



e-skills uk

The Sector Skills Council for Business and Information Technology

# e-skills UK

An update on developments

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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



# 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.



# 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.

# 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

# 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



# Progress to date

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

# 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.

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# ITMB

- Aim- 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.*

# ITMB continued



- Aim- 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.*
- Aim- To appeal to females as well as males:
- *Impact- 32% of ITMB students are female, double the national average for computing.*

# 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

# 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

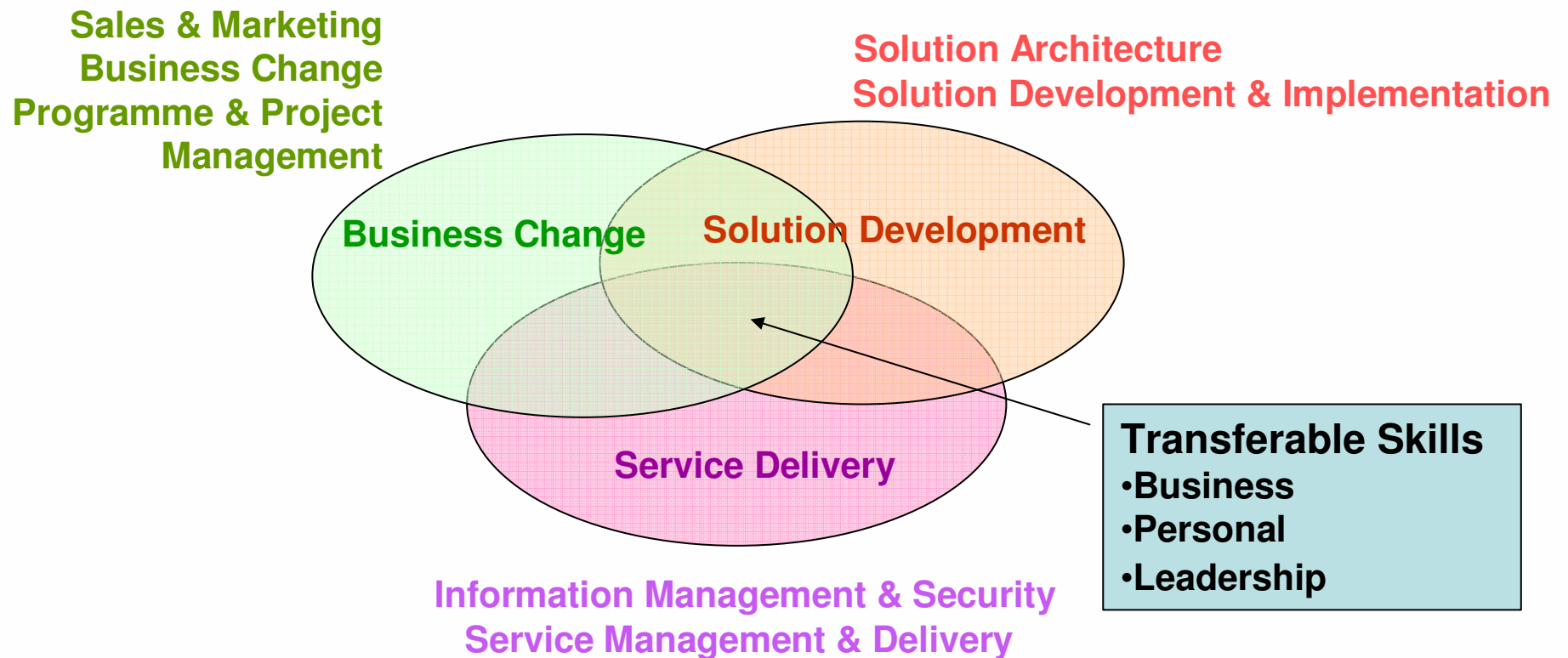


# Certificates of Competence

- 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.

