



Workforce Capability Gap Assessment for Cloud Transition

Cloud Policy Fact Sheet 2.1

Transition to cloud services changes the role of ICT from an owner and operator of infrastructure to becoming a broker, manager and or operator of services. This is a fundamental change to the skill sets and capabilities of the ICT workforce. This fact sheet will assist with conducting a gap analysis between the current state and desired capability set.

Objective

Assess the skills and capabilities of your agency to plan, assess and implement cloud offerings.

Process

Transitioning to the cloud will require a change in skill sets, as ICT changes from being consumers of technology to brokers of cloud services. To assist this transition, your agency will be required to create a comprehensive plan to ensure your cloud transformation is sufficiently planned for and resourced. Following are some key considerations.

Analyse your current situation

Perform a thorough analysis of your agency's applications, budget levels and skill sets to build a picture of your current workforce capability.

1. Describe the assessing environment. This will assist to determine the initial number of staff required and particular skill sets related to the applications that will be migrated.
 - Determine which applications will be moved to the cloud. You may choose to pilot the migration of one area of your business to the cloud first. A small scale pilot can be used to evaluate the resources and time required; and identify any adverse events which will then assist in the larger scale transition to cloud.
 - Determine the migration timelines, and audit your current infrastructure to get a better idea of the scope, scale and costs of the migration. You will need to consider:
 - Which applications are best fit to move to the cloud?
 - What is the current level of storage you are using and what types of storage do you use? What are the costs involved? Data centres are a key area where agencies can make savings, so knowing how much data centres cost helps the business decision to move to cloud.
 - How much data do you create and store on a daily, monthly, and yearly basis, and how fast is that growing?
 - What kind of databases do you employ?
 - What does your networking environment look like?
 - What kind of analytics programs do you currently use?

2. Determine any gaps by examining the skills of your current ICT team on both an individual and collective basis against the skills that will be required during and after the transition. This will assist with understanding the ICT staff who might be initially impacted by the cloud transition and the speed at which you will need to augment their skills or add to the team.

The Office of Digital Government has prepared the 'Information and communications technology capability framework'. The framework incorporates the WA Public Sector Levels 1 to 6 and the Leadership capability profiles, and the Skills Framework for the Information Age (SFIA). The framework assists agencies to align ICT skill capabilities to core government functions and activities, and provides agencies with a consistent approach and platform for performance management, training and development, and workforce planning.

3. Review the level of workforce resourcing. Do they reflect the anticipated workforce changes identified in the step above? The above process can assist to inform a business case to plan for cloud transition and determine budgets.

Useful Tools

[State of Western Australia, 2017. Information and communications technology capability framework: A guide for practitioners and leaders in information and communications technology \(ICT\).](#)

[SFIA – The Skills Framework for the Information Age - describes skills required by professionals in roles involving information and communications technology.](#)

[Public Sector Commission, 2016. Capability Profile: Levels 1-6 Guidelines.](#)

Related Cloud Policy Fact Sheets:

- 2.2 Workforce development planning for cloud transition
- 2.3 Improving workforce capability for cloud transition
- 2.4 Reviewing workforce capability for Cloud transition
- 4.2 Planning an approach for cloud transition