

## Session Overview

e-CF practical application	KNVI – Liesbeth Ruoff	10
SFIA – how it is used for membership grading	IITPSA – Tony Parry	10
How the e-CF can be used in the system of education for IT professionals	PTI-IT Competence Council/Ministry of Digital Affairs - Bogusław Dębski	10
Cyber-Security specialism framework in Action	ACS – Anthony Wong	10
Customising & mapping frameworks	KNVI - Liesbeth Ruoff and others	15
Using frameworks for accreditation – the Trust aspect	IP3 SAC – Adrian Schofield	10
Let's get it done – Apply a framework in your context	Audience & speakers	20
Close	IP3 (Moir)	5

# A DIGITAL SKILLS PROFILE EVERYBODY (CAN) MAKE AND WORK WITH Customising and Mapping Frameworks

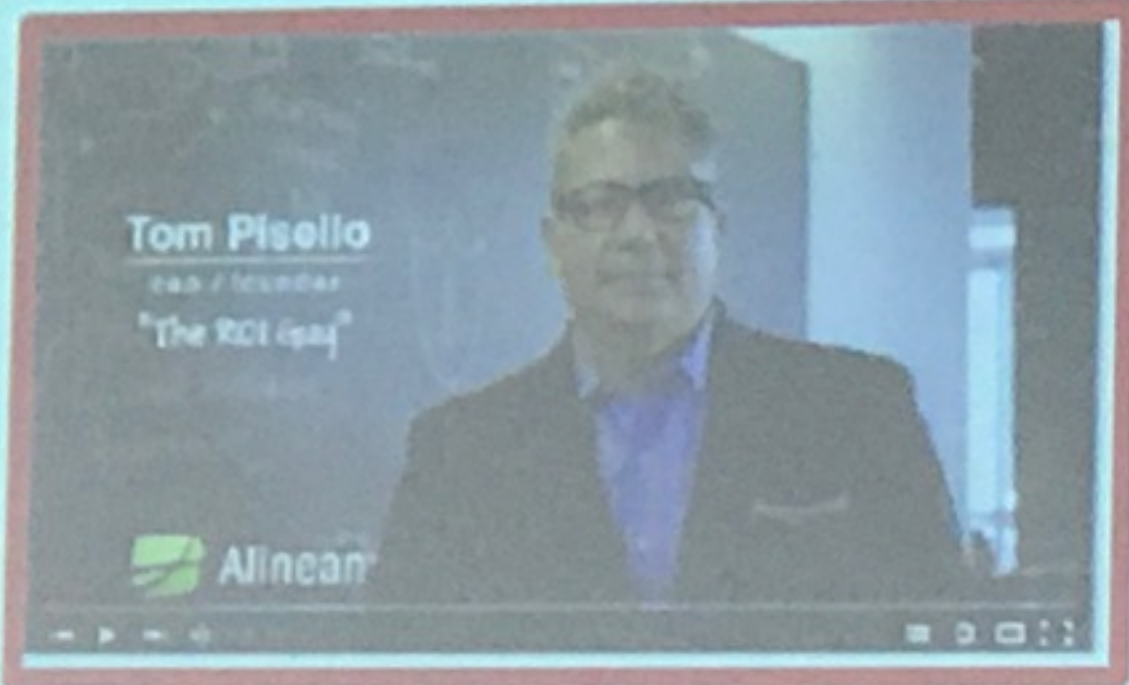
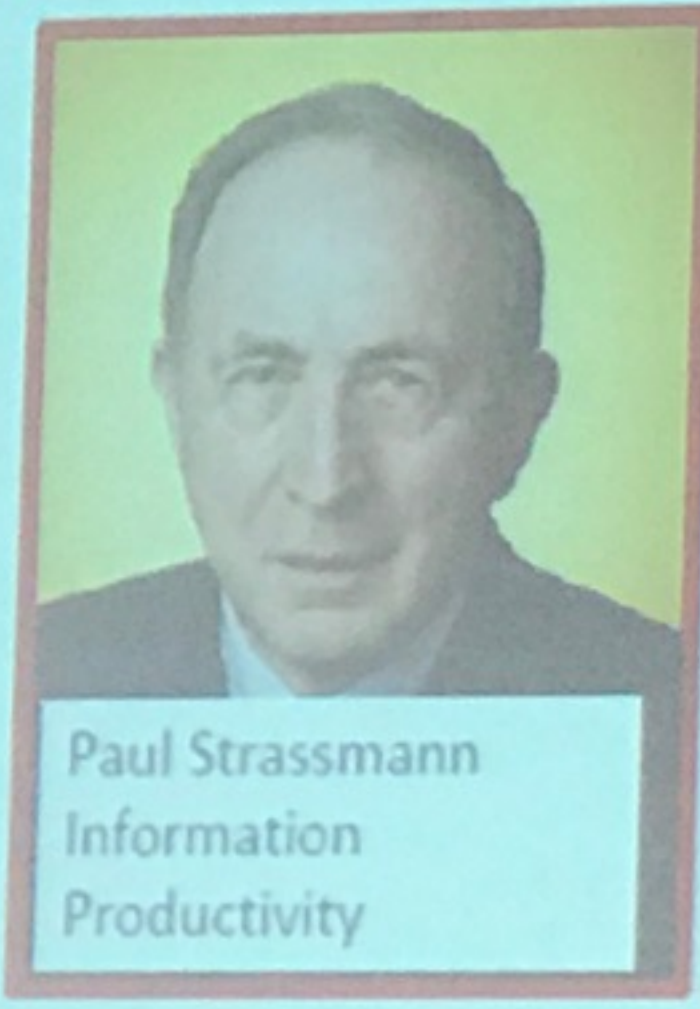
- LIESBETH RUOFF - VAN WELZEN
- CHAIR SIG DIGITAL SKILLS KNVI
  - MEMBER OF CEN COMMISSION TC428



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# INSPIRED BY



## STAFFING INDUSTRY ANALYSTS

<b>Decentralized</b>	<b>Preferred Suppliers</b>	<b>Master Vendor</b>	<b>Managed Service Provider (MSP)</b>	<b>Total Talent Management</b>
<ul style="list-style-type: none"> <li>Several suppliers</li> <li>Recruitment done on an ad-hoc basis</li> <li>Management done internally</li> </ul>	<ul style="list-style-type: none"> <li>Smaller set of suppliers selected</li> <li>Contracts in place</li> <li>Service level agreements (SLA's)</li> </ul>	<ul style="list-style-type: none"> <li>One supplier (usually managing second and third tier suppliers)</li> <li>One point of contact</li> <li>Direct cost savings on bill rate and charge</li> <li>Customized SLA's and process</li> <li>Total cost of ownership savings</li> </ul>	<ul style="list-style-type: none"> <li>Cost-effective workforce spend management</li> <li>One point of contact</li> <li>Direct cost savings on bill rate and charge</li> <li>Customized SLA's and process</li> <li>Non-compliant spend elimination</li> <li>Total cost of ownership savings</li> </ul>	<ul style="list-style-type: none"> <li>Total workforce spend under management</li> <li>Complete workforce visibility</li> <li>Direct cost savings on bill rate and charge</li> <li>Customized SLA's and process</li> <li>Non-compliant spend elimination</li> <li>Increased total cost of ownership savings</li> <li>Additional productivity and process savings</li> <li>High degree of value added services</li> </ul>

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**RECAP**

**THE STRATEGIC  
ROLE OF ICT  
STANDARDISATION  
IN THE CONTEXT OF  
EU POLICY MAKING**



**E-SKILLS AND E-LEARNING**  
In support of the objectives set out in the Communications Strategy for Europe and the Digital Single Market Strategy for Europe and the 2018 Digital Skills and Jobs Plan, the Commission is planning to issue in 2018 a Recommendation on the need to develop standards for a comprehensive European Framework for the ICT profession which would complement and build on the existing European Competence Framework.  
The e-Competence Framework (ENI 18250-1:2016) provides an efficient and formally-accepted common European language about knowledge, skills and competences of the ICT professional workforce and it has proved to be a useful barometer for all EU industry sectors and all countries. In 2017, the Commission initiated the first revision of the ENI in line with current business needs, standards development, digitisation of industry and ICT market trends.

