



SFIA Staff Briefing

Skills Framework for the Information Age



Agenda

- What's happening and why
- Our SFIA Experts – Digital Skills Agency
- About SFIA
- Creating your SFIA profile
- Resources & support
- Questions

Background - why SFIA

SFIA supports **Yorb** to

- create a *learning and development* culture
- build *career progression* pathways
- align our efforts with the recognised *industry standard* for digital skills

SFIA supports **you** to

- increase *ownership* of your own development
- evaluate current and future *development needs*

Benefits of using SFIA



Employees

- Enhanced understanding of skills and capabilities
- Increased ownership of professional development
- Structured professional development, career progress opportunities and role mobility



Managers

- Improved professional development conversations
- Increased understanding of team capability and needs
- Improved capability planning



Organisation

- High-level view of capability across team
- Identify hidden strengths
- Identify and support strategic capability development
- Alignment with industry best practices

High Level Timeline

27/Mar	3/Apr	10/Apr	17/Apr	24/Apr	1/May	6/May	13/May	20/May	27/May
Setup									
		Staff Briefing Sessions							
		Self Assess		Skills Discussions					
						Training for Leaders			



**DIGITAL
SKILLS
AGENCY**

Our SFIA Experts

Digital Skills Agency

Leading SFIA Consultants

NZ based, global experience

Services include Consultancy, Training,
Recruitment, Ongoing Support

Provide the SFIA NZ community resource

Clients across government, health, education,
and industry



Digital Skills Agency Key Team Members



Daniel Merriott

Principal Consultant

SFIA ACCREDITED CONSULTANT

Skills Assessor / Training / Engagement Lead



Tristan Boot

Senior SFIA Consultant

SFIA ACCREDITED CONSULTANT

Skills Assessor (Primary)



Patrick Buckingham

Delivery Support Manager

SFIA ACCREDITED PRACTITIONER

Client Success / Progress Reporting / Engagement Support



Mary-Anne Merriott

Principal Consultant

SFIA ACCREDITED CONSULTANT

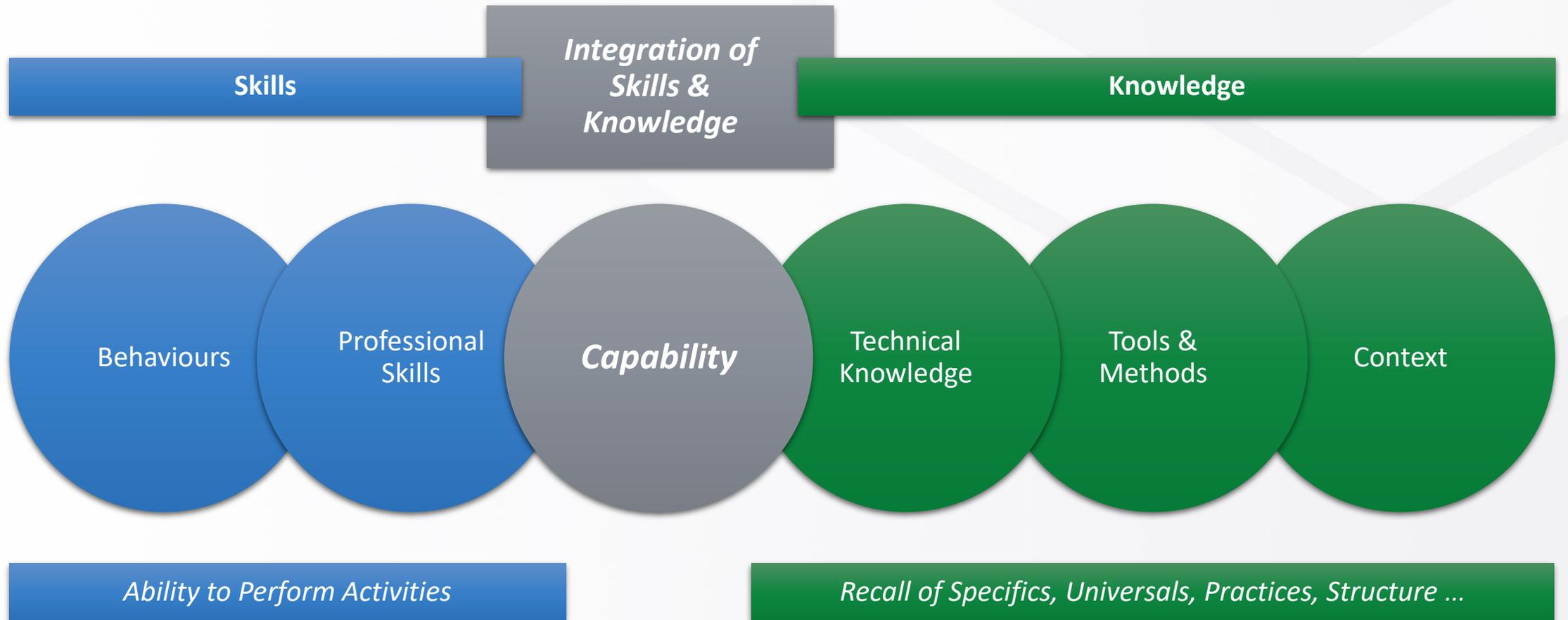
Engagement Support / Training

Professional Development

Who Is The Musician?



