The Sector Skills Council for Business and Information Technology

e-skills UK

An update on developments

Dr. Mark Ratcliffe
Director of HE Engagement
e-skills UK

Inspire future talent   >   Support IT professionals   >   Campaign for the IT nation   >

Programmes to cover

- e-skills internship
- 14-19 Diploma
- ITMB
- National Skills Academy for IT

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The e-skills internship

- Arose out of HEFCE funded Revitalise IT
  - Big Ambition
  - Catalyst

- Experian employer survey
  - Employers were still unhappy about graduate's employability skills.
  - Whilst existing placements do develop these skills, the take up has been falling.

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e-skills internship pilot

- Aimed specifically at undergraduate placements to lift participation rates to 50% in 5 years:
  - Raising the bar on placements
  - Captured best practices for employers, universities and students
  - Defined employer endorsed learning outcomes.
- Plan was for 5 universities, 5 employers and a pilot with 200 students.

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University involvement

Originally:

- University of Greenwich
- University of Kent
- University of Plymouth
- Oxford Brookes University
- University College London (UCL)

Now over 30 universities are involved in the Pilot

Looking to further widen participation

But within a few months included:

- Aberystwyth University
- Aston University
- Bournemouth University
- Brighton University
- City University London
- Coventry University
- De Montfort University
- Edinburgh Napier University
- Loughborough University
- Sheffield Hallam University
- University of Exeter
- University of Glamorgan
- University of Portsmouth

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Employer involvement

Began with:

- IBM
- Network Rail

Now over 210 companies are involved in the Pilot

And within a few months included:

- Astrazeneca
- British Airways
- CA
- Capgemini
- Fujitsu
- GlaxoSmithKline
- Google
- Goss Interactive
- Land Registry
- Microsoft
- Motorola
- P&G
- TNT

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Progress to date

- Videos
  – IBM, GSK, Network Rail,
  – Select Software, Kinetic Solutions
- Resources
  – aimed at convincing students
- Internship Connect
  – website to support community
- Sustainability

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14-19 Diploma

- Good progress on Specialist Qualifications

  => 'IT Application Development Specialist'

  Units also designed for apprenticeships & standalone qualifications too.

- The first Diploma students will be receiving their qualifications this summer.

  Looking for case studies and feedback.

  Please contact me: Mark.Ratcliffe@e-skills.com

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ITMB

- <u>Aim-</u> To equip graduates with a set of employer defined skills:

- *Impact- 90% of ITMB students feel 'well prepared' for employment or 'work ready'*

- *Impact- 84% of final year students at two sample ITMB universities had already secured employment when asked in March 2010.*

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ITMB continued

- <u>Aim-</u> To increase progression of graduates into IT professional careers:

- *Impact- 82% of ITMB students are more likely to consider a career in IT as a result.*

- <u>Aim-</u> To appeal to females as well as males:

- *Impact- 32% of ITMB students are female, double the national average for computing.*

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National Skills Academy for IT

Created by the sector, for the sector, the National Skills Academy for IT will release the potential of professionals by:

- Generating greater uptake of learning & qualifications which are valued by the sector
- Recognising competence against sector-valued, globally-relevant standards

Clustered around 3 main objectives:

- Inspire young people about IT and help build their skills
- Support the UK's IT professionals to develop their skills
- Help employers of all sizes to invest in IT and IT skills

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Products and Services

The 5 year plan includes the following core products and services:

