



**FIRST REPORT OF THE**

**IFIP  
PROFESSIONAL PRACTICE  
TASK FORCE**



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# EXECUTIVE SUMMARY

## Introduction and background (Section 1)

Following a keynote address by Charles Hughes, British Computer Society (BCS), President 2005-2006, at the IFIP World Computer Congress 2006 held in Santiago, the IFIP President with the support of the Executive Board, took a decision to initiate a vigorous programme of activity to promote professionalism worldwide. It was agreed that this programme should be managed by a Task Force made up initially of experts drawn from IFIP Member Societies. Representatives drawn from BCS, the Canadian Information Processing Society (CIPS) and the Australian Computer Society (ACS) and IFIP met in Cape Town on the 8<sup>th</sup> and 9<sup>th</sup> January 2007. BCS has been invited by IFIP to lead the Task Force with Charles Hughes to Chair it. The Computer Society of South Africa (CSSA) as the host society was also invited to take part.

National experience, particularly in Australia, Canada and UK over the past few years indicates a rapidly growing interest in IT professionalism and in the part that it could play in improving the performance of the industry. This has been particularly apparent in the UK where BCS has taken the lead, with strong support from government and industry in a major *Professionalism in IT programme (Prof IT)*

## Objectives (Section 2)

The Task Force resolved unanimously to recommend to IFIP Council that it should proceed with a programme to create and promote an international IT profession on the basis of the following objectives:

- To initiate a vigorous programme of activity to promote professionalism worldwide to achieve the following outcomes:
  1. By increasing professionalism, to improve the ability of business and the wider community to exploit the potential of information technology effectively and consistently;
  2. To build professionalism in IT to the level at which it exists in other areas of professional activity;
  3. 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 to raise substantially its global profile

## The Opportunity and Benefits (Section 3)

The Task Force recommendation reflects a strongly held view that there is now a very real opportunity to build and implement successfully an international IT profession based on globally recognised standards. IT is now a global industry which needs a global profession to provide:

- a common language within which to describe professional skills and competences
- a standard means of measurement for professional skills and competences
- a mechanism for the independent assurance of quality of those professional skills and competences.

These are seen as powerful advantages that could deliver significant benefits to all those involved – to commercial organisations seeking to sell professional skills, to those seeking to buy professional skills, to those interested in regulating the trade (for example, in terms of establishing effective immigration controls) and not least to the practitioners themselves.

#### **Building the International IT profession (Section 4)**

The Task Force agreed recommendations intended to:

*Build a framework within which individual national bodies can build an IT profession to meet national needs and achieve consistent international standards*

*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.*

These recommendations include:

- Guiding principles
- The essential building blocks
- Engaging and mobilising the support of the 'internal' stakeholders
- Engaging and mobilising the support of the 'external' stakeholders
- Building the governance and accreditation arrangements
- Development timescales

On international benchmarking arrangements the Task Force recommendation is for arrangements under which national professional institutions meeting the required standards are accredited to award a recognised international practitioner qualification. This would ensure that processing of practitioners takes place as close as possible to the applicant. Under this model it will clearly be vital to build rigorous processes for ensuring that compliance with the necessary standards is met and maintained by every accredited national institution.

The outline programme plan for the creation of the international profession is based on a 2 year development period with major milestones as follows:

- March 2007 – IFIP Council approval for the Task Force to proceed
- August 2007 – Task Force report to General Assembly with enhanced level of detail on the individual building blocks and on the internal and external engagement strategies
- September 2008 – Launch event for the new profession, by which time it would be the aim to have the founding member Societies fully accredited to award a recognised international qualification.
- March 2009 – Completion of the build stage. Post-implementation report by Task Group. Programme moves to operational status.

In the interest of continuity and of maintaining momentum it is recommended that the Task Force should be used, ideally with similar membership, to manage the development activity throughout the two year period.

### **Resource requirements (Section 5)**

The Task Force estimates that a total of Euro 400,000 is required over the two year development period to cover the basic start-up costs. It is proposed that 50% of this initial funding should be provided by IFIP with the remaining 50% shared between the 3 'Founding Partners'- ACS, BCS and CIPS. These contributions would be regarded as an advance to be set against future accreditation and registration fees when the scheme is operational. Securing additional external funding to supplement this initial seed corn will be an essential element of the programme and a major engagement campaign aimed at governmental, intergovernmental and multinational commercial organisations will be a key feature of the early activity.

In addition to the above financial contribution it is recommended that each of the founding partners should:

- Make available two people for a total of approximately 20 person weeks per year for 2007 and 2008
- Make available resources as and when required to make local presentations to introduce, promote and market the new international profession and qualification.
- Mentor one 2<sup>nd</sup> wave member (Licensee) in 2007 and one in 2008.
- Train 5 accreditors over the next 2 years
- Utilise its normal activities to support and develop the programme

In the longer term, once the accreditation arrangements are operational, it is the intention that the scheme should be financially self-supporting on the basis of accreditation and/or registration fees from participating national professional institutions.

### **Next Steps (Section 7)**

The report invites IFIP Council to:

- Approve in principle the development of an international IT profession on the basis outlined in this report
- Commit in principle to the provision of the necessary resources and funding as outlined in Section 5 for the next 2 years and specifically for the next 6 months
- Invite the three Member Societies (ACS, BCS and CIPS) to commit in principle to the provision of the necessary resources and funding (as outlined in Section 5) for the next 2 years and specifically for the next 6 months
- Invite the Task Force to continue its work on the basis proposed with a view to reporting back with more detailed proposals to the General Assembly in August 2007

# SECTION 1 - INTRODUCTION AND BACKGROUND

## Introduction

At the IFIP World Computer Congress 2006 held in Santiago, Chile Charles Hughes, then President of the British Computer Society (BCS), delivered a keynote address on Professionalism in IT. Following that presentation the IFIP President with the full support of its Executive Board, took a decision to initiate a vigorous programme of activity to promote professionalism worldwide. It was agreed that this programme – referred to in this report as the ***IFIP Professional Practice Programme*** - should be managed by a Task Force made up initially of experts drawn from IFIP Member Societies to provide informed input to debates at the highest levels concerning the role of the IT<sup>1</sup> practitioner and the contribution of IT in the 21<sup>st</sup> century. BCS was invited to lead the Task Force with Charles Hughes as Chair. The Commissioning document for the Task Force is attached at Appendix A

The Task Force, comprising nominees from the Australian Computer Society (ACS), BCS, the Canadian Information Processing Society (CIPS) and IFIP met in Cape Town on the 7<sup>th</sup>, 8<sup>th</sup> and 9<sup>th</sup> January 2007. The Computer Society of South Africa (CSSA) as the host Society was also invited to take part. Colin Thompson collated the conclusions and recommendations agreed at the meeting and all participants have contributed to producing this report. A full list of the participants is attached at Appendix B.

It should be noted that, although the Task Force members were nominated by their societies, they are operating as independent experts and their support for the recommendations contained in this report does not represent a commitment on the part of their respective societies.

## Background

National experience, particularly in Australia, Canada and UK over the past few years indicates a rapidly growing interest in IT professionalism and in the part that it could play in improving the performance of the industry. This has been particularly apparent in the UK where BCS has taken the lead, with strong support from government and industry, in a major *Professionalism in IT programme (Prof IT)*

Alongside this growing interest in professionalism, there has been an increasing recognition of the need for an IT profession with a wider scope than hitherto and with IT professionals having a much wider competence set. This has been explicitly recognised in the BCS programme where there is a very clear emphasis on the development of a business-focussed profession designed to improve the capability of business and other organisations to exploit the full potential of IT – illustrated by the following programme statement.

***If a more professional approach to the exploitation of IT is to be achieved, an IT profession is needed which:***

- *Is defined in terms of its ability to play a full part in all stages of IT exploitation*
- *Is seen as – and sees itself as – an integral part of the business*
- *Has appropriate non-technical skills, including management, business and leadership skills, as core competences.*

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<sup>1</sup> In all cases where the term IT is used it should be understood that ICT could also have been used and the use of IT does not imply any reduced scope

- *Is about both Information and Technology*
- *Lays greater emphasis on the accreditation of current capability and competence*
- *Demands greater personal responsibility on the part the practitioner.*
- *Is attractive to a wider group of entrants than at present – including those groups alienated by the current image of the profession*

Further details for each Society represented on the Task Force are attached at Appendix C.

## SECTION 2 – OBJECTIVES

### Objectives for the IFIP Professional Practice Programme

In the interest of establishing clarity of purpose, the objectives for both the overall Programme and for the Task Force itself were among the first items for discussion in Cape Town. For the overall programme objectives the group were guided mainly by the commissioning document (Appendix A) but the final statement also borrows from the objectives for the BCS programme.