Professional Capability



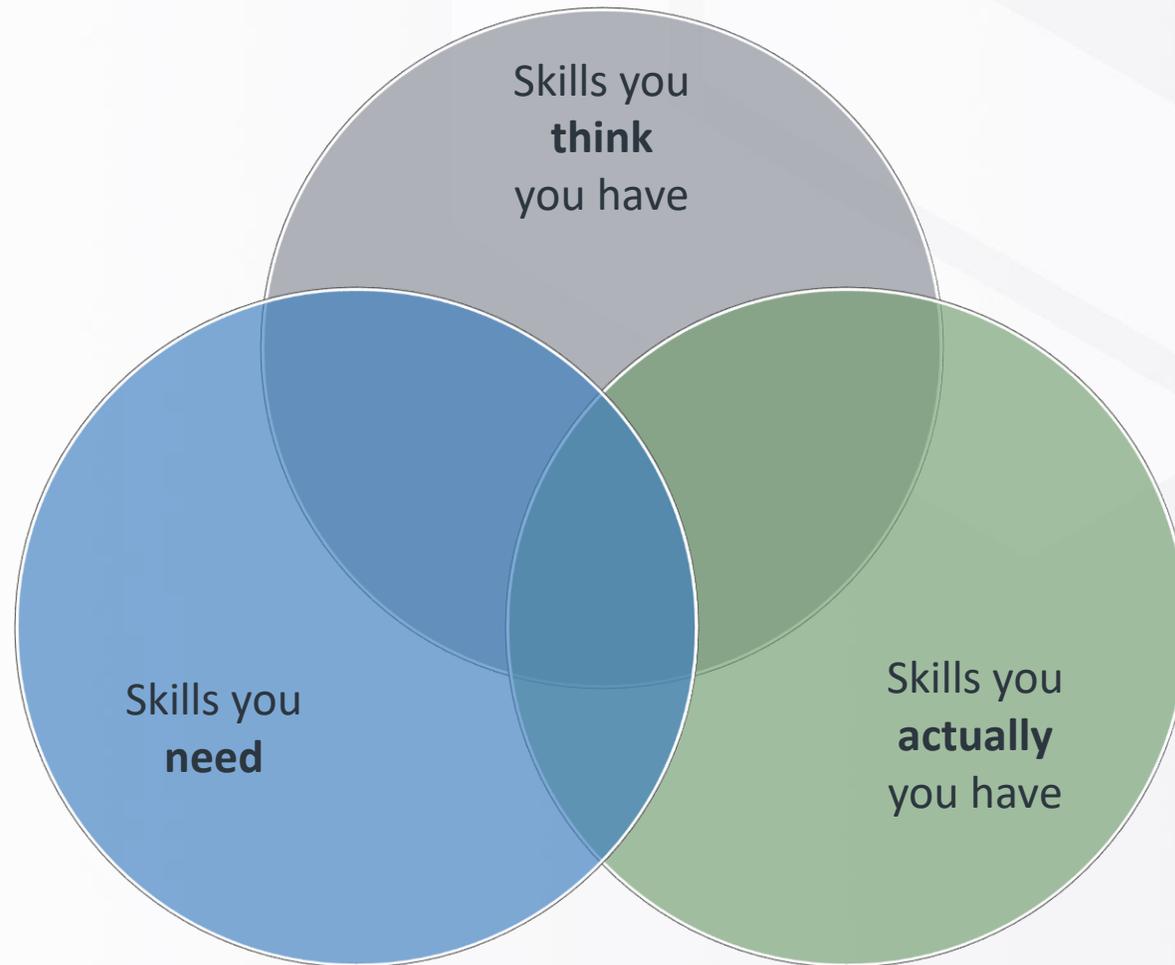
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for Professional Development

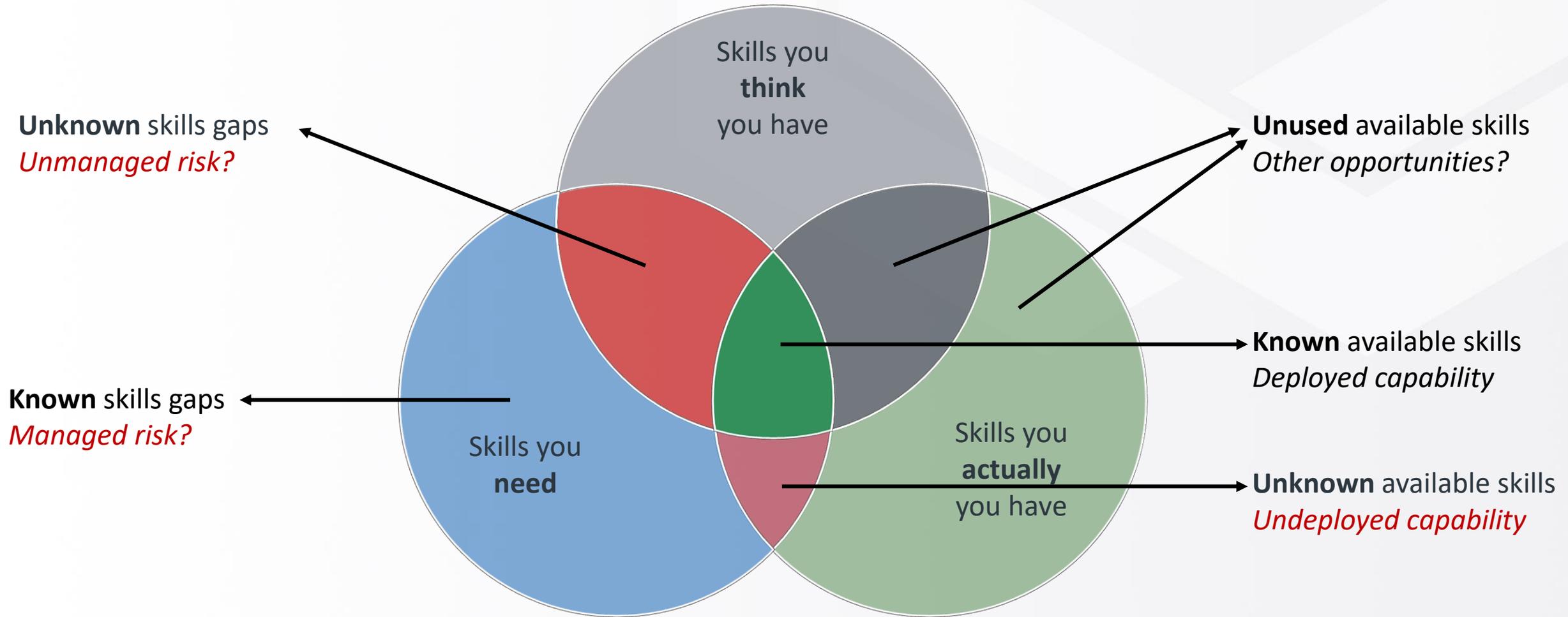


Organisational Capability

Organisational view of skills



Organisational view of skills



About SFIA

Skills framework for the Information Age

About SFIA: What is it?

