



SFIA 10 Consultation Idea Generation Workshops

Agenda

1. Introduction and background
2. Collect ideas
3. Discussion
4. Close

Hosts

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A shared language for digital, data and technology skills

SFIA provides a trusted, internationally adopted framework for defining the skills and competencies needed to deliver, manage and protect digital capabilities – including in critical areas such as AI, data science and cybersecurity.

From strategy and architecture to delivery, operations and change, SFIA offers a consistent, practical reference for developing people, shaping roles and building organisational capability.

In today's connected world, a global framework supports local priorities, as well as international collaboration and cross-border growth.

Used by governments, industry bodies and employers worldwide, SFIA reduces duplication of effort. Rather than building a new framework from scratch, tap into a global community with decades of experience, proven approaches and ongoing support.

SFIA - more than a framework



The SFIA Framework

A **globally trusted skills and competency framework** that defines the professional skills needed to design, build, operate and protect digital, data and technology systems. It provides a common language used in role design, career development, skills assessment and workforce planning.

Free to browse for all. Free to use for all individuals and most employers.



The SFIA Community

An **established global network** of employers, professionals, commercial partners, educators and specialists. These are the people who apply SFIA, provide tools and services, contribute ideas, and help evolve the framework to reflect emerging technologies and ways of working.

From open feedback to formal reviews – SFIA evolves because of its users.



The SFIA Foundation

A **not-for-profit organisation** with a clear purpose: growing capability and capacity in the world's digital workforce. The Foundation maintains and governs the framework, ensuring it evolves through industry input, remains vendor-neutral, and is accessible to all.

We sustain SFIA through partnerships, licensing arrangements for country-wide, commercial and large-scale uses, and community support.

“ First published in 2000, **SFIA** is now in its **ninth edition**. It combines the open-source ethos of community contribution with professional governance from an independent not-for-profit. This means you can build **long-term business solutions** with confidence. ”

An Independent Global Not-for-Profit Foundation – *driven by industry and employers.*

Purpose

To enable greater capability and capacity within the global digital workforce

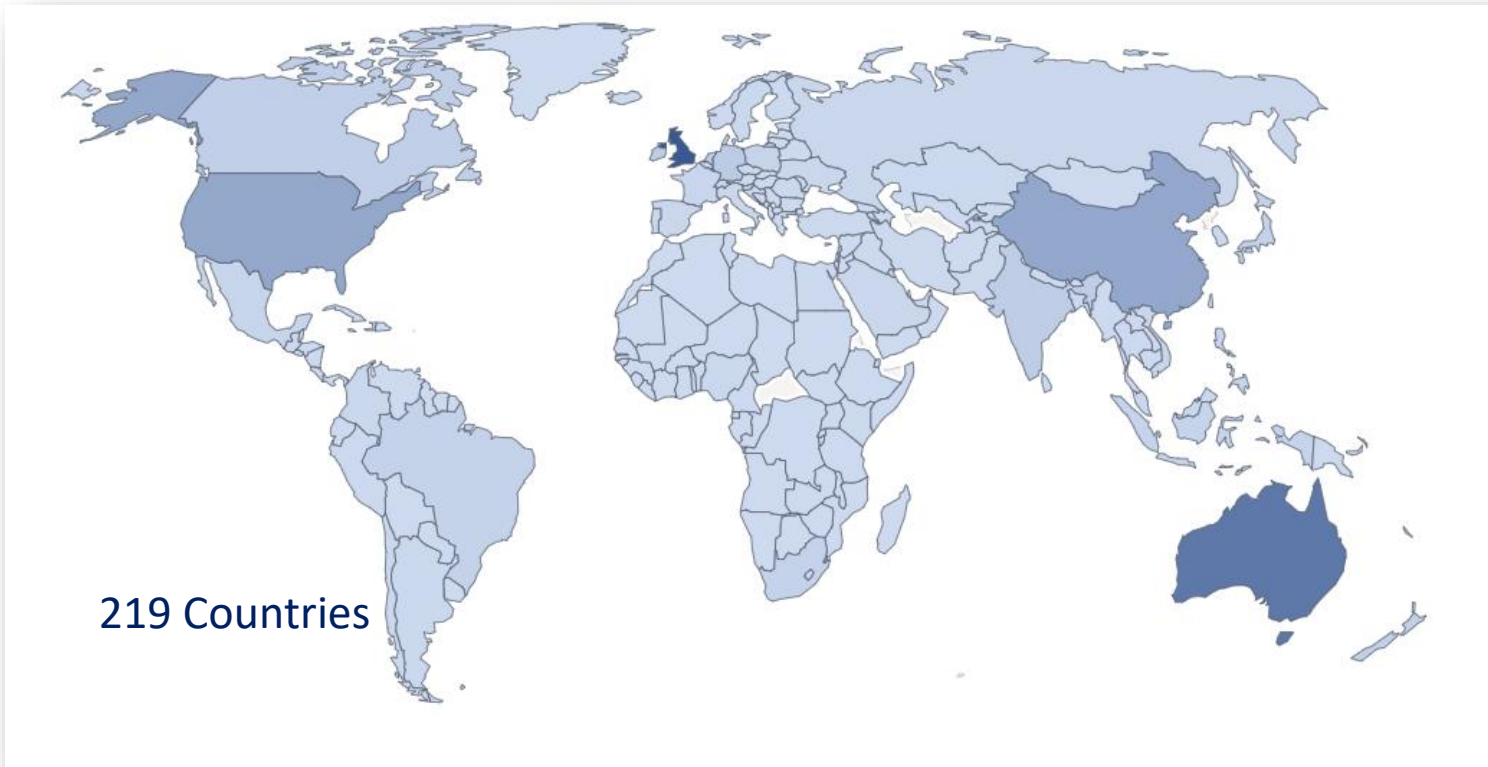
1. Active stewardship of the global skills and competency framework and its ecosystem to meet the needs of professionals and employers

