International Professional Practice Partnership

TASK FORCE REPORT

TO

EXECUTIVE BOARD

FEBRUARY 2009

Charles Hughes
Chairman
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1. INTRODUCTION

Our last progress report was made to General Assembly in September 2008 and the purpose of this report is to update Executive Board on the events and progress since that time. Apart from the usual general position statement, the report covers the recent news from BCS that, whilst retaining membership of the IP3 Task Force, it will not be taking an active role within IP3 in the immediate future. Questions raised by EB members following this news are covered in Appendix 2

2. UPDATE

As noted in the August 2008 report, the rationale for the IP3 programme remains the ambition to create a modern, worldwide IT profession with the capability to build and maintain an international body of IT professionals working to consistent standards of competence and integrity, recognised and respected for the value they bring to the process of exploiting IT and delivering transformational change. The programme, which is open to all IFIP Member and Affiliate Societies, has three principal aims:

1. To promote, communicate and champion the importance and benefits of IT professionalism
2. To facilitate the development of the necessary professionalism by providing information, guidance and support
3. To establish a body of standards underwritten with the unique international credibility of IFIP.

Further details on the aims, objectives and principles underpinning IP3 are set out in a document entitled IP3 Foundations which is attached to this report as Appendix 5

Progress made over the past 2 years – and more particularly over the past 6 months – is summarised in the following paragraphs:

2.1 Promotion and Communication

As a direct result of the programme there is now a much wider understanding of the meaning and importance of professionalism on the part of all sections of the stakeholder community - suppliers, customers, employers, governments and practitioners. It has also been pleasing to see the extent of the enthusiasm for the programme from member bodies, including not just those in the more traditional Anglo-Saxon community but also a number of countries within Europe and Asia. Highlights for the last 6 months include:

WCC September 2008 – which included a conference stream dedicated to the issue of professionalism. IP3 Task Force speakers were responsible for 8 sessions during that period and a total of 6 papers were subsequently published by Springer in the conference proceedings. In addition to the dedicated stream, the Task Force Chairman provided a keynote speech, entitled IP3 Informing and Transforming IT Professional Practice, to the TC8 ISREP Conference.

Professionalism declaration -IP3 also played a key role in drafting of the final declaration from WCC recognising and promoting the importance of IT professionalism. The declaration was signed by Basie Von Solms on behalf of IFIP, by the IP3 Chairman and by representatives of a number of individual professional bodies including BCS, ACS, CIPS, CSSA and others. Other organisations, including CEPIS, have signed subsequently.
IT Star Conference November 2008 – The IP3 Chairman gave an address which was well received by the 33 delegates with particularly strong interest from Italy, Hungary, Slovenia and the Netherlands. In the communiqué issued at the end of the conference IT Star reiterated its support for internationally recognised certification programmes for IT professionals and recommended that “continuous ICT education and the encouragement of IT professionalism” should be high on governmental agendas.

EU and CEN/ISSS workshops in Brussels December 2008 - Roger Johnson presented the project at the workshop organised for the EU by CEPIS which reviewed a range of international initiatives aimed at raising skills and competences in the European ICT industry

IPROF-09 IFIP TC3 ICT Professionalism Conference in Arnhem February 2009 - Roger Johnson presented a paper outlining IP3’s progress to the conference of around 40 experts on educational aspects of professionalism. He explored some of the challenges to be addressed to establish successfully a global ICT profession.

Other Contacts - Useful new contacts continue to be developed. Discussions have been held with representatives of the CEPIS Task Force on professionalism. It is currently planned that representatives from IP3 will attend a scheduled meeting of the CEPIS Task Force in mid March. Contact has also been established with a variety of EU supported initiatives including the authors of both the European e-Competence and e-Qualifications Frameworks. The Australian Computer Society continues to have an active dialogue with societies within SEARCC.