The SFIA Framework has become the global common reference for skills and competency for the digital world

- SFIA gives individuals and organisations a **common language** to define skills and expertise in a consistent way.
- SFIA's scope includes a **broad definition of 'digital professional'**

About SFIA: Professional Skills

SFIA focuses on **professional skills**

- Demonstrated through experience

Professional skills are placed in the context of:

- **Behaviours**
- **Knowledge**
 - Technical knowledge
 - Tools and methodologies
 - Contextual information



About SFIA



- Owners and publishers of SFIA
- Not for profit organisation
- SFIA1 released in 2000, now SFIA8
- Website: <https://sfia-online.org>



About SFIA: Overview

121 skills

6 categories

7 levels

SFIA 8 Summary Chart

Strategy and architecture						
Strategy and planning		1	2	3	4	5 6 7
Strategic planning	ITSP					5 6 7
Information systems coordination	ISCO					6 7
Information management	IRMG				4 5 6 7	
Enterprise and business architecture	STPL					5 6 7
Solution architecture	ARCH					4 5 6 7
Innovation	INOV					5 6 7
Emerging technology monitoring	EMRG				4 5 6 7	
Research	RSCH				2 3 4 5 6 7	
Demand management	DEMM					5 6
Investment appraisal	INVA					4 5 6
Financial management	FMTM					4 5 6 7
Measurement	MEAS				3 4 5 6	
Sustainability	SUST					4 5 6
Continuity management	COPL				2 3 4 5 6	
Security and privacy		1	2	3	4	5 6 7
Information security	SCTY					3 4 5 6 7
Information assurance	INAS					3 4 5 6 7
Personal data protection	PREP					5 6 7
Vulnerability research	VURE					3 4 5 6 7
Threat intelligence	THIN					2 3 4 5 6 7
Governance, risk and compliance		1	2	3	4	5 6 7
Governance	GOVN					6 7
Risk management	BURM					3 4 5 6 7
Audit	AUDT					3 4 5 6 7
Quality management	QUMG					3 4 5 6 7
Quality assurance	QUAS					3 4 5 6 7
Advice and guidance		1	2	3	4	5 6 7
Consultancy	CNSL					4 5 6 7
Specialist advice	TECH					4 5 6
Methods and tools	MTL					3 4 5 6

Change and transformation						
Change implementation		1	2	3	4	5 6 7
Portfolio management	POMG					5 6 7
Programme management	PCMG					6 7
Project management	PRMG					4 5 6 7
Portfolio, programme and project support	PROF					2 3 4 5 6 7
Change analysis		1	2	3	4	5 6 7
Business situation analysis	BUSA					3 4 5 6 7
Feasibility assessment	FEAS					3 4 5 6
Requirements definition and management	REQM					2 3 4 5 6
Business modelling	BSMO					2 3 4 5 6
Acceptance testing	BPTS					2 3 4 5 6
Change planning		1	2	3	4	5 6 7
Business process improvement	BPIE					5 6 7
Organisational capability development	OCDEV					5 6 7
Organisation design and implementation	ORDI					4 5 6 7
Organisational change management	OCPM					3 4 5 6 7
Benefits management	BENM					5 6

Development and implementation						
Systems development		1	2	3	4	5 6 7
Product management	PROD					3 4 5 6 7
Systems development management	DLMG					5 6 7
Systems and software life cycle engineering	SLEN					4 5 6 7
Systems design	DESN					3 4 5 6
Software design	SDSN					2 3 4 5 6
Network design	NTDS					3 4 5 6
Hardware design	HWDE					3 4 5 6
Programming/software development	PROG					2 3 4 5 6
Systems integration and build	SBIT					2 3 4 5 6
Testing	TEST					1 2 3 4 5 6
Software configuration	PORT					3 4 5 6
Real-time/embedded systems development	RESO					2 3 4 5 6
Safety engineering	SFEN					3 4 5 6
Safety assessment	SFAS					4 5 6
Radio frequency engineering	RFEN					2 3 4 5 6
Animation development	ADEV					3 4 5 6
Data and analytics		1	2	3	4	5 6 7
Data management	DATM					4 5 6
Data modelling and design	DMAN					2 3 4 5
Database design	DBDS					3 4 5
Data engineering	DENG					2 3 4 5 6
Database administration	DBAD					2 3 4 5
Data science	DATS					2 3 4 5 6 7
Machine learning	MMLG					2 3 4 5 6
Business intelligence	BINT					2 3 4 5
Data visualisation	VISL					3 4 5
User experience		1	2	3	4	5 6 7
User research	URCH					3 4 5 6
User experience analysis	URAN					3 4 5
User experience design	URVD					1 4 5 6 7
User experience evaluation	URSE					2 3 4 5 6
Content management		1	2	3	4	5 6 7
Content authoring	INCA					1 2 3 4 5 6
Content publishing	ICPM					1 2 3 4 5 6
Knowledge management	KNOW					2 3 4 5 6 7
Computational science		1	2	3	4	5 6 7
Scientific modelling	SCMO					4 5 6 7
Numerical analysis	NLAN					4 5 6 7
High-performance computing	HPCC					4 5 6 7

Relationships and engagement						
Stakeholder management		1	2	3	4	5 6 7
Sourcing	SORC					2 3 4 5 6 7
Supplier management	SUPP					2 3 4 5 6 7
Contract management	ITCM					3 4 5 6
Stakeholder relationship management	RLMT					4 5 6 7
Customer service support	CSMG					1 2 3 4 5 6
Business administration	ADMIN					1 2 3 4 5 6
Sales and marketing		1	2	3	4	5 6 7
Marketing	MKTG					2 3 4 5 6
Selling	SALE					3 4 5 6
Sales support	SSUP					1 2 3 4 5 6

The global skills and competency framework for the digital world

Delivery and operation						
Technology management		1	2	3	4	5 6 7
Technology service management	ITMG					5 6 7
Application support	ASUP					2 3 4 5
IT infrastructure	ITOP					1 2 3 4 5
System software	SYSO					3 4 5
Network support	NTAS					2 3 4 5
Systems installation and removal	HSIN					1 2 3 4 5
Configuration management	CFMG					2 3 4 5 6
Release and deployment	RELM					3 4 5 6
Storage management	STMG					3 4 5 6
Facilities management	DCMA					3 4 5 6
Service management		1	2	3	4	5 6 7
Service level management	SUMO					2 3 4 5 6 7
Service catalogue management	SCMG					3 4 5
Availability management	AVMT					4 5 6
Capacity management	CPMG					4 5 6
Incident management	USUP					2 3 4 5 6
Problem management	PBMG					3 4 5
Change control	CHMG					2 3 4 5 6
Asset management	ASMG					2 3 4 5 6
Service acceptance	SEAC					3 4 5 6
Security services		1	2	3	4	5 6 7
Security operations	SCAD					1 2 3 4 5 6 7
Vulnerability assessment	VUAS					2 3 4 5
Digital forensics	DGFS					3 4 5 6
Penetration testing	PENT					3 4 5 6

People and skills						
People management		1	2	3	4	5 6 7
Performance management	PEMT					4 5 6
Employee experience	EEXP					4 5 6
Organisational facilitation	OTCL					4 5 6
Professional development	POSD					4 5 6
Workforce planning	WFPL					4 5 6
Resourcing	RESC					3 4 5 6
Skills management		1	2	3	4	5 6 7
Learning and development management	ETMG					3 4 5 6 7
Learning design and development	TMCR					3 4 5
Learning delivery	ETDL					2 3 4 5
Competency assessment	LEDA					3 4 5 6
Certification scheme operation	CSOP					2 3 4 5 6
Teaching	TEAC					2 3 4 5 6 7
Subject formation	SUBF					4 5 6 7

Levels of responsibility

The SFIA Framework describes seven levels of increasing responsibility, accountability and impact from Level 1, the lowest, to Level 7, the highest.