- Academy **certificates** of professional competence
- A **register** of individual skills and qualifications
- **Licensing** of training providers
- **Endorsement** of qualifications and training courses
- **Coursemap** – a tool to find appropriate training
- Academy **Learning** – courses provided through the academy together with a range of other freely available online services
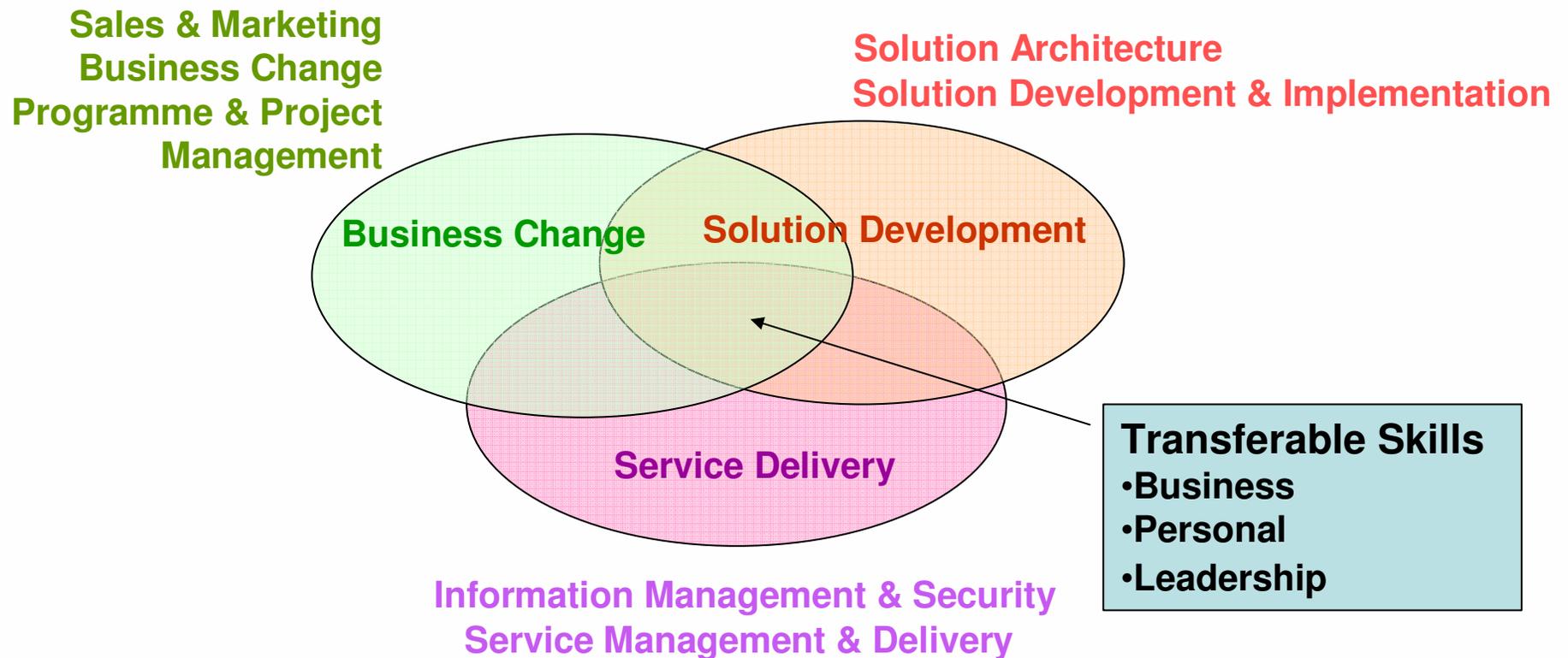
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Certificates of Competence

- The Academy will operate a simple structure of IT Professional Certificates which will be:
  - **portable:** recognised by employers across the sector
  - **robust:** with competencies specifying what an IT professional can do
  - **meaningful:** a core of mandatory competencies for each Certificate
  - **flexible:** a range of additional competencies to suit different needs
  - **open:** technology and vendor-neutral
  - **inclusive:** with any qualification or assessed learning able to contribute to achievement
- Each IT Professional Certificate will comprise a suite of competencies, some mandatory, some optional, covering technical and transferable skills.