2.2 Member Support Service

Encouraging and supporting development is an essential feature of the programme and important part of the benefits that IP3 will deliver. Whilst certifications provide valuable markers on the path to full professionalism, it is equally important to provide the resources to support the development of knowledge, skills, competence and best professional practice for both individual practitioners and their employer organisations at all stages of that journey. IP3 is also committed to supporting the development of those member bodies that aspire to achieve accredited status and to that end is currently in the process of introducing a member body registration scheme that will provide, in return for a modest annual registration fee, access to a range of information and support services. The registration scheme and the member support service are planned for launch at the end of March and will be publicised to all IFIP member bodies.

2.3 International Standards

One of the most impressive achievements of IP3 over the past 2 years has been the production and publication of detailed standards and guidelines for a major international certification scheme – currently known as the International IT Professional or IITP. In that time IP3 has also trained a cadre of international assessors and has handled the assessment of the first two applications for accreditation – from the ACS and CIPS. A summary of the information required to support an application for accreditation is attached as Appendix 4 to this report and a copy of the detailed standards and guidelines document is available for download from the IFIP web site as one of the supporting documents for the March Executive Board meeting.

The Task Force confirmed the accreditation of the ACS at its meeting in Milan in September 2008. The report of the Assessment Panel for the CIPS application was considered by the Task Force in December 2008 and a provisional accreditation for a period of 1 year was awarded. The extension of that accreditation to a full 5 year term is contingent on the resolution of a number of issues identified in the assessment report.
A number of member bodies have indicated an interest in making an application for accreditation in the near term, including the New Zealand Computer Society and the Computer Society of South Africa. Interest in accreditation has also been expressed by Japan, South Korea, Hungary, Italy, Netherlands, Spain and India.

Having substantially completed the implementation of the IITP certification based on competence requirements at or equivalent to SFIA level 5, the Task Force has now embarked on an investigation of the scope for a lower level certification. This will probably have a competence requirement at or equivalent to SFIA level 3 and will be designed to recognise the achievements of those who are either en route to the IITP level or for whom an intermediate level is the career expectation.

Looking beyond the activities of IP3 itself, the Task Force welcomed the signing in December 2008 of the Seoul Accord which lays down a worldwide framework to harmonise Higher Education qualifications in ICT.

2.4 Industry Sponsorship

Given the current economic climate it now seems increasingly unlikely that we will be able to secure significant financial sponsorship from industry partners in the short term (although prospects look more encouraging once the recovery takes place). Microsoft, which has given very valuable in-kind support over the past 15 months, has indicated that it will not be able to make any financial contribution during the current financial year. However, the company’s continuing strong commitment is reflected in a recent formal position letter and in the following message from Graham Watson at Microsoft Corporate HQ to Stephen Iberaki (see also 2.6 below):

“We have a strong and positive relationship with IFIP IP3 from 2007 illustrated in the MS letter of support for IFIP IP3 addressed to you and with this key engagement program continuing for the foreseeable future. The IFIP IP3 community is important to us and for the longer term.

To that end, we see the IFIP Professionalism Practice Programme Task Force as the following kind of opportunity for the advancement of the IT Profession: An intention to develop an open, impartial and international effort to provide basic and common standards of practice, learning and focus for the IT community. Therefore, Microsoft would like to support IFIP and will seek to discover though dialogue with IFIP leadership and in accordance with our developing ongoing support strategies in what practical ways Microsoft can help this effort take shape and succeed.

We will be forming a global community leadership council representing the top IT communities and IT professionals and as discussed we very much will have IFIP IP3 represented on this global council. We are targeting 2010 for council formation and I wanted to provide you advance notice that a seat is allocated for IFIP IP3 due to the very key role you play in the profession, business, industry, governments, academia, media, society, and internationally”.

Microsoft has given permission for this letter to be published on the IFIP and/or IP3 web sites as public evidence of their continuing commitment to the programme.

The company’s support is also reflected in the decision by Microsoft Canada and Microsoft Redmond, to work on securing software, through independent programs, for the new IP3 web site – a contribution with a value in excess of $50,000 USD each or $100,000 in total.
Other examples of industry support include the public commitment by Avenade. In-kind support has been provided and talks are underway to extend further sponsorship support.

