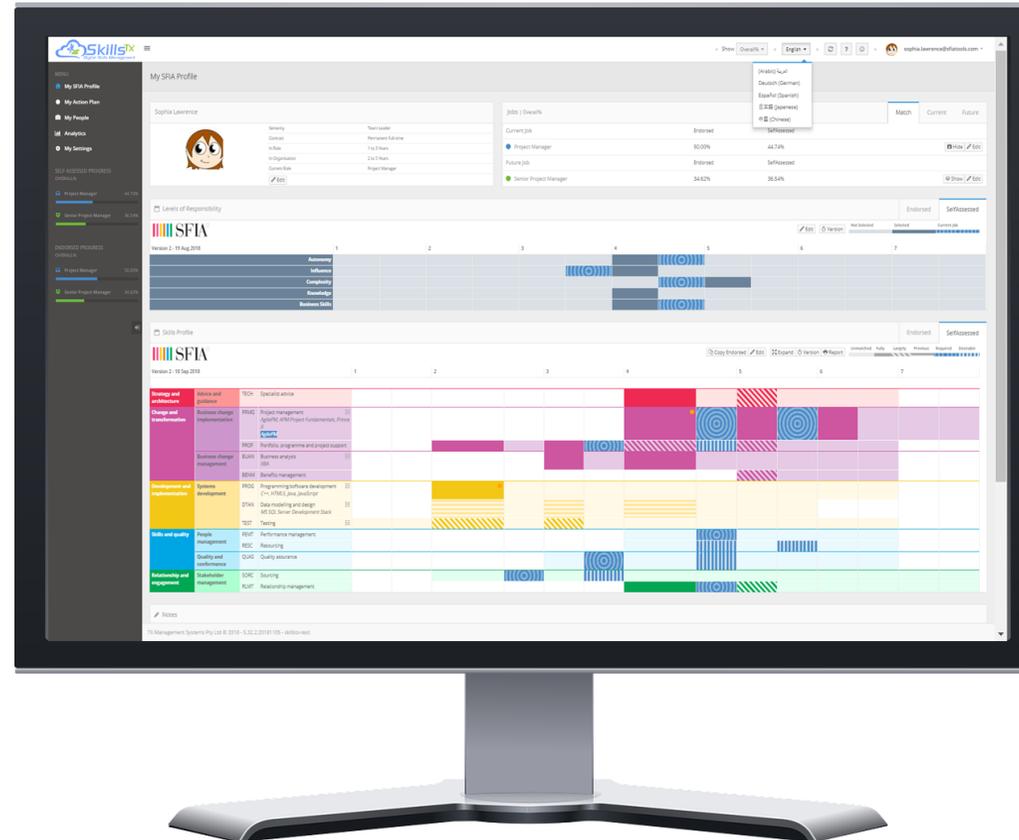# SkillsTx Products and Services

January 2020

Know the skills you have and the skills you need

- What do we do?
  - We help answer the **What skills do we have** and **What skills do we need** questions, and embed data-driven **Digital Skills Management**
  - We do this through a mix of **SaaS**, **Supporting Services** and **Professional Services**
- Why is it important to you?
  - People, their skills and experience, have become a critical aspect for the operations of companies with a dependency on Information & Communications Technology.
  - Most companies don't know the current skills of their Digital, Cybersecurity and ICT Workforce, or what they need short, medium or long term
  - Without this, there is significant risk of visible business disruption, cybersecurity breach, digital transformation and project failure, compromised ability to deliver products and services to customers at agreed levels, poor employee engagement, recruitment and retention, ineffective training and development

SkillsTX
Digital Skills Management

![SkillsTx logo]

SFIA ACCREDITED PARTNER

SFIA TRAINING PROVIDER

SFIA ACCREDITED CONSULTANT

- SkillsTx is a collaboration between one of the foremost experts in SFIA world-wide (BSMimpact) and the leaders in online assessments (Tx Management Systems).
- Representation on the SFIA Council, SFIA Global Design Authority & Project Board for SFIA updates
- Most experienced team of SFIA Accredited Consultants worldwide
- Deliver more SFIA Accredited training worldwide than any other SFIA Partner
- Established in 1998
- Operating companies based in UK, Australia, and USA
- Professional Services resources in all geographies

