

IAPetus



Quarterly Bulletin For the Institution of Analysts & Programmers

Issue 27 September 1998

Contracting: The Agencies Speak

An invitation has been extended to the IAP's Approved Agencies to submit articles for inclusion in *IAPetus* about the world of computer contracting as they see it, and how they may be able to help IAP members wishing to earn their living that way.

Here are the first two articles received – keep them coming!

F.I. Recruitment's Barbara Wright says:-

There's never been a better time to consider a career in contracting!

Ever longed for the freedom of working six months of the year and spending the other six months doing exactly what you want? Thousands of people do – over 40,000 currently in the UK alone. Paragliding, sailing around the world, and renovating old houses are just three of the pursuits which F.I. RECRUITMENT contractors get up to when they're not working on projects for some of the largest IT departments in the country.

Once regarded as a short-term, 'fill-in', option, contracting now offers stability in a challenging environment. Contractors are now a highly valued asset to many IT departments, bringing new skills and ideas to a range of leading edge projects.

You probably know or work alongside someone who is contracting and may have thought about making the change. It offers many benefits to a whole spectrum of people. Some like the flexibility it affords them – single parents who don't want to work full time, others

for the increase in their income. But they all enjoy the freedom of being able to work where and when they want to, including overseas.

We've been helping IT professionals get started in contracting for over 20 years so we know how important it is to get the right kind of advice. We help contractors set up their own company – it is really not that difficult – secure that all important first contract, and see them on their way to a different lifestyle.

A contractor's first requirement is to get paid promptly. As part of F.I. GROUP PLC one of the country's leading business technology organisations we can offer stability and the support expected from a large group of companies. We pay weekly by BACS or any other chosen method. To support contractors further a new payment scheme has been introduced which removes the requirement for an invoice. Contractors are paid directly from their timesheets on a weekly basis. We raise the invoice and send contractors a copy with their payment or confirmation of payment.

Other support services include access to a member of the F.I. RECRUITMENT team as well as assistance from the Contractor Liaison Department to ensure you are entirely satisfied with each contract.

The needs of contractors play a very important role in the way we shape the future of our business. Before launching a new web site to be dedicated to contractors, we asked all our working contractors what they least liked about other

web sites. The result was a unique web site that's written by contractors for contractors. Naturally it contains details of all the latest contract opportunities, but in other respects is very different from any of our competitors' sites. Contractor profiles, restaurant reviews and a technical notice board are just three of the regular features.

For further information on your nearest branch and how to get started in contracting, contact F.I. RECRUITMENT, Atlantic House, Worton Grange, Imperial Way, Reading RG2 0TD. Tel: 0118 921 2300 Fax: 0118 921 2305

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Loads of articles and other materials, so I won't bore you with my whitherings! Just keep writing to me – email or snail.

If you have access to the Internet, keep an eye on the IAP's website – it is forever being modified and improved.

Links to members' own websites, and those of their companies; back issues of *IAPetus* and much more – go and see for yourself at:

<http://www.iap.org.uk>

And if you have an email account, join the IAP's own mailing list. The discussion is lively, if somewhat sporadic (we do work occasionally!), and has covered a range of topics from the Year 2000 to the best way to use Lotus Notes and we are trying to encourage people to air opinions and problems for discussion.

The more of you in there, the

better it will be. To join us, send an email to "ListServer@INCA.CLARA.NET" with "SUBSCRIBE IAP" in the body of the message; to send a message to the mail list ensure that it is addressed to IAP@inca.clara.net.

The Chinese held that "May you live in interesting times" is a curse ...

Megan C. Robertson

The IAP Accounts for the year ended 31 May 1998

	1998	1997
INCOME		
Subscriptions	£142,161	£120,644
Other income	<u>8,137</u>	<u>8,840</u>
Total Income	£150,298	£129,484
EXPENSES		
Services to members & promotional activities	£78,746	£75,449
Salaries & staff costs	47,493	44,056
Office & overhead expenses	<u>23,483</u>	<u>17,339</u>
Total Expenses	149,722	£136,844
(DEFICIT)/SURPLUS OF INCOME OVER EXPENDITURE	<u>£576</u>	<u>(£7,360)</u>

Accountants' report to the Members of the IAP

In our opinion the Financial Statements give a true and fair view of the state of the Company's affairs at 31st May 1998 and of its Surplus for the year then ended and have been properly prepared in accordance with the provisions of the Companies Act 1985, applicable to small companies.

