

The Practicalities of Skills Management

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Agenda



1. InfoBasis Background and Introduction
2. Why Skills Management?
3. SFIA
4. Collecting the Data
5. Practical Skills Management: IMP

1. InfoBasis Introduction



- Skills management software solutions since July '01
- Skills Management Experts
 - Software Solutions
 - Working with industry partners
- Customers include:
 - Norwich Union, British Army, British and Irish Computer Societies, Bank of Ireland, RAF, Navy, Institute of IT Training, Oxford University
- Key Partners Include:
 - SFIA Foundation, NCC, NWCET, e-skills UK, CompTIA

2. Why Skills Management?

Skills Management Drivers



“How companies manage their human capital is now an investor and board-level issue.”

CFO Publishing Corp, Feb 2003

“European countries have started to wake up to the fact that they need to take positive action in order to address the skills issue.”

IDC

“The average cost of replacing an employee is between 1 and 2.5 times the employee’s annual salary plus benefits.”

Gartner Group

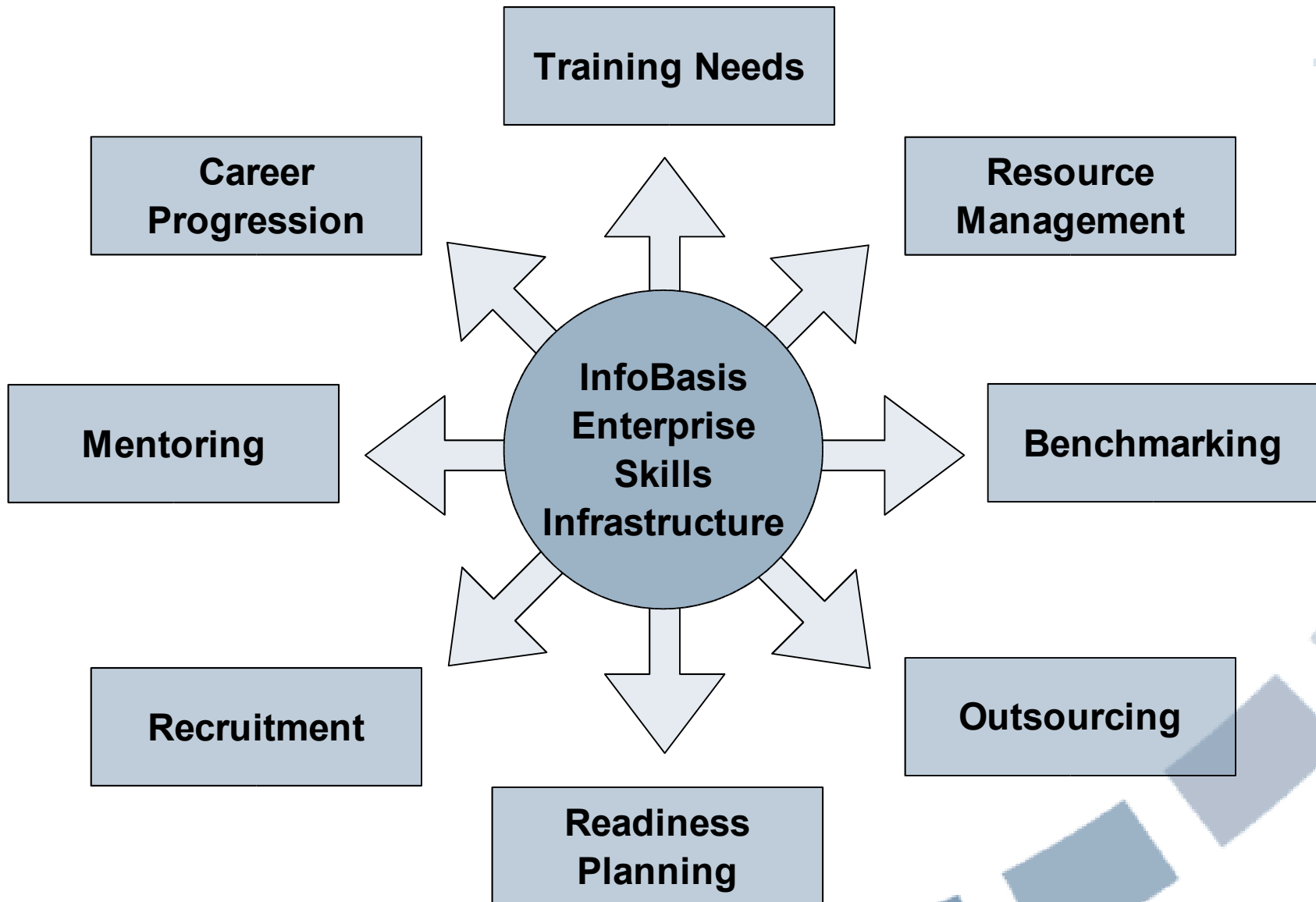
“Effectively managed people assets have the potential to increase shareholder value by 30%.”

