

ICS 35.020

English version

European ICT Professional Profiles

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Foreword

This CEN Workshop Agreement has been drafted and approved by CEN Workshop ICT Skills representatives on January 2009, the constitution of which was supported by CEN following the public call for participation made on May 2009.

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 (IT large companies, ICT Practitioners, IT Certification and Human Resources).

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The final review/endorsement round for this CWA was started on 21 March 2012 and was successfully closed on 28 March 2012. The final text of this CWA was submitted to CEN for publication on 30 March 2012. Below is a list of companies that endorsed this CWA:

- AICA
- Association Pasc@line
- CEPIS
- CIGREF
- ECDL Foundation EeSA
- EMF eExcellence
- ESI Central Europe
- EuroCIO
- EXIN
- HBO-I
- IWA IT
- KWB eV
- Microsoft
- Thames Communication
- UBO Univ. Brest

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

1 Executive overview

1.1. The European ICT Profile Family – CWA vision and rationale

The prime objective of this CEN Workshop Agreement (CWA) is to increase transparency and to continue the convergence of the European ICT Skills landscape by providing a set of **European ICT Professional Profiles**.

As a response to the huge number of ICT Profile Frameworks and Profile descriptions used today in European ICT Business and Qualification systems, it was decided to create a number of representative ICT Profiles covering, at their level of granularity, the full ICT Business process.

The profiles may be used for reference, or for the basis to develop further profile generations, by European stakeholders. Structured from six main **ICT Profile families**, these Profiles reflect the top of a **European ICT Profiles family tree**. The concept devised is broadly analogous to human genetics where the genes of one generation pass down to the next. In the same way it is envisaged that the core components of the 23 Generation 2 Profiles will pass down to profiles constructed to meet specific stakeholder requirements. The 23 Profiles constructed in this CWA combined with e-competences from the e-CF, provide a gene pool for the development of tailored profiles that may be developed by European ICT sector players in specific contexts and with higher levels of granularity.

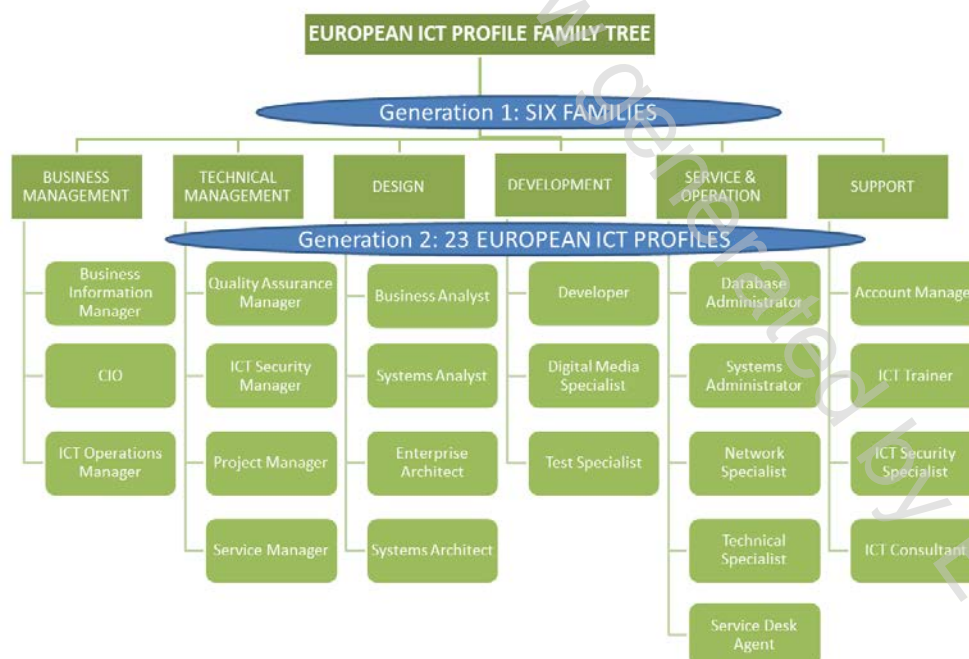


Figure 1 - European ICT Profile Family Tree – Generation 1 and 2 as a shared European reference

The 23 multi-stakeholders agreed that ICT Profile descriptions are based on the European e-Competence Framework (e-CF). European ICT Profiles and e-Competence are complementary

concepts that can significantly support the development and management of a world class ICT professional community within Europe.

Applied at the same level of granularity as the e-CF, the European ICT Profiles provide generic skeletons of the most representative Profile prototypes currently used in ICT Business structures.

To add value, the European ICT Profiles must be adaptable to the employment environment. They are not useful if, on the contrary, the employer has to change practices to meet profile descriptions.

