

How to identify and retain talents in an IT organisation



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Participant profile

- **196 participants**
 - 45% IT executives (88)
 - 55% IT professionals (108)
- **79% BCS members**
 - 72% FBCS, FBCS/CITP, MBCS, MBCS/CITP
- **69% of IT professionals Masters or First Degree**
 - 44% Computing or other IT related
 - 11% Engineering
 - 10% Physics

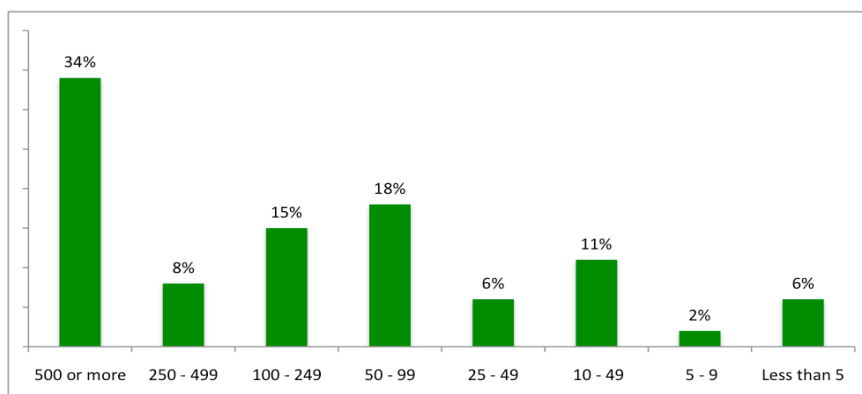
Participant profile

- **IT professionals' certifications**
 - 18% Microsoft®
 - 18% ITIL®
 - 11% Prince2®
 - 41% None
- **Working years in an IT role (professionals only)**
 - 29% 20 or more years
 - 41% between 10 – 19 years
- **68% of IT professionals worked in a non-IT role**
 - 57% between 1 and 6 years

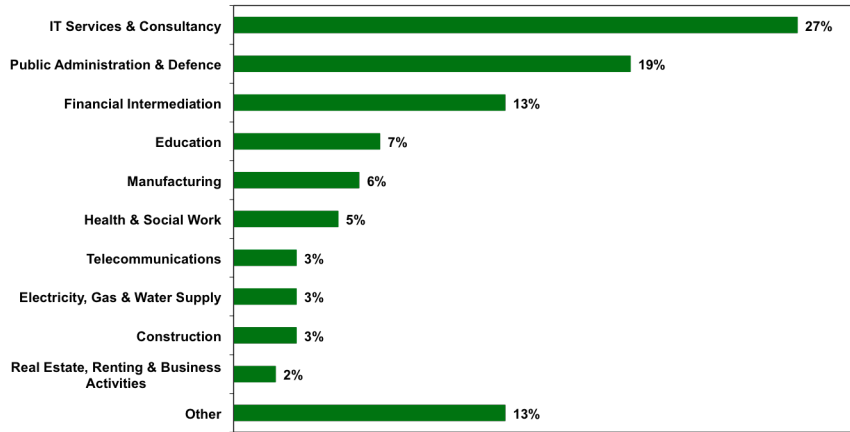


Company Profile

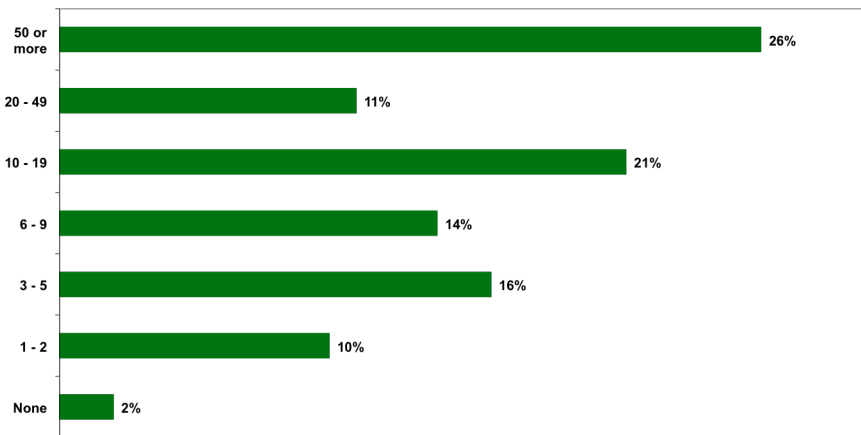
How many IT staff employed (worldwide)



