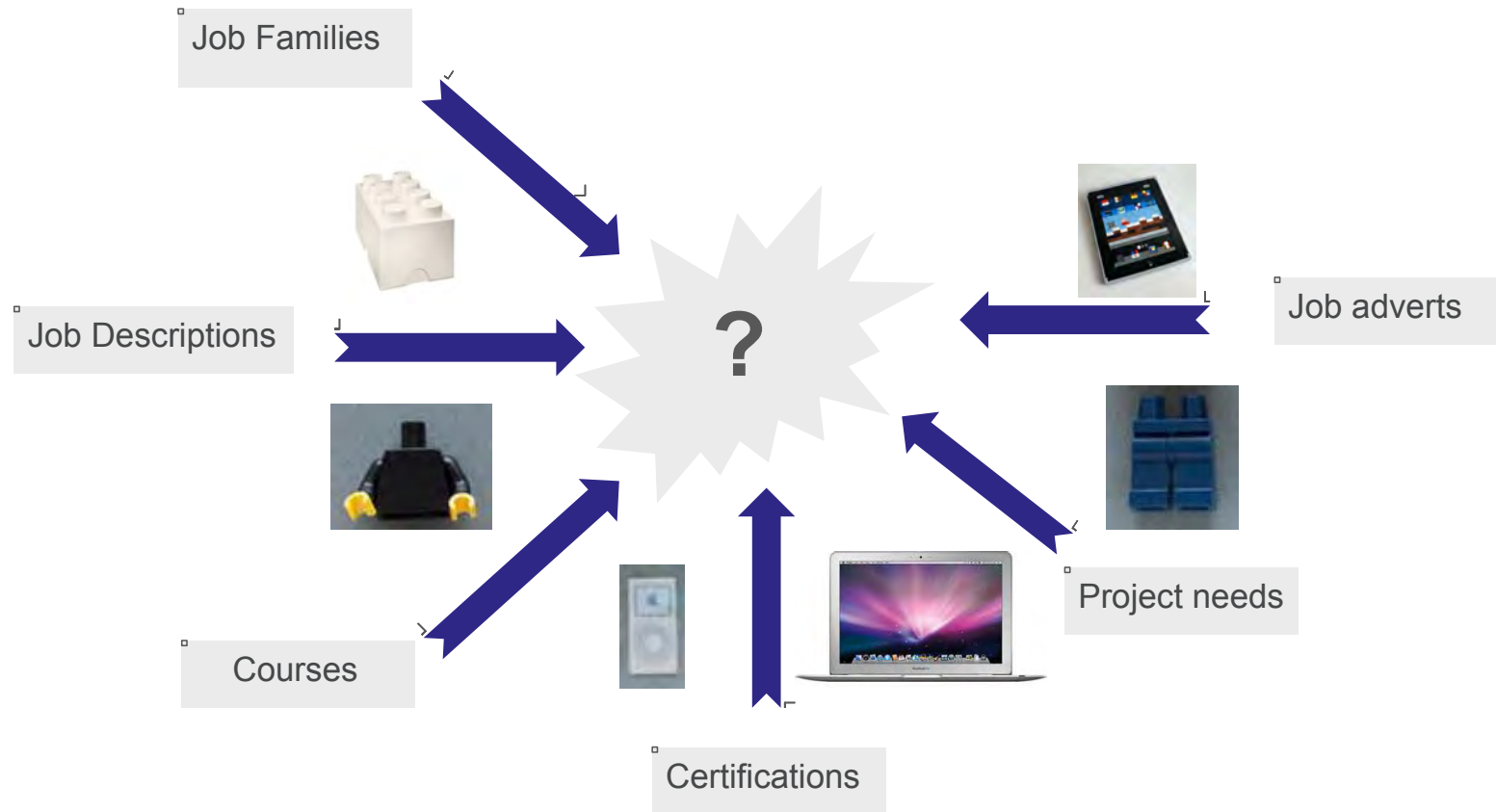


# Inputs to career path development

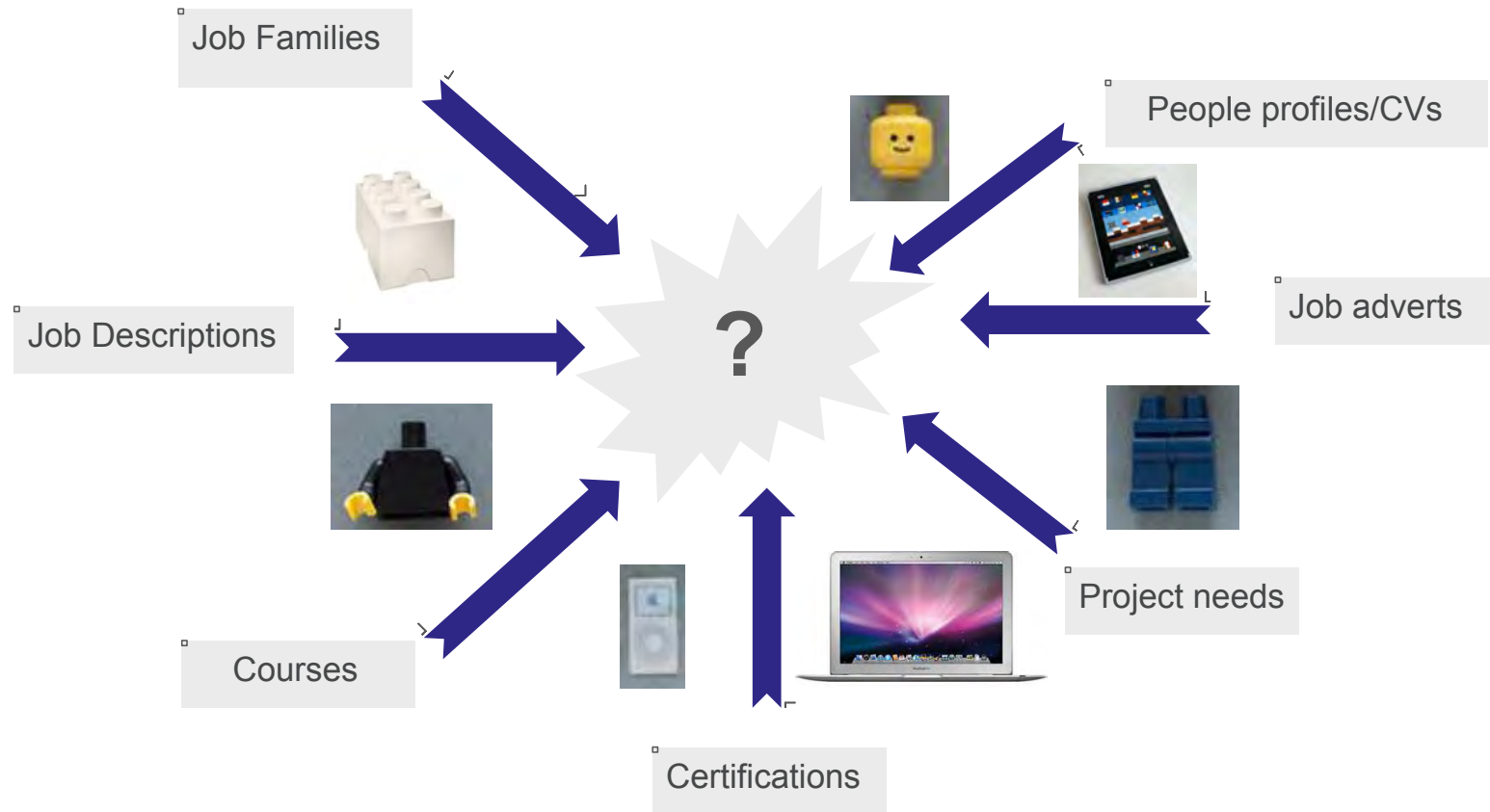




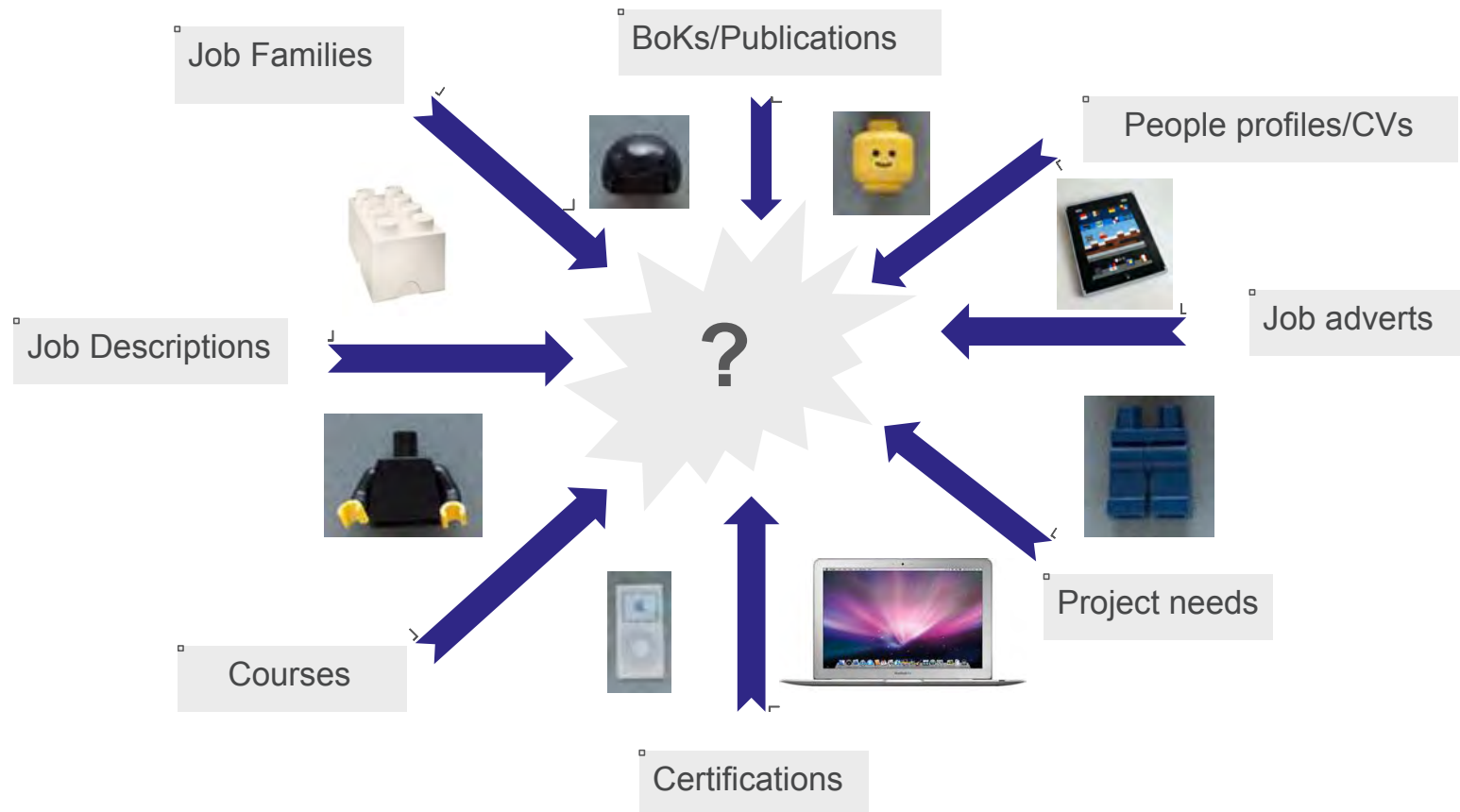
