



# A structure for the ESCO skills pillar

Member States Working  
Group on ESCO  
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# State of play

- Currently 13,500 skills with limited structure
- Discussed on each of the last five ESCO Maintenance Committee meetings
- Pilot project to test different structures
- Last ESCO Maintenance Committee:  
Conclusions based on these findings

# Outcomes of the discussion

- Review of use cases relying on skills structure
- Focus on value-adding approaches, in a phased approach:
  - Hierarchical structure using the approach of the Canadian skills hierarchy as starting point
  - Clustering of skills by Field of Education and Training (ISCED-F)
  - Clustering of skills by field of economic activity (NACE)
  - Long-term: skills contextualisation

# Use case overview

	Search	Suggestions	Grouping	Matching
E-portfolios/CV	✓	✓	✓	
Job vacancies	✓	✓	✓	
Learning outcomes	✓	✓	✓	
Job search/matching	✓			✓
Training search/matching	✓			✓
Classification mgt.	✓	✓	✓	✓
Big data analysis	✓		✓	
...				



Example:  
manage your skills in an e-portfolio

X

## Your skills

- agile project management
- C#
- coach employees
- develop creative ideas
- estimate duration of work
- implement front-end website design
- Java
- JavaScript
- manage budgets
- perform risk analysis
- PHP
- rapid application development
- recruit employees
- style sheet languages
- use markup languages



Example:  
manage your skills in an e-portfolio

Better user  
experience by  
grouping skills in  
user interfaces

X

## Your skills

- project management**
  - agile project management
  - estimate duration of work
  - manage budgets
  - rapid application development
  - perform risk analysis
- manage people**
  - coach employees
  - recruit employees
- software development**
  - C#
  - Java
  - JavaScript
  - PHP
  - style sheet languages
  - use markup languages
  - implement front-end website design

# Next steps

- Implementation plan (methodology, timeline, quality assurance, release)
- Continued discussion with the ESCO Maintenance Committee