Charles Stuart
Chartered Accountants and Registered Auditors

*Full accounts are available on request from the Institution.

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Tel: 0181- 567 2118, Fax: 0181-567 4379,
e-mail: dg@iap.org.uk, Web site: <http://www.iap.org.uk>.

AGM

Notice is hereby given that the Annual General Meeting of the Institution of Analysts and Programmers will be held at 5:30 p.m. on Saturday 17 October 1998 in the Shakespeare Room at the Anchor Inn, Bankside, London SE1.

It would be appreciated if those members planning to attend would inform the office. Only Members and Fellows of the Institution are entitled to vote at a General Meeting, but other members are welcome to attend and to speak.

Agenda

1. Minutes of the 1997 AGM.
2. Matters Arising.
3. President's overview of the year's activities.
4. Approval of Accounts of the Institution for the year ended 31 May 1998.
5. Approval of the appointment of the Auditors for the current year and authorisation for the Council to determine their fee.
6. Any other business.

Unless other instructions are received in writing at the Institution's Office prior to 3 October 1998 it will be assumed that, if you are not present, your proxy will rest with the Chairman of the Meeting.

Notice of any other business to be considered must be sent in writing to the Director General so as to be received no later than 3 October 1998.

The Director General writes

Elsewhere you will read that the Institution has appointed Robin Jones MSc MIAP as its Education Officer.

We have always believed that while the Institution's primary duty is to its members, it also has a duty to guide and assist new people coming into the profession. One way to achieve this is by liaison and co-operation with the colleges which provide them with their primary computing skills. Shortage of management resources has somewhat slowed the IAP's progress in this area: Robin's appointment should correct this. I look forward to working with Robin and I wish him success and satisfaction in his new job.

Unprompted by news from the front, i.e., working professionals such as make up the bulk of the IAP membership, colleges have a strong tendency to go on teaching the same old stuff for ever. Students don't start out knowing what they ought to be learning: they only know what the colleges tell them. We do get the occasional sad call from someone who has invested a lot of time and money learning the wrong thing.

Inevitably this reminds me of my own student days. I well remember my first week at Imperial being largely spent learning how to tune steam engines for optimum performance and economy.

Nobody has ever called on me to exercise these particular skills – the internal combustion engine was invented fairly soon after – but, if anyone is having problems with steam, getting it up for example, I am available. Probably the college has caved in to the environmental groups by now, and dropped the course in favour of Bike Maintenance.

Another thing I remember is sitting in the examination hall, bereft of ideas. Through the glass swing doors at the end, I could see some of my classmates, still furiously revising their notes. The exam had started, time was ticking away, yet still they thought they'd do more good learning the stuff out there than by coming in and getting stuck into the questions.

Some students are still being pressurised to learn Cobol. And yes, perhaps there still is time to learn the stuff, then rush in and make a killing

on Year 2000 problems. But the clock is ticking. Less than two years from now the millennium will be here. All the problems we have speculated about for so long will have exposed themselves, and to a very large extent, been resolved.

Cobol isn't going to go away, but it is an old language. Cobol skills alone are not going to provide many people with a job for life in the future, and I fear very much that, two years from now, we may begin to see some longish queues of unemployed, and unemployable, Cobol programmers, who tried to build IT careers on too narrow a base.

To a student starting out in IT, any kind of job is better than no job. The colleges know that. But some jobs may not lead very far: real careers can only be built on firm foundations, and it is the IAP's responsibility to advise its members, and those coming into the profession, how to lay such foundations and how to build on them. That is why we need Robin Jones.

Mike Ryan

Post-nominal Designatory Letters – a Discourse

Following the DG's comments about post-nominal letters in Issue 26, I believe that it is worth pointing out that there are some "rules" about the "correct" order for these to be written.

- 1) Victoria and George Cross (where appropriate)
- 2) Knighthoods and Appointments to Orders (eg Order of the Bath)
 - a) by level/grade
 - b) by precedence of order
- 3) Other Medals and Decorations according to their rules of precedence.
- 4) QC/JP (if appropriate)
- 5) Degrees and Diplomas
 - a) in ascending order of grade (ie BSc PhD) except for Oxbridge degrees which are normally written the other way!
 - b) where two degrees are at the same level, in order of date of award.