2. Increase visibility and adoption of SFIA globally

3. Facilitate effective use and consumption of SFIA via an engaged community and supporting ecosystem

4. Ensure sufficient and sustainable funding to deliver the strategic imperatives

Global adoption of SFIA – since release of SFIA 9



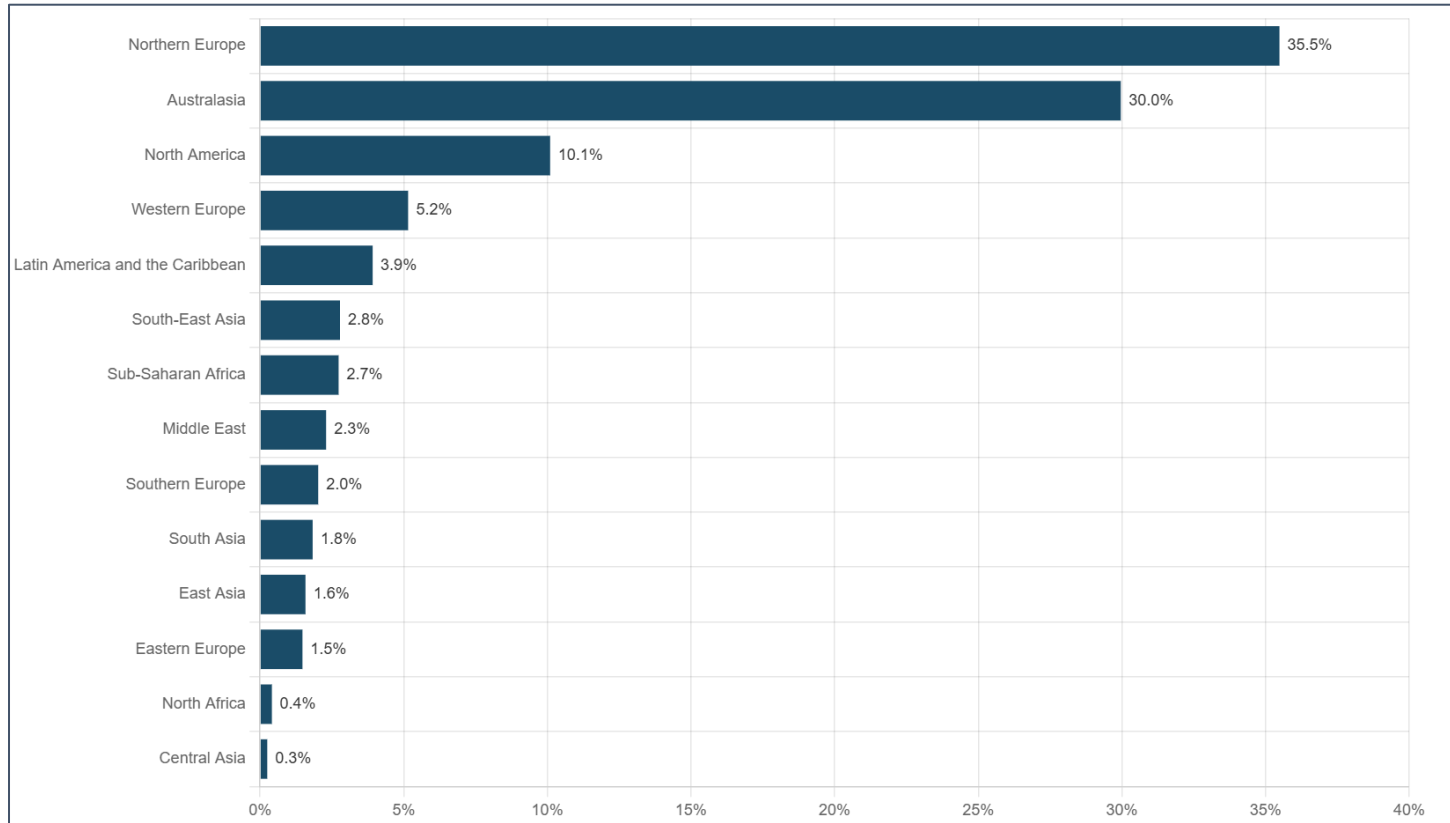
Top 50 Countries by website visitors

- | | |
|-------------------------|--------------------------|
| 1. United Kingdom | 26. Belgium |
| 2. Australia | 27. Colombia |
| 3. China**** | 28. United Arab Emirates |
| 4. United States | 29. Italy |
| 5. Singapore** | 30. Denmark |
| 6. Germany | 31. Romania |
| 7. India | 32. Chile |
| 8. Netherlands | 33. Switzerland |
| 9. Ireland** | 34. Argentina |
| 10. Canada | 35. Malaysia |
| 11. New Zealand | 36. Sweden |
| 12. Brazil | 37. Portugal |
| 13. South Africa | 38. Nigeria |
| 14. Japan | 39. Finland |
| 15. Poland | 40. Austria |
| 16. Indonesia | 41. Costa Rica |
| 17. Mexico | 42. Iran |
| 18. France | 43. Thailand |
| 19. Philippines | 44. Kenya |
| 20. Vietnam | 45. Peru |
| 21. Russia | 46. Egypt |
| 22. Ukraine | 47. Pakistan |
| 23. Hong Kong SAR China | 48. Türkiye |
| 24. Saudi Arabia | 49. Qatar |
| 25. Spain | 50. Norway |

Use of SFIA
embedded – 72%

Channels: 64% direct, 27% search engines,
8% websites (1,820 distinct websites)

