

BIPER - *Business Informatics Programme Reengineering*

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List Abbreviations

Term / Abbreviation	Definition
ADM	Architecture Development Method
AI	Artificial intelligence
ASP	Application Software Provider
BI	Business Intelligence
BIS	Business Information Systems
BPM	Business Process Modelling
BPMN	Business Process Modelling Notation
CRM	Customer Relationship Management
CS	Case Study
CSA	Common Systems Architecture
DAQ	Data AcQuisition
DAS	Data Acquisition Systems
DB	Database
DBMS	Database Management System
DFD	Data Flow Diagram
EA	Enterprise Architecture
EAP	Enterprise Architecture Planning
EAM	Enterprise Architecture Modelling or Management
ebXML	Electronic Business Extensible Markup Language
ESCO	European Skills, Competences, Qualifications and Occupations
ETL	Extraction Transformation (and) Loading
ERD	Entity Relationship Diagram
ERP	Enterprise Resource Planning (System)
ESB	Enterprise Service Bus (of SOA)
FEA	Federal Enterprise Architecture
FEARM	Federal Enterprise Architecture Reference Model
HIPO	Hierarchical Input Process Output
HTTP	Hyper Text Transfer Protocol
IaaS	Infrastructure as a Service (cloud)
ICT	Information and Communication Technologies
ICOM	Input Control Output Mechanism
IO	Intellectual Output
IS	Information Systems
IT	Information Technology
JSON	JavaScript Object Notation
KPI	Key Performance Indicator
OAG	Open Applications Group
OAGIS	Open Applications Group Integration Standard
OMG	Object Management Group
OO	Object Oriented
PaaS	Platform as a Service (cloud)
REA	Resource-Event-Agent
SaaS	Software as a Service (cloud)
SCM	Supply Chain Management
SOA	Service Oriented Architecture
SOAP	Simple Object Access Protocol
SQL	Structured Query Language (for DB)

STEP	STandard for Exchange of Product model data
TMF	Tele Management Forum (telecommunications industry framework)
TOGAF	The Open Group Architecture Framework
T&L	Teaching & Learning
UML	Unified Modelling Language
XML	Extensible Markup Language

List of Definitions

Term	Definition
Goal	A goal is a short statement of the desired outcome to be accomplished over a long-time frame, usually three to five years. It is a broad statement that focuses on the desired results and does not describe the methods used to get the intended outcome.
Aim	What you hope to get and you want to do this.
Objective	Objectives are specific, actionable targets that need to be achieved within a smaller time frame, such as a year or less, to reach a particular goal. Objectives describe the actions or activities involved in achieving a goal
Target	The exact result of what you want to get.
Purpose	... of something is the reason for which it is made or done

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1 Purpose of this Document

The **BIPER** project aims to develop a blended-learning compatible BIS curriculum, based on shared values, e-Learning experiences and sound pedagogical principles.

The academic field of Business Information Systems is a complex area bridging business and organisational topics with questions of applied information technology. Teaching such a multidisciplinary domain which assumes not only knowledge of theoretical concepts and technical skills to use tools but also a problem centred mindset and related problem-solving abilities is a challenge in itself. Fostering communication and information sharing in teaching BIS online could further the teaching of this field at the third and fourth level in light of a potentially longer battle with social distancing rules. BIS education in a classroom context may be characterised by what the literature calls 'active learning', which refers to pedagogies that increase and enhance student interaction. This is required by the project-oriented, and teamwork-based reality of developing, implementing and managing IT/IS solutions in an organisational context.

The BIPER project aims at allowing consortiums partners to share their knowledge and expertise concerning the above situation and develop a shared pool of shared resources benefiting both its members as well as the wider BIS education community.

This document describes Intellectual Output 2 by developing the details of the curriculum based on the results of IO1 (see appropriate document separately). Using the Enterprise Architecture elements as described in IO1 (and based on TOGAF) the required curriculum content is described through four steps for each element assuming a case study approach.

2 BIS PROGRAM DEVELOPMENT: TEACHING PROGRAM AND MAPPING TO CURRICULUM

The TOGAF based general curriculum framework laid out in IO1 (see separately) proposed a recommendation of how to structure required BIS knowledge and skills along a three dimensional space of capabilities. This is described as the “fragmentation” model (demonstrated in Figure 5 of page 19 of the IO1 document). In this document the first four of the six TOGAF elements are discussed regarding how to use them for teaching BIS: Architecture Context, Business Architecture, Information Systems Architecture, and Technology Architecture. For each of this architecture aspects teaching content will be discussed in four steps. In addition, these steps are introduced along appropriate sub-areas of the corresponding architecture element as follows:

- Architecture Context (Chapter 3) includes four areas: Introduction And Overview, Architecture Framework, Architecture Vision, and Target Architecture;
- Business Architecture (Chapter 4) covers two parts: Business Architecture Design and Business Architecture Modelling;
- Information Systems Architecture (Chapter 5) is split into three areas: Information Systems Architecture, Data Architecture, and Application Architecture;
- Technology Architecture (Chapter 6) has no sub-areas.

Notice, that Implementation and Governance as special aspects will be covered under IO3 – as a result of WP3 and WP4 respectively.

For each of the above 11 areas explanation of teaching (content and work) is done assuming four steps. These steps are 1) Enterprise Architecture Development; 2) Case study steps and/or output; 3) Need to know to perform the step; and 4) What section(s) of the BIS curriculum are covered. The general structure can be worked out in the following table format:

Enterprise Architecture Development	Case study steps and/or output	Need to know to perform the step	What section(s) of the BIS curriculum are covered
The architecture-related knowledge elements	How these architecture elements are related to the case study (or example) and what results (output) is expected to be produced – this is aimed at helping the facilitator (teacher)	Skills and knowledge required to execute these steps under the architecture progress (six levels)	In the context of the EQF (European Qualification Framework) or its national equivalent, what learning outcomes match the “need to know” items of BIPER

Within each step the depth of skills and knowledge is spread along six levels (see Section 3.5 of IO1).

3 THE ARCHITECTURE CONTEXT – VISION AND TARGET

3.1 THE ARCHITECTURE: INTRODUCTION AND OVERVIEW

3.1.1 Enterprise Architecture Development

1. Principles and framework for architectural design
2. Architectural frameworks (Zachmann and TOGAF)
3. TOGAF 9 ADM cycle
4. Architectural approaches to ERP systems

3.1.2 Case study steps and/or output

None

3.1.3 Need to know to perform the step

In the introduction, it is helpful to explain the relationship between the real and the information sphere, what approaches have been taken (historical dimension: to understand continuity and radical or less radical renewal, to prepare students for the correct evaluation of recent and current trends). The original concept of architecture and its metamorphosis (how an originally architectural but overall technical term became enterprise architecture). The essence, advantages and disadvantages of an architectural approach (Zachman). Concept of the enterprise, extended enterprise.

Here one can bring in the concepts of the enterprise learned in Business Economics and even the newer formations (e.g. platform) and interpret them in the context of EA.

3.1.4 What section(s) of the BIS curriculum are covered

Understand the principles of problem formulation and documenting context as well as the role of architecture within IT-based business enterprise, especially in the context of systems development or re-alignment. Convey and demonstrate understanding of the key models of the organization and operation of computer system organization and architecture.

3.2 ARCHITECTURE FRAMEWORK

3.2.1 Enterprise Architecture Development

1. Enterprise continuum
2. Tools for structuring content
3. The architecture of the repository
4. Architecture governance
5. Architecture framework and customisation
6. Granularity
7. Time horizon and time preference

3.2.2 Case study steps and/or output

Preparation and context description. Business Case presentation.

3.2.3 Need to know to perform the step

This block introduces students to the concept and toolset of EA, focusing on understanding the architecture repository because this is where the often-mentioned development requirements make sense, like reusability, sustainability, portability, interoperability, standardisation, etc. Of course, the other points are also important. By illustrating with concrete examples, it should be easy to understand. Still, the issues raised here should be discussed in detail later (e.g. when discussing the different architecture domains) because then the points made here will make sense.

3.2.4 What section(s) of the BIS curriculum are covered

Students will be competent in identifying problems in the BIS field and collecting, managing resources while solving them. Student will be familiar with the Zachmann framework and The Open Group Architecture Framework. They will be to utilize these frameworks to map problems to architectural concepts along these approaches.

3.3 ARCHITECTURE VISION

3.3.1 Enterprise Architecture Development

1. To define and organise an **architecture development cycle** within the overall context of the architecture framework, as established in the Preliminary phase
2. To validate the organisation's business principles, goals, and strategic business drivers and the enterprise architecture, **Key Performance Indicators (KPIs)** and **Objectives and Key Results (OKR)**.
3. To define the **scope** of, and to **identify** and **prioritise** the components of the Baseline Architecture effort
4. To define the relevant **stakeholders**, and their concerns and objectives
5. To define the **key business requirements** to be addressed in this architecture effort and the constraints that must be dealt with.
6. To articulate an Architecture Vision and formalise the **value proposition** that demonstrates a response to those and constraints
7. To create a comprehensive plan that addresses **scheduling, resourcing, financing, communication, risks, constraints, assumptions, and dependencies**, in line with the project management frameworks adopted by the enterprise (including Scrum, PRINCE2 or PMBOK)
8. To understand the **impact** on, and of, other enterprise architecture development cycles ongoing in parallel
9. *Optional: To ensure ADM proper **recognition** and **endorsement** from the corporate management of the enterprise, and the **support** and **commitment** of the necessary line management*
10. *Optional: To secure **formal approval** to proceed*

3.3.2 Case study steps and/or output

Introducing the context of Case Study (Business Case), mainly emphasising the problems, context, history (rather in a storyteller mode). An example is illustrated below.

Urban development
<i>The city council explored several options during the concept development and began to take the next idea seriously. The city would entrust rehabilitation to real estate developers operating under market conditions, selected according to competitive market rules (public procurement). The city management decided on the concept and started preparing the public procurement for real estate development companies. The requirements are summarised in a technical Annex. However, during the preparation of the technical annex, a background service company would be set up to coordinate the work of the selected companies and better articulate the aspects of city management. This service company will primarily help real estate developers through IT services.</i>
Aspects to consider or can be considered
<ol style="list-style-type: none"> 1) Who are the stakeholders? <ol style="list-style-type: none"> a. What are the interests of each stakeholder group? b. How conflicting are the particular interests? c. What conflict management methods have reality? 2) What is the time horizon of the entire program? 3) How can development be phased or divided into smaller, feasible phases? 4) What does the extended enterprise model look like? 5) Target architecture <ol style="list-style-type: none"> a. the means of communicating it, b. the means and methods of acceptance, support and commitment with the hope of success 6) Architecture <ol style="list-style-type: none"> a. designation of a development cycle, b. what could be the key performance indicators 7) Scope <ol style="list-style-type: none"> a. definition, in the context of the baseline architecture b. prioritisation of each component 8) Architecture framework and business requirements <ol style="list-style-type: none"> a. ensuring alignment, b. a formal definition of value propagation 9) Granularity <ol style="list-style-type: none"> a. provision of resources, scheduling, b. risk management and dependency management <p>What is the impact of the architecture (on what, and on what time horizon)?</p>

The expected output is:

- Approved Statement of Architecture Work, including in particular:
 - Scope and constraints
 - Plan for the architectural work

- Roles and responsibilities
- Risks and mitigating activity
- Work product performance assessments
- Business case and KPI metrics
- Refined business principles, business goals, and business drivers
- Architecture principles
- Capability Assessment
- Tailored Architecture Framework (for the engagement), including:
 - Tailored architecture method
 - Tailored architecture content (deliverables and artefacts)
 - Configured and deployed tools.

3.3.3 Need to know to perform the step

They will be identifying business requirements as business scenarios: new business capabilities, architecture requirements. Use iteratively at different levels of detail. Input: scope, maturity, roles, responsibilities, constraints, reuse, budgetary, request for change requirements, governance and support strategy, populated architecture repository. Key stakeholders' engagement: vision, requirements, scope boundaries, concerns, culture. Business and technology capability assessment, readiness for change. Scope definition (breadth of coverage, level of details, period. High-level view (from business scenarios through business capabilities to architecture vision) from business, information system and technology viewpoints. Value proposition and KPIs: performance metrics, risk assessment. Approval and project planning.

3.3.4 What section(s) of the BIS curriculum are covered

Students will collaborate with business and IT partners to prepare solution versions of economic problems using the most efficient IT solutions to initiate and implement IT support and development.

Key concepts to know: Business case development and Project Management basics, feasibility and feasibility study, elementary organizational roles, architecture fundamentals, Stakeholder analysis or Soft Systems Methodology. Understand the need to use project management software in the planning, allocation and monitoring of resources.

Key skills to master: Team work, sharing opinion, argumentation.

3.4 TARGET ARCHITECTURE

3.4.1 Enterprise Architecture Development

1. The concept of the target architecture, its role
2. Awareness, acceptance, support and commitment of the target architecture
3. Define the architecture development cycle, define key performance indicators
4. Scope definition, prioritisation of components in the context of the baseline architecture
5. Ensure alignment of architecture framework with business requirements, formal definition of value generation
6. Granularity, resource provisioning, scheduling, risk management and dependency management

7. Impact and formal validation

3.4.2 Case study steps and/or output

Collect main business requirements, set project context, prepare first version of KPI.

The expected output is: main business requirements and corresponding KPIs.

3.4.3 Need to know to perform the step

Working with baseline and target architecture corresponds to the traditional system design As-Is and To-Be approach. The target architecture is in harmony with the formulation of strategic goals, as it describes where we want to go. In fact, the whole strategic cycle and all its components can be connected in this step (scope, business-IT requirements alignment, indicators, priorities, resource management, impact). This is also where *risk management* can be meaningfully introduced.

The target architecture is an implementation of the architecture vision, previously also called an ideal state. It can be derived from the strategy (a *top-down approach* that allows us to "dream big" by using technology foresight). Still, it is equivalent to a *bottom-up approach*: only a very sketchy vision is created, and the target state becomes more refined and detailed as the ADM steps are gradually implemented. This second approach has a danger: if we gradually refine the target architecture, including more and more detail, we will inadvertently overestimate the increasingly clear organisational-technological obstacles, and instead of a visionary target state, we will end up with "much ado about nothing". Ad absurdum, we end up with a worse solution than the one we currently have.

(This paradox may arise because, in the world of information systems (also), two structures coexist: formal and informal. The formal structure contains the processes that can be well - explicitly - described by rules. In contrast, the informal structure contains the rules of conduct, the procedural rules that can be derived from the organisational culture, including the handling of exceptions. Exploring these informal rules and attitudes is the terrain of *knowledge management* since it is about organisational culture, knowledge conversion, and trust, but different maturity models also lead here. In any case, it is an interesting topic.)

3.4.4 What section(s) of the BIS curriculum are covered

Students will be able to identify the operating conditions of applications under real business and organisational conditions. Display an appreciation for and understanding of the typical issues associated with managing technology in a modern business. They will be able to consider and communicate benefits, threats and risks with the help of knowing IT procedures and methods. Students will be able to explain why businesses adopt and make use of new approaches and new technologies. They will be able to see an integrated view IT and business in a corporate context.

4 BUSINESS ARCHITECTURE

4.1 BUSINESS ARCHITECTURE DESIGN

4.1.1 Enterprise Architecture Development

1. The concept and role of business architecture
2. Formulating the objectives of business architecture
 - a. develop a product and/or service strategy
 - b. organisational, functional processes related to information flow and processing, geo-location aspects
 - c. identification of the business environment
 - d. identification and definition of business principles, objectives and strategic drivers
3. Identify and analyse the differences between the baseline and target architecture
 - a. a combination of top-down and bottom-up approaches
 - b. information gathering, processing and validation or rejection of preliminary hypotheses
4. Selection of appropriate viewpoints, with particular attention to stakeholders' interests and motivations
 - a. ensuring alignment of the architecture framework with business requirements, formal definition of value creation
 - b. analyse risks, define residual risk
5. Defining the architecture development cycle, defining key performance indicators
6. Selection of the appropriate development toolkit and methodology in line with the perspectives
7. Scope definition, prioritisation of components in the context of the initial architecture
8. Granularity, resource provisioning, scheduling, risk management and dependency management
9. Impact and formal validation

4.1.2 Case study steps and/or output

The expected output is:

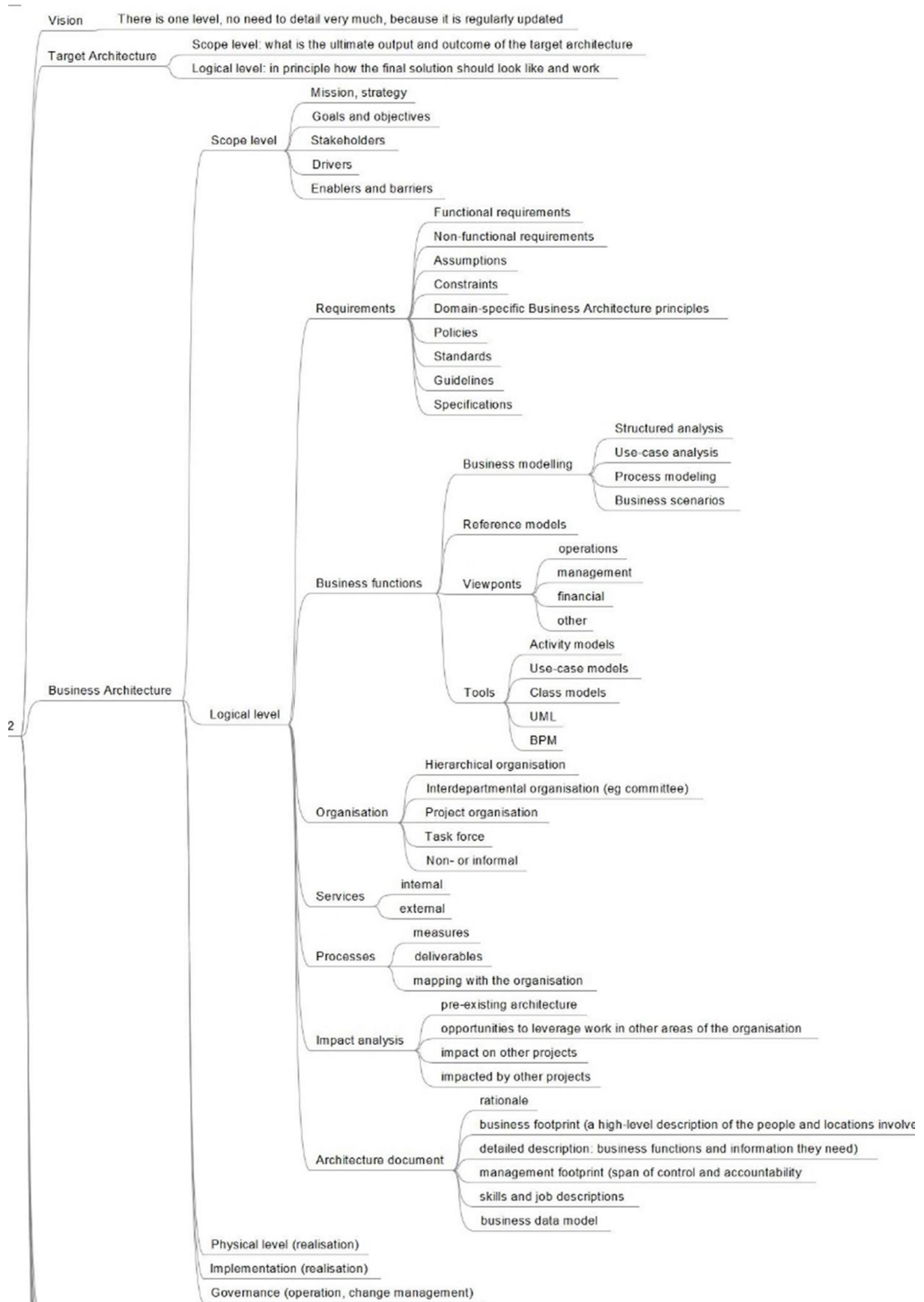
- Draft Architecture Requirements Specification, including Business Architecture requirements:
 - Gap analysis results
 - Technical requirements — identifying, categorizing, and prioritizing the implications for work in the remaining architecture domains; for example, dependency/priority matrix (trade-off between speed of transaction processing and security); specific models that are expected to be produced (e.g. Zachman Framework)
 - Updated business requirements
- Business Architecture components of an Architecture Roadmap