Professional Services

Supporting Services

SkillsTx SaaS

Unrivalled expertise and experience from our international team of SFIA Accredited Consultants and Trainers

Training and common services that our customers often ask for to support the adoption and on-going use of SFIA

Software-as-a-Service solution enabling data-driven Digital Skills Management

SkillsTx
Digital Skills Management

SKILLSTX SAAS LICENSING

Product	Description	Code/Format	Unit	US$	GB£	AU$	NZ$	Euro€
SkillsTx SaaS Licence	SkillsTx annual licence (up to 200 workers)	PSOD	Per person per annum	$82	£54	$104	$109	€75
	SkillsTx annual licence (200 to 499 workers)	PSOD	Per person per annum	$78	£52	$99	$104	€72
	SkillsTx annual licence (500 to 999 workers)	PSOD	Per person per annum	$74	£49	$94	$99	€68
	SkillsTx annual licence (1000 to 4999 workers)	PSOD	Per person per annum	$70	£46	$88	$93	€64
	SkillsTx annual licence (5000+ workers)	PSOD	Per person per annum	$Enquire	£Enquire	$Enquire	$Enquire	€Enquire
	SkillsTx monthly licence	PSOD	Per person per month	$10	£7	$12	$13	€9

Prices exclude applicable taxes, which must be added.

TRAINING

Course	Description	Code/Format	Unit	US$	GB£	AU$	NZ$
Understanding SFIA Training	Our flagship Understanding SFIA course introduces SFIA, explaining the structure and history of SFIA, and exposing participants to practical applications of SFIA throughout the Skills Management lifecycle through exercises and discussion. Leveraging our expertise in helping organisations adopt SFIA we'll provide tips for implementation and how to get value from SFIA in your organisation.\n\nThis is a SFIA Foundation accredited SFIA course covering the training requirements for those looking to become an accredited SFIA Consultant or SFIA Practitioner.	TUSC One-day face-to-face Public	Per person	$815	£475	$890	$960
		TUSO 2 x 3-hour sessions Online	Per person Min. 4 people	$685	£400	$769	$830
		TUSP One-day face-to-face Private (at your venue)	Per person Min. 4 people	$775	£450	$780	$850
Advanced SFIA Training	Our Advanced SFIA course is targeted at individuals responsible for implementing SFIA within their organisation, or for individuals responsible for the maintenance of SFIA once it has been implemented. This course explores the challenge of integrating SFIA into organisations practices, such as HR processes, operational and project resourcing, and considers how data gather during SFIA assessments and SFIA role profile generation can be embedded into organisational decision making.\n\nSuccessful completion of our Understanding SFIA course or a good working knowledge of SFIA is a requirement for all participants.	TASC One-day face-to-face	Per person	$815	£475	$890	$960
		TASO 2 x 3-hour sessions	Per person Min. 4 people	$685	£400	$769	$830
		TASP One-day face-to-face Private (at your venue)	Per person Min. 4 people	$775	£450	$780	$850
SFIA Deep Dive Training	The SFIA Deep Dive course provides an opportunity to explore the SFIA framework with the experts who helped develop it.\n\nSuccessful completion of our Understanding SFIA course or a good working knowledge of SFIA is a requirement for all participants.\n\nThis course complements our SFIA Assessor and SFIA Role Profiling courses, with many participants electing to take this course before the SFIA Assessor / SFIA Role Profiling course.	TSDD One-day face-to-face Private (at your venue)	Per person Min. 4 people	$775	£450	$780	$850
SFIA Role Profiling Training	Our SFIA Role Profiling training takes participants through how to create SFIA role profiles from process documentation, evaluate existing documentation, use SFIA assessment data, and rapidly prototype SFIA role profiles. Leveraging our extensive experience, and utilising real-life case studies, we explore how to link the outputs into career pathway development, develop interview questions, and support recruitment practices.\n\nSuccessful completion of our Understanding SFIA course or a good working knowledge of SFIA is a requirement for all participants. This course complements our SFIA Assessor course. Additionally, many participants have benefited from attending the SFIA Deep Dive course to raise their understanding of the activities and skills in the SFIA framework.	TSRP One-day face-to-face Private (at your venue)	Per person Min. 4 people	$775	£450	$780	$850

SkillsTX — Digital Skills Management

Prices exclude applicable taxes, which must be added. Private courses may be subject to travel and expenses charges dependent on location and quantity. Quantity discounts available.

