

# Transformation of the Digital Data and Technology (DDaT) Capability Framework (May 2021)

## Why we are doing this

As part of our new Cross Government Capability Strategy 2021-2026 we are committed to delivering a simplified, unified DDaT career framework. Following extensive cross government research Nov 2020-Jan 2021, we recognise that the current DDaT Framework, which was originally published in 2017 is no longer meeting the needs of departments or DDaT professionals across government. A number of departments have built additional career tools or are using Skills Framework for the Information Age (SFIA) & Information Technology Infrastructure Library (ITIL) alongside DDaT.

Three main findings emerged from our research last year.

1. A need for better defined, more detailed skill descriptors
2. Examples of what good looks like/ better capability assessment support
3. Integrated career pathways with links to learning and development

## What we plan to do

The current approach to updating the framework is not compatible with the pace of change and growth of requirements across government and in the wider industry, which has led to an increasingly hard to navigate and saturated framework.

The Central Digital Data Office (CDDO) is therefore undertaking a **critical review** and **discovery** to improve the framework and bring consistency to this product, with a particular focus on better defined job families, skills and skill levels to reflect and support the full complement of needs across government. As a result of this work we will be stopping planned updates to the framework for financial year 2021, bar a few exceptions as outlined in the 'what this means for you' section below.

## What this means for you

### SCS and L&D Integration

This work will ensure we can deliver an improved cross government product which better facilitates career pathways to SCS, integrates skills to learning, development and accreditation and brings greater consistency to DDaT capability across departments and organisations.

### Pay & assessment

Any updates to the framework resulting from this transformation work will not negatively affect pay of individuals or pay groupings. This work will make it easier to carry out

capability-based assessment in future and to align job roles to pay grouping based on skills and industry benchmarking.

## Framework updates

In the short term (6- 12 months) this will mean no more updates to roles and skills whilst we carry out discovery and alpha phases of this transformation.

## Exceptions to updates

We recognise a number of roles in progress are business critical for your organisations and communities. As a result, we will publish the most up to date versions of the Business Analysis role along with new roles of Enterprise Architect and Data Ethics on the Knowledgehub platform to support your recruitment and assessment activities.