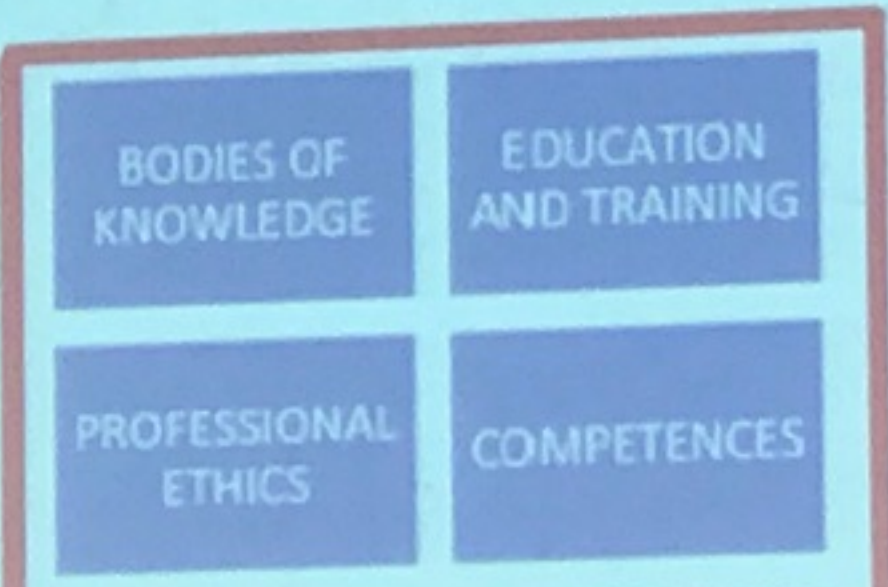
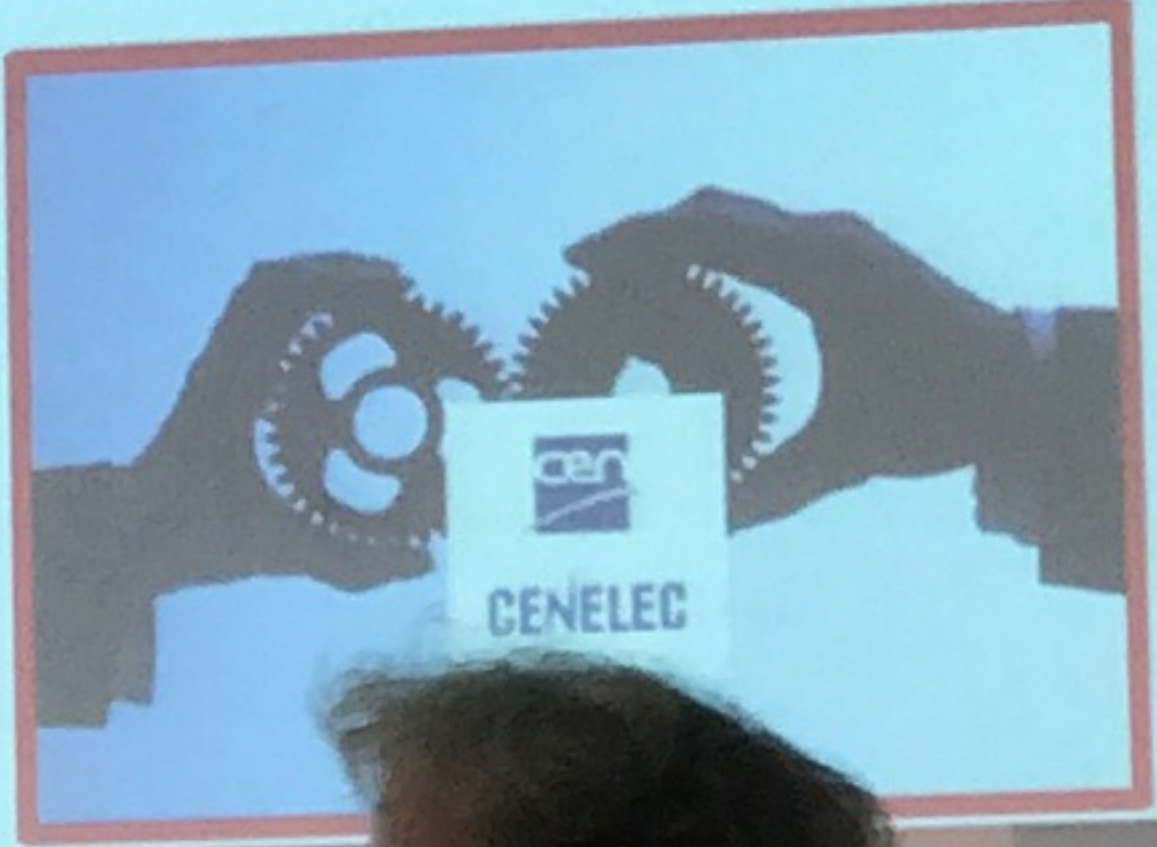


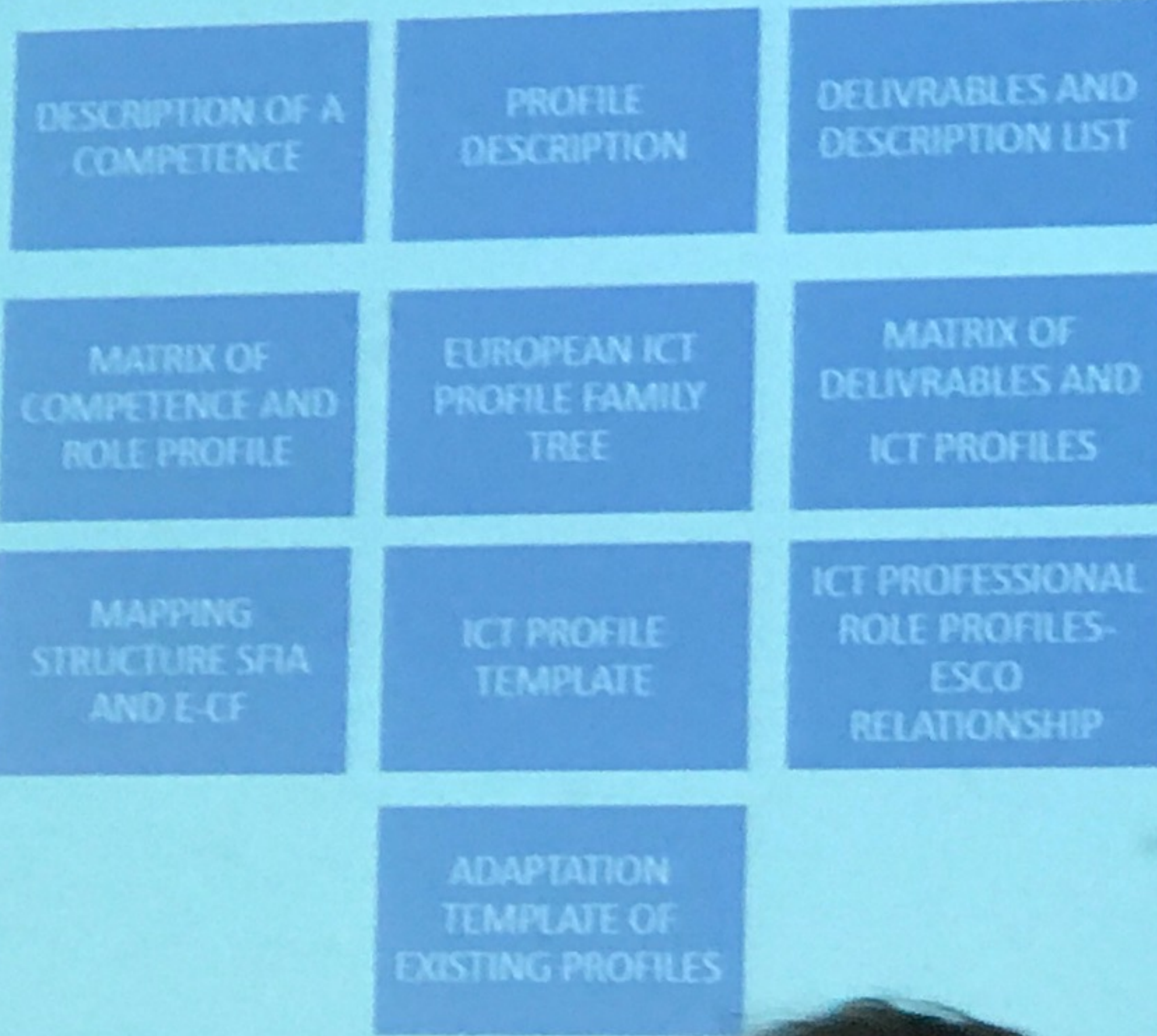
Figure 10: The four main building blocks of ICT Professionalism



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# BUILDING BLOCKS



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# Use cases Customising and Mapping e-CF Framework

- Job profiles for information security 2.0, PvIB QIS
- Supplier Management: KPN consulting IT-CMF – e-CF
- Data Science, EU-Edison project, University of Amsterdam
- E-CF<sub>o</sub>NEXT, profile tool / assessment of EXIN
- Rake-Shape, blockchain f.e. UWV, LRWA

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USE CASE IT-CMF - KPN  
e-CF competencies – skills and knowledge

SUM



# Supplier Management

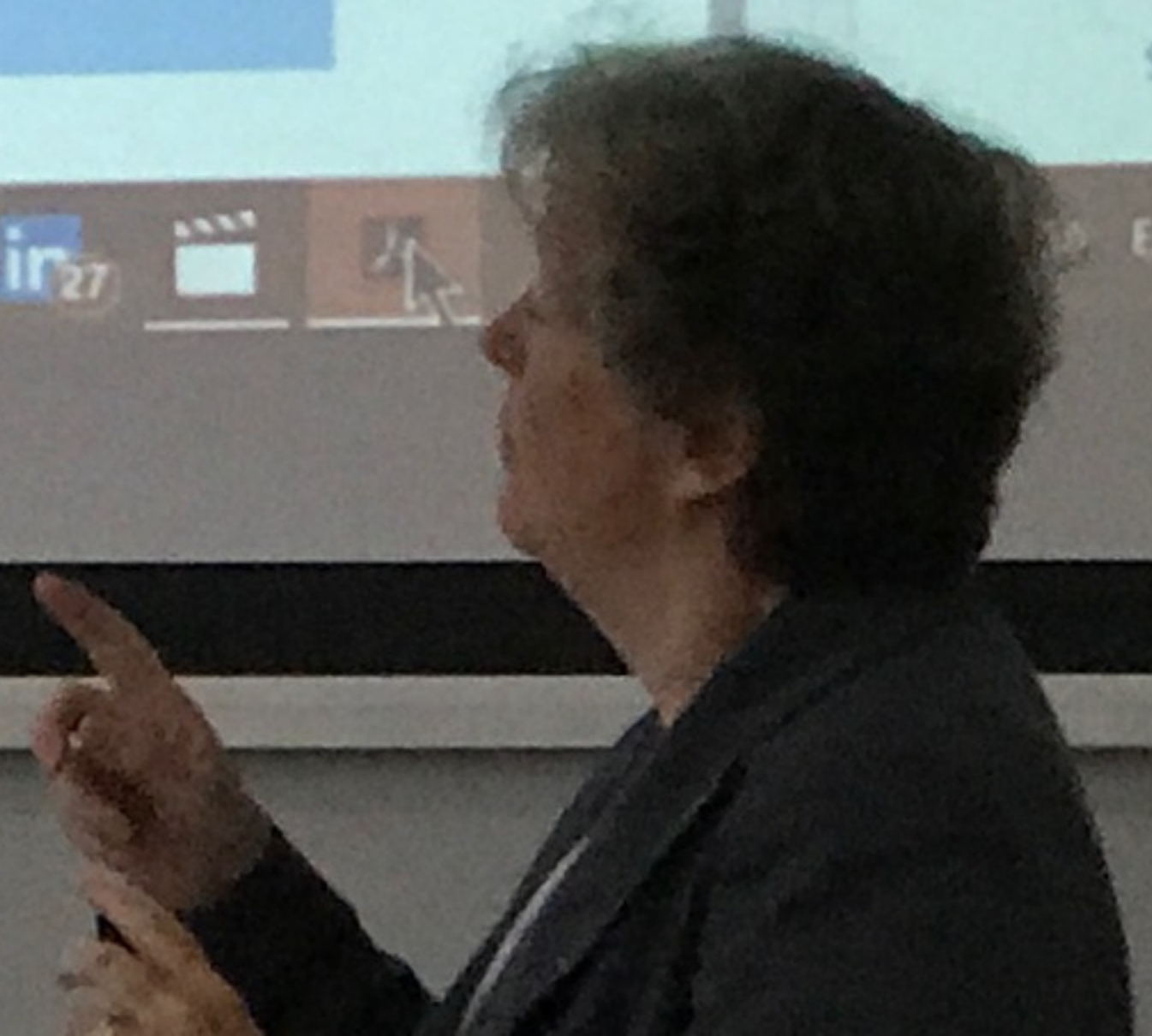
Goal: Manage interactions between the IT function and its suppliers

