
Is There Really a Skills Crisis in Project Management?

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Project Management Recruitment Specialists

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What do we mean?

Skill

Great ability or proficiency; expertness that comes from training, practice, etc. [yourdictionary.com]

A skill (also called talent) is the learned capacity to carry out pre-determined results

Skills can often be divided into domain-general and domain-specific skills. [Wikipedia]

With regards to IT the UK Government say NO!

domain-general and domain-specific

SOC Code	Related Occupation Title	Job Titles included on the shortage occupation list	Other Information
1122	Managers in Construction	Project Manager for property development and construction	The individual must lead on a project or combination of projects that would amount to a large financial responsibility of at least several million GBP

Source: UK Border Agency – UK Shortage Occupation 11 Nov 2008

SKILL - Applied to Project Management?

Domain-general Skill

eg. Programme Management, Project Management, Project Support

Domain-specific Skill

eg. Information Technology, Web Development, Java

AND

Sector Specific

eg. Rail, Banking & Finance, Construction

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SKILL - Applied to Project Management Recruitment?

Sector Specific

Domain-general Skill

"I need a rail sector project manager with experience of delivering java based applications".

Domain-specific Skill

Domain-general Skill

Sector Specific

"I need a programme manager with public sector experience to deliver a infrastructure project".

Domain-specific Skill

Domain-specific Skill

Domain-general Skill

"I need a SAP/ABAP technical project manager with logistics experience".

Sector Specific

Challenge is to ensure that the weighting is appropriate to the role

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Skills and Competencies – What do I use?

SFIA recognises 7 levels of responsibility

- 7 Set strategy, inspire, mobilise
- 6 Initiate, influence
- 5 Ensure, advise
- 4 Enable
- 3 Apply
- 2 Assist
- 1 Follow



Skills Framework
for the Information Age

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Business change

Business change implementation

Portfolio management	POMG	5-7
Programme management	PGMG	6-7
Project management	PRMG	4-7

Business change management

Business analysis	BUAN	3-6
Business process testing	BPTS	4-6
Change implementation planning and management	CIPM	5-6
Organisation design and implementation	ORDI	5-6
Benefits management	BENM	5-6
Business modelling	BSMO	2-6

Relationship management

Stakeholder relationship management	RLMT	5-6
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Broader skill sets must combine with competencies which may be Role and Sector specific if we are to identify the ideal candidate for the role.

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My Personal Conclusion?

There Really is not a General Skills Crisis in Project Management?

But as a profession, we need to help and educate the people recruiting project managers by setting some clear (agreed) standards against which project management professionals can be measured. These should take into account domain-general, domain-specific and sector skills and competencies required for each particular role.

Thank You



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