2.5 Financial Statement

IP3 continues to cover its operating costs from the funding made available by the founding partners and IFIP together with in-kind sponsorship from industry partners. Accounts to the end of January 2009 show a positive balance in the general account of €335,984.94 – see statement at Appendix 1. However, the funds provided specifically by BCS to pay for the services of Charles Hughes and Colin Thompson will shortly be depleted.

Whilst the core accreditation and registration activity of IP3 is expected to be self-sustaining financially, there will be a need to find additional sources of income to cover other expenditure, including marketing and promotion, and this will be addressed in the revision of the business plan in the next quarter.

2.6 Marketing and Communications

IP3 has been involved in issuing publicity through a variety of channels, including IFIP newsletters throughout the past two years. A further article is to be included in the March newsletter.

The Task Force is currently considering a proposal from a UK PR company which is intended to:

- Develop a compelling IP3 proposition with issues, messages and sound-bites
- Run a web conference with all interested parties to agree key themes and messages
- Write up the conclusions into an easy-to-use document for all spokespeople
- Create a global communications plan for 2009 onwards – to be used by IP3 and participant societies

The PR company in question has a substantial track record of supporting major organisations in the IT industry and the Chief Executive, who has a personal interest in the area of IT professionalism, served as a member of the Steering Board for the original BCS IT professionalism programme.

IP3 has also retained the services of Stephen Iberaki to undertake a partnership development role with major organisations, especially those headquartered in North America. Stephen is a past President of CIPS and is currently (among many other roles) the first Chairman of the Global Board for Culminis, an international not-for-profit organisation devoted to the development and growth of the IT Community.

Microsoft financial constraints mean that neither the IP3 website hosted by Cybage nor the underlying SharePoint software is available to IP3 any longer. However, Microsoft Canada and Microsoft Redmond have each independently have now agreed to work on securing the SharePoint software ($100K total). A hosting sponsor is currently being sought for a new SharePoint site and in the meantime IFIP has agreed to host the IP3 information on its own website. Content has been developed for the site by Gina van Dalen (CIPS) who has been retained by the IP3 as a part-time Website Content Manager. IP3 Information will be available from the IFIP site by the end of March.

2.7 Task Force Membership

The past 6 months have seen a number of changes to the membership of the IP3 Task Force. In October and November 2008 we were delighted to welcome respectively Kim Denham the Chief Executive of the ACS and Greg Lane, Chairman of the Canadian Council of IT Professionals. More recently David Clarke Chief Executive of BCS and Susie Kay the Director of Professionalism took
over as BCS representatives, positions previously occupied by Charles Hughes and Colin Thompson, with the intention of exercising a ‘watching brief’. At the invitation of the IFIP President and with the agreement of Task Force members, Charles Hughes has agreed to remain as Chairman for a limited period.

We have also been advised by IEEE CS that Jim Moore, the chair of the IEEE Computer Society (CS) Professional Practices Committee, is to replace Stephen Seidman as the representative for IEEE CS. Stephen has played a major part in the development of IP3 over the past 2 years and we are delighted that he will retain an involvement with the programme in a personal capacity.

2.8 The BCS Position

In January, following a series of meetings with senior officers and staff of BCS, IP3 was informed that the demands of the Society’s own professionalism programme will preclude it from playing an active role within IP3 in the immediate future – although it does intend to retain its membership of the Task Force as a ‘watching brief. As part of this change, as noted above, David Clarke and Susie Kay have replaced Charles Hughes and Colin Thompson as the BCS representatives on the Task Force. IP3 was also informed that BCS intends to badge its own Chartered IT Professional qualification as the International IT Professional – the title used by IP3 - and that trademark protection for the title had been obtained, or was being sought, by BCS in various territories including UK, USA, Canada and Australia. BCS apologised for not making this information available earlier.

