



SFIA Level	APS Level
7	SES
6	EL2
5	EL1
4	APSS6
3	APSS5
2	APSS4
1	APSS1,2,3

Knowledge	
5 yrs +	Guru
3 - 5 yrs	Expert
1 - 3 yrs	Competent
6 mth - 1 yr	Beginner
< 6 mth	Novice
Equivalent Skill	
Skill Increase	

Skills in detail

- BPRI** = Business process improvement
- CORE** = Conformance review
- DESN** = Systems design
- EMRG** = Emerging technology monitoring
- INAN** = Analytics
- MEAS** = Measurement
- METL** = Methods and tools
- PEMT** = Performance management
- PORT** = Porting/software configuration
- PROG** = Programming/software development
- QUAS** = Quality assurance
- RLMT** = Relationship management
- SINT** = Systems integration and build
- SWDN** = Software design
- TECH** = Specialist advice
- TEST** = Testing
- UNAN** = User experience analysis

DRAFT

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The content presented here came from the Digital Career Pathways workshops. It is provided as a proof of concept for community consideration.