Each of the seven levels is labelled with a guiding phrase to summarise the level of responsibility.

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

www.sfia-online.org

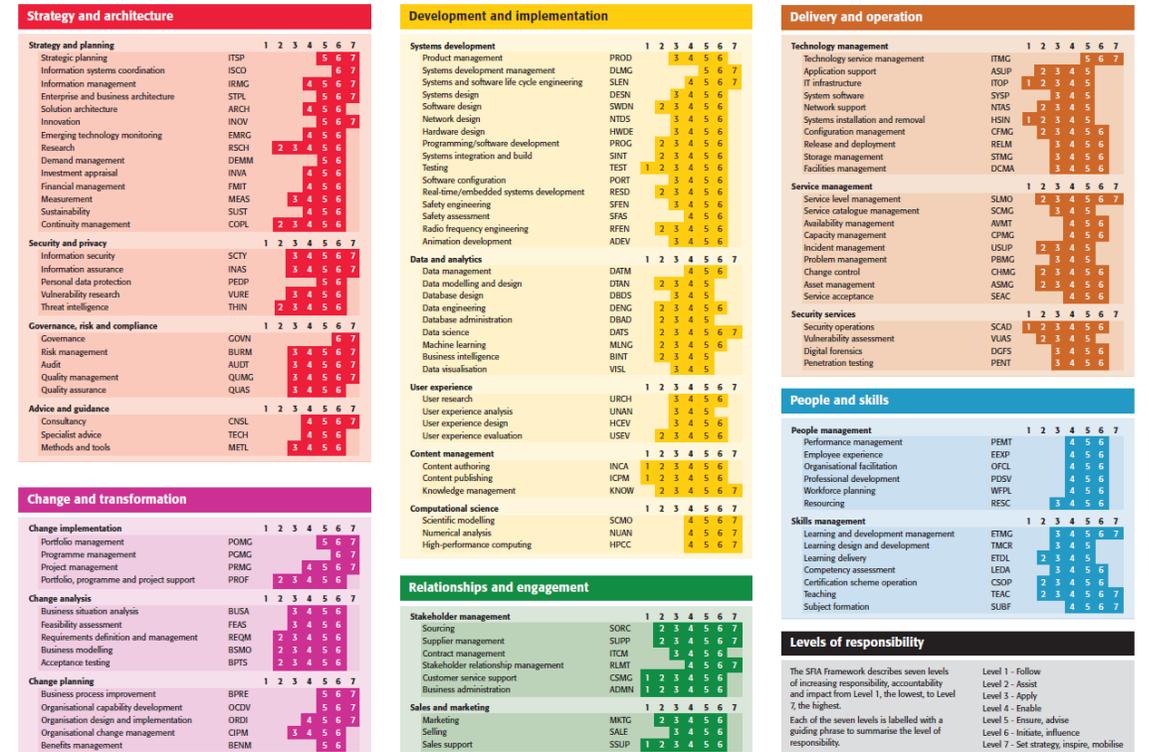


495 unique skill-level combinations

About SFIA: Overview

Common **language** to describe the **activities** that digital business and IT professionals perform

SFIA 8 Summary Chart



The SFIA Foundation is the global not-for-profit organisation which owns the Skills Framework for the Information Age. SFIA is a registered trademark of the SFIA Foundation. © copyright SFIA Foundation 2021

About SFIA: Levels

Level 7	Set strategy, inspire, mobilise	<i>Generic example:</i> <i>Chief Digital Officer</i>
Level 6	Initiate, influence	<i>Generic example:</i> <i>"Head of" / General Manager</i>
Level 5	Ensure, advise	<i>Generic example:</i> <i>Senior Architect</i>
Level 4	Enable	<i>Generic example:</i> <i>Engineer / Snr Engineer</i>
Level 3	Apply	<i>Generic example:</i> <i>Service Desk</i>
Level 2	Assist	<i>Generic example:</i> <i>Graduate / Junior</i>
Level 1	Follow	<i>Generic example:</i> <i>Entry Level ?</i>

About SFIA: 5 attributes behind the levels



About SFIA

Generic definition of a level

Skill name

Skill code

Overall description of skill

Guidance notes

Skill-level description

Application Support
ASUP
Delivering management, technical and administrative services to support and maintain live applications.

Guidance notes
 Activities may include — but are not limited to:

- investigating and resolving issues
- implementing working practices to support iterative/agile development ...

Apply	Autonomy	Receives specific direction, accepts guidance and has work reviewed at agreed milestones...
	Influence	Contributes fully to the work of teams by appreciating how own role relates to other roles...
	Complexity	Performs a range of work, sometimes complex and non-routine, in a variety of environments...
	Business skills	Communication skills... Judgement and a systematic approach to work... Professional development... Security, privacy and ethics - demonstrates appropriate working practices...
	Knowledge	Has sound generic, domain and specialist knowledge necessary to perform effectively in the organisation... Has an appreciation of the wider business context...
Level 3		

Follows agreed procedures to identify and resolve issues with applications.

Uses application management software and tools to collect agreed performance statistics.

Carries out agreed applications maintenance tasks.