Core statement: Innovatie via de supply chain		
<b>People</b> <ul style="list-style-type: none"> <li>A2 Service Level Management</li> <li>D8 Contract Management</li> <li>D4 Purchasing</li> <li>E4 Relationship Management</li> </ul>	<b>Proces</b> <ul style="list-style-type: none"> <li>ITIL Incident Management</li> <li>Procurement (order &amp; fulfillment)</li> <li>Contract Management</li> <li>Risk Management</li> <li>Supplier development (in scope)</li> </ul>	<b>Technology</b> <relevante tooling die van toepassing is> <ul style="list-style-type: none"> <li>Service Management tooling bijv. ServiceNow</li> </ul>
<b>Koppeling/ vergelijking tussen IT-CMF capability level en eCF proficiency level:</b> <ul style="list-style-type: none"> <li>Level 1 en 2 bij prof. level 3</li> <li>Level 3 en hoger bij prof. level 4</li> </ul>	<b>Beschrijving groei in levels: (knowledge en skills)</b> Basis: A2: K1, D8: K1 2 -> 3: A2: K 2 + S1 + S2 D4: K5, D8: K1 3 -> 4: A2 K5 + S5, E4: S3 4 -> 5:	
<b>Artefacts:</b> <ul style="list-style-type: none"> <li>Supplier engagement model...</li> <li>Supplier relationship mgmt systems</li> <li>SLA/OLA/UC (XLA)</li> </ul>	<b>POM's (doel)</b> <ul style="list-style-type: none"> <li>U2: contact, escalaties en frequente meetings vaststellen, process vaststellen, performance review meeting met suppliers, training na major incidenten, contingency plan met suppliers</li> <li>U3: Assen relationship mgmt, benchmark contracten, performance tracking, joint product development</li> <li>U4: uitnodigen leveranciers in de + opge. meetings, OLA's voor de supply chain, geharmoniseerde supplier mgmt practices, richtlijnen voor wederzijdse relaties, relaties mgmt flexibel</li> <li>U5: review supplier op switching flexibility en redundancy, benchmark relationship mgmt practices, implementatie van ontwikkelings programma's</li> </ul>	<b>Supporting capabilities</b> <ul style="list-style-type: none"> <li>Innovation Management (IM)</li> <li>Sourcing (SRC)</li> <li>Relationship Management (REM)</li> <li>Service Provisioning (SRP)</li> </ul>

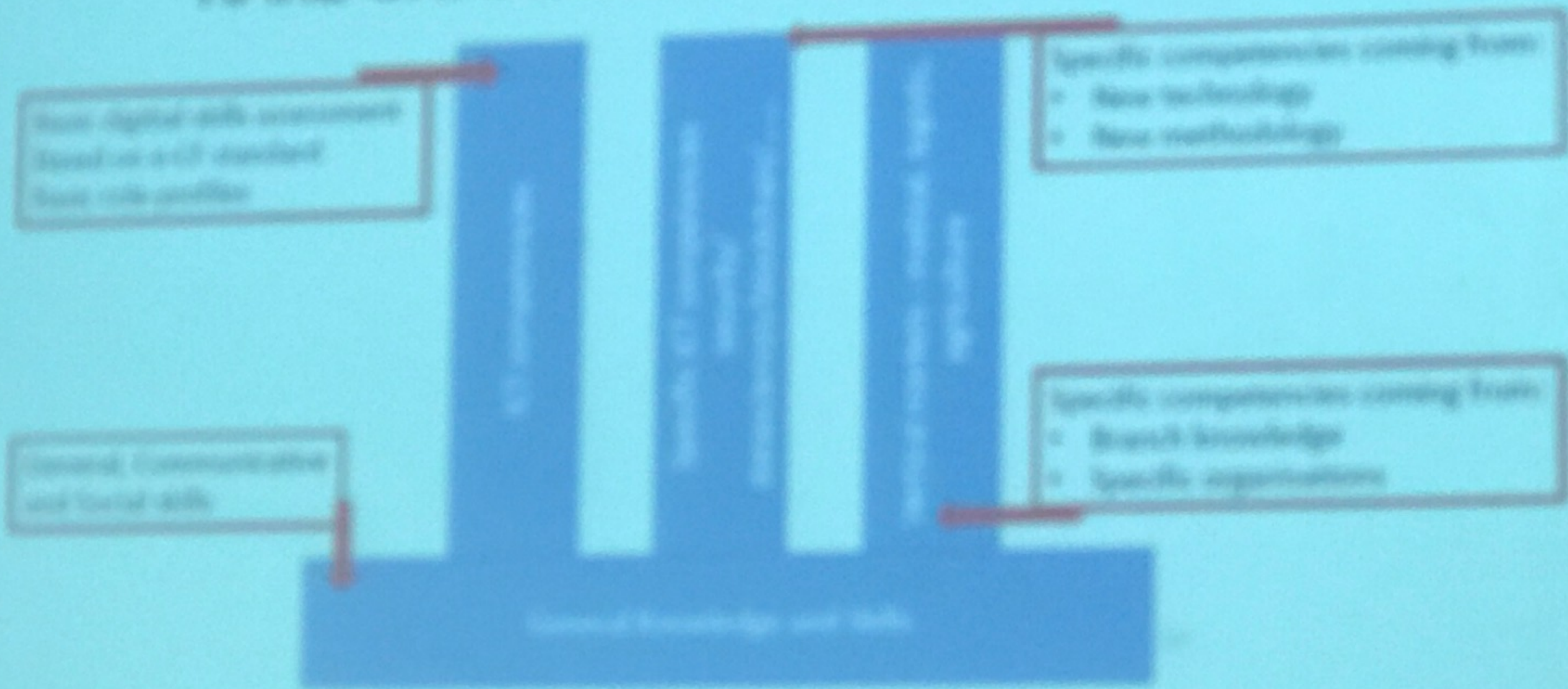
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N.b. Uitgangspunt van de beschrijving van levels e.d. is de IT-CMF capability



# RAKE-SHAPE in the DIGITAL WORLD



LENS





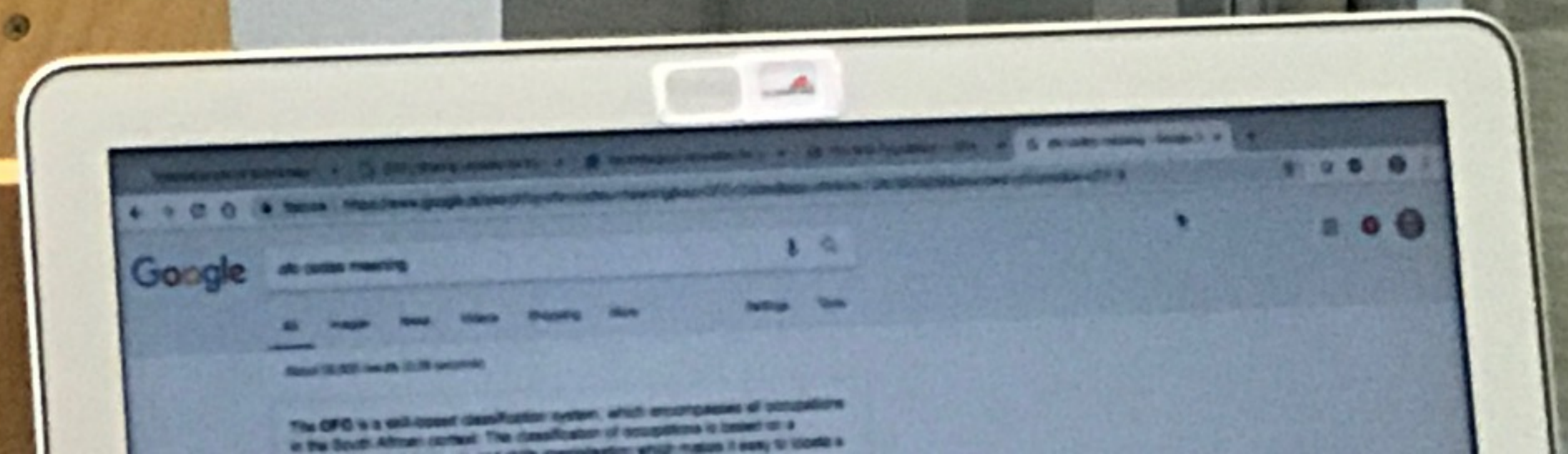
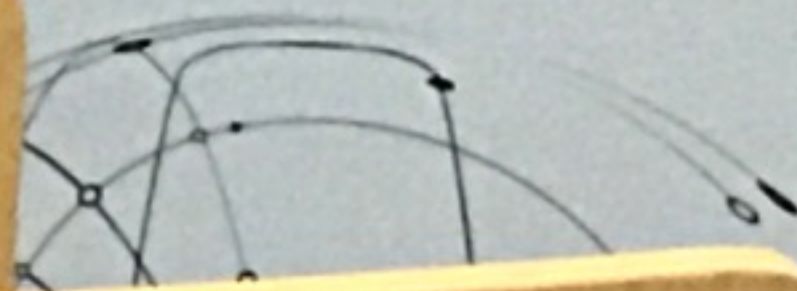
**IP** International  
Professional  
Practice  
Partnership  
Partnering for Trust in Digital