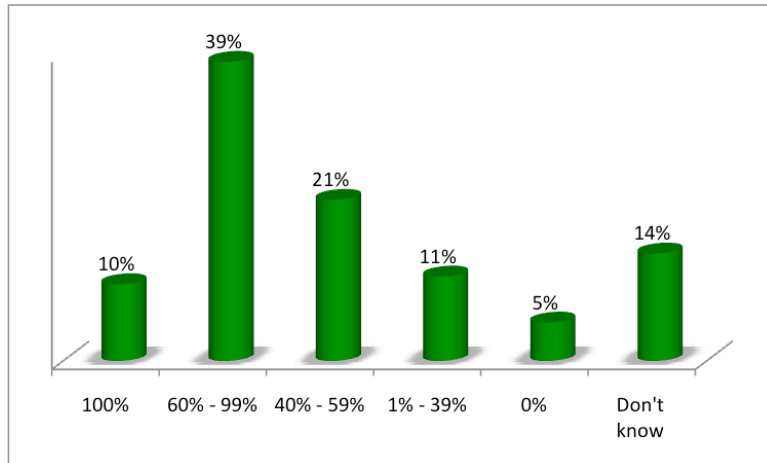
Company profile



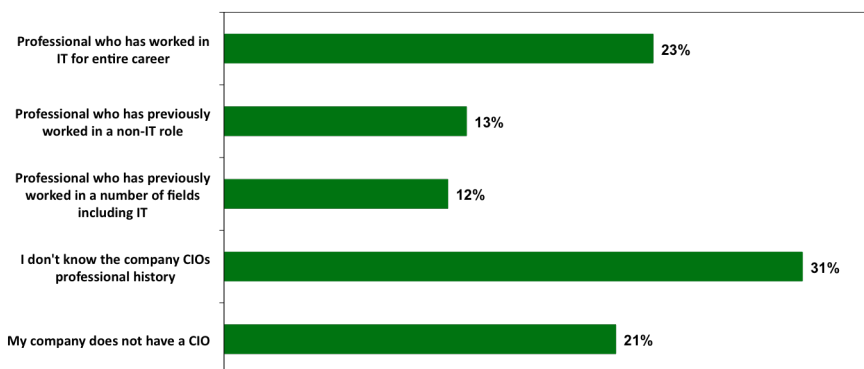
Number of IT professionals per organisation with leadership roles



Leadership roles with at least 5 years in the company



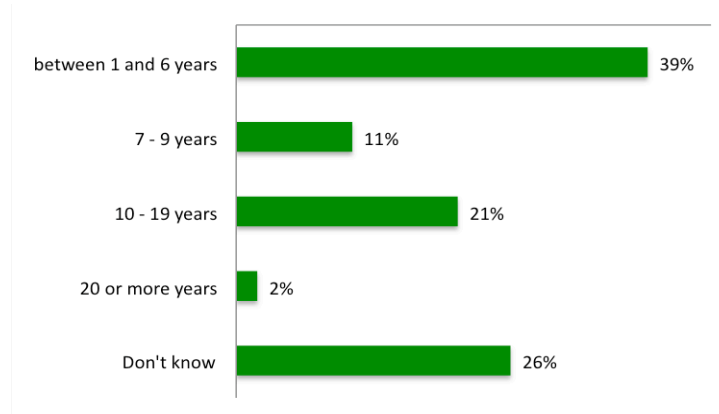
Background of company CIO



Base: all IT professionals, n=108

Background of company CIO

Years the CIO has been working for the company

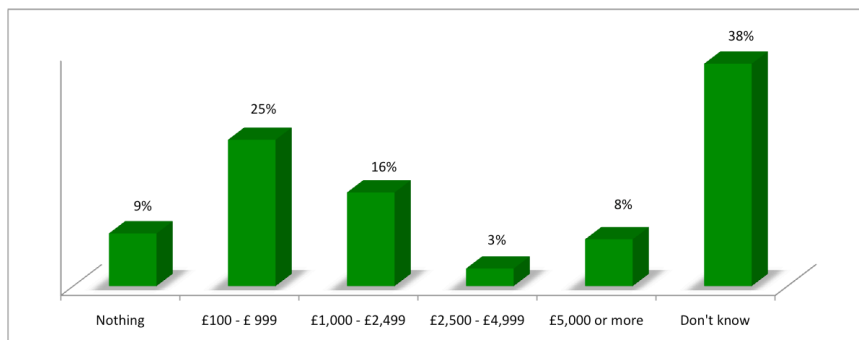


IT professionals whose company has a CIO (n=85)



