

THREE MAIN OBJECTIVES

1. Create a comprehensive contemporary group of IT Skill Standards determined by national subject matter experts
2. Update in a user friendly format that is easily adaptable by businesses and educators
3. Pilot methods to keep the job clusters updated

SKILL STANDARDS WORK PER JOB CLUSTER WILL BE DRIVEN BY SMEs

A team of about 40 Employer Subject Matter Experts (SMEs) will meet face-to-face in 3 different locations (to minimize travel time) to develop draft skill standards in a 1-day structured process developed by our team of researchers based on work originally done by the US Air Force. Virtual access to these meetings will be available as well. All travel costs covered will be reimbursed by the grant.

Research team will synthesize the results from the 3 meetings and will use surveys with the SMEs to gain consensus. All results will be disseminated online, through the website.

NEW IT SKILL STANDARDS WILL BE USED BY:

- **Faculty** across the country to help widen the pipeline of workforce-ready IT workers through model curriculum that a broader range of training providers, especially smaller institutions, can adopt.
- **Smaller companies** in writing forward-facing job descriptions.

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IT SKILL STANDARDS 2020 AND BEYOND



The **IT Skill Standards 2020 and Beyond Project** is developing employer-led, up-to-date skill standards and model curriculum outlines with the goal of expanding the pipeline of right-skilled individuals to fill the many open IT jobs across the nation over the next several years.

A group of IT thought leaders (mostly CIOs and CTOs) identified the most immediate and critical 10 future-focused job clusters:

SOFTWARE DEVELOPMENT

INFRASTRUCTURE CONNECTIVITY & MANAGEMENT

TECHNICAL SUPPORT

TECHNICAL PROJECT/PROGRAM MANAGEMENT

SECURITY

DATA MANAGEMENT AND ENGINEERING

DATA ANALYTICS AND PREDICTIVE MODELING

THREE MORE TBD

Recruit at least 50 employer thought leaders with expertise in all aspects of IT to create final draft list of critically-needed job clusters in IT

Disseminate list to 150 additional companies for review and comment to confirm and verify 8-10 Clusters

Employer SME meetings (or other means) to develop preliminary tasks, knowledge, skills and abilities for each cluster

Recruit 30-40 employer SMEs per cluster

Hold SME meetings using the modified DACUM (PCAL7) process to draft the full skill standards for each cluster that includes tasks, knowledge, skills, and abilities

Synthesize results of multiple SME meetings and qualitatively analyze the meeting discussions regarding missing items

Send synthesized data to the employer SMEs per cluster and request a broader review and comment

Post results on public website and distribute to make broader requests for comment

Incorporate feedback and revise the skill standards after posting on the public website for ~2 month period

Conflicting or particularly complex feedback will be addressed by the original employer SMEs

After feedback is incorporated, employer SMEs will review revised draft for finalization

Employer SMEs for each cluster identify relevant job titles

Educator SMEs convert KSAs and tasks into student learning outcomes

Educators and representative employer SMEs develop performance indicators using the KSAs and tasks

Disseminate the skill standards to educators, employers (including government) and industry associations

Develop and pilot policies and procedures to keep the skill standards updated

FINALIZE
CLUSTER
and VERIFY

DETERMINE
STANDARDS
PER CLUSTER
and VERIFY

DISSEMINATE

WE NEED YOU TO JOIN US

BUSINESS SUBJECT MATTER EXPERTS



- Identifying top 8-10 critical IT clusters
- Verifying job skills via modified DACUM process
- Identifying 3-5 most in-demand job descriptions
- Disseminating and using updated skill standards
- Sustaining updates

EDUCATOR SUBJECT MATTER EXPERTS



- Identifying job clusters
- Providing feedback via survey on skills per cluster
- Crosswalking of cluster skills to 2-yr and 4-yr programs
- Using skills to update programs
- Disseminating updated skill standards