# Inputs to career path development



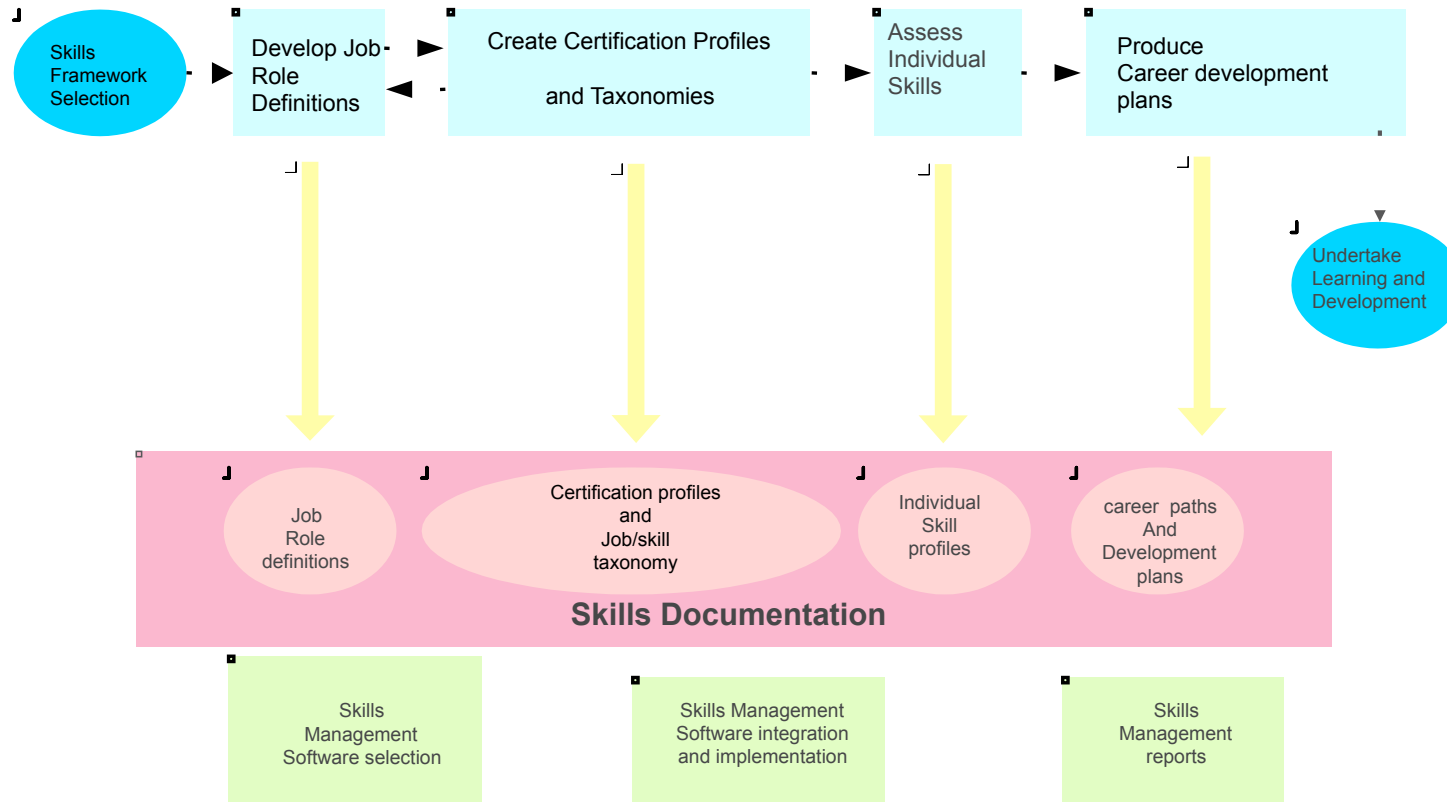
# Inputs to career path development



# Inputs to career path development



# Skills management framework



Copyright – Assist Knowledge Development 2012

## Outline of approach taken



Develop job role definitions:

- Task 1 – Investigate and review
- Task 2 – Analysis of requirements

Develop certification profiles and taxonomies:

- Task 3 – Develop certification profiles (External and internal)
- Task 4 – Development of taxonomies