### The Task Force recommends (Recommendation 1) the following statement of objectives for the IFIP Professional Practice Programme –

- To initiate a vigorous programme of activity to promote professionalism worldwide to achieve the following outcomes:
  1. By increasing professionalism, to improve the ability of business and the wider community to exploit the potential of information technology effectively and consistently;
  2. To build professionalism in IT to the level at which it exists in other areas of professional activity;
  3. 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 to raise substantially its global profile

In agreeing these objectives it was noted that the **formation of IT professionals** involves education, initial professional experience, supervision of individual practitioners and a commitment to lifelong Continuing Professional Development. Clearly a global profession will need to train new entrants to a common standard. This implies, amongst other issues, identifying a **Core Body of Knowledge** and a **Skills Framework**. **Accreditation of university courses** is approached in several different ways which may benefit from wider discussion. **Continuing Professional Development (CPD)** may provide opportunities for sharing of courses. It was recognised that the Task Force would need to consider whether existing approaches are suitable for sharing or further development is needed

### Task Force objectives

Against the background of the statement of the wider programme objectives shown above, the group also agreed the following statement of more immediate objectives for the Task Force:

- To review current practice in the area
- To refine the aspirations above into a set of goals
- To identify partners from inside and outside the IFIP community
- To develop a plan of action with a schedule of deliverables and costings
- To present a report for approval at the IFIP Council meeting on 1<sup>st</sup> March



## SECTION 3 – THE OPPORTUNITY AND THE BENEFITS

### The opportunity

It is clear from the recent experience of the four professional Societies represented at the Cape Town meeting (see Appendix B) that there has been a rapidly growing interest in IT professionalism over the past few years. There is recognition of the need for significant change in the way that the development of IT systems is approached and of the part that professional qualifications and professional institutions have to play in that change. Whilst it is true to say that none of the participating nations have yet reached a point of critical mass in terms of the numbers of eligible IT practitioners in membership there is very real progress towards establishing professional qualifications based on rigorous standards, with the support of national governments and industry. This is particularly the case in Australia, Canada and the UK as will be seen from the statements attached as Appendix C.

Against this background of growing national interest, there was a strong, unanimous view among Task Force members that there is now a very real opportunity to build and implement successfully an international IT profession based on globally recognised standards. IT is now a global industry within which professional services, based heavily on individual professional skills and competences, are traded on a massive scale. This involves both the movement of IT-related activity in search of pools of professionally competent people and the movement of professional people to take on IT activity. An international IT profession would facilitate this trade by bringing to it:

- a common language within which to describe professional skills and competences
- a standard means of measurement for professional skills and competences
- a mechanism for the independent assurance of quality of those professional skills and competences.

These are powerful advantages that could deliver significant benefits to all those involved – to those seeking to sell professional skills, to those seeking to buy professional skills, to those interested in regulating the trade (for example in terms of establishing effective immigration controls) and not least to the practitioners themselves.

It is worth emphasising at this point the extent and depth of the enthusiasm among Task Force members for the proposal to create an international IT profession. It was clear from the outset of the first meeting that there was a common belief that this is an initiative which *must*, rather than *should*, be pursued and in which each of the Task Force members have a deep personal commitment.

### The benefits

It is recognised that a clear perception of benefit on the part of each of the key stakeholder communities is vital if the opportunity outlined above is to be converted to reality. Employers for example will only embrace the idea of an international IT profession if there is some clear benefit for them that outweighs the additional cost of doing so. In turn, the practitioner community is only likely to engage fully with the idea if the employer community is encouraging or demanding the standards and qualifications embodied in an international profession.

The Task Force members are very firmly of the view that the creation of a well designed international IT profession would carry very significant benefits for each of the major stakeholder communities. Such benefits would include:

#### For the Practitioner

- International recognition of professional competence
- Aid to employment mobility
- Aid to employment
- Establishing a professional career path
- Improved rewards from employment
- Recognition of their professional accountability

#### For the Employer

- Essential part of the risk management strategy and corporate governance
- Easier workforce mobility
- Facilitate the ability of organisations to operate across national boundaries
- Advantage in bidding for business
- Simplify HR practice
- Enhance talent management
- Establish greater trust in terms of both competence and commitment
- Underline the commitment of organisations to professionalism and willingness for their staff to be independently audited

#### For Government

- Skills assessment for educational and regulatory purposes e.g. immigration
- QA of HE IT courses internationally benchmarked
- Higher skilled workforce
- Greater volume of international services trade
- Base for registration of practitioners involved in safety-critical systems

#### For Customers

- Reduced project risk
- Simplification of bid specifications
- Improved ability to compare competing supplier bids
- Assured quality of suppliers' staff

Whilst Task Force members are unanimously of the view that the benefits resulting from the creation of a well-founded international profession are potentially sufficient to create and sustain momentum they do not underestimate the effort that will be involved in establishing the necessary support. A positive benefits case alone will not be sufficient to guarantee success. Experience in other areas of activity has established that international standardisation is difficult to achieve, even where it is technically feasible, but would produce substantial benefits for everyone involved. This is most often due to the lack of a sufficiently powerful force for change to overcome the inertia resulting from a natural inclination for individual players to retain individual freedom of action and control.

Against this background, it is the strongly held view of the Task Force that any programme to create such a profession must be pursued with vigour and dedication and must be supported with the necessary resources. It must, in other words, be geared to produce the driving force for change sufficient to overcome any inertia within the professional community or among external stakeholders. The commitment must also be prolonged and sustained. Changing culture and perceptions is slow and the programme must be of sufficient substance and duration to effect an irreversible transformation. Should the programme fall short, in terms of either commitment or resources, there is a danger not only that it will fail but that the opportunity for change will be lost for some years. Such failures tend to give the forces of inertia a protective wrapper of *'we tried that but it didn't work'* which can in some cases last for a full generation.

## SECTION 4 BUILDING THE INTERNATIONAL IT PROFESSION

This section looks at the issues involved in building and implementing a successful international IT profession, including:

- Guiding principles
- The essential building blocks
- Engaging and mobilising the support of the 'internal' stakeholders
- Engaging and mobilising the support of the 'external' stakeholders
- Building the governance and accreditation arrangements
- Development timescales

Of necessity, given the time available in Cape Town, these issues are specified only at a high level and further work will be necessary to flesh out the resulting detail. Task Force members stand ready to take on this further development work should IFIP wish it to do so (see Recommendations at Section 7 below) and given the agreement of their respective societies.

### Guiding principles

It is recognised that building an international profession that is both fit for purpose and which commands the respect and support of all the various stakeholders will not be a simple task. Getting the right approach to that task will be critical and to that end **the Task Force recommends (Recommendation 2)** the following guiding principles:

- 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

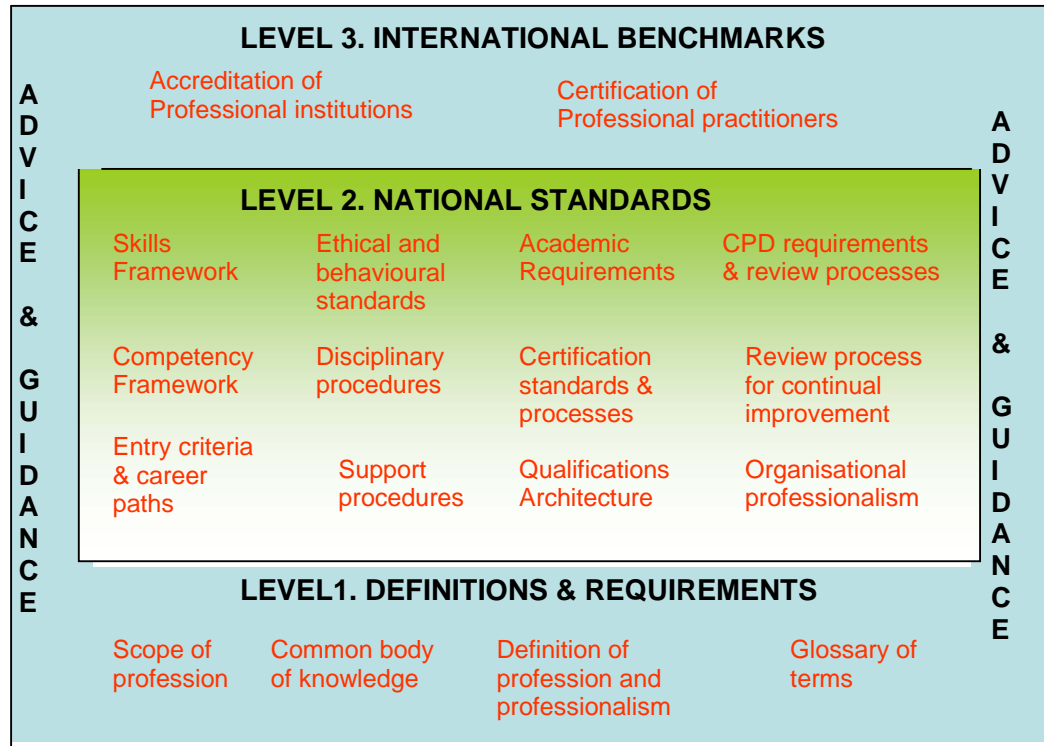
It will be apparent from the above principles that the Task Force members see the task not as building a fully formed international profession but rather one of building a framework which will facilitate the development of such a profession through local, national action. **The Task Force therefore recommends (Recommendation 3)** that the primary aim of the programme should be to:

*Build a framework within which individual national bodies can build an IT profession to meet national needs and achieve consistent international standards.*

Whilst this statement covers the view from inside the professional community, it is important to have regard also to the view from outside, particularly from the employers' viewpoint. To cover this, the **Task Force recommends (Recommendation 4)** that the programme should also be designed 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.*

The essential building blocks for the international IT profession are of 3 main kinds, illustrated by the following diagram:



Note: Labels in the model are intended to be illustrative rather than definitive or comprehensive. The list of elements to be included will be expanded and refined during the next stage of the project

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 will 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. Having identified these ingredients, it would be the intention to allow individual national professional institutions maximum freedom to develop in a way that best fits their local needs. These national institutions would be supported in this by clear advice and guidance. Examples would be included and models drawn from experience in other countries, together with detailed advice about the requirements for those aspiring to satisfy the international accreditation standards.

Level 3: Includes the standards and processes necessary to ensure a consistent international standard for both national institutions and for individual practitioners. Although the final shape of this benchmarking model has yet to be settled, **the Task Force recommends (Recommendation 5)** that this should be based on arrangements under which national institutions meeting the required standards are accredited to award a recognised international practitioner qualification. This would fit with the principles of subsidiarity embodied in the guiding

principles, ensuring that processing takes place as close as possible to the applicant. Under this model it would clearly be vital to build rigorous processes for ensuring that compliance with the necessary standards is achieved and maintained by every accredited professional institution.

### **Engaging with the Internal Stakeholders**

For this purpose *internal stakeholders* are defined as those individuals and institutions that are within in the wider professional community who should have an interest in an international professional IT qualification, including specifically:

- Universities/Academics
- IFIP Member Societies
- Other Bodies providing certification in IT
- Education and 'Skills related' Departments/Governments
- Practitioners who are qualified to join IT Societies but who have not yet done so
- ACS/BCS/CIPS certified members

The Task Force regards the mobilisation of this group of stakeholders as essential to the success of the project to create an international profession. Operating in workshop mode the Task Force developed an outline strategy for engagement with each of the internal stakeholder communities listed above and **it is recommended (Recommendation 6) that** this engagement should commence immediately through a wide variety of communication channels.

A copy of the notes from the Internal Stakeholder Workgroup is attached at Appendix D.

### **Engaging with External Stakeholders**

For this purpose, *external stakeholders* are essentially those organisations outside the professional community that might be expected to have an interest in the creation of an international IT profession. The group includes:

- Employers – both supplier and user/customer and particularly major organisations operating internationally
- Users/customers – again with particular focus on those with international operations
- National and provincial governments, focusing on those jurisdictions where some form of IT professionalism is already recognized, plus sector councils where appropriate
- Inter-governmental organizations such as the EU, SADC, UNESCO and WTO

As for internal stakeholders, the Task Force regards early engagement with these external stakeholder communities as vitally important to the success of the programme **and recommends (Recommendation 7)** that a similar programme to engage and mobilise the support of the external stakeholder community should also commence as soon as is possible.

A copy of the notes from the External Stakeholder Workgroup is attached as Appendix E.

## Financial support

It is proposed (see recommendation 12 below) that the basic start-up costs for this programme should be borne by IFIP and the three *founding partners* (ACS, BCS and CIPS). However, securing additional external funding to supplement this initial seed corn will be an essential element of the programme and a major engagement campaign aimed at governmental, intergovernmental and multinational commercial organisations will be a key feature of the early activity.

**It is recommended (Recommendation 8)** that, where appropriate, stakeholders should be invited to contribute to the funding required to cover the set-up and development costs for the professional practice programme and provide other resources. Such contributions would serve not only to reduce the financial burden on IFIP and the individual national Societies but also as an early indicator of the level of real interest and commitment to the programme.

Although the eventual business model has yet to be developed, it is envisaged that in due course the programme will be significantly self-financing.

## Governance Structure for an international profession

The design of the governance and accreditation arrangements will be critical to the success of the proposed international profession. In this design process time will be required for both discussion and consultation and it is clearly inappropriate for the Task Force to make a recommendation at this stage. However **the Task Force is able to recommend (Recommendation 9)** a number of general principles which it considers should guide the design process

1. Accredited national institutions should be represented on the governing body either directly or indirectly.
2. Apart from this representation, the governing body should enjoy a level of independence from IFIP or any of the participating national institutions.
3. The size of the governing body should be constrained in the interest of effective governance. General experience suggests that 10 to 12 is a good number for such bodies and that, beyond that level, they tend to become unwieldy and less effective.
4. In the early stages of the profession, where there are relatively few accredited institutions, representation may be direct; thereafter, as numbers of accredited institutions increase, it will be necessary for two or more institutions to share a single representative possibly on a regional basis.

There will be a need to appoint an interim body to handle governance, including the accreditation of national institutions, until the longer term arrangements are in place and there are sufficient accredited bodies from which to draw representatives. The make-up of that interim body will need consideration but one option would be

- 3 Experts appointed by nomination from ACS, BCS and CIPS (as the lead bodies having professional certification schemes in place)
- 2 experts nominated by IFIP

There will be a number of other detailed issues requiring discussion and consideration, including:

- The precise legal status of the governance body - for example Company, Trust etc, and its relationship with IFIP

- The jurisdiction where the board will be registered and that will provide the legal framework within which it will operate.
- The processes related to termination of the governance body for any reason
- The arrangements relating to the withdrawal of any of the founding members (ACS/BCS/ CIPS, IFIP) from the governance body
- The arrangements for new national institutions joining the governance arrangements, including the financial arrangements
- The ownership of intellectual property rights associated with the new profession.
- Funding and resourcing for the governance body

In the near term, it will be necessary to provide a full-time secretariat to support the governance body and handle tasks such as the maintenance of the registers of accredited national institutions and certified professionals. In the short term, up to August 2007 when a more detailed report is to be made to the IFIP General Assembly (see below), the Task Force is prepared to cover this secretariat function on a volunteer basis.

It will be apparent that there is considerable work associated with the development of the governance model for the international profession. The Task Force stands ready to handle that development work should IFIP wish it to do so and subject to approval by the societies of the Task Force members.

### **Development timescale**

**It is recommended (Recommendation 10)** that the planning for an international IT profession should be based on a 2 year development period within which the major milestones would be:

- March 2007 – IFIP Council approval for the Task Force to proceed.
- August 2007 – Task Force report to General Assembly with enhanced level of detail on the individual building blocks and on the internal and external engagement strategies.
- September 2008 – Launch event for the new profession, by which time it would be the aim to have the founding member Societies fully accredited to award a recognised international qualification.
- March 2009 – Completion of the build stage. Post-implementation report by Task Force. Programme moves to operational status.

Given the maturity of the professional certification schemes in the UK, Canada and Australia, it is assumed that the first 3 founding Societies will be ACS, BCS, and CIPS and that the mutual accreditation of these Societies together with other preparatory work will be completed in advance of the September 2008 launch date.

In the interest of continuity and of maintaining momentum, **it is recommended (Recommendation 11)** that the Task Force should be used to manage the initial development activity and evolve, perhaps with additional membership, into an interim governance body, until at least February 2009. With the possible exception of the addition of a second member from ACS, it is suggested that Task Force membership should remain in the main unchanged during that period.

## SECTION 5 – RESOURCE REQUIREMENTS

### General comments

Resource issues are considered in this section under 3 main headings:

1. Essential set up and development resources
2. Additional or interim resources which may be available from one or more of the stakeholder communities
3. Resources required to cover the ongoing management and operational costs of the scheme after the launch in 2008

### 1 Essential set up and development costs

It should be noted that all costings are based on the best estimates of the Task Force in respect of the resources – financial and human – that will be required to support the development of the proposed international profession and its governance arrangements over the next two years. It is not possible at this stage to produce a detailed, accurate business plan but it is the intention of the Task Force to refine these estimates as the work proceeds and the more detailed activity plan emerges.

It is assumed that all essential set up and development resource requirements will be covered by IFIP and the participating institutions – principally the 3 founding partner Societies. This assumption is designed to ensure that the work of building the core model for the new profession will not be dependent upon additional financial contributions from the stakeholder communities.

As indicated in Section 1, recommendations made by Task Force members do not represent a commitment on the part of their respective Societies. The proposals outlined below will need to be considered and agreed by those Societies as part of the initial approval process for the programme.