4.1.3 Need to know to perform the step

Probably this is the most interesting part, where pure business logic meets IT opportunities. At this point, students need to be able to "dream" what they want the business to do or what business they want to go forward with (see, e.g. digital transformation). Scoping, which has already been

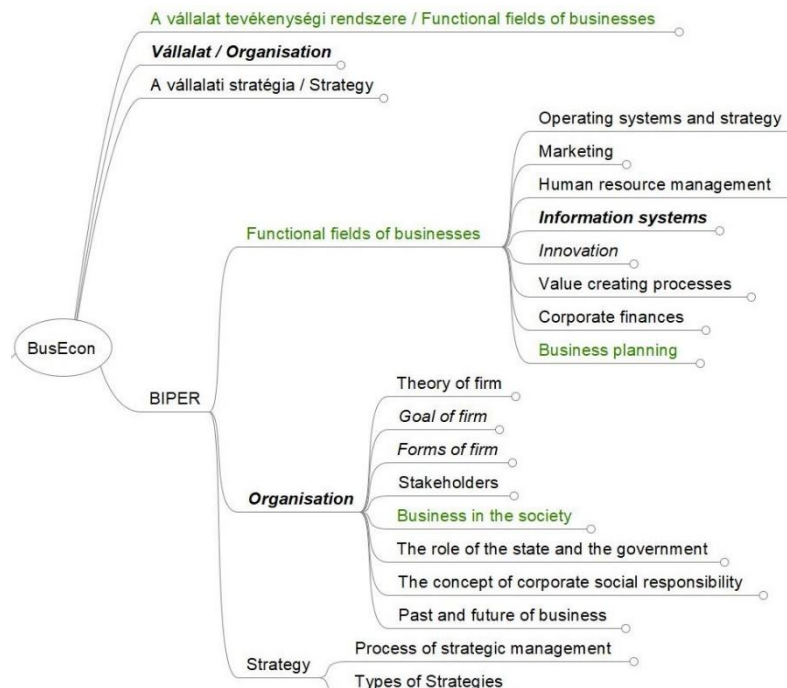
emphasised in the previous strategy, can now be reinterpreted one level down and is worth emphasising. Depending on the case study(s) to be presented at the end of this stage, a business area can be highlighted (supply chain, production management, etc.). This is the “*differentia specifica*” of business informatics. It is also essential to highlight the perspectives (i.e. the different perspectives of people in different positions, with different qualifications, with different interests). Granularity and priorities can be raised here but will be discussed later.

The case study that runs through the course should be introduced in more detail. It will be carried through evolutionarily, constantly enriched with new elements. For now, only the formulation and articulation of the business case can be practised, but students can continue with the modelling later. The first formulation of the target architecture is also a good choice at this point.



1. Figure Business architecture (source: Authors)

4.1.4 What section(s) of the BIS curriculum are covered



2. Figure Business Economics (source: Authors)

Students will be able explain the key concepts behind business enterprises. They will be able to analyse organisational cultures and structures with particular relevance to IS-induced changes. Understand the role of business analysis within IT-based business enterprise systems development or re-alignment. L1. Develop strategies for the planning, development and implementation of IT-based systems aligned with the business strategy. They will be able to exhibit the ability to critically evaluate the role of IT in a concrete setting. They will be able to apply their knowledge of operation management, the fundamentals and activities of the value chain and supply chain, the principles of process-oriented company operations, the functional organisation of the company, the concept and components of corporate strategy. Be able to convey complex ideas about the role and use of technology by businesses in a well-structured and coherent manner.

4.2 MODELLING BUSINESS ARCHITECTURE

4.2.1 Enterprise Architecture Development

1. Architectural business scenarios
2. Business modelling based on business scenarios
3. Business Process Modelling (BPM)
 - a. functions, data/information flow
 - b. modelling following the hierarchy (ICOM - input, controls, output, mechanisms/resources)
 - c. annotation of activities, formulation of business rules
 - d. ICOM relations
4. Business Process Modelling Notation (BPMN)
5. Use case models

- a. business events and actors (implementers, stakeholders)
- b. use-case diagrams and specifications
6. Class models (UML)
 - a. a static model describing the relationships between information
 - b. describes the behaviour of information (methods, operations) at the variable granularity
 - c. business domain entities and implementation classes
 - d. requires detailed specification (class models are not suitable)
7. Architecture repository
 - a. generic business models (OMG - health, finance, transportation, TMF - telecommunications, Federal Enterprise Architecture Reference Model)
 - b. Common Systems Architecture (REA, STEP, OAG, OAGIS, RosettaNet)

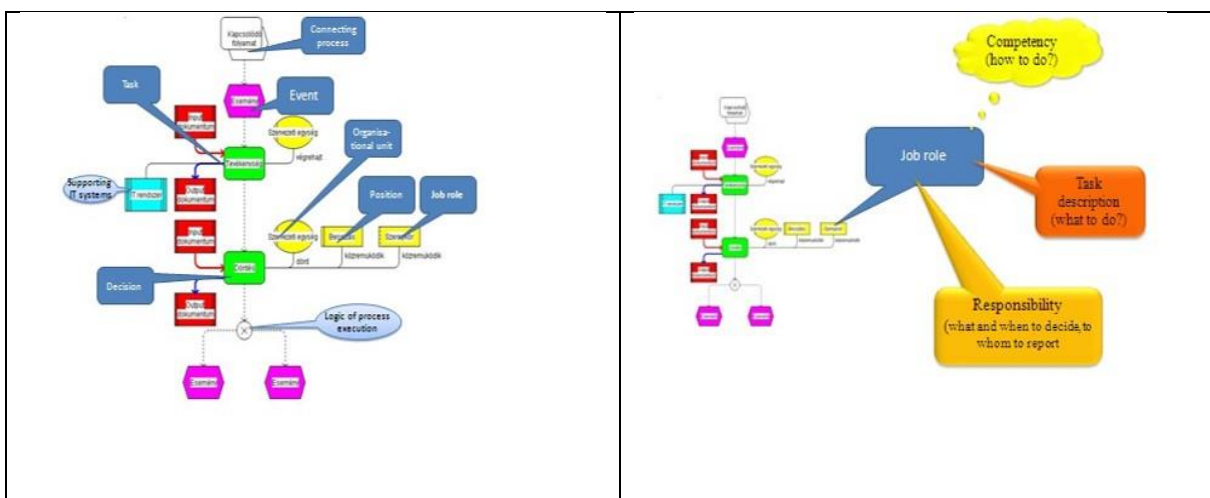
4.2.2 Case study steps and/or output

The expected output is:

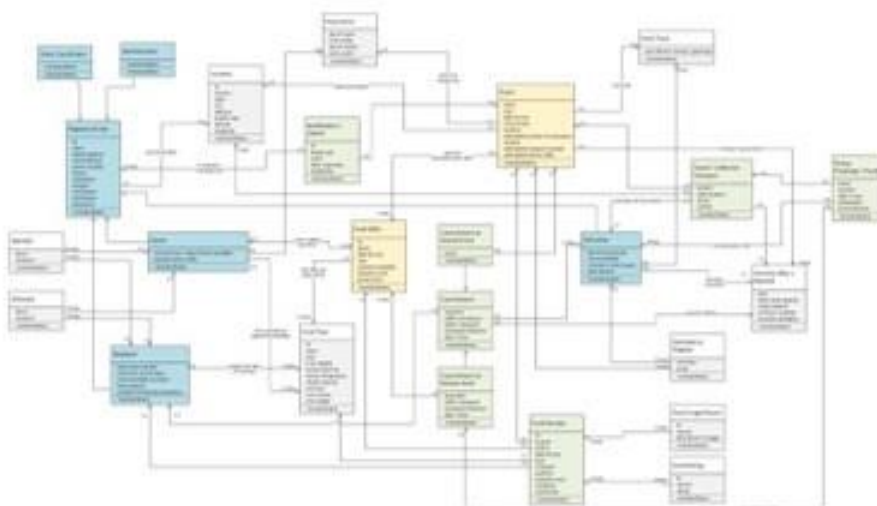
- Architectural business scenarios
- Business model using BPM
- Hierarchy of functions with information flow
- Business rules related to process steps
- Use case models using UML
- Class models using UML.

4.2.3 Need to know to perform the step

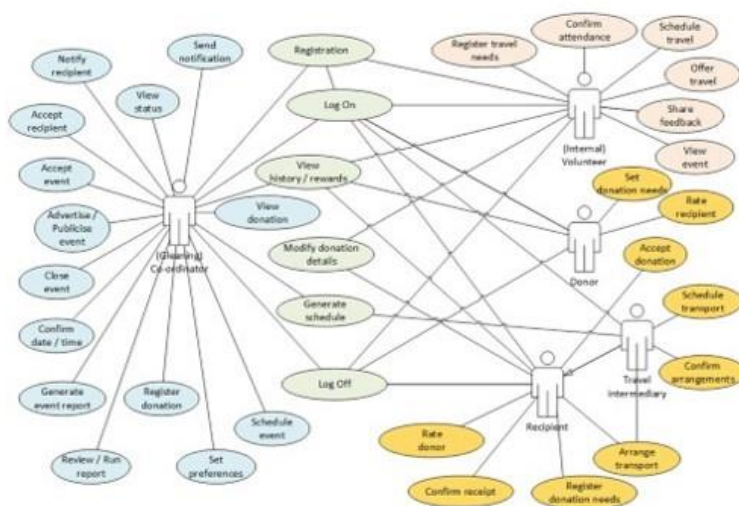
The case study can be continued with the *modelling tools* (HIPO, DFD, UML, BPM, BPMN ...) already known or introduced here. It should be pointed out that (1) use-cases are primarily a tool for *requirements analysis*, but also an indispensable tool for *testing*; (2) they are the primary means of *communication* between developer and user; (3) they (also) fill the *repository*. Process modelling (BPM) is presented; after the theoretical introduction, this phase provides an opportunity for practice (ARIS, ADONIS, Visio, ...).



3. Figure Event-based Process Modelling (source: Authors)

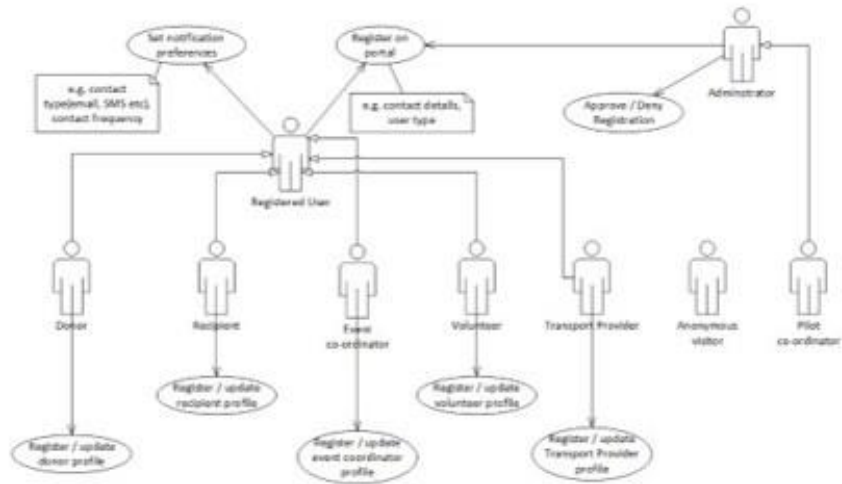


4. Figure Business Modelling option 2 (source: Authors)

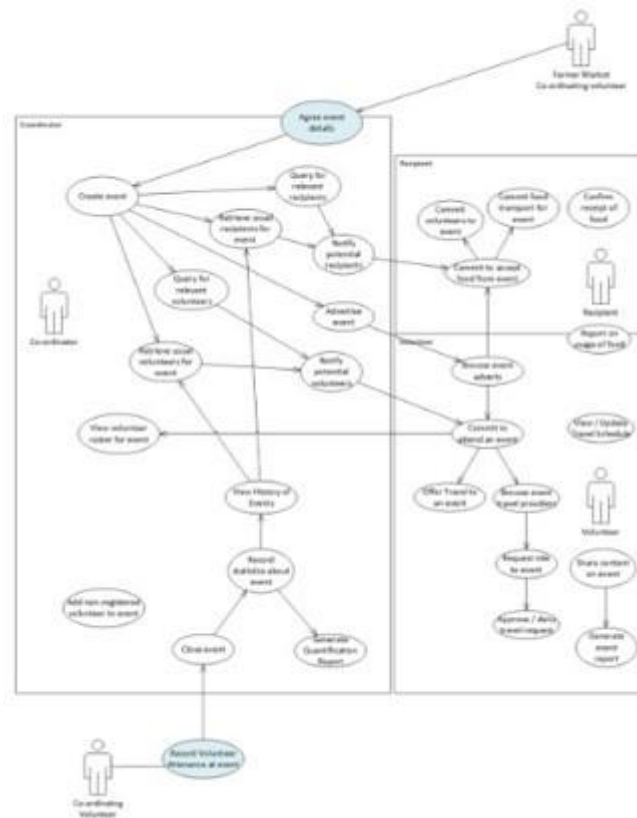


5. Figure Business Modelling option 3¹ (source: Savingfood)

¹ Savingfood 2.0 - An innovative solution to tackle food waste through the collaborative power of ICT networks, H2020 - Collective Awareness Platforms for Sustainability and Social Innovation” No. 688221



6. Figure Business Modelling option 4² (source: Savingfood)



7. Figure Business Modelling option 5³ (source: Savingfood)

² Savingfood 2.0 (idem)

³ Savingfood 2.0 (idem)

4.2.4 What section(s) of the BIS curriculum are covered

Students will have the ability to understand and analyse business processes, prepare and perform requirements specification of software applications to support implementation, to perform simple programming tasks. Show a critical understanding of the process of business systems analysis and development and the role of the business analyst. Demonstrate a broad knowledge of the scope, defining features and main areas of the business systems provision process and environment. Display a broad knowledge of the general concepts associated with a typical business and the characteristics and importance of the processes that support that business. Students will understand the role of modelling and explain how models can be used to describe processes and requirements as well as design decisions. Students will be able to create based UML diagrams according to standard notations.

5 INFORMATION SYSTEMS ARCHITECTURE – APPLICATION AND DATA

5.1 INFORMATION SYSTEMS ARCHITECTURE VISION

5.1.1 Enterprise Architecture Development

1. Information system architecture focus: identification of the data and application architecture associated with the business architecture objectives
2. Approach: data-driven (EAP), application-driven (ERP) or a combination of both
3. Top-down and/or bottom-up implementation
 - a. During the design phase: business - data (or application) - application (or data) - technology architecture
 - b. In the implementation phase: reverse order
4. Architecture input
5. Reusable building blocks
6. Architecture output
 - a. Revised architecture vision
 - b. Architecture definition document
 - c. Architecture requirements specifications (business, technical, constraints, gap, roadmap)

5.1.2 Case study steps and/or output

The expected output is:

- Refined and updated versions of the **Architecture Vision** phase deliverables, where applicable, including Statement of Architecture Work
- Draft **Architecture Definition Document**, including:
 - Baseline Data Architecture, Version 1.0
 - Target Data Architecture, Version 1.0
 - Baseline Application Architecture, Version 1.0
 - Target Application Architecture, Version 1.0
 - Data Architecture views (key stakeholder concerns)
 - Application Architecture views (key stakeholder concerns)
- **Draft Architecture Requirements Specification** including such Information Systems Architecture requirements as:
 - **Gap analysis** results
 - Relevant **technical** requirements that will apply to this evolution of the architecture development cycle
 - **Constraints** on the Technology Architecture about to be designed
 - Updated **business requirements**
 - Information systems components of an **Architecture Roadmap**

5.1.3 Need to know to perform the step

Geeks will not like this section, but it is a crucial step. First, the data-driven concepts (which are very trendy now) and application-driven architecture development need to be introduced, and the difference between the two is understood. Second, it needs to be made clear that all development has organisational limitations that can be managed smartly. The model of **maturity** and its use will be

introduced⁴. A set of policies⁵ should be formulated (application related, data management: GDPR is a trivial example. However, policies are intended to guide all subsequent steps (e.g., maintainability, reusability, etc.). The module ends with a revision of the target architecture.

Information system architecture modalities

5.1.3.1 Client/server

5.1.3.2 MVC⁶

MVC is an architectural pattern which means it rules the whole architecture of the applications. Even though often it is known as design pattern but we may be wrong if we refer it only as a design pattern because design patterns are used to solve a specific technical problem, whereas architecture pattern is used for solving architectural problems, so it affects the entire architecture of our application.

Model. It is known as the lowest level which means it is responsible for maintaining data. Handle data logically so it basically deals with data. The model is actually connected to the database so anything one does with data. Adding or retrieving data is done in the model component. It responds to the controller requests because the controller never talks to the database by itself. The model talks to the database back and forth and then it gives the needed data to the controller. Note: the model never communicated with the view directly.

View. Data representation is done by the view component. It actually generates UI or user interface for the user. So at web applications when students think of the view component just think the Html/CSS part. Views are created by the data which is collected by the model component but these data aren't taken directly but through the controller, so the view only speaks to the controller.