- 6) Chartered Statii that carry post-nominals (eg CEng, CPhys, CMath) in order of award.
- 7) Fellow of the Royal Society, Fellow of the Royal Academy (FRS/FRA) in order of award
- 8) Professional Qualifications that give rise to chartered statii in the same order as 6 – this is quite important – particularly with CEng, which can be gained via a number of professional bodies – this rule identifies the body that awarded the registration
- 9) Other Professional Quals.
 - a) by descending grade (ie Fellow, Associate Fellow, Member, Associate Member)
 - b) by chartered/other (Chartered bodies are placed before non-chartered!)
 - c) by professional relevance (most relevant first!)
 - d) by date awarded.
- 10) Member of Parliament (MP)

Note that

- 1) if a number of honours from the same order or university are held, it is correct to omit the lower ones
- 2) if a number of degrees from the same University are held, it is permissible to omit the lower ones
- 3) MP is *NEVER* omitted if applicable.

Thus, for example, my collection is:-

BA(Hons)(Open)
Fellowships – IAP IMA BCS
Memberships – IMgt InstD
Chartered Statii – Chartered Mathematician via IMA

My primary profession is "Computing", my secondary one is "Management" which gives rise to the following sequence:

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I'm reminded of the story about a group of tourists watching the Lord Chancellor, in full pomp and resplendent in robes and wig, process towards the House of Lords and a little boy in the crowd asking loudly as he passed, "Mummy, what is that man for?"

It's a good question. Perhaps we should all ask what we're for from time to time. Of course, it's especially appropriate when you take up a new position, as I have just done. So, does the IAP need an Education Officer, and, if so, what is he for?

Let's start by examining some of the things we say about our Institution. We are "...committed to enhancing the professional status of our members and helping them to advance in their chosen area". We aim to "facilitate the spread and exchange of knowledge". We seek to "...introduce a new approach to educational standards and professional development".

I've culled these phrases from the opening paragraphs of the current "Guide to the Benefits of Membership" document. A more pompous organisation would have described this section, entitled "What the Institution aims to achieve", as its mission statement. One of the things I like about the IAP is that, whatever other criticisms you may wish to level at it, you can't call it pompous.

How can we help members to advance? Well, we can start by enrolling students who are about to complete their basic training in computing (first degrees, HNDs and so on) and so give them access to the IAP recognised recruitment agencies. Mike Ryan and I have had encouraging discussions with several universities over the last six months about more formal links – for example, giving Grad IAP status to specific courses from specific colleges and universities. I've recently written to just over 60 more inviting them to talk to us about similar arrangements. Would you be surprised to learn that there are about 30,000 computing students leaving college and joining the jobs market every year? I was. I wonder how many of them know anything about the IAP at the moment. My experience so far, to a first order approximation, is 'none of them'. But when I talk to students about the

Institution, they show a real enthusiasm for it. So here's my first job: to ease the path of young people into the industry by developing university links that raise the profile of the Institution within them.

Most of our members are not, of course, on the first rung of the career ladder. But we all know just how important training is to our development throughout our careers. I'm using the word 'training' in a very broad sense here. It doesn't have to be formal; it could simply be the exchange of ideas at a chance

meeting. I'm hoping to develop both strings of this bow. I shall be talking to the major commercial training organisations about links with the IAP that might include discounting arrangements for members and specific points values for some of their courses. (One of the advantages of the points system for evaluating membership grades is that it provides a kind of 'seamless robe'; the points allotted for a particular training activity on entry are the same as the points an existing member accrues for the same activity when applying for an upgrade.) By the time you read this, I will have had at least one such meeting. In my discussions with the universities, I shall investigate whether they too can provide appropriate short courses. I shall also be looking at mounting IAP conferences with specific foci. (Yes, I know that's three strings; I wasn't expect-

ing the Spanish Inquisition.) This is another area where university links may be very helpful. They have good conference facilities and, at the right time of year, relatively cheap, if basic, accommodation.