### Financial Resources

Based on the experience of the Task Force members it is estimated that total funding of at least Euro 200,000 per year will be required to support the programme of activity over the next two years. This sum excludes the costs associated with hosting meetings of the Task Force, travelling and subsistence costs associated with those meetings and the costs of its launch and communication programme in 2008. It must also be emphasised that budgets for the programme of activities have not yet been prepared, so the figure of Euro 200,000 could potentially increase or decrease. It is essential that external funding will be obtained (see Section 4: Financial Support). Figures given in Recommendation 12 will be recalculated in view of actual budgets and the amount of external funding in due course but it is assumed that the split between IFIP and the respective Societies would remain unchanged.

**It is recommended (Recommendation 12)** that this cost should be divided between IFIP and the proposed three founding partners (ACS, BCS and CIPS) on the following basis:

- IFIP
  - Euro 100K per year for 2007 and 2008 (This will be done in Euro 50K payments every 6 months)
  - Hosting a maximum of one Task Force or Board meeting in 2007 and one in 2008



- Travel costs for IFIP TF/Board representatives to attend
- BCS
  - Euro 34K per year for 2007 and 2008
  - Hosting a maximum of one Task Force or Board meeting in 2007 and one in 2008
  - Travel costs for BCS TF/Board representatives to attend
- ACS
  - Euro 34K per year for 2007 and 2008
  - Hosting a maximum of one Task Force or Board meeting in 2007 and one in 2008
  - Travel costs for ACS TF/Board representatives to attend
- CIPS
  - Euro 34K per year for 2007 and 2008
  - Hosting a maximum of one Task Force or Board meeting in 2007 and one in 2008
  - Travel costs for CIPS TF/Board representatives to attend

**It is further recommended (Recommendation 13)** that these contributions are regarded as credits (advances) to be repaid when income permits or to be set against future accreditation fees.

### **Human and other resources**

In addition to the financial resources outlined above **it is recommended (Recommendation 14)** that each of the founding partners (BCS, CIPS, ACS) should be asked to contribute as follows:

- Each Society to make available two people for a total estimated time requirement of 20 person weeks per year for 2007 and 2008
- Each Society to make available resources as and when required to make local presentations to introduce, promote and market the new international profession and qualification.
- Each Society to mentor one 2<sup>nd</sup> wave member in 2007 and one in 2008. This will be a country in the geographical region of the relevant Society, and mentoring will support the new member to set up and develop its own national accreditation scheme to meet the international standard.
- Each society will train 5 accreditors over the next 2 years
- Each Society to utilise its normal activities to support and develop the programme

## **2. Interim additional resources**

As indicated in Section 4 above, securing additional external funding to supplement the initial seed corn provided by IFIP and the three founding partners is essential for the success of the programme.

Given the scale of the potential benefits outlined in Section 3, the Task Force believes that there is a very good prospect of securing additional financial and other support from some of the major stakeholder communities

- (Large multinational) employers – both supplier and user/customer
- Governments (national and provincial)

- Inter-government organizations etc

A comprehensive marketing programme, emphasising the value proposition, will be developed for each of the stakeholder communities identified above.

When such additional funding becomes available, one option would be to add further resources to the budgets for marketing and promoting the programme or to offsetting some of the financial burden on IFIP and the founding Societies. The Task Force might also wish to consider extending funding to assist other national institutions engage with the programme.

It is presumed that sponsorship and joint branding of activities will be acceptable to IFIP and member Societies.

### **3. Operational funding post-launch**

No estimates have yet been made of the resources required to support the ongoing management and operation of the new profession and its governance and accreditation arrangements beyond the launch in 2008. Nor is any such estimate possible until the business and financial models are established in more detail. However the Task Force adopted the working assumption that the eventual model will be designed to ensure that the scheme is financially self-supporting on the basis of accreditation and/or registration fees from participating national institutions. Details of the proposed business and financial models, with options where appropriate, will be worked up by the Task Force during the next stage of the work

## SECTION 6 – NEXT STEPS

The development timescale outlined in Section 4 will be challenging and it is important that work should commence at the earliest possible date if the launch is to be ready for September 2008.

Against that background, and subject to the necessary agreement from the Societies involved, **the Task Force recommends (Recommendation 15)** that IFIP Council should:

- Approve in principle the development of an international IT profession on the basis outlined in this report
- Commit in principle to the provision of the necessary resources and funding as outlined in Section 5 for the next 2 years and specifically for the next 6 months
- Invite the three Member Societies (ACS, BCS and CIPS) to commit in principle to the provision of the necessary resources and funding as outlined in Section 5 for the next 2 years and specifically for the next 6 months.
- Invite the Task Force to continue its work on the basis proposed with a view to reporting back with more detailed proposals to the General Assembly in August 2007

## **SECTION 7 – SUMMARY OF RECOMMENDATIONS**

On the basis of the discussions outlined in this report, the Task Force makes the following recommendations:

### **SECTION 2 - OBJECTIVES**

#### **Recommendation 1:**

The objectives for the IFIP Professional Practice Programme should be:

- To initiate a vigorous programme of activity to promote professionalism worldwide to achieve the following outcomes:
  1. By increasing professionalism, to improve the ability of business and the wider community to exploit the potential of information technology effectively and consistently;
  2. To build professionalism in IT to the level at which it exists in other areas of professional activity;
  3. 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 to raise substantially its global profile

### **SECTION 4 – BUILDING THE INTERNATIONAL PROFESSION**

#### **Recommendation 2:**

The following guiding principles should underpin the design of an international IT profession:

- 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

**Recommendation 3:**

The primary aim of the programme should be to:

*Build a framework within which individual national bodies can build an IT profession to meet both national needs and consistent international standards*

**Recommendation 4**

The programme should also be designed 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.*

**Recommendation 5**

The international benchmarking model should be based on arrangements under which national institutions meeting the required standards are accredited (or licensed) to award a recognised international practitioner qualification.

**Recommendation 6:**

A programme to engage and mobilise the support of stakeholders internal to the international professional community should commence at the earliest possible date.

**Recommendation 7:**

A programme to engage and mobilise the support of the external stakeholder community should commence as soon as is possible

**Recommendation 8:**

Where appropriate, stakeholders should be invited to contribute to the funding required to cover the set-up costs for the professional practice programme and provide other resources eg facilities, staff, capability.

**Recommendation 9:**

The general principles guiding the design process for the governance arrangements should include:

1. Accredited national institutions should be represented on the governing body either directly or indirectly.
2. Apart from this representation, the governing body should enjoy a level of independence from IFIP or any of the participating institutions.
3. The size of the governing body should be constrained in the interest of effective governance. General experience suggests that 10 to 12 is a good number for such bodies and that, beyond that level, they tend to become unwieldy and less effective.
4. In the early stages of the profession, where there are relatively few accredited institutions, representation may be direct; thereafter, as numbers of accredited institutions increase, it will be necessary for two or more institutions to share a single representative possibly on a regional basis.

### **Recommendation 10:**

The planning for an international IT profession should be based on a 2 year development period within which the major milestones would be:

- March 2007 – IFIP Council approval for the Task Force to proceed
- August 2007 – Task Force report to General Assembly with enhanced level of detail on the individual building blocks and on the internal and external engagement strategies
- September 2008 – Launch event for the new profession, by which time it would be the aim to have the founding member Societies fully accredited to award a recognised international qualification and to have secured the appropriate international accreditation.
- March 2009 – Completion of the build stage. Post-implementation report by Task Group. Programme moves to operational status.

### **Recommendation 11:**

In the interest of continuity and of maintaining momentum the Task Force should be used to manage the initial development activity and evolve, perhaps with additional membership, into an interim governance body, until at least February 2009. With the possible exception of the addition of a second member from ACS it is suggested that core Task Force membership should stay largely unchanged during that period.

## **SECTION 5 – RESOURCE REQUIREMENTS**

### **Recommendation 12:**

The estimated financial cost of developing the international profession should be divided between IFIP and the proposed three founding partners (ACS, BCS and CIPS) on the following basis:

- IFIP
  - Euro 100K per year for 2007 and 2008 (This will be done in Euro 50K payments every 6 months)
  - Hosting a maximum of one Task Force or Board meeting in 2007 and one in 2008
  - Travel costs for IFIP TF/Board representatives to attend
- BCS
  - Euro 34K per year for 2007 and 2008
  - Hosting a maximum of one Task Force or Board meeting in 2007 and one in 2008
  - Travel costs for BCS TF/Board representatives to attend
- ACS
  - Euro 34K per year for 2007 and 2008
  - Hosting a maximum of one Task Force or Board meeting in 2007 and one in 2008
  - Travel costs for ACS TF/Board representatives to attend
- CIPS
  - Euro 34K per year for 2007 and 2008
  - Hosting a maximum of one Task Force or Board meeting in 2007 and one in 2008
  - Travel costs for CIPS TF/Board representatives to attend

**Recommendation 13:**

The above contributions are regarded as credits (advances) to be repaid when income permits or to be set against future accreditation fees.