Controller. It's known as the main man because the controller is the component that enables the interconnection between the views and the model so it acts as an intermediary. The controller doesn't have to worry about handling data logic, it just tells the model what to do. After receiving data from the model it processes it and then it takes all that information it sends it to the view and explains how to represent to the user. Note: Views and models can not talk directly.

5.1.3.3 SoA⁷

SOA, or service-oriented architecture, defines a way to make software components reusable and interoperable via service interfaces. Services use common interface standards and an architectural pattern so they can be rapidly incorporated into new applications. This removes tasks from the application developer who previously redeveloped or duplicated existing functionality or had to know how to connect or provide interoperability with existing functions.

Each service in an SOA embodies the code and *data* required to execute a complete, discrete business function (e.g. checking a customer's credit, calculating a monthly loan payment, or processing a mortgage application). The service interfaces provide loose coupling, meaning they can be called with little or no knowledge of how the *service* is implemented underneath, reducing the dependencies between applications.

4 These topics are also part of IT Governance, some of the details of which are also covered in the ADM steps.

5 Policy may mean many things, meta-standard, a choice of reference model, a standard, a guideline, a directive, etc.

6 <https://towardsdatascience.com/everything-you-need-to-know-about-mvc-architecture-3c827930b4c1>

7 <https://www.ibm.com/cloud/learn/soa#toc-what-is-an-sqoa7ntn>

This interface is a service contract between the service provider and service consumer. Applications behind the service interface can be written in Java, Microsoft .Net, Cobol or any other programming language, supplied as packaged software applications by a vendor (e.g., SAP), SaaS applications (e.g., Salesforce CRM), or obtained as open-source applications. Service interfaces are frequently defined using Web Service Definition Language (WSDL) which is a standard tag structure based on xml (extensible markup language).

The services are exposed using standard network protocols—such as SOAP (simple object access protocol)/HTTP or Restful HTTP (JSON/HTTP)—to send requests to read or change data. Service governance controls the lifecycle for development and at the appropriate stage the services are published in a *registry* that enables developers to quickly find them and reuse them to assemble new applications or business processes.

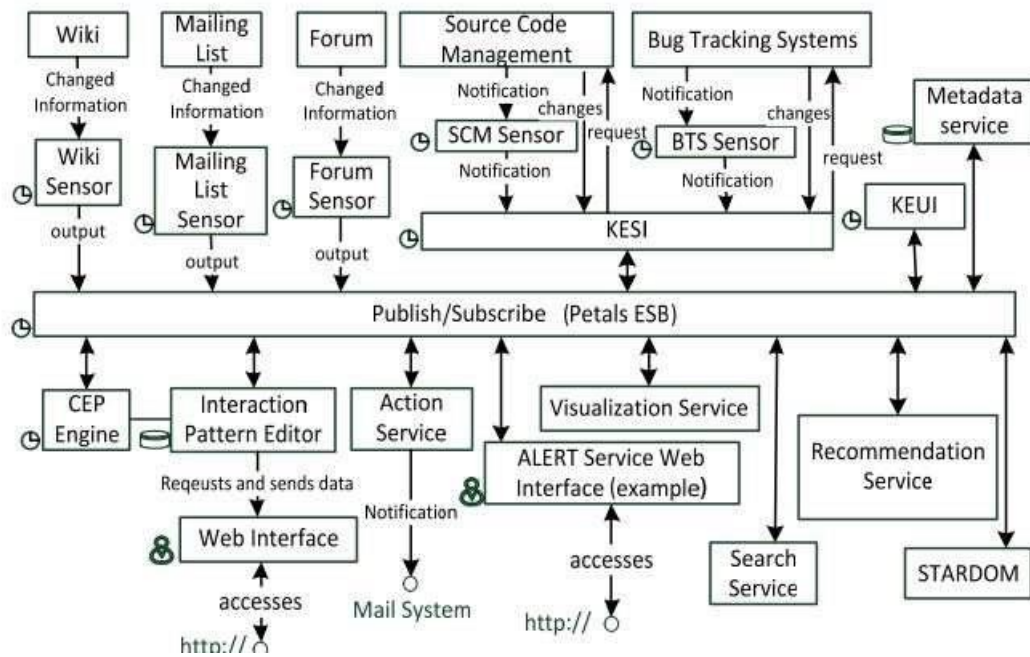
These services can be built from scratch but are often created by exposing functions from legacy systems of record as service interfaces.

In this way, SOA represents an important stage in the evolution of application development and integration over the last few decades. Before SOA emerged in the late 1990s, connecting an application to data or functionality housed in another system required complex point-to-point integration—integration that developers had to recreate, in part or whole, for each new development project. Exposing those functions through SOA *services allowed the developer to simply reuse the existing capability and connect through the SOA ESB architecture* (see below).

Note that although SOA, and the more recent microservices architecture, share many words in common (i.e. "service" and "architecture"), they are only loosely related and, in fact, operate at different scopes, as discussed later in this article.

An ESB, or **enterprise service bus**, is an architectural pattern whereby a centralized software component performs integrations between applications. It performs transformations of data models, handles connectivity/messaging, performs routing, converts communication protocols and potentially manages the composition of multiple requests. The ESB can make these integrations and transformations available as a service interface for reuse by new applications. The ESB pattern is typically implemented using a specially designed integration runtime and toolset that ensures the best possible productivity.

It is possible to implement an SOA without an ESB, but this would be equivalent to just having a bunch of services. Each application owner would need to directly connect to any service it needs and perform the necessary data transformations to meet each of the service interfaces. This is a lot of work (even if the interfaces are reusable) and creates a significant maintenance challenges in the future as each connection is point to point. In fact, ESBs were, eventually, considered such a de facto element of any SOA implementation that the two terms are sometimes used as synonyms, creating confusion.



8. Figure Publish/Subscribe⁸ (Source: ALERT)

Publish/subscribe messaging, or pub/sub messaging, is a form of asynchronous service-to-service communication used in serverless and microservices architectures. In a pub/sub model, any message published to a topic is immediately received by all of the subscribers to the topic. Pub/sub messaging can be used to enable event-driven architectures, or to decouple applications in order to increase performance, reliability and scalability.⁹ In modern cloud architecture, applications are decoupled into smaller, independent building blocks that are easier to develop, deploy and maintain. Publish/Subscribe (Pub/Sub) messaging provides instant event notifications for these distributed applications.

The Publish/Subscribe model allows messages to be broadcast to different parts of a system asynchronously. A sibling to a message queue, a message topic provides a lightweight mechanism to broadcast asynchronous event notifications, and endpoints that allow software components to connect to the topic in order to send and receive those messages. To broadcast a message, a component called a publisher simply pushes a message to the topic. Unlike message queues, which batch messages until they are retrieved, message topics transfer messages with no or very little queuing and push them out immediately to all subscribers. All components that subscribe to the topic will receive every message that is broadcast, unless a message filtering policy is set by the subscriber. The subscribers to the message topic often perform different functions and can each do something different with the message in parallel. The publisher doesn't need to know who is using the information that it is broadcasting, and the subscribers don't need to know who the message comes from.

⁸ ALERT - Active support and real-time coordination based on Event pRocessing in open source software development, FP7-ICT, No. 258098

⁹ <https://aws.amazon.com/pub-sub-messaging/>

5.1.4 What section(s) of the BIS curriculum are covered

Students will be able to apply their knowledge of information systems, understand the principles of architectural design, and interpret the components of computer and information architecture in context. Understand the role and impact of technology services on business performance. Understand the role of technology in business process-based value creation. Show detailed knowledge in service level management. Understand modern technologies and appropriate applications in explaining the key activities involved in the process of digitalizing a business and its processes. Demonstrate a broad knowledge of information systems that support business processes and activities (ERP, BI, CRM, SCM, ...). Understand classification of IT applications based on the main business processes, sub-domains and strategic layers.

5.2 APPLICATION ARCHITECTURE

5.2.1 Enterprise Architecture Development

1. Application architecture design subordinate to business functions (Not equal to systems design, logical grouping of capabilities and technology-independent accounting)
2. Architecture repository - what is available (generic business models, ebXML, UML, integrated information system reference model, etc.)
3. Inputs: organisational model, framework, application protocols, target architecture, reusable building blocks, reference models, definition documents, requirements specification, data architecture and roadmap; maturity survey, communication plan
4. Implementation
 - a. Reference model selection, perspectives and tools
 - b. Modelling process (enumeration of applications, application components, logical and physical model, implementation plan for migration, development, operation, choice of decomposition rigour and granularity)
 - c. Catalogue of building blocks (applications, interfaces) following the meta-model hierarchy
 - d. Comparison with business functions (the data model can be used to validate the business architecture), iterations expected
 - e. Create necessary diagrams (per perspective: communication, application-user, operational, process perspective, migration, software design, maintenance)
 - f. Requirement analysis (functional and non-functional requirements, assumptions and constraints, domain-specific data architecture principles, policies, standards, recommendations, specifications)
5. Application architecture design subordinate to business functions (Not equal to systems design, logical grouping of capabilities and technology-independent accounting)
 - a. Baseline application architecture description (in terms of target architecture)
 - b. Description of the target architecture
 - c. Gap analysis (reused and/or new building blocks, checking model accuracy, consistency)
 - d. Define roadmap elements (project plan, milestones)
 - e. Impact assessment
 - f. Formal stakeholder analysis (motivations, business practices, data architecture), identification of change needs
6. Architecture output

5.2.2 Case study steps and/or output

The expected output is:

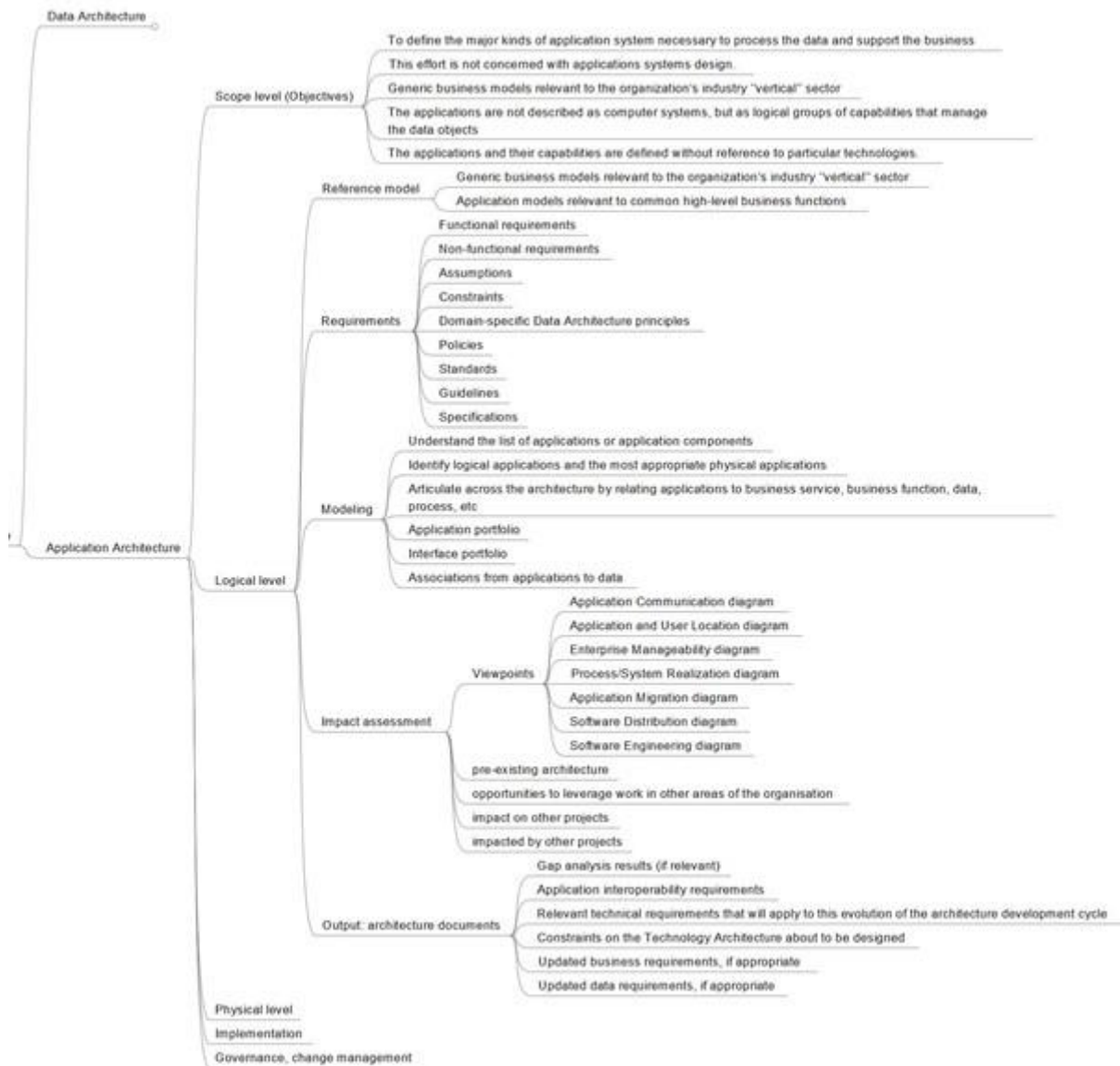
- Refined and updated versions of the Architecture Vision phase deliverables, where applicable:
 - Statement of Architecture Work, updated if necessary
 - Validated **application principles** or new application principles (if generated here)
- Draft Architecture Definition Document, including:
 - Baseline Application Architecture, Version 1.0, if appropriate
 - Target Application Architecture, Version 1.0
 - Process systems model
 - Place systems model
 - Time systems model
 - People systems model
- Views corresponding to the selected viewpoints addressing key stakeholder concerns
- Draft Architecture Requirements Specification, including such Data Architecture requirements as:
 - Gap analysis results
 - Application interoperability requirements
 - Relevant technical requirements that will apply to this evolution of the architecture development cycle
 - Constraints on the Technology Architecture about to be designed
 - Updated business requirements, if appropriate
 - Updated data requirements, if appropriate
- Application Architecture components of an Architecture Roadmap

5.2.3 Need to know to perform the step

The training logic is similar to that described for data architecture. It is now possible to go further and include applications in the design by using the design software. At this point, project planning is enriched, the roadmap, priorities can change (it is good if they do), and stakeholders can have a meaningful say at this point.

Waterfall model vs **agile** development paradigms can be introduced, analysing the impact on the organisation, or conversely, identifying the causes and drivers of organisational resistance.

At this point, one can also dive into **business intelligence** as a specific application layer. On the other hand, the world of IoT, machine learning, automatic control (robots, AI), in short, intelligent systems, can also come into the picture here, of course, consistent with the data architecture.



9. Figure Application architecture (Source: Authors)

5.2.4 What section(s) of the BIS curriculum are covered

Students will:

- have the ability to apply the principles and tools of system development methodologies, implement business applications, and initiate organisational changes required for the implementation;
- be able to plan and manage small development projects;
- have basic knowledge of all areas of information management, including IT strategy, process management, systems development, knowledge management, IT service management, project management, risk management, performance management, IT asset management, IT security and IT audit;
- demonstrate an understanding of the concepts and techniques by applying object-oriented modelling techniques in analysis and design of an object-oriented system;

- demonstrate a systematic understanding of a range of current technologies and methods and the role of these in the effective design, implementation and usability of computer-based systems;
- be able to systematically apply software development methods in the production of a software system and evaluate the system's fitness for purpose.

5.3 DATA ARCHITECTURE

5.3.1 Enterprise Architecture Development

1. Data architecture design: to design data content and entities that are appropriate for the business architecture, to explore the relationships with existing databases
2. Data management
 - a. Which applications produce or manage the master data?
 - b. All applications must relate to the data in a consistent and coherent way
 - c. Explicitly define relationships between data and business functions
 - d. Where data is generated, how it is stored, transmitted, data security
 - e. Software applications to support data integration (e.g. ETL)
3. Data migration
4. Architecture input (organisational model, architecture framework, data management principles, policies)
5. Architecture repository: generic data models
6. Data architecture design: choice of level of detail, resolution
7. Reference models, perspectives and tools (E-R models, class diagrams)
 - a. Define the data modelling process (viewpoints, stakeholder perspectives, data collection, rationalisation, review, finalisation)
 - b. Identification and definition of the catalogue of data building blocks (data set, hierarchy, data model preparation, key data entities, traceability, finalisation)
 - c. Assessment of data relationships and their impact, data set rationalisation, comparison with application architecture
 - d. Preparation of data relationship diagrams (enterprise and local, class diagrams, lifecycle, security, migration, hierarchy diagrams)
 - e. Requirement's identification (functional and non-functional, assumptions, constraints, domain data architecture principles, policies, standards, recommendations, specifications)
8. Data architecture design objective: design data content and entities appropriate to the business architecture, explore relationships with existing databases
9. Description of baseline and target data architecture
 - a. the level of detail is determined by the target architecture and target business architecture
 - b. rely as much as possible on building blocks and repository
 - c. stakeholder considerations should be validated (security, redundancy)
10. Perform a gap analysis
 - a. check consistency, completeness and accuracy
 - b. identify obsolete (to be deleted) and new building blocks
 - c. identification of building blocks to be upgraded and procured
11. Identification of roadmap components
 - a. preparation of the roadmap

- b. prioritisation
- 12. Exploring the impacts on the architectural landscape
 - a. how the new architecture will affect the existing ones
 - b. whether the data architecture has any impact on architectures in other areas of the organisation
 - c. whether the data architecture has any impact on other projects in the organisation or their impact on the data architecture
- 13. Formal stakeholder interviews and analysis
- 14. Finalisation of the data architecture
- 15. Creation of architecture document
- 16. Architecture output

5.3.2 Case study steps and/or output

The expected output is:

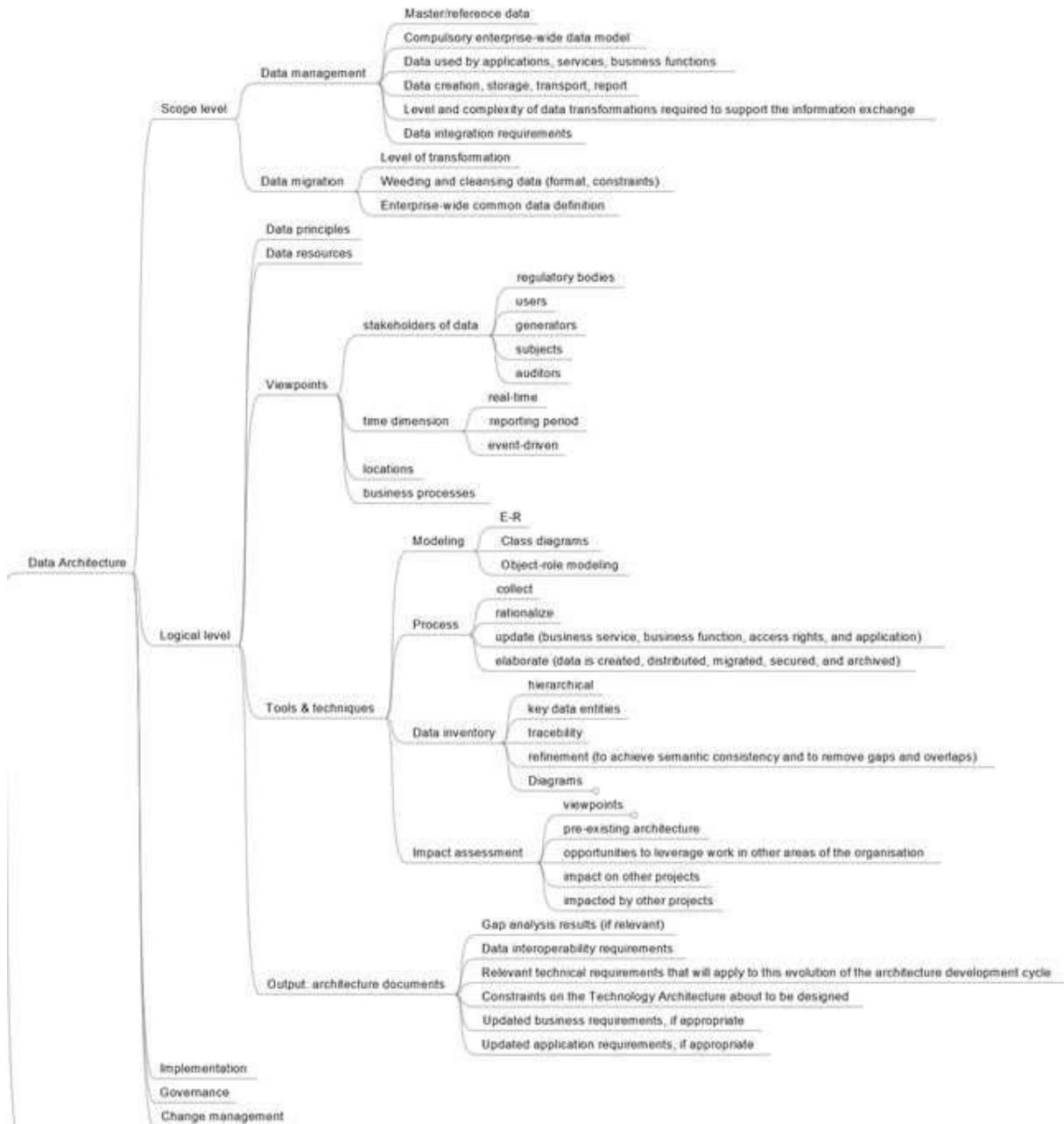
- Refined and updated versions of the Architecture Vision phase deliverables, where applicable:
 - Statement of Architecture Work, updated if necessary
 - Validated **data principles** or new data principles (if generated here)
- Draft Architecture Definition Document, including:
 - Baseline Data Architecture, Version 1.0, if appropriate
 - Target Data Architecture, Version 1.0 (
 - Business data model
 - Logical data model
 - Data management process models
 - Data Entity/Business Function matrix
 - Views corresponding to the selected viewpoints addressing key stakeholder concerns
- Draft Architecture Requirements Specification, including such Data Architecture requirements as:
 - Gap analysis results
 - Data interoperability requirements
 - Relevant technical requirements that will apply to this evolution of the architecture development cycle
 - Constraints on the Technology Architecture about to be designed
 - Updated business requirements, if appropriate
 - Updated application requirements, if appropriate
- Data Architecture components of an Architecture Roadmap

5.3.3 Need to know to perform the step

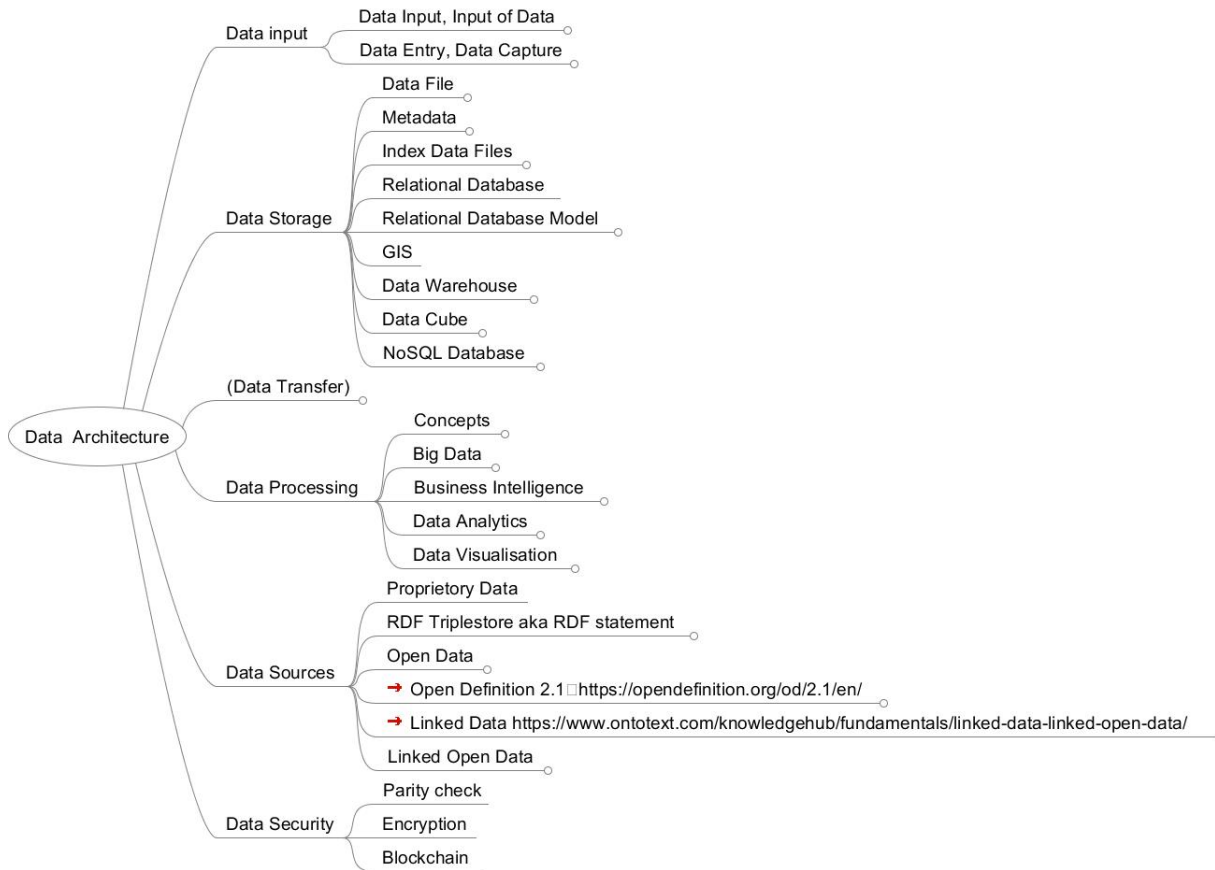
At this point, the architecture design software and practice can be introduced because it can be used to implement what has been said for demonstration purposes. Obviously, at this point, students can focus on *data structures*. Still, everything from *transactional data processing to OLAP* and *data marketplace to cloud computing* can and should be brought forward or referenced to what has already been learned. The first part focuses mainly on the *data asset management* aspects, while the second focuses on implementation. The emphasis on *security, integrity and repository* is significant.

Data modelling continues with *gap analysis*. This is didactically necessary because it highlights the benefits of using a repository, the importance of road mapping (see also **project management**), prioritisation, and coordination with other ongoing projects.

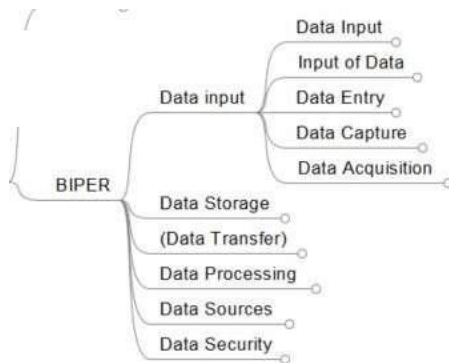
This is partly a matter of taste, but it can also be a given that data architecture precedes or follows the development of the application architecture; in fact, the two go hand in hand and should be seen as an iterative process. From an educational point of view, it is helpful to have many examples.



1. Figure Data architecture (Source: Authors)



10. Figure Data Processing Overview (Source: Authors)

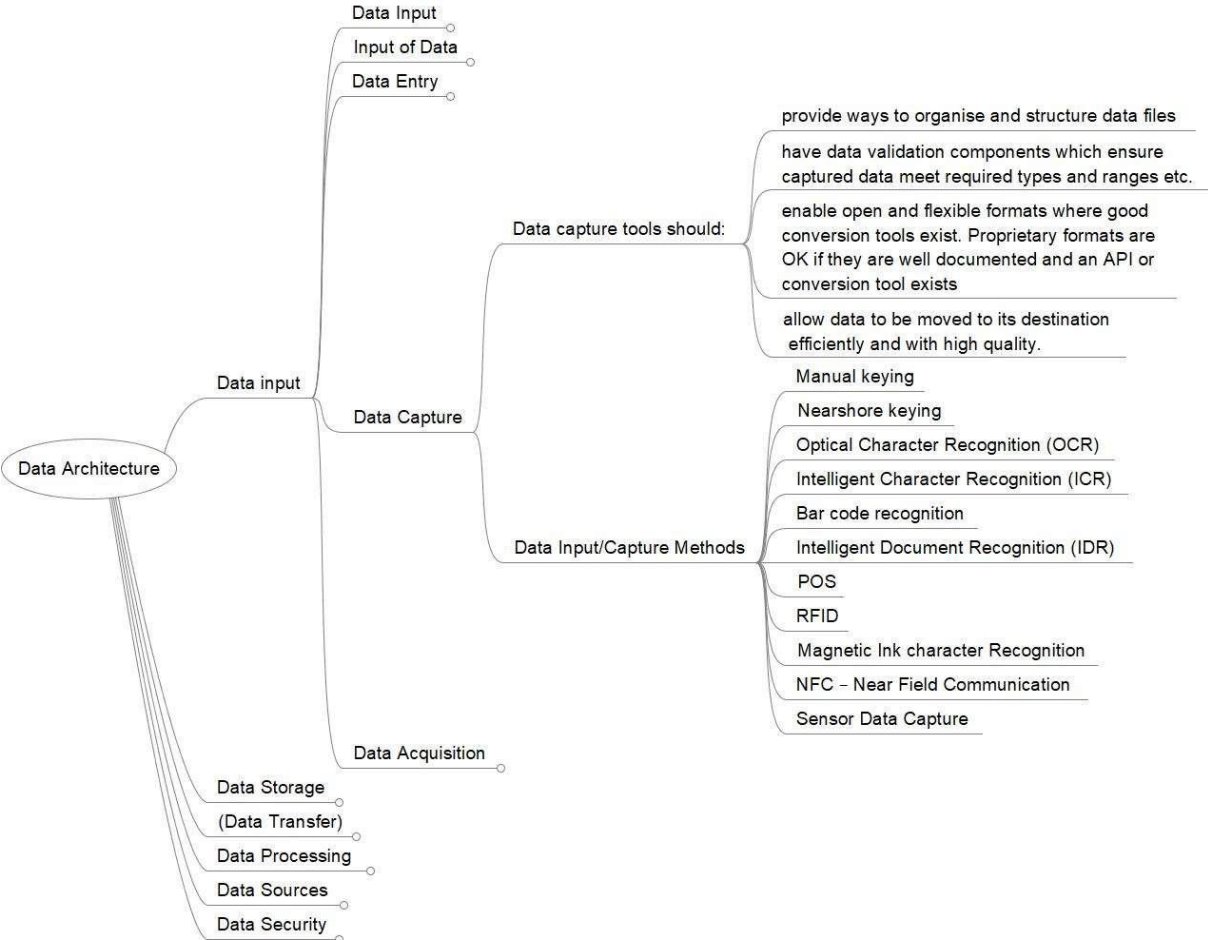


11. Figure Data Input (Source: Authors)

Data input can be performed in several ways, including by data entry. In data entry, data is placed in chosen fields of a database by a human agent using a device such as a mouse, keypad, keyboard, touch screen, or stylus, or alternatively, with speech recognition software. Data capture is a kind of data input in which there is no data entry. Instead, data is collected in conjunction with a separate activity.

Input of data, not as a direct result of data entry but instead as a result of performing a different but related activity. E.g- Barcode reader equipped supermarket checkout counters, for example, capture inventory related data while recording a sale. See also data collection and data logging.

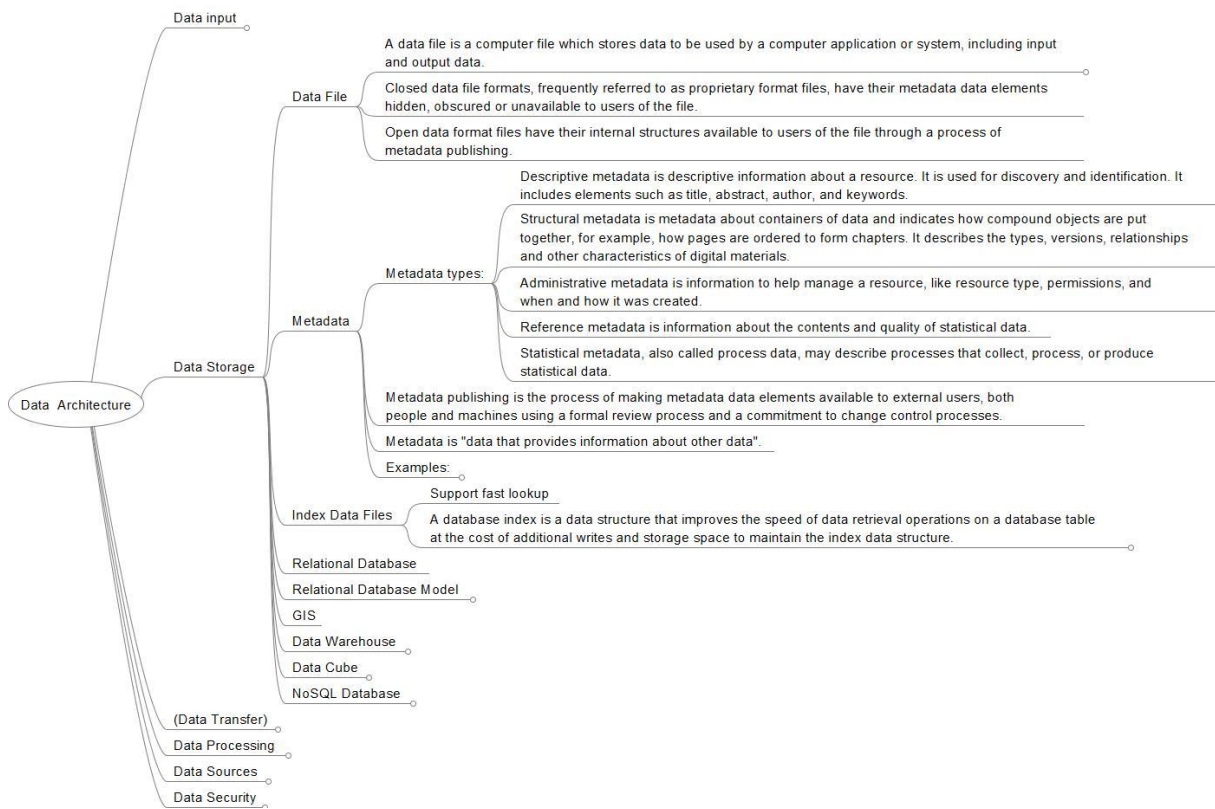
In **data entry**, data is placed in chosen fields of a database by a human agent using a device such as a mouse, keypad, keyboard, touch screen, or stylus, or alternatively, with speech recognition software. Data capture is a kind of data input in which there is no data entry.



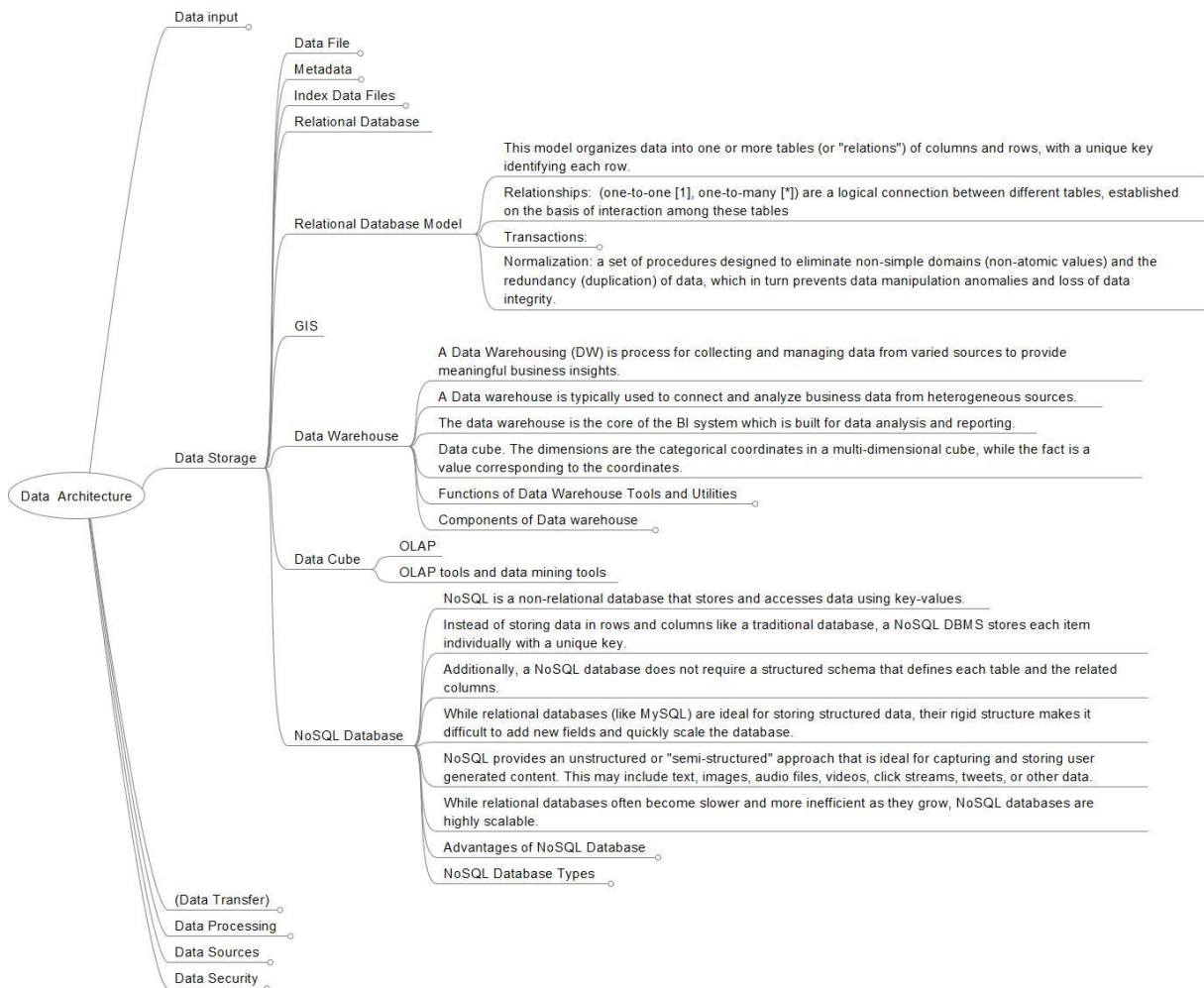
12. Figure Data Capture (Source: Authors)

Data capture is the process of collecting data which will be processed and used later to fulfil certain purposes. Ways of capturing data can range from high end technologies (e.g. Synchrotron, sensor networks and computer simulation models) to low end paper instruments used in the field. Data with good metadata attached at the point of capture can expediate data sharing, publishing and citation.