The European ICT Profile descriptions are therefore reduced to core components and constructed to clearly differentiate one from each other. Further context-specific elements can be added to the Profiles according to the specific environments in which the Profiles are to be integrated. Clause 4 explains how the European ICT Profiles can be used and adapted by any European stakeholder from a business, qualification or from a research perspective.

The 23 Profiles cover the full ICT Business process; positioning them into the e-CF Dimension 1 demonstrates this. Figure 2 below illustrates this together with the ICT Profiles family structure.

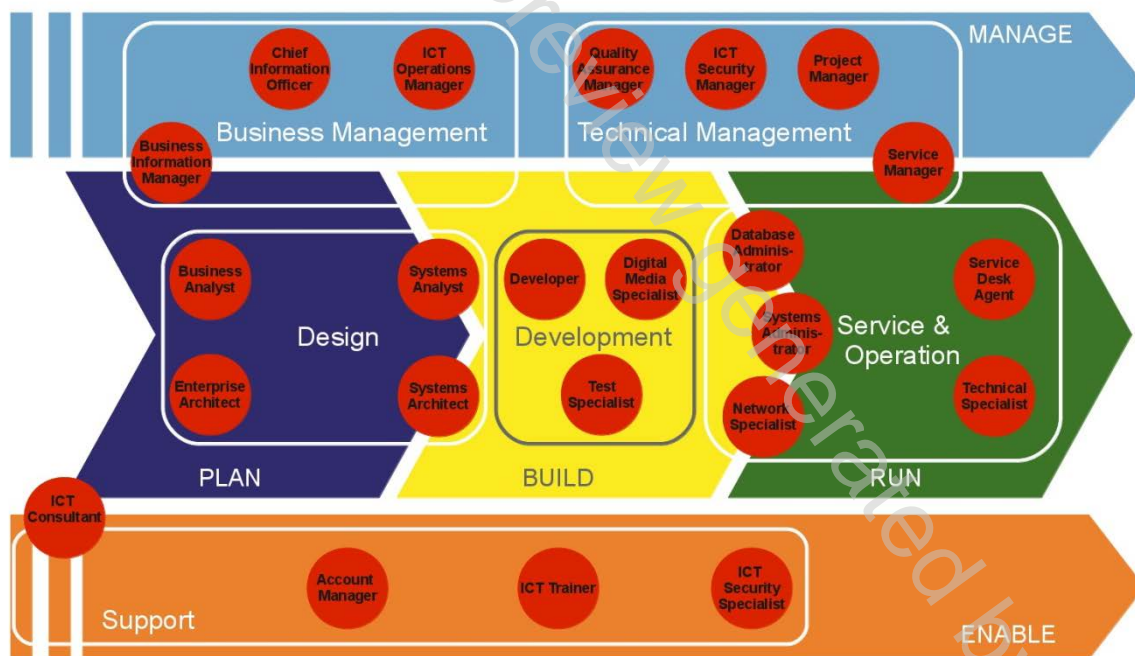


Figure 2 - European ICT Professional Profiles structured by six families and positioned within the ICT Business Process (e-CF Dimension 1)

The European ICT Profiles build a consistent bridge between existing competence and profile approaches. In some European Countries, job profile creation is deployed as the traditional methodology for identifying and driving both organisational career paths and educational curriculum.

Other countries deploy a competence-oriented approach, appreciating that the competence approach provides more flexibility.

In the European ICT Profiles development, the advantages of both approaches have been combined. The European ICT Profiles present e-Competences in an operational context. e-Competences provide the European ICT Profiles with core content in terms of capabilities needed to successfully perform a role. This provides the flexibility to make Profiles applicable EU-wide yet usable in a workplace environment.

By embedding e-Competence within ICT Profiles, which can be readily understood by experts or laymen, the European ICT Profile Family provides a universally applicable solution for communication between stakeholders with interests in ICT skills, knowledge and attitude development.

The European ICT Profiles have been developed in the context of the CEN Workshop on ICT Skills. The underlying project “Towards European e-Job Profiles” has received EC/EFTA¹ funding within the 2009 ICT Standardization Work Programme. This CWA reviews and replaces the “Career Space” CWAs (in particular CWA 14925 – published in March 2004).²

1.2. The European e-Competence Framework

The **European e-Competence Framework (e-CF)**³ is another key achievement of the CEN ICT Skills Workshop. The e-CF is an early significant response to the need for standardization and guidance to ICT practitioners (students or experienced) in their performance, training and development Europe-wide.

The e-CF supports the definition of jobs, training courses, qualifications, career paths, formal and non-formal learning paths, certifications etc. in the ICT sector. In this way, local, national, European and global ICT vendor and user companies as well as qualification and certification providers have access to a shared reference.

¹ European Free Trade Association

² For the sake of continuity it is recommended to engage stakeholders to elaborate a cross-reference between both documents in the near future.

³ Published for the first time in 2008 and updated by version 2.0 in 2010. See: www.ecompetences.eu