**Recommendation 14:**

In addition to the financial resources outlined above that each of the founding partners (BCS, CIPS, and ACS) should be asked to contribute as follows:

- Each Society to make available two people for a total estimated time requirement of 20 person weeks per year for 2007 and 2008
- Each Society to make available resources as and when required to make local presentations to introduce, promote and market the new international profession and qualification.
- Each Society to mentor one 2<sup>nd</sup> wave member in 2007 and one in 2008. This will be a country in the geographical region of the relevant Society, and mentoring will support the new member to set up and develop its own national accreditation scheme to meet the international standard.
- Each society will train 5 accreditors over the next 2 years
- Each Society to utilise its normal activities to support and develop the programme

**SECTION 6 – NEXT STEPS****Recommendation 15:**

Subject to the necessary agreement from the Societies involved IFIP Council should:

- Approve in principle the development of an international IT profession on the basis outlined in this report
- Commit in principal to the provision of the necessary resources and funding as outlined in Section 5 for the next 2 years and specifically for the next 6 months
- Invite the three Member Societies (ACS, BCS and CIPS) to commit in principle to the provision of the necessary resources and funding as outlined in Section 5 for the next 2 years and specifically for the next 6 months.
- Invite the Task Force to continue its work on the basis proposed with a view to reporting back with more detailed proposals to the General Assembly in August 2007



Date: January 2007

## IFIP Task Force on Professional Practice

### Proposal

IFIP has as one of its objectives the promotion of individual professionalism. IFIP believes that in order to achieve the maximum benefit, individually and collectively, from IT enabled business change all IT practitioners must be committed to the highest standards of professional practice.

The IT industry has become increasingly more global – starting with hardware and software suppliers, global customer organisations such as finance and transport, and latterly, with e-commerce on the Internet, even end users make direct use of global systems from their homes. Consequently, in addressing issues of professional practice and the quality of global IT applications we must seek global platforms to speak about a global industry.

At the recent IFIP World Computer Congress 2006 held in Santiago, Chile, following Charles Hughes' Keynote address and the one day Workshop, there was a strong consensus among major IT member societies that it was very timely to establish an international grouping to speak globally about issues relating to the IT profession. A number of societies expressed enthusiasm to join in a Professional Practice programme.

World bodies such as the UN and its agencies, World Trade Organisation (WTO), International Telecommunications Union (ITU) and many others are promoting aspects of the Information or Knowledge Society. The two World Summits on the Information Society (WSIS) conferences have highlighted both the opportunities and challenges offered by IT.

It is now vital that the voice of the IT practitioner is clearly and powerfully expressed alongside other competing groups.

Consequently the IFIP President with the full support of its Executive Board wishes to initiate a vigorous programme of activity to promote professionalism worldwide. Such a programme would be managed by a Task Force made up initially of experts drawn from the IFIP Member Societies to provide informed input to debates at the highest levels concerning the role of the IT practitioner and the contribution of IT in the 21<sup>st</sup> century.

### Potential Areas of Work

Clearly the Task Force of experts must be able to establish their own priorities and work programmes. However, some issues that they may wish to address are now identified

The **formation of IT professionals** involves education, initial professional experience, supervision of individual practitioners and a commitment to lifelong Continuing Professional Development. Clearly a global profession will need to train new entrants to a common standard. This implies, amongst other issues, identifying a **Core Body of Knowledge** and a **Skills Framework**. **Accreditation of university courses** is

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January 2007  
Version 4



approached in several different ways which may benefit from wider discussion. **Continuing Professional Development** (CPD) may provide opportunities for sharing of courses. The TF members will need to decide whether existing approaches are suitable for sharing or further development is needed.

In common with other global professions, such as accountancy, professionals may be required by their employers to work around the globe. To facilitate such **mobility**, approval could be sought from WTO for a joint proposal based on work undertaken by the Canadian Information Processing Society (CIPS).

Key to progressing this agenda are governments and inter-governmental bodies. Obtaining the support of these bodies, alongside suppliers and major user organisations is vital. This will require a high profile campaign.

### Platforms

As a longstanding international organisation, IFIP has a network of high level contacts. Founded by UNESCO in 1960, IFIP has good contacts with the UN family, especially UNESCO. IFIP is invited to events such as the World Summit on the Information Society and can facilitate access to these types of event.

IFIP has some links with ITU. In addition, IFIP is expanding its links with the European Commission.

In the medium term IFIP has ambitions to raise its profile substantially in order to be able to speak at global events including the annual World Economic Forum at Davos.

IFIP is developing contacts with the corporate headquarters of major IT suppliers to seek long term partnerships to support programmes such as this proposal and also IFIP's major conferences. We are also aware that IFIP Member Societies have valuable networks which may be able to be used.

IFIP runs major global conferences particularly in alternate years the World IT Forum (WITFOR) and World Computer Congress (WCC) conference series. Previous WITFOR conferences have been attended by numerous government ministers and senior members of inter-governmental organisations. The TF would be able to participate in these events by promoting streams or workshops as appropriate to the desired purpose.

### Starting the Process

This area is led by three bodies – the British and Australian Computer Societies and the Canadian Information Processing Societies. The IFIP President would, therefore, like to invite the BCS to coordinate a meeting of an expert representative from each of these societies to:

- Review current practice in the area
- Refine the aspirations above into a set of goals
- Identify partners from inside and outside the IFIP community
- Develop a plan of action with a schedule of deliverables and costings

The travel and subsistence costs for this meeting would be funded by IFIP.

### Timing

An initial meeting of the three societies in late 2006 would enable a programme to be presented to the IFIP Council in March 2007 in London for their endorsement.

## IFIP PROFESSIONAL PRACTICE TASK FORCE

## LIST OF PARTICIPANTS IN THE FIRST MEETING IN CAPE TOWN

8<sup>th</sup> and 9<sup>th</sup> JANUARY 2007

Charles Hughes (Chairman)	BCS President 2005-2006
Bob Hart	ACS Professional Standards and Development Manager
Colin Thompson	BCS Consultant to BCS Professionalism in IT programme
George Boynton	CIPS Fellow
Roger Hart	CIPS Director of Professionalism and Pacific Regional Director
Maira de Roche	CSSA President
Paul Tanton	CSSA VP Professional Development
Roger Johnson	IFIP Honorary Secretary
Basie Von Solms	IFIP President-elect

**PROFESSIONALISM STATUS REPORTS FROM TASK FORCE SOCIETIES****THE AUSTRALIAN COMPUTER SOCIETY****The Australian Computer Professional – MACS PCP**

The Australian Computer Society (ACS) is the recognised association for Information & Communication Technology (ICT) professionals, attracting a large and active membership of approximately 14,000 from all levels of the ICT industry. A member of the Australian Council of Professions, the ACS is the public voice of the ICT profession and the guardian of professional ethics and standards in the ICT industry, with a commitment to the wider community to ensure the beneficial use of ICT.

The society was founded in 1966. Its objectives are to further the study, science and application of Information Technology; promote, develop and monitor competence in the practice of ICT by people and organisations; maintain and promote a Code of Ethics for members of the Society; define and promote standards of knowledge of ICT for members, promote the formulation of effective policies on ICT and related matters; extend the knowledge and understanding of ICT in the community; promote the benefits of membership of the Society and promote the benefits of employing members of the Society.

The Society plays an active role in international affairs and represents Australia in the International Federation for Information Processing (IFIP), and the South-East Asian Regional Computer Confederation (SEARCC). Members of the Society have the opportunity to play an active role in various technical committees, working groups and other activities conducted by the International bodies.

The Society was formed on 1 January 1966 by the formal ratification of the Constitution and By-laws by the five founding societies - the Canberra Computer Society (March 1965), the New South Wales Computer Society (April 1963), the Queensland Computer Society (February 1962), the South Australian Computer Society (November 1960) and the Victorian Computer Society (April 1961).

The Inaugural meeting of the Council was held in Canberra on 2 February 1966. In May 1966, a new Council took office (after the Branch General Elections of March 1966), and held its first meeting in Canberra on 16 May.

The Western Australian Computer Society (October 1966) was admitted as the Western Australian Branch of the Society on 1 January 1967, the Tasmanian Branch was formed on 5 July 1975, and the Northern Territory Branch on 1 January 1983.

The ACS is open to all professionals and associate professionals engaged in Information and Communication Technology (ICT) activities. Information and communication technologies can be defined as the equipment and processes involved in the processing and communication of information.

These people may be consultants both self-employed and employees of consulting firms), contractors, employees and academics engaged in computer systems and software engineering, computer science and software development, information technology, communications systems, information systems and specifically business

information systems, health information systems (health informatics) and security and forensics of information.