Geographical regions - Registered Corporate users

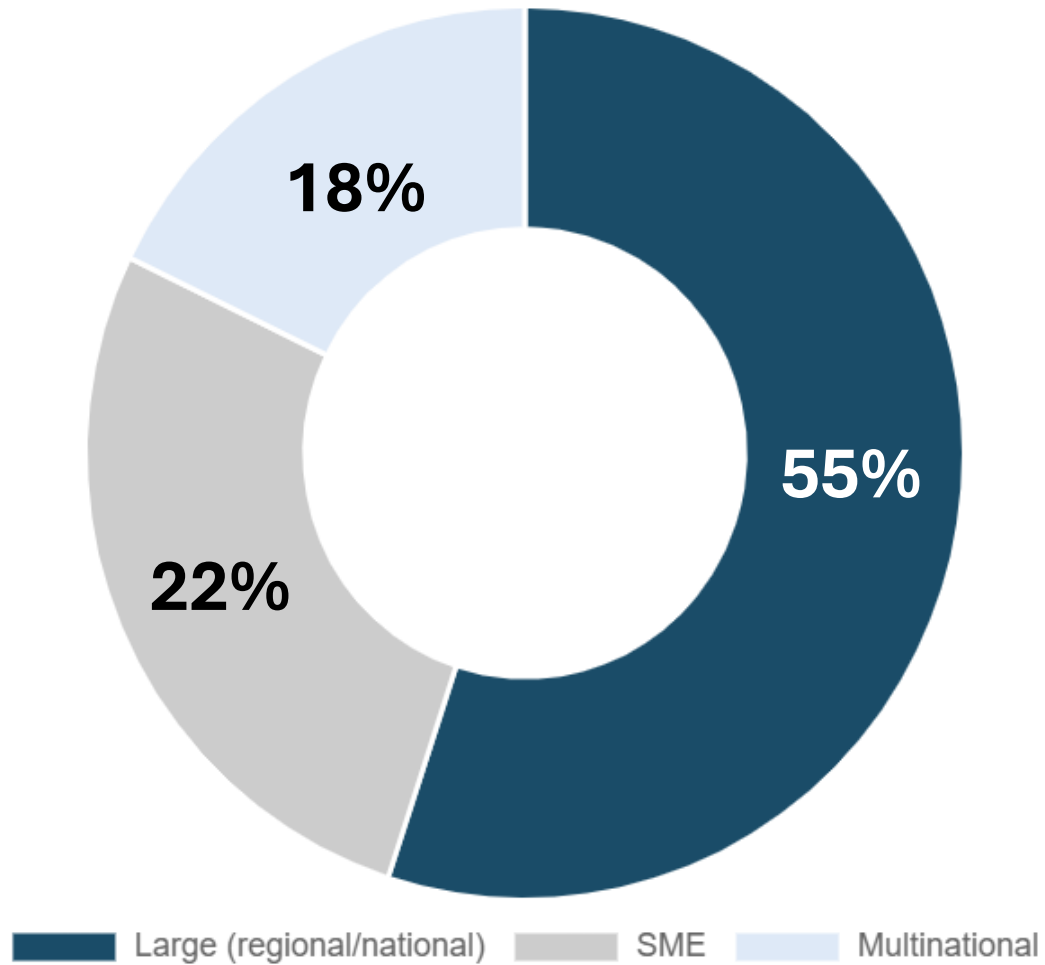


Global adoption of SFIA

- ✓ strongest presence in Northern Europe and Australasia, North America
- ✓ demonstrates international relevance and transferability
- ✓ SFIA is not region-specific. It is applied consistently across different markets and economies.

Analysis of more than 13,000 organisations that have chosen to use SFIA as corporate users under a licence (free licence for most uses)