Aberdeen Group

“As the battle for hearts and minds over standards-based skills assessment succeeds, InfoBasis will surely merit its place at the heart of the new market that is set to emerge.”

Gartner Group, CIO Agenda, Sept 2003

Central Skills Repository



- Tests
- Certificates
- Qualifications

“Proof”

Skills

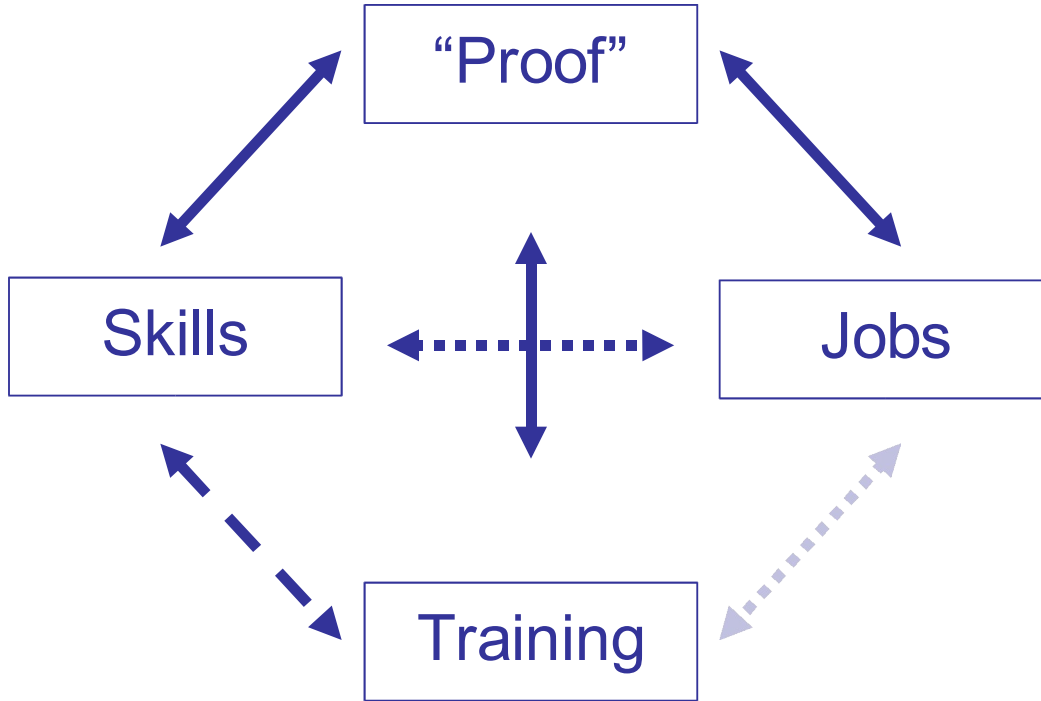
Jobs

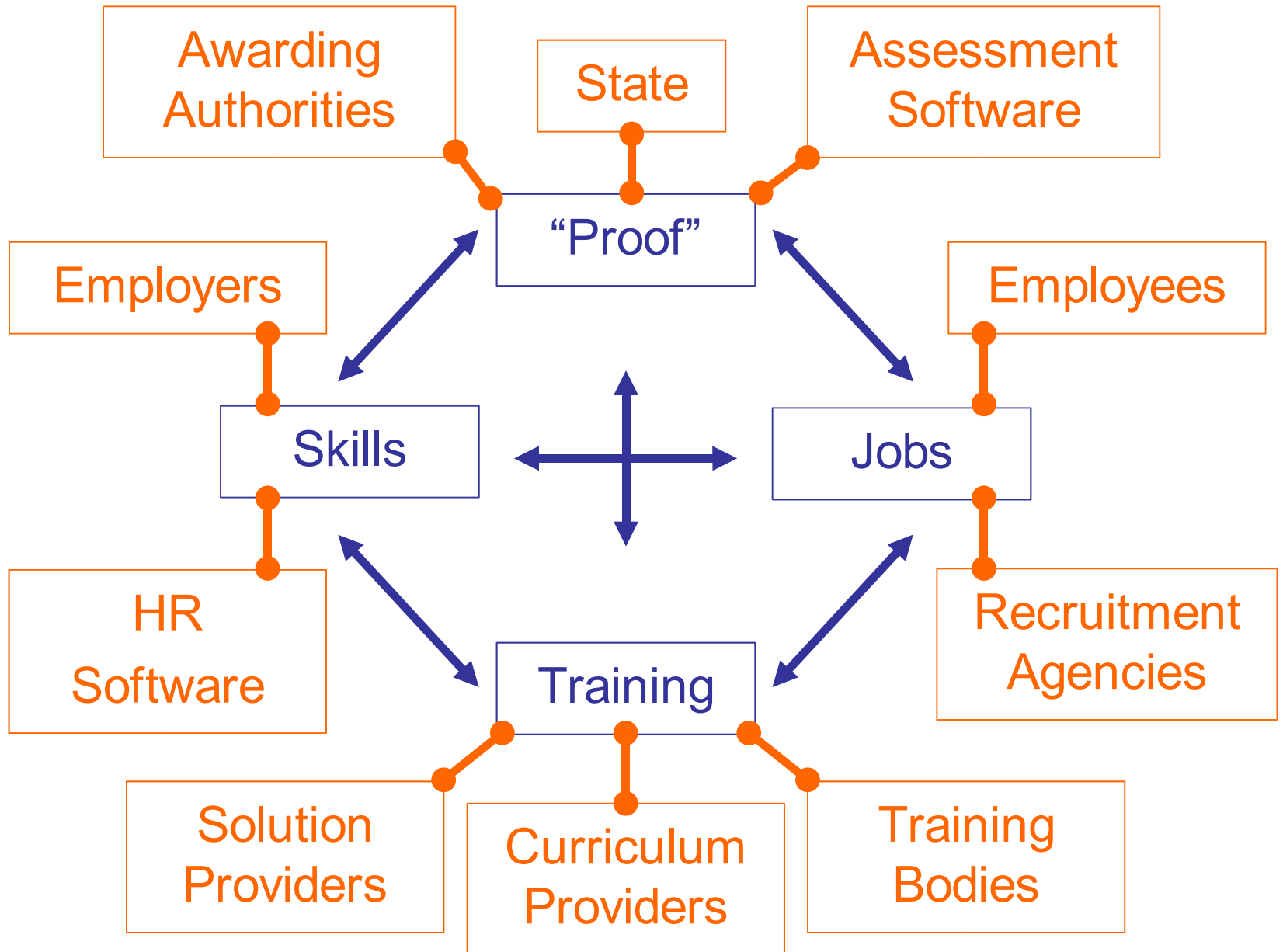
Training

- Classroom
- Online
- Self study

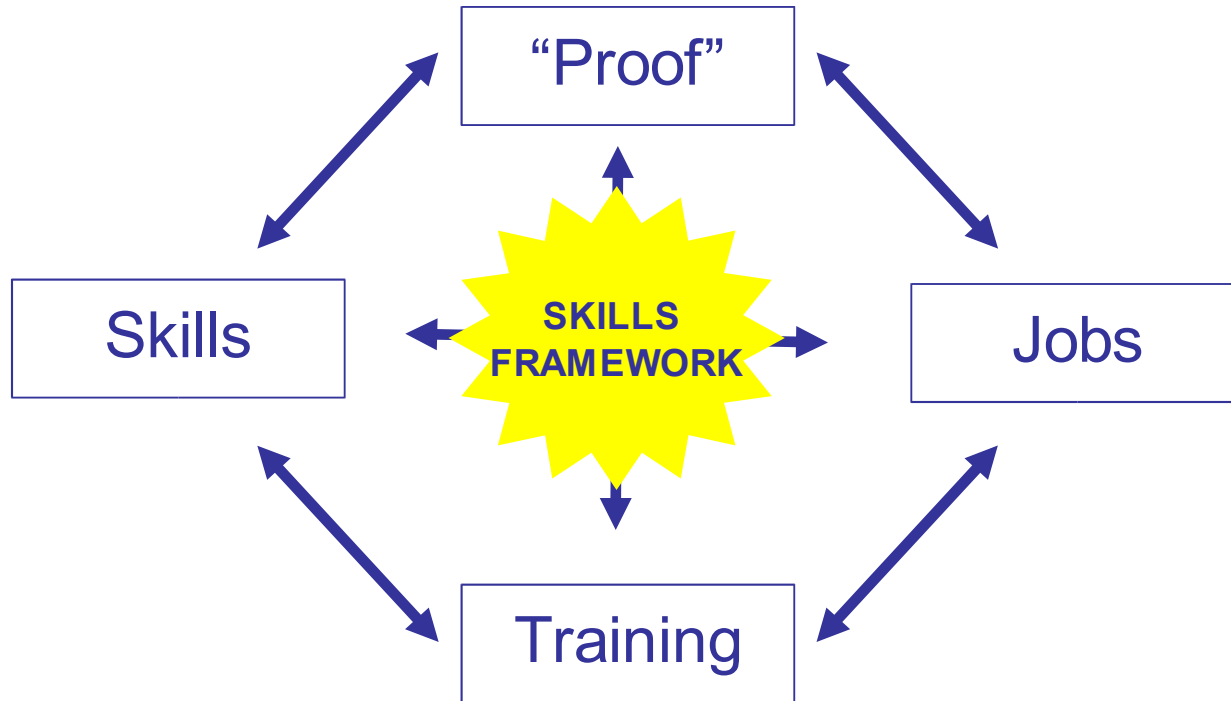
What you need
to know to
do what you do.

What you do.





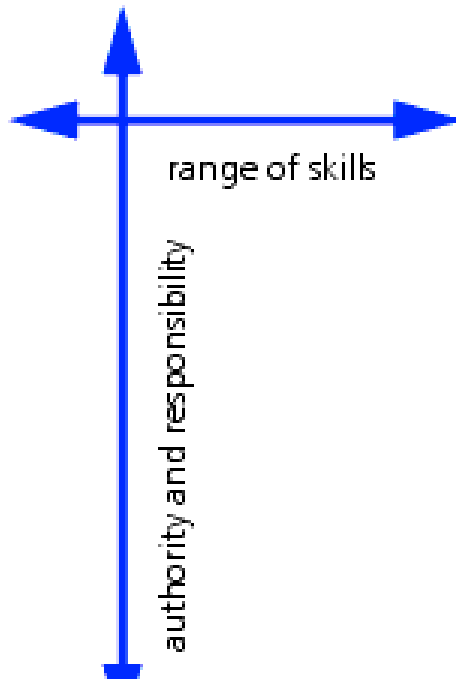
The Solution: Skills Frameworks



3. SFIA: Skills Framework for the Information Age

How it works

The framework provides a clear model for describing what ICT practitioners do. It is a two-dimensional matrix.