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Certificates continued

- Certificates will cover the core disciplines of IT

Sales & Marketing
Business Change
Programme & Project
Management

Solution Architecture
Solution Development & Implementation

Business Change   **Solution Development**

Service Delivery

Transferable Skills
•**Business**
•**Personal**
•**Leadership**

Information Management & Security
Service Management & Delivery

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Certificates continued

Three levels of certificate are proposed:

- Foundation: roughly covering the first two years of a career as an IT Professional *(up to SFIA Level 4)*

- Intermediate: covering approximately years 2 to 5 of a career *(SFIA Levels 4 and 5)*

- Higher *(SFIA Levels 6 and 7)*

- *Note: Career stages are intended for guidance only – there is no time requirement or restriction. Individuals will progress at their own pace.*
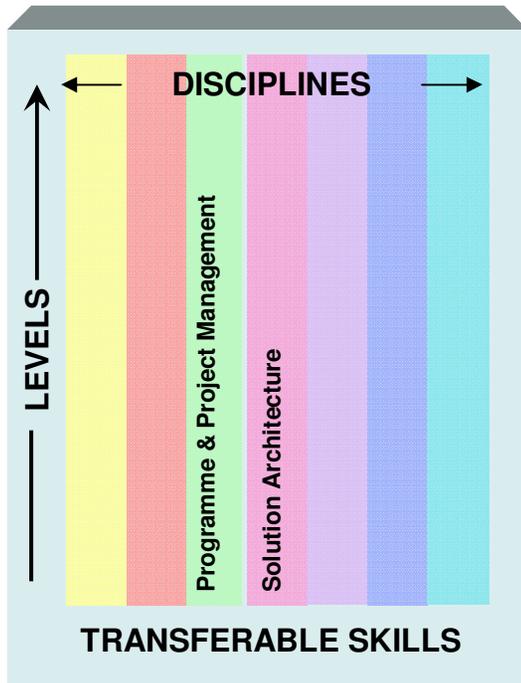
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Certificates based on level and discipline

Business Change

Solution Development
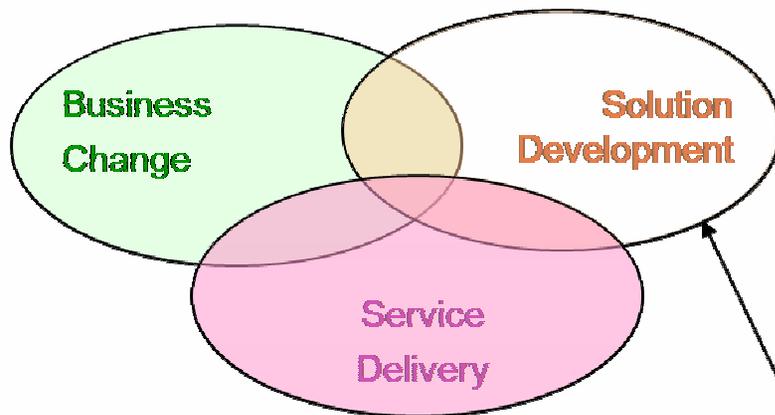
Service Delivery

	Solution Development	Business Change	Service Delivery
Higher			
Intermediate			
Foundation			

For each certificate (each Discipline Family at a given level):

➤Core competencies: a defined set specific to the **Discipline Family**, covering both technical and transferable skills

➤ Additional competencies: chosen from a **broad set** relevant to the Discipline Family, covering both technical and transferable skills

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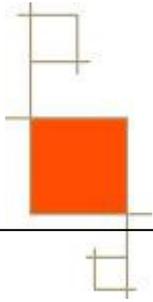
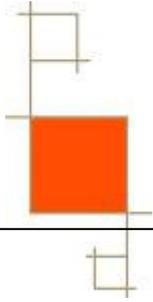# THE PROFESSIONAL COMPETENCIES MODEL

DISCIPLINES

LEVELS

Programme & Project Management

Solution Architecture

TRANSFERABLE SKILLS

SFIA Skills Statement

Solution Development & implementation

Discipline Family: Solution Development	
Discipline: Solution Development and Implementation	
Sub-discipline	**Competencies**
5.1 Systems development	5.1.1 Perform systems development activities 5.1.2 Contribute to the management of systems development
5.2 Software development	
5.3 Testing	
5.4 Systems	
5.5 Systems implementation handover	

