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IT Careers – Now and Into the Future

IT Careers Now

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Jobs – Past and Present

	Past	Present ....
Mentality	Job for Life	Job for Now
Job Tenure	20 years +	18 to 24 months
Career Paths	Linear	All over the place
Career Growth	Management Only	Technical and Management
Growth	Predictable	Kaleidoscopic
Technology	Limited jobs	Most jobs

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Shift Happens

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Shift Happens – Key Takeaways

- Data Economy
  - 3.5 Zetabytes ($3.5*10^{21}$) UNIQUE information THIS YEAR
    - More than in past **5000** years
  - Technical information doubling every 2 years
  - By 2049 computational capabilities of $1000 computer > entire human species
- Competition for Jobs
  - India
  - China
- Today's Learner
  - 10 – 14 Jobs by age 38
  - Preparing for jobs that don't yet exist
    - That will use technologies that haven't yet been invented
  - Half of what is studied in first year is out-of-date by third year
- Today's Jobs
  - 4 Generations in the workplace
  - 25% staff < 1 year
  - 50% staff <5 years
  - Top 10 jobs in 2013 did not exist in 2004

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Value Creation in Today's Marketplace

Are we focused on managing the right things or just managing what we know how to manage?

Tangible Asset/Value

Tangible asset management tools are established and form the basis of modern "Finance" as a Decision Support Science. *(DCF, FCF, IRR, WACC, etc)*

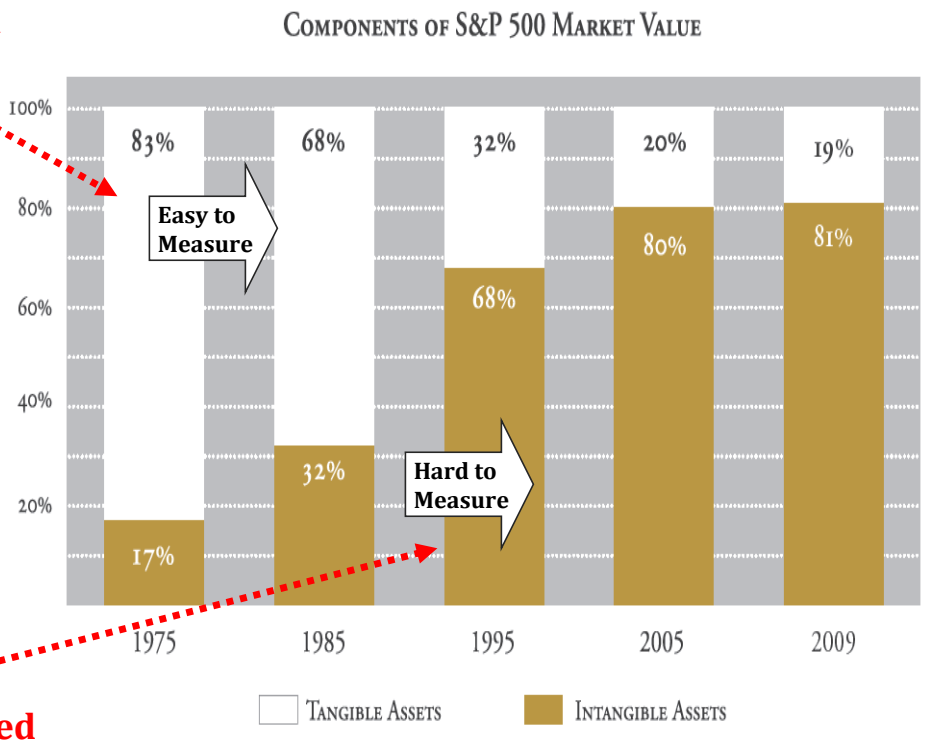
Intangible Capital Value In the Post Industrial Marketplace

Market value Is driven primarily by factors that do not show up on a balance sheet. The largest being Intellectual or "Human Capital*".

<30% of value of Standard & Poor's 500 index can be explained by tangible/intangible "book" assets.

