While digital transformation increases the need for IT professionals in Europe, the skills gap between market demand and supply continues to grow.

To help address this challenge, we must attract and develop digital talent with an established approach and structure to facilitate effective recruitment and continued professional growth of IT staff.

IT Professionalism Europe (ITPE) is a network of public and private sector experts from critical IT domains committed to the advancement of Europe’s IT profession. Digital transformation of organisations needs enhanced digital competences, supported by a common skills framework (e-CF), shared body of knowledge, education & training and professional ethics. We help promote these developing IT professional standards and their implementation across Europe.

**WHAT WE DO**

ITPE brings together policy makers, members of standardisation committees, HR and IT management representatives, as well as education, training and other service providers that support the development of IT professionalism in Europe. We work closely with key public actors, such as the European Commission, the European Parliament, CEN and National Standards Bodies, and Member States.

ITPE has a liaison status with CEN/TC 428, the Technical Committee responsible for all aspects of standardisation related to maturing the IT Profession.

**Our activities**

**Expert Groups**
- Digital Competence Expert Group
- Professional Ethics Expert Group
- e-CF User Community

**Advocacy**
- Liaison with EU institutions and CEN/TC 428

**Information sharing**
- Providing a platform for sharing best practice
- Networking with key partners

**Resources**
- Curated content
- e-CF Training

www.itprofessionalism.org
E-COMPETENCE FRAMEWORK
– the common European language for skills and competences

The European e-Competence Framework (e-CF) provides a reference of 41 competences as required and applied in an IT professional work context, using a common language for competences, skills, knowledge and proficiency levels that is applied and understood across Europe.

How to get started

The e-CF can be applied for IT professional recruitment and development in all public and private organisations. Stakeholders that may benefit from this tool, include:

- Managers and HR departments
- Higher education representatives
- Vocational education and training (VET) managers
- Assessment and accreditation bodies
- Professional associations
- Market analysts
- Policy makers

ITPE offers e-CF briefings, which will give you a detailed overview of the tool and its benefits. We can also help you set up a 2-day e-CF training session with leading experts for implementation in your company.

After introducing the e-CF, the time needed to develop a new competence profile has been reduced and satisfaction with the development process has grown significantly

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The e-CF is a useful tool to design and structure ICT programs, curricula and exams

Wanda Saabeel
Promanad

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Dimension 1
5 e-CF areas

Dimension 2
41 e-Competences identified

Dimension 3
5 e-Competence proficiency levels

A. PLAN
- A.1. Information Systems and Business Strategy Alignment
- A.2. Service Level Management
- A.3. Business Plan Development
- A.5. Architecture Design
- A.6. Application Design
- A.7. Technology Trend Monitoring
- A.8. Sustainability Management
- A.9. Innovating
- A.10. User Experience

B. BUILD
- B.1. Application Development
- B.2. Component Integration
- B.3. Testing
- B.4. Solution Deployment
- B.5. Documentation Production
- B.6. ICT Systems Engineering

C. RUN
- C.1. User Support
- C.2. Change Support
- C.3. Service Delivery
- C.4. Problem Management
- C.5. Systems Management

D. ENABLE
- D.1. Information Security Strategy Development
- D.2. ICT Quality Strategy Development
- D.3. Education and Training Provision
- D.4. Purchasing
- D.5. Sales Development
- D.6. Digital Marketing
- D.7. Data Science and Analytics
- D.8. Contract Management
- D.9. Personal Development
- D.10. Information and Knowledge Management
- D.11. Needs Identification

E. MANAGE
- E.1. Forecast Development
- E.2. Project and Portfolio Management
- E.3. Risk Management
- E.4. Relationship Management
- E.5. Process Improvement
- E.6. ICT Quality Management
- E.8. Information Security Management
- E.9. Information Systems Governance

KPI area
- Fully functional components

Example of a role profile – Developer Role

Profile title
DEVELOPER ROLE (6)

Summary statement
Designs and/or codes components to meet solution specifications.

Mission
Ensures building and implementing of ITC applications. Contributes to low-level design. Writes code to ensure optimum efficiency and functionality and user experience.

Deliverables
- Accountable: Documented Code
- Responsible: Software Component
- Contributor:
  - Software Design Description
  - Test Procedure
  - User Experience Design

Main tasks
- Develop engineer and integrate components
- Follow user experience guidelines
- Aware of and address known security vulnerabilities, applying security by design
- Shape documentation
- Provide advanced, component technical support
- Resolve issues prior to and following testing

e-Competences (from e-CF)
- B.1. Application Development
- B.2. Component Integration
- B.3. Testing
- B.5. Documentation Production
- C.4. Problem Management

KPI area
Fully functional components

Source: CEN/TC 428, the ‘e-Competence Framework’ - EN 16234-1:2019
Source: CEN Workshop agreement, ‘European ICT Professional Role Profiles’, CWA 16458-1, 2018
JOIN US

Becoming a member of ITPE gives you access to a large network of key players in the field of IT professionalism, including at regular group meetings as well as other key stakeholder meetings around Europe.

Membership benefits

- Participation in ITPE Groups with influence on group governance and networking opportunities
- Expertise on EU policy developments in IT professionalism
- Organised initiatives to join EU funded projects
- Discount for e-CF training course
- Online access to restricted resources
- Influence on e-CF development through expert group TC 428
- Speaker slots at ITPE Group meetings
- ITPE membership for staff members
- Monthly curated news about IT professionalism

Our members include

Employers of IT staff
Public and private sector organisations hiring IT professionals

Service providers
Organisations offering services related to the development and support of IT professionalism in the workplace.

Education and research partners
Researchers, education partners, standards bodies and government agencies.

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