# Certificates continued

- Certificates will cover the core disciplines of IT



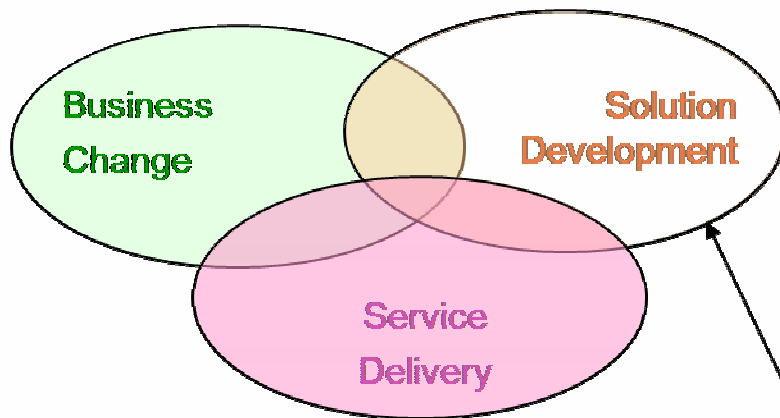
# Certificates continued



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.*

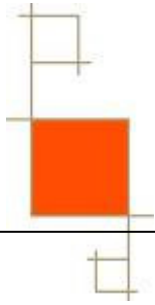
# Certificates based on level and discipline



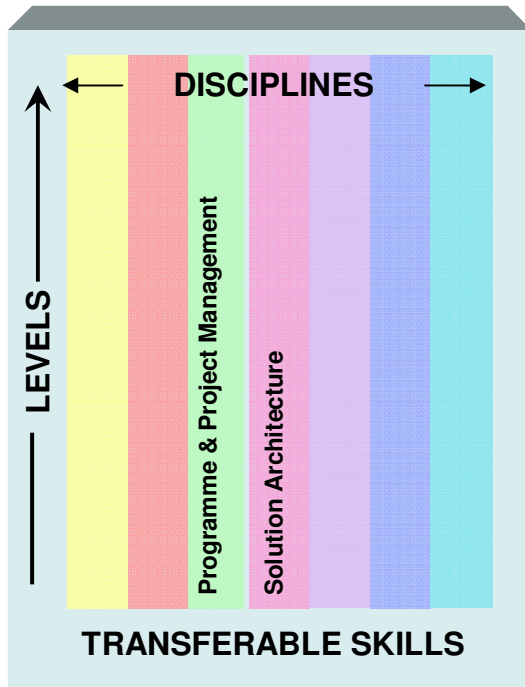
	<b>Solution Development</b>	<b>Business Change</b>	<b>Service Delivery</b>
<b>Higher</b>			
<b>Intermediate</b>			
<b>Foundation</b>			

**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



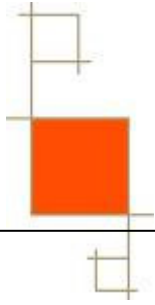
# THE PROFESSIONAL COMPETENCIES MODEL



**SFIA Skills Statement**

Solution Development & implementation

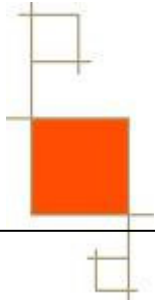
Discipline Family: Solution Development	
Discipline: Solution Development and Implementation	
Sub-discipline	Competencies
5.1 Systems development	5.1.1 Perform systems development activities 5.1.2 Contribute to the management of systems development
5.2 Software development	
5.3 Testing	<ul style="list-style-type: none"> <li>• Follow organisational standards for the systems development lifecycle</li> <li>• Correctly select and apply systems development procedures, tools and techniques following organisational standards</li> </ul>
5.4 Systems design and service level requirements	<ul style="list-style-type: none"> <li>• Operate with reference to systems architecture, design and service level requirements and the environment in which an IT/technology system will operate</li> </ul>
5.5 Systems implementation and handover	<ul style="list-style-type: none"> <li>• Collate, interpret and document relevant information relating to architecture models and existing system elements in order to inform systems development activities</li> <li>• Collate, interpret and document relevant information from design deliverables, service level requirements and operational environments to inform systems development activities</li> </ul>



## AWARDING CERTIFICATES

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- 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.

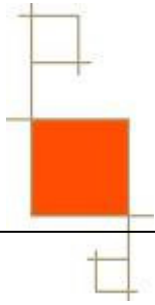


## THE REGISTER OF SKILLS - enabling professional recognition and progression

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- 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

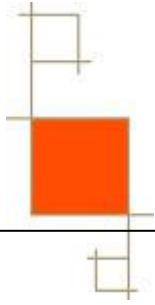
*"It's good to feel interconnected with the rest of the industry through qualifications!" – Large IT Co.*



## LICENSING PROCESS

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- 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.