Standard and Poor's S&P 500 Company Index

Well Measured



Not well Measured

Source: Ocean Tomo Research, Inc., 2011

• Human Capital = employee knowledge, training, productivity, experience, culture, leadership, development, performance, creativity, etc.

© Human Capital Management Institute

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What is a Career?

An occupation undertaken for a significant period of a person's life and with opportunities for progress.

A **career** is an individual's journey through learning, work and other aspects of life.

A career includes education, training, and work experience. In a career, you need to think about how you can grow in your job or move into another job.

The progress and actions taken by a person throughout a lifetime, especially those related to that person's occupations.

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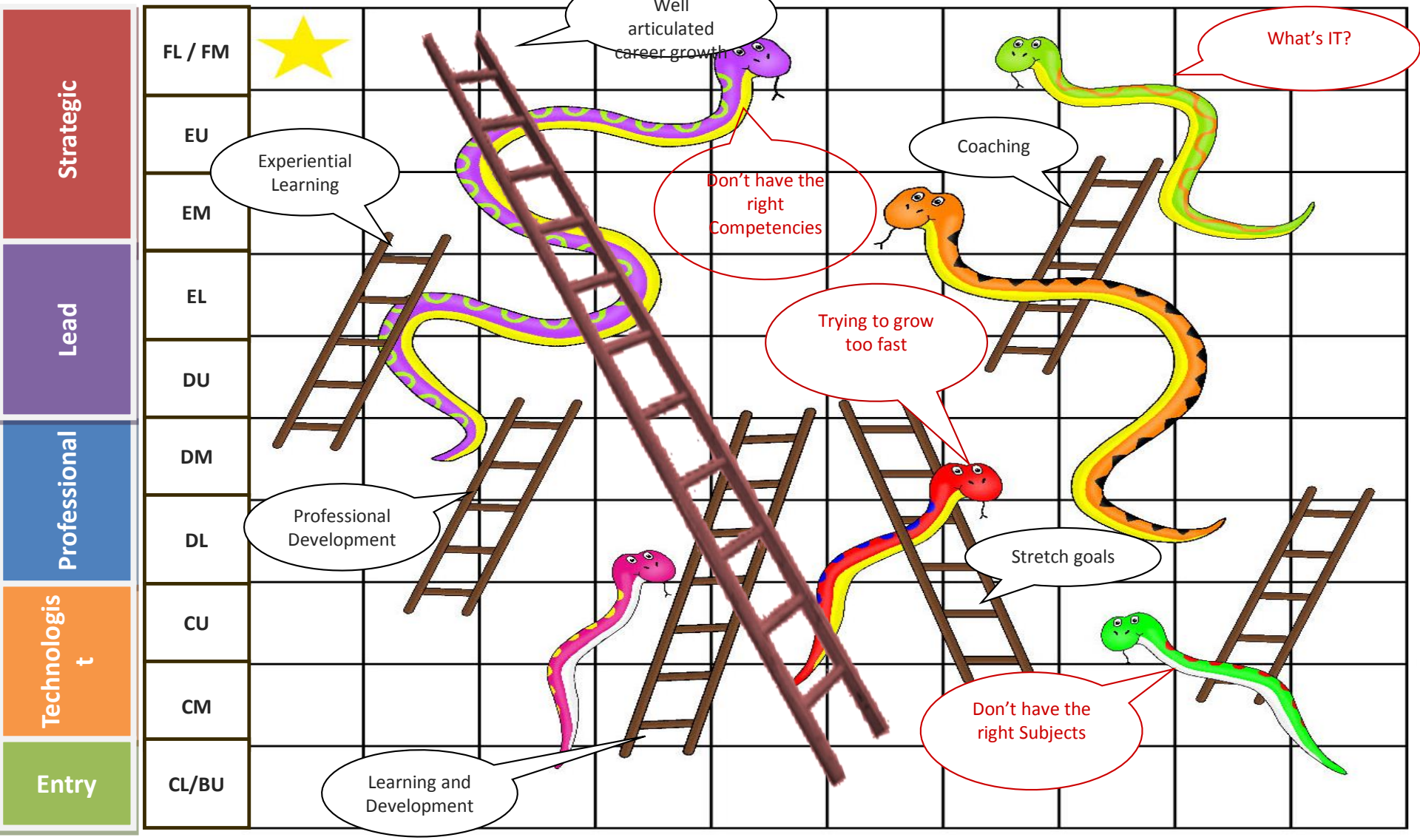
Career Snakes and Ladders