**ifip**

**Partnering for Trust in Digital**

Ensuring Trustworthy Computing  
Supporting the Information Society



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6


Click to add notes

Promoting the ICT Professional  
www.iitpsa.org.za



# IITPSA and SFIA

Tony Parry PM IITPSA  
Chief Executive Officer



1

Notes

65%

09:49  
21 Sep 2018



# IITPSA

and

# SFIA

**Tony Parry** PMIITPSA  
Chief Executive Officer





## Agenda

- Why SFIA?
- Current Experience
- Looking Ahead



## Why SFIA?



- Standardised approach
- Consistency
- Fairness
- SAQA
- SFIA ACCREDITED PARTNER
- IP3

## Current Experience

- Professional Designation (PMIITPSA)
  - IP3 accredited and SAQA registered
  - Peer Reviews (SFIA Level 5)
- Critical Skills Assessments (South Africa)
- "Assessing each case on its merits"





## Looking Ahead

- Growing our designations:
  - SFIA Level 3 (“Technologist”)
  - SFIA Level 7 (“CIO”)
- Need for flexibility in a rapidly changing environment



On  
September 18  
2018  
I spoke on  
Cyber-Security  
Framework  
Overview

- Cybersecurity, Privacy and Technological challenges – what are Organisation and Government seeking?
- Aligning Business and Organisation priorities with security professionals
- The Professionalisation of Cybersecurity and Privacy practitioners
- Challenges & key issues – is EU GDPR transforming the landscape?
- What if we don't?



acs.org.au





Cyber-Security  
specialism  
framework in  
action

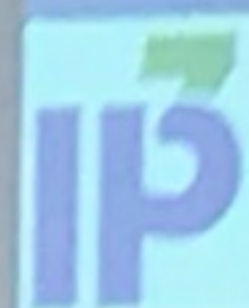
- What's happening around the world including EU GDPR?
- Framework for implementation



ACS.O18.20



## What's happening around the world – Cyber Skills shortages



- *Cybersecurity labor crunch to hit 3.5 million unfilled jobs by 2021 – CSO*  
<https://www.csoonline.com/.../cybersecurity-labor-crunch-to-hit-35-million-unfilled-1->
- Jun 6, 2017 - The cyber crime epidemic is expected to triple the number of open ... alone will need 1 million cybersecurity professionals by 2020 to meet the demands ... if that's true, then the cybersecurity workforce shortage is even worse ...
- *Cybersecurity Jobs Report 2018-2021 - Cybersecurity Ventures* <https://cybersecurityventures.com/files/>
- Feb 23, 2018 - A 2016 skills gap analysis from ISACA estimated a global shortage of 2 million cybersecurity professionals by 2019 (a half-million more than ...)
- *The Evidence is in the Numbers: We Need More Cyber Security Pros* <https://www.tripwire.com> > Home > News
- Mar 18, 2018 - *Fighting Cyber Crime Requires Professionals, Talent Which is in Short* ... primary factors contributing to today's cyber security talent shortage:
- *Global Shortfall of 1.8 Million Cyber Security Pros Expected by 2022* <https://www.esecurityplanet.com/.../global-shortfall-of-1.8-million-cyber-security-wor->
- Feb 16, 2017 - A recent survey of more than 19,000 cyber security professionals found that the world is expected to face a shortfall of 1.8 million cyber security ...
- *Cybersecurity world faces 'chronic shortage' of qualified staff*  
[https://www.theregister.co.uk/2017/.../chronic\\_shortage\\_qualified\\_cybersecurity\\_bods-](https://www.theregister.co.uk/2017/.../chronic_shortage_qualified_cybersecurity_bods-)
- Aug 24, 2017 - Cybersecurity world faces 'chronic shortage' of qualified staff ... per cent of them have reported a shortage of information security professionals.
- *Cybersecurity faces 1.8 Million Worker Shortfall By ... - Dark Reading* <https://www.darkreading.com/careers-and/cybersecurity-18-shortfall-/1329084>
- Jun 7, 2017 - (ISC)2's Global Information Security Workforce Study, which queried 19,000 cybersecurity professionals worldwide, found 60% of survey ...
- *Cybersecurity Workforce Shortage Projected at 1.8 Million by 2022*  
[blog.isc2.org/isc2\\_blog/2017/02/cybersecurity-workforce-gap.html](http://blog.isc2.org/isc2_blog/2017/02/cybersecurity-workforce-gap.html)
- Feb 15, 2017 - The workforce gap is estimated to be growing, with the projected shortage reaching 1.8 million professionals by 2022. While the gap is not ...

# What's happening around the world – Data Breaches



## Top stories

- [List of data breaches and cyber attacks in July 2015 – 139,731,854](#)  
<http://www.governance.co.uk/> ... List of data breaches and cyber attacks in July 2015 ...  
13 Jul 2015 - I imagine human error will continue to be the main cause of data breaches for decades to come – damn humans. I count this month's list of ...
- [List of data breaches and cyber attacks August 2015 – 215,000,000](#)  
<http://www.governance.co.uk/> ... List of data breaches and cyber attacks August 2015 ...  
20 Aug 2015 - As we end the heat of August, it's time to tally up the month's breaches.
- [These are 2015's biggest hacks, leaks, and data breaches | ZDNet](#)  
<http://www.zdnet.com/pictures/biggest-hacks-leaks-and-data-breaches-2015/> Jul 24, 2015 - January: A database used by the Department of Homeland Security's Office of the Inspector General was confirmed breached in January. ...
- [Hackers stole customer credit cards in Newegg data breach TechCrunch - 23 hours ago](#)
- [Julia fined by ICO over data breach that hit Britons BBC News - 13 hours ago](#)
- [Julia fined £500,000 for data breach of 15m UK customers Telegraph.co.uk - 13 hours ago](#)
- [The British Airways hack is impressively bad | WIRED UK](#)  
<http://www.wired.co.uk/article/hacks-data-breaches-in-2015> BA is the latest company to be hit by hackers. We chart the biggest data breaches of 2015.
- [Jul 9, 2015 - Data breaches have continued apace in 2015, but their quiet cousin, data exposure, has been prominent this year as well. A data exposure, as the name suggests, is when data is stored and defended improperly such that it is exposed on the public Internet and could be easily accessed by anyone who comes across it.](#)



## What's happening around the world including EU General Data Protection Regulation (GDPR)

- The EU leads the world in legislating to protect and provide access to personal data with its EU General Data Protection Regulation (GDPR)
  - Replacing the 1995 Data Protection Directive in May 25, 2018
- Who is caught by the GDPR?
- Businesses with an establishment in the EU or that offer goods and services in the EU, or that monitor the behaviour of individuals in the EU may need to comply
  - Significant penalties for non-compliance => fines up to 20 million Euros or 4 per cent of global turnover

## EU General Data Protection Regulation (GDPR)

### Some Key Considerations

- Require businesses to take appropriate technical and organisational security measures, including effective cyber security measures.
- Accountability and governance - Accountability principle in GDPR Article 5(2) requires demonstration of compliance with the principles.
- Enhanced measures including:
  - Data minimisation;
  - Pseudonymisation;
  - Transparency;
  - Allowing individuals to monitor processing; and
  - Creating and improving security features on an ongoing basis.
- Use of Privacy Impact Assessments (PIA) where appropriate.
- Records of processing activities (documentation).
- Obligation to provide comprehensive, clear and transparent privacy policies.
- In many circumstances, controllers and processors will need to appoint Data Protection Officers (DPOs).



# EU General Data Protection Regulation (GDPR) transforming the landscape



**Art. 37 GDPR requires designation of the data protection officer in certain circumstances:**

*And "on the basis of professional qualities and, in particular, expert knowledge of data protection law and practices and the ability to fulfil the tasks referred to in [Article 39](#)"*



**Art. 39 GDPR Tasks of the data protection officer include at least the following tasks:**

to inform and advise in relation to obligations pursuant GDPR (including Art. 32 GDPR Security of processing)  
to monitor compliance with ...in relation to the protection of personal data



**Art. 32 GDPR Security of processing**

taking into account the state of the art, the costs of implementation and the nature, scope, context and purposes of processing as well as the risk of varying likelihood and severity for the rights and freedoms of natural persons, the controller and the processor shall implement appropriate technical and organisational measures to ensure a level of security appropriate to the risk...

## ACS Cyber Security Specialism

### Background

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- Developed in Australia by the ACS.
- Designed to provide a level of Assurance, Trust and to address the growing shortage of cyber security expertise.
- Launched by Australian Minister Assisting the Prime Minister for Cyber Security, the Hon Dan Tehan in Canberra in Sept 2017.
- Adopted by IFIP IP3 as a new specialism certification for member societies around the world.
- ACS support for the implementation of the Australian International Cyber Engagement Strategy announced by the Hon Julie Bishop MP, Minister for Foreign Affairs in October 2017.
- Raise professional standards for cyber security specialists.
- Highlight the Duty of Care for cyber security professionals.

## ACS Professional Certifications

### Background

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Certified Professional (CP) is aligned to level 5 of the Skills Framework for the Information Age accredited by IFIP IP3.

Certified Technologist (CT) is aligned to level 3 of the Skills Framework for the Information Age accredited by IFIP IP3.





## ACS Professional Certifications

### Background

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In September 2017, ACS announced an extension of our professional certifications scheme by introducing Cyber Security specialisations.



## ACS Professional Certifications

### Certified Professional – Cyber Security

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Reflecting the multi-disciplinary nature of Cyber Security, flexibility was consciously built into the specialism assessment process.

