Preparing the European IT Professional competent workforce of tomorrow:

**Performance Indicators & Metrics**
*e-CF assessment indicators*

Wilfried Berlin
Expert team member
The IT professionalism eco system

Performance Indicators & Metrics
Performance Indicators & Metrics

• We are providing:
  - a method to derive indicators from e-CF (and context)
  - a method to represent/map indicators and competences (tables)
  - examples

We are focusing on the assessment of the individual, answering the question “Does a person possess a competence at this specific level?”

People make the difference
Structure of the “Technical Report” (TR)

- eCF MM
- ENVIRONMENT
  - OBJECTIVES
  - USE CASES

CHAPTER 4

- eCF

EN16234-1 & related documents like CWA 16458

CHAPTER 5

CONTEXT

CHAPTER 6

INDICATORS AND METRICS

ANNEX

PROCESS AND METHODS
Assessment Process

Evidence items: proofs, CV, samples, letters

Catalogue and analyse

Comparing, applies and decides

Evidence items and information

Direct interaction: interview, questionnaires, etc.

Candidates

Assessor

People

Third parties

Validated eCF compliant Candidate profile with PL

eCF compliant Evidence items and information

e-CF assessment indicators

Performance Indicators & Metrics

20/05/2021
An integrated approach of standard references for IT competences, knowledge, skills, levels and roles for usage by all stakeholders

- **Metrics**: e-CF in work practice
- **ICT BoK Curricula Guidance**: Competence (e-CF)
  
  "a demonstrated ability to apply knowledge, skills and attitudes for achieving observable results".

- **Curricula Guidance**: Professional Ethics Framework

20/05/2021
People make the difference

Self-Assessment

Observation

Diploma

Machine Based (AI) Assessment

Certificate

Interview
We are on the right track

- The project is starting to give an answer to a specific need (the assessment).
- Everybody understands how difficult is to measure competences. To do it in an objective way is simply impossible.
- We focused on what can be done, what is feasible. The TR (still in progress) will be the result of attainable efforts.
- It represent a practical starting point for people and organizations interested in doing things rather than interested in discussing why it is complex.
thank you!