Specific occupational activities include, but are not confined to:

- (a) Coding, implementation and maintenance of computer programs
- (b) Systems analysis and design
- (c) Database design and administration
- (d) Network design and communication technology
- (e) Information systems strategic planning
- (f) Evaluation of information technologies
- (g) Systems programming
- (h) Hardware engineering and maintenance
- (i) Information and communications technology research and development
- (j) Standards development
- (k) Software quality assurance
- (l) Auditing of ICT systems
- (m) Design of safety critical systems
- (n) Network management
- (o) ICT systems security
- (p) Pre and post sales technical support
- (q) Design and implementation of computer-based training material
- (r) Education and training of students, staff and users of ICT
- (s) Project management of ICT projects
- (t) Business Analysis and Process Engineering
- (u) ICT Management

The Society has various levels of membership – **Student, Associate, Companion Member, Member, Senior Member** and **Fellow**. Individuals who have attained the knowledge/educational requirements for Associate and Member but have not yet satisfied the experience or other requirements will be classified as **Provisional Associate** and **Provisional Member**.

The **Members, Senior Members** and **Fellows** of the Society together form the Professional Division.

The educational requirement for entry to the professional division is an accredited university degree program in ICT. Applicants with a long and appropriate history of professional experience in may choose to **demonstrate equivalence** to the educational requirements through submission of an application that details both education experience and two sponsors who will attest to the professionalism of the applicant.

The **accreditation** of courses has the following elements:

- ❖ Quality objectives and in particular educational objectives of value coherent with requirements of interested stakeholders
- ❖ Human, infrastructure and financial resources adequate to the achievement of the stated objectives

- ❖ Designed, planned and managed education and support processes which effectively allow the students to achieve the stated educational objectives
- ❖ Results which attest the achievement of the stated objectives
- ❖ A QA system able to promote achievement of the stated objectives and continuous improvement of the study program

Members of the professional division can attain **Computer Professional** (CP) status through completion of the Computer Professional Education Program and a period of relevant professional experience. The Computer Professional Education Program is a structured program of study and experience to ensure the application of skills and knowledge are relevant to both the organisation and the profession. Delivery of the Program is by online learning, using techniques such as email, discussion forums, and online downloading of educational materials. Students will not attend a classroom or lecture theatre other than for examinations and similar forms of assessment. Student discussion forums (cohorts) will be an essential learning tool. Tutors or learning facilitators will be moderators for the discussion forums to provide supportive dialog and assistance when required. Students will be expected to be online to communicate with each other regularly.

Maintenance of CP status requires compulsory continuing professional development (30 hours per year). Activity statements are audited on a random basis.

ACS is currently working on the certification of **specialisations** within the CP status.

### **THE BRITISH COMPUTER SOCIETY**

Established in 1957, the British Computer Society (BCS) is the leading body for those working in IT.

BCS was incorporated by Royal Charter in 1984. Its objects are to promote the study and practice of computing and to advance knowledge of and education in IT for the benefit of the public. BCS is also a registered charity.

BCS is licensed by the Engineering Council to award Chartered Engineer status (CEng) and Incorporated Engineer status (IEng); and more recently by the Science Council to award Chartered Scientist status (CSci).

The Society has 3 professional grades, Associate Member (AMBCS) Member (MBCS) and Fellow (FBCS). In 2004 the Chartered Status was retitled *Chartered IT Professional (CITP)*. In the interest of providing a faster route to professional membership, the processing for this Chartered status was separated from that for professional grading.

The results of the 2005 changes has been a very rapid membership growth with new member applications over the past 2 years running at around 1000 per month. The Society now has a membership approaching 60,000 in over 100 countries worldwide.

#### **Professionalism**

The creation of a recognised IT profession has been a major policy objective of the BCS for some years. In early 2005, it set up the *Professionalism in IT programme* as:

*A managed programme intended to give substance to the stated ambition of the BCS to lead the profession of the 21st century and to build IT professionalism to the level at which it is seen to exist in other areas of professional activity.*

The programme has three key objectives:

- *By increasing professionalism, to improve the ability of business and other organisations to exploit the potential of information technology effectively and consistently*
- *To build IT professionalism to the level at which it exists in other areas of professional activity.*
- *To build an IT profession that is respected and valued by its stakeholders - Government, business leaders, IT employers IT users and customers - for the contribution that it makes to a more professional approach to the exploitation and application of IT.*

Implicit in these objectives was the vision of a different IT profession – one with a wider scope than hitherto and with a very clear involvement in business issues and with building business capability to exploit IT. The implications of this were summarised in the following programme statement:

**If we are to achieve a more professional approach to the exploitation of IT, we will need an IT profession which:**

- Is defined in terms of its ability to play a full part in all stages of IT exploitation
- Is seen as – and sees itself as – an integral part of the business
- Has appropriate non-technical skills, including management, business and leadership skills, as core competences.
- Is about both *Information* and *Technology*
- Lays greater emphasis on the accreditation of current capability and competence
- Demands greater personal responsibility on the part the practitioner.
- Is attractive to a wider group of entrants than at present – including those groups alienated by the current image of the profession

The programme has attracted the active support of the UK Government and IT industry. Over the past 2 years the core programme team, provided by BCS, has led a large body of volunteers in a series of research projects. These have covered the main building blocks for the new profession, including:

- Defining the scope of the IT profession
- Establishing stakeholders needs and views
- Validating the IT professionalism model
- Developing a common IT competence architecture
- Delivering a single chartered qualification regime
- Competences and qualifications for senior IT staff (CIO, IT and IS Director)
- Information Management competency requirements

All results from that research programme have been made available to the IFIP Task Force.

## **Plans for Chartered IT Professional**

In the interest of creating a single 'gold standard' qualification for the IT profession, BCS Trustees last year took a decision in principle to open CITP to other professional bodies under licence. The current plan is for the governance of CITP to be passed to an independent body comprising representatives of participating institutions. Although BCS will be involved as one of those bodies, it is not the intention that it will have a controlling influence over the governance of CITP. The experience gained in the creation of these independent governance arrangements is likely to prove useful in considering the design of the governance for any international IT qualification.

## **THE CANADIAN ASSOCIATION OF IT PROFESSIONALS**

### **IT Professionalism in Canada**

CIPS, the Canadian Association of IT Professionals, was founded in 1958. In common with other computer societies that were founded in this period (ACM, ACS, BCS, etc.) CIPS had a strong academic involvement at the onset, but also served as a common networking forum for all branches of the relatively young IT industry.

In 1989, CIPS began to introduce the concept of professionalism in IT and launched the Information Systems Professional (I.S.P.) designation. However, in Canada legislation regulating all professions (engineers, lawyers, MDs, teachers, etc.) is a provincial responsibility, so it was necessary to begin to create provincial organizations. The first one, CIPS Alberta, was formed in 1994 and I.S.P. legislation was passed in that province in 1997. Most other provinces have now passed similar legislation, with the latest one being Saskatchewan in 2004.

CIPS is also in the process of introducing a new governance model to better accommodate some of the changes that have been necessary since the I.S.P. legislations were enacted. These are expected to be approved in 2007/8 and will result in a Council of Provinces being the highest policy making body within CIPS, served by an Office of the Executive Council

CIPS may be unique in terms of Canadian professional associations in that it maintains two national bodies, the Accreditation Council and the Certification Council rather than having these operate a provincial level, which seems to be the norm with other professions such as engineers, teachers, etc. The Accreditation Council accredits university and college programs and students of these programs can become Candidate Members for the I.S.P. Similarly, the Certification Council evaluates applicants for the I.S.P. It is expected that these will continue in the new governance model.

Other than a "grandfather" clause that allowed only professional experience to be considered for an I.S.P. for professionals who entered the field prior to 1976, the normal route was "education plus experience", regardless of whether the applicant was a Candidate Member or whether the education was obtained at an accredited institution. A variation of this is the examination route which allows an applicant to take examinations in lieu of having academic qualifications (for example when the applicant does not possess those qualifications or the Certification Council does not feel that the institution or program meets the desired academic requirements).

This “education plus experience” route proved to be quite unsuitable for senior applicants who had entered the industry after 1976 and three new paths to the I.S.P. were approved in 2005/6:

1. Established Academic Route
2. IT Industry Leader Route
3. Established IT Professionals Route

Each of these paths still requires that the applicant satisfy mastery of the approved Body of Knowledge (BOK), but for these applicants this is done on a competency basis rather than trying to map the applicants’ academic program to a current Computer Science or MIS program.

In addition to demonstrating mastery of the BOK, all successful applicants must have:

- Sponsorship by two relevant sponsors (e.g. by someone who can act as a guarantor for a passport application); and
- Minimum of 1000 hours of professional work experience during the 12 months prior to submitting the application.