All this is going to take time – lots of it. There are around 150 Higher Education establishments alone in this country; it would take me a year or so just to talk to every one. But, as the Chinese say, the longest journey starts with a single step. I'm going to focus on a few colleges to start with and develop solid links with them. This will include analysing their courses in detail and assigning IAP points to each of the modules that go to make them up. That way, we can be very sure that the Grad IAP standard is maintained. At the same time, I shall be looking to promote the professional development issues that I refer to above.

That's where you come in. I can only represent the Institution effectively if I have a good idea of the views of its members. I need to know, for instance, what areas of your activities could be usefully developed and discussed in a conference environment so that I can make appropriate offers. Knowledge like this will also help me advise all types of training organisation about what they should be providing. You may also have useful contacts in the universities or commercial training organisations that you would be willing to pass on to me. It can save a lot of time if I can start by talking to the right person, or, at least, have an introduction to the organisation in question.

I would also very much welcome any general suggestions you may have. Write to me at the Institution, or e-mail me at eo@iap.org.uk. I'll get back to you; and I'll let you know regularly how the whole project is going through the pages of *IAPetus*.

The Education Officer writes

IAP GROUP PENSION SCHEME

with

The Equitable Life Assurance Society

Being a Member of the IAP members entitles you to join the IAP Pension Scheme on enhanced terms

Equitable life is one of the best known pension providers in Britain whose consistent performance and low charges have kept it near the top of the industry's performance tables for a long period of years

Contact the Institution office for an Information Pack

An Introduction to the Evolving Development Paradigm

Part 2 of 3 – Rapid development through components

The goal of these three articles is to introduce readers to the evolution which is taking us beyond Information Engineering and Object Orientation, into a hybrid business-oriented paradigm, taking the best of many techniques and introducing new concepts.

While not 'selling' any particular technology, or going into any great depth on any technique, it does advise what people should look for when selecting approaches, or purchasing tools to help take advantage of this evolution.

Information Engineering (IE) is very much an 'Information' based approach to systems development, studying the data that is available, and the processes that can be performed against it. This approach lends itself well to producing quality systems, but enforces a degree of rigidity when it comes to changing the system to accommodate new data.

Object Oriented (OO) development is more of a 'Behavioural' focussed paradigm – looking at what operations individual objects perform on 'their' data – which allows a great deal of flexibility but does tend to focus the design criteria at a lower level than many 'business' problems need to address the issues completely.

Component Based Development (CBD) takes the flexibility and re-use of the Behavioural paradigm and combines it with the lessons learnt from Information based approaches to systems development.

CBD is essentially a style of application development where Components are specified and assembled according to an architectural blueprint. The important thing to remember with components is that they are designed and implemented to be reusable, and that the interface to enable that reuse is documented in a standard manner.

The actual task of constructing the Components themselves can be carried out using an OO or an IE based approach – but the resulting application could consist of many components plugged together and operating in a framework. These frameworks are based on technologies such as ActiveX, CORBA or JavaBeans, which allow the components to communicate seamlessly – even though they may be running on different platforms, implemented using different languages and technologies.

Component Specifications consist of three equally important parts:-

- **Interface:** A description of the Role or Function that the component performs.
- **Type Model:** A model that contains details of the Classes (Objects) that the Component uses, and that may be referenced to support the published functionality.
- **Operations:** These specify what functions the Component can be asked to perform, along with pre and post conditions that must be met/will be guaranteed in order for the component to execute.

The main advantages of using the CBD approach to system development are that you are lead down a route that guarantees:-

- **Extensibility:** Adding new interfaces to expose underlying functionality can easily enhance an existing component.
- **Replacability:** Any component can be replaced provided the replacing component provides, at least, the same set of interfaces.
- **Flexibility:** By separating the functionality from the interfaces of the component it allows the same component to perform multiple functions depending on the scenario it is utilised. A component may appear differently when used in different roles.
- **Independence:** The use of frameworks allow the components themselves to operate on the most appropriate platform and communicate by means of their published interfaces.

Although these benefits could be gained in a more traditional OO approach, the main advantage of CBD is the cost and effort saving resulting from identifying and specifying components and the Analysis phase, rather than in Design or actual Coding phases of the development.

Support for CBD is evolving among main-

stream development companies. Examples of this are the Catalysis methodology from Icon Computing which is influencing the current UML submissions, and the Microsoft Repository provides a mechanism for storing components (and more importantly their interfaces) built using a variety of development tools which can then be viewed and 'plugged' together to form applications.