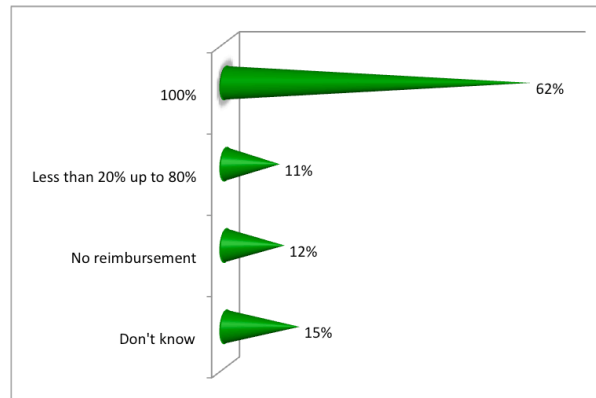
Company investment in IT professional development

How much your organisation is planning to spend on professional development for its IT staff, per person, for this financial year?

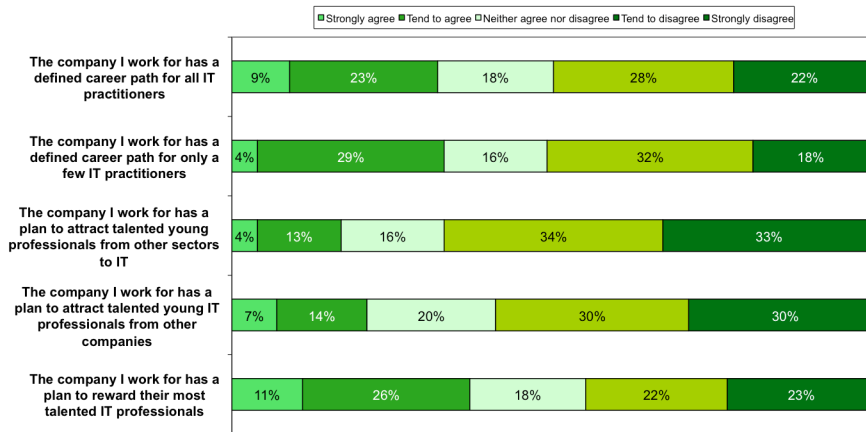


Investment on IT professional development

Company reimbursement policy

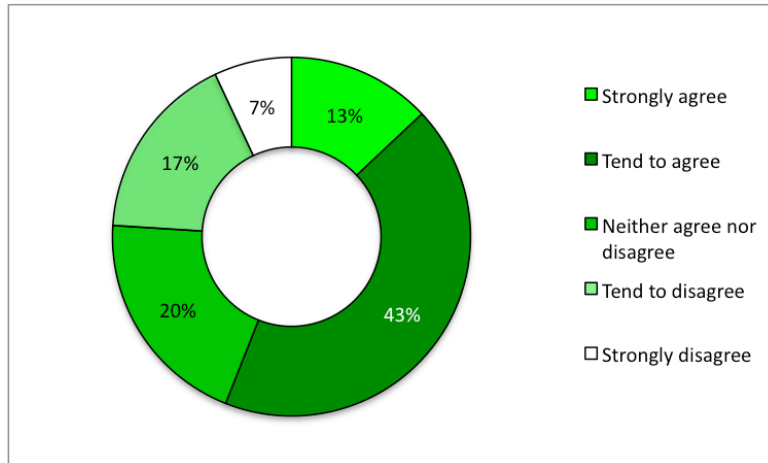


Company plans for IT professionals



IT Executive perception

There is a lack of qualified IT professionals in the UK



Consequences of the skill shortage

● IT Executives' perception of the 3 main consequences of the skill shortage:

- Impact on business effectiveness and efficiency
- IT losing talents to other areas
- Increase of operational costs

What can be done

- **Top initiatives that could address this problem and retain talented IT professionals:**
 - Professional development, career paths initiatives
 - Better compensation
 - Improved working environment
 - Better engagement with the business
 - Training
 - Greater technology innovation