An applicant must be able to demonstrate in-depth capability in **four skills from the following list** of level 5 (or higher) of the Skills Framework for the information Age (SFIA). SFIA skills must be from the following skills:

- IT Governance
- Information Management
- Information Security
- Information Assurance
- Business Risk Management
- Penetration Testing
- Security Administration
- Programming/Software Development
- Systems Software
- Testing
- Asset Management

## ACS Professional Certifications

### Certified Technologist – Cyber Security

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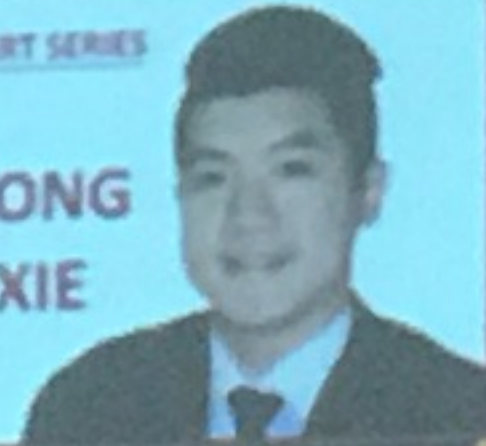
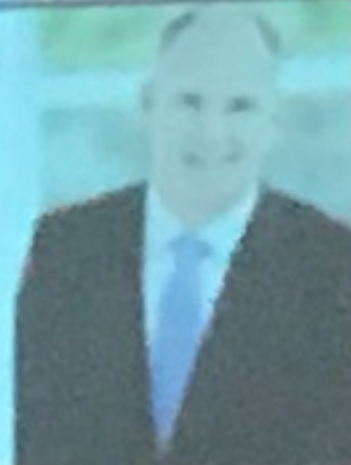


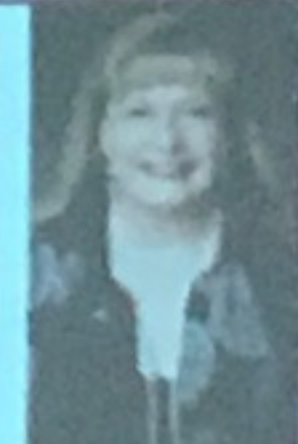
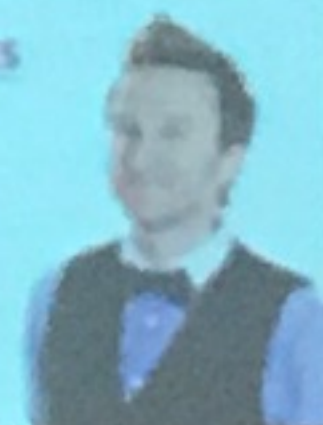
For CT - an applicant must be able to demonstrate in-depth capability in **four skills from the following list** of level 3 (or higher) of the Skills Framework for the information Age (SFIA). SFIA skills must be from the following skills:

- Information Management
- Information Security
- Information Assurance
- Business Risk Management
- Systems Development Management
- Asset Management
- Change Management
- Security Administration
- Incident Management
- Conformance Review

# ACS Professional Certifications

## Background

50+ Certified Professional (Cyber Security) across aviation, banking and finance, audit and risk, consulting, healthcare.

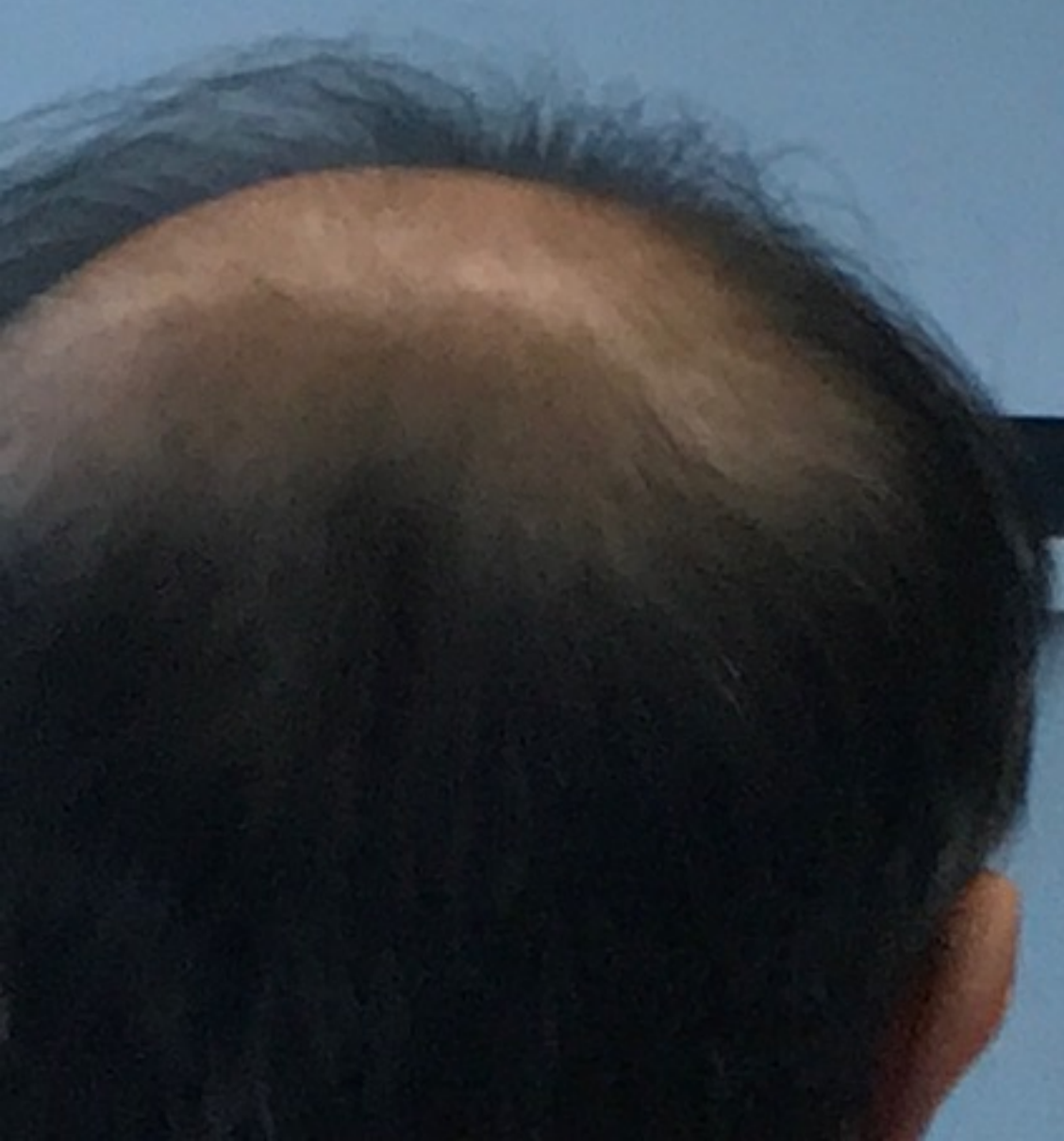
<p>CYBER EXPERTS SERIES</p> <p><b>DAVID THOMPSON</b></p>  <p><b>The next era of cyber security</b></p> <p>IoT will change everything</p>	<p>CYBER EXPERTS SERIES</p> <p><b>PIERRE TRUTER</b></p>  <p><b>Can a plane be hacked to fall out of the sky?</b></p> <p>And other questions to ask an aviation cyber security expert</p>	<p>CYBER EXPERTS SERIES</p> <p><b>CHARLES WIDDIS</b></p>  <p><b>Corporate espionage: it's real and it's terrifying</b></p> <p>Hackers aren't stealing the information you'd expect</p>	<p>CYBER EXPERT SERIES</p> <p><b>JEFF YONG XUN XIE</b></p>  <p><b>Is blockchain the future of cyber security?</b></p> <p>Why banning ICOs will hinder innovation</p>	<p>CYBER EXPERTS SERIES</p> <p><b>GARY GASKELL</b></p>  <p><b>An inconvenient (cyber) truth</b></p> <p>The reason we ignore cyber security recommendations</p>
<p>CYBER EXPERTS SERIES</p> <p><b>JENNIFER ELLERTON</b></p>  <p><b>The breach is coming from inside the house</b></p> <p>Who has the right to access information?</p>	<p>CYBER EXPERTS SERIES</p> <p><b>RAYMOND FRANGIE</b></p>  <p><b>The dangers of 'non-existent' cyber security</b></p> <p>Too many smart buildings are at major risk of an attack</p>	<p>CYBER EXPERTS SERIES</p> <p><b>GEORG THOMAS</b></p>  <p><b>Protecting privileged information</b></p> <p>How does cyber security impact legal ethics?</p>	<p>CYBER EXPERTS SERIES</p> <p><b>JO STEWART-RATTRAY</b></p>  <p><b>From boardroom to the UN</b></p> <p>Cyber expert at the top of her IT governance game</p>	<p>CYBER EXPERTS SERIES</p> <p><b>DAVID RUDDUCK</b></p>  <p><b>The value of training your staff in cyber</b></p> <p>Security skills pay off big time</p>

