



# What is the Job Family Framework?

## APS Job Family Framework



### What is the Job Family Framework?

The Job Family Framework (the Framework) is a workforce segmentation tool used for workforce planning purposes. It outlines an occupational grouping for the APS that is based on the types of work performed. They are a way of defining and grouping roles that is based off similar or identical sets of tasks to build a profile of the workforce.



### What does the Job Family Framework do?

The Job Family Framework enables workforce segmentation to support organisational strategy through:



Labour market analysis, environmental scanning, workforce profiling



Identifying critical roles & aligning roles with business objectives



Benchmarking, demand and supply forecasting, resource allocations



### Why do we talk about roles?

The Framework does not account for individuals across agencies but acts as a standardised categorisation at a level above the individual position holder.



### What is the Job Family Framework not used for?

The Framework does not map capabilities or skills. The role descriptions in the Framework outline the core tasks of the role, and **does not** include:

- Capabilities required to perform the role
- Any required qualifications
- Methodologies for performing the role

It is not recommended for mapping to be shared with occupants of mapped roles, as it is not intended to be a comprehensive description or reflection of an employee's job.



### What about skills and capabilities?

The Framework does not capture the skills and capabilities of occupational groups across the APS but reflects the tasks performed by roles the majority of the time. Skills and capabilities can be captured through the development of role profiles at the agency level.



### What are the benefits of the Framework?

#### To the agency:

- Understanding of the workforce profile
- Supports analysis & benchmarking
- Forms basis for workforce planning
- Simplifies segmentation/grouping of like roles

#### To the APS:

- Consistency in reporting
- Provides basis for benchmarking
- Provides insights for APS workforce strategies