7 Levels of Skill

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

5 Categories

Strategy & planning

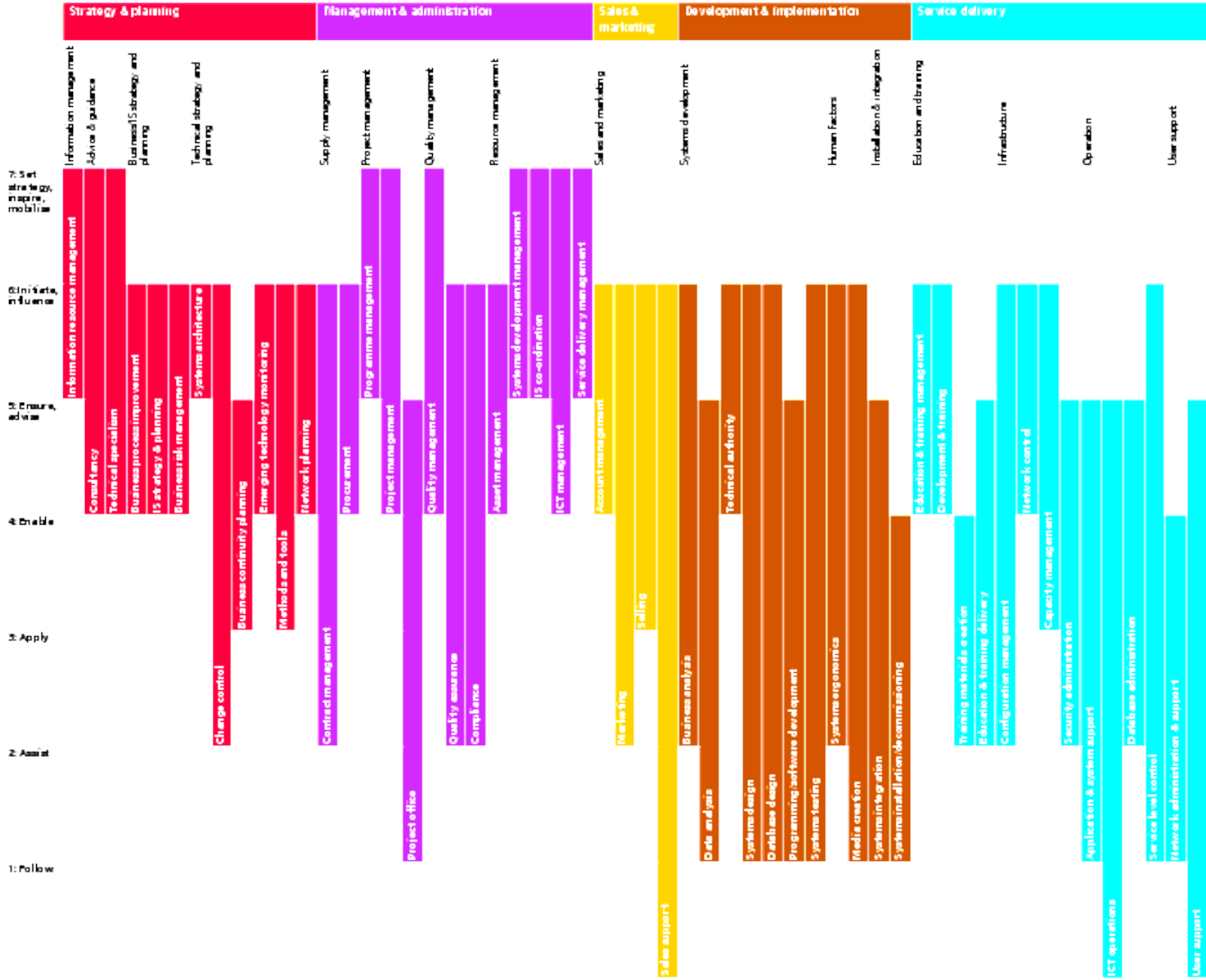
Management & administration

Sales & marketing

Development & implementation