# e-CF in Computer Science education

Bogusław Dębski  
PTI-IT Competence Council/Ministry of Digital  
Affairs



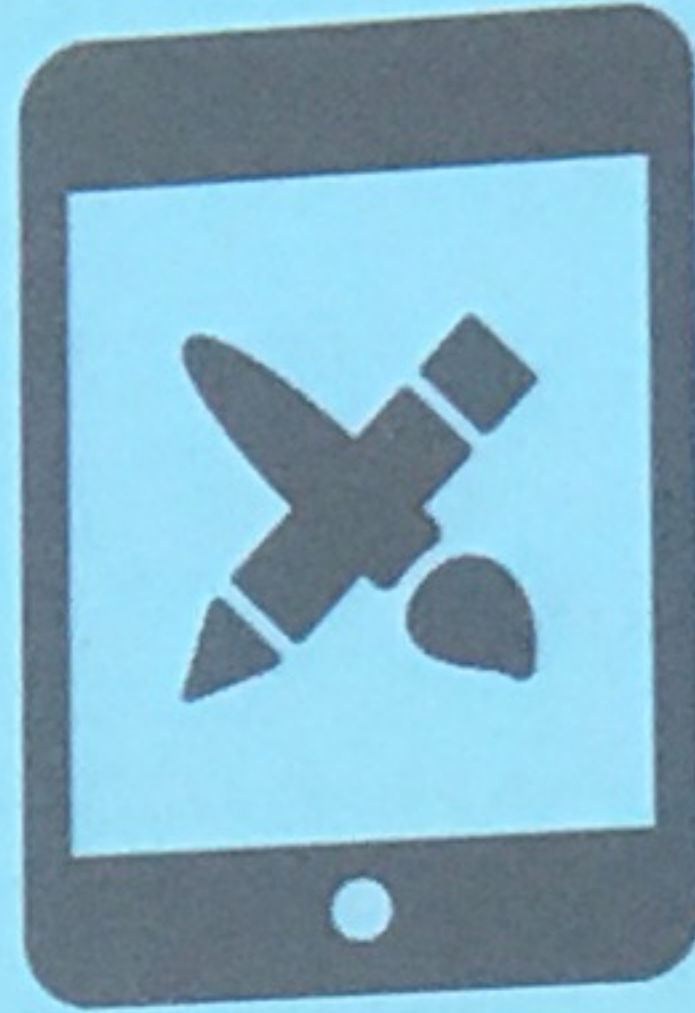
PTI-IT Competence  
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e-CF in  
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education

How the e-CF can be used in  
the education system for  
ICT Professionals

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education

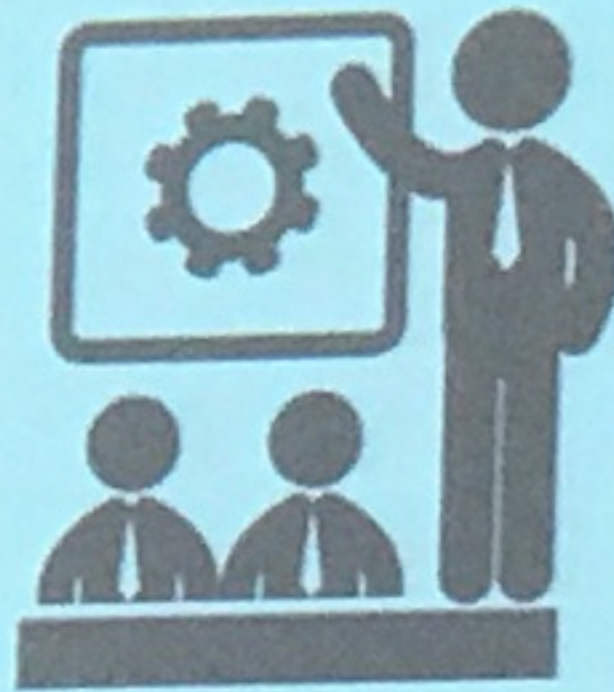


e-CF In an Academic environment

The e-CF at the Computer  
Science Faculty of Technical  
University

The Faculty of Electrical and Computer  
Engineering of Rzeszów University of  
Technology (Poland)

e-CF in  
Computer  
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education



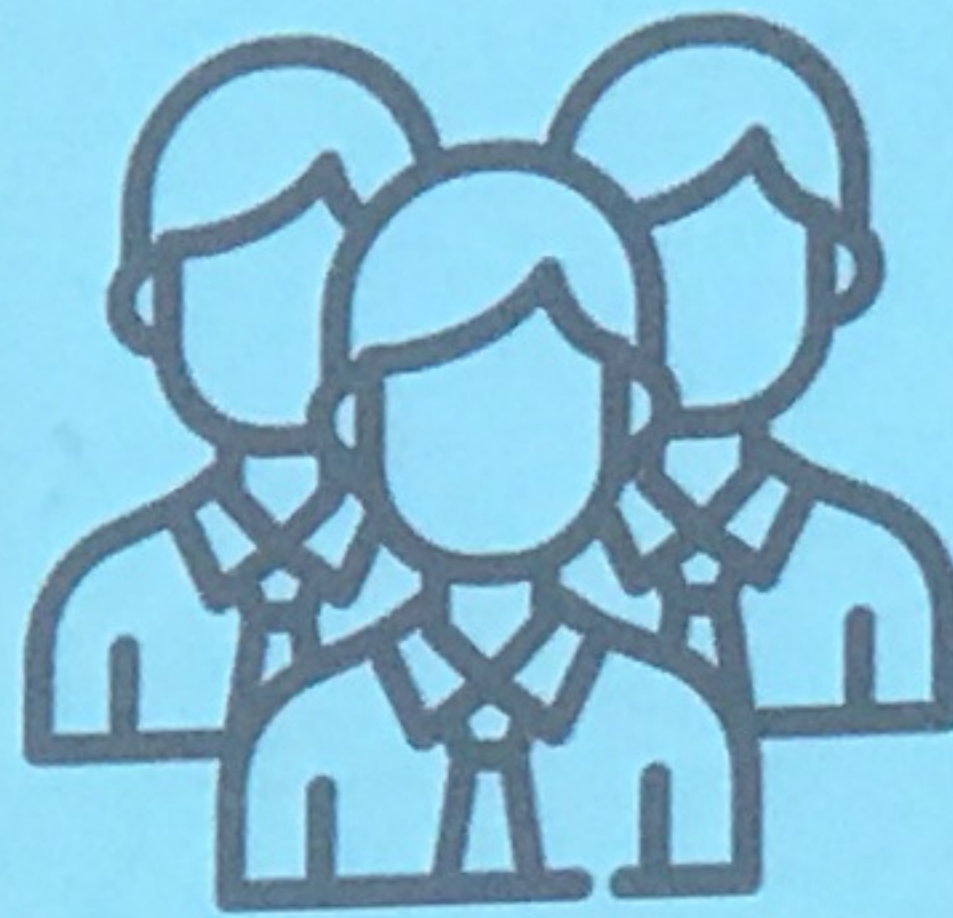
...high school and vocational  
school students

... the foundation of the creation  
of the future ICT professionals

... the foundation for the  
development of the future ICT  
professionals



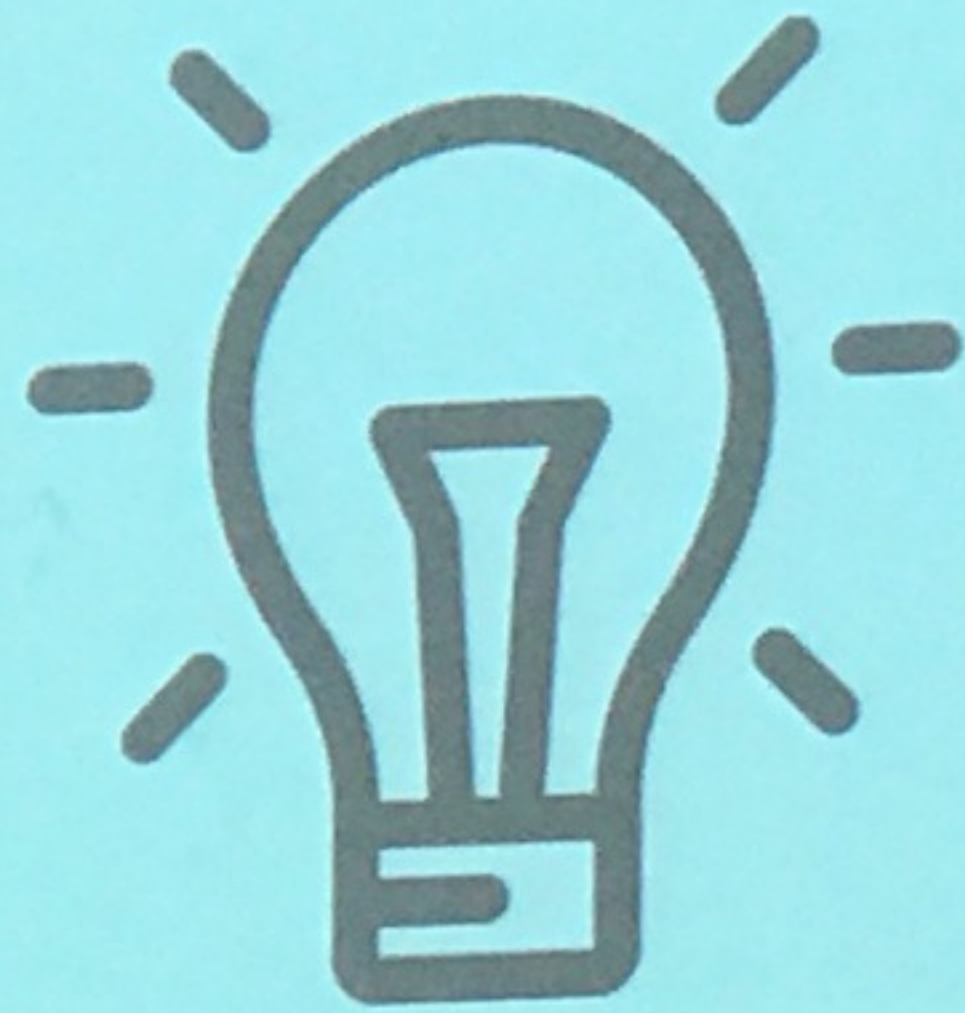
e-CF in  
Computer  
Science  
education



... discussions with stakeholders  
about what should be taught in  
high school and vocational  
schools

- teachers,
- headmasters,
- school management,
- educational authorities,
- employees,
- entrepreneurs