About SFIA: Language

- Defines the **essence** of skills –
“descriptive, not prescriptive”
- Does not define low level tasks or deliverables (context dependent)
- Describes the **actions**, not the tools, technology, methodology, etc
- Each level described separately

About SFIA: Skills

Category

Strategy and architecture

Sub-category
Skill names

Strategy and planning	1	2	3	4	5	6	7
Strategic planning					5	6	7
Information systems coordination						6	7
Information management				4	5	6	7
Enterprise and business architecture					5	6	7
Solution architecture				4	5	6	
Innovation					5	6	7
Emerging technology monitoring				4	5	6	
Research		2	3	4	5	6	
Demand management					5	6	
Investment appraisal				4	5	6	
Financial management				4	5	6	
Measurement			3	4	5	6	
Sustainability				4	5	6	
Continuity management		2	3	4	5	6	

Responsibility levels

Skill codes

About SFIA: Skills

Strategy and architecture

Strategy and planning		1	2	3	4	5	6	7
Strategic planning	ITSP					5	6	7
Information systems coordination	ISCO						6	7
Information management	IRMG				4	5	6	7
Enterprise and business architecture	STPL					5	6	7
Solution architecture	ARCH				4	5	6	
Innovation	INOV					5	6	7
Emerging technology monitoring	EMRG				4	5	6	
Research	RSCH		2	3	4	5	6	
Demand management	DEMM					5	6	
Investment appraisal	INVA				4	5	6	
Financial management	FMIT				4	5	6	
Measurement	MEAS			3	4	5	6	
Sustainability	SUST				4	5	6	
Continuity management	COPL		2	3	4	5	6	

About SFIA: Skills

Strategy and architecture

		1	2	3	4	5	6	7
Security and privacy								
Information security	SCTY			3	4	5	6	7
Information assurance	INAS			3	4	5	6	7
Personal data protection	PEDP					5	6	
Vulnerability research	VURE			3	4	5	6	
Threat intelligence	THIN		2	3	4	5	6	
Governance, risk and compliance								
Governance	GOVN						6	7
Risk management	BURM			3	4	5	6	7
Audit	AUDT			3	4	5	6	7
Quality management	QUMG			3	4	5	6	7
Quality assurance	QUAS			3	4	5	6	
Advice and guidance								
Consultancy	CNSL				4	5	6	7
Specialist advice	TECH				4	5	6	
Methods and tools	METL			3	4	5	6	

About SFIA: Skills

Change and transformation

Change implementation		1	2	3	4	5	6	7
Portfolio management	POMG					5	6	7
Programme management	PGMG						6	7
Project management	PRMG				4	5	6	7
Portfolio, programme and project support	PROF		2	3	4	5	6	

Change analysis		1	2	3	4	5	6	7
Business situation analysis	BUSA			3	4	5	6	
Feasibility assessment	FEAS			3	4	5	6	
Requirements definition and management	REQM		2	3	4	5	6	
Business modelling	BSMO		2	3	4	5	6	
Acceptance testing	BPTS		2	3	4	5	6	

About SFIA: Skills

Change and transformation

Change planning

		1	2	3	4	5	6	7
Business process improvement	BPRE					5	6	7
Organisational capability development	OCDV					5	6	7
Organisation design and implementation	ORDI				4	5	6	7
Organisational change management	CIPM			3	4	5	6	
Benefits management	BENM					5	6	

About SFIA: Skills

Development and implementation

Systems development		1	2	3	4	5	6	7
Product management	PROD			3	4	5	6	
Systems development management	DLMG					5	6	7
Systems and software life cycle engineering	SLEN				4	5	6	7
Systems design	DESN			3	4	5	6	
Software design	SWDN		2	3	4	5	6	
Network design	NTDS			3	4	5	6	
Hardware design	HWDE			3	4	5	6	
Programming/software development	PROG		2	3	4	5	6	
Systems integration and build	SINT		2	3	4	5	6	
Testing	TEST	1	2	3	4	5	6	
Software configuration	PORT			3	4	5	6	
Real-time/embedded systems development	RESD		2	3	4	5	6	
Safety engineering	SFEN			3	4	5	6	
Safety assessment	SFAS				4	5	6	
Radio frequency engineering	RFEN		2	3	4	5	6	
Animation development	ADEV			3	4	5	6	

About SFIA: Skills

Development and implementation

Data and analytics		1	2	3	4	5	6	7
Data management	DATM				4	5	6	
Data modelling and design	DTAN		2	3	4	5		
Database design	DBDS			3	4	5		
Data engineering	DENG		2	3	4	5	6	
Database administration	DBAD		2	3	4	5		
Data science	DATS		2	3	4	5	6	7
Machine learning	MLNG		2	3	4	5	6	
Business intelligence	BINT		2	3	4	5		
Data visualisation	VISL			3	4	5		

User experience		1	2	3	4	5	6	7
User research	URCH			3	4	5	6	
User experience analysis	UNAN			3	4	5		
User experience design	HCEV			3	4	5	6	
User experience evaluation	USEV		2	3	4	5	6	

About SFIA: Skills

Development and implementation

Content management		1	2	3	4	5	6	7
Content authoring	INCA	1	2	3	4	5	6	
Content publishing	ICPM	1	2	3	4	5	6	
Knowledge management	KNOW		2	3	4	5	6	7
Computational science		1	2	3	4	5	6	7
Scientific modelling	SCMO				4	5	6	7
Numerical analysis	NUAN				4	5	6	7
High-performance computing	HPCC				4	5	6	7

About SFIA: Skills

Relationships and engagement

Stakeholder management		1	2	3	4	5	6	7
Sourcing	SORC		2	3	4	5	6	7
Supplier management	SUPP		2	3	4	5	6	7
Contract management	ITCM			3	4	5	6	
Stakeholder relationship management	RLMT				4	5	6	7
Customer service support	CSMG	1	2	3	4	5	6	
Business administration	ADMN	1	2	3	4	5	6	
Sales and marketing		1	2	3	4	5	6	7
Marketing	MKTG		2	3	4	5	6	
Selling	SALE			3	4	5	6	
Sales support	SSUP	1	2	3	4	5	6	

About SFIA: Skills

Delivery and operation

Technology management		1	2	3	4	5	6	7
Technology service management	ITMG					5	6	7
Application support	ASUP		2	3	4	5		
IT infrastructure	ITOP	1	2	3	4	5		
System software	SYSP			3	4	5		
Network support	NTAS		2	3	4	5		
Systems installation and removal	HSIN	1	2	3	4	5		
Configuration management	CFMG		2	3	4	5	6	
Release and deployment	RELM			3	4	5	6	
Storage management	STMG			3	4	5	6	
Facilities management	DCMA			3	4	5	6	

