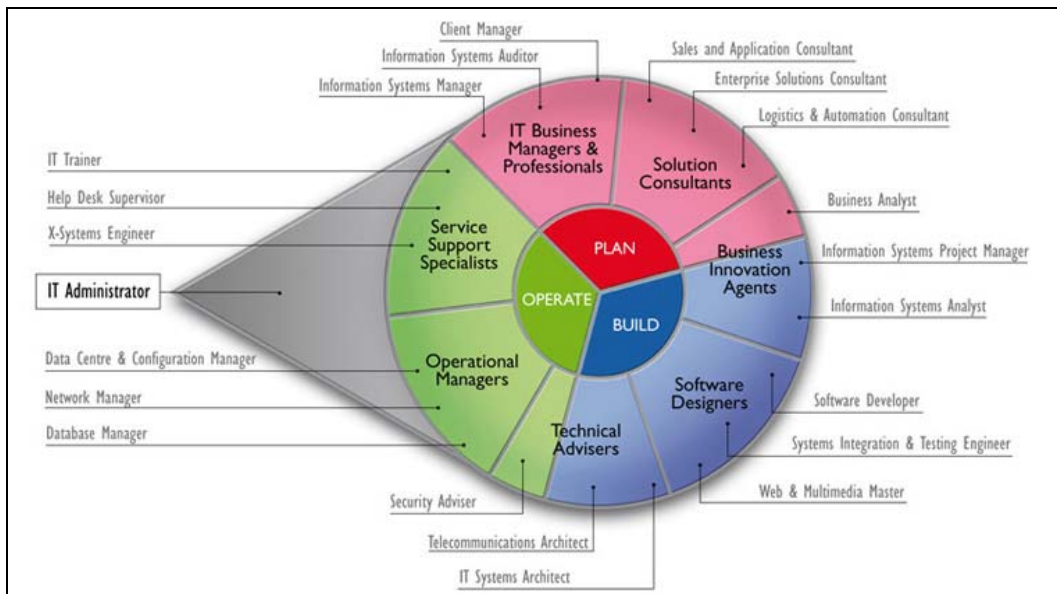


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National and International Experiences-industry

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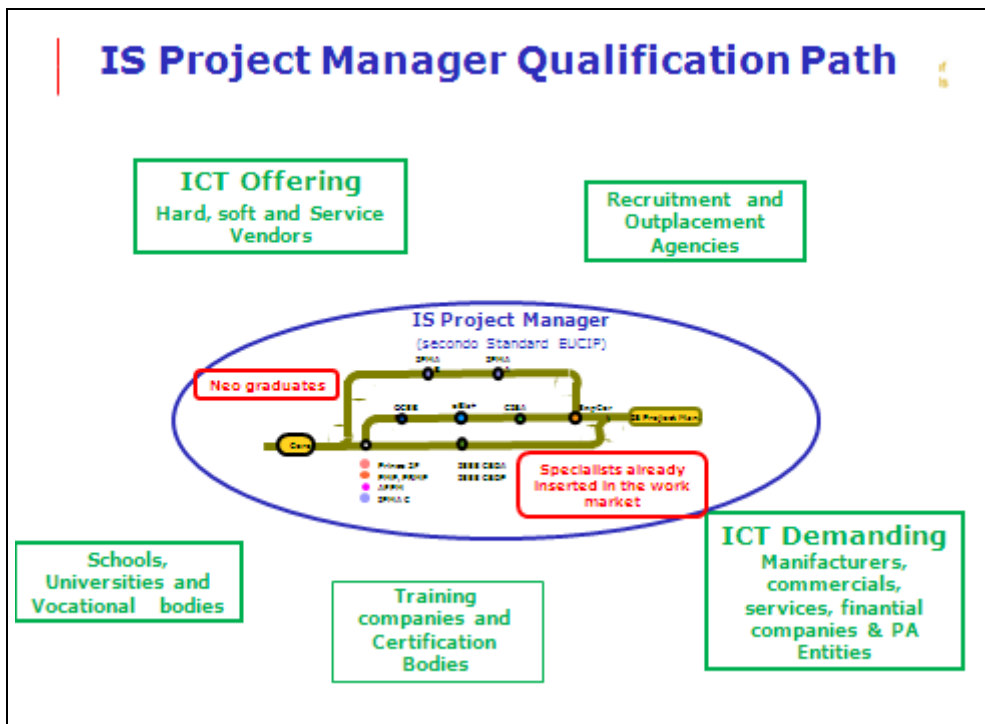
1. What is the EUCIP Standard: with the term competence and profile standard we mean a whole of elementary knowledge units aggregated in skills and competences which, conveniently structured, provide an architecture of competence profiles recognizable by the market. The EUCIP Standard is characterized by an absolute independence from the technology vendors and by a high level of granularity (3.000 elementary knowledge units aggregated in 155 categories) by which are defined the 21+1 profiles recognized on the market. EUCIP moreover is designed to define competence qualification and certification paths. The EUCIP Standard is promoted in Europe by CEPIS (*Council of European Professionals Informatics Societies*) and in the single countries by the local Informatics Associations (AICA in Italy, ATI in Spain, PIPS in Poland, ..). AICA, in collaboration with CEPIS, is definitely oriented to make efforts for the convergence of EUCIP Standard inside the new e-Competence Framework (e-CF) launched by the European Union in October 2008;
2. The profiles of the EUCIP standard: the 21 profiles indicated hereafter are articulated in 7 professional groups in order to make easier the use and the collocation by Private Companies and by the Public Administration organizations: Professionals & IT Business Managers, Solution Consultants, Business Innovation Agents, Software Designers, Technical Advisers, Operational Managers, Service Support Specialists.



