QAI

Developing Career Architecture

Overview

Executing software projects successfully and building highquality products requires software professionals to understand the unique characteristics of software and the approach used for building and maintaining software. Over the last decade, testing as a competency has grown in multiple dimensions including emerging technology platforms, increasing complexity, highly demanding customers, and complex skills.

This has created an evolution of roles and skills across variants tenets of Testing, Business, and Technology. Organizations and the internal HR teams have been exceptionally creative in terms of evolving new roles to fulfill business needs. In spite of the creative efforts, organizations do face the challenge in terms of creating a holistic career model that would fulfill their current needs as well as cater to its futuristic needs.

The Career Architecture Framework

An end to end career model fulfilling this complex demand is a dire need for growing and budding QA organizations across the globe. Keeping in mind this requirement for a comprehensive framework that will fulfill the career management needs for testing workforce and teams, QAI has developed a detailed Career Architecture Framework for Testers. The expectation is that the framework will not only help in creation of roles and responsibilities, but will have a career framework model that will allow an individual to prepare, progress, move up, move laterally and grow across specializations.

Challenges

Capability Development

- Current competency of team
- How align skills are to business
- How can skills be increased?
- How do we retain people
- Right people for right job

Talent Management

- What career progression can be offered to a testing professional
- Can a Career Path connect all diverse testing skills
- Can such career model solve customer requirement
- Can we have a global framework to attract & retain testing talent

Business Alignment

- How do we align team to vision
- How can skill grow for future
- Can this be done in time constraints?
- How will a buy in come from all
- Is the organization ready for change?

Solution Architecture

Career Framework & Path The Career Framework is composed of distinct Career Ladders and unique positions and can be used to determine current level and the possible progressions for an individual

Competency Framework A 'competency framework' is a structure that sets out and defines each individual competency required by individuals working in an organization.

Role Description Role descriptions are written statements that describe the duties, responsibilities, contributions and outcomes needed from a role, required qualifications, and reporting relationships.

Role Skill Framework The Role Skills Framework is a model for describing and managing skills for professionals, and is intended to help match the skills of the workforce to the needs of the business

Proficiency Levels & Progression Criteria Proficiency Levels is a scale that reflects the amount of proficiency typically required by the individual within a skill area, and as required by the role.

Role Based Assessment The act of evaluating the individual's capabilities, aptitude, behavioral and domain aspects and thus assessing the fitment to a specific role.

Learning Enablement Learning Enablement involves acquisition of knowledge, skills, and competencies to meet specific goals of improving one's capability, capacity, and performance in the role. .

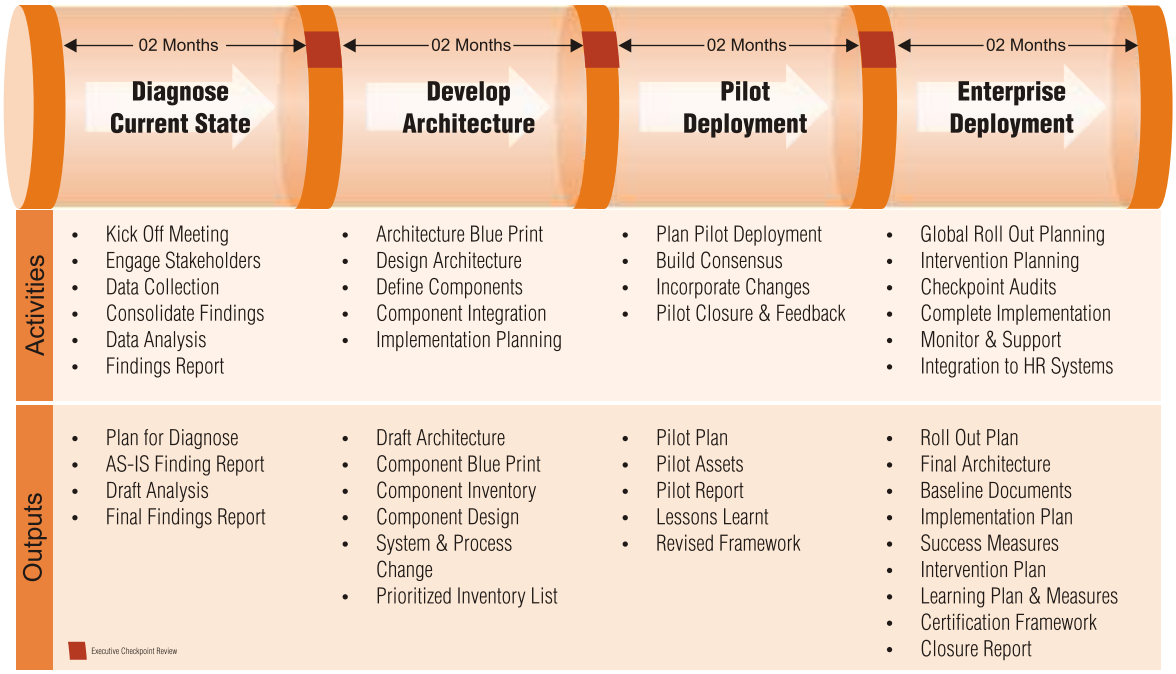
Edista Testing Institute

Edista Testing Institute [ETI] is a workforce development partner for leading IT organization globally enabling Acquisition, Transformation, Recognition and Engagement solutions for Workforce Development in IT & IT Enabled Services. Setup in 2008, the focus of the organization has been to enable IT organizations create a sustainable competitive advantage through interventions to solve the Workforce Challenges through innovative models and methods for building capacity, enhancing capability and engaging the community of the employed professionals in business critical skills.

QAI Global Institute

QAI Global Institute conducts instructor led trainings (ILT), career programs, exam preparatory training and certification for both individuals and organizations. QAI has trained over 140,000 individuals and certified over 40,000 professionals in over 15 countries. Today, the Institute caters to a wide variety of industries and provides access to a wealth of concepts and skill building reinforced through consulting, training, assessments, benchmarking, certification, conferences, and eLearning. The institute supports the IT practitioner by facilitating corporate and individual membership programs.

Approach



Phase1

This phase focuses on identifying the real challenges, through discussions with stakeholders and members of the organization. The focus during this phase is to collect data and evidence on the current state, consolidate findings, and prepare a baseline of the current state. The baseline would act as a input for the next phase

Phase 2

During this phase, we develop an architecture of the Career Framework as required and in alignment with the priorities identified in the previous phase. The phase involves developing draft architecture, component blue print, designing components, and suggesting the system and process changes required for implementation.

Phase 3

During this phase the main emphasis is on doing a pilot implementation for a smaller scope within the organization. We focus on collect feedback through the pilot deployment, and make the required modifications, and understand the necessary implementation enablers to focus on for successful enterprise deployment.

Phase 4

During this phase, the interest is to implement the refined framework across the enterprise in a structured manner to ensure that the business benefits are realized. In addition, the focus is to also transition and transfer the knowledge to the team to ensure sustain ability. Subsequently, a closure report is prepared to demonstrate benefits.

Target Audience

This solution is designed to assist organizations involved with providing independent testing services, or are captives / in-house QA functions, or are direct End customers involved with outsourcing Testing Services.

Benefits

Keeping this segments in mind, the first and second tier are spot on targets for this service line. The benefits realized by organizations include:

Sourcing capable and competent teams from a transfromation partner
Developing a sustainable pool of available talent with right competence
Having a line of sight and choices to shape career path and multi functional growth

In summary, the clients can achieve a scaleable and sustainable career framework and architecture for attracting, engaging, and growing their talent.

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