



IT Skills Management Overview

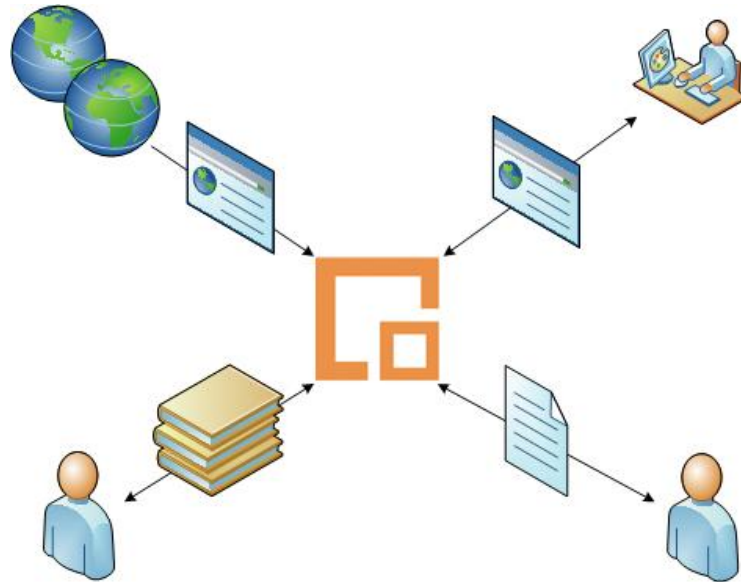
 data assessment solutions

 **decídalo**
skills management

decídalo makes IT skills measurable, transparent and plannable

1. Provide gauging system

2. Expand and modify



4. Develop skills

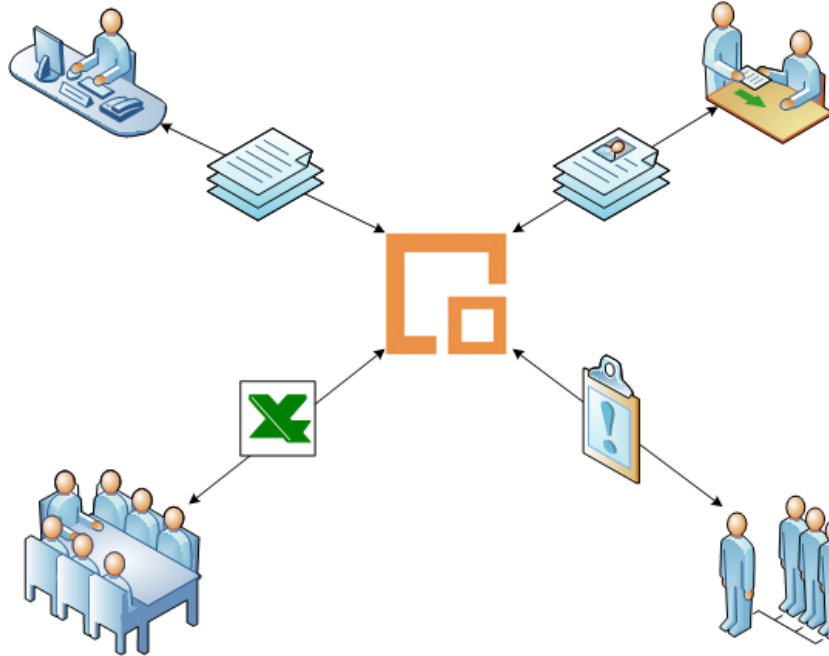
3. Assess skills

1. decídalo includes a comprehensive, regularly updated system for gauging IT skills.
2. An authoring system facilitates customised additions and modifications for your company.
3. Skills are identified in an objective, structured form.
4. Transparent role models and made-to-measure training support individual competence development.

Skills are used efficiently and strategically managed

1. Plan and search for skills

2. Assign candidates



4. Analyse and decide

3. Update assignment

1. Queries are created using roles and competences.
2. Suitable candidates can be assigned centrally.
3. Both employee skills and availabilities are maintained.
4. Reports identify core competences, weaknesses, trends and necessary action.

