

e-Competence Framework (e-CF) TR 16234

A common European
Framework for ICT Professionals
in all industry sectors

Competence is a demonstrated ability to apply
knowledge, skills and attitudes for achieving observable
results

- Part 2 User Guide
- Part 3 Methodology
- Part 4 Case Studies

Balance Simplicity versus Complexity; the e-CF as a tool

The e-CF is an enabler

Comprehensive coverage

Inclusive coverage

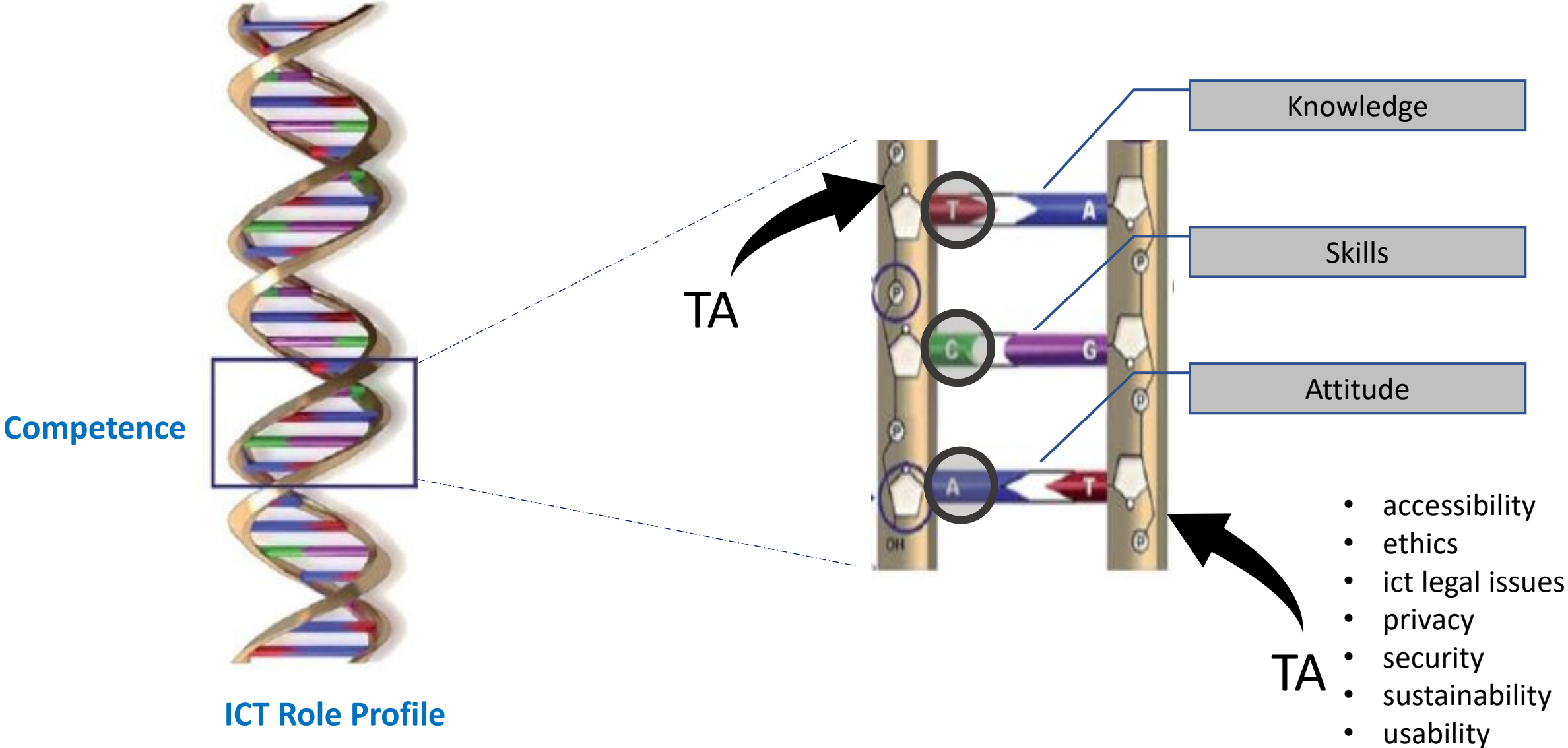
Durable concept

Context application



Latest e-CF development

TA's are part of the core of each competence, containing K, S, A elements



e-CF Level Parameters

Levels	e-CF level descriptor	Influence	Complexity	Autonomy	Behaviour
5	Overall accountability and responsibility; recognised inside and outside the organisation for innovative solutions and for shaping the future using outstanding leading edge thinking and knowledge.	Determines strategy	Unpredictable - unstructured	Demonstrates substantial leadership and independence in contexts which are novel requiring the solving of issues that involve many interacting factors.	Conceiving, transforming, innovating, finding creative solutions by application of a wide range of technical and/or management principles.
4	Extensive scope of responsibilities deploying specialised integration capability in complex environments; full responsibility for strategic development of staff working in unfamiliar and unpredictable situations.	Provides executive leadership		Demonstrates leadership and innovation in unfamiliar, complex and unpredictable environments. Addresses issues involving many interacting factors.	
3	Respected for innovative methods and use of initiative in specific technical or business areas; providing leadership and taking responsibility for team performances and development in unpredictable environments.	Consults	Structured unpredictable	Works independently to resolve interactive problems and addresses complex issues. Has a positive effect on team performance.	Planning, making decisions, supervising, building teams, forming people, reviewing performances, finding creative solutions by application of specific technical or business knowledge/skills.
2	Operates with capability and independence in specified boundaries and may supervise others in this environment; conceptual and abstract model building using creative thinking; uses theoretical knowledge and practical skills to solve complex problems within a predictable and sometimes unpredictable context.	Applies and adapts	Structured predictable	Works under general guidance in an environment where unpredictable change occurs. Independently resolves interactive issues which arise from project activities.	Designing, managing, surveying, monitoring, evaluating, improving, finding non-standard solutions. Scheduling, organising, integrating, finding standard solutions, interacting, communicating, working in team.
1	Able to apply knowledge and skills to solve straight forward problems; responsible for own actions; operating in a stable environment.	Implements instructions		Demonstrates limited independence where contexts are generally stable with few variable factors.	Applying, adapting, developing, deploying, maintaining, repairing, finding basic-simple solutions.

Case Study Topics

A: “Skill-UP: Please, mind the gap” e-CF and ICT Professional Role Mapping

B: “Educating the European ICT Professionals of the Future” - an e-CF compliant curriculum

C – Teaching students human resource practices in the ICT profession

D – “Implementation of Software Engineering Competence Remote Evaluation for Master Program Graduates”

E – ICT profile review process in the context of the German dual Vocational Training System

F - Making a role profile of an early adopter of Blockchain using the e-CF standard

G – “UWV From Data services towards Data Science”

H - “National approach to systematic multi-stakeholder engagement for ICT education”

I – “Using the e-CF to develop a certification framework and spin-off curricula and VET programmes”

J - Aligning IT Professional Resources to the Company Strategy

K - e-CF in support of cultural change

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For further guidance go to CEN/TR 16234:

- - **2 Part 2 User Guide**
- - **3 Part 3 Methodology**
- - **4 Part 4 Case Studies**