CEN

WORKSHOP

AGREEMENT

CWA 16458-2

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English version

European ICT professionals role profiles - Part 2: User guides

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European foreword

CWA 16458-2:2018 was developed in accordance with CEN-CENELEC Guide 29 "CEN/CENELEC Workshop Agreements – The way to rapid agreement" and with the relevant provisions of CEN/CENELEC Internal Regulations - Part 2. It was agreed on 2018-06-07 in a Workshop by representatives of interested parties, approved and supported by CEN following a public call for participation made on 2018-02-16. It does not necessarily reflect the views of all stakeholders that might have an interest in its subject matter.

The final text of CWA 16458-2 was submitted to CEN for publication on 2018-06-08. It was developed and approved by:

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1. Executive overview: European ICT Professional Role Profiles User Guide

This CEN Workshop Agreement (CWA) Part 2 **User Guide explains the basic principles and supports practical application of the European ICT Professional Role Profiles**.

The European ICT Professional Role Profiles make a key contribution to increasing transparency and convergence of the European ICT Skills landscape. Incorporating the competences of the European e-Competence Framework (e-CF, EN 16234-1) as a main component of profile descriptions, the 30 ICT Professional Role Profiles provide a generic set of typical roles performed by ICT Professionals in any organisation, covering the full ICT business process.

Complementary to the e-CF, the European ICT Professional Role Profiles contribute to a shared European reference language for developing, planning and managing ICT Professional needs in a long-term perspective and to maturing the ICT Profession overall.

The European ICT Professional Role Profiles are a flexible tool for ICT professional development and profile construction. They are not intended to represent a rigid standard. The profiles were built as a foundation and inspiration, from an organisational viewpoint, for the flexible creation of more context-specific profiles in a broad variety of areas (e.g. job profiles, curriculum design). Implementing the e-CF competences from a profile construction perspective, the European ICT Professional Role Profiles provide a tool and entry point for e-CF application to individuals and organisations working with the e-CF EN 16234-1 standard.

There are many ways to apply the 30 typical ICT Profiles, that are described in this CEN Workshop Agreement. This User Guide provides pragmatic explanations on how to apply the European ICT Professional Role Profiles from multiple stakeholder perspectives and for a broad range of application purposes, such as, for example, HR planning, recruitment, digital transformation process support, curriculum design and qualifications.

Section 2 of this User Guide explains the underlying concepts and principles of the European ICT Professional Role Profiles which are important to appreciate prior to constructing more context-specific profiles.

Section 3 provides guidance on how to create more specific ICT Profiles in context, leading to the so-called generations 3 of the European ICT Professional Profiles family tree. Founded on consistent observations it is explained in more detail how to adapt the different components of the profiles to meet specific needs.

Section 4 provides ideas and hints from varied perspectives and offers examples to demonstrate how HR and ICT departments, curricula developers, qualification providers and other stakeholders can use the profiles in support of job profile definitions, for assessment and career development, to support an organisational change process including digital transformation and for curriculum design. Additionally, guidance is offered on how to connect the profiles to other frameworks, e.g. ESCO the European Classification of skills, competences and occupations.

The European ICT Professional Role Profiles CWA has been developed, maintained and supported in practical implementation by a large number of European HR and ICT experts in the context of the CEN Workshop ICT Skills. The first version of the profiles was published in 2012. This second release is the outcome of the *European ICT Professional Profiles in action* project carried out in 2017-18.