

CEN

CWA 16234-4

WORKSHOP

April 2014

AGREEMENT

ICS 35.020

English version

European e-Competence Framework Version 3.0 - Part 4: Case studies for the application of the European e-Competence Framework 3.0

This CEN Workshop Agreement has been drafted and approved by a Workshop of representatives of interested parties, the constitution of which is indicated in the foreword of this Workshop Agreement.

The formal process followed by the Workshop in the development of this Workshop Agreement has been endorsed by the National Members of CEN but neither the National Members of CEN nor the CEN-CENELEC Management Centre can be held accountable for the technical content of this CEN Workshop Agreement or possible conflicts with standards or legislation.

This CEN Workshop Agreement can in no way be held as being an official standard developed by CEN and its Members.

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EUROPEAN COMMITTEE FOR STANDARDIZATION
COMITÉ EUROPÉEN DE NORMALISATION
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CEN-CENELEC Management Centre: Avenue Marnix 17, B-1000 Brussels

Foreword

This CEN Workshop Agreement has been drafted and approved by a Workshop of representatives of interested parties on 10 December 2013, the constitution of which was supported by CEN following the public call for participation made in January 2012.

A list of the individuals and organizations which supported the technical consensus represented by the CEN Workshop Agreement is available to purchasers from the CEN-CENELEC Management Centre. These organizations were drawn from the following economic sectors:

- Associazione Italiana per l'Informatica ed il Calcolo Automatico (AICA)
- Association Pasc@line
- British Computer Society(BCS)
- (ISC)2
- CIGREF- Réseau de Grandes Entreprises
- DEKRA Akademie
- Forschungszentrum für Informatik (FZI)
- Council of European Professional Informatics Societies (CEPIS)
- ECDL Foundation
- European e-Skills Association
- EMF eExcellence
- European Software Institute-Center eastern Europe(ESI-CEE)
- European Skills and Certification Network
- EuroCIO
- EXIN
- HBO-I
- Innovation Value institute (IVI)
- ISS Hamburg
- IT Staffing
- international Webmasters' Association(IWA)
- Microsoft
- Thames Communication
- Université de Bretagne occidentale(UBO)

This CWA document publishes the European e-Competence Framework (e-CF) version 3.0; the result of 8 years continuing effort and commitment by multi-stakeholders from the European ICT sector.

The very first practical steps towards the e-CF were initiated in 2006 by Airbus, BITKOM, CIGREF, e-Skills UK, Fondazione Politecnico di Milano, IG Metall and Michelin, with the encouragement of the European Commission and strongly backed by the CEN ICT Skills Workshop community. From multiple market perspectives, roles and expertise, representatives of many organizations and also individuals have subsequently contributed to the e-CF initiative. They have collectively contributed to the development of the e-CF from their varied perspectives bringing technical expertise, political awareness or constructive feedback. The CEN ICT Skills Workshop wishes to recognize and acknowledge these multiple contributions from the following non-exhaustive list of organizations.

