

Index

A

academic and employability (A&E)
 skills 130
 academic programs 53
 Academy for Advanced Information
 Technology Professionals 162
 adapting sub-topics 113
 adaptive questioning 111
 adaptive testing 112
 adult learning theory 84
 andragogy 89
 application service providers (ASPs) 55
 application-based education 223
 assessment 104, 111
 assessment score (AS) 40
 associative phase 6
 autonomous phase 6

B

B2B e-commerce 53
 business intelligence (BI) 55

C

candidate pool 236
 case study 84
 certification 210
 certification exam 111
 certification tools 111
 changing landscape 68
 chief algorithm officer (CAO) 68
 chief e-business officer (CeBO) 62, 68

chief e-commerce officer (CeCO) 62
 chief knowledge officer (CKO) 68
 cognitive demands 6
 cognitive phase 6
 collaboration 52, 233
 CompTIA (Computing Technology
 Industry Association) 137
 connective organizational capabilities
 183
 coordinator 151
 core competencies 14
 credibility of IT certification 222
 critical sourcing 42
 critical work functions (CWFs)
 128, 140
 criticality (C) 40
 criticality score 40
 custom training content 121
 customer relationship management
 (CRM) 55
 customized systems 151

D

database management systems
 (DBMSs) 63
 decision support systems (DSSs) 63
 deliverable descriptor 39
 delivery 5
 difficulty score (D) 40

E

e-business 52, 54

- e-business environment 52
- e-business needs 53
- e-business organization 52
- e-business project implementation 65
- e-business transformation 54
- e-business webs 52
- e-procurement (EP) 55
- education 210
- employee benefits with certifications 211
- employment 126
- enterprise application integration (EAI) 55
- enterprise applications 54
- enterprise resource planning (ERP) 55
- experience 210
- extreme programming 233

G

- global competition 172
- global Internet network 132
- government involvement 126
- government policy 132
- governmental skill development 127

H

- high assessment score 42
- hiring 104, 105, 233
- hiring process 123
- HR centralizing 192
- HRIS 177
- human capital 177
- human capital portfolios 177, 180
- human capital theory 9
- human resource (HR) 8, 88, 211
- human resource information systems (HRIS) 177
- human resource management 27
- human resource professional 210
- human resources 4, 53

I

- ICT professionals 84
- ICT skill standards project 146
- industrial and occupational (IO) psychologists 144

- industry value chains 53
- industry-wide collaboration 53
- information and communications technology (ICT) 81, 126
- information systems (IS) 211
- information technology (IT) 53
- Information Technology Association of America (ITAA) 2, 137
- Internet strategies 53
- interview process 233
- IS vendors 151
- IT 53
- IT outsourcing 177
- IT personnel 53
- IT professionals 2, 27
- IT-skill dilemma 151
- IT skill gap analysis 105
- IT skills 2, 27, 52, 68, 151
- IT skills acquisitions 69
- IT skills management 54, 103
- IT skills portfolio 27
- IT skills portfolio management 31, 52
- IT skills requirement 53
- IT-skill standards 161

J

- Japanese companies 150
- Japanese firms 151
- Japanese IS vendors 150
- job 12
- job concentrations 130

K

- key activities (KAs) 129, 140
- knowledge, skills, and abilities (KSAs) 8, 29

L

- learning management systems (LMSs) 104
- local area networks (LANs) 160
- local contracting 192

M

- management of IT skills 14

mass validation survey 146
 Moore's Law 131
 multi-mission capability 27, 30
 multiple correct answers 114

N

National Skill Standards Act 135
 National Skill Standards Board (NSSB) 135
 non-staffing vendors 194
 NWCET (Northwest Center for Emerging Technologies) 137

O

occupational and technical knowledge and skills (OTKSs) 130
 organization man 82
 organizational benefits with certification 211
 organizational capability 184
 organizational improvisation 186
 organizational learning 184, 186

P

people-centered organization 27, 29
 performance indicators (PIs) 129, 140
 portfolio 31
 portfolio management 27
 productivity rates 126
 profession 211
 project identifier 39
 project staffing 104, 105
 project team building 119
 project's difficulty 39
 proper assessment tool 111
 purchasing HRIS 193

R

rational organizational capabilities 181
 relational contracting 185, 186
 resource needed score (RC) 40
 risk level score (R) 40

S

sector skills development agency (SSDA) 2
 skill 5, 6
 skill analysis 106
 skill classifications 7
 skill "food chain" 130
 skill gap 126, 136
 skill mismatch 83
 skill standards 127
 skills issues 126
 skills management 11
 skills management tool 111
 skills retention 63
 skills search 120
 Society for Human Resource Management (SHRM) 211
 soft skills 233
 software development 233
 staffing firm 194
 stars 36
 strategic alliances 184
 strategic business goals 37
 strategic business units (SBUs) 36
 strategic goals 37
 strategic human resource management (SHRM) 5, 11, 28
 strategic IT goals 38
 sub-topic skills 106
 subject matter experts (SMEs) 140
 supply chain integration 54
 supply chain management (SCM) 55, 177
 systems integration 186

T

task performance 5, 7
 task-oriented perspective 7
 team participation 236
 teamwork 233
 teamwork skills 233
 TechCareer Compass (TCC) website 146
 technical skills 233
 technology 131

telecommunications legislation 132
testing 106
theory-based education 223
training 104, 105
training and certification 212
transformation 52

U

Univacs 29

V

voluntary partnerships 136

W

weighted answers 115
work-based learning 27, 31
Workforce Investment Advisory Board
(WIAB) 100
writes code 129