They must also adhere to the Code of Ethics and Professional Conduct and have membership in CIPS or in one of two other associations with whom CIPS has reached an agreement (FiQ which operates in Québec and DPI which represents some employees in the Canadian federal government).

## **THE COMPUTER SOCIETY OF SOUTH AFRICA**

### **State of the CSSA with regard to Professionalism (written by Paul Tanton, January 2007)**

#### **Background**

The Computer Society South Africa (CSSA), a Non-Profit organisation, was established in 1957, has a rich involvement with the IT industry on the African continent and of late has been interacting more with other societies on the continent as well as internationally. The link with IFIP has recently been strengthened, as the president elect of IFIP is a very active member of the CSSA.

The society has five primary focus areas, ICT policy - we were very active in the facilitation of discussions and formulation of the ICT charter; Education and training; professional development; community development; and transformation. The current membership is around 3000 ICT practitioners and people associated with the ICT industry. Included in this number are 91 professional members, a higher grading than a normal member.

Based on recent salary surveys, the ICT market could consist of up to approximately 120,000 ICT practitioners (Network administrators up to CIO). A small secretariat, headed by an Executive Director, manages the daily operations. They are involved with executing some of the strategies determined by the five portfolio Vice Presidents, who are all non-executive directors and operate on a purely volunteer basis.

Through the organisational structure we have strong links with the Sector Education and Training Authorities (SETA) as well as other local organisations and government



departments. We are however a non-statutory professional body governed by a Constitution. We of the opinion that we are a professional body in that we:

1. Represents a recognised “community of expert practitioners”
2. Are governed by a Constitution
3. Have the necessary full-time resources to carry out its functions
4. Major functions include:
  - a. Assessment of professional competence for the purpose of conferring designations
  - b. Conferring of professional designations
  - c. Development and management of a Code of Professional / Ethical Conduct
5. Maintains a register of Professional Practitioners

One of the key drivers for professional qualifications in South Africa is that there is no mechanism to assist and encourage organisations to incorporate people development in a structured and deliberate manner as a society focusing on the ICT industry we need to be involved if not lead this.

### **Professional Development**

The CSSA is in the process of compiling a framework of qualifications that will lead to professional qualifications. We aim to facilitate development in this field by creating a structure that encourages further learning and facilitates the development of IT practitioners and the recognition of workplace development. These qualifications will guide the membership designation of members in future, including the professional designation.

### **Looking ahead**

The CSSA plans to:

1. Devise, inform, monitor and continually update the benchmark professional standards of competence required in the practice of the profession
2. Major functions will include:
  - a. Quality assurance
  - b. Assessment of professional competence
  - c. Ensure the currency of knowledge of members through the implementation and monitoring of Continuing Professional Development (CDP) programmes

We are in the process of developing new business models to ensure that funding of Professional Development Schemes are viable on the lines of other computer societies like the BCS and ACS. Presently the revenues are balanced between membership, conferences and events and ICDL royalties. To insure sustainability and growth these revenue streams need to be enhanced and diversified. During the past few years, South Africa has been impacted by the global economy. To be prepared we need to ensure levels of professionalism on a national and even international level.

## IFIP Taskforce on Professionalism in IT

### Workshop 1 – Report

#### Engaging the Internal Stakeholders

#### 1. Introduction

The Frame of Reference for Workshop 1 was as follows:

- a. Concentrate on internal engagement, ie engagement with those individuals and institutions that are within in the wider professional community who should have an interest in an international professional IT qualification
- b. Recommend a strategy to mobilize this community
- c. Estimate the cost for such a strategy

#### 2. The Workshop therefore concentrated on the following 3 questions:

- a. Who are the stakeholders in this community, ie who would have an interest in an international professional IT qualification?
- b. How can we target them?
- c. What will it cost?

#### 3. Question 1: Who are the stakeholders in this community, ie who would have an interest in an international professional IT qualification?

The Workshop identified the following such stakeholders:

- Universities/Academics
- IFIP Member Societies
- Other Bodies providing certification in IT
- Education and 'Skills related' Departments/Governments
- Students/Parents
- Experts who are qualified to join IT Societies but who has not yet done so
- BCS/ACS/CIPS certified members
- Trade Associations

Each of these stakeholders was subsequently discussed to identify ways of targeting them.

#### 4. Question 2: How can we target them?

##### 4.1 Universities/Academics

The following avenues were identified:

- Conferences where the idea of an international professional IT qualification can be conveyed through invited papers/workshops etc
- National Committees for HODs/Deans

- Incentive marketing to Academics to attain such a qualification

#### **4.2 IFIP Member Societies (MSs)**

The following avenues were identified:

- GA
- IFIP News
- Direct marketing (visits to MSs...)
- Targeted 2nd wave, ie those MSs which did not yet have a professional certification scheme, but who are interested to start one
- TCs

#### **4.3 Other Bodies providing certification in IT**

It was realized that it would be very difficult, and take a long time to separately identify and locate all such bodies. The conclusion was therefore that, as the scheme gathers momentum, such bodies will take notice and identify themselves.

#### **4.4 Education and 'Skills related' Departments/Governments**

It is clear that the only way to contact such stakeholders was via the national IT Society (IFIP MS where relevant)

#### **4.5 Students/Parents**

The Workshop participants felt that Career Guidance bodies were major players here, and that the SFIA Skills Framework was a good vehicle to use to highlight the place and importance of professionalism in IT.

Local IT Societies and IFIP MS, through their Special Interest Groups were also important players.

#### **4.6 Experts who are qualified to join IT Societies but who has not yet done so**

The following avenues were identified:

- Employers
- Media coverage
- National Societies themselves, because such stakeholders were potential new members to the relevant societies

#### **4.7 BCS/ACS/CIPS certified members**

Clearly these stakeholders would be located via the relevant MSs who would advise them that they can 'upgrade' to the new international status.

#### **4.8 Trade Associations**

This category was identified, but no real discussion resulted.

### **5. Question 3: What will it cost to the present MS involved?**

The Workshop distinguished between two types of costs - Set up costs and Running costs. A very basic financial model was created for 2007 and 2008.

This model tried to identify the costs to the 4 initial societies, the BCS, ACS, CIPS and IFIP. It was clearly stated that these are very much ball park figures because no real information is available.

### **5.1 Set up Costs (BCS/ACS/CIPS)**

- Each Society will make available two people (10 weeks per person per year) for 2007 and 2008
- Each Society will make available resources as and when required to do local presentations to introduce and market the scheme nationally
- Each Society will mentor one 2<sup>nd</sup> wave member (Licensee) in 2007 and one in 2008. This will be a country in the geographical region of the relevant Society, and mentoring will support the new member to set up its own national accreditation scheme
- Each society will train 5 accreditors over the next 2 years
- Each Society will host one Task Force meeting per year if required
- Each Society will provide Euro 50 000 per year (inc IFIP)

### **5.2 Running Costs**

The scheme has to be self supporting as far as running it is concerned.

Basie von Solms  
Bob Hart  
Colin Thompson  
George Boynton  
January 2007  
Cape Town

## IFIP Taskforce on Professionalism in IT

### Workshop 2 – Report

#### Engaging the Support of External Stakeholders

##### Who are the stakeholders?

The IFIP IT Professionalism Task Force identified two broad categories of external stakeholders: employers and “bodies”. It was also recognized that a stakeholder could occupy places in both categories, although the type of interest may be different and hence could be represented by different parts of the stakeholders’ organizations. Also, without wanting to diminish the importance of small and medium enterprises (SMEs), from a pragmatic perspective, there appear to be advantages in initially focusing on large multi-national organizations.

Examples of employers whose support will be sought include:

- Suppliers
  - IBM, Microsoft, EDS, CSC, Fujitsu, Accenture, Deloitte, Oracle, SAP, Gartner, Novell, Sun, Intel, HP, Cisco, Apple, Dell, TATA WIPRO, etc.
- Users/Customers
  - Fortune 500 – including financial
  - Top 20 from top markets (FTSE, Nikkei, JSE etc.)
  - Governments

Similarly examples of bodies might include:

- National and provincial governments, focusing on those jurisdictions where some form of IT professionalism is already recognized, plus sector councils where appropriate
- Inter-governmental organizations, e.g.
  - EU
  - SADC
  - UNESCO
  - WTO

##### What communication channels will be used?

In order to reach these stakeholders a large multi-centred “launch” of the IITP Program is envisaged. The Task Force distinguished between the launch which it envisaged as a multi-faceted event involving the media and the “kick-off” of the Implementation Program which is planned immediately after the approval in principal has been given by the IFIP Council.

Thus, at the time of the launch it is hoped that some accreditation of the leading Societies will have already taken place and an initial cohort of IITPs will be ready for designation. The Task Force believes that if the current momentum is maintained this initial accreditation and preparation for the formal launch can be accomplished by September or October of 2008. It should be emphasized, however, that the scale of the launch must be large, impressive, and international and that the even achieving the

mutual accreditation of the three leading national Societies in this time frame will require a great deal of work.