IITPSA Career Framework

Work Level	Paterson Grade	International Level	IITPSA Membership
Strategy	FL	7	
	EU	7	
	EM	7	
Lead	EL	6	
	DU	6	
Professional	DM	5	Professional
	DL	5	
Technologist	CU	4	Member
	CM	3	
Entry	CL	2	Associate
	BU	2	

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IITPSA Career and Competency Framework

Job Families

CIO/IT Exec/IT Manager	Senior Management/HOD	CRM
Business Analytics	Business Architecture	Data Management
Business Solutions	Development	Digital
Software Testing	Enterprise Architecture	Security
Engineering/2nd Level Support	ESM	Data Centre
IT Services Management	User/1st Level Support	Marketing
Sales	Service Level Management	Projects
IT Governance / Compliance	Quality, Contingency, Risk	

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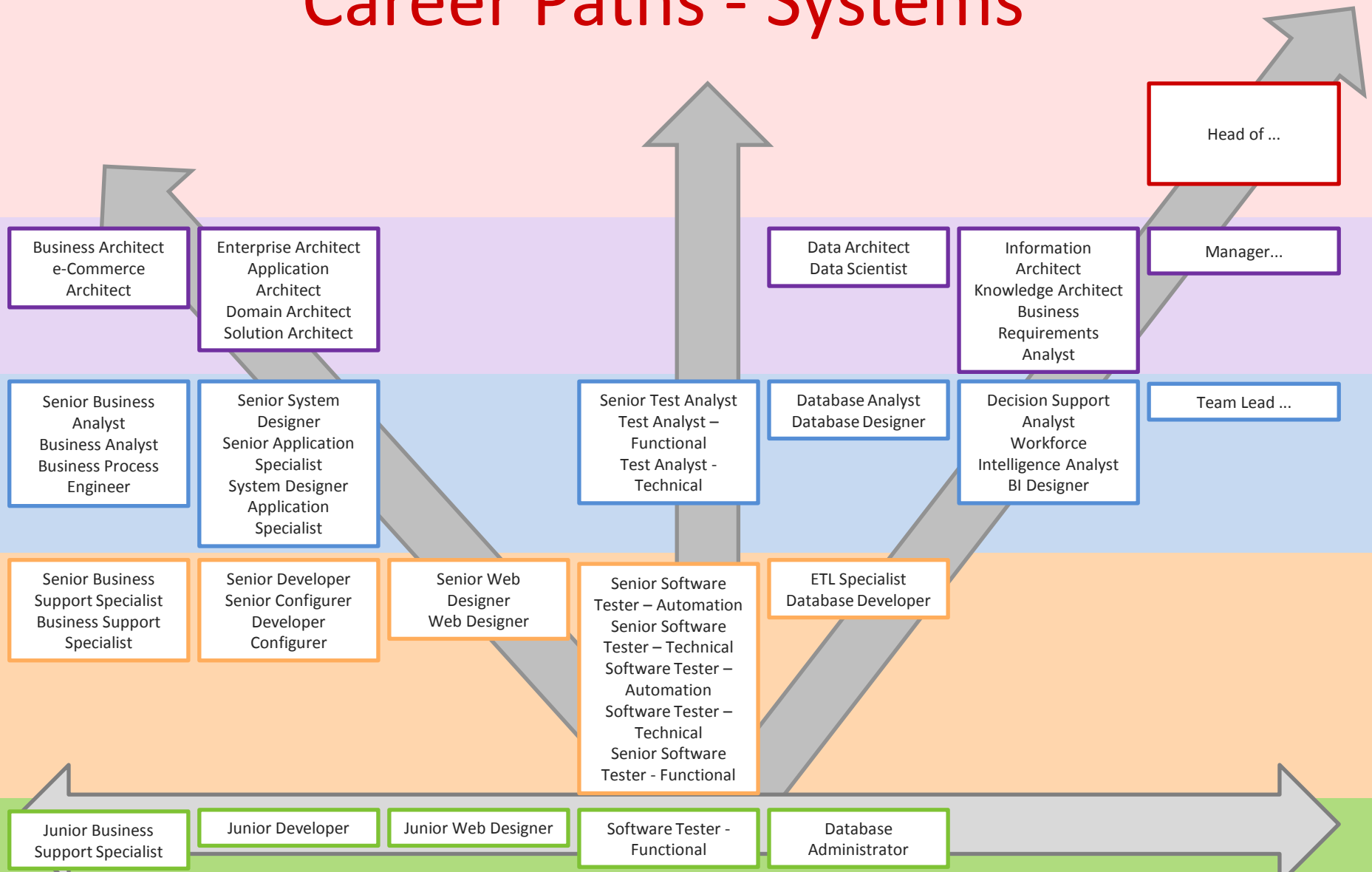
Career Paths - Systems