Skills management based on reliable competence assessments

The screenshot displays the decídaló skills management interface. The top navigation bar includes 'Home', 'Configuration', 'Assessment', 'Role', 'Skill', 'Groups', and 'Profile'. The main content area is titled 'Relational Data Access / SQL' and contains a description of the skill, a progress indicator, and a list of qualification levels: 'Little or No Expertise', 'Awareness', 'Practitioner' (selected), 'Expert', and 'Innovator'. Below the levels, there is a detailed description of the 'Practitioner' level and a list of tasks and knowledge requirements.

decídaló

Home Configuration **Assessment** Role Skill Groups Profile

Development Frameworks
Development Tools
Web Centric IT Skills
Generic IT Skills
Data Modeling & Processing
Data Modeling
Relational Data Access / SQL*
XML
General Software Development
Algorithms & Data Structures
Apply methods and tools
Component Integration
Performance, Test & Quality Ass
Programming & Team Developer
IT Architecture
Application Integration
Architecture Patterns & Framew
IT Industry Standard
Scalability, Performance and High
Security
Sizing, Estimating, Cost & Benefi
SOA
Web Services

Relational Data Access / SQL

Business data is today commonly persisted in relational databases. The ability to access and update relational databases is therefore important for professional software development.

← Prev Next → Done (See result)

Little or No Expertise Awareness Practitioner Expert Innovator

You have a good understanding of the SQL language and are relatively experienced in its use. As a Practitioner you are confident about the basic concepts behind SQL and can implement associated constructs reasonably proficiently. In addition to the requirements of the Awareness level you have accomplished the following tasks and acquired the following knowledge.

- You are confident in the use of SQL as a DML (Data Manipulation Language).
- You understand constraints such as key constraints (including how foreign keys link tables together), attribute constraints and understand the need for an arbitrary identifier per row within modern databases clearly.
- You are able to construct reasonably complex queries using SELECT, FROM, WHERE and possibly GROUP BY and HAVING clauses.
- You understand complex relational database concepts such as basic normalisation, constraint management and Relational Theory.
- You are able to update databases using simple UPDATE, DELETE and INSERT statements.
- You have skills within the design and definition of a database using SQL as a DDL (Data Definition Language) integrating concepts such as efficiency, integrity, usability, flexibility and completeness.

Precisely defined qualification levels enable objective self assessments.

The gauging system is updated by an international team.

The company takes on the relevant part and adds its own skills and roles.

Employees are actively involved in the skills management process

The screenshot displays the decídaló skills management interface. The navigation bar includes Home, Configuration, Assessment (selected), Role, Skill, Groups, and Profile. The main content area is divided into several sections:

- Your configuration:** Shows 'Core Java'.
- Assessment history:** A table with columns 'Started', 'Ended', 'Status', and 'Select'. It lists two entries: one from 04.02.2009 with status 'Open', and another from 02.02.2009 to 04.02.2009 with status 'Finished'.
- Assessment Summary:** States '39 out of 39 skills assessed (100%)' and 'There are 1 jobs and 2 trainings for your skill profile. See right column. Criteria: 75% of the total skill requirements and all mandatory requirements must be covered.' An 'Update now' button is present.
- Assessment result - Profile analysis:** Includes a 'Keyword filter' and checkboxes for 'Include roles' and 'Include queries'. Below is a table of results:

Role/Query	Coverage %	Jobs	Training	Other	Actions
Junior Java Developer	100%	0	2	3	[Icons]
Java Performance Expert	97%	1	0	0	[Icons]
Java Developer	97%	0	2	3	[Icons]
Java Lead Developer	59%	0	2	3	[Icons]
Database Administrator	45%	0	0	0	[Icons]
Application Manager	41%	0	0	0	[Icons]

On the right side, there are sections for 'Job' (Java Performance Expert), 'Announcement' (2009 JavaOne Conference), 'Training' (Sun Certified Java Developer, SDN Tutorials and Online Training), and 'Article' (Java.sun.com, Java Developer's Journal).

Employees receive individual analyses which encompass specific training proposals.

These can be included as part of individual development plans.

Employees can monitor their own progress.

Existing skills are pinpointed quickly and easily

The screenshot shows the decídaló skills management interface. The top navigation bar includes links for Home, Configuration, Assessment, Role, Skill, Groups, Profile, Projects, and Search. Below the navigation bar, there are search filters: Saved queries, Find by role, Find by skill, Profile, and Skills. The main content area is divided into three sections:

- Select a role:** A keyword search box contains 'Developer'. Below it is a table of roles with checkboxes for selection.
- Java Developer:** A detailed view of the selected role, including keywords and a description.
- Candidates:** A table listing candidates and their skill match percentages.

