The Role of Standards in ICT Professionalism

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What is IT professionalism?
Abstract concept concerning the common standards and best practices for IT profession

We describe these in terms of the four pillars of professionalism in IT which signpost what standards are needed for a mature IT profession

Inside knowledge – what does the rest of the world know or think?

How do we portray our profession to stakeholders who create policy, employ our members, and educate new entrants?
CEN/TC 428 as key player in provision of standards for IT profession

• Technical Committee on **ICT Professionalism and Digital Competences**
  • Remit to develop standards, technical reports and specifications
  • Inter-related programme of work – competence, body of knowledge, education and ethics
Collaboration among Stakeholders

• Delegates of **CEN/TC 428 ICT Professionalism and Digital Competences** are from **National Standards Bodies**
• Secretariat: **UNINFO** the Associated Body of UNI (the Italian Standardization Body)
• Established in 2014. Focus on **maturing the IT profession** based on the standard **European e-Competence Framework** (e-CF v. 4.0) published in December 2019)
• Responsible for **development** and **maintenance** of standards **related to ICT Professionalism and Digital Competences** and other prioritised areas
• Supported by European Commission
Europe needs a competent, respected, mature IT Profession to drive recovery and resilience

We need 20m IT professionals by 2030 – we have 8m in 2021

We can’t allow urgency to let quantity trump quality
The new IT profession has no legal licencing council to lay down knowledge, skills, conduct etc

**CEN**, the European Committee for Standardization

- CEN/TC 428 - *ICT Professionalism and Digital Competences* - is responsible for standardization work related to the four building blocks of IT Professionalism

**European eCompetence Framework** (eCF) is the core standard (EN 16234-1) developed by CEN

- provides a reference of 41 competences, using a common language for competences, skills, knowledge and proficiency levels.

A European Professional Ethics Framework for the IT profession is currently in development

Also, curriculum guidelines and performance metrics standards pending
Professional Practice

But **standards** are merely regulations, rules or guidelines for technical, HR or ethics fields. They are developed by consensus among experts.

Professional **practice** in IT is the set of **common behaviours** by IT workers that implement standards, covering:

- Approach to work and career
- Routine decision making and interpersonal relationships
- Emphasis on **competent** and **careful** individual practice, and collective action to ensure the IT profession is **recognised** and **respected**.
Professional Practice

Professional Competence
• Technical, business and soft skills
• Validated learning
• Continuous professional development

Professional Attitude
• High quality and best practice
• Regulations, standards and legislation
• Impact positively on society and the environment

Professional Community
• Participate in professional communities
• Commit to a code of conduct
• Promote and protect the reputation of the IT profession
Professionalism in IT

Professional Practice

Professional Standards
- e-CF
- BoK
- Ethics
- Curriculum
- KPI’s

Professional Practice
- Competence
- Attitude
- Community
A Grown-up Profession

How do we make sure that IT is a mature, respected profession?

Acknowledge advances in last 20 years
  • Common language in Europe for IT competence, skills, knowledge and proficiency levels
  • Common professional standards
  • Common professional practice
  • New standards coming on stream

A grown-up profession
<table>
<thead>
<tr>
<th>20 Million IT Professionals</th>
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<tbody>
<tr>
<td>✓ European Policy Makers</td>
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<td>✓ National Policy Makers</td>
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<td>✓ Employers</td>
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<td>✓ Educators</td>
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<table>
<thead>
<tr>
<th>Support</th>
<th>Support standards development</th>
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<tbody>
<tr>
<td>Use and demand</td>
<td>Use and demand professional standards</td>
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<tr>
<td>Reward</td>
<td>Reward professional practice</td>
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<tr>
<td>Promote</td>
<td>Promote CPD</td>
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<tr>
<td>Adopt</td>
<td>Adopt/adhere to appropriate code of ethics</td>
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Thank You

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