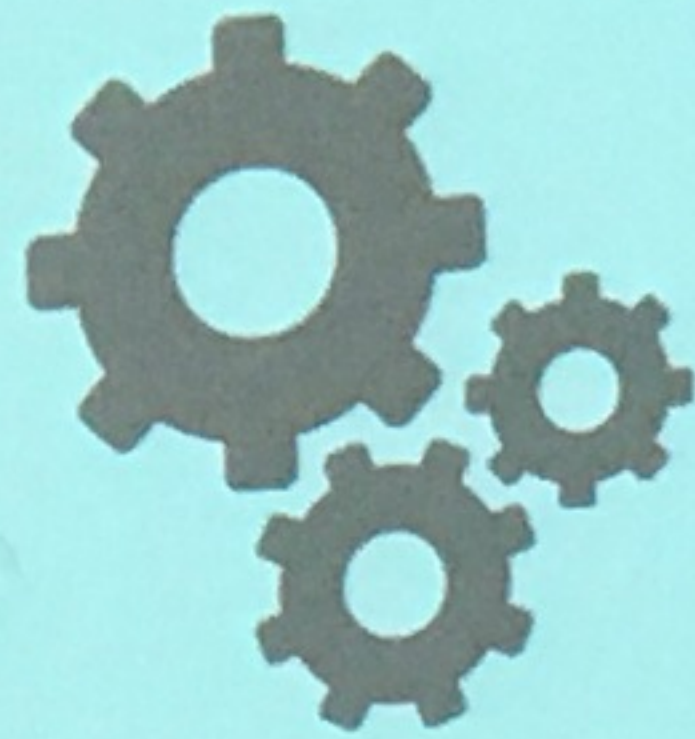
e-CF in  
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education



Story of success

We found the e-CF!

e-CF in  
Computer  
Science  
education

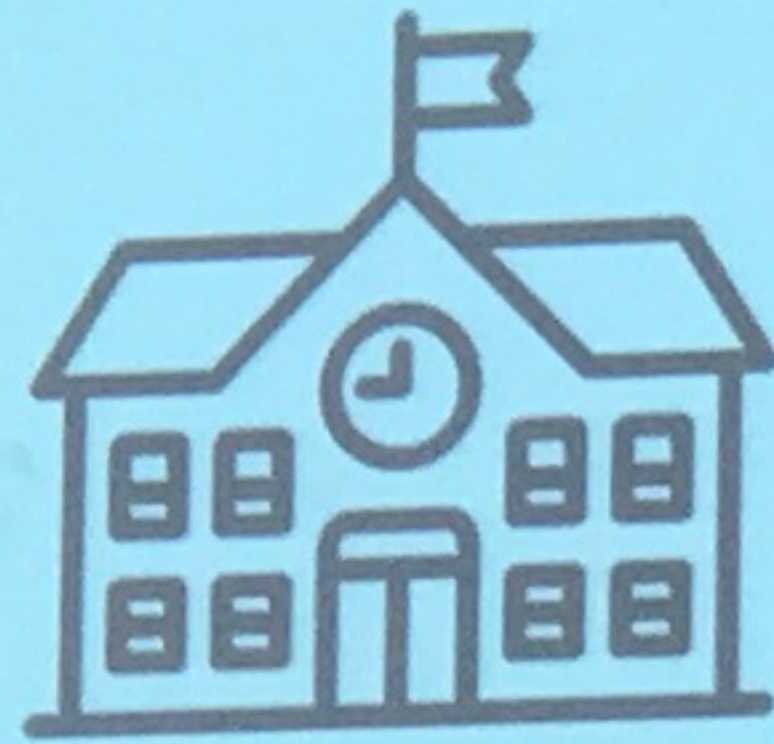


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Using the e-CF and its 40 competences helped to speed up our work

So we took the competence framework, we went through its 40 competences and on this base we actually created a common language

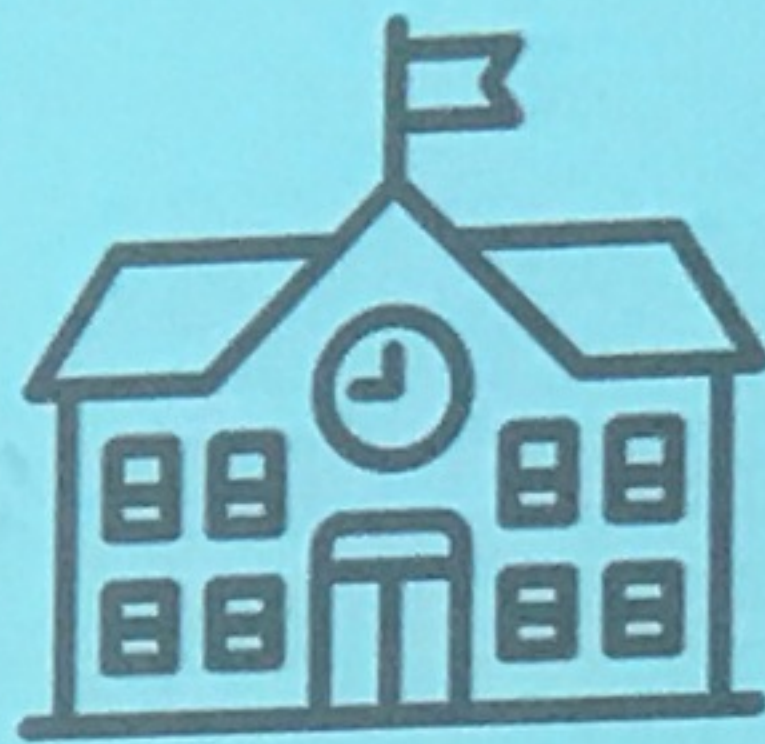
e-CF in  
Computer  
Science  
education



For our goals the 4th dimension is the most useful one.

**“Samples of knowledge and skills relate to e-Competences in dimension 2. It means relate to 40 competences identified in total provide the European generic reference definitions of the framework.”**

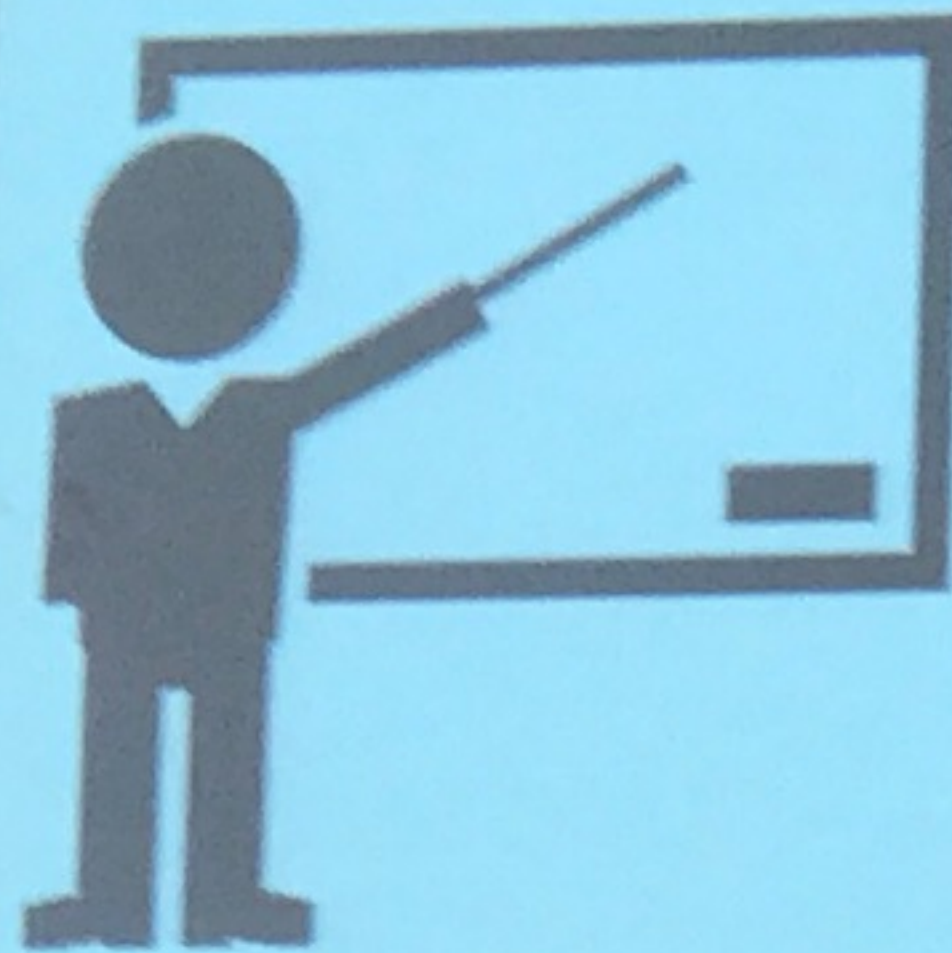
e-CF in  
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education



When I think about e-CF, I know that, it is connected with real life and real labor market.

**That is the power of e-CF.**

e-CF in  
Computer  
Science  
education



... in my opinion the e-CF is the most matured framework that provides reference about ICT for the high and vocational schools.

The use of e-CF terminology helps stakeholders who create descriptions of new professions taught in high and vocational schools with.

# Customising and Mapping Frameworks

*LIESBETH RUOFF - VAN WELZEN*  
*CHAIR SIG DIGITAL SKILLS KNVI*  
*MEMBER OF CEN COMMISSION TC428*



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# AVAILABLE BUILDING BLOCKS

DESCRIPTION OF A COMPETENCE	PROFILE DESCRIPTION	DELIVRABLES AND DESCRIPTION LIST
MATRIX OF COMPETENCE AND ROLE PROFILE	EUROPEAN ICT PROFILE FAMILY TREE	MATRIX OF DELIVRABLES AND ICT PROFILES
MAPPING STRUCTURE SFIA AND E-CF	ICT PROFILE TEMPLATE	ICT PROFESSIONAL ROLE PROFILES-ESCO RELATIONSHIP
	ADAPTATION TEMPLATE OF EXISTING PROFILES	

