

World Computer Congress 2008

WCC 2008 Declaration on ICT Professionalism and Competences

The 20th World Computer Congress (WCC 2008), organised under the auspices of the International Federation for Information Processing (IFIP), was held between the 7th and 10th of September 2008, in Milan, Italy.

A specific conference was dedicated to *ICT Professionalism and Competences*. Details of the reports, presentations and discussions are publically available in the official proceedings. This declaration was adopted at WCC 2008.

The Importance of ICT professionalism

We recognise that information and communication technologies (ICT) now impact almost every facet of personal and business life. Such technologies are key drivers of innovation and of both economic and social progress, making enormous contributions to prosperity and to the creation of a more open world, enabling pluralism, freedom of expression, and allowing people and organisations to share their culture, interests and undertakings worldwide.

We believe that such powerful technologies, and their application, must be driven by competent and reliable professionals who can demonstrate the necessary **Competences (including knowledge), Integrity, Responsibility and Accountability, and Public Obligation**.

The International ICT Profession

Recognising that ICT is now a global industry, we firmly believe that the ICT profession must also be global. It must have clear international standards that accommodate **cultural differences** in the regulation of professions, which is enhanced by strengthened competence requirements.

We undertake to urge our respective organisations, IFIP Member Societies, ICT employers, national governments, international institutions and standardisation bodies to support the creation of an international ICT profession in accordance with the following principles:

- Given the ubiquitous role of ICT, a wide range of individuals and organisations have a stake in the ICT profession. Stakeholders include associations of ICT professionals, industry and trade unions, ICT education providers, governments – at all levels, the general public and international bodies in charge of regulation and standardisation. However, we believe that the primary stakeholders are ICT professionals and their employers.
- We stress the importance of an international, independent and inclusive approach to the definition and measurement of ICT competences. The ubiquitous nature of ICT and the 'portability' of professional skills across diverse technological platforms, business environments and cultural and geographical boundaries require a comprehensive vision and a flexible approach. The model must be an inclusive one, intended neither to reinvent the wheel nor to supplant existing qualifications and certifications. The aim should be to embrace and incorporate existing approaches thereby
 - strengthening and augmenting existing certification schemes, including national qualifications frameworks and appropriate ICT industry certifications,
 - giving them a broader professional context and greater coherence,
 - positioning them in a global framework,
 - promoting the value of standards, certifications and accreditations.

Recommendations

Against the background outlined in this Declaration we make the following recommendations:

1. That the international ICT profession should be founded on the essential elements of professionalism – **Competences (including knowledge), Integrity, Responsibility and Accountability** and **Public Obligation**.
2. That the assessment of competence should combine technical and non-technical competences including communication and inter-personal skills, domain or business knowledge and managerial culture
3. That the assessment of competences should take into account international ICT certificates, both vendor-neutral and as delivered by ICT Industry, and the qualifications from formal education.
4. That the purpose of the international profession is equally to recognise professionalism itself and to support both individuals and organisations to develop that professionalism.
5. That in structuring the international profession provision should be made for the recognition of an appropriate number of profiles at different levels, and that there should be clear paths of entry and career progression to accommodate individuals from the widest possible academic and experience backgrounds.

Finally, we commend IFIP and its Member Societies for the leadership in the field of ICT professionalism through the *International Professional Practice Partnership (IP3)*. We also commend CEPIS for the *European Certification of Informatics Professionals (EUCIP)* programme, and we encourage all organisations to work together to maintain momentum in pursuit of the global recognition of ICT Professionalism and related competence standards.

Milano, Italy, at the conclusions of the WCC 2008-Conference on ICT Professionalism and Competences, 10th September 2008

The document has been approved by the delegates of the following professional associations

- IP3 Charles Hughes , Chairman
- IFIP Basie von Solms President-to be confirmed
- CEPIS Niko Schlamberger President-to be confirmed
- BCS Alan Pollard President elect
- AICA Giulio Occhini General Manager-to be coinfirmmed
- ACS Bob Hart General Manager (PSAC)
- CSSA Moira de Roche Past President
- NZCS Don Robertson President
- DND Renny Bakke Amundsen
- AICA Roberto Bellini
- AICA Paolo Schgor
- BELGIAN COMPUTER SOCIETY, Dirk Deschoolmeester
- PIPS Polish Informations Professional Society, Malgorzata Iszkowska
- NGI, VRI Netherlands, Anneke Hscquebard
- DEPUIS, ENEA, Italy, Anna Moreno
- IFIP WG3.4, UK, J.Barrie Thompson
- EITS, Estonia, Jaan Oruaas
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Annex to the WCC 2008 Declaration on ICT Professionalism and Competences

Cultural differences throughout the world impact jurisprudence and the approach to professions. These differences translate into more than one approach, for instance, some countries traditionally support the legal relevance of qualifications and set qualifying state exams as a requirement to access some professions, while other countries have a tradition based on the acquisition of knowledge through experience, on continuous professional development and on recognition by authoritative non-governmental bodies.

The international approach to ICT professionalism should be founded on four pillars:

1. **Competences:** comprising of knowledge, technical and soft skills, capabilities and experience in both technical and business domains; professional profiles should be based on a common competence standard and be recognisable by the labour market.
2. **Integrity:** including a commitment to an adopted code of conduct, including ethical standards.
3. **Responsibility and Accountability:** instilling the professional with responsibility for the consequences of their decisions and judgements, and with the duty to explain their reasoning.
4. **Public Obligation:**, requiring that the professional works in the best interest of society and uses their knowledge, skills, ability and experience to apply ICT diligently and carefully for the public good.

The above approach to ICT professionalism is the foundation of the **IP3** initiative.

The **EUCIP**, **SFIA** and other **models** provide a definition of ICT competences and typical profiles.

These initiatives are characterised by an open and inclusive approach, and accredit valuable qualification elements, either local or international, as recommended in the declaration above.