About SFIA: Skills

Delivery and operation

Service management		1	2	3	4	5	6	7
Service level management	SLMO		2	3	4	5	6	7
Service catalogue management	SCMG			3	4	5		
Availability management	AVMT				4	5	6	
Capacity management	CPMG				4	5	6	
Incident management	USUP		2	3	4	5		
Problem management	PBMG			3	4	5		
Change control	CHMG		2	3	4	5	6	
Asset management	ASMG		2	3	4	5	6	
Service acceptance	SEAC				4	5	6	
Security services		1	2	3	4	5	6	7
Security operations	SCAD	1	2	3	4	5	6	
Vulnerability assessment	VUAS		2	3	4	5		
Digital forensics	DGFS			3	4	5	6	
Penetration testing	PENT			3	4	5	6	

About SFIA: Skills

Skills and quality

		1	2	3	4	5	6	7
People management								
Performance management	PEMT				4	5	6	
Employee experience	EEXP				4	5	6	
Organisational facilitation	OFCL				4	5	6	
Professional development	PDSV				4	5	6	
Workforce planning	WFPL				4	5	6	
Resourcing	RESC			3	4	5	6	
Skills management								
Learning and development management	ETMG			3	4	5	6	7
Learning design and development	TMCR			3	4	5		
Learning delivery	ETDL		2	3	4	5		
Competency assessment	LEDA			3	4	5	6	
Certification scheme operation	CSOP		2	3	4	5	6	
Teaching	TEAC		2	3	4	5	6	7
Subject formation	SUBF				4	5	6	7

About SFIA: Recap

Common language to describe activities and professional skills of ICT/digital professionals

Two dimensional framework

- 7 levels
- 121 skills

Skills organised by categories

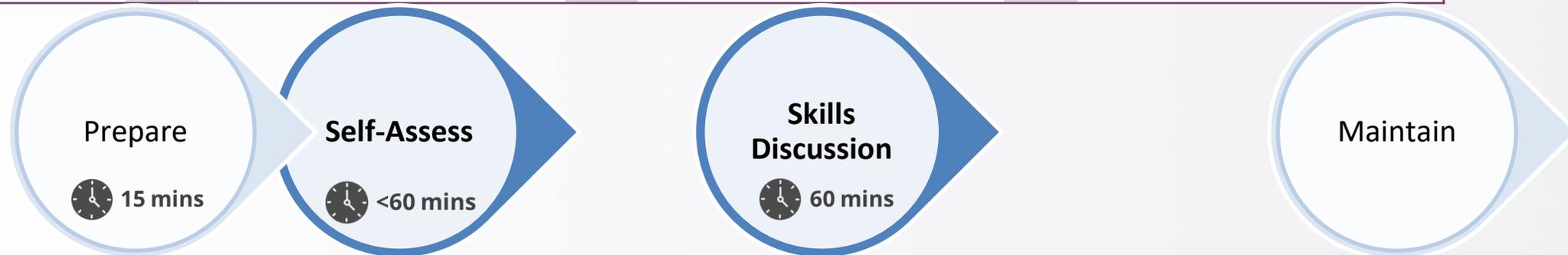
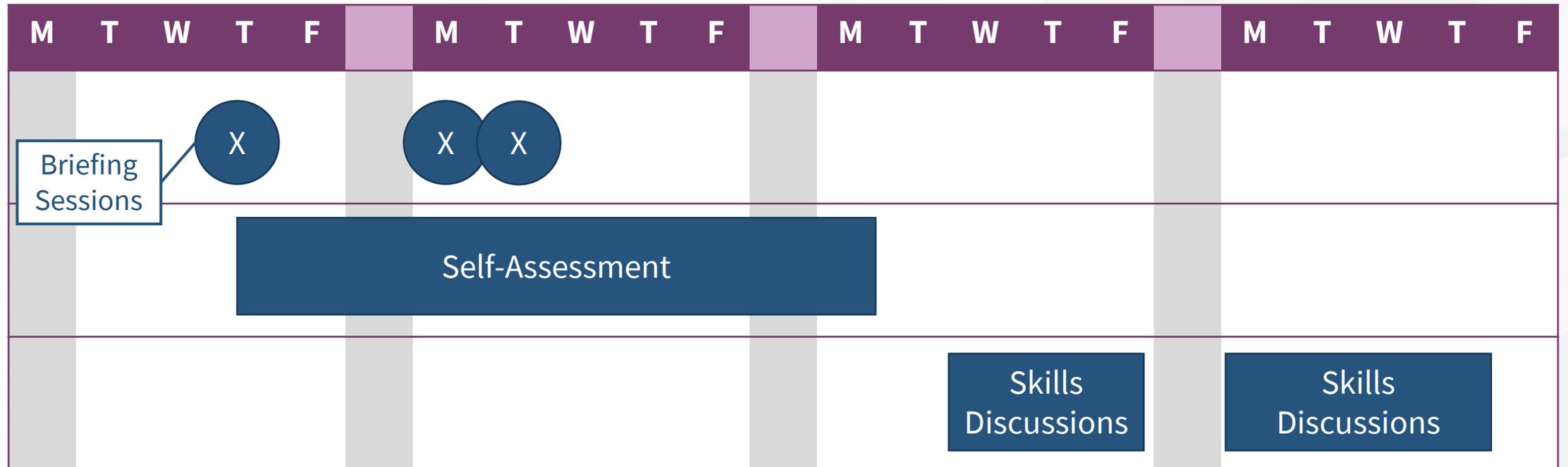


Creating your SFIA profile

Key Steps to Create your SFIA Profile



Key Steps to Create your SFIA Profile



Preparation

15 minutes



Use the **SFIA 8** skills list on SFIA NZ

Identify Your Skills from the last 7 years

- Based on skill name, or category/area
- Maybe 10-12 skills?
- **Note category and sub-category**

Review Skill Description

- Check the overall skill description
- Refine your short-list based on the description
- **Don't worry about skill levels**

SFIA 8 Skills List

The table below contains a list of all SFIA 8 skills with links to their descriptions.

The table can be sorted by skill name, skill code, or reset to the default category order.

Category ↻	Sub category	Skill Name ↕	Skill Code ↕
Strategy and architecture	Strategy and planning	Strategic planning	ITSP
Strategy and architecture	Strategy and planning	Information systems coordination	ISCO
Strategy and architecture	Strategy and planning	Information management	IRMG
Strategy and architecture	Strategy and planning	Enterprise and business architecture	STPL
Strategy and architecture	Strategy and planning	Solution architecture	ARCH
Strategy and architecture	Strategy and planning	Innovation	INOV
Strategy and architecture	Strategy and planning	Emerging technology monitoring	EMRG

Preparation

15 minutes



Shortcut URL
<https://sfia.nz/sfia8>

SFIA 8 Skills List

The table below contains a list of all SFIA 8 skills with links to their descriptions.

