



# **Building an IT Profession for the 21<sup>st</sup> Century**

Charles Hughes  
Chairman, IP3



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## IP3 Objectives

- ❑ Promoting IT professionalism worldwide to:
  - ❑ Improve the capability to exploit IT
  - ❑ Build IT professionalism to world standards
  - ❑ Develop a profession which is respected and valued
- ❑ Represent IT practitioners worldwide and to make their voice heard



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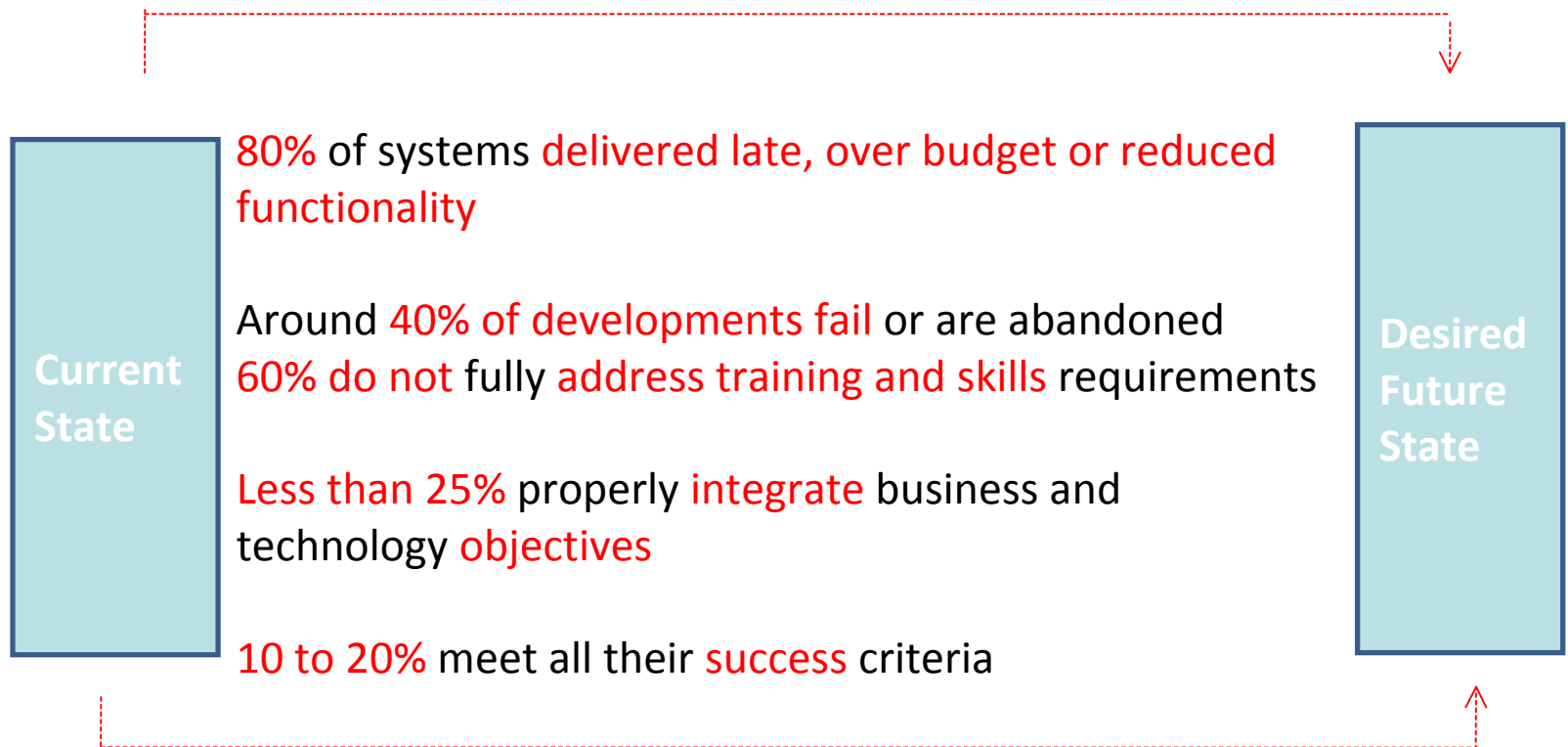
## The Drivers