Role name	Select
Java Developer	<input checked="" type="checkbox"/>
Web Specialist	<input checked="" type="checkbox"/>
Data Specialist	<input type="checkbox"/>
Java Lead Developer	<input type="checkbox"/>
Junior Java Developer	<input type="checkbox"/>
Technical Team Lead	<input type="checkbox"/>
ASP.NET Developer	<input type="checkbox"/>
ASP.NET Expert	<input type="checkbox"/>

Keywords:
Java, Developer,

Role description:
The Java Developer has comprehensive Java development experience from several real-world Java projects. He is familiar with the Java standard edition (Java SE) as well as with the Java enterprise edition (Java EE) He can develop complex Java client / server applications using the Java EE framework. The Java Developer can solve all Java programming problems that appear in business applications and can coach and guide Junior Developers to solve non-standard problems. He has solid architectural understanding, including application and system architecture. He has proven Object Oriented Analysis and Design (OOAD) skills and can model complex solutions using the Unified Markup Language (UML). The Java Developer has basic knowledge about common development frameworks like Struts, Hibernate or Spring. The Java Developer adheres to Java coding guidelines and performance best practices and can review Java code with respect to these principles. The Java Developer has extensive team development experience and efficiently utilizes the development environment for team collaboration.

Name	%
AxelV	97%
ClaudiaC	97%
AnnikaB	97%
RolfG	95%
AfredK	89%
StephanR	86%
KlausK	70%
HansV	54%

Skills are searched using requirement profiles. These may be selected from defined roles or freely combined.

Depending on authorisation, only capacities or candidates' names and details are shown.

Queries can be combined with job descriptions, training courses and other contents.

Required and available skills are compared directly



Home Configuration Assessment Role Skill Groups Profile **Projects** Search

Projects → Positions → Candidates → Skills → Security ✓

Select a role

Keyword search

Roles Queries

Name	Details	Add
<input type="checkbox"/> .Net Developer query		
<input type="checkbox"/> Application Analyst		
<input type="checkbox"/> Application Architect Java		
<input type="checkbox"/> Application Manager		
<input type="checkbox"/> ASP.NET Architect		
<input type="checkbox"/> ASP.NET Developer		
<input type="checkbox"/> ASP.NET Expert		
<input type="checkbox"/> Business Consultant		
<input type="checkbox"/> C# Developer		
<input type="checkbox"/> Capacity Manager		
<input type="checkbox"/> Capacity Manager Development		

Resource requirements for Project Alpha

Request	Start date	End date	FTE	Candidates	Assigned	Status	Fulfillment
Java Developer	01.08.2009	08.11.2010	3	10	1,00	ended	None
Application Architect Java	01.08.2009	08.11.2010	1	2	1,00	ended	None
Java Lead Developer	01.08.2009	08.11.2010	1	9	1,00	confirmed	Full unconfirmed
Junior Java Developer	31.07.2009	07.11.2010	4	15		ongoing	None
Business Consultant	07.07.2009	07.11.2010	1	5	1,00	ongoing	Full

[Edit](#)

Candidates

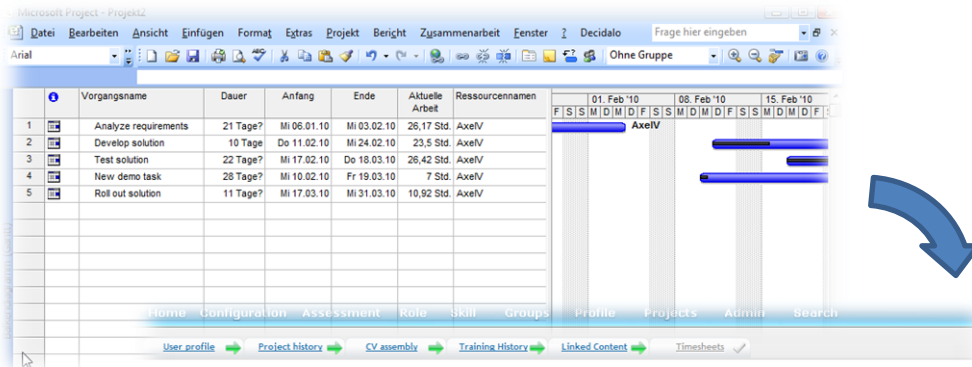
Name	%
ClaudiaC	97%
AnnikaB	97%
AxelV	97%
RolfG	95%
AlfredK	89%
StephanR	86%
KlausK	70%
HansV	54%

Tasks and projects are planned using roles and queries.

Suitable candidates can be directly assigned to a position.

