

Ergon Limited – Service Definition

SFIA Consultancy – assessing and leveraging your digital IT skills

Our SFIA (Skills Framework for the Information Age) Accredited Consultant has a proven track record of delivering real business benefit from the deployment of SFIA into organisations of all sizes by aligning their digital IT skills to business strategy and goals. Using a range of tools and 'best practice' techniques, we have in-depth experience of using SFIA to define, measure, analyse, develop and enhance your IT skills base. Whether you are looking to re-organise your whole IT function, want to assess your skills against the industry standard, or need help defining your job roles better and aligning them to career paths, we can help.

We can provide on-line skills assessment tools, and our experience includes all variants of SFIA, the Government IT Profession, the Government Digital Service (GDS) Digital & Technology Skills matrix (DDaT), and custom skills framework design and development.

Service description –

Our SFIA (Skills Framework for the Information Age) Accredited Consultant delivers real business benefit by using SFIA (and Digital, Data and Technology (DDaT) Profession Capability Framework) to define, measure, analyse, develop and align their digital & IT skills to support commercial exit, transformation and the adoption of cloud services.

Service features –

1. Consistent framework to define the organisation and job role descriptions
2. Benchmark job roles against internal and external criteria
3. Gathers internal skills & capability intelligence coherently and consistently
4. Enables required competency to be measured against existing skills
5. Informs the required resource mix to deliver organisational goals
6. Supports commercial Exit TUPE activities
7. Aligned to digital and cloud based organisational service models
8. Underpins digital transformation and cultural change

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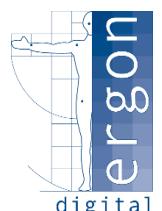
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Registered in England & Wales No. 2571358, VAT No. 728 5396 00

Also in Lausanne, Switzerland



9. Works with Digital, Data and Technology Profession Capability Framework

Service benefits -

1. Industry standard approach to defining and comparing skills and competencies
2. Job role descriptions easily compared across all digital/IT roles
3. Delivers consistent and auditable skills gap analysis
4. Provides a framework for organisational design
5. Aligned to National Occupational Standards and Qualifications frameworks
6. Training is clearly mapped to required outcomes
7. Reward, recruitment, training and resource mix are clearly linked
8. ROI can be measured and tracked
9. Ensures skills & capabilities deliver corporate strategy goals
10. Can be combined with other complementary competency frameworks

Human Capability Analytics – connecting people to strategy!

In today's knowledge economy the ability of an organisation to implement a strategy to maximise the capability of the workforce is increasingly difficult. Whether you are preparing for a new product launch, building project teams or introducing a new service, the ability to identify who in your organisation is ready to implement the strategy and who requires additional skills is critical to timely success.

Our focus is aligning people to achieve strategy, and enhance bottom line profitability.

Before you can manage you must measure - when it comes to measuring people, ergon has developed Human Capability Analytics (HCA) for skills benchmarking and automated self-assessment of capability, for measurement and improvement management.

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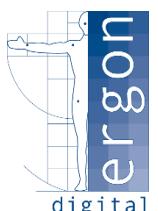
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We work to make a positive change in employee performance through greater understanding of the skills and attributes required of them, by the organisation and for themselves. Helping people to help themselves and thereby their employers – we empower people to understand the skills they have, that which their jobs require and how to close the gap between them.

The ergon Human Capability Analytics implementation service delivers:

- Employers a framework which they can use to measure the skills they have against the skills they need and identify skill gaps
- Allows managers and users to benchmark which skills they need, at what level for particular jobs or career paths
- Gathers internal skills & capability intelligence coherently and consistently
- Enables required competency to be measured against existing skills
- Identifies skills which are in short supply, or reports on how short the supply is
- Sets education, training and headcount targets across the enterprise
- Provides a template to best align skill & capability to corporate goals

An essential part of Human Capability Analytics and workforce re-alignment is the ability to measure and benchmark skills and capability in a consistent and relevant manner. A core part of our work uses skills frameworks, either industry standard models such as SFIA, custom developments of such to suit an organisations unique commercial need, or totally custom defined for a special project or where no industry standard exists.

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