How does it work?

Component	Overview	SKILLS Tx Assess	SKILLS Tx Define
Individual Skills Assessment	Individuals complete the assessment online and receive a detailed objective report outlining their current level of responsibility and accountability, plus a detailed breakdown of the selected skills with associated level of skill and a definition of skill level achieved.	✓	✓
Organisational Assessment	Once individual self-assessments are completed, organisations can generate an organisational assessment report, where skills at an organisational level are compiled from the individual skills profiles. This provides a rolled-up view of skills balance, gaps, risks and potential improvement areas.	✓	✓
Skills Validation	360° validation options, including Manager and/or Co-worker validation of SFIA levels of responsibility, to augment data quality and consistency. Also supports full skills validation by SFIA Accredited Consultants.	✓	✓
Role Profile and Job Description Creation	Make the developing of role profiles and job descriptions a painless exercise! No previous knowledge of SFIA is required; you can create a tailor-made SFIA-based role profile or job description in minutes!		✓
Professional Development	Produce Individual "Development Assessment" Reports for each member of staff, showing how well they match to the defined Roles/Jobs - invaluable for informed career development planning, and identifying relevant training & other development interventions. This is extremely effective as part of a Continual Professional Development, Performance Appraisal or Training Needs analysis.		✓
Position Matching	Identify and rank individuals with a skills match to a Role Profile or Job Description (uses self-assessed and validated data).		✓

What do I need?

There are no applications to install, no in-depth training required.

All you need is an Internet connection and you're ready to go!

What are my next steps?

Contact Macanta Consulting to discuss your requirements.

Email info@macanta.com.au, or call 1300 226 111.

What are the benefits?

- Implement organisation-wide self-assessments, easily accessed by staff using an internet connection - nothing more.

- Identify skills gaps (plus areas where there are significant under-utilised skills, and those where a single point of dependency exists) within the organisation;

- Engage in meaningful Professional Development discussions with individuals to address skills shortfalls and/or career development requirements;

- Develop Training and/or Recruitment Programs based on a clear understanding of areas to address.

Which module is right for my organisation?

If you're simply wanting to understand what skills you have and potential gaps, SkillsTx Assess if for you.

If you are looking to confirm what skills you will need=, develop Role Profiles / Job Descriptions, and implement it within your HR, Recruitment and Business processes, look to SkillsTx Define.

Further information is in the table below.

Component	Overview	SKILLS Tx Assess	SKILLS Tx Define
Individual Skills Assessment	Individuals complete the assessment online and receive a detailed objective report outlining their current level of responsibility and accountability, plus a detailed breakdown of the selected skills with associated level of skill and a definition of skill level achieved.	✔	✔
Organisational Assessment	Once individual self-assessments are completed, organisations can generate an organisational assessment report, where skills at an organisational level are compiled from the individual skills profiles. This provides a rolled-up view of skills balance, gaps, risks and potential improvement areas.	✔	✔
Skills Validation	360° validation options, including Manager and/or Co-worker validation of SFIA levels of responsibility, to augment data quality and consistency. Also supports full skills validation by SFIA Accredited Consultants.	✔	✔
Role Profile and Job Description Creation	Make the developing of role profiles and job descriptions a painless exercise! No previous knowledge of SFIA is required; you can create a tailor-made SFIA-based role profile or job description in minutes!		✔
Professional Development	Produce Individual "Development Assessment" Reports for each member of staff, showing how well they match to the defined Roles/Jobs - invaluable for informed career development planning, and identifying relevant training & other development interventions. This is extremely effective as part of a Continual Professional Development, Performance Appraisal or Training Needs analysis.		✔
Position Matching	Identify and rank individuals with a skills match to a Role Profile or Job Description (uses self-assessed and validated data)		✔

Job Description Creator

Create Job Descriptions and Role Profiles in minutes! Make the development of job descriptions a painless exercise, using SkillsTx Define.

This requires minimal knowledge of SFIA, nothing to install and creates a tailor-made SFIA-based job description in minutes.

Consulting and validation options are also available to support if required.