Organisation size - Registered Corporate users

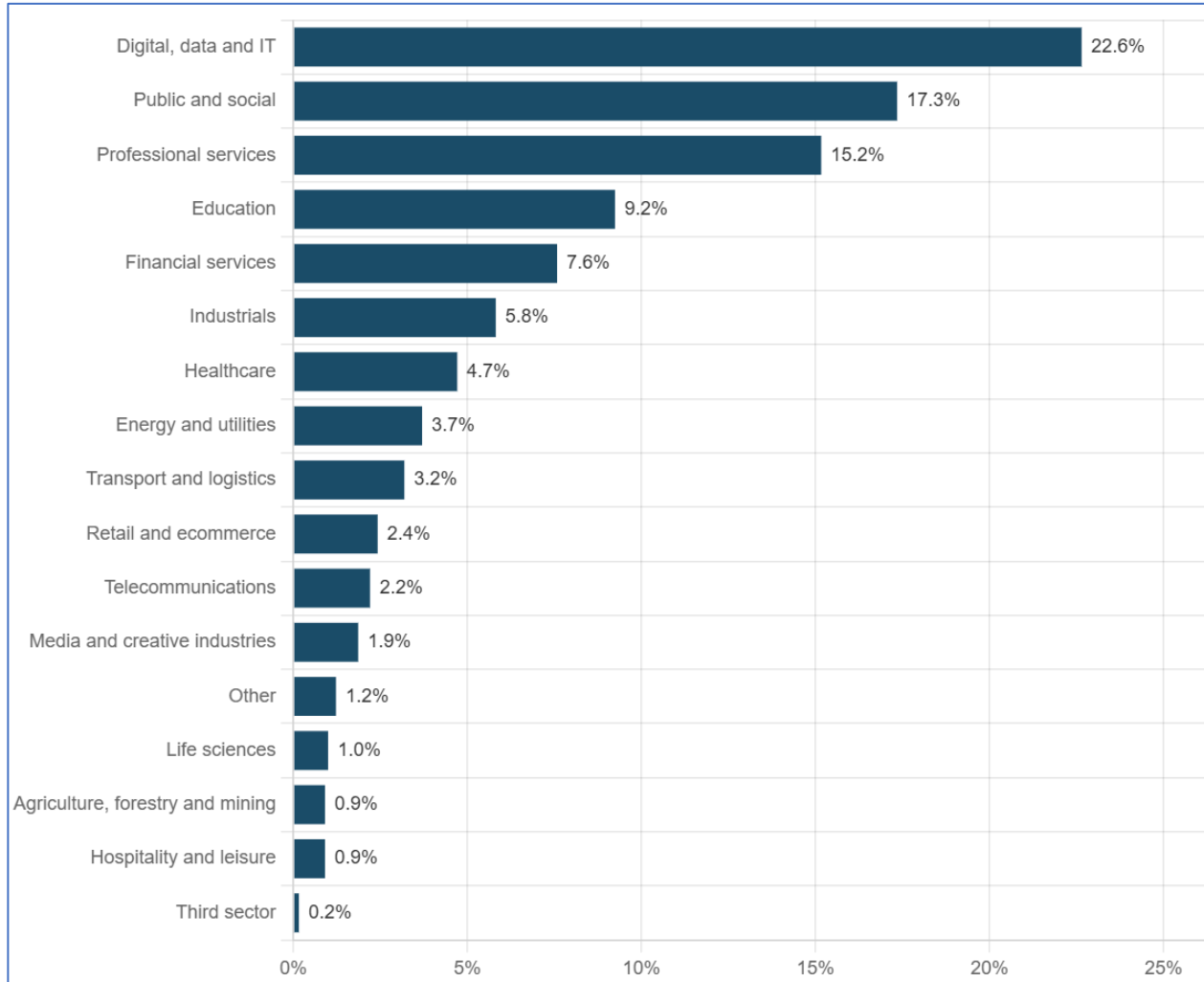


Adopted by organisations of all sizes

- ✓ majority are large organisations,
- ✓ with strong SME representation includes multinationals and smaller organisations
- ✓ demonstrates flexibility for different organisational scales and maturity
- ✓ SFIA supports both structured organisations and more agile, smaller environments.

Analysis of more than 13,000 organisations that have chosen to use SFIA as corporate users under a licence (free licence for most uses)

Industry sectors - Registered Corporate users



Used across diverse industry sectors

- ✓ adoption spans 17 industry sector
- ✓ SFIA applies beyond IT into broader digital and organisational contexts
- ✓ SFIA supports a wide range of digital, data and technology roles across industries.

Analysis of more than 13,000 organisations that have chosen to use SFIA as corporate users under a licence (free licence for most uses)