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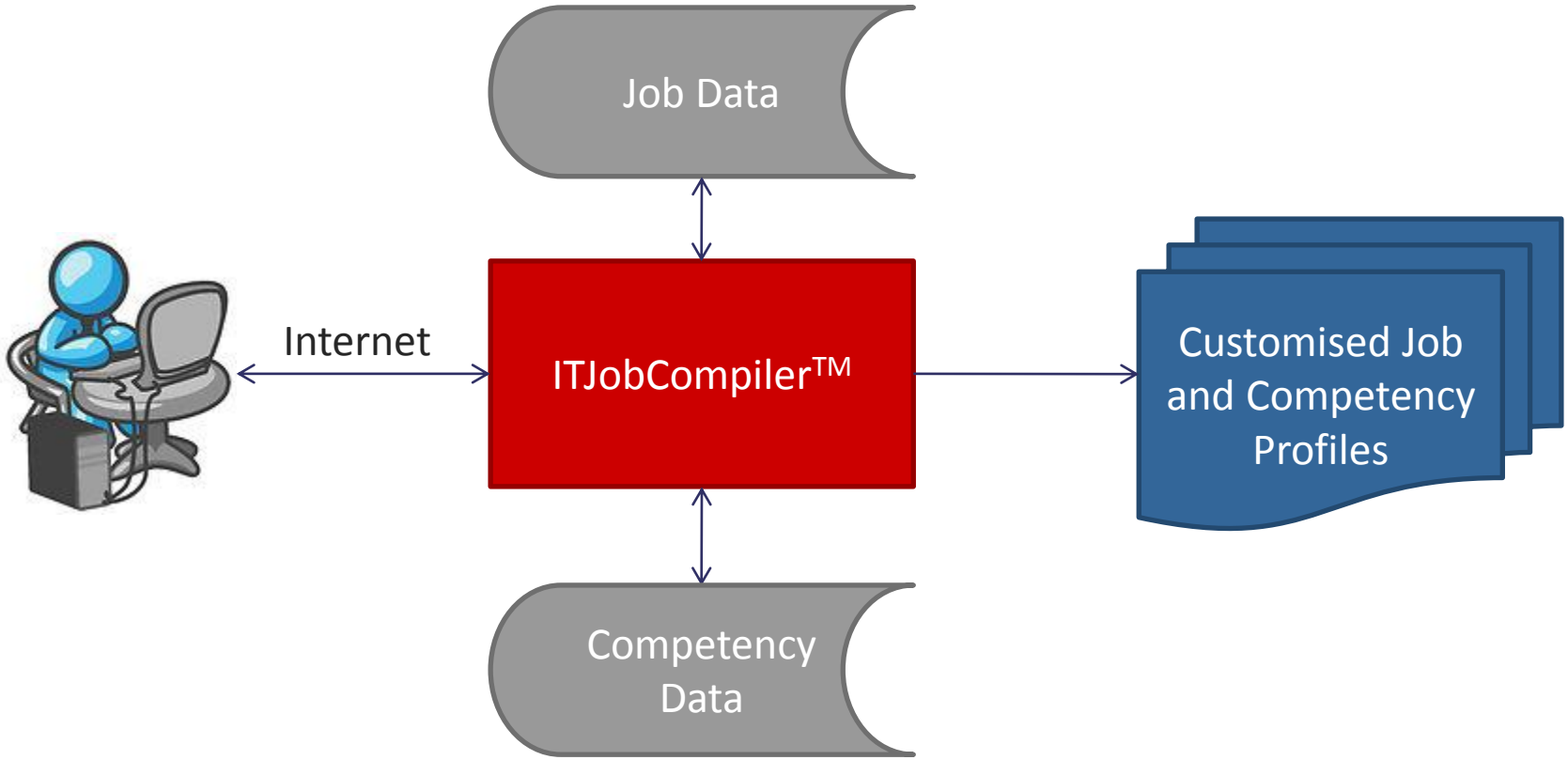
ITJobCompiler™



