



Grand Coalition  
for Digital Jobs

## **e-CF Platform – Organisations that applying/mapping or supporting the European e-Competence Framework**

This document outlines the different organisations that are using or mapping to the European e-Competence Framework across Europe. Moreover, the list includes companies which are interested in supporting the e-CF. Existing information in the first chapter was derived from information available on the e-CF website<sup>1</sup>. The e-CF Platform participants within the Grand Coalition for Digital Jobs served as the first point of information for new e-CF users in the second section of the document.

### ➤ **Organisations applying and/or supporting the e-CF around the EU**

- > **AIP-ITCS** The Italian Association of ICT Professionals uses the e-CF as basis for assessing and admitting new members in their community.
- > **AIR FRANCE** The French airline is exploring the e-CF use as basis for assessing internal ICT resources and building training programs that support personal continuous professional development regarding new ICT challenges. The first prototype implementation started mid 2013 and the whole project (named Sourcing & Skills) will last between one year and 18 months.
- > **Barcelona Activa** The Catalan institution for regional development took the e-CF as basis to explore the most relevant skills requirements of the local mobile sector. From there new training and certification programs were offered. The overall investigation methodology is based upon the e-CF and the European ICT Professional Profiles.
- > **BITKOM** BITKOM supports the development of the e-CF as they are saying that German ICT industry is very interested in establishing links between the qualification system operated in Germany and European initiatives in the E-Skills-Sector. Both the dual system and the Advanced IT Training System require European wide accepted structures to compare levels and competence profiles. The e-Competence Framework is likely to deliver that structure and foster skills and competence-development across national boundaries. With the e-Competence Framework, the European Education Area takes a great step.

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<sup>1</sup> <http://www.ecompetences.eu>



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- > Cappgemini The company uses the e-CF as reference basis for ICT and Human Resources related consultancy projects.
- > CEPIS The Council of European Professional Informatics Societies uses the e-CF to power the CEPIS e-Competence Benchmark, a free on-line interactive tool that enables current and future ICT professionals to identify the competences they need for various ICT roles and career paths. The tool provides a personal competence gap analysis report, the results of which map to the 23 European ICT Professional Profiles built on the e-CF.
- > CIGREF The French association of big ICT demand companies uses e-CF as a basic reference for describing competences relevant to each job profile of the CIGREF framework. In its study [Information Systems roles in large companies](#), CIGREF monitors changes in the businesses of Information Systems departments and talks about the integration of the e-CF into the CIGREF Nomenclature.
- > Deutsche Telekom AG The Deutsche Telekom highly welcomes the European initiative for developing a common ICT sector Framework and contribute to the experts work.
- > Dutch Central Government The Dutch Central Government has related the organisation and personnel structure of ICT professionals to the e-CF in support of their educational requirements. This „Kwaliteitsraamwerk IV” defines the standard for ICT professional competences, skills and knowledge for ICT professionals in Central Government. The e-CF has been used since 2012 to match individual training plans to the offerings from ICT professional education providers.
- > e-Jobs Observatory By closely working with ICT SMEs, the European e-Jobs Observatory identifies and specifies the skills, knowledge and competences required for the new Job Role Profiles of the digital economy, based on identified market needs, and formulated from the e-CF.
- > EeSA The European e-Skills Association has initiated the European e-Competence Framework Pledge, recognising the importance of the e-CF as a common language for ICT competences, and supporting all the efforts made at national level to promote the adoption and take-up of the e-CF. The Pledge has been signed by CEPIS, CIONET, Cisco, Comptia, DigitalEurope, ECDL Foundation, EeSA, EuroCIO, EXIN, HP, IBM, Intel, Innovation Value Institute, IWA, Linux Professional Institute, Microsoft, PIN-SME, Rete Competenze per l’Economia digitale.

