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
- 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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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

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

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

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**Determine standards per cluster and verify**

**Finalize cluster and verify**

**Disseminate**