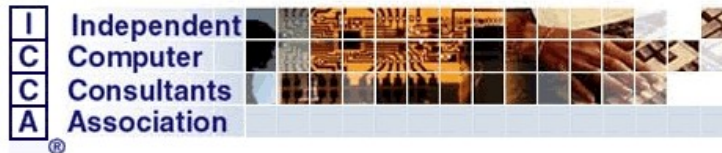



Kewal Dhariwal, CCP
Executive Director, ICCP

Established in 1973 and supported by the major professional associations of the world, ICCP is the only organization with a comprehensive coverage for ALL information systems or Information Technology workers in your organization or in your outsourced companies.

ICCP Institute for Certification of **COMPUTING PROFESSIONALS**

Let it be recognized that

Kewal S. Dhariwal

has successfully completed all prescribed requirements and is hereby awarded the professional designation

Certified Computing Professional, CCP

Specializing in
**Office Information Systems
Systems Development**

Issued: November 1993
Expires: December 31, 0000
Certification Number: 000006

President

Director of Certification

Constituent Societies



Examinations

Specialty Knowledge Examinations

1. Core IT Skills Examination
2. Business Information Systems
3. Data Communications & Internetworking
4. Data Base Administration
5. Data Management
6. Data Warehousing
7. IT Management
8. IT Consultant (Beta)
9. Integrated IT Project Management
10. Microcomputing and Networks
11. Object Oriented Analysis and Design
12. Office Information Systems
13. Procedural (Advanced) Programming
14. Software Engineering
15. Systems Development
16. Systems Programming
17. Systems Security
18. Web Development (Beta)

Programming Languages:

1. C Language
2. C++ Language
3. COBOL Language
4. Visual Basic
5. Java

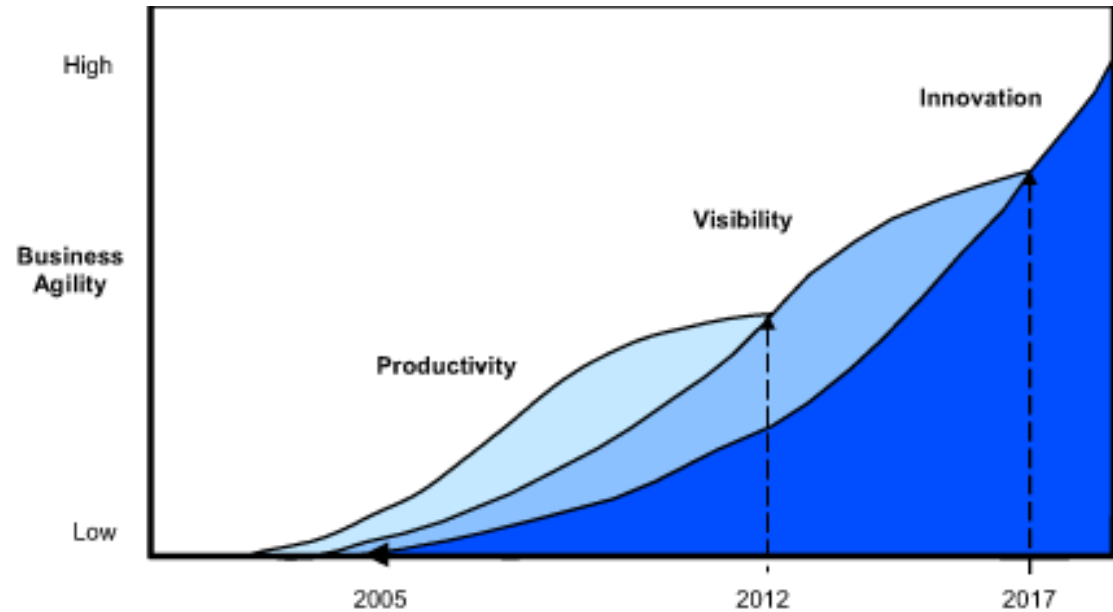
New Examinations under development

1. Business Analytics (2007)
2. Data and Information Quality (2007)
3. Systems Architecture (2007)

The business challenge today is find ways to speed up your business operations and become more agile!