•Follow organisational standards for the systems development lifecycle
•Correctly select and apply systems development procedures, tools and techniques following organisational standards
•Operate with reference to systems architecture, design and service level requirements and the environment in which an IT/technology system will operate
•Collate, interpret and document relevant information relating to architecture models and existing system elements in order to inform systems development activities
•Collate, interpret and document relevant information from design deliverables, service level requirements and operational environments to inform systems development activities
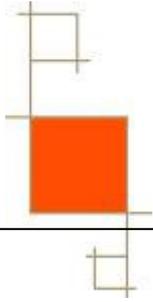
AWARDING CERTIFICATES

- Academy Certification will be based on aggregation of the required competencies (Technical and Transferable).

- Competencies can be demonstrated by:
  - Achievement of Academy endorsed qualifications (such as ISEB, ITIL, MCPD …)
  - Successful completion of Academy-endorsed learning which is assessed.
  - Successful completion of Academy-endorsed stand-alone assessments.

- Academy endorsed qualifications and learning are mapped to the competencies of the IT profession so that it is easy to see what they cover.

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## THE REGISTER OF SKILLS - enabling professional recognition and progression

- Based on the **e-skills model and SFIA**, the Academy will operate a **Register for IT professionals** which contains verifiable records of the competencies they have.

- **Membership services** will add value to the Register and help to create vibrant online communities

- Certification for achievement of a sector-valued suite of competencies will make it easy to understand what an IT professional can do and encourage progression

"It's good to feel interconnected with the rest of the industry through qualifications". – Large IT Co.

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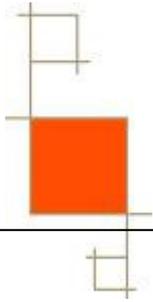
LICENSING PROCESS

- The licensing process will include consideration of:
  - Evidence of being respected by employers in the sector for:
    - quality of service (customer service, customised solutions, quality of programmes) and
    - quality of delivery (staffing and resources, delivery methods)
  - Capacity to deliver sector-valued learning and qualifications)
    - Coverage of the proposed 'Academy base catalogue'
    - Ability to add value to the 'Academy base catalogue' with other offerings that are valued by the sector; and / or
    - Commitment to deliver Academy Learning.
  - Achievement of an appropriate organisation-wide quality standard respected by the sector (e.g. QAA standards for universities; Training Quality Standard; IITT accreditation).
  - Reach, i.e. breadth of coverage for Regional Consortia to include an appropriate mix of Universities, Colleges, private providers and employers.

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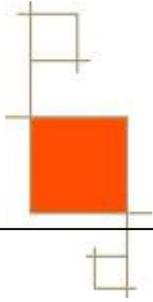
ENDORSEMENT