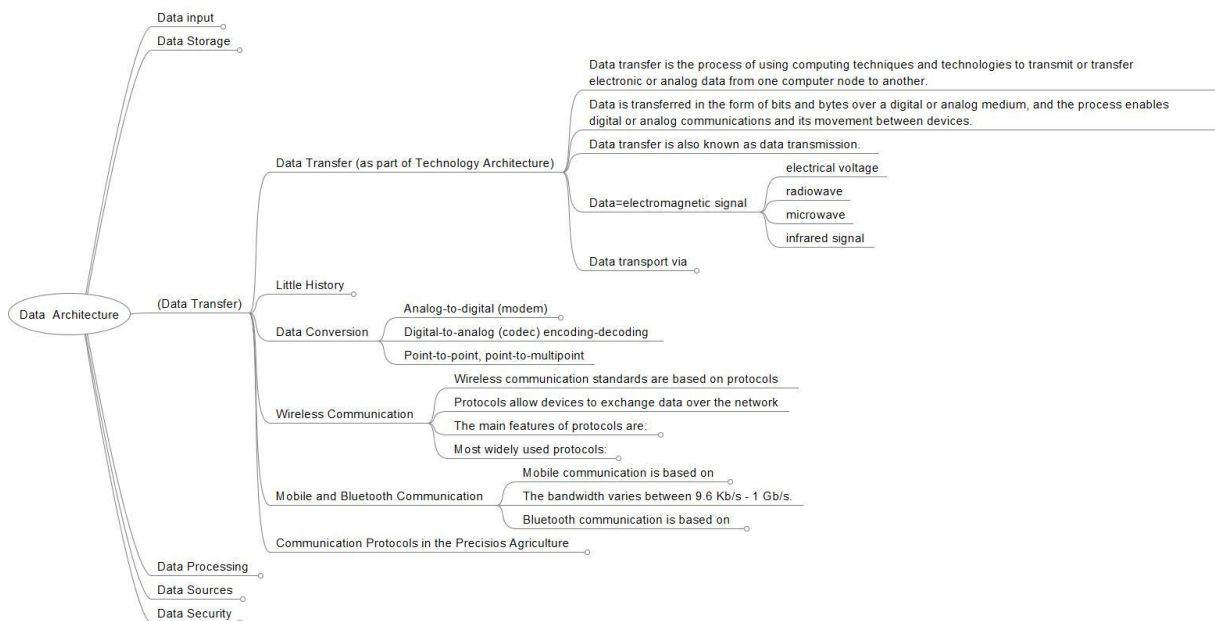
Data acquisition is the process of sampling signals that measure real world physical conditions and converting the resulting samples into digital numeric values that can be manipulated by a computer. Data acquisition systems, abbreviated by the acronyms DAS or DAQ, typically convert analogue waveforms into digital values for processing.



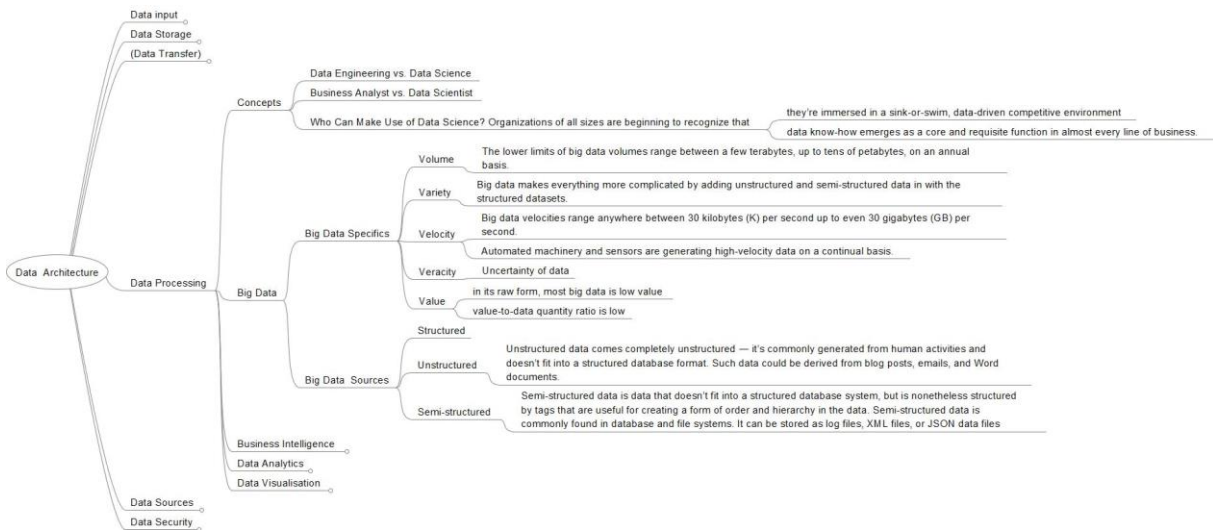
13. Figure Data Storage 1 (Source: Authors)



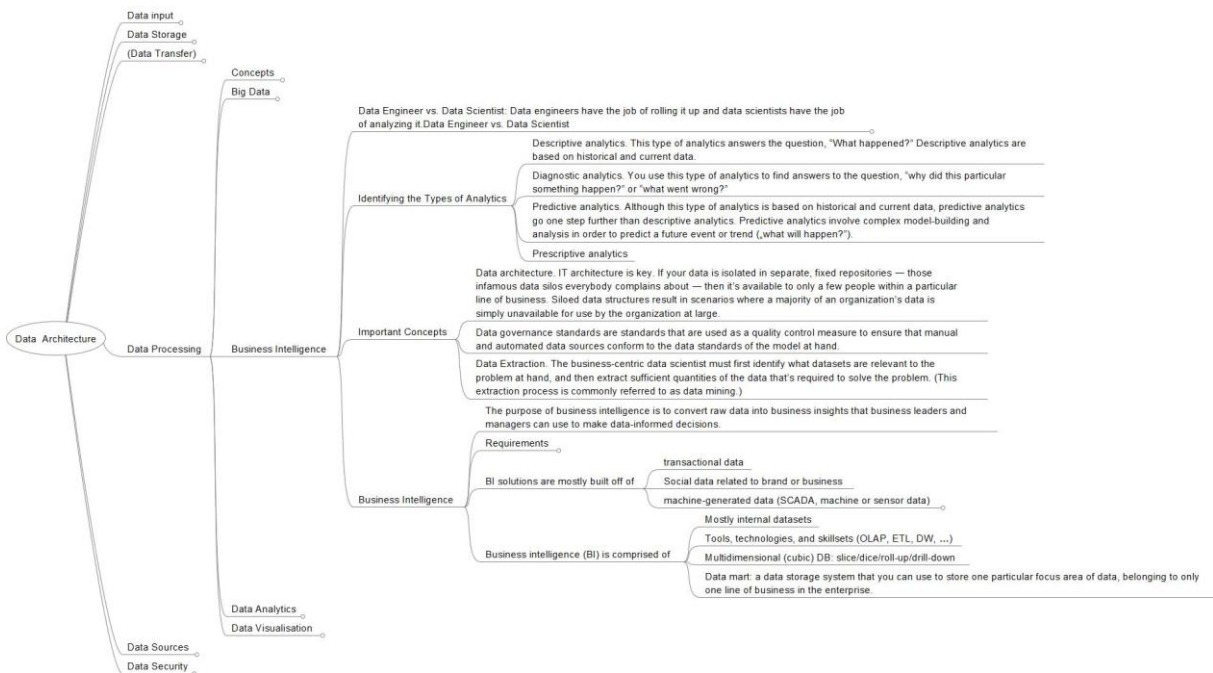
14. Figure Data Storage 2 (Source: Authors)



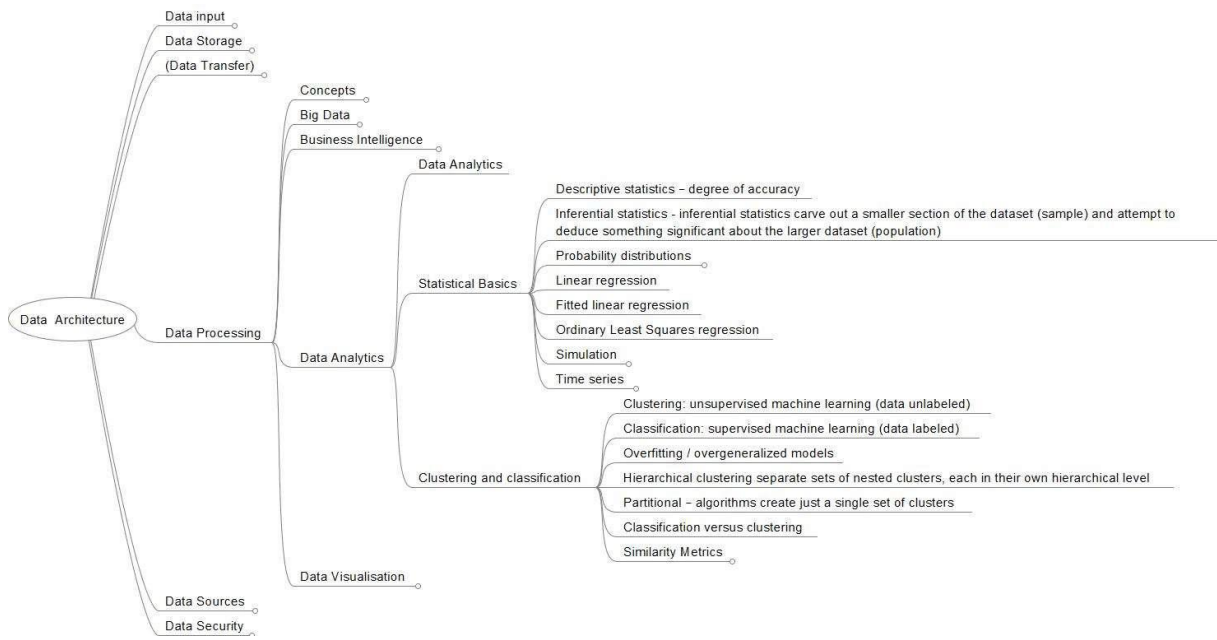
15. Figure Data Transfer (Source: Authors)



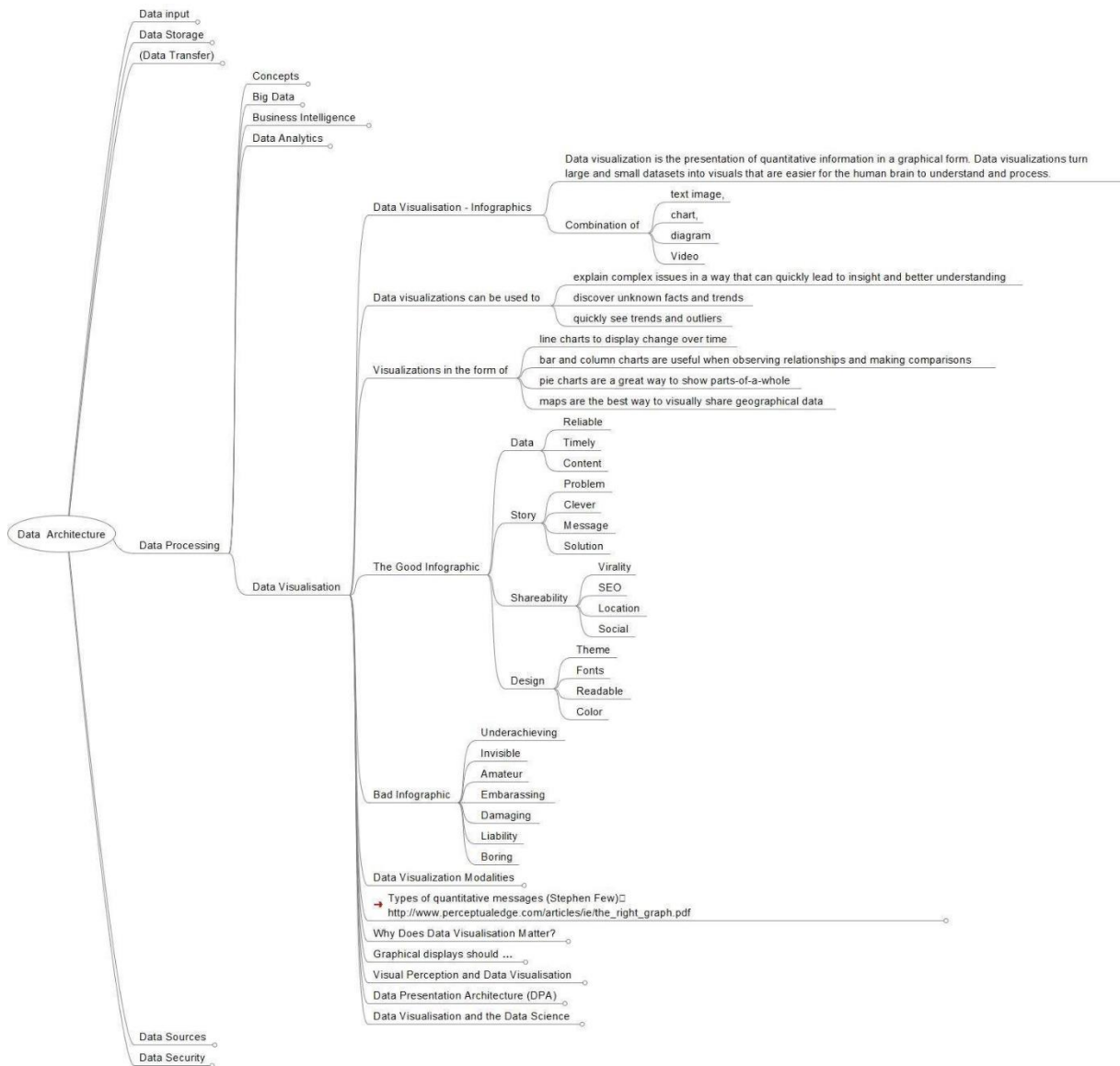
16. Figure Big Data (Source: Authors)



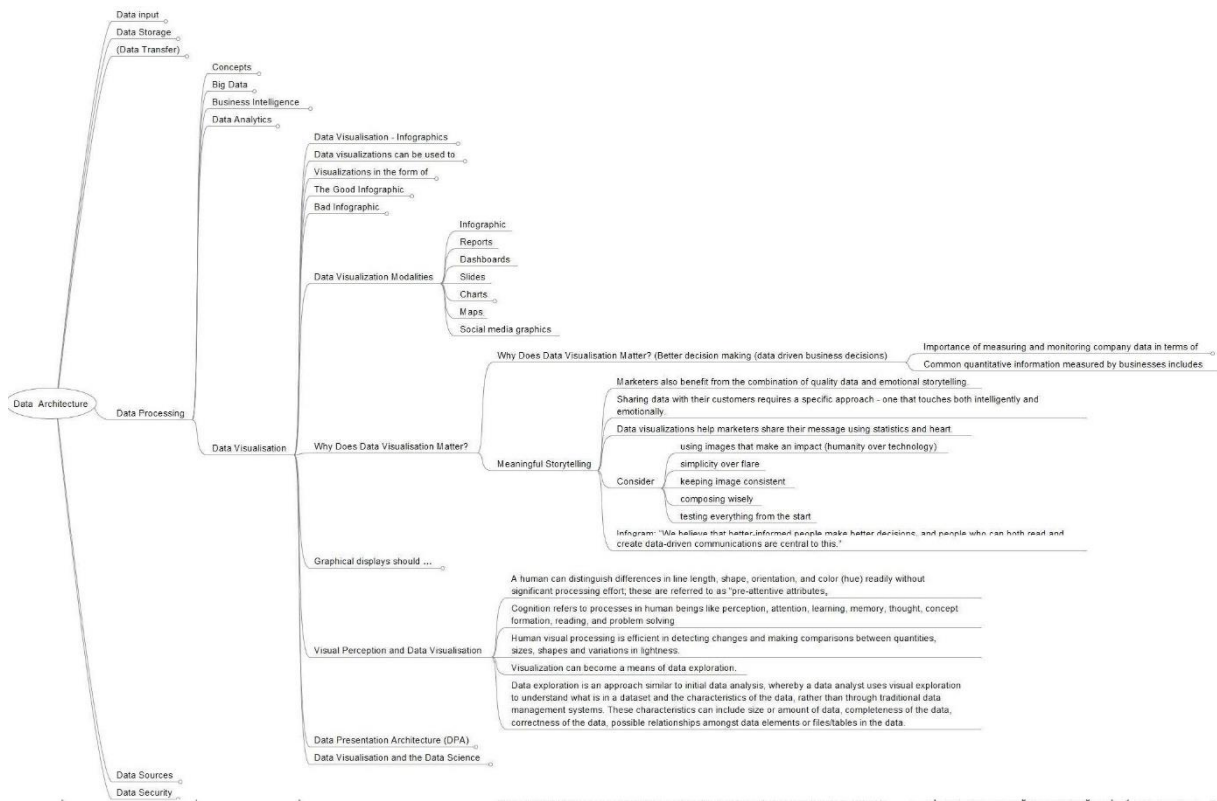
17. Figure Business Intelligence (Source: Authors)