Job title analysis - All Registered users

Executive and senior leaders

Workforce and capability leaders

Digital, data and technology leaders

Change and transformation roles

Practitioners and individual contributors

Students

Educators

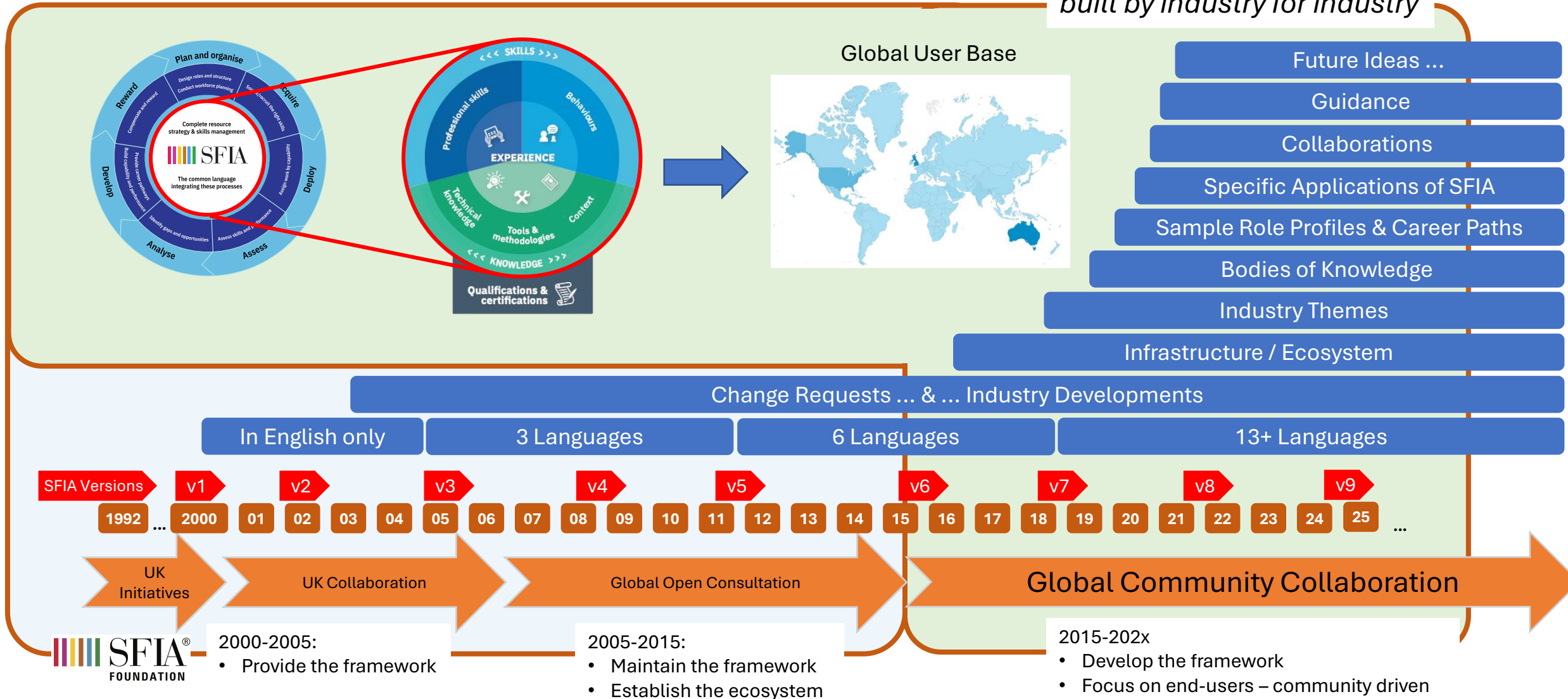
Broad, multi-disciplinary user base

The titles point to a broad, multi-disciplinary user base, not a narrow IT or HR niche.

Most users sit between strategy and execution, with responsibility for roles, skills, capability, or delivery rather than hands-on technical work alone.

Track record of use and improvement

built by industry for industry



A constant ...

25-Year Track Record of Confidence and Sustainability
 → Reliable, Consistent and Trusted ...

... an engaged community builds more and wants more ...

“We are continually faced with great opportunities which are brilliantly disguised as unsolvable problems.” - Margaret Mead

“Alone we can do so little; together we can do so much.” - Helen Keller

“If you think you’re too small to have an impact, try going to bed with a mosquito in the room.” - Anita Roddick

Overview of SFIA 9 - Themes

Levels of Responsibility

- Generic attributes
- Essence statements
- Business skills / behavioural factors
- Support for entry level roles

Professional skills

- Data and analytics skills
- Financial and value management
- Marketing
- Digital health
- Testing
- Information and records management
- Procurement including bid and proposal management
- Support for entry level roles

Specific applications of SFIA

- Cybersecurity
- Cloud computing skills
- AI and Machine learning
- Service design

Making SFIA easier to consume

- New structure for the skills pages
 - Including integrate levels of responsibility
- New searchable and filterable list of skills
- Short urls to skills & generic attributes

What's happened since SFIA 9 launch

Making SFIA easier to consume				
Restructure web site	Mappings e.g.	Implementation resources	Interactive tools	Learning
<ul style="list-style-type: none"> • Making SFIA more accessible and intuitive for first-time visitors • enhancing the experience for established users 	<ul style="list-style-type: none"> • CyBOK SFIA • Cybok-UKCSC-SFIA • SWEBOK • ISC2 • ITIL v4 • AI Governance and AI assurance 	<ul style="list-style-type: none"> • Guidelines and professional standards • Mapping learning products and curricula • Creating SFIA skills profiles • 70+ sample industry roles 	<ul style="list-style-type: none"> • SFIA 9 multi-views, • Interactive skills search • Create SFIA Skills-based Position descriptions 	<ul style="list-style-type: none"> • Foundational knowledge of SFIA • Online test • Knowledge, skills, competency • Learning hub

Key message – not everything is about a new version of SFIA

Open Consultation with industry and employers

We listen to what industry wants ...

Feedback from users:

- Themes
- Workshops
- Direct input from industry end users
- Dialogue with industry bodies
- Input from SFIA Council
- Input from SFIA Design Authority
- Learning from previous SFIA versions
- Research into industry trends
- Change Requests

We work out the options for what SFIA can do ...

For example:

- Changes to the SFIA Framework
- Develop / refine SFIA Guidance Material
- Enhanced (website) Presentation
- Provide additional user assets
- Do nothing – and explain why

Update the core
SFIA Framework

Update / Develop
“Help and
resources”