Further background to the BCS decision is provided in a policy statement issued following a meeting with Alan Pollard the current President of the Society:

- The BCS is fully committed to the advancement of Professionalism domestically and throughout the world.
- We are proud of our record in championing this and wish to continue to be seen as the global leader in furthering the theory, practice and adoption of Professionalism both in the public and private sectors.
- It is our wish to collaborate fully internationally both with national computer societies with international alliances of which we regard IFIP as a premier example.
- Our wish is to see the adoption of a truly international standard against which individual nations may benchmark their own capability. Such a standard must necessarily be capable of adoption within the particular political, financial, academic and cultural constraints of individual countries but the international standard must not be diluted to accommodate them.
- We believe that the BCS Chartered IT Professional (CITP) should remain the foundation of this international standard and we believe that our work over the past two years to enhance the attractiveness of CITP to employers and professionals alike will culminate later this year in a superior product that other countries will wish to adopt and model their own standards upon.
- Ideally we hope for an international standard, based on CITP, that is recognised worldwide and that provides a passport to mobility and employment whilst building the strength, value and reliability or the application of technology everywhere.
- BCS applauds the achievements to date of IP3 and would like to see this develop into a sustainable and trusted global advocate of professionalism.
- We believe that some review of the current approach is necessary and we remain committed to collaborating with IFIP and IP3 to effect continuous improvement.
- Our domestic priorities currently preclude us from playing as active a role in IP3 as we have done hitherto but we remain available for advice and comment and will be keen observers of developments in its approach and work.

It is clear from this statement and from other contacts that BCS has major international ambitions of its own as part of a plan to raise very substantially its overall membership level. It is also clear that
there are significant differences of philosophy between the certification arrangements proposed by BCS and those embodied in the IP3 scheme, particularly in terms of the extent of central prescription of standards and processes. One of the key principles underlying the IP3 arrangements is the need to avoid over-prescription and the aim has been to provide a framework of minimum standards and requirements which allows individual national bodies flexibility to build an IT profession to meet national needs. This approach has the dual merit of enabling the development of local national member bodies and of ensuring that the resulting national certification schemes, whilst meeting the IP3 international standards, are also designed to suit the legal, political and cultural context of their particular area.

The BCS preference, as we understand it from David Clarke and Susie Kay is for a more prescriptive approach within which ‘exactly the same standard in full detail’ is applied across all locations. It has been made clear that BCS would wish to see a much greater level of detailed prescription, in terms of both requirements and processes, in the IP3 scheme before it would consider applying for accreditation.

3. NEXT STEPS

The Task Force met by telephone conference on 22nd January to review the position in the light of the BCS decision (BCS representatives declined to attend). The members were unanimous in the view that, given the critical importance of IT professionalism, it is essential that the IP3 programme should continue. The group also reaffirmed their commitment to the underlying approach based on supporting the development of capability of member bodies within a broad overarching framework of international standards rather than the more prescriptive approach favoured by BCS.

Given this clear commitment to support the continuation, the Task Force agreed a number of immediate steps to secure the future of the IP3 programme:

1. Review of the title for the current IP3 certification in the light of the trade marking moves by BCS. This will be undertaken by a sub group once bilateral discussions between ACS, CIPS and BCS regarding the implications of BCS trademarking are completed.
2. Implementation of new governance arrangements. There is an urgent need to formalise governance arrangements and this will be done on the basis of the work undertaken by Roger Johnson
3. Business Plan review. Given recent changes, including economic downturn, there is an urgent need to review the IP3 business case and Kim Denham of ACS has agreed to lead a sub-group to undertake that work.