3. What determine the value of a standard: the value of a standard is determined by its level of share; a great number of organizations and institutions have to share the standard in order to make it have a diffuse application: schools and universities, ICT companies (offer and demand side), public and government organizations, trade unions, public funds for the training financing, associations (banks, insurances, industries, commerce, services, ..). In Italy the EUCIP standard has been shared in the last 4 years by all the indicated organizations, in particular for the ICT specialized side. Between the more important institutions we can quote CNEL, which in a position paper presented at the World Computer Conference in September 2008 in Milano has qualified EUCIP as an important reference for the market. CNEL has also recommended EUCIP to all the organizations interested in instruction and core and advanced training (Schools and University); the EUCIP Standard has also been shared and accepted by

the training organizations, by all the Enterprise Associations (first of all Confindustria, but also Confcommercio, CNA, ..), by CNIPA for the Central Public Administration institutions and by all the public and private companies which have ICT professionals in its staff.

4. What can be done with a standard like EUCIP: a standard makes easier the planning and the realization of a public and private training offer on a middle and long term horizon. Furthermore promotes the communication in the cognitive weaving factory which connects the specialist employed in his work with others who make training and can support him in his professional development, with who remunerates his work, with the colleagues which work in the same sector and on the same kind of projects, with technology providers and with the digital services users. By this point of view EUCIP has developed and represented some possible qualification paths which, for each one of the portfolio profiles, allow to know the contribute which can be given by the technology vendors certifications .



- The joint between new graduates, new laureates, professional and manager which already work in the market is (at least partially) constituted by agency and companies of specialised Human Resources Recruitment.

6. What is ready in order to answer to all this people needs:

- with the training and qualification paths per profile we give to all the individuals (students, autonomous workers, employees), the companies and the organizations of the Central and Local Public Administration the opportunity to have a **unique common base** to which recognize themselves and to which understand and measure the distance, in terms of gap, to the profession they already do.
- In order to facilitate the use of the EUCIP Standard, AICA has created and developed an EUCIP Delivery Model that provide services like:
 - Define pointed training paths (assessment and definition of learning paths for each specific profile).
 - Qualify, introduce and manage outsourced human resources for internal projects.
 - Select and insert new Human Resources (recruitment).
 - Use Certification paths.
 - Use Professional career paths (in perspective)

7. The EUCIP Standard and the ICT Professionalism: EUCIP Standard can also be seen as a component of the ICT professionalism development; the development of the professionalism is based on technical and behavioural competencies, on the professional and market acknowledgement (tariff or remuneration), on the ethical components (integrity, responsibility, reliability). On the theme of the professionalism act always the same stakeholders with different roles:

- The schools, Universities and the professional and managerial training societies are the reference for the development and the update of the technical, behavioural end relational competencies.
- The companies of the ICT offer-side, in particular the multinationals, act an important role for the innovation and the technological update.
- The associations are a reference for the acknowledgement of the competence profile and of its value, as well as the government of the ethic features.

In this context EUCIP covers in particular the technical competencies specific of each one of the profiles which are recognized on the market.

8. What can be done to introduce and strengthen the EUCIP Standard in a new Country:

In a country with its own cultural traditions and institutional rules, in order to facilitate the wide adoption of the Standard it is necessary to enter in the logic of a localisation of all the system. On the basis of the Italian experience, the main stakeholders could be:

- an association of ICT specialists, for example a one CEPIS member.
- A governmental or institutional body, involved for example in the field of core and high education, interested in the preparation of the new competencies to be inserted in the work market.
- A governmental or institutional body involved in the continuous training, interested to the technical and professional update of the people already inserted in the work market.
- A company association of the ICT offer side (software house, digital services companies, hardware providers) and one of the ICT demand side (banks, commercial companies, manufacturing companies, ..)
- Some companies of the ICT offer side and some of the ICT demand side interested to experiment the EUCIP Services provided in the Delivery Model.