SFIA Match for Recruiters

Hire the best people! Using SkillsTx Define, develop a Job Description for advertisement and search in minutes.

Candidates then complete an Individual Self Assessment, and the recruiter uses the Position Matching report to identify the most suitable candidates based on their skill levels and levels of responsibility.

Skills Assessment for Organisations

Uncover your organisation's missing or hidden ICT skills. Using SkillsTx Assess, an organisational assessment report is generated, where skills at an organisational level are compiled from the individual skills profiles.

This provides a rolled-up view of skills balance, gaps, risks, and potential improvement areas.

Who Uses SkillsTx?

SkillsTx can be used by any organisation that wants the answers to the following questions.

- What Skills Do I Have?
- What Skills Do I Need?

Answering these two questions is seen as fundamental to an organisation's ability to operate in a cost effective way and maximise the potential of their staff.

Private sector organisations from many industries, Government bodies, training providers and recruiters have all used SkillsTx to help answer those questions.

SkillsTx ensures that organisations with little or no SFIA knowledge can still realise the benefits of SFIA, without the expense of having staff trained in its' usage.

Organisations can now easily understand what skills they have across the whole organisation.

Staff members derive value in identifying what skills they have, and what skills could be improved through professional development (training, coaching or mentoring).
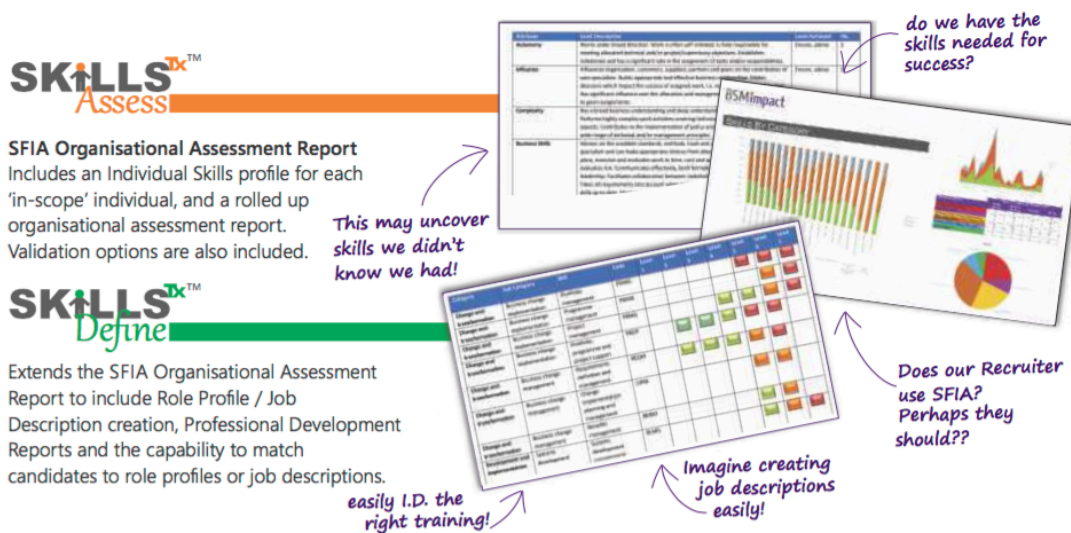
Skills for the Information Age

Do you know what skills you have and what skills you need?

The Skills Framework for the Information Age (SFIA) is recognised throughout the world as a practical and extensive framework that identifies the professional skills needed in technology and associated professions.

More and more organisations are using SFIA to keep track of the skills they have and the skills they need to obtain through recruitment or training and development.

Macanta uses SkillsTx – a set of online tools designed to transform skills management.

We can offer organisations and individuals easy access to the power of SFIA. There are no applications to install and no in-depth training required!

The following tools are available to you.

Individual SFIA Self Assessment

The SFIA Skills Assessment allows individuals to identify their current relevant skills and the level achieved against these skills, offering an excellent way to focus on Continual Professional Development (CPD) plans, enhance your CV or Resume and assess future training and development needs.