



# Skills Update

*SFIA usage – looking to top 1,000 in 2007*

## Survey: ‘SFIA usage doubling annually’

A survey published by the SFIA Foundation reveals that the number of organisations using SFIA has

doubled each year since 2001, and now stands at over 500. “At this rate we will see our 1,000th user of SFIA in

2007,” said Foundation Operations Manager Ron McLaren. Story – page 3.



*Greensmith: “Better than ever quantification of skills requirements.”*

## Global Recruiter Hudson Partners with SFIA

The Global Recruitment Consultancy, Hudson, is the first recruitment consultancy to become a SFIA Partner.

Hudson is one of the first recruiters to train its consultants in the framework, enabling its clients to plan future skills requirements and resource allocation.

The SFIA partnership allows Hudson to measure the skills needed for each organisation

accurately and meaningfully. They are also able to use SFIA to interpret market data about skills shortages.

Sarah Greensmith, Director of Hudson IT, commented, “As the UK IT marketplace grows apace and we find ourselves in an acutely candidate-short market, clients are seeing the value of ensuring their ICT recruitment strategy is well defined. Being the first recruitment consultancy to

gain partnership status with SFIA ensures we can quantify the skills requirements of the ICT market better than ever before.”

SFIA Operations Manager Ron McLaren said “we are delighted to welcome Hudson. Their presence will help our users address another key element of the Capability Management Cycle – acquisition of skilled people.”

## Professionalism needs Discipline – and SFIA

Work has continued on setting up the foundations of professionalism in our IT industry. A key output from the ProfIT Alliance will be a set of high-level professional qualifications, aimed at the key disciplines in IT.

The disciplines have been defined in the IT Professional Competency Model (IPCM), and are

shown in the box on the right.

There is a mapping of SFIA skills to these disciplines. It can be seen on the SFIA web site [www.sfia.org.uk](http://www.sfia.org.uk)

The IPCM itself has been published on the e-skills UK web site at [www.e-skills.com/profit](http://www.e-skills.com/profit)

### IPCM DISCIPLINES

- Sales and Marketing
- Business Change Management
- Programme, Project and Supplier Management
- Solution Architecture
- Solution Development and Implementation
- Information Management and Security
- Service Delivery

The SFIA Foundation is a not-for-profit body jointly owned by:



### ISEB training specialist receives accreditation



Cadle: "SFIA's importance likely to increase"

Training and consultancy firm Assist Knowledge Development is the latest organisation to receive SFIA Accreditation. The company provides services around business analysis and systems development, much of it supporting ISEB.

"We have worked with the BCS for many years," explains managing director James Cadle, "and so we are

familiar with both ISEB and with SFIAplus." With the company providing an increasing number of in-house courses, Assist were looking for a consistent methodology to define job roles and run training needs analysis for IT professionals.

Drawing on their existing experience with the BCS, the company decided to base this work on SFIA.

"We now have three SFIA accredited consultants, and a great methodology to help organisations understand and develop their IT professional competencies," says James, adding that the company now plans to develop a wider set of offerings based on SFIA.

For more information, visit: [www.assistkd.co.uk/](http://www.assistkd.co.uk/)

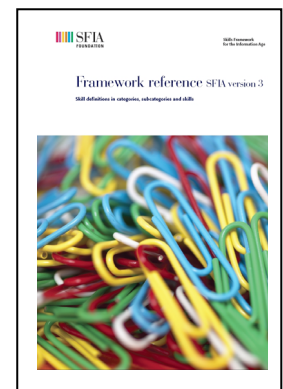
### Read all about it: SFIA now available in print

The core of documentation for SFIA – the attractive 36 page Framework Reference guide, much improved in layout and content at edition 3, has always been available to download as a pdf.

But for people involved in integrating SFIA into their capability management processes and definitions, there is no substitute for the

printed book in hand.

So, in response to demand, printed copies are now available. They come in batches of ten, for a price of £50. To place an order, start at <http://www.sfia.org.uk/cgi-bin/wms.pl/932>



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#### SFIA Courses '07

Consultants interested in understanding more about SFIA, or gaining SFIA accreditation, should consider attending the one-day 'Understanding SFIA' course.

The courses run monthly at e-skills UK's London offices in Victoria. For a complete schedule of courses and book: [www.sfia.org.uk/cgi-bin/wms.pl/680](http://www.sfia.org.uk/cgi-bin/wms.pl/680)

#### SFIA Resources

As SFIA grows more popular, the SFIA website is increasingly used to access resources, such as:

Accredited partners: [www.sfia.org.uk/cgi-bin/wms.pl/672](http://www.sfia.org.uk/cgi-bin/wms.pl/672)

Accredited consultants: [www.sfia.org.uk/cgi-bin/wms.pl/674](http://www.sfia.org.uk/cgi-bin/wms.pl/674)

The framework itself: [www.sfia.org.uk/cgi-bin/wms.pl/932](http://www.sfia.org.uk/cgi-bin/wms.pl/932)

