



What does Accredited mean?

How to ensure you get the best support from suitably experienced SFIA Partners and Consultants who are appropriately licenced and accredited by the SFIA Foundation.

BSMimpact

With awareness of the Skills Framework for the Information Age (SFIA) growing around the world, so too are the number of service organisations adding SFIA to their portfolio.

Whilst this is great for the SFIA world as a whole, there is the potential for some confusion as to what these organisations are able to offer.

The SFIA Foundation is a not for profit organisation - any monies received go directly into developing the next version and keeping the framework relevant. They operate an accreditation and licencing scheme to ensure some control on how SFIA can be used, marketed and delivered.

If you, or your organisation is looking for SFIA service providers, here's a little more information on SFIA Accreditation, which gives you an assurance that service providers have a formal relationship with the SFIA Foundation, and have met the relevant accreditation and licencing conditions.

Accredited SFIA Partners

There are different types of SFIA Accredited Partners – some are only licenced to use SFIA content in their tools/products, and others are licenced to provide SFIA Consultancy, with a subset of those also able to offer accredited SFIA training. Any company that offers products or services relating to human capital management and want to use SFIA in the promotion or delivery of those products or services can become a partner.

To gain SFIA Partner accreditation, the organisation must sign a licence agreement, pay an annual fee, and have 2 or more accredited SFIA consultants on staff or under an associate agreement.

Some partners may only have SFIA-based tools or their offerings are mapped to SFIA, but are not licenced or accredited to provide SFIA training or consultancy.

Organisations that award qualifications or deliver training, and only wish to map their offerings to SFIA skills can use a Mapping Licence. A mapping licence does not allow for the provision of training / consultancy services.

Regardless of the type, Partners are valued as contributors and supporters of SFIA and support its continual development. It is worth checking out the SFIA Foundation website to see what type of licence organisations hold, and whether they have experienced trainers and/or accredited consultants available to help you. Some Partners operate globally, others have just one or two resources and operate in a single local area.

BSMimpact has Global Partner accreditation and has been involved in the SFIA Foundation for many years; Director Matthew Burrows is a member of the SFIA Council and was the Design Authority for the version 6 release.

Director Simon Roller is also a member of the SFIA Council and was part of the version 6 project team.

Accredited Trainers

A SFIA Accredited Training Provider is an organisation that has had its "Understanding SFIA" course material assessed by the SFIA Foundation against their published syllabus, and is therefore approved to deliver the accredited training course.

Every Accredited course delivered is subject to a royalty fee paid to the SFIA Foundation for each individual attending the course and must be delivered by a SFIA Accredited Consultant. If an individual is looking to become an accredited SFIA Consultant, it is imperative that they attend an "Understanding SFIA" training course by an Accredited Training Provider.

BSMimpact has taken training further than the standard accredited course, and now offers a full suite of SFIA training, including courses focused solely on Role Profiling and Job Descriptions, and how to be a SFIA Assessor.

Whilst the SFIA Foundation accreditation currently only defines a syllabus for the "Understanding SFIA" course, BSMimpact offers individuals and organisations a choice, allowing them to focus on their specific objectives and use of SFIA.

Accredited Consultants

Accredited Consultants are required to provide evidence of their SFIA and other relevant experience during the accreditation process to qualify.

To apply, individuals must pay a nominal evaluation fee, complete the Accredited "Understanding SFIA" course (from an accredited SFIA Training Partner) and submit a CV.

As an option, individuals may include a case study, demonstrating evidence relating to a number of areas - for example, human capital management policies and practices, hands on involvement in the skills development process, IT industry knowledge, and/or practical involvement of the implementation of SFIA. For the full list of qualification areas, check out <https://www.sfia-online.org/en/get-accredited/become-an-accredited-consultant>.

BSMimpact currently have 18 SFIA Accredited consultants spread across the globe, primarily concentrated around our core hubs in Australia, New Zealand, USA and the UK. These consultants are a combination of permanent staff and Associate consultants.

Do your homework!

SFIA really is a great framework and the list of benefits is long - if implemented and used properly. If you want to use SFIA within your organisation, do your homework. The www.sfia-online.org website is a great starting point.

Have a look at the Accredited Partners and check out whether they are licenced to deliver SFIA consultancy and training, and have Accredited Consultants listed. If you're not sure, make sure you ask!

Feel free to ask us a question - we're very happy to provide you with information on our global reach, credentials and experience. ■



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