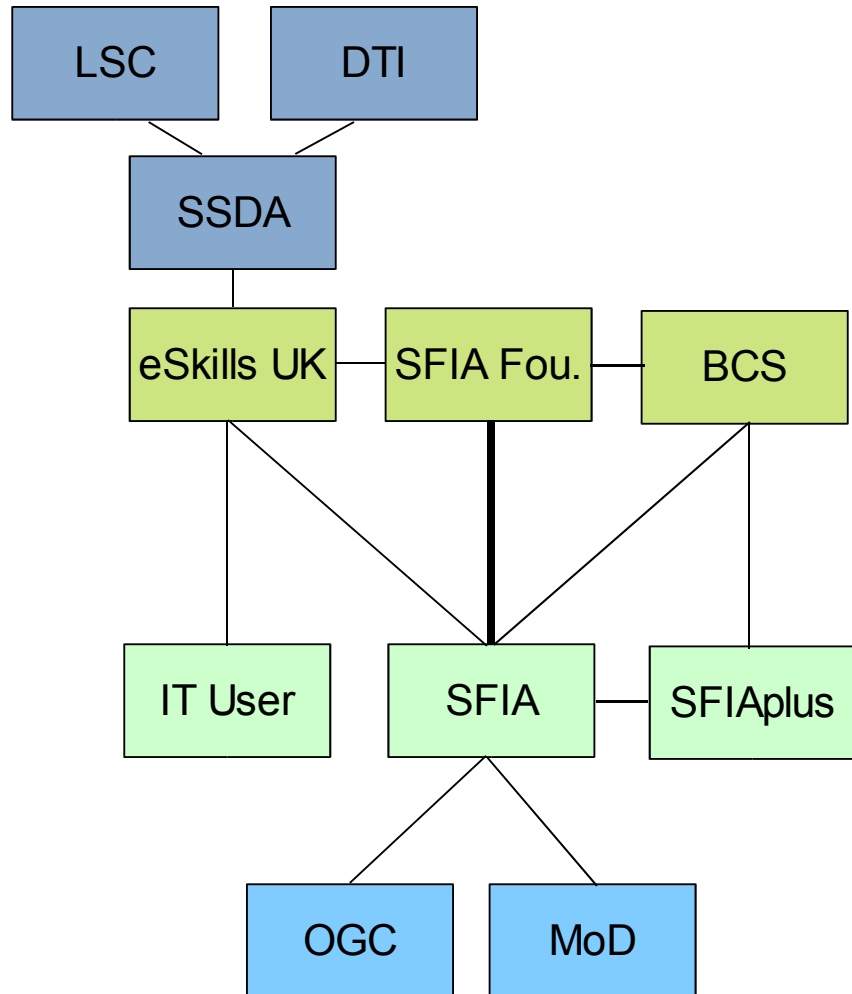
Service delivery

Skills Framework for the Information Age

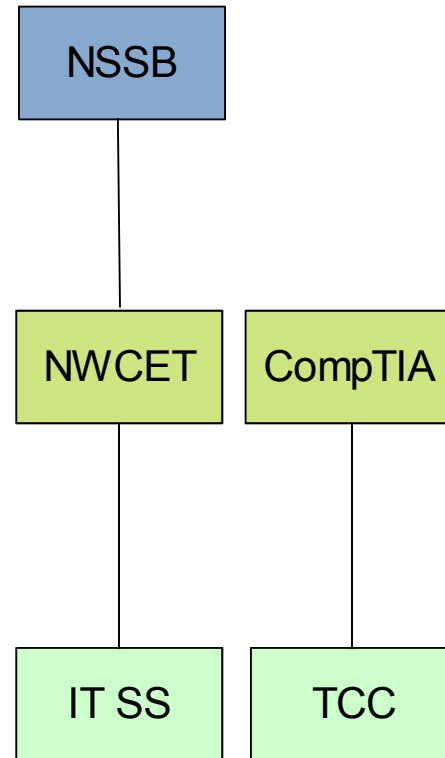


Skills Standards Map

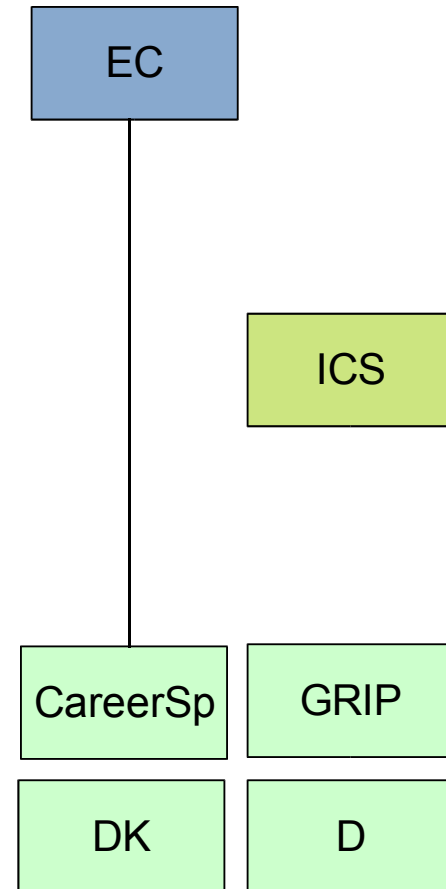
United Kingdom



