The AI and digital transformation competency framework

Competency areas and skills

Proficiency

Attitudes

AI-Specific

ADVANCED

MEDIUM

BASIC

1. Digital Planning and Design

Problem identification and solutions Identify problems in which digital technology might be part of the solution

Systems thinking Understand how problems are connected in systems

Strategic foresight Anticipate problems and unexpected circumstances

Agile strategy Ability to plan initiatives while remaining flexible and adapting to unexpected circumstances.

Understand the complexity and interconnectedness of problems

Take a holistic and long-term view, and use simple tools to anticipate, identify and solve problems

Master approaches, tools and methods to anticipate, identify and solve complex problems

Identify and specify problems where AI is important, and anticipate future technological developments of AI

2. Data Use and Governance

Digital literacy Understand emerging digital technology and its applications

Data-driven decision-making Mine,analyze and use data in the decisionmaking process of public policies

Open data and open government Capacity to effectively create and use open data

Privacy and security Knowledge of potential breaches and how can they affect government and society

Legal, regulatory and ethical frameworks Capacity to adapt and change existing legislation to emerging technologies. If needed, to create tech-friendly legislation

AI fundamentals Understand AI systems to a basic level

Understand and use simple digital tools, and understand the implications of using data

Integrate digital tools into government systems, and understand the concrete implications of using data

Create and edit digital content, exploit, analyze and share data, and develop legal frameworks and systems that take into account privacy and security

Understand AI systems and master knowledge about the latest AI technologies

3. Digital Management and Execution

People-centricity Ability to take into high consideration the user experience and needs on digital public policies and technologies (users being both citizens, companies and public servants)

Iteration Learn and accept mistakes as part of the digital project cycle

Agile execution Capacity to formulate technical, logistic and strategic requirements for public digital projects and execute them (including agile procurement)

Digital leadership Ability to develop a vision for digital

Understand agile management techniques and collaboration

Make use of simple agile management techniques in designing and developing projects

Understand how to incite, organize and manage the digital transformation process

Master, design and use specific agile management techniques, forge solid partnerships, and develop prototypes

Trust

Creativity

Adaptability

Curiosity

Experimentation