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TRAINING

Course	Description	Code/Format	Unit	US$	GB£	AU$	NZ$
SFIA Assessor Training	Our SFIA Assessor training course shows attendees how to assess professional skills against the SFIA framework, walking through the different styles of assessment and validation techniques, roles and responsibilities, interview structure and tips. This course is aimed at those who might be conducting SFIA assessments (whether in their own area of expertise or across the entire SFIA framework), those who might benefit from including SFIA assessment techniques in other contexts (e.g. recruiters), and those who need a good understanding of the assessment process (e.g. HR managers). Successful completion of our Understanding SFIA course or a good working knowledge of SFIA is a requirement for all participants. Many participants have benefited from attending the SFIA Deep Dive course to raise their understanding of the activities and skills in the SFIA framework. This course complements our SFIA Role Profiling course.	TSAS One-day face-to-face Private (at your venue)	Per person Min. 4 people	$775	£450	$780	$850
SFIA Masterclass Training	This 4-day face-to-face program of courses is tailored specifically for an organisation implementing SFIA with a requirement to train different audiences to different knowledge levels. It includes Understanding SFIA, SFIA Deep Dive, SFIA Role Profiling and SFIA Assessor Training.	TSMC Four-day face-to-face Private (at your venue)	Per person Min. 4 people	$2,690	£1,560	$2,700	$2,950
SFIA for People Managers Training	Our half-day SFIA for People Managers training is designed for line managers, team leaders, HR and L&D practitioners, and others who support staff in their professional development. A basic understanding of SFIA is recommended but not mandatory because the framework is embedded within the solution. The training will use 4 personality type scenarios to role play how to address a skill profile review with your workforce. Starting with an understanding of how the data is used in job matching and gap analysis we will guide the attendees through different approaches to help ensure that an individual's skill profile is accurate and maintained. The training will be hands-on and therefore required access to the internet. Private half-day face-to-face workshop-based training, run at your venue (minimum 4 people).	TSPM Half-day face-to-face Private (at your venue)	Per person Min. 4 people	$775	£450	$780	$850
SkillsTx Administrator Training	Our SkillsTx Administrator training is designed for the individuals within an organization who are going to perform the administration tasks to manage SkillsTx. Participants often include internal SFIA experts, HR, Learning & Development, SFIA project team members, or IT application support representatives. The administration activity for SkillsTx does not require in-depth technical knowledge, as the focus of the activity is on: maintaining in-scope employee data and management reporting lines; creating and maintaining job descriptions and role profiles; maintaining job/role profile assignments for employees who may have changed jobs; maintaining skill attributes and mapped development actions; generating customer analytical reporting as required; coordinating endorsement skills discussion; taking advantage of features such as the candidate/recruitment functionality and general platform and user support for SkillsTx.	TSAP Half-day face-to-face Private (at your venue)	Per person Min. 4 people	$775	£450	$780	$850
		TSAO 2 x 90-minute sessions Online	Per person Min. 4 people	$685	£400	$769	$830

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SUPPORTING SERVICES

Service	Description	Code/Format	Unit	US$	GB£	AU$	NZ$
SFIA Awareness	Designed to provide all staff with an overall understanding of SFIA, its benefits and how it will affect them. It is a key component of introducing a full SFIA implementation to staff. It takes elements from the accredited Understanding SFIA Course and provides an overview on how SFIA is applied. This session is also designed to 'pace out objections' and to reinforce the key messages used within the Management of Change strategy.	SSAW	Each	$415	£275	$465	$480
SFIA Role Profile Validation	Validation of an existing customer-provided Role Profile or Job Description, with creation of a SFIA-based role profile or job description using SkillsTx.	SSRV	Each	$485	£325	$565	$620
SFIA Skills Discussion and Certified Skills Profile	Independent skills validation, where a SFIA Accredited Consultant works with an individual to independently assess their skills. Output is an Certified SFIA Skills Profile. Carried out online, or can be scheduled on site in batches subject to logistics and expense considerations.	SSVI	Each	$375	£250	$430	$473
Supported Proof Of Value	A SFIA Accredited Consultant from our Professional Services team will help you to set-up the SkillsTx solution, and use it to assess the skills of up to 100 of your team, convert up to 5 of your existing jobs/roles into SFIA-based Job Descriptions or Role Profiles, help you interpret the analytics data, and make the business case for embedding the use of SFIA within your organization. This package is designed for those who prefer some expert assistance rather than the do-it-yourself trial option. It includes up to 4 days of professional services support from a Senior SFIA Accredited Consultant; and up to 100 SkillsTx SaaS licences for 2 months.	SPOV	Each	$7,995	£4,950	$9,750	$10,450

Prices exclude applicable taxes, which must be added. Consultancy services may be subject to travel and expenses charges dependent on location and quantity. Quantity discounts available.