Jeremy E. Cath

... to be continued. In the meantime, for further information on Component Based Development and the Catalysis Method, please visit the Icon Computing web-site at <http://www.iconcomp.com>.

For additional information on the UML please see <http://www.rational.com/uml>.

For information on the Sterling Software COOL:Suite family of products, including COOL:Jex (OO Modelling facility) and COOL:Jex (Component Based Development facility), please visit the web-site at <http://www.cool.sterling.com>.

For details of the Rummler-Brache BPI methodologies see <http://www.rummler-brache.com>.

For information on the Microsoft Repository, see <http://www.microsoft.com/repository>.

Jeremy can be reached at:
zzarg@earthling.net

GOING FOR A JOB ?

**Belonging to the IAP
improves your chances of
landing that new job.**

Let us have details of any job application which you are making, and – without making any reference to you – we will brief your potential employer on the IAP and the importance of IAP membership as an endorsement of members' qualifications and standing in the profession.

Call Mike Ryan or Nicole Edwards on 0181 567 2118
or fax 0181 567 4379

Another milestone passed! Nicole beavers away sticking new labels on files: the DG gets stuck into a celebratory bottle of champagne. Twenty-two thousand members – can we really have licked all those envelopes?

The answer of course is no – the IAP's crazy numbering system starts at 10,000 and a lot of the numbers in between are missing. Bob Charles used to set numbers aside for special groups such as three-tentacled Martian programmers. Ever the optimist, he was often let down by the realities of

Member 22,000

recruitment. Of the first thousand members logged onto the system in 1982, some 50 or so are still with us in 1998. We are obviously doing something right, though you might think since the other 950 have left perhaps not everything!

In fact the average IAP member stays for some five years, and very

few leave because they are dissatisfied. Many younger members use their IT skills as a stepping stone to greater things, moving into areas of business and industry where perhaps IAP membership is no longer so vital. Older members do eventually have to retire – though clients can make this difficult!

Member 22,000 is Martin Gerrard MIAP, a contract analyst/programmer with over 20 years' working experience covering a stunning range of commercial and industrial applications.

The IAP's database of members wishing to keep in touch with the Recognised Agencies continues to expand, with the result that we can now send the agencies some fifty or so new names every month.

Not surprisingly, in present market conditions, this rare source of qualified IT talent continues to attract new agencies. The firms listed below have all joined us recently.

Agency Update

Career Group

26 Market Place, London W1N 7AL.
Contact: Aaron Brockhurst or Chaya Landschultz
Tel: 0171 470 7070
Fax: 0171 436 4575
Email: info@career-group.co.uk

Information Technology Recruitment comprises of specialised teams to dovetail with your technology department. Our remit is to supply cost effective contingency and advertising services to key corporations, financial institutions and systems houses for IT professionals. These specialised technological and industry group include: Lotus Notes Team; Development Team; Networks Team; Select Team; Legal Team; Banking Team.

HW Group Technology

26 Cross Street, Manchester M2 7AF
Contact: Steve Dargan
Tel: 0161 832 7728
Fax: 0161 839 1375
Email: victoriaca@hwgroup.com

HW Group Technology is the IT recruitment arm of the HW Group

which is an integrated group of leading recruitment consultancies with the track record, professional expertise and resources to fill almost any executive position. Founded in 1959 we are one of the longest established businesses in our field. Our clients are predominantly the top 500 companies in the UK, and our approach is to offer both clients and candidates a real choice based on quality of service. We can offer a no-nonsense approach to recruitment, with a nation-wide network of offices and a dedicated IT team.

Qualitech Recruitment Limited

Blackfriars Foundry, 156 Blackfriars Road, London SE1 8EN
Contact: Gerald Gallacher
Tel: 0171 721 7235
Fax: 0171 721 7016
Email: gerald@qualitech.demon.co.uk

We are an agency concentrating exclusively on the IT industry. We work with companies predominantly within the City of London, although we do deal with other areas of the UK and throughout Europe. We have teams who between them cover the whole spectrum of IT, from IT Director down to Junior Programmer. We source our people from our vast existing network, supported by a small amount of advertising, and of course we are keen to hear from members of the Institution.