Employee availabilities and project histories are stored centrally.

decídaló provides continuous Multi Project Management

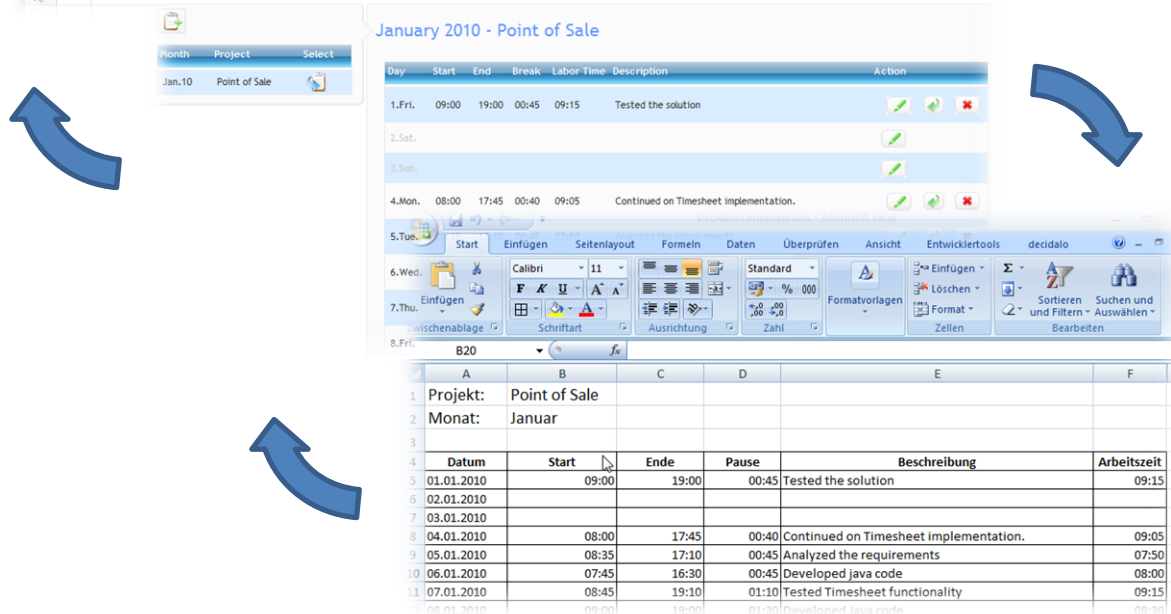


Project data, Roles and employee profiles are transferred to Microsoft Project.

MS Project Plans can be saved in decídaló and thus made available to be centrally managed.

Employees record their project hours assignable to MS Project tasks.

Full Excel integration enables the common time sheets handling



Generate significant CVs from Skills and Project History

The screenshot displays the decídaló software interface for CV assembly. The top navigation bar includes: Home, Configuration, Assessment, Role, Skill, Groups, Profile, Projects, Admin, Search. The main menu shows: User profile, Project history, CV assembly, Training history, Linked Content, Time sheets.

Select a CV

- Default CV German
- Default CV English
- Banking CV English
- Banking CV German

Banking CV German

CV comment: Angepasster Lebenslauf für Banken.

Summary

Version no. 4 out of 4

Ich habe über sieben Jahre Berufserfahrung im IT-Consulting. Gegenwärtig arbeite ich als IT-Berater in der Finanzdienstleistungsbranche. Meine Tätigkeitsschwerpunkte liegen in der Business- und Anforderungsanalyse (Business Analyst, Requirements Engineer), an der Schnittstelle zwischen Fachbereich und IT, sowie in der Methodenberatung zu Softwareentwicklungsprozessen. Ich habe umfangreiche Erfahrungen in Erhebung, Modellierung, Dokumentation sowie Management von Anforderungen und Qualitätssicherung der Umsetzung für große IT-Projekte. Ich habe Entwicklungserfahrung im Bereich JavaEE und Middleware sowie im .Net Umfeld und verfüge über fundierte IT-Architekturkenntnisse. Ich habe hauptsächlich in internationalen Teams gearbeitet.

Core Skills

Innovator:

Expert: Algorithms & Data Structures, Component Integration, Data Modeling, Java Development Fundamentals

Practitioner: Browser technologies, Analysis & Design

Project History

Point of Sale

Start date: 30.01.2008 00:00 End date:

Projektbeschreibung: Ziel des Gesamtprojekts: Konsumentkredite der Bank direkt, Anforderungen der Bank für eine folgende...

