

# Advanced SFIA

*Extending the value that can be gained from using SFIA*

Our Advanced SFIA course is targeted at individuals responsible for implementing SFIA within their organisation, or for individuals responsible for the maintenance of SFIA once it has been implemented.

## Objectives

This course explores the challenge of integrating SFIA into organisations practices, such as HR processes, operational and project resourcing, and considers how data gather during SFIA assessments and SFIA role profile generation can be embedded into organisational decision making.

Successful completion of our Understanding SFIA course or a good working knowledge of SFIA is a requirement for all participants.

## Course Format

Course can be held publicly at a city-based venue, or for groups, onsite at your premises. One-day face-to-face, or online 2 x 3-hour sessions, in an instructor-led format.

## Materials Provided

Presentation slides, case studies, videos, and certificate of attendance.

## Course Content

### Session 1: Integration of SFIA in HR processes

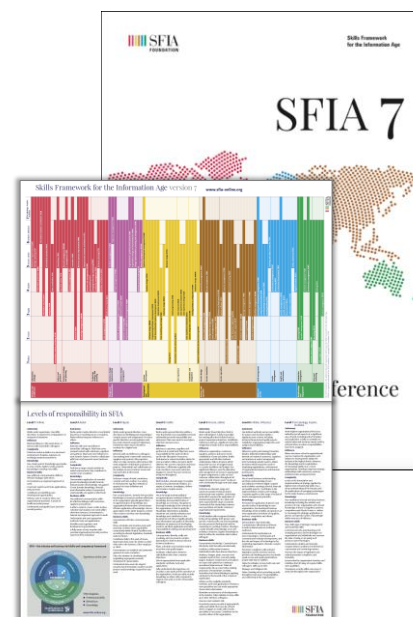
- The People CMM
- HR Controls within IT
- Hiring and Recruitment

### Session 2: Skills Validation & Assessment Techniques

- Self-Assessments
- Face-to-face assessments
- Interviews using SFIA

### Session 3: Development and Implementation

- Portals / Communities of Practice
- Skills Inventories
- Workflow Management
- Mentoring Programs



### Session 4: SFIA in Project Management

- Building Work Descriptions
- Managing projects
- Management of Change and Communications

### Session 5: Operating Models, Organizational Design and FTE Rightsizing

- SFIA levels
- Skill Families
- Operating Models
- FTE sizing techniques

The Skills Framework for the Information Age (SFIA) is an internationality accepted common language for the skills and competencies required in the realms of ICT, Digital, Information and Cyber Security, and other similar technology-dependent disciplines.

SFIA allows organisations and individuals to understand:-  
**"The skills that you have"**  
vs  
**"The skills that you need"**  
and act on the results

## Professional Services

- Representation on the SFIA Council, SFIA Global Design Authority & Project Board for SFIA updates
- Most experienced team of SFIA Accredited Consultants worldwide
- Deliver more SFIA Accredited training worldwide than any other SFIA Partner
- Established in 1998
- Operating companies based in UK, Australia, and USA
- Professional Services resources in all geographies

**SkillsTx** is a registered trademark of **Tx Management Systems Pty Ltd**. Registered in Australia, ABN 55 608 536 456 ACN 608 536 456. Registered Office: 12 Doig Street, Brisbane, QLD 4163, Australia, and is used under licence by the following organisations:

**BSM impact Limited**. Registered in England and Wales, Company Number 3611271. Registered Office: 17 Langhams Way, Wargrave, Berkshire, RG10 8AX United Kingdom.

**BSM impact Inc.** Company Number 2017-000770459. Registered Office: 30 N Gould St Ste 5520, Sheridan, WY 82801, USA.

**Digital Skills Management Pty Ltd**. Registered in Australia, ABN 37 627 553 502 ACN 627 553 502. Registered Office: 34 Couninhan Street, Ormiston, Brisbane, QLD 4160, Australia