(ISC) ² A/I/M bv AFPA AICA AIP-ITCS AIRBUS ASIIN e.V. Association Pasc@line Associazione Informatici Professionisti Italiano computer society ATI Banca d'Italia Bayer Business Services BCS Koolitus AS BIBB - Bundesinstitut für Berufsbildung, Birkbeck University of London BITKOM Breyer Publico British Computer Society Capgemini Capgemini Academy CEDEFOP CEPIS CIGREF CIONET CISCO Cisco Systems Clock IT Skills CompTIA Germany GmbH Cons. for Informatics and Education Hacquebard bv	Consulthink Corporate IT Forum CPI Competenze per l'Innovazione Cyprus Computer Society Dassault Systèmes DEKRA Akademie GmbH Deutsche Telekom AG Diaz Research Limited DND Norwegian computer society Dutch Ministry of Economic Affairs ECABO ECDL Foundation EDF Electricité de France EeSA European e- Skills Association e-Jobs Observatory EMEA empirica GmbH EMSI Grenoble ESI BG e-Skills ILB e-Skills UK Estonian Qualifications Authority Kutsekoda Estonian Association of ICT EURO CIO Eurodisney European Metal- workers' Federation European Software Institute - CEE	EXIN Fondazione Politecnico di Milano Foundation IT Leader Club Poland Fundación Inlea FZI HBO-I Foundation HEINEKEN International Hominem Challenge IBM UK ICT Human Capital IG Metall Innovation Value Institute Innoware Institut PI Intel Corp. IPA Japan Irish Computer Society IT Akademie Bayern IT Star Italian Computer Society ITcert Solutions itSECURITY* itTRACK* IWA Italy KPN KWB eV LGMA LPI Mapfre Michelin Microsoft MinEZ Ministère de l'éducation et de la recherche FR	Ministry of Economic Affairs, The Netherlands MPSA MS Consulting & Research Ltd. MTA NIOC Norma PME Norwegian computer association ORACLE PIN SME PMI Pôle Emploi PROSA - Association of IT Professionals PSA Peugeot Citroen PvIB (Dutch platform for information security professionals) SAP Skillsnet Syntec Informatique THAMES Communication The Corporate IT Forum/ national body of EuroCIO Trinity College Dublin UK Cabinet Office UNESCO Uni Duisburg UNI Europa UNINFO Université de Bretagne Occidentale Univ. Danube/CEPA Univ. Gent/Fac. EC&BA University La Sapienza
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The final review/endorsement round for this CWA was started on 21 August 2013 and was successfully closed on 21 October 2013.

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Members of The following countries: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, Former Yugoslav Republic of Macedonia, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey and the United Kingdom.

Comments or suggestions from the users of the CEN Workshop Agreement are welcome and should be addressed to the CEN-CENELEC Management Centre.

Case studies overview

Case study	Title	Key perspectives
A	e-CF in large ICT demand organizations	<ul style="list-style-type: none">• Job profile creation• Internal ICT staff development• Cross company and cross border common language
B	e-CF in a corporate/ ICT supplier environment	<ul style="list-style-type: none">• e-CF for consultants• Identifying training needs• Training development• Competence gap identification
C	e-CF for SME's - competence need analysis and managerial dashboard	<ul style="list-style-type: none">• Application in a micro enterprise environment• e-CF as a marketing aid• e-CF as a business development tool• Competence need analysis• Linking business strategy and competence development• Develop or buy new competences• e-CF for SME consultants
D	SME competence assessment and business card creation based upon the e-CF	<ul style="list-style-type: none">• SME competence self-assessment• Business card creation• Business capability• e-CF for SME consultants
E	e-CF to build SME job descriptions	<ul style="list-style-type: none">• Job description development• Intercompany communication• Recruitment aid
F	e-CF for qualification providers	<ul style="list-style-type: none">• Matching education supply to market needs• The difference between competence development and traditional learning• Student motivation from a competence approach• EQF and e-CF compliance
G	e-CF in a certification environment	<ul style="list-style-type: none">• Matching certification supply to market needs• Increasing transparency in the European e-Skills landscape
H	e-CF for ICT professional self-assessment	<ul style="list-style-type: none">• Self-assessment• CV / Self promotion
I	e-CF for linking e-curricula supply and demand	<ul style="list-style-type: none">• Competence connected to learning outcomes• e-CF and EQF compliance• Personal career development• Competence based e-curriculum

K	e-CF for ICT professional associations	<ul style="list-style-type: none"> • Assessment • Benchmark criteria • Community building
L	e-CF for ICT training quality improvement	<ul style="list-style-type: none"> • Specialised competences • Specialist role development • Matching education supply and demand
M	e-CF for assessment and career tools	<ul style="list-style-type: none"> • Assessing an ICT professional's capability • Recognition of formal and informal learning
N	e-CF for National and EU policy makers	<ul style="list-style-type: none"> • Ensuring qualified ICT workforce in a long-term • Communication between policy makers and ICT business • e-Curricula building • Cross-European common language
O	e-CF to relate or integrate to other frameworks	<ul style="list-style-type: none"> • e-CF use in an established structure • Relating the e-CF to other frameworks • Relating workplace and qualification perspective by EQF and e-CF
P	e-CF for European ICT professional Profiles creation	<ul style="list-style-type: none"> • Including competence into a job Profile • Communication between HR, management and ICT professionals • Building and linking local profiles to a recognised European structure