bcs
The Chartered Institute for IT

Standards that create the outstanding

SFIA*plus* – Competitive advantage through structured skill development

SFIA*plus* from BCS, The Chartered Institute for IT, is the industry's most widely adopted and relevant best practice benchmark in IT skills, training and development.

It creates a common language around skills in IT and gives employers and practitioners a framework on which to align their knowledge, skills and experience, and plan their development.

By using SFIA*plus*, organisations worldwide are raising the level of professionalism within their IT teams and meeting their business objectives through technology-led innovation.

bcs.org/sfiaplus

SFIA*plus* in detail

SFIA*plus* was developed to help employers get more from their IT teams. It's the competency model built around The Skills Framework for the Information Age (SFIA) which underpins IT talent strategies in over 2,500 organisations in 195 countries.

SFIA*plus* is a three dimensional model, providing absolute clarity around the skills you need to meet business objectives. It contains the SFIA framework of IT skills plus detailed training and development resources, offering additional competency, training and development detail for all 97 skills and 362 tasks (skills at a level).

- For each SFIA skill, SFIA*plus* contains **EIGHT** additional skill resources
- For each SFIA task, SFIA*plus* includes **SIX** additional task components

SFIA*plus* provides information for each skill which helps career development planning by illustrating the typical characteristics of an individual in a given area of IT operating at a given level, in terms of:

- the background you would expect them to have
- work activities they'd be expected to carry out
- knowledge and skills that can support their performance
- training and development they should undertake
- professional certification they should look to achieve
- professional memberships that would benefit them

Find out more about the differences between SFIA and SFIA*plus* by watching our video at **bcs.org/sfiaplus**

'SFIA*plus* offered the flexibility to tailor roles to the specific needs of our employees. We now have a basis on which to build future talent management programmes'

Gene Bernier Director of ITS Program Management Office Kimberly-Clark

Relevant in today's industry

SFIA*plus* has been created, reviewed and edited by a team of industry experts ensuring it is accurate, relevant and reflects current best practice. It is aligned with BCS Professional Certifications and membership grades, as well as other industry recognised frameworks including ITIL®and the Government IT competency framework.

ITIL® is a registered trade mark of AXELOS Ltd

How can I use SFIA*plus* in my organisation?

The SFIA*plus* framework can help individuals understand where they are within a department, where they can progress and what they need to do to get to the next level. It allows them to track their own professional development and take responsibility for their career progression.

Organisations using SFIA*plus* can align knowledge, skills and experience to clearly identify and define career paths and effectively plan training and development activity. It provides clarity around the IT skills they have internally and the skills that are transferable between other projects and areas of IT.