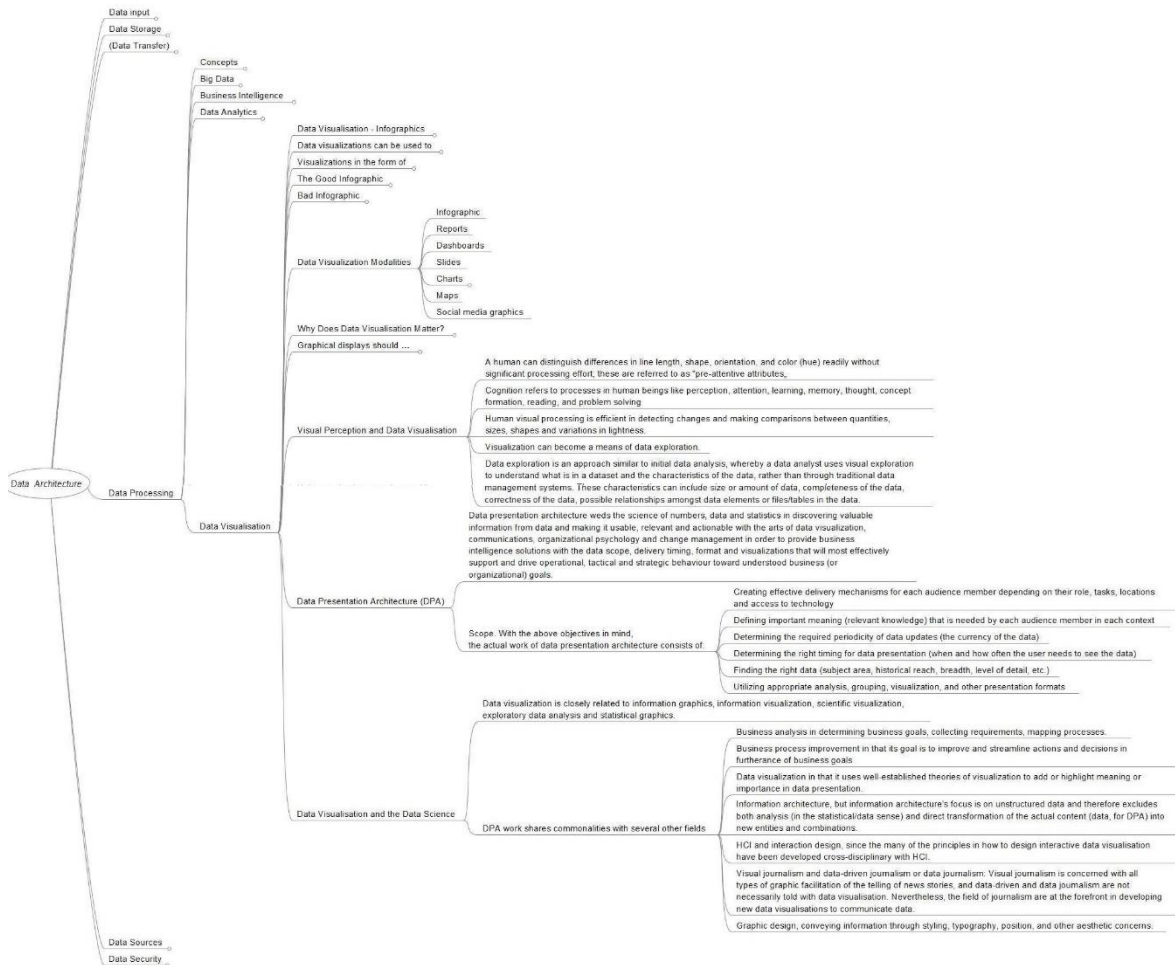
18. Figure Data Analytics (Source: Authors)



19. Figure Data Visualisation 1 (Source: Authors)



20. Figure Data Visualisation 2 (Source: Authors)

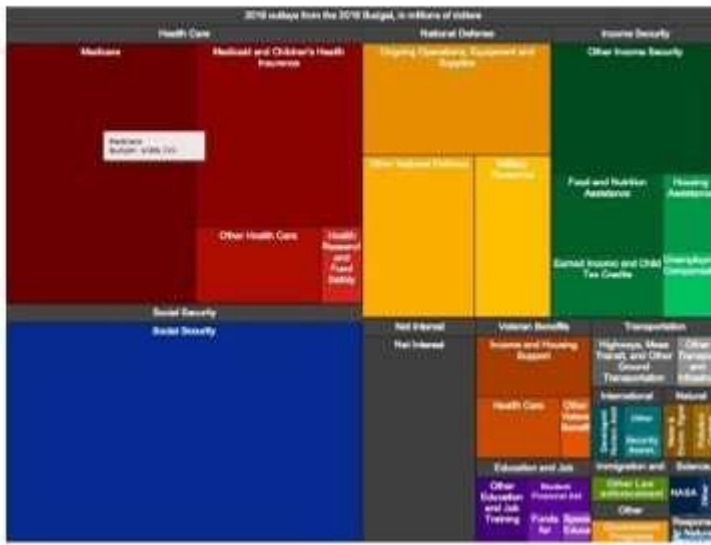


21. Figure Data Visualisation 3 (Source: Authors)



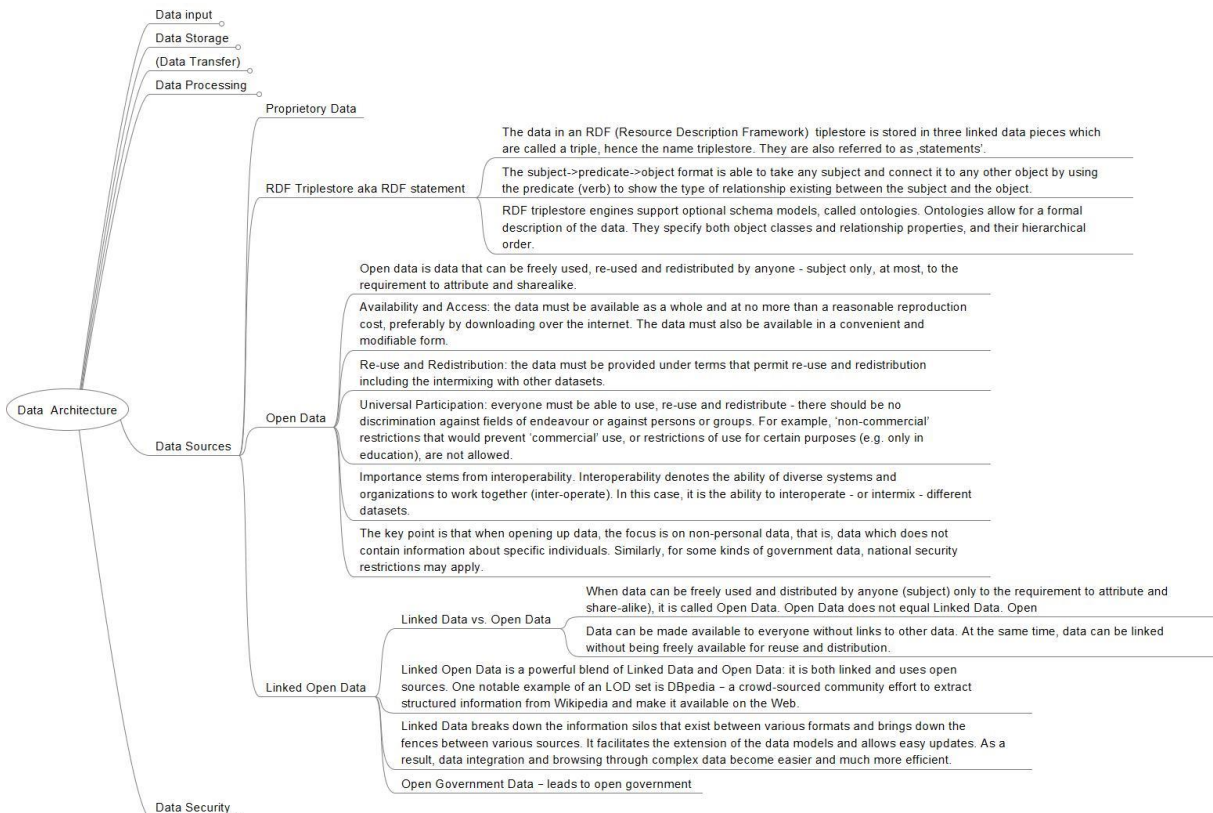
22. Figure Data visualisation example: London Transport (Source: Authors)

Interactive Government Budget (Obama WH Archives)



The key thing here is the fact that a major world power adopted interactive data visualization as a way to communicate with taxpayers about where their tax dollars would go. This complicated and obscure topic was made accessible with a simple and clear visualization.

23. Figure Data visualisation example: Interactive Government Budget (Source: Authors)



24. Figure Data Sources (Source: Authors)

5.3.4 What section(s) of the BIS curriculum are covered

Knowledge and understanding of the factors that have led to 'data explosion' and the consequences

for the management of data. A broad knowledge and understanding of the key attributes and value of data and the scope and services associated with managing data in an enterprise.

Students will be able to design and develop a database application using relational modelling (ERD) and SQL database systems. Specifically:

- demonstrate a broad knowledge of the how database management system (DBMS) software can be used to organise and secure a valuable business asset – namely data;
- demonstrate a broad knowledge of the stages of the database system development lifecycle which enables the creation of a database system to meet the requirements of users;
- demonstrate understanding of the core theories and principles associated with the relational data model;
- use a range of routine skills and techniques to produce a conceptual and logical design for a database;
- use of a range of standard functions and services provided by a relational database management system (DBMS) to implement a prototype database system.

They will also be capable of performing basic activities of database management as well as simple tasks of data migration.

6 TECHNOLOGY ARCHITECTURE

6.1 Enterprise Architecture Development

1. Technology architecture starts with the integration of existing or to be acquired hardware and software components with the applications outlined in the application architecture
 - a. the physical implementation of the architecture
 - b. a close link with implementation and migration planning
 - c. baseline and target architecture, roadmap
 - d. identification of work packages and costing
2. Input from the architecture repository
 - a. IT services documentation, catalogue
 - b. TOGAF and generic or sector-specific reference model
 - c. Product information
 - d. Scope, maturity assessment, gap analysis and resolution, constraints, budget, governance and support
 - e. Tailored architecture development methodology, products and building blocks deployed services and tools
 - f. Non-architectural input: capability assessment, communication plan
3. Process
 - a. Detailing of building elements according to scope, objectives, identification of new elements, possible redefinition of existing elements
 - b. Selection of reference model and perspectives
 - i. clarification of technology application principle
 - ii. resource allocation (business considerations, stakeholder interests)
 - iii. define perspectives (how business objectives, stakeholder perspectives are validated) - model selection, taxonomy, localisation
 - iv. business requirements, application of fit-for-purpose, configuration and impact analysis
 - v. service specification and boundaries, performance, sustainability, localisation and latency, availability, product selection and reusability
 - vi. deviations from standards or risks identified in the impact analysis should be addressed in the options and solutions phase
 - vii. choice of tools and techniques (size, cost, capacity)
4. Technology architecture: models, perspectives and tools
 - a. Technology catalogue: product list (portfolio), consideration of standards, structure follows meta-model attributes
 - b. Diagram-based visualisation
 - i. explicit exploration of relationships between model entities, elements are accompanied by development plan (diagram) and impact analysis, diagrams represent different perspectives
 - ii. alignment of platform and hosting requirements
 - iii. stack diagrams: hardware, operating system, software infrastructure, application packages
 - iv. logic diagrams: hardware and software environment, communication links, capacity data

- v. environment dependencies, platform decomposition, network and communication
 - c. Data-driven requirements specification (assuming target architecture)
 - d. Engagement includes: functional and non-functional requirements, assumptions, constraints, technology principles, policies, recommendations, standards
 - e. Services from a catalogue, conflict-free
5. Baseline architecture description - granularity proportional to the scope
 6. Description of target architecture - granularity proportional to scope and conceptual description of building blocks (functionality is the determinant)
 7. Gap analysis after analysis of consistency and accuracy of the architecture model, qualification and classification of gaps, definition of new elements, decision on development and/or procurement
 8. Assignment and prioritisation of roadmap components
 9. Impact analysis: what works and for what? (Whether it affects the existing architecture, whether another area of the organisation or a project running elsewhere has an impact on the architecture, and vice versa.)
 10. Stakeholder analysis (motivation, fit-for-purpose), clarification if necessary
 11. Finalisation: documentation, cross-checks, traceability, comparison with architecture repository (reuse), publication.
 12. Technology architecture development outputs

6.2 Case study steps and/or output

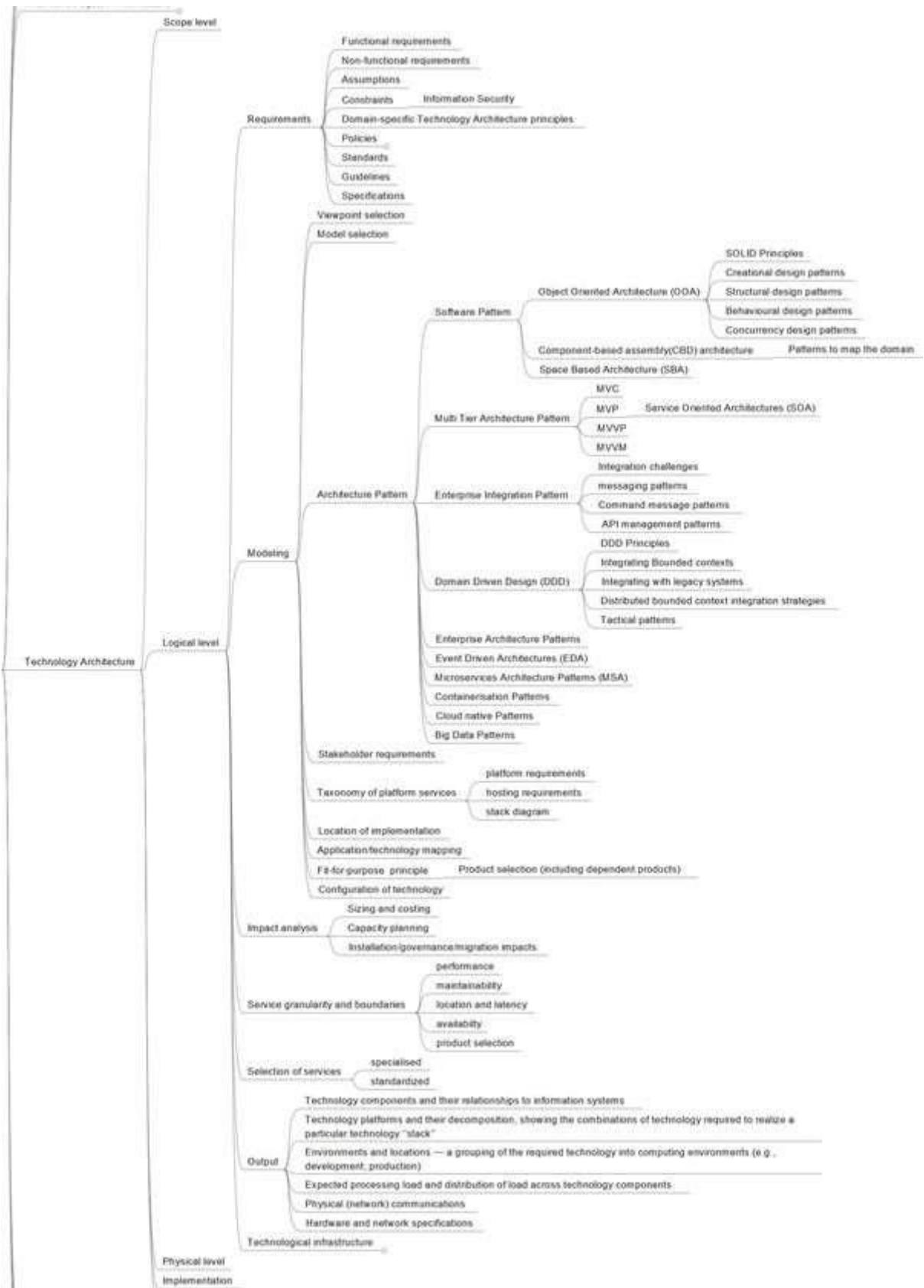
The expected output is:

- Refined and updated versions of the Architecture Vision phase deliverables, where applicable, Statement of Architecture Work, updated if necessary
 - Validated technology **principles**, or new technology principles (if generated here)
- Draft Architecture Definition Document*
- Target Technology Architecture, Version 1.0 (detailed), including:
 - Technology **Components** and their relationships to information systems
 - Technology **platforms** and their decomposition show the technology combinations required to realize a particular technology “stack.”
 - **Environments and locations** — a grouping of the required technology into computing environments (e.g., development, production)
 - Expected **processing load** and distribution of load across technology components
 - Physical (network) **communications**
 - Hardware and network **specifications**
 - Baseline Technology Architecture, Version 1.0 (detailed), if appropriate
 - Views corresponding to the **selected viewpoints** addressing key stakeholder concerns
- Draft Architecture Requirements Specification*
- Technology Architecture requirements as gap analysis results, requirements output from Phases B and C and updated technology requirements
 - Technology Architecture components of an Architecture Roadmap

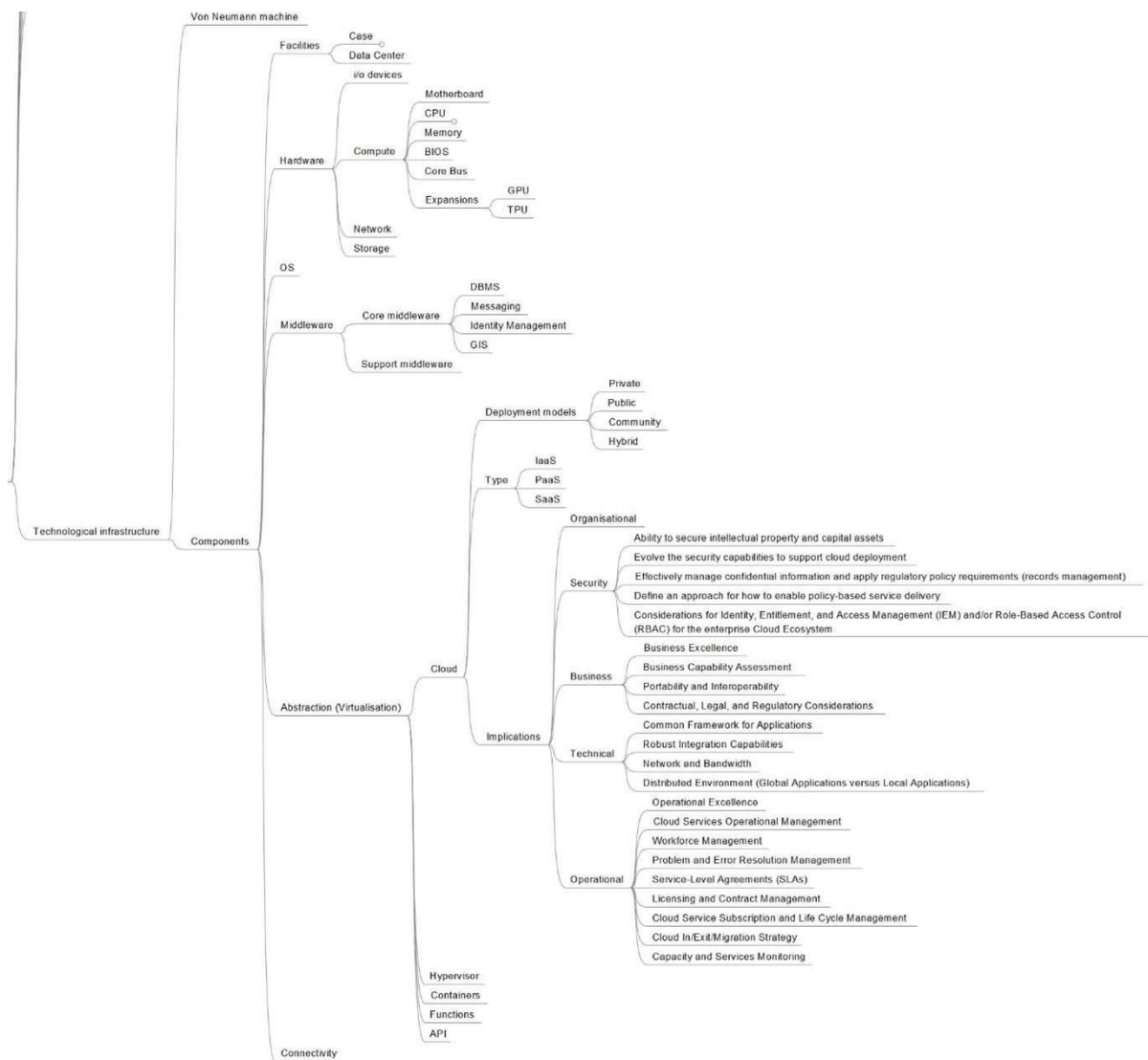
6.3 Need to know to perform the step

This is a highly technical part, but it is worth mentioning the different service models (in-house, cloud, client/server, ASP, etc.). However, C/B analysis, security aspects, dependency analysis should be covered here. It is also worth showing industry reference models, not just the advantages and disadvantages of platforms.

