
Skills and Experience based Certifications for IT Professionals

THE *Open* GROUP

Steve Philp
Marketing Director
ITAC & ITSC

Apex Plaza
Forbury Road
Reading
RG1 1AX
United Kingdom

Tel +44 (0)1189 023047
www.opengroup.org

s.philp@opengroup.org

Why certify?

□ For organizations, certifications:

- Provide a **quality assurance** that certified staff have mastered the skills and have the experience required to do their jobs
- Represent **valuable credentials** to search for in prospective employees, and can help retain top performers when offered as an incentive
- Offer a **competitive advantage** when staff are certified to a recognised industry standard
- Can be **cost effective** e.g. in reducing contractor days

□ For IT professionals, certifications:

- Demonstrate a **level of competency** to both employers and clients
- Ensure **skills and knowledge are current** and can be applied to their job
- Represent a well-recognized and respected IT credential that enhances their **marketability** and **career prospects**

What are ITAC and ITSC?

❑ IT Architect Certification (ITAC)

- Designed to validate the existence of those qualities and skills in a professional that enable the effective practice of IT architecture.

❑ IT Specialist Certification (ITSC)

- Designed to validate the existence of those qualities and skills in a professional that enable the effective development, implementation and operation of IT solutions.

- ❑ They are certification programs that require no training courses or examinations and focus purely on the skills and experience that an IT professional has developed while working on relevant IT projects.

Timelines

- ❑ Submission of a detailed joint proposal to The Open Group by IBM and HP for ITAC in Oct 04
- ❑ Development of core documents by ITAC working group
 - Capgemini, CLARS, EDS, HP, IBM
- ❑ Program Launched in July 05
 - Level 2 - Master Certified IT Architect
- ❑ Level 1 (Certified IT Architect) released Jan 06
- ❑ Level 3 (Distinguished Certified IT Architect) released in Mar 08
- ❑ ITSC program launched in Jan 08
 - Level 1 – Certified IT Specialist
 - Level 2 - Master Certified IT Specialist
 - Level 3 – Distinguished IT Specialist launched in Mar 2010

How the programs work

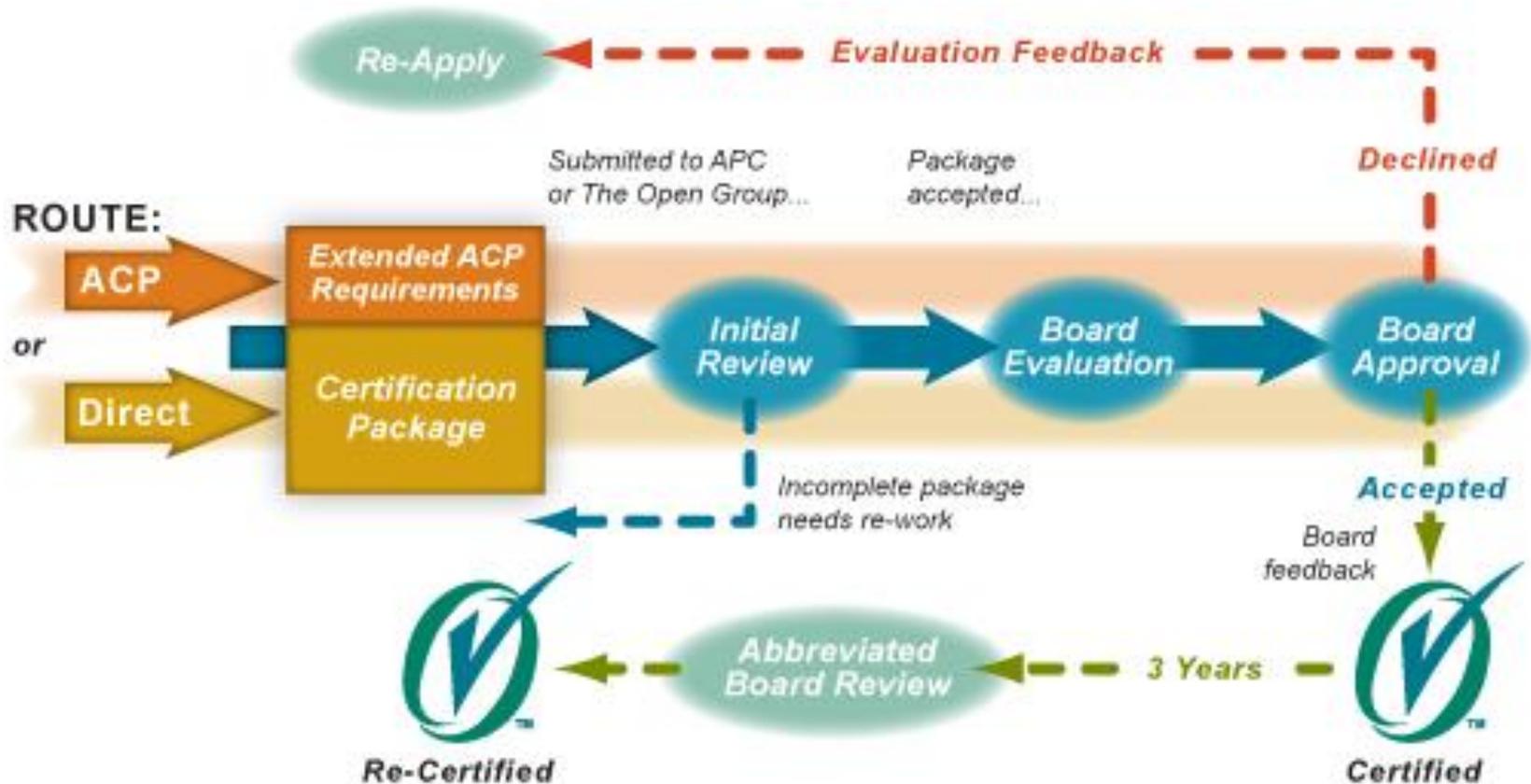
- ❑ One set of Conformance Requirements defining the skills and experience that an IT professional must possess to achieve certification