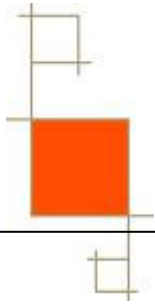


## ENDORSEMENT

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- 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

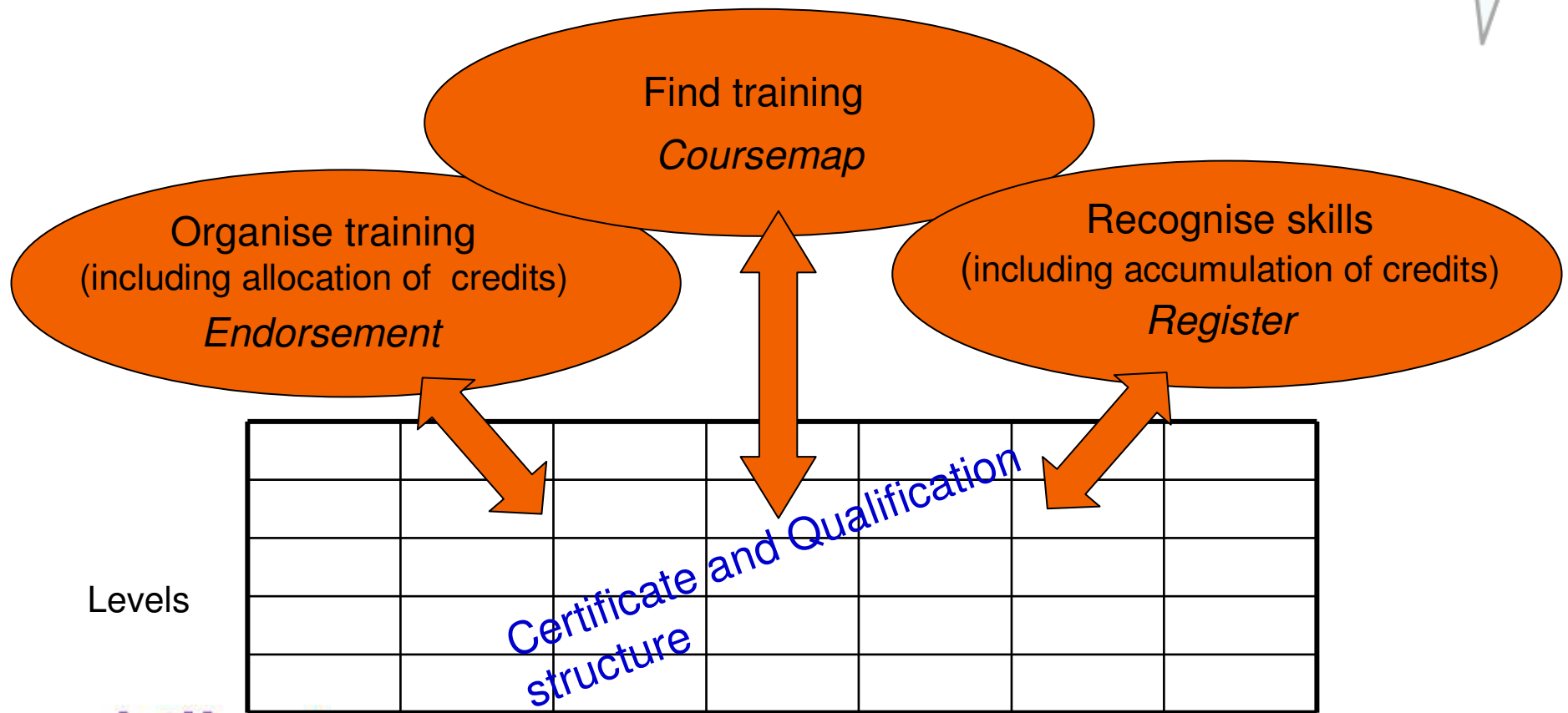
*"It can take a very persistent Google search to find what you want" – Mid IT Co.*

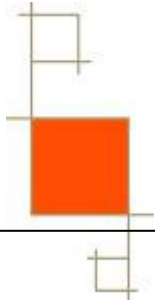


## COURSEMAP

*"Good, independent reviews are not easy to come by" – Large IT Co.*

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





## ACADEMY LEARNING

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- 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.

# 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



And finally

Any Questions?

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