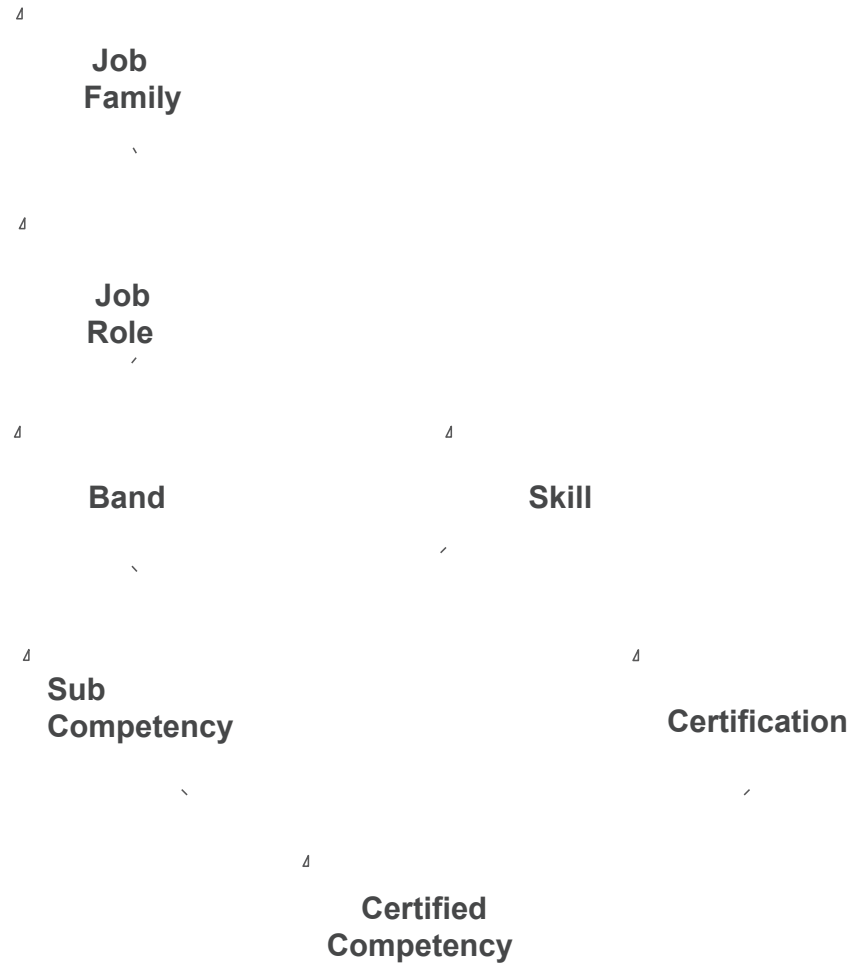
Assess individual skills:

- Task 5 – Development of assessments
- Task 6 - Assessment and validation of skills

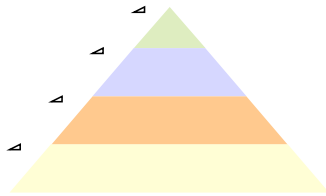
Produce career development plans:

- Task 7 – Gap analysis
- Task 8 – Creation of career development plans

# Underlying data and relationships



# The numbers game



Grades



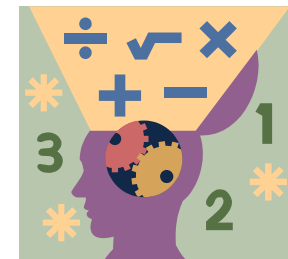
Qualification levels



SFIA levels



Bands



Assessment levels

## Skills building blocks



- SFIA skill sub-categories
- More detailed specific Bodies of Knowledge
- Sector specific skills
- Organisation specific skills
- Technology specific skills
- Interpersonal skills



# Certification profiles and Job role profiles



## Certification profile worksheet

Certificate title:  
Awarding body:

Prerequisites:  
Topics:

Examination structure:  
Assessment approach:  
Re-certification?



SFIA skills covered with levels.  
+ Job specific competencies:  
+ generic competencies:

Job roles and bands covered

# Certification profiles and Job role profiles



## Certification profile worksheet

Certificate title:  
Awarding body:

Prerequisites:  
Topics:

Examination structure:  
Assessment approach:  
Re-certification?

SFIA skills covered with levels.  
+ Job specific competencies:  
+ generic competencies:

Job roles and bands covered



## Job role profile worksheet

Job family/role/band:  
SFIA overall level:

Description of role:

For each band within the role:

- Competency
- Level within competency
- Description
- Source: (SFIA, Job description, Job family description)



# Certification profiles and Job role profiles



## Certification profile worksheet

Certificate title:  
Awarding body:

Prerequisites:  
Topics:

Examination structure:  
Assessment approach:  
Re-certification?