Other activity scheduled for the coming quarter includes:

- Implementation of the new Members register and the Member Support Programme (see 2.3 above)
- Production of article for the March IFIP Newsletter
- Joint meeting with the CEPIS task force
- Meetings with members of the Indian IT industry and Government in March
- CEN/ISS meeting in March
- Next physical meeting of the Task Force meeting late May or early June 2009

Charles Hughes
IP3 Chairman
February 2009
## APPENDIX 1 - IP3 General Account Statement at 3rd February 2009

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<td>BCS</td>
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<td>CIPS</td>
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**Total Receipts**   **€435,569**

### Expenditure

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<td>Other Activities</td>
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<tr>
<td>Assessment Expenses</td>
<td>€6,573</td>
</tr>
</tbody>
</table>

**Total Expenditure**   **€99,583**

**Excess of Receipts over Expenditure**   **€335,985**
APPENDIX 2- Issues raised by Executive Board Members

What is the business case for IP3?
From an IFIP viewpoint, the business case for IP3 is based on strategic rather than financial issues. IP3 is essentially the means of delivering on one of the 5 strategic strands agreed by IFIP in 2007 following the ‘Goodenough’ report:
Strand 3 - Advance professionalism in ICT
   a. Maintain and promote a common body of knowledge for ICT practitioners
   b. Maintain and promote a common skills framework
   c. Promote high quality education curricula
   d. Promote mobility of ICT professionals
   e. Promote life-long learning

IP3 activity has and will continue to increase significantly the presence and profile of IFIP and should produce a modest income stream for IFIP in due course. It will also result in membership growth for accredited member bodies. But none of these are a central pillar to the business case for the programme.

What is the financial model for the IP3 project? How is IP3 going to sustain itself financially?
IP3 financial policy is directed towards ensuring that the core activities of accreditation and registration will be self sustaining. The aim will be to ensure that annual registration fees are set at a level to cover the relatively modest administration costs associated with the maintenance of the registers and that the costs of the accreditation process are recovered in full from applicants. Maintenance of standards and the time involved in the assessment of applicants will be covered largely by volunteer effort.

Whilst this model provides some security for the core accreditation activity it does not provide any surplus income to cover other expenditure. It will therefore be necessary to find other sources of income to cover areas of activity such as marketing and communications, web design and hosting and travel to attend meetings and conferences. Although it may be possible to secure sponsorship support to cover some aspects of this, the current economic situation makes the prospects of attracting major financial sponsorship support increasingly unlikely in the short term. However, we believe that there will be opportunities to develop new products, to be delivered through member bodies which produce an income stream for IP3.

Who precisely is the market for IP3?
It is very clear that there is very significant interest in IT professionalism based on a common platform of international standards. That interest is evident from customer organisations, from suppliers and employers and from government. The interest shown by IFIP member bodies suggests that they too are seeing a potential market. The challenge is to turn this potential into an actual market by converting the interest into demand.

What is the impact of the downgrading of the BCS’s involvement on the business plan of IP3?
Whilst the withdrawal of active support for the work of IP3 is certainly not helpful, the impact on the work of IP3 in the short term is unlikely to be significant. It should be recognised that BCS has made a substantial contribution to the IP3 project up to this point. The programme itself was shaped by the experience gained in the UK and BCS made a major financial contribution to the work. However, there is nothing in the work plan of the next few months which is dependent upon BCS resources or support. In the longer run much depends upon whether we can build bridges between the activities of BCS and IP3 which enable the two organisations to complement, rather than compete with, each
other. If we can do that – and BCS has not ruled out the possibility of seeking IP3 accreditation for their updated CITP qualification when it is ready – then the impact is unlikely to be great. At the other extreme, should BCS decide to compete with the IP3 offering then matters would be more serious. The very last thing the world needs at this point is two competing versions of an international standard. Despite recent difficulties, it is proposed to maintain close communication with BCS to ensure as far as possible that we achieve an appropriate fit between the two organisations.