The table can be sorted by skill name, skill code, or reset to the default category order.

Sort by category,
name or skill code

Category ↻	Sub category	Skill Name ↕	Skill Code ↕
Strategy and architecture	Strategy and planning	Strategic planning	ITSP
Strategy and architecture	Strategy and planning	Information systems coordination	ISCO
Strategy and architecture	Strategy and planning	Information management	IRMG
Strategy and architecture	Strategy and planning	Enterprise and business architecture	STPL
Strategy and architecture	Strategy and planning	Solution architecture	ARCH
architecture		Innovation	INOV
Strategy and architecture	Strategy and planning	Emerging technology monitoring	EMRG

Innovation INOV

SFIA 8

Strategy and architecture

Strategy and planning

Skill Overview

Skill Levels (5-7)

Additional Notes

Skill description

Identifying, prioritising, incubating and exploiting opportunities provided by information, communication and digital technologies.

Click on skill name or
skill code

Self-Assessment (Online)

Invitation sent via email

- From: *donotreply@skillstx.com*
- Subject: *Your SFIA Self-Assessment Invite*

Review instructions

- Check out the resources
- Click the link to access your self-assessment

Self-Assessment (Online)

< 60 minutes



- Choose how you prefer to take your self-assessment based on your level of experience in your digital career

just starting (10-20 mins)

early career (15-25 mins)

professional (20-35 mins)

senior professional (30-45 mins)

or choose:

complete framework (60 mins)

Note: You can view/edit your SFIA profile later

Self-Assessment (Online)

< 60 minutes



Survey Focus	Survey Description	Questions Remaining	Guideline Estimate. But the time taken will depend on your circumstances	Percentage Complete	Skip <input type="checkbox"/>
Are you ready (Quick Guide)	A short survey to check your readiness select	2	1 mins	0%	<input type="checkbox"/>
Personal Profile/Levels of Responsibility (Quick Guide)	A survey to define your personal profile select	6	2 mins	0%	<input type="checkbox"/>
Generic Attributes (Quick Guide)	A survey to determine your Generic Attributes select	5	3 - 8 mins (depending on your digital experience)	0%	<input type="checkbox"/>
Strategy and architecture (Quick Guide)	A survey to determine your skill levels select	88	1 - 30 mins (depending on your digital experience)	0%	<input type="checkbox"/>
Change and transformation (Quick Guide)	A survey to determine your skill levels select	47	1 - 15 mins (depending on your digital experience)	0%	<input type="checkbox"/>
Development and implementation (Quick Guide)	A survey to determine your skill levels select	139	1 - 35 mins (depending on your digital experience)	0%	<input type="checkbox"/>
Delivery and operation (Quick Guide)	A survey to determine your skill levels select	90	1 - 25mins (depending on your digital experience)	2%	<input type="checkbox"/>
People and skills (Quick Guide)	A survey to determine your skill levels select	50	1 - 15 mins (depending on your digital experience)	0%	<input type="checkbox"/>
Relationships and engagement (Quick Guide)	A survey to determine your skill levels select	39	1 - 15 mins (depending on your digital experience)	0%	<input type="checkbox"/>

Skip unneeded categories

Self-Assessment (Online)

< 60 minutes



Structured Into Several Sections

- 3 short mandatory sections
- 1 section for each SFIA category

Complete or Skip Each Section

- Use you skills shortlist to decide which sections
- Explicitly skip unneeded sections

Follow Instructions

- Answer with the best fit response
- Progress as quickly as possible

Stop/Start Anytime

- Progress remembered next time you login

Keep your answers
to the last **7 years**
experience

Self-Assessment (Online)

< 60 minutes



Look for an email confirmation from ***donotreply@skillstx.com*** shortly after you finish.

*This email contains **details on the next steps** and a link to **book your Skills Discussion**.*

Skills Discussion Booking

Pick any available session

Calendar invite & email will follow

MON 13/02/2023	TUE 14/02/2023	WED 15/02/2023	THU 16/02/2023	FRI 17/02/2023
09:30	09:30			
10:30	10:30			
	11:30			
13:30	13:30			
14:30	14:30			
15:30	15:30			

Skills Discussion Session

60 minutes



Refining Your SFIA Profile

Identify the best skills
and appropriate levels
Ensure consistency
Provide clarity

SFIA Consultant

Accredited Consultant
Trained assessor
100s+ discussions
Broad IT experience
Here to help you!

Skills Discussion

60 minutes



1 Hour Skills Discussion

- Someone will be immediately after you, so please be on time

No Preparation Required

- Bring your self-assessed report and any notes to help you

Refine & improve your SFIA profile

- Endorsed SFIA profile is created
- Quality reviewed by a Senior Consultant before issuing