Software Professionals

University House, Jews Lane, Gornal, Dudley DY3 2AH
Contact: Mark Lauritzen
Tel: 01384 458600
Fax: 01384 455650
Website: <http://www.softwarepro.co.uk>

Software Professionals is a specialist IT resource agency which

is part of the Computeach International Group established in 1964. We handle hundreds of IT professionals at any one time who are seeking full time, temporary or contract positions. Our candidate base contains a diverse range of skilled people including qualified trainees together with selected seasoned personnel. Software Professional's modest fee structure and its links with some of the UK's leading employers gives you the edge over competing candidates. Call now and speak directly to one of our recruitment consultants.

FREE LEGAL ADVICE

Up to half an hour's free telephone advice per problem on legal aspects of IAP members' work in Information Technology, from solicitors in a top international law firm.

Does not include writing letters, or considering documents sent through the post.

Special rates quoted for IAP members on any kind of legal work.

Call Mark Snelgrove on 0115 950 0055, at Browne Jacobson.

We are particularly pleased to welcome the following members who have been admitted as Fellows of the Institution since *IAPetus* was last published.

David J. Smith BSc(Hons) MSc MBA

David started as a trainee Cobol programmer with Courtaulds in 1975. Courtaulds sent him to university and on his return he was to remain with them until 1989, by which time he had wide responsibilities for the company's systems in the areas of finance, manufacturing and communications. Then in 1990 he broke away to become the Senior Partner in Applied Information Management, since when David has been responsible for running the business and for leading creation of the innovative software which is AIM's speciality.

Angela C. Apicella BSc(Hons) MSc

Angela obtained a first class honours degree from Leeds University in 1982, following which she worked for GEC Plessey for seven years, learning her trade and progressing from Graduate Engineer to Team Leader, responsible for firmware enhancements to digital

telephone systems. This work formed the foundation of Angela's career as a specialist in software for telephone systems. Four years with the Bahrain Telecommunications Company ended in 1994, when she moved to Logica BV in the Netherlands, since leading teams working on a succession of projects to upgrade the Dutch telephone system.

We should also congratulate the following members who have been upgraded to Fellow:

Paul A. Green BSc(Hons)

Paul Green's connection with the Institution goes back nearly nine years – he joined us as a Registered Student. His subsequent promotion right through the grades to Fellow shows you need talent, but it can be done! Most of Paul's career has been with BT. He started as a GPO apprentice in 1981, and moved into programming in 1986. We cannot do justice here to the range and scale of Paul's responsibilities during his time with BT. But he impressed the Institution sufficiently to be made a Member in 1992, and in 1995 he

gained a first class honours degree in Computing. In 1997 he left his post as Manager of Computer Services at BT Oswestry to join Marks and Spencers. He is currently leading a £20-million project.

Andrew Williamson

Andrew started his programming career in 1984, though he designed commercial software and taught computing privately while still at college. His training in business and finance led him into a career dedicated to the development of accounting software, and in 1987 he started a long period with Quad Microsystems of Hertfordshire, his initial role as Analyst/Programmer quickly leading to general management responsibilities. An MIAP since 1991, Andrew fancied a change of scene in 1993, and moved to New Zealand, firstly as Project Leader (Research and Development) for Platinum Software of Auckland, then as Development Manager for Financial Systems Ltd. Since 1995 he has been Application Development Manager and Senior Consultant for Datacom, one of New Zealand's largest IT companies.

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email: firecruit@figroup.co.uk
Website: <http://www.programmar.co.uk>

We also received the following from **Career Group**:-

Train staff and retain staff! Only 6% of Analysts and Programmers feel they have the skills necessary to properly carry out their job function according to survey figures released in August by the Career Group – the IT recruitment specialists. Undertaken over two weeks amongst permanent and contract staff in 200 UK Blue Chip companies the survey reveals growing concern about both quality and frequency of training. Several respondents projected that existing IT projects would grind to a halt and in one or two instances planned projects were being shelved indefinitely for want of the necessary skills.

Permanent staff were particularly concerned about keeping their skills up to date with over 60% of respondents in permanent positions saying that they had considered, or were actively consider-

ing, moving into consultancy or contract work as a means of "getting skilled up".

