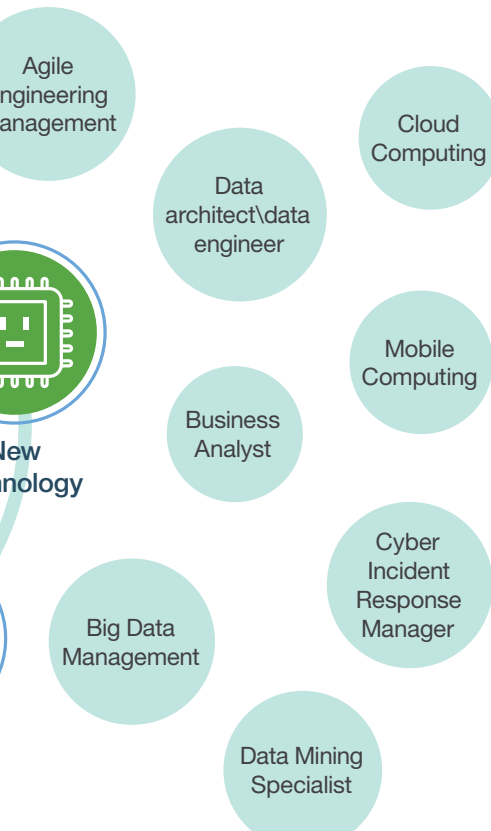


IT Skills for Transformation: Are you ready?

Skills that can't be automated

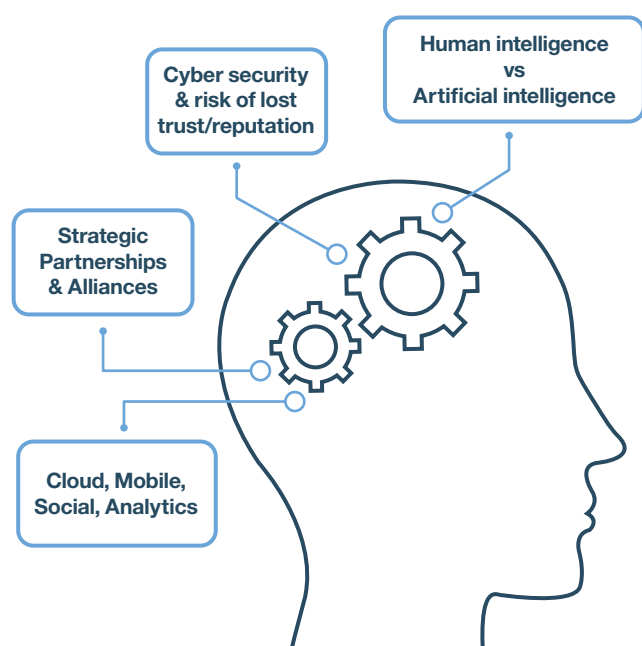


Skills for critical technical roles



In the **\$3.4 trillion**¹ Information Technology (IT) Industry, dynamic workforce trends are driving demands for a clear definition of skills already in-house vs skills that must be developed or acquired.

CIOs are 'in the midst of mayhem...'²



- 1 in 4** IT decision makers say lack of cybersecurity staff strength has led to damaged reputation or loss of data through cyberattack³
- 50%** of CIOs are still in planning stages for cloud computing⁴
- 40%** of enterprises don't have enough data architects or engineers⁵

These trends require a new and more agile approach to managing people capabilities – from cultivating human skills that can't be replaced by automation to hiring and developing employees for mission critical technical skills and roles.

IBM Watson Talent Framework for Information Technology

IBM combines over 30 years of I/O psychologists' and consultants' expertise with dynamic discovery by Watson to bring you a comprehensive *living* library of job skills and competencies required in an IT organisation.

Recognise your skills gaps

450+ Job Roles including

- Job Definitions
- Skill Profiles
- Key Responsibilities
- Proficiency Targets

20+ Job Families including

- Cloud Computing
- Cybersecurity
- Network Services
- Technology Development & Architecture

800+ Competencies & Skills each with 4 levels of proficiency and 21 unique behavioural descriptors.

150+ Core Competencies

650+ Technical Competencies



Select: IT specific skills, competencies, jobs taxonomy, industry benchmarks and recommended proficiency levels.



Customise: Adjust the Talent Frameworks skills-based content to match your strategy and culture.



Accelerate: Utilise interview questions, coaching tips, development statements and learning references to close skill gaps and jumpstart transformation.



Instead of jumping from one problem to the next, deploy a framework of the actual work your team needs to be doing today and tomorrow. Optimise your IT organization for a more efficient workforce.

For more Information

[Visit AFM Solutions](#)

Source

- ¹ CompTIA IT Industry Outlook 2017 Report
- ^{2, 4, 5} Redefining Connections: Insights from the Global C-Suite Study, IBM Institute for Business Value, 2017
- ³ Hacking the Skills Shortage: CSIS-McAfee Report, 2016