- Critical importance of IT
- Forces of globalisation
- Governance and security requirements
- Maturation of IT industry
- Pride and prestige of IT professionals
- Attracting talented people



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## The Challenge of Transformational Change Programmes

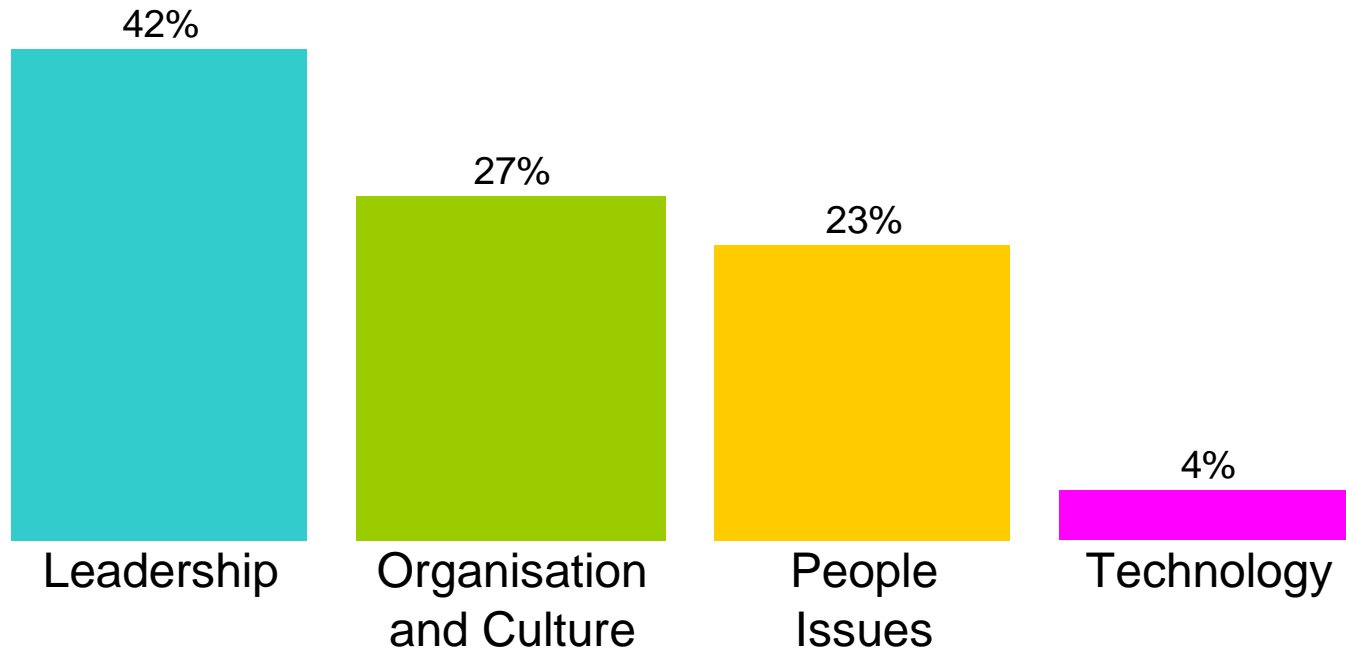


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## The Failure of Transformational Change Programmes