SFIA skills covered with levels.  
+ Job specific competencies:  
+ generic competencies:

Job roles and bands covered



## Job role profile worksheet

Job family/role/band:  
SFIA overall level:

Description of role:

For each band within the role:

- Competency
- Level within competency
- Description
- Source: (SFIA, Job description, Job family description)

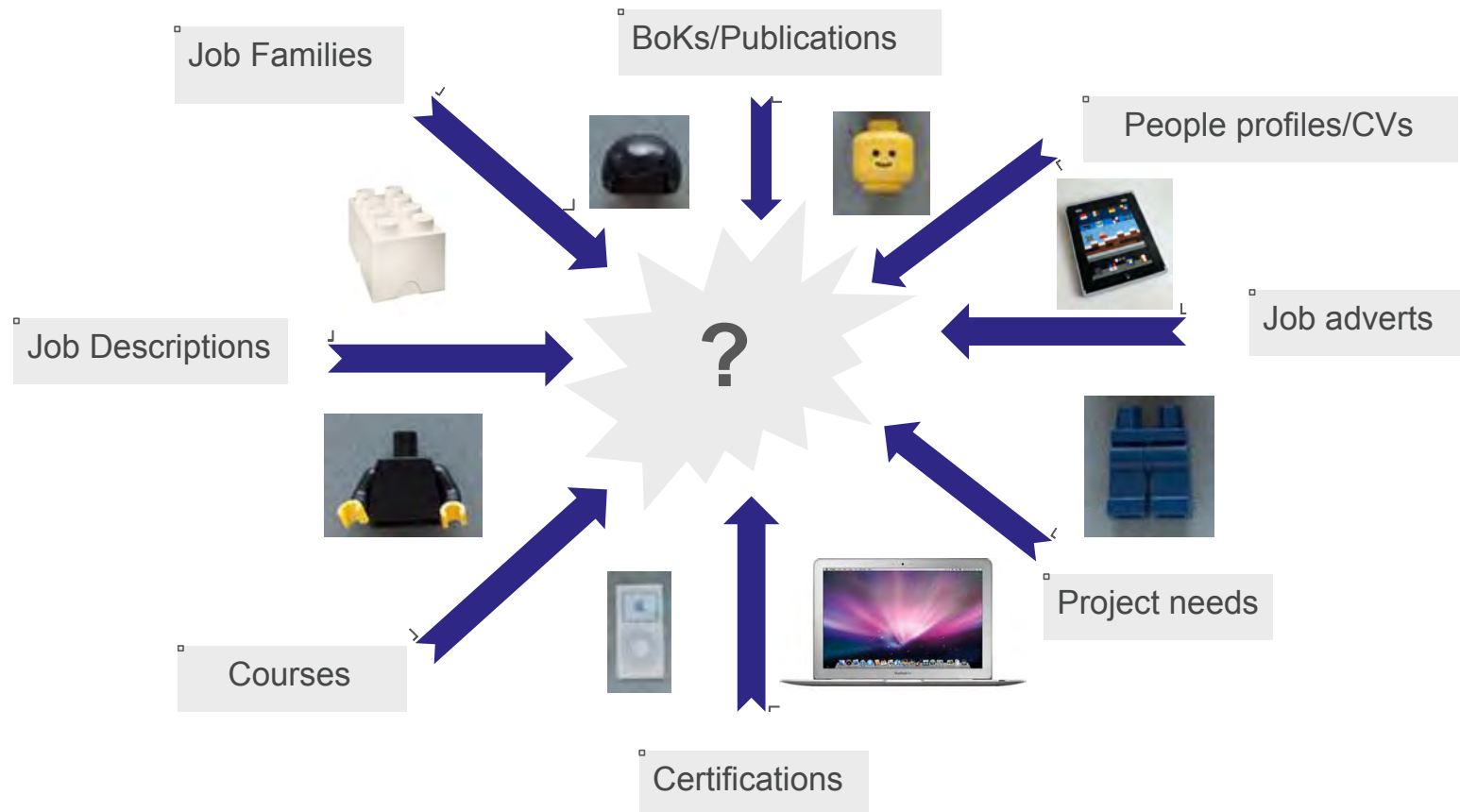


### Learning interventions:

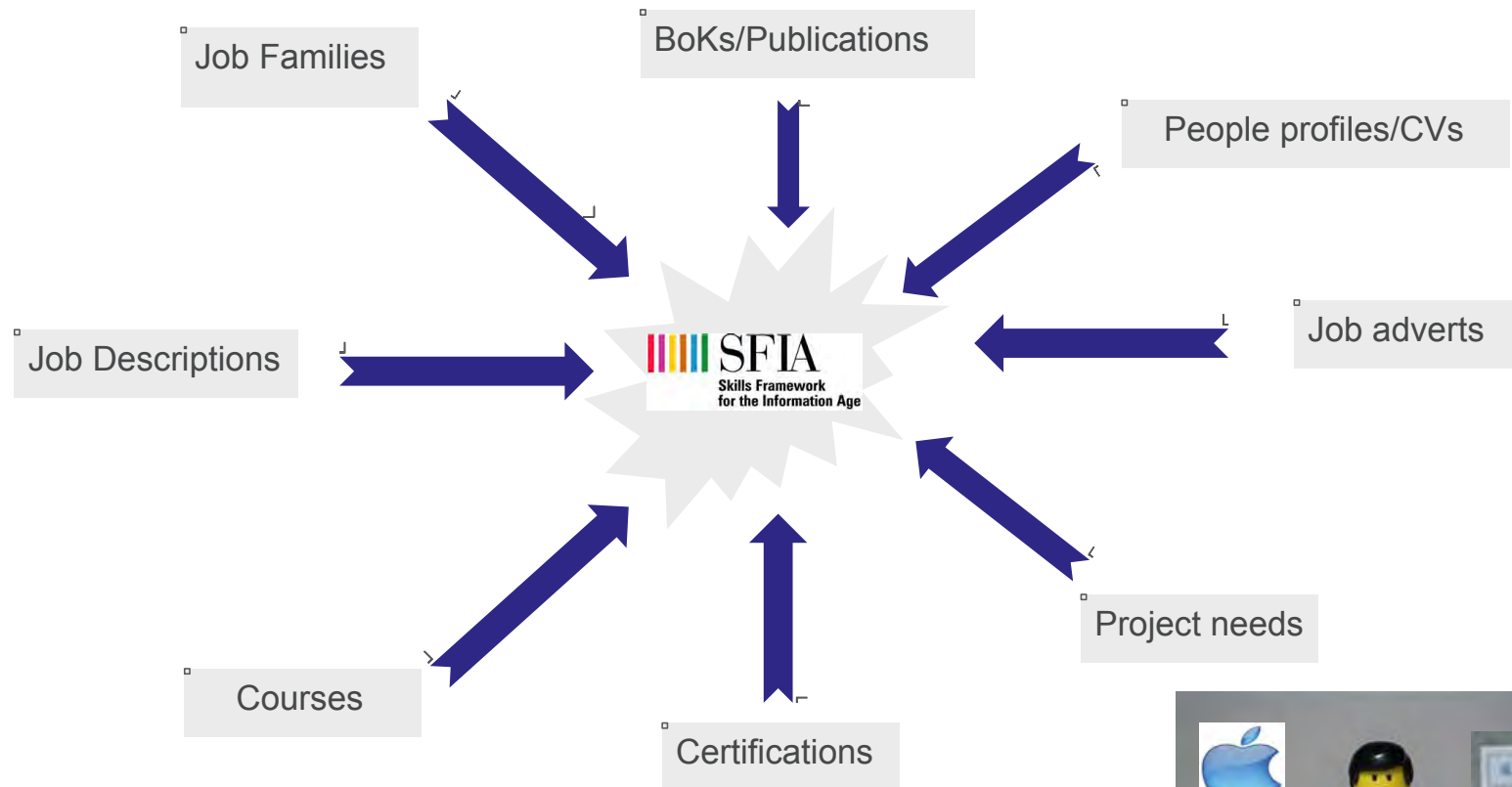
- Courses
- e-learning
- Mentoring/coaching
- Reference material
- Self study

LEARNING MAP DEVELOPMENT

# Inputs to career path development



# Inputs to career path development



## SFIA as a baseline for career development



Learning and development

Evaluation and performance

Governance and standards

Organisational capability

# SFIA as a baseline for career development



- L**earning and development
- E**valuation and performance
- G**overnance and standards
- O**rganisational capability