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SkillsTx
Digital Skills Management

SUPPORTING SERVICES

Workshop	Description	Code/Format	Unit	US$	GB£	AU$	NZ$
Implementation Readiness Review	An interactive workshop and discussion with a SFIA Accredited Consultant to discuss the organisation's implementation approach, and identify any potential issues or considerations based on experience and best practice approaches. Sessions should be scheduled for up to 2-hours, but may require less time depending on complexity etc.	SIRR	Each	$825	£550	$925	$1,000
Communications Workshop	Half-day workshop with key stakeholders to define the communications strategy for a project, followed by the development of a "message house" – with key messages and themes, and communication protocols used to inform key stakeholder groups. The output is a Communications Package ready for delivery to in-scope staff.	SSMW	Each	$2,625	£1,750	$2,925	$3,000
Benefits Planning Workshop	Half-day workshop utilising industry best practice methods, drawing out the expected benefits to the organisation, how they are aligned to the project schedule and the key stakeholders of the project.	SBMW	Each	$825	£550	$925	$1,000
Risk Management Workshop	Half-day workshop to define the key risks to project success, and identify mitigation strategies and resource requirements. Customized to suit the organisation's needs, and often includes Risk Strategy, policy, processes, methods and tools to support recording and tracking of risks to ensure compliance to ISO standards.	SRMW	Each	$825	£550	$925	$1,000
Operating Model Review	This workshop is conducted with key stakeholders to confirm the key functions, positions and roles required by the organisation, confirms the "as-is" and "to be" operating model, and identify areas where skills may be required. The workshop includes many aspects of IT Governance and Management, and covers a range of popular frameworks and methodologies.	SSOM	Each	$3,600	£2,400	$4,000	$4,320
SFIA for Team Leaders	For use during SFIA implementation, this session supports potential leaders within the organisation. The objective is to explain how the assessment and validation process works, and how this relates to their staff. The focus is on 'pacing out objections' and the key messages used within the communications strategy. Half-day session, max 12 people. Includes some exercises and printouts.	SSTL	Each	$1,425	£950	$1,850	$2,000
SFIA Presentation and Workshop	Analysis of assessment data followed by the facilitation of an interactive workshop with senior stakeholders to review the data, complete analytics handover and agree next steps.	SSPW	Each	$2,850	£1,900	$3,705	$4,009
SFIA Transformation Workshop	Taking attendees 3 years into the future, this workshop shows how SFIA integrates into the IT and business operating models and creates additional business value. Elements of Recruitment, Project Management, Training and Communities of Practice are considered, and a real world scenario is used as a practical case study. The session is designed to foster discussion and create an awareness as to the 'end state' of a well implemented and integrated SFIA capability.	STRW	Each	$825	£550	$925	$1,000

Prices exclude applicable taxes, which must be added. Workshop may be subject to travel and expenses charges dependent on location and quantity. Quantity discounts available.

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PROFESSIONAL SERVICES

Service	Description	Code/Format	Unit	US$	GB£	AU$	NZ$
Delivery Support Analyst	Resource provision of Delivery Support Analyst (SFIA level 3)	SPS3	Day	$750	£500	$860	$946
Consultant	Resource provision of Consultant (SFIA level 5)	SPS5	Day	$1,600	£850	$1,850	$2,035
Senior Consultant	Resource provision of Senior Consultant (SFIA level 6)	SPS6	Day	$1,750	£950	$2,000	$2,200
Principal Consultant	Resource provision of Principal Consultant (SFIA level 7)	SPS7	Day	$2,000	£1,200	$2,250	$2,475

Prices exclude applicable taxes, which must be added. Consultancy services may be subject to travel and expenses charges dependent on location and quantity. Quantity discounts available.

THANK YOU