**What is the real status of the IP3 project at this stage? What precisely are the real deliverables of the IP3 project so far?**

The achievements and deliverables of the IP3 project over the past two years are both real and substantial. They include not just the generation of enormous interest in, and enthusiasm for, international IT Professionalism but also the development of a body of standards to support a major international certification together with an assessment regime, the training of an international cadre of assessors, and the assessment of the first two applications. A more complete picture of the IP3 achievements is shown at appendix 3. The **current status is that the programme is financially sound and that it retains the full support of the bodies actively involved in the Task Force**

**How does the accreditation process work, i.e. what must a member society conform to be certified/accredited?**

The accreditation process is a rigorous process designed to test thoroughly the fitness of an applicant organisation against a series of clearly defined standards and requirements. Those requirements are set out in a 61 page document ‘Application and Assessment Guidelines’ which is available for download from the IFIP web site as a supporting document for the March Executive Board meeting. A two page summary of the information required to support an application for accreditation is attached to this report as appendix 4

**How can IP3 ‘harmonize’ with other approaches to professionalism in IT?**

The IP3 approach is essentially inclusive and it has always been the intention to embrace, rather than replace, other schemes. Within the overall framework, IP3 certification schemes will recognise and give credit to other certification schemes, including vendor certification, wherever these provide appropriate and valuable assurance for part of the overall professional formation. IP3 will also continue to work with other organisations in the field of IT professionalism and certification wherever possible. However, there is a very firm commitment within the Task Force to the principles of subsidiarity and of building an international profession by supporting and enabling the development of national member bodies within an overall framework. Harmonising these efforts with a more centralised and prescriptive approach to international professionalism would present significant challenges.
APPENDIX 3 - IP3 Value, Benefits And Opportunities

The factors outlined below have increased enormously the international understanding of professionalism and the regard and respect for the achievements of IFIP and the other organisations involved in the programme.

Generating momentum and creating common cause

- professionalism recognised as an important issue for IT
- media coverage
- positive endorsement from industry commentators (e.g. Gartner)
- conferences and workshops, including the World Computer Congress
- generating understanding of what professionalism is and why it is important
- creating a common language and understanding
- international Declaration published
- press releases and articles
- newsletters and publications
- website www.ipthree.org
- papers published e.g. by Springer
- recognition of the impact and importance of IT professionalism by governments
- supporting and encouraging member societies
- awarded membership of the Influencer Roundtable by Bill Gates
- broadening the scope and increasing the dynamism of IFIP

Engagement

- commitment from founding member countries and investment of money and resources (Australia, Canada, US and UK)
- strong team spirit and common purpose
- major commitment and contribution from IFIP
- links with regional organisations e.g. CEPIS, SEARCC, IT STAR
- professionalism programmes initiated in other organisations
- CEPIS and IP3 agreed to undertake joint activities
- support from EU and other governments
- interest and involvement from many national institutions in Africa, Asia, Europe and North America
- relations forged with a wide range of international organisations e.g. IAOP, Culminis, Open Group
- industry support and involvement e.g. Microsoft, Deloitte
- sponsorship opportunities

International authority and credibility

- IFIP is recognised as a UNESCO Consultative Committee and uniquely represents professionals internationally - it:
  - influences and has direct and indirect membership of over 100 countries
  - is able authoritatively to set international standards and criteria for the IT profession
  - introduces certifications, e.g. IITP introduced as the first international standard, in support of member societies
- first class international team of assessors trained
- ACS and CIPS audited and their certifications assessed
- creating market opportunities for products and services
- open to any institution or society (requires IFIP Associate Membership)
- open, supportive, non-competitive attitude
- embracing the opportunity to create an international IT profession
APPENDIX 4 - Summary Of Information Required to Support An Application For Accreditation

The detailed IP3 Assessment and Application guidelines are available for download from the IFIP web site as one of the supporting documents for the March Executive Board meeting (please see http://www.ifip.org/images/stories/ifip/public/projects/I3P/application and assessment guidelines.pdf).