Confidential Conversation

- Details within the conversation are confidential
- Notes are destroyed

Skills Discussion

60 minutes



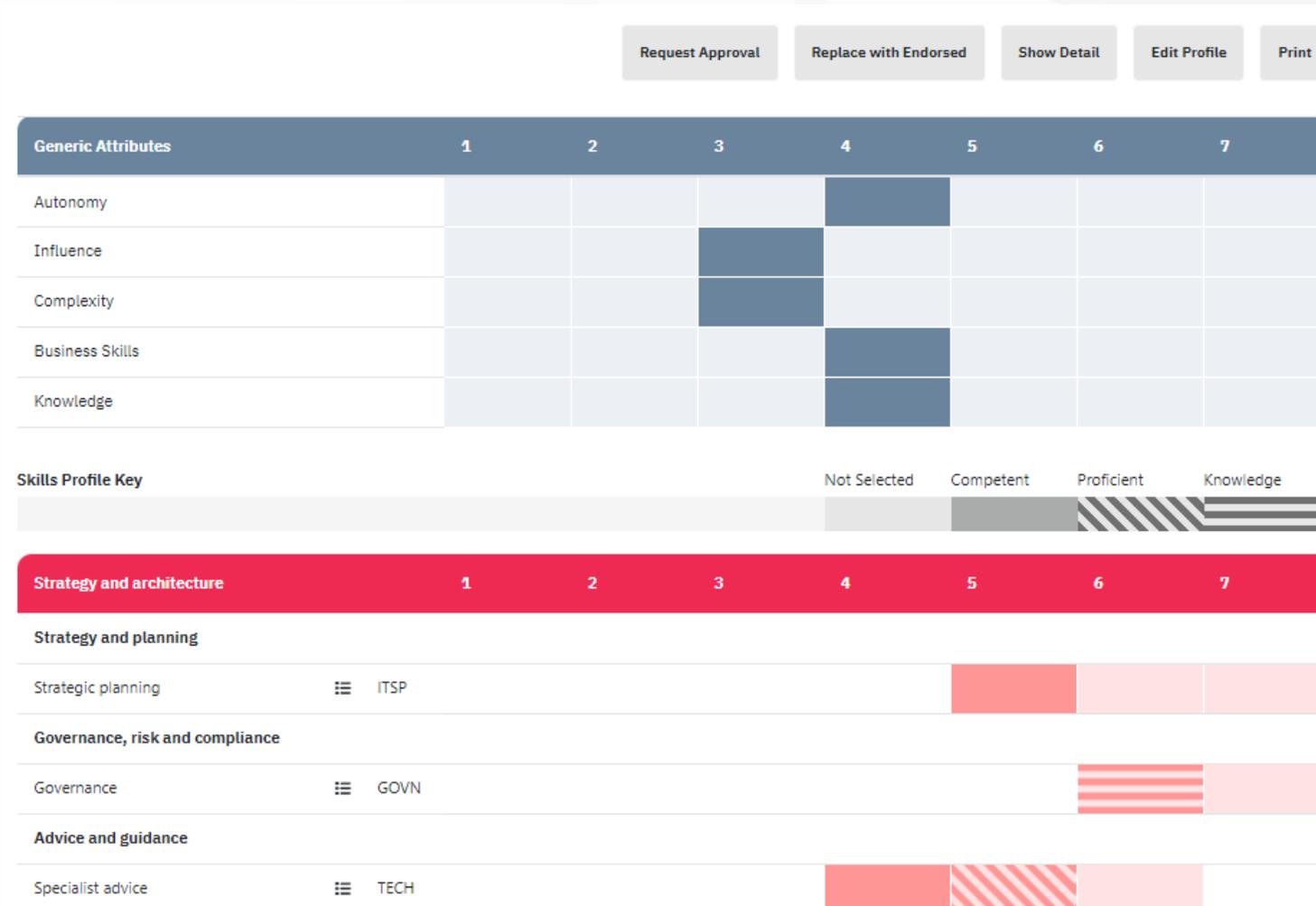
Look for an email from ***donotreply@skillstx.com*** with your updated & endorsed SFIA profile.

*This may take **1-2 days** to allow for quality review.*

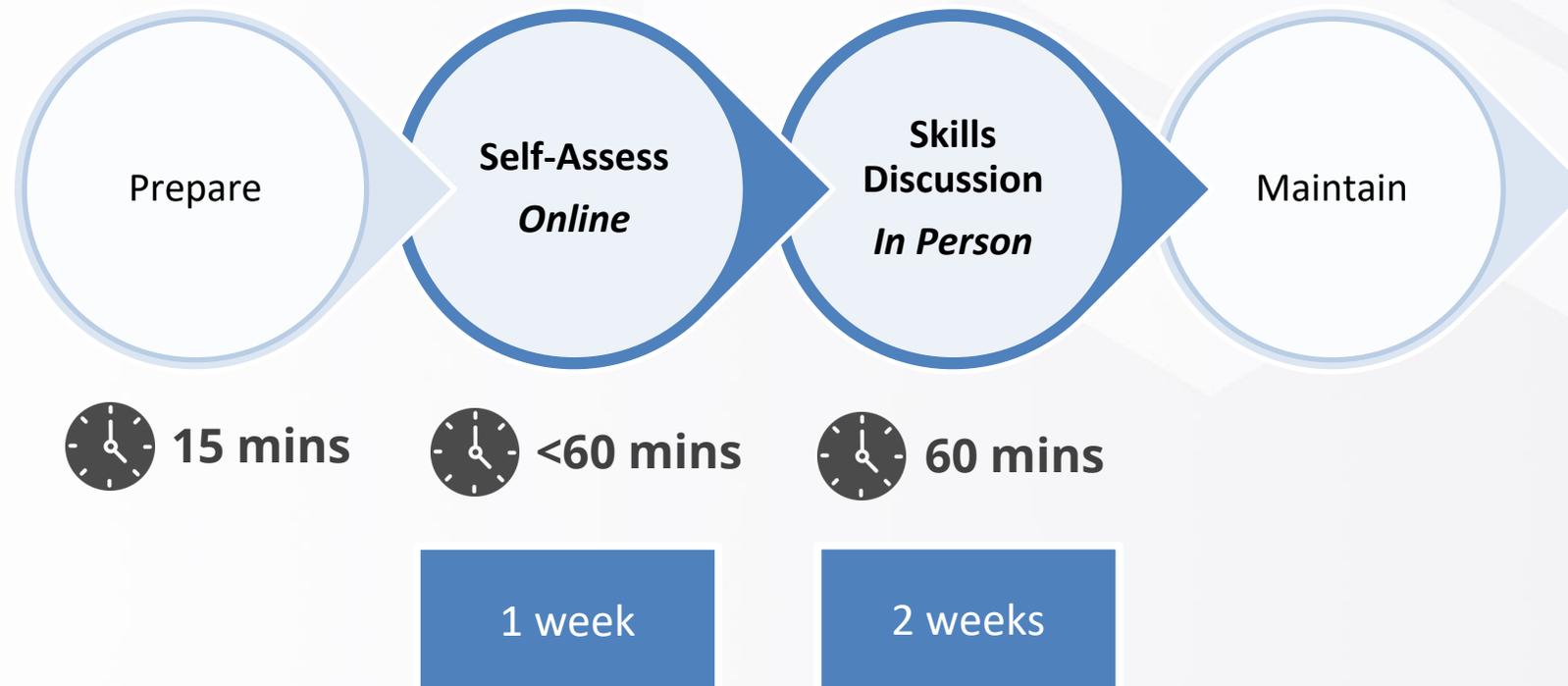
Maintaining your SFIA Profile

SkillsTX

Passion for Potential



Recap of Key Steps



Support & Resources

Support and Resources

Internal Contacts

- Paula Hibbs – Project Lead
- Chanelle Lewis – Project Sponsor

Resources

- SFIA NZ - <https://sfia.nz>
 - SFIA information & materials
 - Get help (or email help@sfia.nz)