- ❑ **ITAC Self Assessment Tool** developed by CLARS is available for Level 1 and Level 2
www.opengroup.org/bookstore/catalog/x095.htm

- ❑ Individuals may apply for certification directly to The Open Group
 - Certification Board will review all applications
 - Board will interview applicants

- ❑ Companies may apply to have their internal staff development certification programs Accredited by The Open Group
 - Individuals who are certified through an Accredited program become Open Group certified

The certification process



ITSC Requirements

- ❑ **Core Foundation Skills** – you must be able to demonstrate that you have skills in all of the following areas:
 - **People** - Written and verbal communication, negotiation skills, problem analysis and resolution, mentoring and team leadership.
 - **Business** - Understand business aspects and providing input to winning bids
 - **Project Management** - Set technical direction, manage an IT project plan, develop solutions and personal contribution
 - **Architecture** - Understand interface to architecture
 - **Technique** - Develop re-use mindset

An IT Specialist works in one or more of these areas

Client Focus

Services

Deliver internal or external services and implementations

Sales

Support sales of products, services or solutions

Support

Support operation and maintenance of products services or solutions

Training

Develop and deliver training courses

Technical Focus

Business Analysis
Applications Development
Packaged Application Implementation
Data Integration
Infrastructure Design
Testing

Infrastructure and Application Management
Systems and Hardware products
Storage Systems
Networking Systems
Servers
Cross Systems
Software
Application Development Products
Application and Integration Middleware
Data Management
Content Management
Portal and Collaboration

ITSC Requirements

□ Experience

- **Work** - A minimum of 5 years experience in IT with relevant experience in the last 3 years.
- **Professional Development** - Training in Project Management and technical area. Knowledge of industry trends.
- **Community Contribution** - Contributions made to the profession. e.g. mentoring, published articles, teaching, sitting on certification boards

ITSC - 3 Levels of Certification

Distinguished IT Specialist

Leaders of the profession who are constantly applying new techniques and technologies

Master Certified IT Specialist

Can perform independently and take responsibility for delivery of systems and solutions as lead specialist

Certified IT Specialist

Can perform with assistance/supervision, with a wide range of appropriate skills, as a contributing specialist

ITAC Requirements

□ The program is made up of four parts:

- Core Foundation Skills
 - People, project management, business and architecture
- Experience
 - E.g. For Level 2 at least 3 years in producing IT architectures and in the experience profiles describe 3 projects undertaken in the last 8 years and 1 in the last 3 years
- Professional Development
 - Training, knowledge of industry trends, vertical markets
- Contributions to the Architect Community
 - Mentoring, published articles, teaching, sitting on certification boards

ITAC – 3 Levels of Certification

Distinguished Certified IT Architect

Has significant impact on the business as: Chief/Lead Architect, Enterprise Architect or IT Architect Profession Leader

Master Certified IT Architect

Can perform independently and take responsibility for delivery of systems and solutions as lead architect

Certified IT Architect

Can perform with assistance/supervision, with a wide range of appropriate skills, as a contributing architect

What differentiates ITAC and ITSC from other credentials?

❑ Skills and experience based:

- They go beyond validating a specific knowledge base to ensure that individuals possess and exhibit characteristics commensurate with professional criteria based on best practices.

