Developing IT Professionalism in Europe

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IT Professionalism

- Bodies of Knowledge
- Professional Ethics
- Education and Training
- Competences
Results of the CEDEFOP project on big data analysis of online job vacancies available on Skills Panorama (2018)
Overview of the Digital Talent Gap Globally

Globally, 55% of companies acknowledge a widening digital talent gap and that it is hampering their digital transformation efforts.

Source: Capgemini & LinkedIn 2018
The IT Skills Pyramid

- EU-Population 512 million; employment 217 million
  - 57% (of pop 16-74 years) (220M) have at least basic user skills
  - 31% have above basic skills
- Main concerns: Participation, inclusion and basic digital literacy
- Of 217 million employment,
  - Users: 67% (145M) have at least basic level skills
- Main concerns: employability, work quality
- Advanced users: 7% (80M) of individuals
  - in employment have above basic level digital skills
    - (Non-manual workers 47%, manual workers 15%)
- Concerns: new ways of working; Future of work;
  - “Race against the machine”
- ICT Specialists (8,2M)
- Core profession (5,7M)
  - Management 450k
  - Software 3,4M
  - Network & database (505k)
  - Core technicians (1,4M)
- Concerns (both): professionalism, systemic risk, competitiveness, innovation, business & job, generation
- Digital Leaders (~630,000)
  - Concerns: competitiveness, innovation, business & job generation
IT Professionals Workforce in Europe

Management, architecture and analysis
Core ICT practitioners - professional level
Other ICT practitioners - professional level
Core ICT practitioners - associate/technician level
Other ICT practitioners - associate/technician level
Mechanics and servicers

EU Total 2016 ('000s)

Source: empirica, 2018 (based on Eurostat LCS data 2016). Diagramme areas to scale (except EU total)
A common European framework for ICT Professionals in all industry sectors

Welcome to the e-CF

The European e-Competence Framework (e-CF) provides a reference of 40 competences as applied at the Information and Communication Technology (ICT) workplace, using a common language for competences, skills, knowledge and proficiency levels that can be understood across Europe.

In 2016, the e-CF became a European standard and was published officially as the European Norm EN 16154-3.
Strengthening IT Professionalism in Europe

A European framework for IT professionalism to support and further mature the IT profession, and increase Europe's digital talent pool.

DIGIFRAME
Towards a Digital Organisational Reference Framework to strengthen capabilities to digitally transform enterprises and SME’s

The European Commission and the consortium partners Capgemini Consulting, Empirica and IDC kicked-off a new initiative that will propose an integrated digital organisational reference framework that connects digital organisational capabilities and supporting frameworks on the one hand with IT competences and professionalism at individual level on the other hand.

This reference framework (DIGIFRAME) will contribute to more effective development of digital organisational capabilities as well as to increasing the digital maturity level of European enterprises of all sizes. The initiative will at the same time generate key indicators concerning the evolution of the supply and demand of IT professionals and others in Europe, which will allow to track the effect of the joint efforts of stakeholders in Europe to enhance IT professionalism.

http://ictprofessionalism.eu/
Distribution of the IT Professionals Workforce by Sector

Source: empirica, based on Eurostat LFS data 2015. ISCO codes 133, 25 and 351 per NACE 2d.

ICT sector: 45%
- Programming & consultancy: 36%
- Trade & Logistics: 8%
- Public Administration: 8%
- Professional and Business Services: 8%
- Data, hosting & services: 2%
- High Tech Manufacturing: 4%
- Low Tech Manufacturing: 4%
- IT Manufacturing: 2%
- Telecommunications: 4%
- Media: 7%
- Finance: 6%
- Other: 9%
Blueprint for Sectoral Cooperation on Skills

• The cornerstone of the European Commission’s sectoral strategy for skills intelligence and development
• Strategic cooperation between key stakeholders and social partners in few pilot sectors
• Pilot implementation of four years with a budget at EU level over € 100 millions since 2018
• Four waves of selection of 6 sectors
• Roll-out at national and regional levels
Pact for Skills (2020-2027)
Launch in Berlin on 10 November 2020

Demand driven commitments
- Large scale partnerships
  - Industrial ecosystems for recovery
  - Partnerships based on finalised or current blueprints
- National, regional or local partnerships
  - Building on the work of:
    - Eurocities and intelligence cities challenge
    - Centres of Vocational Excellence
    - Clusters
- EAFA pledges
  - New commitments for digital and green apprenticeships
- Individual commitments

Support from the EU
- Networking Hub
  - Support in finding partners and first meetings
- Knowledge Hub
  - Webinars, seminars, peer learning activities
- Guidance & Resources Hub
  - Access to information on relevant EU funding

Upskilling and reskilling for ALL
- Promoting a culture of lifelong learning for all
- Working against discrimination, for gender equality and equal opportunities
- Building strong skills partnerships with relevant stakeholders
- Monitoring skills supply/demand and anticipating skills needs