

SFIA Skills Assessments

An assessment scheme to validate and measure the skillset of your workforce



BUSINESS

An organisation is only as strong as the employees behind it, and employers know the importance of hiring and retaining the right people

In recent years, employers and recruiters have been increasingly seeking individuals with demonstrable skills and competencies; today, holding a particular qualification is not enough to open the door to a new role.

- 51% of employers identify with the challenge of determining whether a résumé is accurate.
- 73% of employers use some form of skills-based hiring to find new talent, with 78% considering role-specific skills tests effective.
- Skills-based hiring reduces mis-hires at 88% of companies. (source: TestGorilla's *The State of Skills-Based Hiring 2023 Report*).

The SFIA framework defines the skills and competencies required by professionals who design, develop, implement, manage and protect the data and technology that powers the digital world.

A SFIA skills assessment requires an individual to demonstrate skills proficiency and competency at a particular level, through real-world experience.

APMG has developed an assessment process you can use to conduct skills assessments. The process has been approved by the SFIA Foundation and we can either introduce you to a SFIA Accredited Assessor or help your nominated internal assessor with the process to become accredited by SFIA.

Skills assessments can help an organisation to:

Improve hiring decisions through objective decision making based on real capabilities.

Identify training needs by highlighting areas where employees lack proficiency and help to build training plans.

Increase productivity by ensuring individuals are in roles that match their strengths, leading to greater productivity and efficiency.

Retain employees as they feel more engaged and valued because the organisation is investing in their professional development.

Make cost savings through reduced staff turnover costs and allocating training resources where they are needed the most.

Improve performance management by using measurable data from regular skills assessments in performance reviews.

Since its launch in 2000, SFIA has become the globally accepted common language for the skills and competencies for the digital world.

Who is it for?

The SFIA Foundation is a not-for-profit organisation, based in the UK. The skills framework was created by industry & business for industry & business and has been adopted by governments, corporates and individuals in approximately 200 countries. It is a neutral approach as it is not aligned to any specific technologies, vendors or professional bodies.

Assessments

Skills assessments can be conducted on one or more of the 147 skills defined in the framework.

Each skill is defined at up to 7 levels of responsibility. As the levels increase, so does responsibility, accountability and impact.

Find out more online at: <https://apmg-international.com/product/sfia-assessments>

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