Putting SFIA*plus* into practice

Using SFIA*plus*, BCS works with organisations to enhance the performance of their IT function and align skills and competencies with business objectives. This ensures that the organisation has the right people in the right place at the right time.
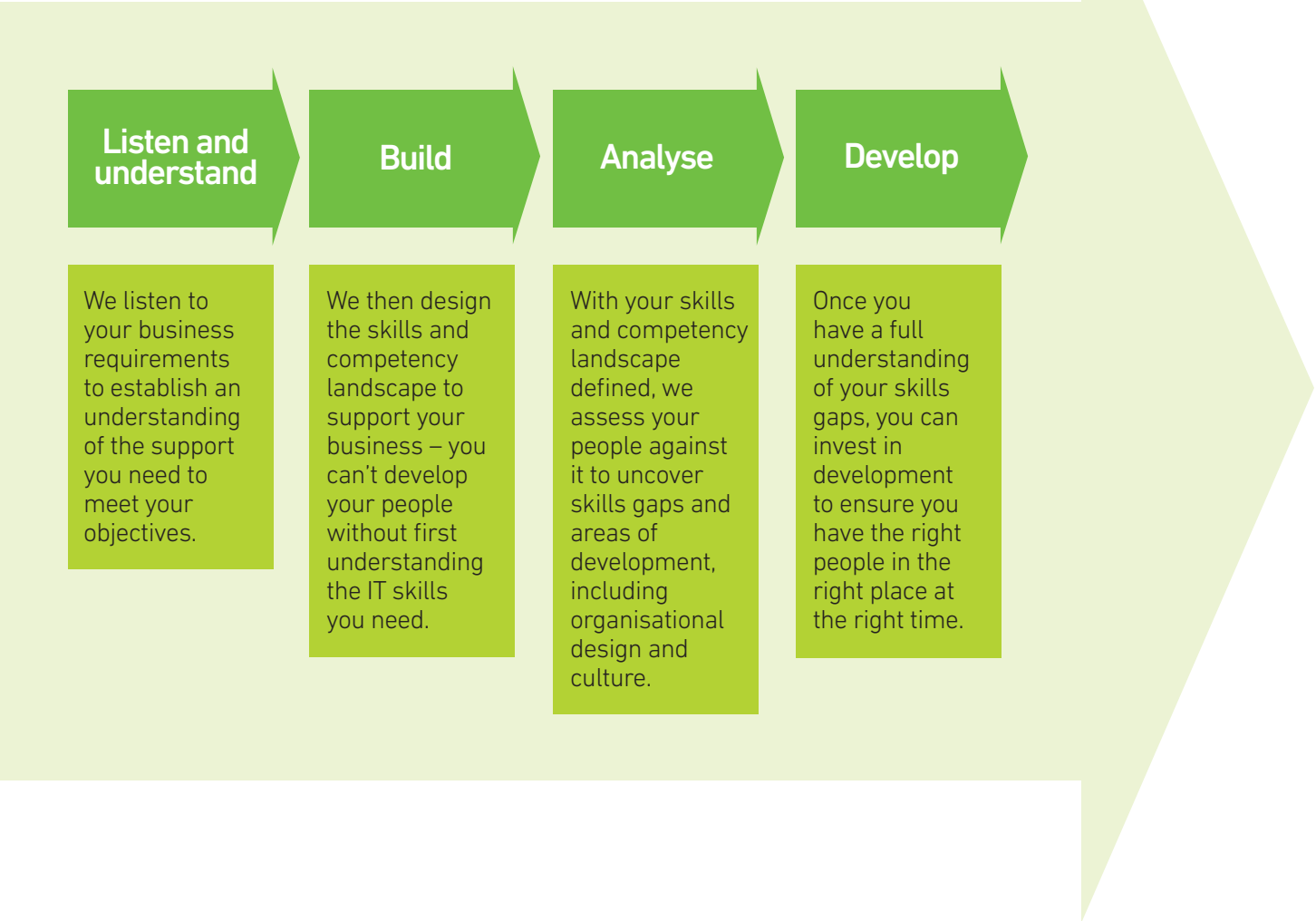
Business advantage through structured skills development
We provide support to both public and private sector organisations for a wide range of business issues, no matter how complex.

From recruitment, skills gap analysis and talent management programmes to large change and transformation programmes, we can help to ensure your organisation's skill resource supports you in gaining competitive advantage through IT.

The diagram below shows how we partner with organisations to:

- understand business requirements
- build a picture of the skills and competencies needed
- analyse what skills you have and what you require
- implement effective development plans

Listen and understand	Build	Analyse	Develop
We listen to your business requirements to establish an understanding of the support you need to meet your objectives.	We then design the skills and competency landscape to support your business – you can't develop your people without first understanding the IT skills you need.	With your skills and competency landscape defined, we assess your people against it to uncover skills gaps and areas of development, including organisational design and culture.	Once you have a full understanding of your skills gaps, you can invest in development to ensure you have the right people in the right place at the right time.

SFIA*plus* competitive advantage through structured skill development

SFIA*plus* enables employers and practitioners to measure capability, plan resource and develop performance effectively using a common language for IT skills.

Whether you are an IT professional, an employer of IT in the public or private sector, or involved in the recruitment or training of IT practitioners, SFIA*plus* offers multiple benefits.

THE BENEFITS

For IT employers

- Delivers business advantage through structured skills development
- Builds on SFIA by providing specific, industry related detail
- Helps attract, retain and develop IT talent
- Provides a common language, a shorthand for specifying skill levels
- Ensures consistency of approach to building job profiles and creating development plans
- Provides gap analysis reports
- Supports any stage in your organisation's strategy implementation
- Aligns to the Institute's professional certifications, career framework and membership grades
- Inspires high performance and supports IT professionals in achieving CITP status

For IT professionals

- Reflects the current skills required by the industry
- Provides a common benchmark against recognised standards
- Pinpoints the right job for you by defining your skills
- Helps you identify a clear progression path and development opportunities
- Aligns to the Institute's membership grades and supports you in achieving CITP status
- Helps you plan the steps in your career path
- Provides a consistent language for IT skills, shared by colleagues and employers
- Offers benefits at every stage in your career

'SFIA*plus* provides real transparency to career and development planning, raising team morale and improving retention.'

Mark Leonard Executive Vice President Infrastructure Services Unit **Colt**

bcs.org/sfiaplus

To find out how our corporate partners have benefitted, read our client case studies at **bcs.org/sfiaplus**

Partner with the experts
We help global enterprise align its IT resource with strategic business goals. We work with organisations to develop people, forge culture and create IT capabilities fit to not only lead business change but to meet companywide objectives and deliver competitive advantage.

Contact us today: **+44 (0) 1793 417 755 bcs.org/sfiaplus**

If you require this document in accessible format please call +44 (0) 1793 417 600