Contribution Version no. 1 out of 2

Curriculum Vitae

Name:	Dr. Bernd Berater
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Mobile phone:	+49 176 23456
City:	Hannover

Summary

Ich habe über sieben Jahre Berufserfahrung im IT-Consulting. Gegenwärtig arbeite ich als IT-Berater in der Finanzdienstleistungsbranche. Meine Tätigkeitsschwerpunkte liegen in der Business- und Anforderungsanalyse (Business Analyst, Requirements Engineer), an der Schnittstelle zwischen Fachbereich und IT, sowie in der Methodenberatung zu Softwareentwicklungsprozessen. Ich habe umfangreiche Erfahrungen in Erhebung, Modellierung, Dokumentation sowie Management von Anforderungen und Qualitätssicherung der Umsetzung für große IT-Projekte. Ich habe Entwicklungserfahrung im Bereich JavaEE und Middleware sowie im .Net Umfeld und verfüge über fundierte IT-Architekturkenntnisse. Ich habe hauptsächlich in internationalen Teams gearbeitet.

Project history

29.01.2008 to 13.04.2010 Project Point of Sale

Project description

Dokumentaktionen

CV Name	Date	Lang
Default CV German	04.01.20...	de
Default CV English	26.01.20...	en
Banking CV English	06.07.20...	en
Banking CV German	27.01.20...	de

Status of selected text item: active

- Show user details
- Show summary
- Show skills
- Show project history

Project included in CV:

- Point of Sale

decídaló offers a comprehensive, multilingual version control system for CVs.

The employee's skills and project history can be inherited.

CVs can be maintained in Microsoft Word and be saved centrally as reusable text modules.

Layout and look can be predefined consistently as templates.

Analysis and planning are supported by informative reports

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This table shows the number of respondents (Candidates) that have assessed themselves at a specific skill level for a given skill.
The Grand Total must always be the total number of respondents.

Candidates	Skill	SkillLevel	Level 1	Level 2	Level 3	Level 4
Data Modeling & Proc	Data Modeling		1		9	7
	Relational Data Access / SQL				2	6
	XML		8		9	2
General Software Dev	Algorithms & Data Structures		3		5	9
	Performance, Test & Quality Assurance		3		6	9
	Programming & Team Development		1		6	10
IDEs	RAD		15		3	1
IT Architecture	Application Integration		13		3	3
	Architecture Patterns & Frameworks		12		3	5
	Scalability, Performance and High Availability		11		5	3
	Security Architecture		10		5	3
	Sizing, Estimating, Cost & Benefit Analysis		6		10	4
	SOA		14		4	2
	Web Services		15		3	1
Java	API Contents		7		6	6
	Concurrency & multiter applications		12		3	4
	Java Development Fundamentals		7		6	5
	Java Implementation of OO Concepts		7		5	7
	Quality Assurance and Performance		10		5	4
Java EE / J2EE	EJB		13		6	1
	Java EE Security		12		6	1
	Java Web Services		13		5	1
	JSF		17		2	1
	JSP		11		7	1
	Messaging		14		5	1
	Runtime Environment and Deployment		10		7	1
	Servlet		10		6	3
Transactions		14		5	1	
Java Frameworks	Spring		19			1
Object Oriented Dev	Fundamental OO Concepts		4		7	8
	OO Analysis & Design		7		9	4
	OO Design Patterns		6		11	2
Persistence Frameworks	Hibernate		17		1	2
Web technologies	Browser technologies		8		6	4
	Server technologies		9		5	5
	Technological foundation & concepts		9		5	4

AssessmentSummary | Role Profiles Pivot | Skill Distribution Table | Capacity Report

Competence, requirements and capacity data is available online in pivot reports.

Optimisation and development potential, training and need for action are made transparent.

The standardised gauging system provides a realistic picture in a market context.

Authorisations can be used to limit visibility to departments or projects.

Brief overview of other benefits

- Individually configurable skills assessments
- Internal and external job descriptions without media discontinuities
- Multi-lingual profiles with project history
- SAP-HR interface for user data and qualification catalogue
- Microsoft project interface for project data

decídalo complements existing SAP HR installations

- HR master data is regularly imported from SAP
- Existing qualification catalogue and competence levels are imported once
- Qualification catalogue and competence levels are updated in decídalo and regularly communicated to SAP HR
- decídalo-data can be used in SAP Talent Management

decídalo is available in three versions

Software as a Service (SaaS)

- Several customers on one instance of the application
- Data security thanks to individual database schemas for each customer and encryption of personal data
- Monthly royalties per user; no installation fee; no minimum term; no maintenance costs
- Inclusive of standard skill and role catalogue updating

Application Service Provider (ASP)

- Individual customer instance; separate, exclusive database; own server possible
- Monthly royalties per user; single installation fee; minimum term; no maintenance costs
- Inclusive of standard skill and role catalogue updating

Classic License Model

- Installation on a single customer server; operated by the customer
- Single license fee; annual maintenance fee for software and data updates



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