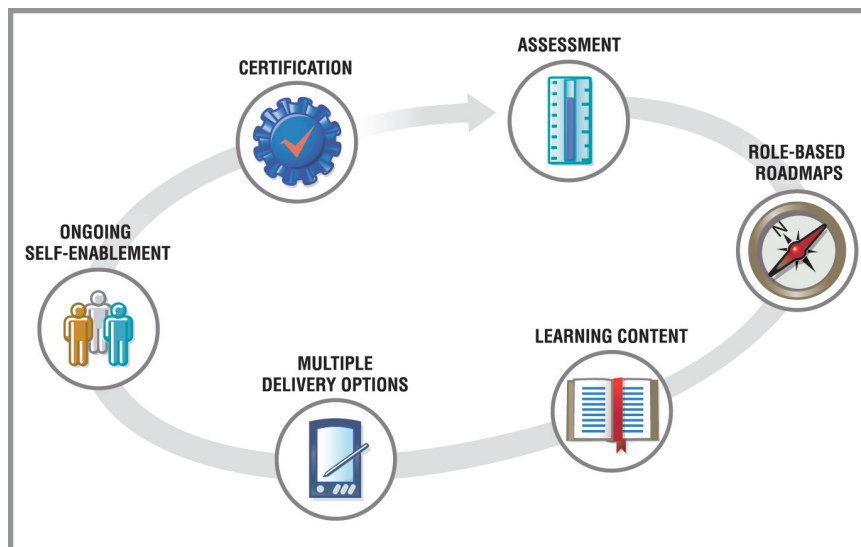


A structured approach to skills enablement



Highlights

- **Assess your organization's needs;**
- **Role-based skills roadmaps assist you in finding relevant learning resources**
- **Select from a wide variety of structured learning content and ongoing self-enablement materials;**
- **Choose your preferred delivery method to best suit your circumstances;**
- **Verify your skill level through role-based certification.**

IBM® recognizes the need for an individualized approach to developing a skills plan. Your needs will vary depending on your familiarity with the subject matter, current work environment, or proximity to learning centers.

Skills Assessment

Working with IBM skills consultants or your in-house skills team, analyze your organization's current job roles and your future skills requirements. Consider your team's existing skills, background, and average skill level. Understanding your skills requirements and potential gaps allows you to document an education plan with the skills required to support your projects or implementations. Enhance this with roadmaps containing routes to attain those skills.

Role-based Skills Roadmaps

IBM provides you with role-based skills roadmaps showing you the path to acquiring the skills you will need. Base technology prerequisites are documented, enabling you to embark on the route with a solid grounding. Courses or other applicable learning options are also identified. Basing the roadmaps on skills for job roles such as developer, administrator and architect allow us to identify opportunities that are most relevant to your actual job requirements.

Learning Content

Your individual business circumstances and type of skill gap will determine your requirements for learning content. For example, business commitments may make classroom attendance difficult, or the topic may be more appropriate for a mentored workshop rather than using self-study materials. Our IBM Four Tier Learning Model recognizes this and strives to make available the right resources for the right occasion.

Tier 1: Learn from information using reference materials, the internet, CDs and books

The IBM Publications Center offers customized search functions to help you find the publications you need. A growing number of publications are available for you to view or download free of charge.

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Software Group
1133 Westchester Avenue
White Plains, NY 10604
U.S.A.

Published in Canada
08-04
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