- The Academy will endorse high quality learning and qualifications which are valued by the sector
  - defining their coverage against the competency model and SFIA
  - linked to Coursemap, a tool to help find courses which match skills requirements
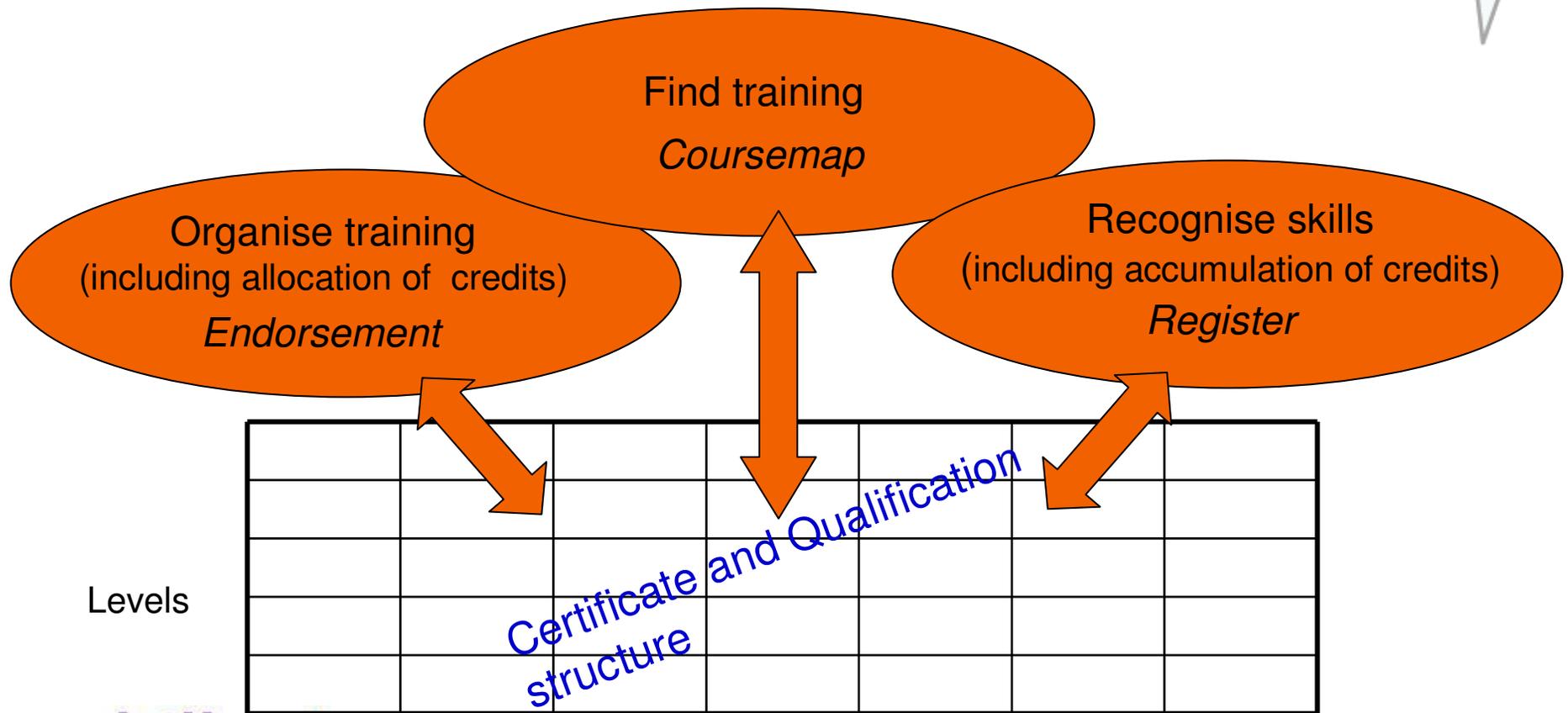
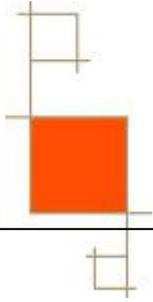*"It can take a very persistent Google search to find what you want"– Mid IT Co.*

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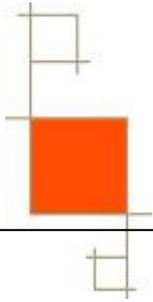
COURSEMAP

- The online 'Coursemap' services will make it easy to identify relevant endorsed learning and qualifications using the competency model or SFIA

Find training
Coursemap

Organise training
(including allocation of credits)
Endorsement

Recognise skills
(including accumulation of credits)
Register

Levels

Certificate and Qualification structure

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ACADEMY LEARNING

- As well as endorsing the learning and qualifications of others, the Academy will provide its own 'Academy Learning', which is also delivered via the network of licensed Academy Delivery Partners.

- The three main types of Academy Learning are:
  - existing courses (new routes to market);
  - Apprenticeships;
  - and new employer or commissioned content.

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Development timetable

- April 2010 – Academy pilot starts
  - Selected employers and providers participate
- July 2010 – New apprenticeship learning content defined
- September 2010 – Academy launch supported by employers
  - First national providers licensed
  - First Academy Learning endorsed
  - Registration service
  - Coursemap services
- January 2013 – Development phase ends
- March 2015 – Fully operational and delivering measurable impact across the sector
  - 25,000 active on Register
  - 65,000 active enrolments

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And finally

Any Questions?

Mark.Ratcliffe@e-skills.com

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