Over 450 IT Jobs

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Career Planning

Clearer idea of your work or learning goals and your individual preferences

- Where am I at now?
- Where do I want to be?
- What do I want out of a job or career?
- What do I like to do?
- What are my strengths?
- What is important to me?

List of preferred occupations

- Explore occupations
- How do my skills and interests match up with these occupations?
- Where are the gaps?
- Learning options?
- What skills do I need?
- Where is the work?

Narrowed down your options and what to do next

- Best options?
- tch with skills, interests and values?
- Fit with the current labour market?
- Fit with my current situation and responsibilities?
- Advantages and disadvantages?
- What will help and what will hinder me?
- What can I do about it?

Action plan

- What actions/steps will he achieve my work, training a career goals?
- Where can I get help?
- Who will support me?

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Career Coach

A job is not what you need!

You need a career foundation built on who you are, what you truly want, and what brings you happiness and personal fulfillment.

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Career Coach

- Transition toward your ideal career.
- Pursue your passions and find your true vocation.
- Uncover your hidden talents, tap into your personal strengths, and help you get very clear about personal goals.
- Focus on what is really most important to you, what you want, and what needs to happen for you to reach your goals.
- Accelerate your career, make a complete change, or simply help reach a higher level of expertise.
- Help you take charge and manage your own career.
- Ensure that you have all of the resources, information, and guidance you need.
- Help you move in the right direction and toward your career and life goals.
- Develop a comprehensive career plan and work toward your career aspirations.

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Top In Demand IT Jobs

- Information Security Analyst
- Mobile Developer
- Software Development Engineer
- Project Manager
- Help Desk / Technical Support Manager
- Chief Technology Officer
- Database Administrator
- System Administrator
- Network / Data Comms Analyst
- Web Developer

Source: Heavy

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Top Paying IT Jobs

- CIO/CTO
- Chief Security Officer
- Application Architect
- Information Technology Manager
- Director, Information Technology
- Network Architect
- Senior Manager Engineering
- Senior Manager Infrastructure
- IS Security Manager
- MySQL DBA

Source: Computerworld

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2015 Top IT Careers

- Software Engineer
- Systems Analyst
- Network Security Specialist
- Network Architect
- Database Administrator
- Network Administrator
- Web Developer
- Computer Tech Support
- Graphic Designer
- Informatics

Source: Purch

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Top Careers for 2015

1. Actuary
2. Audiologist.
3. Mathematician.
4. Statistician.
5. Biomedical engineer.
6. Data scientist.
7. Dental hygienist.
8. Software engineer.
9. Occupational therapist.
10. Computer systems analyst.

Source: ITWeb

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And over to Moira

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