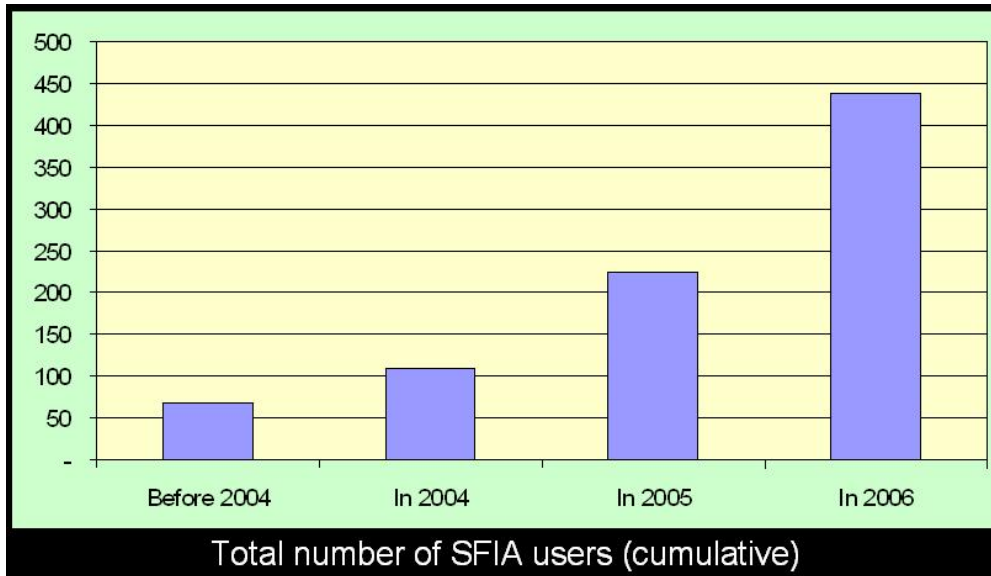
#### SFIA User Forum

The prime movers behind the SFIA User Forum will meet on April 27 to get the Forum set up and running.

The Forum is intended to be a mutual self-help group where users of SFIA can exchange views and experiences.

Details will be published at [www.SFIA.org.uk](http://www.SFIA.org.uk)

## SFIA usage doubling annually says survey



The nature of SFIA's distribution method (free download from the web site) means that we have contact details of thousands of people who have downloaded information over the last five years. However, we didn't know how many of those went on to use the framework, or in what way they were using it. For this reason, it was decided to use a professional market researcher to survey all those people whose contact details we have. The BCS kindly agreed that their MR professional would carry out the survey.

From the survey we deduce that around 560 organisations were using SFIA in various

ways. This figure includes a very conservative estimation of the use among non-responders. However, we refer to it as "over 500". SFIA has passed the early-adopter stage and is well into growth.

Responses to specific questions revealed some interesting information. Some of the responders gave the date at which they started using SFIA. Applying that growth rate to the whole population gives the chart shown above (a number of respondents were not able to say when their organisation started using SFIA, so that axis does not reach 500). Usage would appear to be doubling annually. It is

conceivable that we will clock up our 1000<sup>th</sup> user near the end of 2007.

The factors accelerating future growth in the use of SFIA include: increasing momentum in Central Government implementation; spreading use in local government, where 69 users have downloaded SFIA information in the last year (twice as many as in the previous year) and 20 are known to be using SFIA; the increasing importance and visibility of the Profit programme; and the recent arrival of a global recruitment consultancy (Hudson) among SFIA's Partners.

### Percentage of organisations finding SFIA helpful for preparing or doing:

Job descriptions	72%
Development plans	75%
Training plans	68%
Assessment	64%
Corp. resource planning	38%
Deployment of staff	42%
Procurement of services	25%
Staff retention	22%
Remuneration planning	21%

### Last word and first word



*SFIA Foundation  
Operations Manager  
Ron McLaren considers  
roles, profiles and SFIA*

When I joined this wonderful industry in 1966, I noticed there was an organisation called the British Computer Society. I asked my boss whether it was something all computer people (we didn't have IT people then) had to join. He said "there is such a shortage of people in this industry that we might never reach the stage where registration is necessary."

Here we are, 41 years later. But things are changing. The charge is being led by some determined people under the banner of the ProfIT Alliance:  
[www.profitalliance.org.uk](http://www.profitalliance.org.uk)

Their aim is to build IT professionalism to the level at which it is seen to exist in other areas of professional activity. This might not mean legally-enforced registration as we see in the legal profession, but at least in the foreseeable future we can aspire to a status where it is normal for practitioners to have appropriate registration.

The motivation is to arrive at a situation where people will not take money for

attempting the infeasible: the IT equivalent of the bridge that collapses.

Of course, C.Eng. and CITP are useful, but they don't indicate that you can manage an IT service, or control a large development project. So we need qualifications that have some specific content: ones that indicate whether you are a qualified in Service Management, Systems Development, etc. That is why the industry supporters of ProfIT have figured out the areas of expertise that these qualifications should address. [See page 1].

I believe that one of the outcomes that follows from this work will be the establishment of a set of baseline role profiles of the sort that were mentioned in the last newsletter. Those are the currency of IT capability, each one being seen as part of a community of practice, such as Service Management. Clearly, there is a relationship between the areas of expertise that ProfIT is defining, and the communities of practice that

are found in mature IT organisations such as that of Norwich Union: not a one-to-one mapping because the two things have different purposes, but a clear relationship.

Typically, the practice leader defines the methods to be used (e.g. ITIL) and the roles to be adopted – e.g. Service Manager, Service Technician, Service Controller. The profiles of the roles show what is required of the people, expressed in terms of skill (SFIA), knowledge, behavioural competencies, qualifications and experience. These profiles underpin the people management processes, including deployment.

ProfIT holds out the opportunity to move the IT industry to a new level of professionalism. The SFIA Foundation will play its part in that change.

The SFIA Foundation is a not-for-profit body jointly owned by:



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Publisher: Ron McLaren  
[ron.mclaren@sfia.org.uk](mailto:ron.mclaren@sfia.org.uk)

Editor: Donald Taylor  
[donalddt@infobasis.com](mailto:donalddt@infobasis.com)