United States

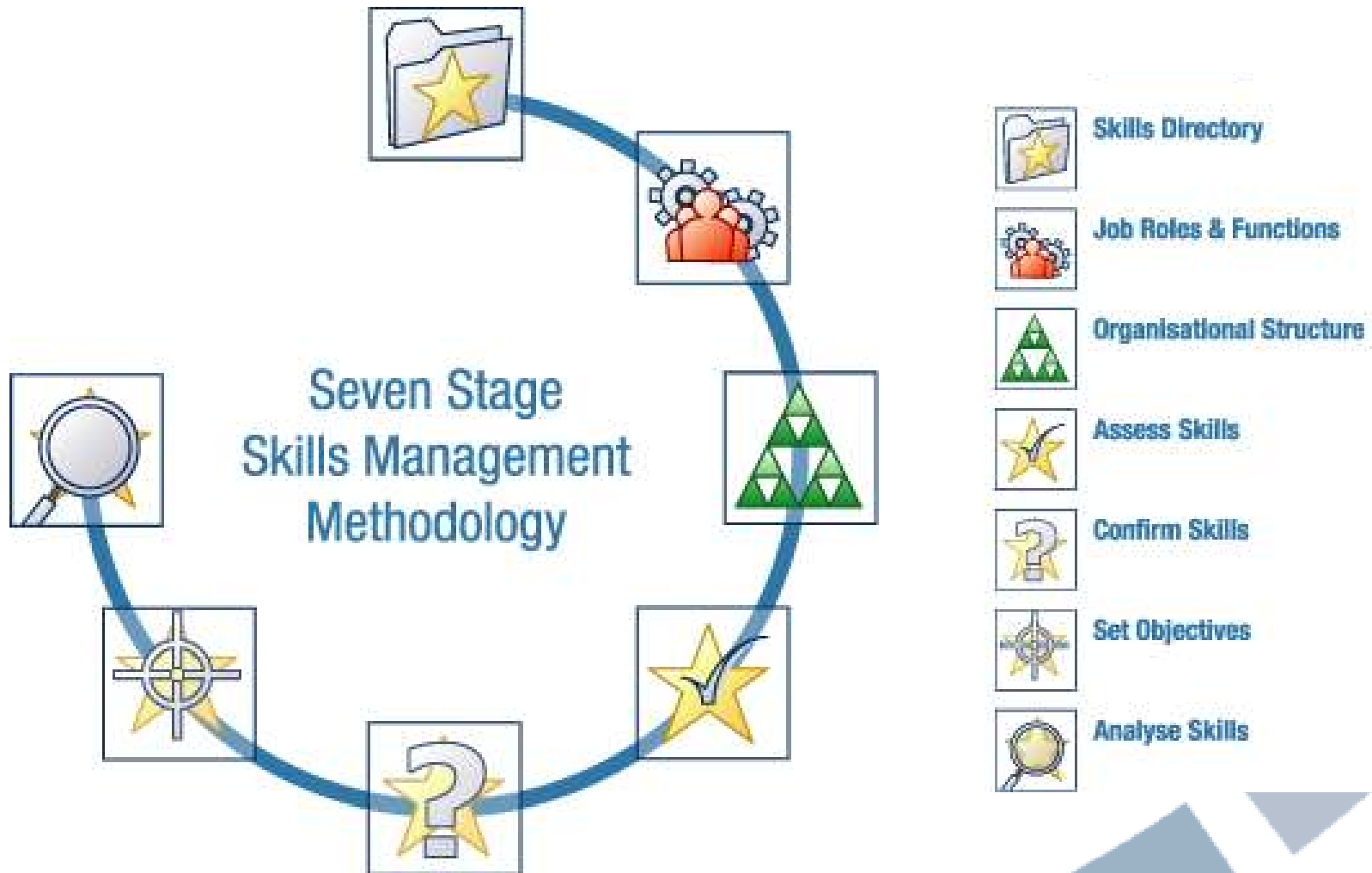


Europe



4. Collecting the Data

InfoBasis Methodology



5. Practical Skills Management

Thank You



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