The W.R.I.T.E.R. Project

Stage A1a: Categorising ICT Sector Jobs

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1. Introduction

This poster describes the research completed as the part of an umbrella project called the WRITER whose ultimate aim is to:

- Monitor industry trends with regard to Information and Communications Technology (ICT) jobs, job vacancies and skill sets
- Monitor ICT curricula in schools and tertiary institutions
- Inform ICT educators and employers of emerging trends with a view to preparing students for future employment and supplying industry needs
- Compare trends across various regions in New Zealand
- Compare trends in New Zealand with other countries
- Align course content and develop programmes in line with industry trends

The aim of this part of the project was to research and analyse categorisation of jobs in the ICT industry.

2. Methodology

The data for this stage of the project was collected from web-based employment agencies whose web-sites were located using the Google search engine, as well as two reports from the Department of Labour and data from BOP ICT Cluster

The following five main employment agencies were selected because they provided the largest number of IT jobs:

- SEEK (www.seek.co.nz)
- New Zealand Herald: serarch4jobs (www.search4jobs.co.nz)
- Job Universe (www.jobuniverse.co.nz)
- Net Check (www.netcheck.co.nz)
- Jobstuff (www.jobstuff.co.nz)

Job titles from each of the selected sources were noted. Most of these sources gave general ICT headings and allowed further refinement through a macro-selection process.

3. Findings

Monthly reviews of these sites have shown some movement to standardisation of common general headings, but the same was not evident in the macro search categories.

3.2 Observations on general ICT job categorisation

Three of these companies had used a key-word approach to apportioning jobs to categories. This resulted in some jobs being categorised very poorly. One example occurred when a job contained the key-word 'Design' and the job was placed under both Business Analyst and Graphic Designer categories.

This research demonstrated that, even within the ICT industry, there does not seem to be any formalisation of general ICT job categorisation.

3.2 Observations on the specific ICT job categorisation

The initial intention was to record the job titles as advertised and to compile a definitive list of ICT jobs. Job titles varied considerably with advertisers often giving a job a specialised heading to classify the skill set required. Examples were 'AXAPTA Consultant', 'Cisco Security Engineer' and the many specialised SAP jobs.

In total 113 ICT job categories were noted. Of these only 19 common categories were used by three or more agencies.

4. Conclusion

In New Zealand there appears to be no standardisation of ICT job categories. Many jobs are identified by the skill sets required of the applicant. This is of concern for the WRITER project as it could affect the data model for the database which is the foundation stone of the entire project.

References:

1. http://www.seek.co.nz
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3. http://www.jobuniverse.co.nz
4. http://www.netcheck.co.nz
5. http://www.jobstuff.co.nz
6. http://www.dol.govt.nz/publications/jvm/job-ad-it.asp