Working Groups

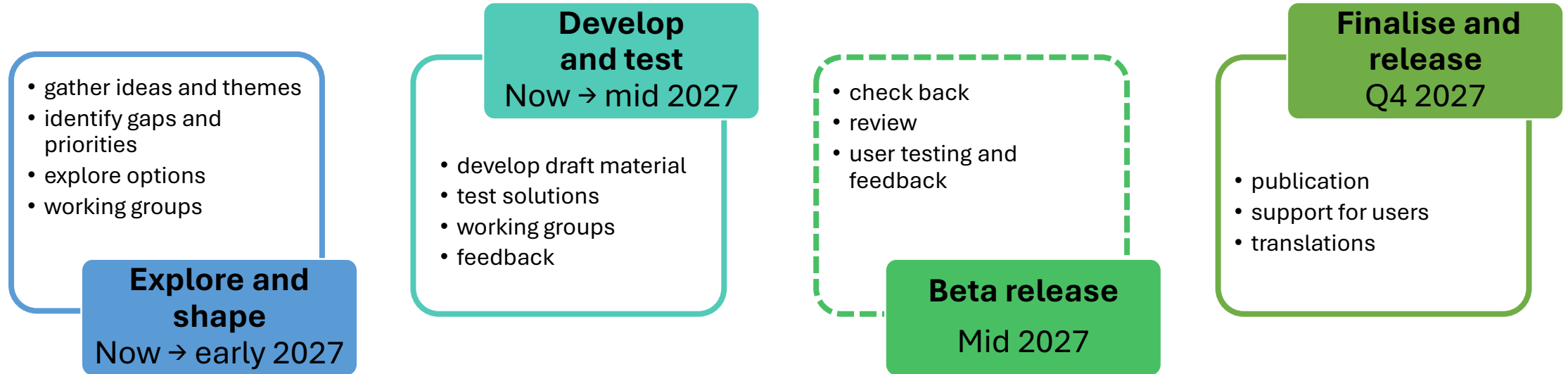
Volunteers

SFIA Design
Authority

Check back, review, test, beta release

... visibility throughout ... see it being built ... monthly newsletters

Target date for SFIA 10 release - Q4 2027



... visibility throughout ... see SFIA 10 being built ... regular communications and updates

Working together on SFIA 10

- ⇒ we listen throughout, not just at set points
- ⇒ early input helps shape the direction

- ⇒ later ideas can still influence what changes, but
- ⇒ if something matters to you now, raise it now

We want to hear all ideas for SFIA 10

- Big themes & small ideas
- Big changes & small changes
- Long term & short term
- Within current scope of SFIA & extension beyond this
- Making SFIA easier to consume as well as contents of the framework

Using our Easy Retro Board

Contributing ideas

1. We have two buckets for ideas: **Framework direction** (big picture) and **Specific suggestions** (small picture).

