

SKILLSCERT is a programme that enables individuals and organisations to comprehensively profile, validate and certify the job roles and skills of IT professionals, to a consistent and recognised standard.

IT Skills CERTIFICATION Programme

Profile Validate and CERTIFY Professional ACHIEVEMENT IN IT

- ▶ Common language to describe job roles and skills
- ▶ Standard methodology streamlines assessment process
- ▶ Custom built software tool facilitates and manages profiling and validation
- ▶ Programme utilises SFIA (Skills Framework for the Information Age)
- ▶ Profiles confirmed within the organisation
- ▶ Independent verification carried out by ICS SKILLS
- ▶ Certification awarded by ICS SKILLS

ICS SKILLS is the skills & certification body of the Irish Computer Society. Its role is to promote, develop and certify computer skills and IT knowledge in Ireland.

The **Irish Computer Society** is the national body for Information and Communication Technology (ICT) Professionals in Ireland. ICS is a not for profit organisation which promotes the continuous development of professional ICT knowledge and skills and acts as an independent representative voice for the technology industry.

IRISHCOMPUTERSOCIETY

Driving Professionalism in IT

ICSSKILLS

IT Certification for All



WHAT IS SKILLSCERT?

SKILLSCERT is a skills profiling programme that defines job roles within the IT industry. As the industry functions in a dynamic environment of constant technological development, industry standards can be hard to define.

SKILLSCERT addresses the need for a common language to describe the job roles of IT professionals. It recognises the candidate's professional experience and particular skills, which are often developed in an informal way.

SKILLSCERT provides a systematic process and framework and enables the profiling, validation and certification of job roles within the IT industry.

BENEFITS OF SKILLSCERT

For the organisation:

- ▶ Defines and manages available skills resources
- ▶ Identifies critical skills gaps
- ▶ Allows training programmes to be mapped to skills needs
- ▶ Defines role requirements and shortens the recruitment process
- ▶ Facilitates strategic team building

For the Individual:

- ▶ Awards certified IT Professional status
- ▶ Acknowledges career achievement
- ▶ Assists in the identification of appropriate career paths
- ▶ Promotes professionalism and access to the professional body

ELEMENTS OF SKILLSCERT

SKILLSCERT comprises three key elements:

1. A common language, designed to define job roles: SFIA – the Skills Framework for the Information Age was developed in partnership with industry and is widely accepted as the definitive classification of job roles in the ICT sector. The Framework is used within SKILLSCERT and facilitates communication and dialogue about skills and job roles.
2. A standardised methodology to profile individuals: SKILLSCERT Process is the official procedure that is followed for the development of candidate profiles.
3. A customised, online software application to manage the process: SKILLSCERT Manager is a web-based skills management application unique to the SKILLSCERT programme. It guides the candidate through the profiling and validating of their skills and simplifies the process. It can accommodate complex staff structures and provides access to skills data using powerful analysis and reporting tools.

SKILLSCERT Certification is achieved through a two-stage process.

Stage 1 Assessment and Confirmation

This stage involves the candidate and their manager focusing on relevant skills, and the candidate performing a skills assessment, supported by documentary evidence, within a defined time-frame. The manager reviews and comments on the profile, and the candidate amends it or supplies additional evidence as appropriate. The manager then confirms the skills assessment.

Stage 2 Verification and Certification

The confirmed skills profile is then verified by the organisation's internal verifier, who reviews the profile and the validity of evidence, and ensures that the process has been followed correctly. Finally, the profile is similarly verified by the ICS SKILLS external verifier, and certification is awarded. By attaining SKILLSCERT the candidate gains a valuable statement of professionalism, and membership of the Irish Computer Society.

CONTACT

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