



# ASSESSMENT SUMMARY v1.0.0

Skills Framework for the Information Age (SFIA)<sup>1</sup>

SFIA Foundation<sup>2</sup>

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<sup>1</sup> The SFIA specification homepage: <https://sfia-online.org/en/sfia-8/documentation>

<sup>2</sup> The development organisation homepage: <https://sfia-online.org/en>

## Change Control

Modification		Details
Version 1.0.0		
Initial version		

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## 1. INTRODUCTION

The present document is a summary of the assessment of the SFIA carried out by CAMSS using the CAMSS Assessment EIF scenario<sup>3</sup>. The purpose of this scenario is assessing the compliance of a standard or specification with the European Interoperability Framework (EIF)<sup>4</sup>.

## 2. ASSESSMENT SUMMARY

The **Skills Framework for the Information Age (SFIA)** is a model for describing the skills and competencies required by professionals in roles related to information and communication technologies (ICT), software engineering and digital transformation. SFIA is used by governments, government agencies and NGOs to support national and international industrial strategies and education programmes.

SFIA contributes to moving towards a comprehensive framework for ICT practitioners integrating different building blocks in combination with the e-Competence Framework (e-CF) for the Connecting Europe Facility (CEF)<sup>5</sup> plan of the European Commission.

The specification has been developed by SFIA Foundation<sup>6</sup>, which is a global not-for-profit organisation that oversees the development and use of the SFIA specification. It is worth to note that there is an entire SFIA ecosystem that promotes and facilitates the use of the framework for individuals and organisations seeking to upgrade their IT and digital skills and competences.

### 2.1. EIF Interoperability Principles

Interoperability principles are fundamental behavioural aspects that drive interoperability actions. They are relevant to the process of establishing interoperable European public services. They describe the context in which European public services are designed and implemented.

***The specification does not support the principles setting context for EU actions on interoperability:***

- **Subsidiarity and proportionality**

There is no Member State that includes SFIA in their national catalogue with its National Interoperability Framework (NIF)<sup>7</sup> in alignment with the three categories: 1. Conceptual model for integrated public services provision, 2. interoperability layers, and 3. interoperability principles.

***The specification partially supports the principles setting context for EU actions on interoperability:***

- **Openness**

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<sup>3</sup> EUSurvey EIF Scenario: [https://ec.europa.eu/eusurvey/runner/EIFScenario\\_v500](https://ec.europa.eu/eusurvey/runner/EIFScenario_v500)

<sup>4</sup> The EIF homepage: [https://ec.europa.eu/isa2/eif\\_en](https://ec.europa.eu/isa2/eif_en)

<sup>5</sup> CEF Digital Home: <https://ec.europa.eu/cefdigital/wiki/display/CEFDIGITAL/CEF+Digital+Home>

<sup>6</sup> SFIA Foundation: <https://sfia-online.org/en>

<sup>7</sup> National Interoperability Framework (NIF): <https://joinup.ec.europa.eu/collection/national-interoperability-framework-observatory-nifo/nifo-factsheets>

SFIA has created a worldwide community of users for the collaborative development of the specification. SFIA has not only been kept relevant through open consultation, but also has been updated every few years to address the changing needs of industry and business. The SFIA Foundation ensures royalty-free basis under certain use cases, then the specification does not provide a royalty-free licence in most cases. According to the SFIA licensing, public sector organisations can use SFIA on the same terms as the corporate user license.

It is interesting to remark that SFIA Foundation has support from interest groups that are involved in the development of world-wide initiatives, and seeks to align with the European e-Competence Framework (e-CF). The entire SFIA maintenance process is open to public consultation. The organisation offers users various channels of communication, namely the SFIA User Forum via the LinkedIn job platform; and any interested party may propose and request modifications to SFIA definitions and skills/competence coverage after a registration process. The entire process is transparent, meaning that changes and all the supporting documents are publicly available in the dedicated SFIA-release section.

- **Transparency**

SFIA is a framework for the ICT community that defines the skills and competencies required by business and technology professionals. Therefore, the specification fosters the comprehensibility of administrative procedures, rules data and services to some extent. However, the specification does not relate to the visibility nor the exposure of interfaces of public administrations, neither relates to the protection of personal data in Public Administrations.

- **Reusability**

SFIA is a framework for defining skills and competences in digital communities. In this sense, the specification is domain-agnostic and can be used and implemented in any domain where the ICT sector can operate.

- **Technological neutrality and data portability**

SFIA is a framework that is not aligned to any specific technology, provider or industry. The specification is only intended to serve as a device to represent skills and competences of any ICT professional workforce in economic sector. Therefore, the specification is technology- and platform-agnostic. Also, it is worth to note that the specification does not allow customisation, extension nor partial implementation as it was designed for a unique purpose. In terms of data portability, this criterion is not applicable to this specification.