❑ Peer-reviewed:

- A review board comprised of certified IT Architects or IT Specialists ensures that the skills and experience of each candidate meet the rigorous qualification standards.

❑ Vendor-neutral:

- Developed by a consortium of globally-recognized industry leaders and administered by The Open Group - a vendor-neutral organization.

❑ Global:

- These programs adhere to a worldwide set of standards.

❑ Portable:

- Certification applies to the individual not the organization and is therefore fully transferable

ITAC Program Momentum:

3082 people certified, working at 120+ companies in over 60 different countries including:-

- Accenture
- ACORD Corporation
- Adnovate BV
- AIG
- Armstrong Process Group
- ASC
- AT&T
- AstraZeneca
- BK Larsson Consulting Ltd
- CA Inc.
- Capgemini UK
- Carlson Companies
- CGI Group Inc.
- Cisco Systems, Inc
- Cloud Howe Ltd
- Codecentric GmbH
- Computacenter
- Credit Suisse
- Criterion Systems Inc.
- CSC
- Datamail
- Dell Corporation
- Deloitte & Touche
- Deloitte Consulting
- Dept of the Interior
- Deutsche Post AG
- Direct Energy
- Education Finance Partners
- Enterprise IT Architecture, Inc.
- First Canadian Title
- FirstGroup plc
- Fortis
- Ganz
- GTECH Corporation
- Gulf Business Machines
- HP
- HSBC Technologies, Inc
- IBM
- ING
- Inland Revenue (NZ)
- IntegrityOne Partners
- Intel
- ITSC Bonn
- Juniper Networks
- Mavs Technology Solutions
- Microsoft
- Ministry of Telecomm
- MITRE
- Nationwide
- Nokia Siemens Networks
- OPTimus Solutions
- Process Intelligence, Inc.
- QR Systems Inc
- Raytheon
- Riosoft Consulting
- Scotiabank
- Shell
- Sinclair Knight Merz
- TCS
- UPS
- Wipro

Industry view

“We will continue our active involvement in the ongoing development of TOGAF and the IT Architect Certification (ITAC) program. ITAC, in our view, is tomorrow’s standard architecture certification, akin to what PMI is for the program management community today”

Sascha Kuhlman

Global Lead, Enterprise Architecture Program, SAP

Employer view

“Credit Suisse's IT division is required to provide high-quality, innovative and cost-efficient technology solutions to our integrated global bank. In order to achieve our goals, it is critical that we attract and retain the best IT professionals in the market.

By following industry best practices, The Open Group has defined an outstanding benchmark for IT Architects and IT Specialists, which makes it easier to identify the highly skilled and experienced professionals that Credit Suisse is looking for. In addition, I am very much in favour of The Open Group's efforts to certify skills and experience, rather than academic qualifications only.”

Andreas Buzzi, Head of Software Engineering, Credit Suisse

Hot certifications article

In an article last year on www.infoworld.com by Tom Kaneshige from IDG entitled “[Hot tech certifications in a cool job market](#)” The Open Group ITAC program is identified as one of the leading certification programs in the IT industry.

The article points to a Foote report of 22,000 IT professionals covering 170 IT certifications and it suggests that in terms of pay growth ITAC is **one of the top five must have certifications.**



Skills and Experience based Certification Programs for IT and Enterprise Architects



Who is involved with the ITSC program?

- ❑ IBM are an ACP and have over 1000 employees in the program
- ❑ Capgemini are also an ACP and plan to put an initial 1000 people through the program.
- ❑ A number of end user organizations are looking to incorporate ITSC into their own internal profession frameworks. e.g. Philips and Nationwide.
- ❑ **Marketing objective** – to create demand through awareness campaigns and have references to both ITAC and ITSC appear in recruitment advertising and in Requests for Proposals (RFPs).



The value of Open Group programs

- ❑ ITAC certification is in strong demand because
 - Demand is being created in the marketplace for ITAC references in both RFPs and recruitment advertising. The ITAC program has previously been requested in RFPs for companies such as **General Motors** and various **government agencies**
 - Companies such as **Logica, CA, Capgemini, John Hancock** and **Direct Energy** have recently **advertised** for job roles that included a reference to ITAC. (see also our job postings on www.aogea.org)
- ❑ In Q1 2010, there were a number of pilot projects from organizations such as **Nationwide, AstraZeneca** and **ING** who are looking to establish their own “Architect Academies”. Hopefully this will lead to a number of new ITAC ACPs joining the program in 2011.
- ❑ ITSC is being piloted in organizations like **Philips** and **BSI** and is being endorsed by the BCS along with ITAC.



Thank you.