- Choose the best fit. These are a guide, not a cage. If your idea doesn't fit neatly, pick the closest one and we'll sort it out later.

2. Adding your name to the board helps us follow up or clarify your suggestions.

Add your name

- If you'd prefer to contribute anonymously, that's fine, some ideas are easier to share without attribution. You can always contact us afterwards to identify your submission: updates@sfia-online.org

3. If you would like to provide more detailed suggestions

- you can submit a change request at <https://sfia-online.org/en/sfia-10/change-requests>
- or send an email.

For the best experience, we recommend joining from a **laptop or desktop**.

If the collaboration tool is difficult to use on a smaller screen, you can contribute via the Teams chat instead.

Questions on the SFIA update process or other topics?

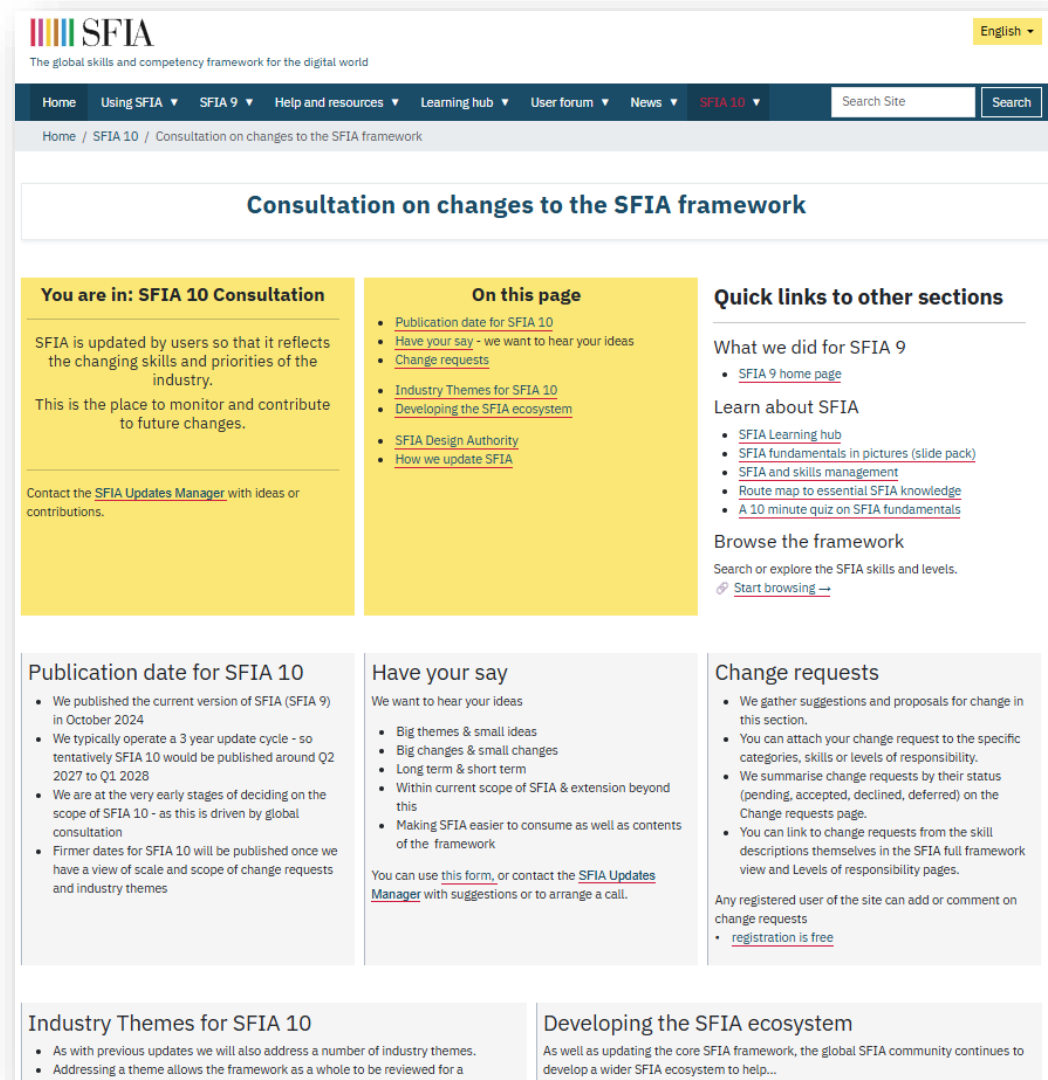
Use the questions column on the board. We will answer as many as we can during the workshop and follow up on the rest.

