



FIRST CLASS PROFESSIONAL DEVELOPMENT SCHEME ACKNOWLEDGED THROUGH ACCREDITATION

Created in 2008, RWE IT UK is part of the RWE Group, one of Europe's largest international utility companies. Formed from IS and procurement functions previously part of RWE npower and RWE Supply and Trading, the organisation employs 1200 employees and contractors who ensure both organisations have the IT capabilities they need to support their business strategies and objectives.

In 2007, BCS *Career Developer* was implemented. A powerful browser based solution to help define, manage and develop the IT skills within an organisation. Correctly used as part of a professional development programme, BCS *Career Developer* will enable a better understanding of the people within an organisation, allowing close measurement of skills to make sure they match current business requirements.

Melvyn Burton, Competency Advisor, RWE IT UK, explains "We implemented BCS *Career Developer* to provide structure to our professional development plans, to be an integral part of the graduate trainee programme and to help initiate self-motivated learning and development."

He continues, "BCS *Career Developer* has helped our IT professionals focus on their own career development and given them the opportunity to demonstrate their professionalism. We want them to think about the Professional Development Scheme as an opportunity for career development and not just a form filling exercise."

All employees on the graduate training programme at RWE IT UK go straight onto the BCS Professional Development Scheme, which enables participants to plan their own development and set themselves objectives inline with skills in SFI⁺. Melvyn explains:

"BCS *Career Developer* has enabled RWE IT UK to create a corporate job description, 'The Competent Graduate' and aligned with SFI⁺, it specifies what the core graduate should look like. Graduates need to complete 5 SFIA skills at level 3, they should also have completed an ITIL qualification, Prince II foundation and two of the core BCS' ISEB business analyst courses.

We measure our graduates development and success against this corporate job description. However, it is extremely important for us to measure the success of our scheme also, to ensure we have provided graduates with the appropriate placements to get the skills they require."

RWE IT UK considered it vital that their BCS Professional Development Scheme was accredited by BCS. The organisation have now achieved BCS *Accreditation* and in March 2009, Melvyn was



Ian Ryder, BCS Deputy CEO, presents Melvyn Burton, Competency Advisor, RWE IT UK, with the BCS Professional Development Accreditation award.

presented with their BCS **Accreditation** plaque by Ian Ryder (Deputy Chief Executive, BCS), in recognition of the organisation's commitment to the development of high quality IT professionals.

Melvyn states, "It is very important that BCS as the professional body for IT gives their stamp of approval that RWE IT UK are providing a successful and first class Professional Development Scheme."

With IT now an integral part of business, more and more organisations are recognising the importance and benefits of having a professionally recognised IT team. RWE IT UK also participate in the BCS Group Membership Scheme, which provides BCS membership for 148 of the organisations IT professionals.

Melvyn tell us "There is a drive in the organisation to be more professional. BCS Group Membership helps raise the profile of the company and demonstrates that RWE IT UK cares about professionalism. IT is getting far more complex and there is a need now for IT professionals to also be business thinkers, instead of just technical thinkers like before."

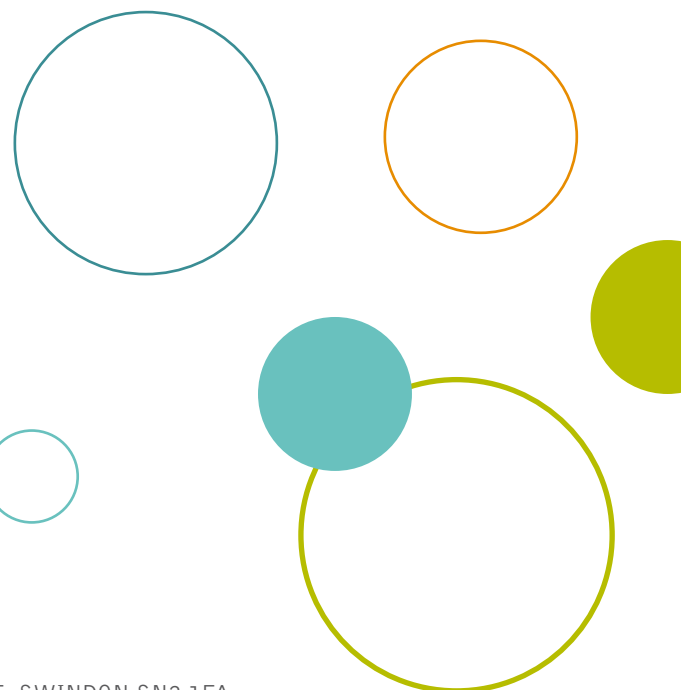
Melvyn has been involved with BCS for several years; he says "I now appreciate the real value of being associated with BCS. I have noticed a significant change in BCS' image and attitude towards the industry and believe that BCS is now very relevant to today's IT industry."

As for the future, Melvyn expects the organisation to continue its involvement with BCS saying, "Our ultimate aim is to get everyone on some kind of accredited Professional Development Scheme, to enable us to recruit, retain and motivate our IT professionals. It is well publicised that a large number of IT projects fail and we need to minimise the failures, by having properly trained, skilled and motivated IT professionals."



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Melvyn Burton, Competency Advisor
RWE IT UK



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