***The specification partially supports the principles related to generic user needs and expectations:***

- **User-centricity**

SFIA is intended to serve as a device to represent the skills and competences of any ICT professional workforce which largely benefits the reuse of relevant information in all information systems. However, it is not focused on the implementation of the OOP.

- **Inclusion and accessibility**

The purpose of SFIA is not related to e-accessibility. Therefore, this criterion is considered not applicable to this specification.

- **Security and privacy**

The purpose of SFIA is not related to the secure nor trustworthy exchange and processing of data. Therefore, this criterion does not apply to this specification.

- **Multilingualism**

SFIA is intended to serve as a device to represent the skills and competences of any ICT professional workforce. Although the specification does not foresee specific support for multilingualism, SFIA could be used in any multilingual context since it represents concepts and their scope.

***The specification partially supports the foundation principles for cooperation among public administrations:***

- **Administrative Simplification**

The purpose of SFIA is not related to the simplification of European public services. Besides, there is no evidence of SFIA as an enabler of digital service delivery channels at European level. Therefore, this criterion does not apply to this specification.

- **Preservation of information**

The purpose of SFIA is not related to enabling the long-term preservation of data, information nor knowledge. Therefore, this criterion does not apply to this specification.

- **Assessment of effectiveness and efficiency**

There are some comparative reports of SFIA and other ICT skills and competence frameworks such as the e-Competence Framework indirectly assessing the SFIA specification's effectiveness<sup>8</sup>. However, there is no evidence of any assessment of the SFIA specification's efficiency.

## **2.2. EIF Interoperability Layers**

The interoperability model which is applicable to all digital public services includes:

- Four layers of interoperability: legal, organisational, semantic and technical;
- A cross-cutting component of the four layers, 'integrated public service governance';
- A background layer, 'interoperability governance'.

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<sup>8</sup> 'SFIA – e-CF Comparison & Mapping Review' document (SFIA Tools and Resources section, Collaborations subsection): <https://sfia-online.org/en/assets/documents/e-cf/sfia-e-cf-comparison-mapping-report-v1-0.pdf>

***The Specification partially supports the implementation of digital public services complying with the EIF interoperability model:***

- **Interoperability governance**

SFIA can be mapped with the EIRA's ABB "Interoperability Skill" from the Organisational View. It is interesting to note that the specification is not recommended, nor included in any ICT national catalogue of specifications. Moreover, SFIA is not included in any catalogue at European Level, though the SFIA Foundation had collaborated in working groups along with European work groups, such as the CEN: CWA 16458-1:2018<sup>9</sup> for the publication of common 30 ICT professional role profiles. In terms of implementation conformity, there are no requirements for compliance and conformance analysis testing defined by SFIA.

- **Legal Interoperability**

After checking the different standard catalogues at supra-national level, there is no mention of SFIA in any official document stating its conformance in regards to Regulation 1025/2012.

- **Organisational interoperability**

At present, SFIA brings together professional skills, knowledge and behavioural factors, promoting business modelling among the different actors in an organisation and promoting the creation of different models and frameworks. SFIA can be applied by certification providers of all types (public and private) and there are some workgroups that prove this trend, for example through the collaborative development of the 30 ICT Role Profiles (CWA 16458-1:2018). However, there is no explicit provisions to achieve this end.

- **Semantic Interoperability**

The SFIA Foundation provides and organises webinars, conference and trainings where users of country-specific platforms can share their data and results on the use of the SFIA specification.

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<sup>9</sup> SFIA-CWA 16458-1 work group: <https://sfia-online.org/en/tools-and-resources/standard-industry-skills-profiles/european-union/eu-ict-role-profiles>

### 3. ASSESSMENT RESULTS

This section presents an overview of the results of the CAMSS assessments for **SFIA**. The CAMSS “Strength” indicator measures the reliability of the assessment by calculating the number of answered (applicable) criteria. On the other hand, the number of favourable answers and the number of unfavourable ones are used to calculate the “Automated Score” per category and an “Overall Score”.

Category	Automated Score	Assessment Strength	Compliance Level
Principle setting the context for EU actions on interoperability	20/100	100%	Ad-hoc
Core interoperability principles	1540/2100	71%	Sustainable
Principles related to generic user needs and expectations	420/500	40%	Seamless
Foundation principles for cooperation among public administrations	360/500	80%	Sustainable
Interoperability layers*	560/1100	100%	Essential
Overall Score	3000/4300	76,74%	

*\*The technical interoperability layer is covered by the criteria corresponding to the core interoperability principle "Openness".*

With a 76,74% of assessment strength, this assessment can be considered representative of the specification compliance with the EIF principles and recommendations.

The Overall Automated Score of 69,77% (3000/4300) demonstrates that the specification does not fully support the European Interoperability Framework in the domains where it applies.