TO GET TO INNOVATION:

- companies must identify and invest in their top employees
- identify employee skills-gaps and develop training plans



Source: Gartner (February 2006)

Since IT is a huge contributor to business agility, organizations today are increasingly focused on improving the primary job roles of:

- **Managers (IS/IT Projects, Applications and Systems)**
- **Architects – Solutions and Enterprise Integration**
- **Business & Data Analytics**
- **System Analysts - Programmers**

EMPLOYEE SKILLS-GAP ANALYSIS AND TRAINING PLAN

Identifying critical human resources and further developing those individuals is a key component of a forward looking organization

Objectives:

1. **to identify skills of key employees and their specific level of competency as measured by national and international standards**
2. **to continue to build a team of individuals whose skills complement each other and**
3. **to develop a cover-off capability that supports the long term integration focus of the organization**

Focus: On long term goals to provide strong human resource competency across the organization in key business areas

- **Determining in a non-threatening, objective manner the skills, strengths and weaknesses of current employees**
- **Locating gaps in knowledge and experience**
- **Building both personalized and corporate training plans to fill in those gaps.**

EMPLOYEE SKILLS-GAP ANALYSIS AND TRAINING PLAN

The assessment process must

1. support the business requirements of the organization
2. varied needs and specialized skills of both business systems and the employees for this role
3. compare those skills with the levels of specified skill requirements as determined by the Human Resources job definition for those roles and providing a summary of those skills
4. use an appropriate international standards-based approach and process
5. document back to the individual an extensive work and experience related competency profile

EMPLOYEE SKILLS-GAP ANALYSIS AND TRAINING PLAN

The assessment process must (cont'd)

6. document to the organization the required skills upgrade needed by the group of SA/Ps.
7. develop for each individual a personalized training plan to fill in the identified gaps
8. identify, locate and specify varied educational programs that would provide for the training needs of these individuals
9. source and provide a set of combined educational programs that would fill the gaps
10. provide a plan for post-training assessment to verify that improvement had occurred

EMPLOYEE SKILLS-GAP ANALYSIS AND TRAINING PLAN EMPLOYEE – PERSONALIZED FEEDBACK

- **SAMPLE EMPLOYEE FEEDBACK:**

Overall Assessment against International Standards:

- You have successfully attained the Associate Computing Professional (ACP) designation and can use those credentials after your name.
- For you to qualify for the Expert-Mastery Certified Computing Professional level or for the Information Systems Professional (CIPS national credential) level, you would need to improve your scores to 70% over all for all three assessments individually.
- In order to do this you need formal systems development training to reach the full mastery professional level and need substantial Business Communications training to improve that score, too.
- Core Information Technology Skills are good, but systems development skills need improving.

EMPLOYEE SKILLS-GAP ANALYSIS AND TRAINING PLAN EMPLOYEE – PERSONALIZED FEEDBACK

- **Recommended Training:**
- **1. CORE INFORMATION TECHNOLOGY SKILLS:** Management Information Systems – Athabasca University COMP351; Interpersonal Communications for Management COMM243 and/or COMM377 Communication and Problem Solving in Groups and/or Information Systems and Organizational Design ORGB430 (Athabasca University)
- **2. SYSTEMS DEVELOPMENT:** (Online course – Analysis, Design and Modeling – COMP603) and/or Software Engineering – COMP610 and/or Enterprise Information Security – COMP660 and/or Enabling Technologies for E-Commerce COMP636)
- **3. DATA MANAGEMENT:** (A full week seminar at the DAMA International conference (www.dama.org) or onsite Professional Development course or online - Enterprise Information Management course: Athabasca University – COMP602)

EMPLOYEE SKILLS-GAP ANALYSIS AND TRAINING PLAN

Employee Name	CORE	SDEV	OOAD	MCN	PRG	DW	SWEN	WEB
Employee 1	79	80	73				66	
Employee 2	75		80	80				
Employee 3	65	68			66			
Employee 4	65	56				55		
Employee 5	83	77			73			
Employee 6	59	59	70					
Employee 7	70	55				45		
Employee 8	63	58	50					
Employee 9	75		74					72

CORE – Core IT Skills;

SDEV - Systems Development;

OOAD – Object Oriented Analysis & Design;

MCN - Microcomputers and Networking;

PRG - Procedural (Advanced) Programming;

DW - Data Warehousing;

SWEN – Software Engineering

WEB – Web Development

EMPLOYEE SKILLS-GAP ANALYSIS AND TRAINING PLAN

Group Training Recommendation:

Priority Customized On-site Courses in:

1. Analysis, Design and Modeling (including agile programming, use of SCRUM techniques and 3 -6 - 9 month release cycles for new versions)
2. Software Testing & Implementation
3. Interpersonal Communications
4. Rapid Applications Development (RAD) – group processes