Topics to highlight (avoid excessive technical detail): *engagement* - this should be included in the strategy section but can also be filled with concrete content; *gap analysis* and *granularity* - mainly approached from the perspective of transit architectures but also based on maturity models, mainly due to cloud computing, can be well discussed in combination with *scalability*; *roadmap* and *project management* (mainly highlighting resource allocation and scheduling aspects) and in combination with *impact analysis*, the latter making sense together with *stakeholder analysis*.



25. Figure Technology Architecture (Source: Authors)



26. Figure Technology infrastructure (Source: Authors)

6.4 What section(s) of the BIS curriculum are covered

Students will be able to understand the technology architecture and its resources including hardware, software, and middleware. They will be able to explain the differences including advantages and issues of the different types of technology architecture such as stand alone, server-based, N-gears, Virtualized, Cloud-based, and Edge computing. Understand the types of Clouds – a) Private, Public, and Global; b) based on level of service (IaaS, PaaS, SaaS, etc.).

Understand requirements for facilities, computer hardware, connectivity and computation delivery, hardware abstraction, operating systems, middleware, and API. Be able to explain how data is stored.

Students will be familiar with concepts of computation services, Computer Networking, Encryption, Storage services, Virtual Machines, Kubernetes, DBMS, Messaging and Queuing, Firewall, as well as

Security principles, an presentation types. Knowledge and understanding of the main theories and principles associated with the relational data model and language (i.e. SQL). Knowledge and understanding of concepts associated with database design techniques (e.g. entity-relationship (ER) modelling and normalisation).

7 EDOER.EU

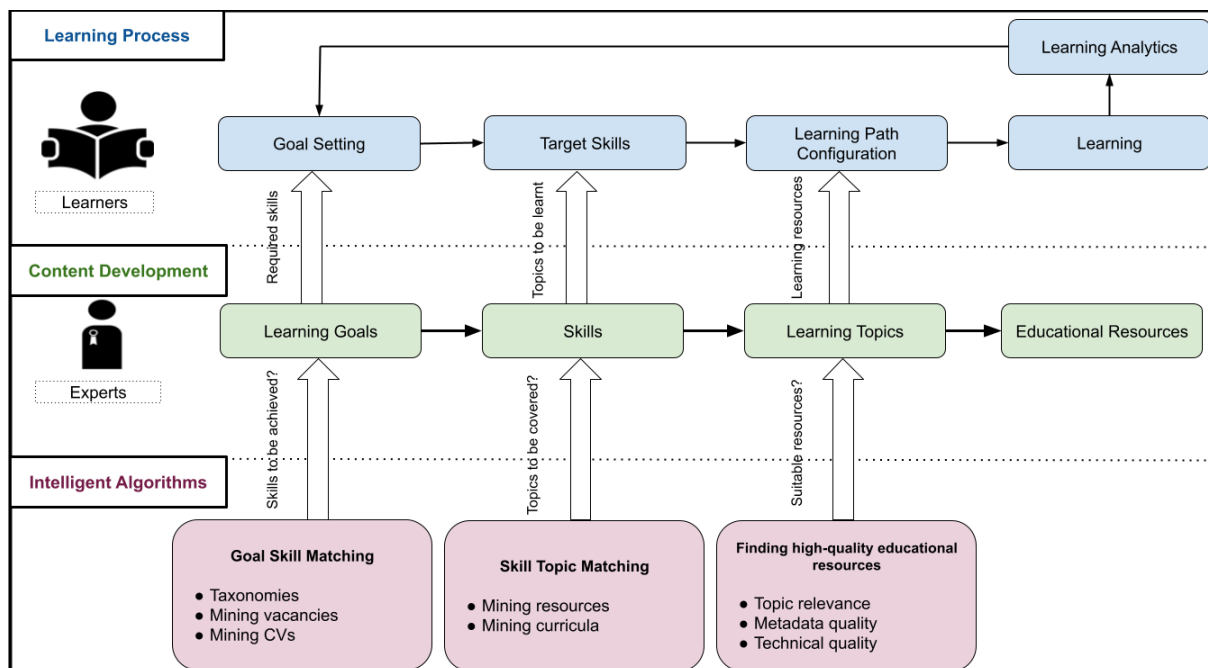
EDOER is A *research project* run by [Technische Informationsbibliothek \(TIB\)](#) and [University of Amsterdam \(UvA\)](#).

This research project departs from the recent, dramatic changes in global societies, forcing many citizens to re-skill themselves to (re)gain employment. Therefore, learners need to be informed about their skills to achieve in their current/future jobs. Subsequently, high-quality, personalized educational content and services are also essential to serve this high demand for learning. Free and Open Educational Resources can play a key role in this regard, as they are available in a wide range of learning and occupational contexts globally. However, their applicability so far has been limited due to low metadata quality and complex quality control. These issues resulted in a lack of personalised functions, like recommendation and search.

7.1 eDoer General Description

eDoer is aiming at empowering learners through open, personalised learning and curriculum recommendations, on the basis of up to date labour market information and freely available online Open Educational Resources (OERs). In order to meet this objective, eDoer utilizes cutting edge AI technology (see section on eDoer methodology). Learners in eDoer interact with a learning content recommender through a dashboard, in which they can set their own learning objectives, display the list of required skills and learning topics, set their learning context, and receive relevant OER recommendations accordingly. During their learning process, learners can also rate their satisfaction with recommendations, and update their learning preferences. This strategy detects changes in learner profiles, and fine tune the precision of recommendations.

eDoer is strongly being built on open science principles, and it is one of the few new generation learning environments, which 1) empower learners to take control and responsibility for their own skill development, 2) improve skills on the basis of labour market information and personalised OER recommendations, and 3) foster the uptake and reuse of OERs through a systematic, hybrid (human-AI) quality control mechanism. eDoer is a community based application, meaning that it is available for a very wide range of learners globally (intelligent functions need a free registration), and both the technical and curriculum development sides are available for any professionals and professional communities. The Open Science basis also means that the source code and the algorithms are available as open source software. eDoer is hosted by TIB, which is part of the official German national research infrastructure.

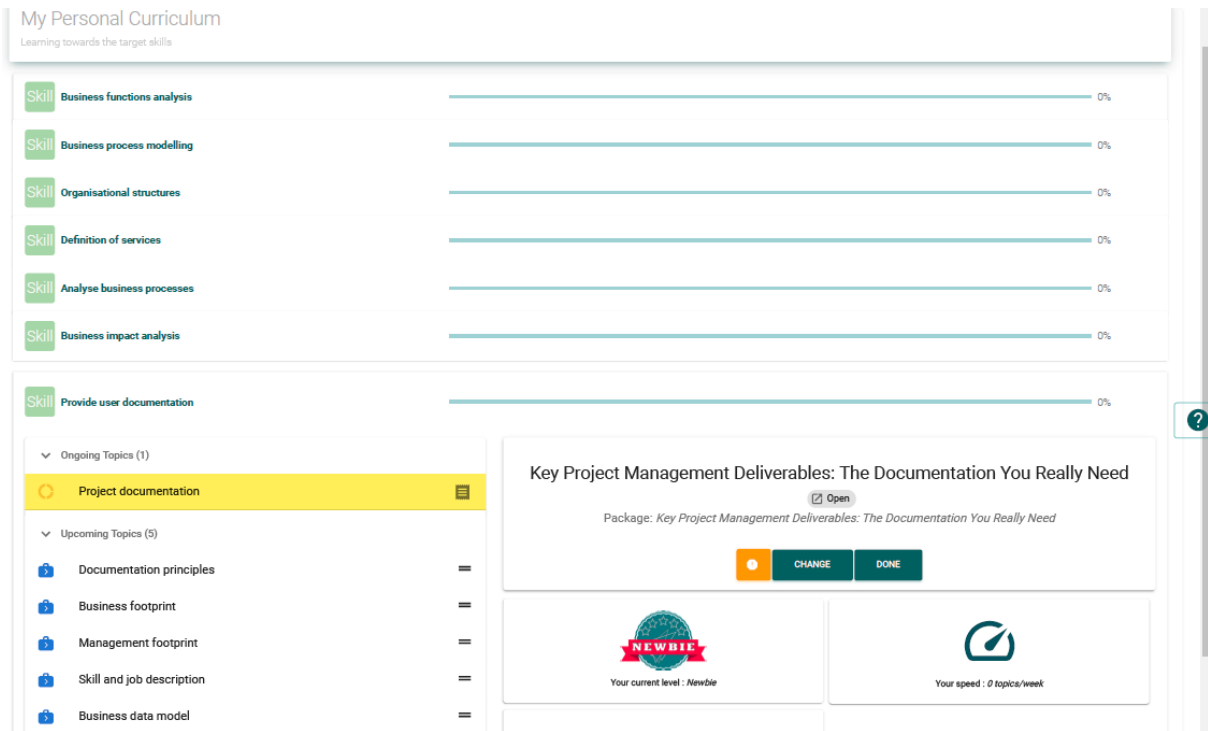


27. Figure The eDoer recommendation concept (Source: eDoer)

7.2 eDoer Methodology

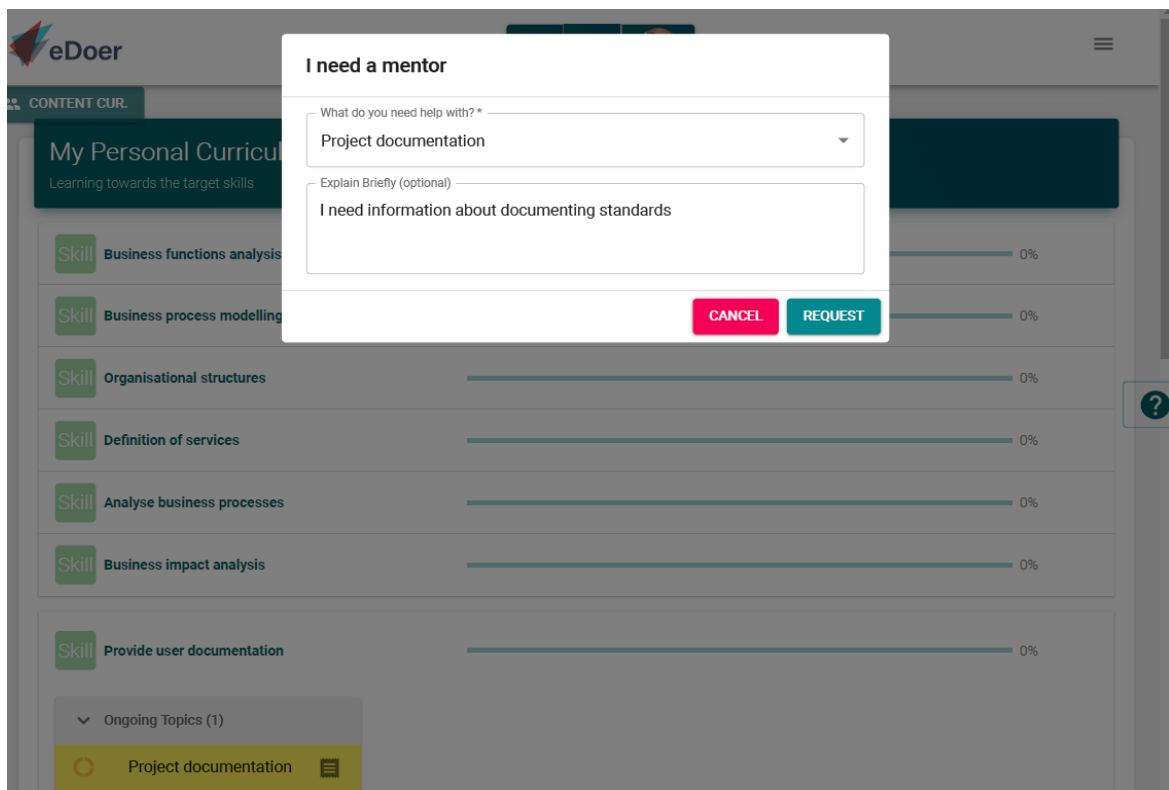
eDoer is based on a community based open software, on openly available education and knowledge resources and AI driven recommendation algorithms, aiding both learners and educational content curators. In general, human experts together with AI are co-curating knowledge (educational content), organizing this content in a four level (learning goal, skill, learning topic and educational resources) curricula, and making these curricula available for learners. This logic is depicted in Figure 27 and works as follows:

On the learner side, learners need to set their learning goals. These goals are translated to individual skill or learning topic targets, and build up individual learning pathways. Furthermore, based on the user profile, which contains contextual information about the learning (e.g. geographical location, or learning content related personal preferences), information on previous learning activities on the eDoer platform, and the user's behavioural data (e.g. what content the user selects) eDoer's AI algorithm recommends learning content for the user. On the learner dashboard, the user can follow its progress towards learning goals, and fine tune the personal curricula based on the feedback. In case learners face problems they can't resolve themselves, they can request a (human) mentor to discuss their problems. On Figure 28 learners can navigate on the left among their target skills (green) and underlying topics (blue). On the right, a topic relevant open learning content recommendation is visible.



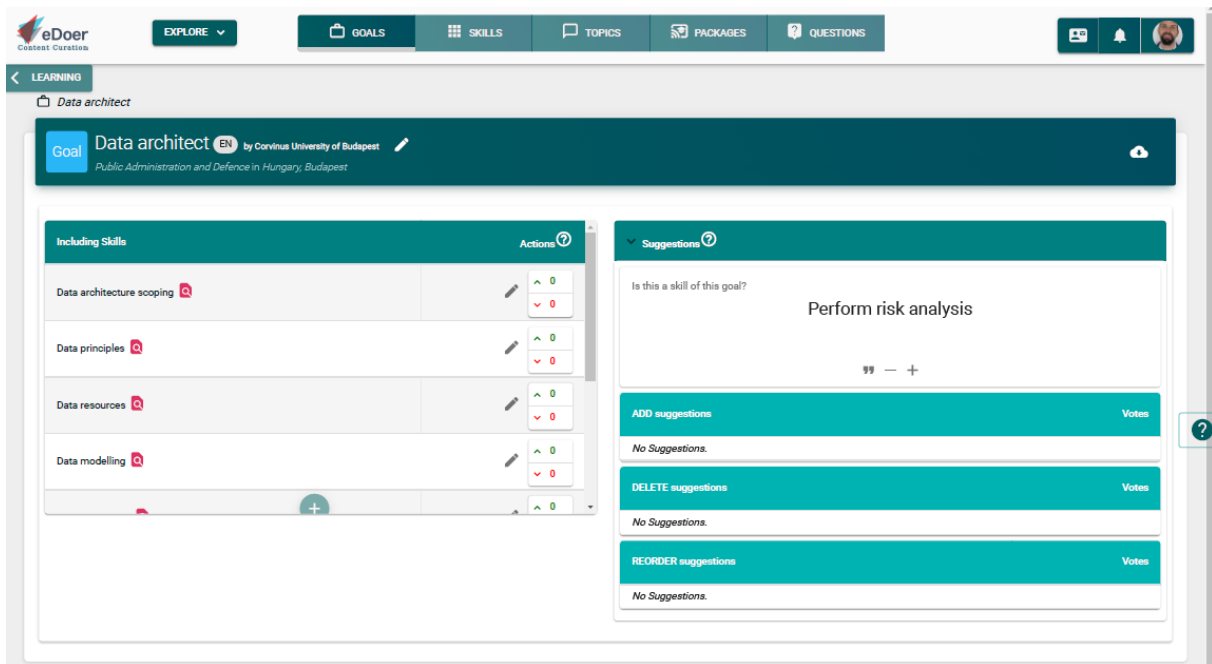
28. Figure The eDoer learner interface (Source: eDoer)

Then, if needed, they can ask for mentoring help (see Figure 29): in case learners need the help of a human expert, they can request help in relation to a specific skill or a specific topic (here: project documentation).