Information about the Association

- Name and the countries in which the application is made
- The legal foundation of the Society
- History
- Objectives/Mission
- Persons to whom the scheme applies
- Description of classes of persons within the association
- The class or classes to whom the scheme will apply
- Table of members
- Exemptions
- Related & parent organizations (including pictorial chart)
- Applicable legislation

Information about Stakeholders

- The type of work done by members of the association to whom the scheme applies
- Those for whom professional work is done
- Other persons who could be affected by the professional work
- Members of the profession who are not members of the association to whom the Scheme
- Nominate at least 5 major stakeholders and supply their contact details

1. Membership Qualifications

- Educational and Other qualifications
- Core Body of Knowledge
- Technical Competence
- Legislative requirements
- Other entry requirements
- Method used to verify member requirements
- Professional Competence
- Mapping against SFIA

2. Continuing Professional Development

- Power to require CPD
- CPD requirements including hours
- Providers of CPD
- Monitoring CPD compliance and requirements
- Sanctions for non-compliance
• Review of CPD system
• Legislative requirements
• Data collection & Analysis

3. **Code of Ethics & Code of Practice**

• Body responsible for developing codes
• Acceptance of codes by members
• Legislative requirements
• Comparison between association’s codes and IP3 standard
• Consequences of non-compliance
• Review of Codes

4. **Complaints & Discipline System**

• Complaints Handling System
• Actions which can be the subject of the complaint
• Persons who may make a complaint / public availability
• Methods for determining complaints
• Disciplines & sanctions
• Notices of decisions
• Rights of representation of parties to a complaint
• Complaints and discipline data
• Derivatives from Model code
• Legislative requirements
• Review and audit of complaints and discipline system

5. **Quality Assurance & Audit**

• Compliance with memberships standards & policies
• Compliance with CPD
• Compliance with any “directed” professional development
• Compliance with reference requirements
• Administration of the scheme
• Legislative requirements

6. **Administration of the Scheme**

• Organizational structure
• Corporate governance
• Compliance with directions of disciplinary requirements
APPENDIX 5 – IP3 Foundations

Introduction

The International Professional Practice Programme is an IFIP activity, open to all IFIP member and affiliate societies, with three principal aims:

1. To promote, communicate and champion the importance and benefits of IT professionalism
2. To facilitate the development of the necessary professionalism by providing, information, guidance and support
3. To establish a body of standards underwritten with the unique international credibility of IFIP.

Whilst IP3 is a "not for profit" venture there is a strong expectation that, by improving the value of membership for individuals and their employers, member societies and IFIP will see membership growth from both individuals and organisations.

Since IFIP is not an individual member organization, it will not seek accreditation but will act to:

- Actively promote worldwide the International Professional Practice Programme and ITP in particular
- Demonstrate global support for the International Professional Practice Programme by opening participation to the immediate IFIP membership
- Promote participation in the programme on an open and transparent basis including having regard to the position of less developed countries.

The IP3 Vision

- A vigorous programme to promote professionalism in IT, define international standards and create a global infrastructure that will encourage and support the development of both practitioners and employer organisations.
- An international IT profession, equivalent in prestige and structure to other established professions such as law, accountancy and medicine
- The creation of a worldwide set of professional certification schemes recognised as the hallmark of true IT professionalism, delivered through independent national member societies and supported by development frameworks for both individuals and organisations.
- A programme which reaches beyond the developed world to encourage and facilitate the development of IT capability within emerging nations.

Design principles for the International IT profession

The aim is not to build a fully formed international profession but to build a framework that will facilitate the development of such a profession through action by member societies.

- avoid over-prescription - build locally as far as possible, engaging national bodies
- Aim for an inclusive profession in which both the traditional and the new IT communities feel comfortable
• Do not reinvent the wheel - build on existing standards and support frameworks
• Provide clear advice and guidance in respect of the required standards
• Build frameworks within which individual national bodies can develop incrementally to international standards
• Provide mentoring and support from those that have achieved the required level for those aspiring to do so.
• Build rigorous processes for assuring international consistency
• Provide additional resource and assistance for member societies in developing countries

IP3 should complement and support the activity of its member bodies. Under no circumstances should it compete with member bodies.

