

IT Professionalism Europe

Competent and careful. Recognised and respected.

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 | <ul style="list-style-type: none">• Digital Competence Expert Group• Professional Ethics Expert Group• e-CF User Community |
| Advocacy | <ul style="list-style-type: none">• Liaison with EU institutions and CEN/TC 428 |
| Information sharing | <ul style="list-style-type: none">• Providing a platform for sharing best practice• Networking with key partners |
| Resources | <ul style="list-style-type: none">• Curated content• e-CF Training |

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

Ants Sild
BCS Koolitus



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

Wanda Saabeel
Promanad

Dimension 1	Dimension 2	Dimension 3				
5 e-CF areas	41 e-Competences identified	5 e-Competence proficiency levels				
		e-1 e-2 e-3 e-4 e-5				
A. PLAN	A.1. Information Systems and Business Strategy Alignment				•	•
	A.2. Service Level Management			•	•	
	A.3. Business Plan Development			•	•	•
	A.4. Product / Service Planning		•	•	•	
	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. Personnel 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.7. Business Change Management			•	•	•
	E.8. Information Security Management		•	•	•	
	E.9. Information Systems Governance			•	•	•

Source: CEN/TC 428, the 'e-Competence Framework' - EN 16234-1:2019

Example of a role profile – Developer Role

Profile title	DEVELOPER ROLE (G)		
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	Responsible	Contributor
	Documented Code	Software Component	<ul style="list-style-type: none"> Software Design Description Test Procedure User Experience Design
Main tasks	<ul style="list-style-type: none"> Develop engineer and integrate components Follow user experience guidelines Aware of and address known security vulnerabilities, applying security by design 		<ul style="list-style-type: none"> Shape documentation Provide advanced, component technical support Resolve issues prior to and following testing
e-Competences (from e-CF)	B.1.	Application Development	Level 3
	B.2.	Component Integration	Level 2
	B.3.	Testing	Level 2
	B.5.	Documentation Production	Level 3
	C.4.	Problem Management	Level 3
KPI area	Fully functional components		

Source: CEN Workshop agreement, 'European ICT Professional Role Profiles', CWA 16458-1, 2018

Dimension 1
5 e-Competence areas
Derived from the IT macro processes PLAN – BUILD – RUN – ENABLE – MANAGE. They provide the entry point to the e-Competences and reflect a process perspective based upon the waterfall approach. The e-CF is also relevant to the steps applied in agile process structures such as Agile/ DevOps lifecycles.
Dimension 2
41 e-Competences
41 e-Competences in total provide the European standard references of IT Professional competence as required and performed in IT work context. Each dimension 2 description contains a competence title and a generic competence description, defined from an organisational perspective.
Dimension 3
5 e-CF proficiency levels
5 e-Competence proficiency levels characterised by increasing levels of complexity, autonomy, influence and typical behaviour.
Dimension 4
Knowledge and skills examples
Examples of knowledge and skills relate to the e-Competences generic descriptions in Dimension 2. These examples are provided to add value to the competence descriptor and are not intended to be exhaustive. They offer inspiration and orientation for the identification of further specific knowledge and skills assignment according to contextual needs.

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

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.

