

## **The role of domain competencies for employability in the IT sector**

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Against the background of the growing lack of specialized workforce in the IT sector, the project KoPIWA, which is funded by the German BMBF, aims at developing a comprehensive model for software supported competency management in the IT and media industry. Particular requirements are derived from the dynamics of "open innovation" developments. Part of this approach is the identification of important competencies for the IT sector. In the current discussion about competencies non-professional competencies such as methodical, social or personal competencies have been put in the focus of interest. We have analyzed a set of 152 digital job offers from the German Digital Economy using data mining techniques to determine the competencies that are the best discriminators of job offers. The results show that professional competencies have an important influence for the distinction of vocational profiles, at least in this sector.