With this in mind, the follow media channels are likely to respond positively to this event:

- Trade magazines
- E-zines
- Websites, blogs, and podcasts
- Business Media
- Internal company publications
- External publications of various associations (e.g. ACS)

The business sections of mainstream media are included in “business media” and it is also thought that interest could be generated in the more general sections of mainstream media (newspapers, magazines, radio, and television) depending on what form the messages take.

### **How will the work with the media be accomplished?**

As is discussed elsewhere, it is envisaged that an Interim Management Board will replace the current Task Force and that a Temporary Secretariat to this Management Board will operate until funds allow a paid Secretariat to be put into place.

During the period from kicking-off the IITP Program until the official launch, the Management Board and Secretariat will coordinate and oversee the development of relationship with the media.

With this in mind, it is planned to leverage the existing expertise and contacts both of IFIP and the national Societies in working with the media.

In the case of IFIP this would include:

- Newsletters to IFIP community
- PR for specific events
- Leveraging existing relationships and developing new ones with global organizations and media

The Societies will similarly devote some of their existing marketing and PR staff to the launch as part of their regular duties, including 2 staff from both ACS and BCS and 1 staff member from CIPS and CSSA. In addition the Directors, Board Members, and Trustees (the names and roles vary between the Societies) have a vital role to play. Stephen Ibaraki, the President Elect of CIPS already has a significant following for the blogs and podcasts in which he is involved and it is proposed that these be expanded to an international forum by leveraging this work in cooperation with his counterparts from ACS, BCS, and CSSA and through initiatives such as WIKI.

### **What launch activities are required?**

As noted earlier, the Task Force believes that a large and spectacular launch is essential for the success of the IITP Program. Although the size and scope of this will not be developed until after IFIP Council has given its approval in principal, it is clear from the experience of the Societies that this will be at least several hundred thousand Euros.

Also, a high level of credibility is required as a prerequisite to the launch. As a first step to accomplishing this ACS, BCS, and CIPS are embarking on a program of mutual

accreditation and multi-lateral recognition of their professional designations. Although this is not a trivial exercise it is clear that there are close similarities in the standards of the three Societies, so with an early start it is feasible to accomplish this by the proposed launch date of September/October 2008. If other Societies are sufficiently advanced in their own professionalism activities, every effort will be made to incorporate them in the multi-lateral recognition process although, in order to do so, it will be essential that they will expect to have legislation enacted prior to September 2008.

In addition to this credibility from internal activities (which should result in at least 25,000 professionals being eligible for the IITP), external credibility *prior* to the launch is seen as a critical success factor. The best way of accomplishing this is to obtain commitment from several multi-national employers (suppliers and/or customers). Hence, in addition to a mutual accreditation and multi-lateral recognition program, one of the first activities necessary following IFIP's approval in principal will be the development of the first versions of a press kit and a sales kit. Both of these will be refined, enhanced, and added to throughout the pre-launch period, but will initially focus on:

- What is being sold
- What is needed from the stakeholders, including different levels of sponsorship
- What is the value proposition, e.g.
  - employer benefits as listed elsewhere in this report
  - branding opportunities through association with the program including, for example, the EU and the multi-nationals.

Initially, these sales kits will be tools for approaching the stakeholders and the press kits will be tools for managing the flow of information to the media while sponsorships, etc. are being sought. During the pre-launch period these will evolve so that very high-quality, professional products.

### **What is the cost of these launch activities?**

As explained earlier, the cost of these activities will only begin to be determined once approval has been given, in principal, by the IFIP Council although, based on the experience of the participating Societies, this is likely to run into hundreds of thousands of Euros. The cost will also depend on the development of a business model which will also not be developed until after approval in principal has been given. However, the Task Force did identify the need for three distinct parts to the business model:

- The pre-launch period from kick-off to launch
- The launch itself
- On-going operations following the launch

### **How will the IITP be offered to the multi-nationals?**

Experience in obtaining sponsorships and buy-in from large corporations varies from country to country. In some instances HR (or Talent Management as it is sometimes called) has proved very amenable to promoting professionalism and, in most cases, Marketing is the only department that has sufficient funds for sponsorship activities.

The proposed route, therefore, is to approach the multi-national at the highest possible level (e.g. CEO or COO); use the sales kit to solicit their support (refining it following successful or unsuccessful meetings); and to follow on, if necessary, with subsequent meetings recommended by the CEO/COO.

Existing relationships are an important key to approaching the CEO/COOs of large corporations and it is obviously beneficial if this can be done by the Society of the country in which the corporate headquarters is located. In addition, it is obviously desirable to target those who have a concern about the development and professionalism of their staff. Although all three Societies provide memberships and professional designation to individuals, it is not an uncommon practice for large corporations to allow their staff to expense their professional membership dues and some of the Societies are already dealing at a corporate level in providing group discounts. So in addition to leveraging CEO/COO relationships and moving down in the organization, it may be possible to leverage existing marketing/HR relationships to secure executive buy-in.

The Task Force viewed multi-nationals (both suppliers and/or customers) as not only a source of large numbers of IITPs because of their need for global mobility, but also as potential sponsors able to provide seed money and contribute to on-going operations.

The Task Force envisaged that a minimum of two sponsors would be required (so, for example, sponsorship by a leading software or hardware vendor alone might discourage other suppliers, but sponsorship by that vendor together with the European Commission would have quite a different flavour).

“Bottom Line” sponsorship was also envisaged analogous to the Olympics or World Cup (i.e. corporate or agency logos on the bottom of letterhead) rather than the “Top Line” sponsorship as with the English Premier Soccer League. Not only does the former maintain the degree of professionalism necessary for the IITP to be vendor neutral, but it allows different levels of sponsorship (e.g. “founding”, “platinum”, “gold”, etc.). Normally when corporations sponsor a conference, there is some insistence of domain exclusivity (e.g. a hardware vendor may agree to sponsor if they are the only hardware vendor listed, but would typically not object to sponsorship by software vendors, consulting firms, etc.). There are obvious benefits to IFIP, the national Societies, IITP holders, and arguably to the supplier community as well as there is *no* domain exclusivity in this instance, although “founding”, “platinum”, “gold”, etc. could be encouraged.

Referring back to the three distinct parts of the business model, such sponsorship would be welcome, although probably not critical, in the pre-launch period; essential for a high-profile launch; and highly desirable in contributing to the revenue stream on an on-going basis.

Roger Hart  
Charles Hughes  
Roger Johnson  
Moirá de Roche  
January 2007  
Cape Town



**FINAL DRAFT PRESS RELEASE****Global IT Profession Comes Nearer**

A unique gathering of leading world experts earlier this month in Cape Town, South Africa concluded that global recognition for IT professionals would provide major advantages to individual practitioners and for IT systems users and suppliers.

The meeting was called by the International Federation for Information Processing, IFIP, and involved senior representatives from the world's leading professional computer societies from Australia (ACS), Canada (CIPS), South Africa (CSSA) and UK (BCS). The Task Force is led by Charles Hughes, Immediate Past President of the BCS. The meeting addressed key issues facing the IT industry today including lack of clarity of international professional skills and qualifications and worldwide mobility of IT professionals and commenced planning for a global IT profession.

Each of the societies has a national scheme to provide public recognition to qualified members. However, these schemes lack visibility outside their own countries.

Charles Hughes said, "Global industries need global professions to promote high professional standards worldwide and to give public recognition to qualified practitioners".

"In the modern world, the IT industry is a global business with many international organisations requiring increasing mobility among individual members of the IT workforce. Hence, employers face growing uncertainty when recruiting staff from outside their own countries."

Basie von Solms, IFIP President-Elect, commented "To achieve recognition, IT professionals will require an accredited combination of education and experience, as well as undertaking Continuing Professional Development and committing themselves to a Code of Ethics."

The meeting agreed to report its findings to the IFIP Council at the end of February and seek agreement to develop more detailed proposals to establish the scheme as well as agreeing to a governance structure.

After acceptance of the report, leading IT organisations will be invited to participate in the development and launch of the programme.

**Note to Editors**

IFIP (International Federation for Information Processing) has around 50 member societies with an aggregate membership of over 500,000 individuals. Contact details on [www.ifip.org](http://www.ifip.org)

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**DEADLINES**

Revised draft circulated Thursday Jan 18<sup>th</sup>.

Any final responses to [r.johnson@bcs.org.uk](mailto:r.johnson@bcs.org.uk) by Saturday Jan 20<sup>th</sup>.

Release w/b Jan 22<sup>nd</sup>

**Note to societies: TF members agreed that societies could top and tail the Press Release with their own details but the TF agreed that the main body of the text remain the same.**