Top 3 initiatives

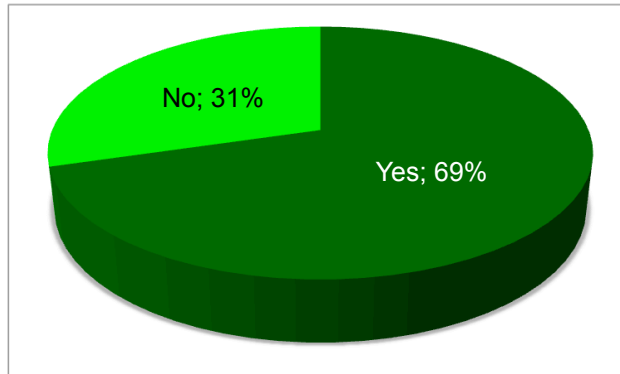
If you had to choose just one:

- 1. Professional development, career path initiatives**
- 2. Improved working environment**
- 3. Better engagement with the business**



IT Executives actions

Is the organisation you work for moving towards any of these initiatives?



SFIA

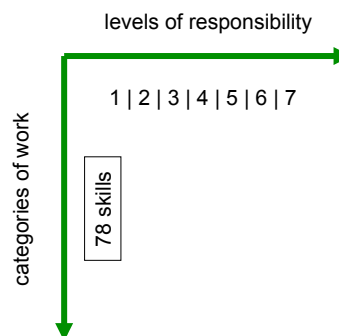
SFIAplus

Your knowledge of SFIA/SFIAplus

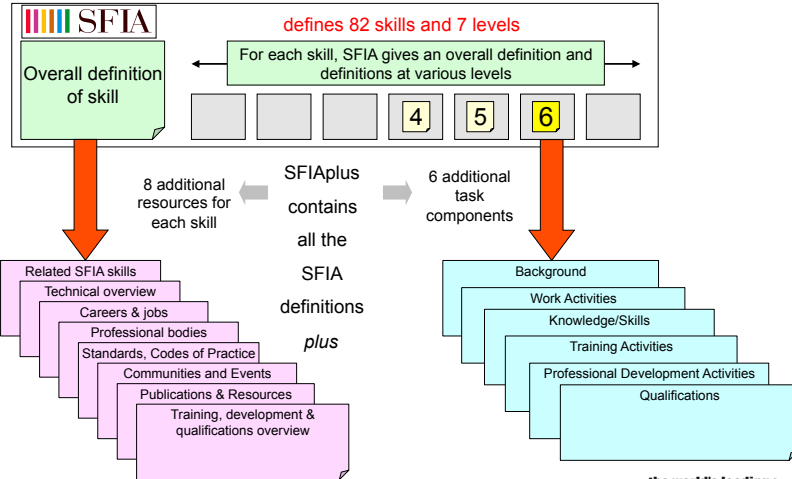
Level	Depth
0	No experience
1	Aware
2	Familiar
3	Proficient
4	Expert

SFIA and SFIAplus

- **SFIA**
 - high level framework
 - 2-D model
- **SFIAplus**
 - detailed
 - 3-D model
 - training and development



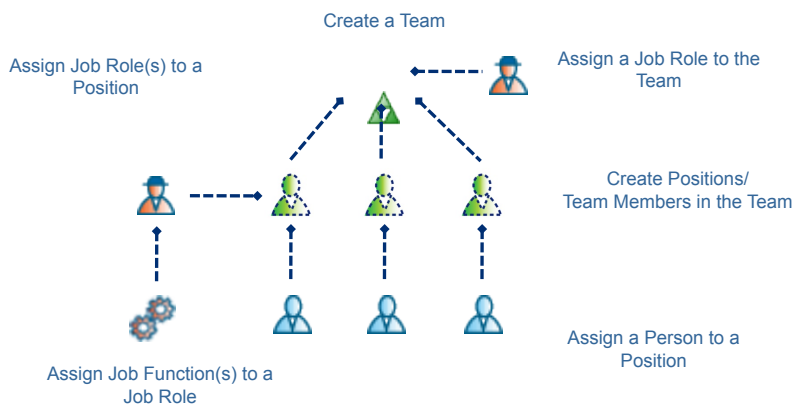
SFIA and SFIPlus



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Key processes



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Meet the Speaker at BCS
meeting room

12:30 to 13:00

Thank you

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