

Competence based approach to skills assessment and development of ICT professionals

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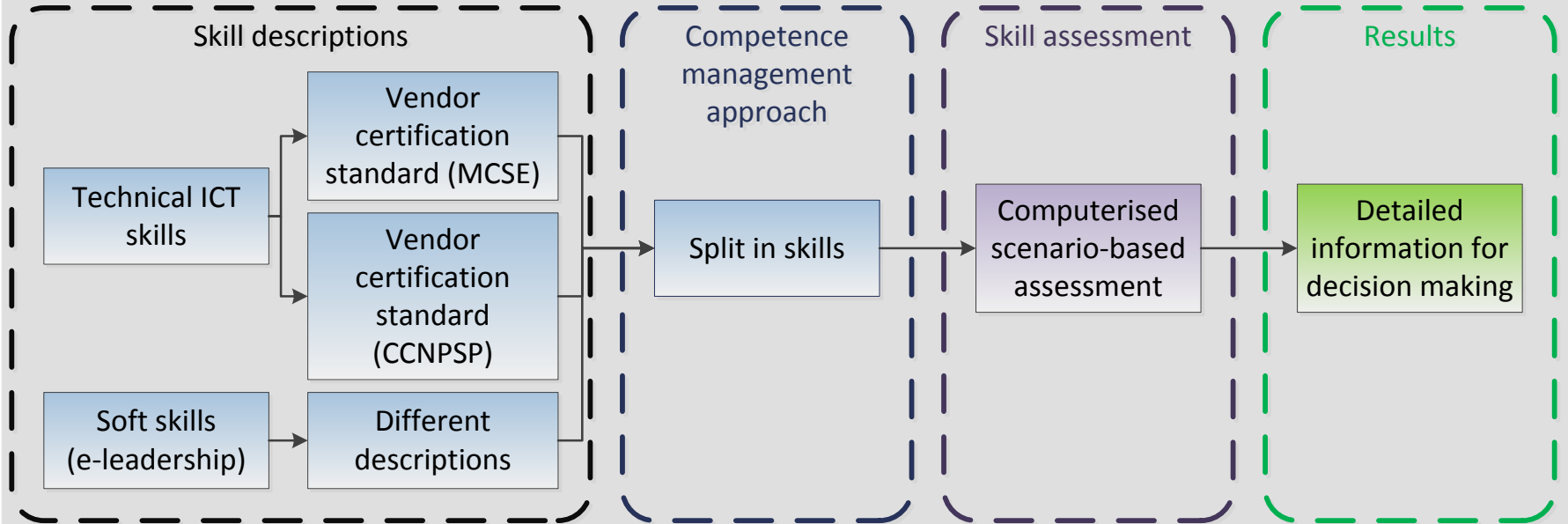
In this presentation we will analyse

- ICT vendor approach to skills assessment and development
- Application of ICT vendor principles to e-leadership skills
- Scenario-based assessment for e-leadership skills
- Skills development solutions based on skills gap analysis

From Technical to Soft Skills

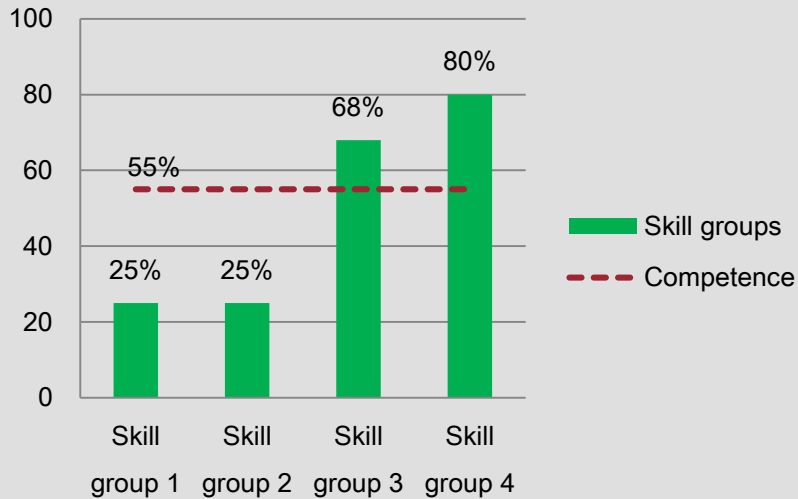
- Vendors are developing and maintaining their standards for ICT skills
 - Competence and skill descriptions
 - Thoroughly described certification paths
 - Training courses mapped to certification paths
 - Certification exams
- Soft skills assessment may benefit from the approach but HR experts are cautious in accepting the method

Competence Based Approach

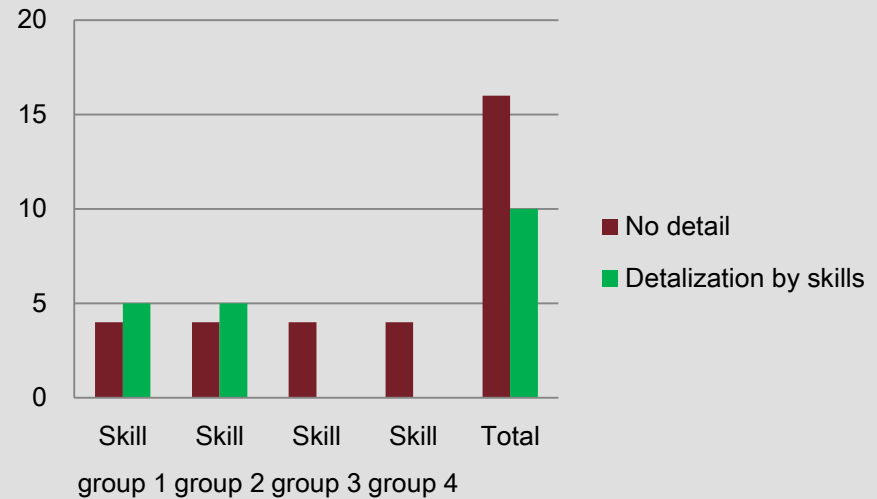


Approach in Action

Competence A



Training plans



Benefits

- Standardised and comparable employee skill levels
- Up to date on the spot information about employee skills
- Increased objectivity of assessment results
- Targeted employee development
- Savings on employee assessment and development
- Reusability of tests for assessment and development

Considerations for Future

While ICT vendors take care about technology specific competences, their descriptions, tools for assessment, skills development solutions, coordinated efforts are necessary to

- integrate these components in ICT e-leadership training programs
- improve quality and standardise e-leadership skills assessment approaches
- develop methodology for targeted training solutions to address ICT e-leadership skills gap

Thank You!

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