Skills and Experience based Certifications for IT Professionals

THE Open GROUP

Steve Philp
Marketing Director
ITAC & ITSC

Thames Tower
37-45 Station Road
Reading
RG1 1LX

Tel +44 (0)7801 812481
www.opengroup.org

s.philp@opengroup.org
Why certify?

- For organisations, 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

- 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 IT Architect) released in Mar 08
- ITSC program launched in Jan 08
  - Level 1 – Certified IT Specialist
  - Level 2 - Master Certified IT Specialist
How it works for ITAC and ITSC

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

- 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
How it works
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.
ITSC Requirements

- **Experience**
  - Work - A minimum of 5 years experience in IT with relevant experience in the last 3 years.
  - Community Contribution - Contributions made to the profession.
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
  - Experience
  - Professional Development
  - Contributions to the Architect Community
## ITAC – 3 Levels of Certification

<table>
<thead>
<tr>
<th>Level</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Distinguished Certified IT Architect</strong></td>
<td>Has significant impact on the business as: Chief/Lead Architect, Enterprise Architect or IT Architect Profession Leader</td>
</tr>
<tr>
<td><strong>Master Certified IT Architect</strong></td>
<td>Can perform independently and take responsibility for delivery of systems and solutions as lead architect</td>
</tr>
<tr>
<td><strong>Certified IT Architect</strong></td>
<td>Can perform with assistance/supervision, with a wide range of appropriate skills, as a contributing architect</td>
</tr>
</tbody>
</table>
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: 2451 people certified, working at 59 companies:
- Accenture
- ACORD Corporation
- Adnovate BV
- AIG
- Armstrong Process Group
- ASC
- AT&T
- 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 Computer Sciences Corporation
- 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
- Infoprint
- Inland Revenue (NZ)
- IntegrityOne Partners
- Intel
- ITSC Bonn
- Juniper Networks
- Mavs Technology Solutions
- Microsoft
- Ministry of Telecomm
- MITRE
- Nokia Siemens Networks
- OPtimus Solutions
- Process Intelligence, Inc.
- QR Systems Inc
- Raytheon
- Riosoft Consulting
- Scotiabank
- Shell
- Sinclair Knight Merz
- Unisys
- University of Toronto
- Wipro
“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
The IT Architect Certification (ITAC) program

In a recent article 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.

New ITAC Self Assessment Tool now available
www.opengroup.org/bookstore/catalog/x095.htm
www.aogea.org/resources/itac.jsp
Who is involved with the ITSC program?

- **IBM** have over 800 employees in the program
- **Capgemini** are about to put significant numbers through the program having signed an ACP agreement in January 09

- 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 ITAC program has previously been requested in **RFPs** for companies such as Shell, General Motors and various government agencies.
Summary

- Skills and experience based certification is in strong demand because
  - It distinguishes those individuals with the skills and expertise needed to develop IT architectures and deliver solutions

- ITAC certification is in strong demand because
  - Demand is being created in the marketplace for ITAC references in both RFPs and recruitment advertising. Companies such as Logica, Serco, Tata, Deutsche Bank and Cognizant are currently looking to have significant numbers of their staff achieve ITAC status.

- ITSC certification is growing in demand because
  - Both IBM and Capgemini are putting significant numbers of their staff through the program

- Further information can be found at: http://www.opengroup.org/certification
Thank you.