

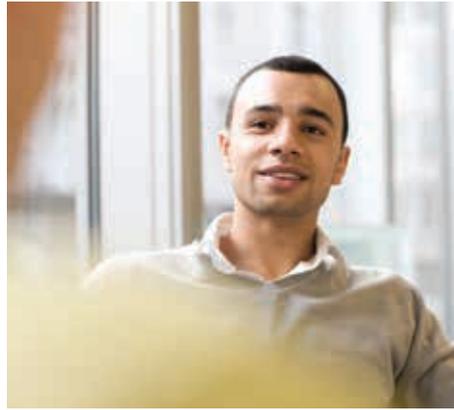


Standards that
create the outstanding

RWE UK IT

Driving greater professionalism in IT





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 1,200 employees and contractors who ensure both organisations have the IT capabilities they need to support their business objectives.

In 2007, BCS SFI**Aplus** was implemented. This helps define, manage and develop IT skills and competencies. Correctly used as part of a professional development programme, SFI**Aplus** enables a better understanding of the people within an organisation, closely measuring skills to make sure they match current business requirements.

Melvyn Burton, Competency Advisor, RWE IT UK, explains, 'We implemented SFI**Aplus** 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.'

Empowering IT professionals

He continues, 'SFI**Aplus** has helped our IT professionals focus on their own career development and 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**Aplus**.

Keeping employees happy

Melvyn explains, 'SFI**Aplus** has enabled RWE IT UK to create a corporate job description 'The Competent Graduate'. Aligned with SFI**Aplus**, it specifies what the core graduate should look like. Graduates need to complete five SFIA skills at level 3, they should also have completed an ITIL qualification, Prince2 foundation and two of the core BCS business analyst certifications.

We measure our graduates' development and success against this corporate job description. We also measure the success of our scheme to ensure we have provided graduates with the appropriate placements to get the skills they need.'

The value of accreditation

RWE IT UK considered it vital that their BCS Professional Development Scheme was accredited by BCS, The Chartered Institute for IT. The organisation has now achieved BCS Accreditation and in March 2009, Melvyn was presented with their BCS Accreditation plaque by Ian Ryder, the Deputy Chief Executive of the Institute. This recognises the organisation's commitment to the development of high quality IT professionals.

Melvyn states, 'It is very important that BCS as the Chartered Institute for IT gives its stamp of approval that RWE IT UK is 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 participates in the BCS Group Membership scheme, which provides BCS membership for 148 of the organisations' IT professionals.

Group Membership benefits

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.'

Melvyn has been involved with BCS for several years. He says, 'I appreciate the value of being associated with BCS, The Chartered Institute for IT. I've noticed a significant change in the Institute's image and attitude and believe that it's now very relevant to today's IT industry.'

Continuing partnership

As for the future, Melvyn expects the organisation to continue its involvement with the Institute 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.'

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