- > ECDL Lithuania ECDL Lithuania offers a range of products related to ICT Certifications and sees the merit of potential links between their programs and e-CF. They assess this linkage as a valuable experience as their programs extend to the other Baltic countries and the Russian-language region.
- > Euro Disney In 2010 Euro Disney instigated an extensive program for competence predictive management as a key component of its future corporate strategy. The Company elected to deploy the e-CF as the common ICT reference for the development of job profiles.
- > EuroCIO The European Association of Chief Information Officers promotes the e-CF in their membership and developed several educational programs in line with the Framework.
- > European Metalworkers' Federation, EMF In its position paper on e-skills the EMF calls for the development of Europe-wide criteria and reference tools for mutual recognition and benchmarking of ICT skills and competences in the European metalworking industry, such as the European e-Competence Framework. They stress that in the long-term perspective, a European ICT sectorial framework should provide a qualitative and sustainable basis for improving workers mobility and their further career development perspectives in the international environment of ICT business.
- > EXIN The global independent certification institute for ICT professionals uses e-competences based on e-CF as the standard framework in developing accreditation and certification programs for assessing ICT professionals
- > Foundation IT Leader Club Poland The organisation uses the e-CF for cyclic analysis and testing of ICT competences in Poland. The e-CF is seen as the appropriate basis for benchmark and periodic evaluation of competences in the sector.
- > Fondazione Politecnico di Milano The Italian research institution uses the e-CF as key reference for all types of investigation projects in the ICT HR field.
- > ICT Human Capital The Spanish HR Consultancy uses the e-CF model as “de facto standard” for listing competences and knowledge of ICT positions in a wide range of consultancy projects and the European ICT Professional Profile definitions as comparison benchmark for completeness and alignment of ICT job role description of customer companies.

- > IG Metall The IG Metall is pleased to join in the discussions around the e-CF as they reckon the e-CF as a very encouraging example and the European Commission is also asked to initiate and guide related processes in a multitude of industrial sectors.
- > IT Staffing Nederland IT Staffing is embedding the European Competence Framework in their recruiting and matching systems, for the sake of better transparency and quality on this process.
- > IT Performance House IT Performance House is working on centralized IT exams in The Netherlands to reduce regional differences and to ensure competence levels for intermediate vocational education in the IT sector. The e-CF is an important tool to achieve this.
- > IWA/ HWG The International Web Professionals Association, by means of its Italian chapter IWA Italy, has developed the first ICT Third Generation of Web Profiles based on the e-CF. Those profiles have been acknowledged by the UIL National Networkers Labor Union (Sindacato Networkers) and are going to be used in order to meet job offers and requests.
- > Jobict.it Jobict.it is the first ICT job matching web platform based on e-CF in Italy. The platform has been developed by Coordinamento Networkers UILTuCS Trade Union and Assintel, the national association of ICT companies, in collaboration with Fondazione Politecnico di Milano and IWA Italy.
- > Jobnomads The global talent resource management provider uses the e-CF for benchmarking candidates through psychometric profiling. Jobnomads is used for ICT talent sourcing from disparate online talent pools, for the assessment of team dynamics, and for development of in-house talent.
- > KPN The Dutch telecommunication supplier deploys the e-CF as a consistent benchmark of competence to reference to education and training programs addressing individual or organizational competence development.
- > Kutsekoda The Estonian Qualifications Authority has used the e-CF as a basis for dialogue with ICT employers to gain an understanding of market needs for new qualifications.
- > Linux Professional Institute (LPI) The LPI, established in 1999 by the Linux community as an international non-profit organization for lifelong professional careers in Linux and Open Source Technologies, promotes the e-CF as the standard framework for e-



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Competences and supports the development of e-Skills Quality Labels based on the e-CF.

- > MAPFRE The Spanish insurance company with a presence in more than 45 countries and 35.000 employees has implemented the e-CF in its IT area in order to assess and enhance current job descriptions and streamline investment in training and education.
  - > PIN-SME The European Association of small and medium sized Enterprises supports and promotes the e-CF in their membership.
  - > SoftNet Group The SoftNet Group reckons that the e-CF will help in putting order in the process of assessing and selecting appropriate candidates for the corresponding ICT activities and that the e-CF as a common description of ICT skills addresses a tangible market need with significant potential. They will observe IT STAR's support and ATIC, as a member society, will assist with the e-CF promotion in Romania.
- **New e-CF users identified by e-CF Platform members**
- > AIRBUS Airbus coped the difficult task to integrate the e-CF into its running infrastructure. For this, they decided which parts of the e-CF they want to use and integrated these parts together with the European ICT Professional Profiles<sup>2</sup> into its internal competence management system.
  - > SAFRAN The French multinational aircraft and rocket-engine, aerospace-component, and security company adopted the e-CF.

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<sup>2</sup> <http://www.ecompetences.eu/ict-professional-profiles>