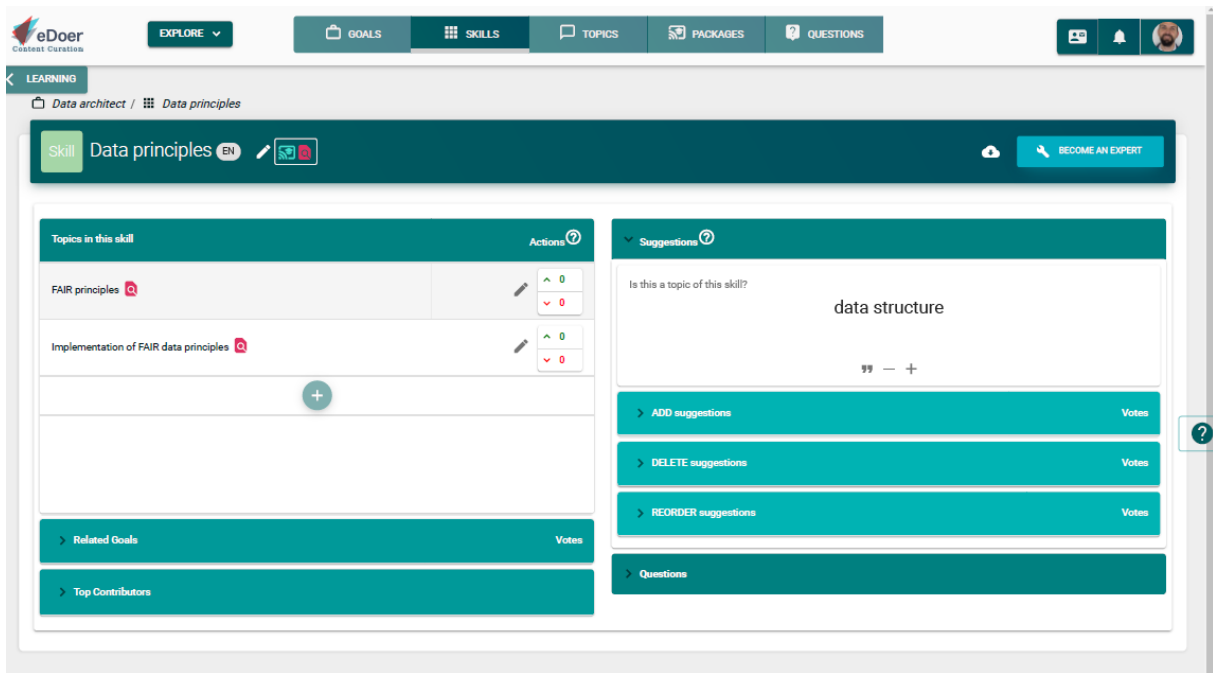


29. Figure Mentoring request in eDoer. (Source: eDoer)

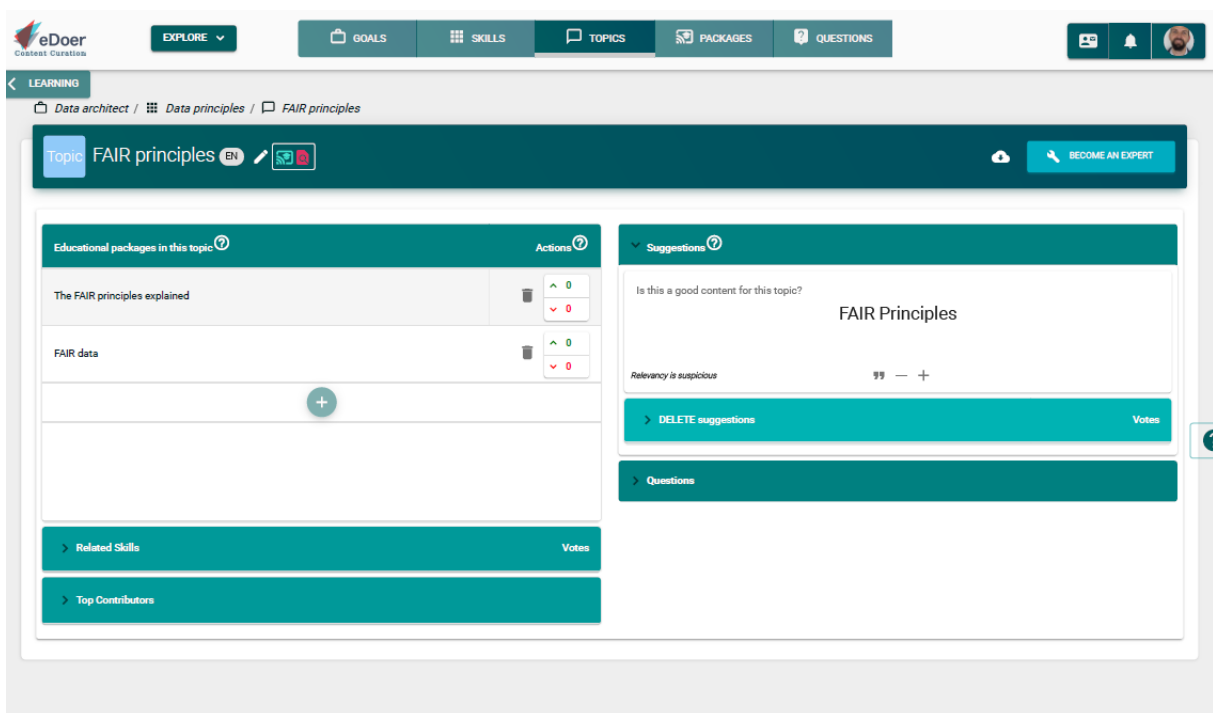
On the content curator side the AI is working under the hands of domain experts. When creating a curriculum according to the four levels (learning goal, skill, learning topic and educational resources), the AI constantly recommends elements for the curriculum. These recommendations are based on information coming from labour market related databases and taxonomies (e.g. ESCO or vacancy announcements), text mining of openly available educational curricula and educational content. When it comes to educational content the AI also performs an initial quality assessment in terms of technical quality (e.g. video or sound quality of audiovisual content), metadata quality and relevance to learning topics. Human experts are confronted with content, which have passed this quality check, to decide what content or concept they include in the curriculum. Content creator recommendations demonstrated in Figures 30-32.



30. Figure eDoer Skill recommendations for learning goals on the curriculum designer interface (Source: eDoer)

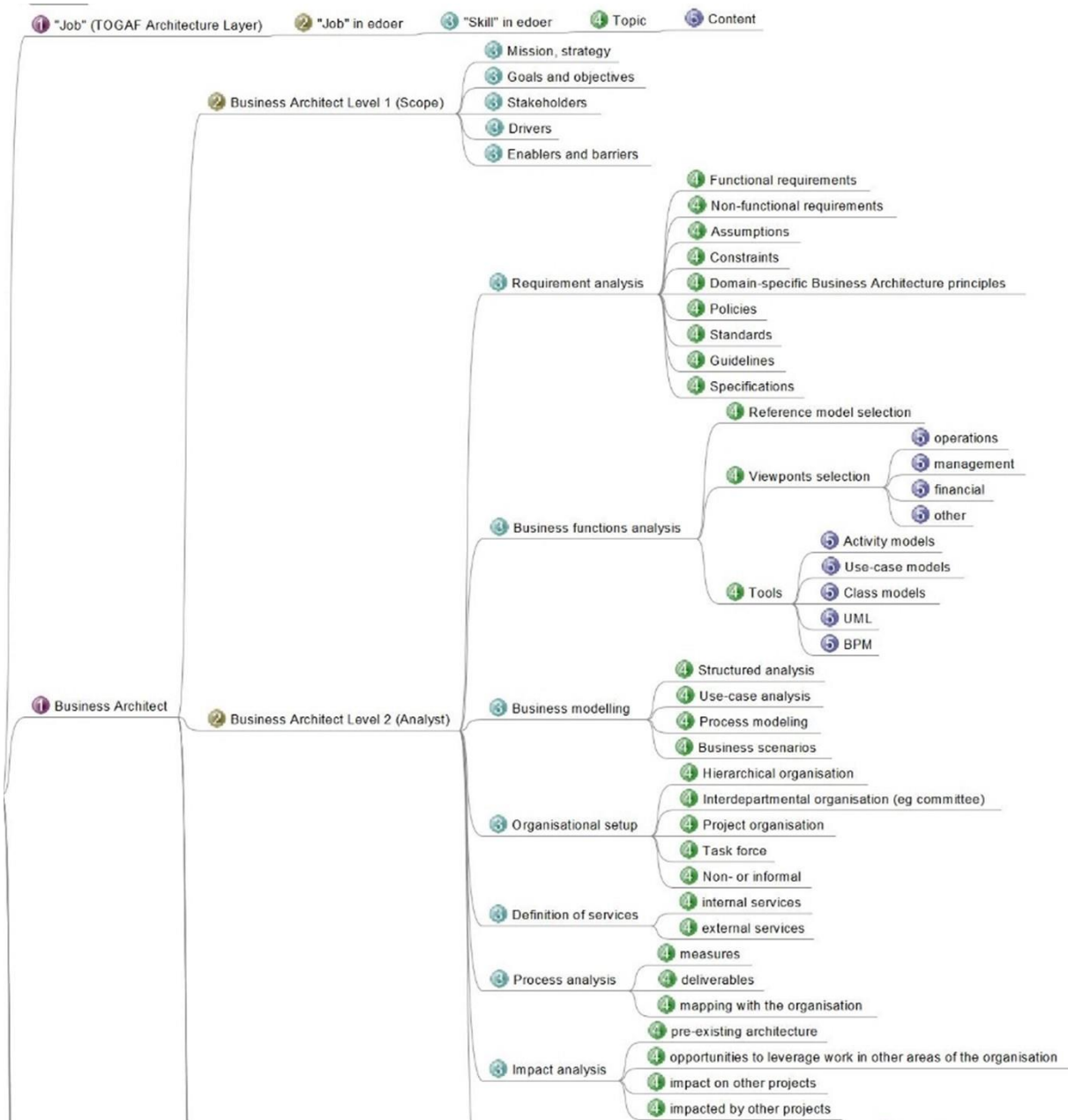


31. Figure eDoer topic recommendations for skills on the curriculum designer interface (Source: eDoer)

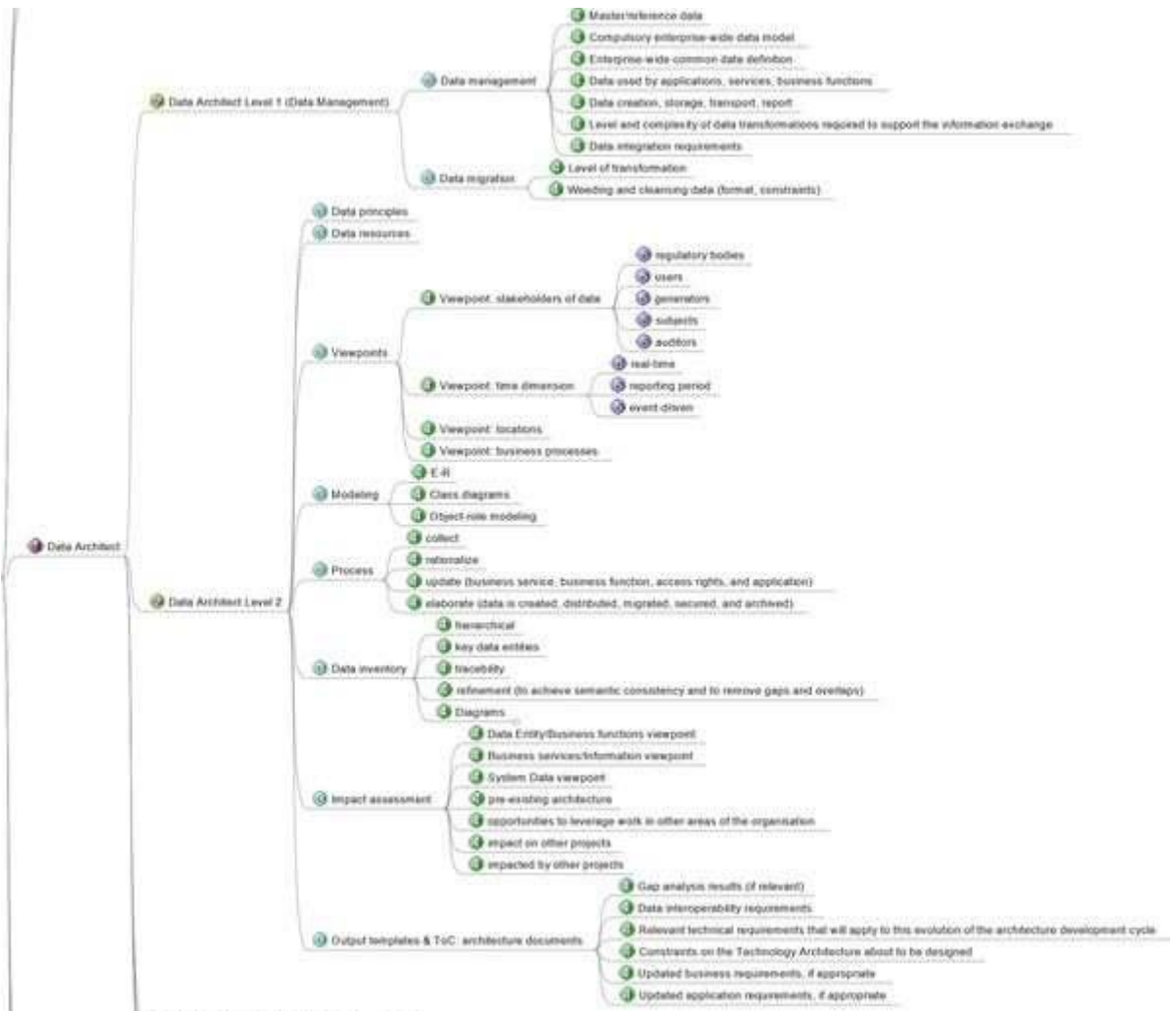


32. Figure eDoer learning content recommendations for topics on the curriculum designer interface (Source: eDoer)

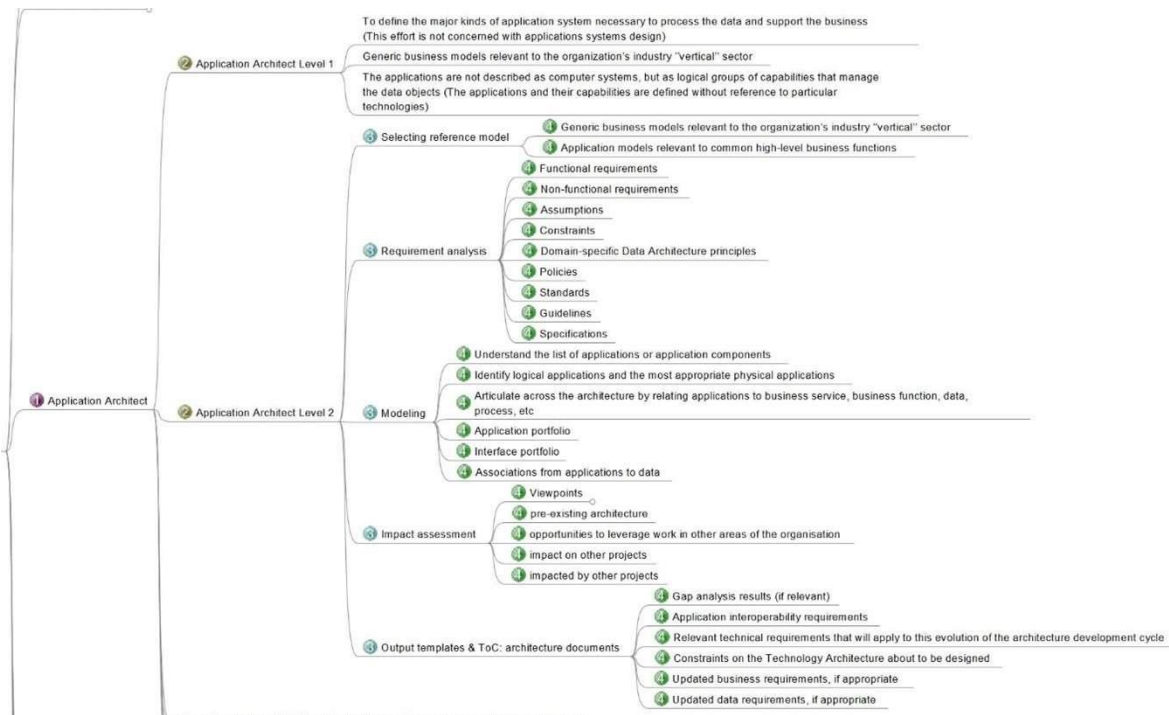
Figures 33 to 36 show actual BIPER content uploaded for roles specifically added for BIPER.



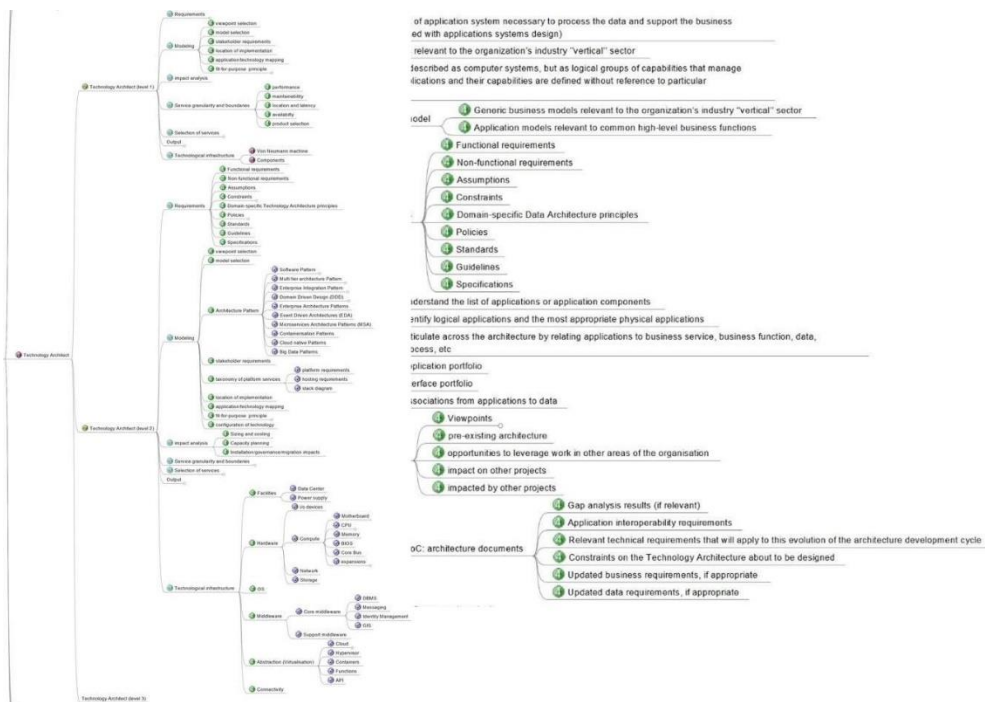
33. Figure Business architect (Source: Authors)



34. Figure Data architect (Source: Authors)



35. Figure Application architect (Source: Authors)



36. Figure Technology architect (Source: Authors)