"Organisation Dynamics" - Jim Markowsky

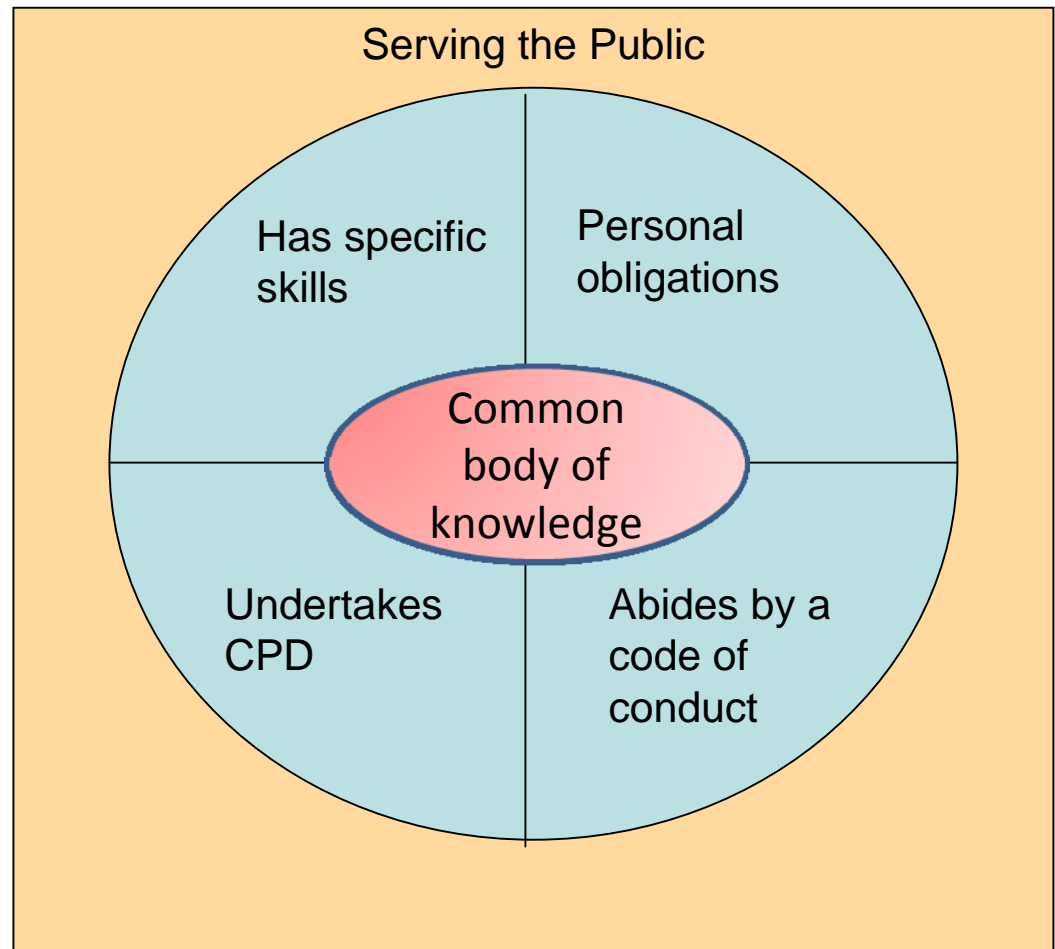


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## The Key Characteristics of the New IT profession

- ❑ Defined in terms of its ability to play a full part in all stages of IT exploitation
- ❑ Seen as – and sees itself as – an integral part of the business
- ❑ Appropriate non-technical skills, including management, business and leadership skills, as core competences
- ❑ Based on global standards
- ❑ About both **Information** and **Technology**
- ❑ Greater emphasis on the accreditation of current capability and competence
- ❑ Demands greater personal responsibility on the part of the practitioner
- ❑ Attractive to a wider group of entrants than at present

## What is a Professional?





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## IP3 Programmes

- Promotion and Communication
- Support and engagement for IT Societies
- Accreditation and International IT Professional (IITP) Certification





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## Accreditation Requirements

- Accountability, autonomy and complexity of role – IITP is SFIA level 5
- Technical, business and management competences – CBoK and Specialism
- Code of conduct and ethics
- Disciplinary and complaints processes
- Maintenance of certified status - CPD



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## Audit Requirements

- Based on ISO 17024:2003
- Compliance with requirements
- Membership standards and policies
- Appropriate governance and structure
- Resources to administer and improve the scheme
- Suitable records management and information systems



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## Assessment Process

- Chief assessor and 2 trained assessors appointed
- 2 local assessors invited
- Pre-briefing and documentation
- 4 day visit – expenses only
- Report prepared and agreed with association
- Award of certificate by IP3
- ACS completed; CIPS underway; BCS to be confirmed



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## Support for Societies

- Documentation
- Advice and guidance
- Signposting collaborations
- Significant involvement from many societies



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## Promotion and Communication


- Branding and name
- Conference and presentations
- Papers and articles
- Website – [www.ipthree.org](http://www.ipthree.org)



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## CEPIS

- Professionalism a 'top three' topic
- Working Group formed
- Collaboration with IP3
- Joint meeting with European Commission

 IP3 logo 1 white ground.jpg

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