The framework for the International profession should be built on the principle of subsidiarity with building blocks at 3 levels:

**Level 1**: A set of definitions to ensure a consistent base of common understanding. Only those items that are essential to providing a solid foundation for an international profession are to be included at this level.

**Level 2**: Intended to cover the other essential and some advisable ingredients for an effective profession in terms of both standards and governance processes - within this it is the intention is to allow national bodies maximum freedom within to develop in a way that best fits their local needs.

**Level 3**: Includes the standards and processes necessary to ensure a consistent international standard for both national institutions and for individual practitioners.

**Task Force aims and Objectives**

To build a vigorous programme of activity to promote professionalism worldwide to achieve the following outcomes:

• By increasing professionalism, to improve the ability of business and the wider community to exploit the potential of information technology effectively and consistently;
• To build professionalism in IT to the level at which it exists in other areas of professional activity;
• To develop a profession that is respected and valued for the contribution it makes to the exploitation and application of IT for the benefit of all – government, business leaders, IT employers, IT users and customers;
• To establish an international grouping to speak globally about issues relating to the IT profession
• To ensure that the voice of the IT practitioner is clearly and powerfully expressed alongside other competing groups.
• To provide an opportunity for IFIP and IP3 members to raise substantially their global profile
• To build a framework within which individual national bodies can build an IT profession to meet national needs and achieve consistent international standards
• To build a vision and plan for an international IT profession that will attract the active and enthusiastic support of the major employers of IT practitioners, particularly the global organisations.
Governance and resourcing principles for the international profession

- Accredited national institutions should be represented on the governing body either directly or indirectly.
- Apart from this representation, the governing body should enjoy a level of independence from IFIP or any of the participating national institutions.
- The size of the governing body should be constrained (ideally to 10 to 12 members) in the interest of effective governance.
- Set up costs to be met by IFIP and founding institutions on the basis of loans to be repaid later.
- Operational costs of accreditation schemes (e.g. IITP) to be met in full from fee income.
- Other costs (e.g. marketing and PR) to be met from sponsorship or other income sources.
- Other income sources’ could include product or service income but it is an absolute principle that IP3 should not compete with member societies.

The International IT Professional (IITP) Accreditation

- IITP is seen as the first of a series on IP3 certification schemes.
- Accredited Members of the International Professional Practice Programme will be able to award IITP status to appropriately qualified individuals within their own membership.
- There can be no geographical limitation on their membership and hence IITP membership will not be exclusive to nation states.
- Accredited Members will not be able to authorise other bodies to award the designation.
- IFIP member societies which have an appropriate certification scheme may apply for assessment. There must be a current identifiable professional level of membership.
- Non-IFIP-member associations will need to become IFIP Professional Affiliates to apply for assessment.
- Although IP3 will have responsibility for the administration of the IITP qualification and for the accreditation processes it is essential that the operational conduct of the accreditation process should be seen to be independent of both the governing body and its individual members.
- The approach is essentially inclusive, intended neither to reinvent the wheel nor to supplant existing certifications. Rather the aim is to embrace and incorporate existing capabilities.

The application and assessment Process

It is the intention that the award of International IT Professional (IITP) should represent the gold standard for the International profession. As such it is essential that it is based on high and consistent standards and that those standards are underpinned by rigorous processes.

Since IITP will be awarded by individual national bodies, the quality and consistency of standards will be heavily dependent on the processes by which those bodies are accredited.

Applicants for accreditation will be required to demonstrate that they meet IP3 requirements in respect of:

- Skills and competence
- Body of knowledge
- Continuing professional development
- Codes of conduct and ethics
- Organisational capability and maturity

The purpose of the IP3 assessment process is to determine whether:

- The organisation has in place a coherent set of documented standards that meet the requirements specified by IP3
- Those standards are supported by properly documented policies and processes
- Those policies and processes are applied effectively in practice
- The organisation has the maturity and viability required to sustain an effective professional organisation and to maintain the required standards over the longer term.

Colin Thompson
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