"What our survey reveals is that like any other profession good training is central to retaining good people. Two thirds of permanent staff are so disheartened by their employers' lack of structured technical training that a common solution is to start a career as a contractor where they can develop their own training courses whilst on the job" said Charles Foster, Director Career Group.

"Traditionally employers have believed that the way to keep good IT people was by offering high salaries but this does not attack the root of the problem. We are already advising our corporate clients to have a structured training programme in place as a way of retaining skilled analysts and programmers. We are taking this issue so seriously that we are opening our own training centre – The Career Group Academy – in Croydon, where our client companies can send their technical teams for tailored training courses" he added.

Bookings for the first courses

which will be held in October and will cover Uniface, Access, Lotus Notes and Visual Basis can be made by emailing academy@career-group.co.uk

Career Group is a leading international consultancy firm established in 1988 to provide a professional client led recruitment service. The company stands out from other recruitment consultancies in having a broadly based structure providing recruitment services within strongly defined sectors through a number of independent divisions the largest being Information Technology.

Career Group works on both a contingency and search and selection basis at all levels through to Senior Management and Directorship. Through continued growth the company has been able to establish independent offices and strategic alliances in order to best serve the individual needs of our clients worldwide.

Career Group may be contacted at 26 Market Place, London W1N 7AL. Contact: Aaron Brockhurst or Chaya Landschultz Tel: 0171 470 7070 Fax: 0171 436 4575 Email: info@career-group.co.uk

ANALYSTS & PROGRAMMERS

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F.I. Group, Abbey National Financial and Investment Services,
Scottish Equitable, QA Group and many many more ...**

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www.recruitment.scotland.net

Dear Sir,

In the June 98 issue, the Director General raised the matter of whether the social and economic changes which are turning most people into contractors spell the demise of the professional body. Looking at other professions, surveyors, accountants etc are like as not to be self employed and their professional bodies appear to thrive. With the spread of computing at the PC level, there are more and more amateurs building systems that sometimes leave much to be desired and I suggest there is an expanding need for ways the clientele can tell a professional from an amateur.

I guess you use every opportunity to promote the Institution in the public eye – one way is to be able to supply experts to TV, Radio, newspapers etc on IT topics in the news eg Y2K problems, but you have to have some experts lined up (many people love to have the

opportunity to spout...) Alternatively, the Institution could produce a series of 'white papers' on such topics for the guidance of those outside the profession...

However, any such moves would have to be thought through before the Institution puts its credibility on the line in this way.

John Lillywhite

Dear Sir,

With reference to Stuart Robertson's letter in issue 26 of *IAPetus*, do I detect sinister elitist undertones in the last paragraph?

Being a serving officer in the Royal Logistic Corps I am, for career advancement, required to undertake various appointments. Over the last 8 years I have been an IT analyst, a management planner and resources officer and now find myself as a transport manager.

Does this mean, according to Mr

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BA(Hons) CMath FIMA
FBSC FIAP MInstD MIMgt

- 1) Degree
- 2) Chartered Status
- 3) Body from which Chartered Status derives
- 4) Fellowship Chartered Body
- 5) Fellowship Non-chartered Body
- 6) Membership Chartered Body
- 7) Membership Non-Chartered.

If my current application for CEng via the BCS is granted, the post-nominal would just slot in between the CMath and the FIMA. It is actually slightly ambiguous, because it is possible to get both CMath and CEng via the IMA but you can't win them all...

and the DG, who is a chartered Engineer, a member of the "civils", and a Fellow of the IAP and the Institute of Demolition Engineers, would order them as follows:

CEng MICE FIAP FIDE if he views the computing side is his primary profession,
or

CEng MICE FIDE FIAP if the demolition engineering is the primary profession.

Alex Robertson
Deputy President

Robertson that, as I am not at present a practising IT specialist, I should give up my participation in our august body and possibly some of the other institutes that I am a member of?

Maybe I am reading too much into this!

**Captain C.M. Gerry FISM MIAP
MInstTA AIIRSM**

Not to worry – once you are 'in' you are welcome to stay for as long as computers interest you, even if you are now earning your living in another way. Just to set Captain Gerry's mind at rest, I raised this point at the last Council meeting and they were all emphatic that any member is – provided he pays his dues! – a member for as long as he chooses to remain, irrespective of career changes.