Or email us at updates@sfia-online.org

Consultation for SFIA 10

<https://sfia-online.org/en/sfia-10>

bit.ly/future-sfia-10

The screenshot shows the SFIA website's consultation page for SFIA 10. The page title is "Consultation on changes to the SFIA framework". It features a navigation menu with options like "Home", "Using SFIA", "SFIA 9", "Help and resources", "Learning hub", "User forum", "News", and "SFIA 10". A search bar is also present.

Consultation on changes to the SFIA framework

You are in: SFIA 10 Consultation

SFIA is updated by users so that it reflects the changing skills and priorities of the industry. This is the place to monitor and contribute to future changes.

Contact the [SFIA Updates Manager](#) with ideas or contributions.

On this page

- [Publication date for SFIA 10](#)
- [Have your say - we want to hear your ideas](#)
- [Change requests](#)
- [Industry Themes for SFIA 10](#)
- [Developing the SFIA ecosystem](#)
- [SFIA Design Authority](#)
- [How we update SFIA](#)

Quick links to other sections

What we did for SFIA 9

- [SFIA 9 home page](#)

Learn about SFIA

- [SFIA Learning hub](#)
- [SFIA fundamentals in pictures \(slide pack\)](#)
- [SFIA and skills management](#)
- [Route map to essential SFIA knowledge](#)
- [A 10 minute quiz on SFIA fundamentals](#)

Browse the framework

Search or explore the SFIA skills and levels.
[Start browsing →](#)

Publication date for SFIA 10

- We published the current version of SFIA (SFIA 9) in October 2024
- We typically operate a 3 year update cycle - so tentatively SFIA 10 would be published around Q2 2027 to Q1 2028
- We are at the very early stages of deciding on the scope of SFIA 10 - as this is driven by global consultation
- Firmer dates for SFIA 10 will be published once we have a view of scale and scope of change requests and industry themes

Have your say

We want to hear your ideas

- Big themes & small ideas
- Big changes & small changes
- Long term & short term
- Within current scope of SFIA & extension beyond this
- Making SFIA easier to consume as well as contents of the framework

You can use [this form](#), or contact the [SFIA Updates Manager](#) with suggestions or to arrange a call.

Change requests

- We gather suggestions and proposals for change in this section.
- You can attach your change request to the specific categories, skills or levels of responsibility.
- We summarise change requests by their status (pending, accepted, declined, deferred) on the Change requests page.
- You can link to change requests from the skill descriptions themselves in the SFIA full framework view and Levels of responsibility pages.

Any registered user of the site can add or comment on change requests

- [registration is free](#)

Industry Themes for SFIA 10

- As with previous updates we will also address a number of industry themes.
- Addressing a theme allows the framework as a whole to be reviewed for a

Developing the SFIA ecosystem

As well as updating the core SFIA framework, the global SFIA community continues to develop a wider SFIA ecosystem to help...