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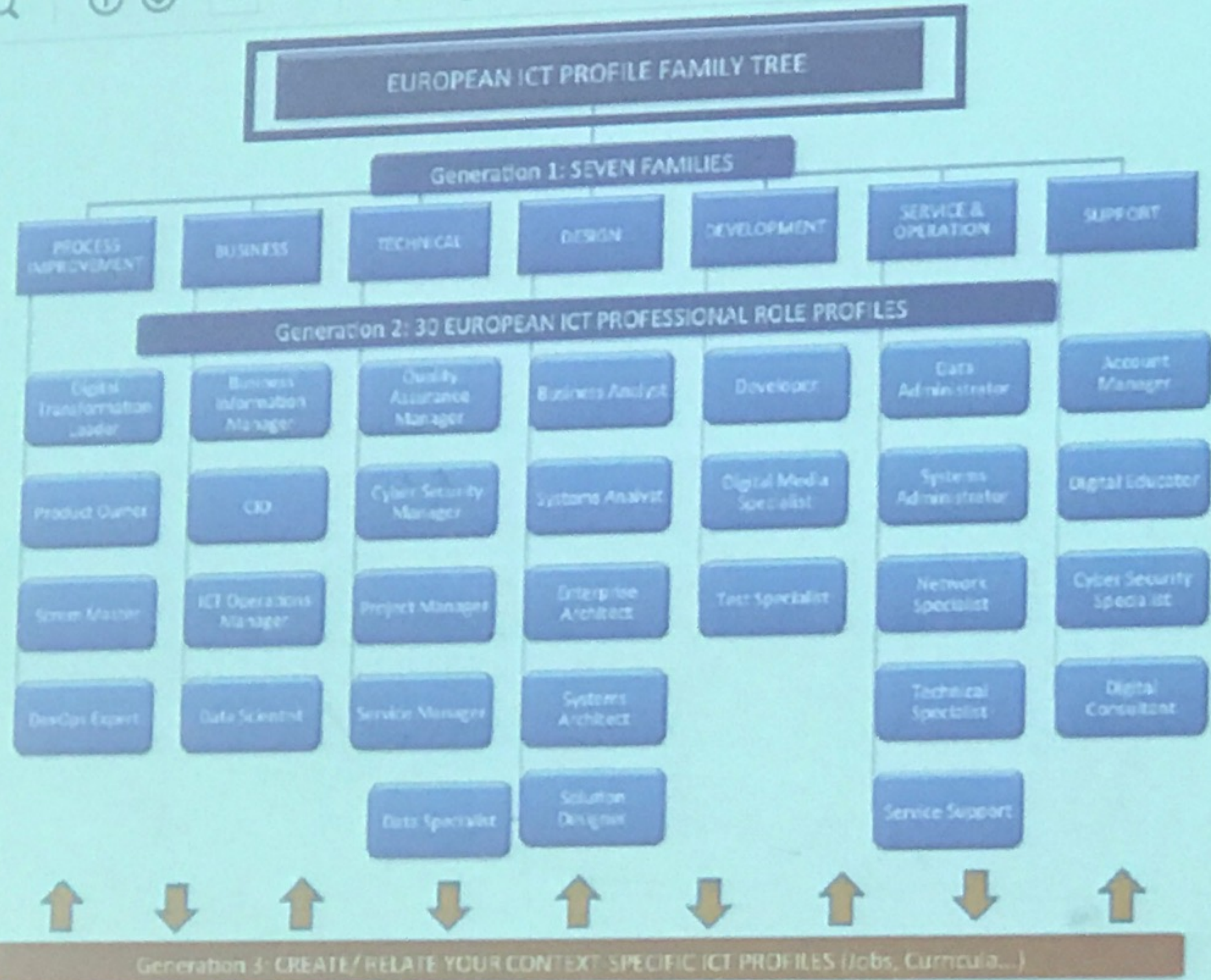
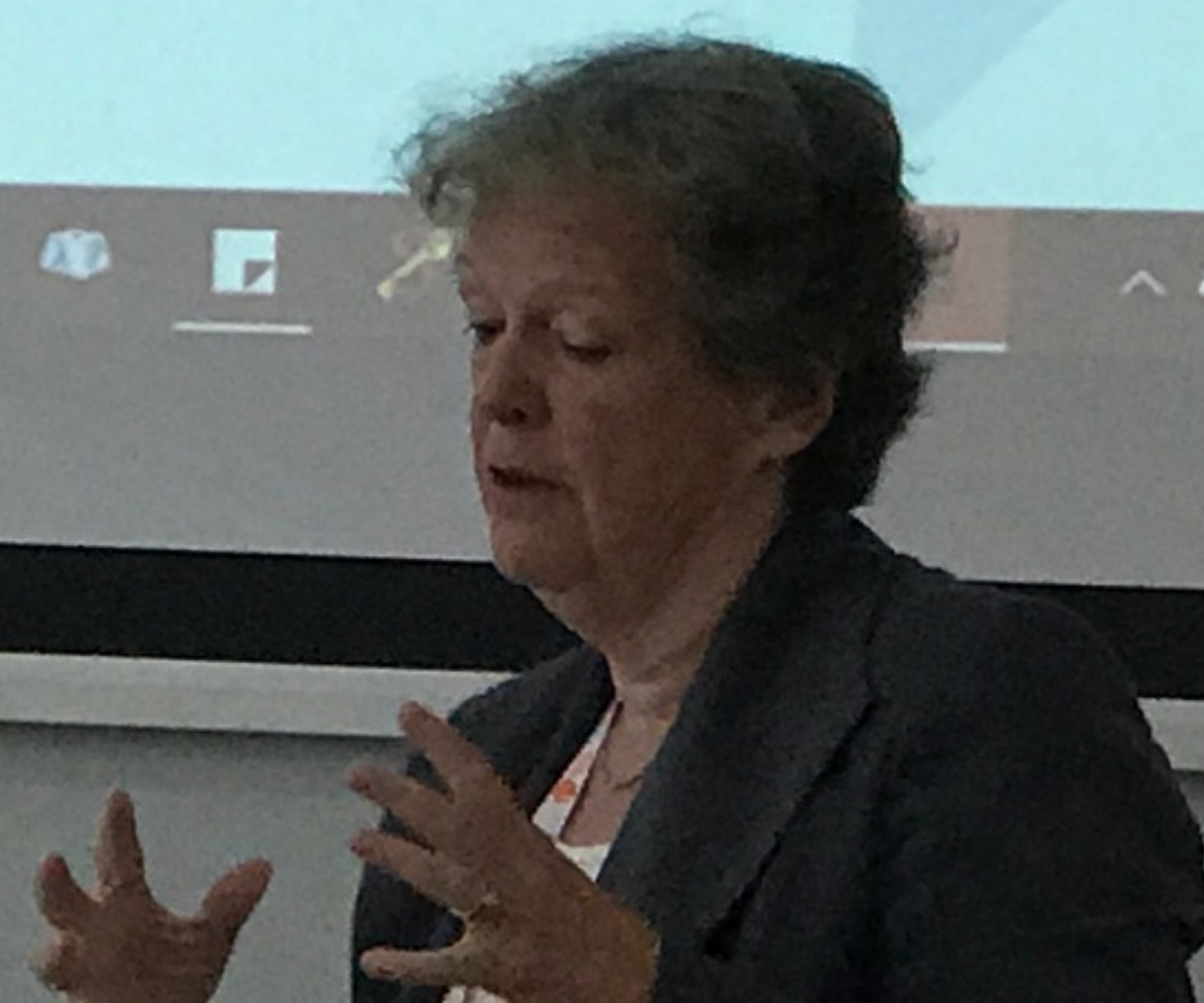
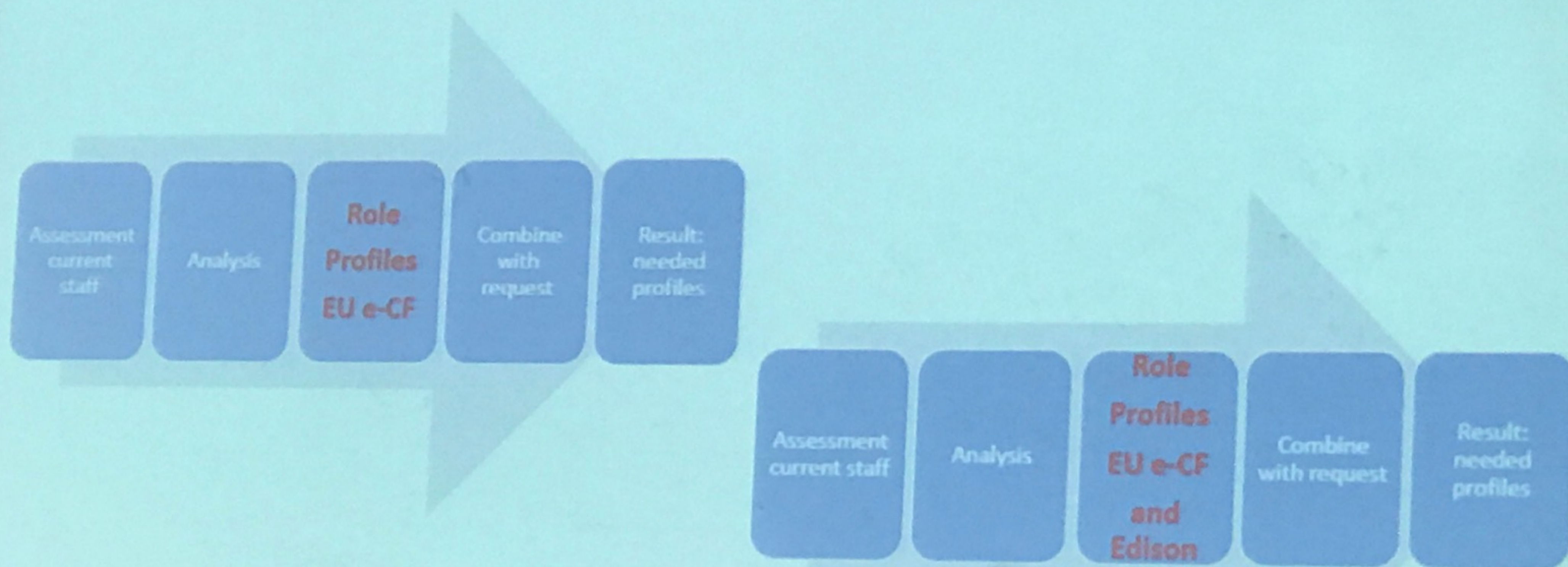


Figure 4: 30 European ICT Professional Role Profiles (generation 2) in seven families (generation 1) at the top of the European ICT Profile Family Tree

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# STARTING POINT: WE NEED DATASCIENCE PEOPLE:





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