



THE E-CF IS A  
POWERFUL TOOL  
TO STREAMLINE ICT  
TALENT MANAGEMENT

## RECRUITMENT

Using the e-CF can increase efficiency and thus reduce costs in sourcing activities.

For example, the e-CF can be used to harmonise job descriptions, and ensure that applicants clearly understand the competences associated with the job.

## APPRAISAL

The e-CF can be a useful tool to measure staff capabilities.

You can, for instance, map your existing appraisal system based on the e-CF.

Or you can use one of the existing e-CF assessment tools (see [www.ecompetences.eu](http://www.ecompetences.eu)).

## TRAINING

Companies who are using the e-CF internally can develop a better common understanding of training options and opportunities as well as create individualised training plans.

## SUCCESSION PLANNING

The e-CF can be used to map the competence of incumbents against those coming through the ranks, providing a basis to map career progress and undertake succession planning.



/ESkillsMalta



@eSkills\_Malta



www

[eskills.org.mt](http://eskills.org.mt)

# How is the e-Competence Framework structured?

The e-Competence Framework is a European standard designed by the ICT Industry for use by the Industry, Education & Training Providers, ICT Professionals and ICT students.



/ESkillsMalta



@eSkills\_Malta



www

eskills.org.mt