The outcomes of the first meeting of the expert group on the ESCO skills hierarchy

MAI 29-04

26 March 2019

Employment,
Social Affairs
and Inclusion

Purpose of the document

This document presents the outcomes of the first meeting of the expert group working towards the development of a hierarchy for the ESCO Skills Pillar.

Background

During the 26th MAI meeting on 5 June 2018, the MAI members advised the Commission services to use the Skill and Knowledge concepts of the Canadian Job Bank as a basis. To this end, a group of four experts was appointed, in order to assist the Commission services in this work.

Work plan

The experts are to present the results of their work in three workshops, as indicated in the timeline below. The ESCO team will moderate the workshops.

Result of work	Workshop
Endorsed work plan	**March 2019**
List of sources	
ESCO skills hierarchy principles	**April 2019**
Draft skills hierarchy	
Draft skill hierarchy scope notes	
Final skills hierarchy	**May 2019**
Final skills hierarchy scope notes	
Skills allocation guidelines	
Advice on usability testing in use cases	

Prior to the 1st workshop of 6 March 2019, the experts were provided with a draft work plan, for their review. Following the experts' comments and the conclusions from the first workshop, the draft work plan will be updated accordingly.

Preparatory work

When drafting a classification system, it is necessary to establish the principles that will guide the design of the classification structure. Taking this into account, prior to the first workshop the expert group developed a draft list of principles that will guide the design of the classification structure.

In addition, the expert group complemented the document with a draft hierarchy. This was composed of an improved version of the categories of the Skill and Knowledge concepts of the Canadian Job Bank to reflect the diversity of the ESCO skills. This improvement took stock of the findings of the pilot that the ESCO team carried out in autumn 2018[1].

[1] The aim of the pilot was to test how the Skill and Knowledge concepts of the Canadian Job Bank can be used as a starting point to develop a consistent and complete mono-hierarchy to structure the ESCO skills pillar.

First workshop: 06/03/2019

During the first workshop the experts re-designed the draft work plan, emphasized the importance of the results of the pilot and developed the methodology for their work. The experts agreed on the following:

- Build a mono-hierarchical structure for the ESCO Skills Pillar;
- Combine both occupation-specific and transversal skill categories;
- Build two separate hierarchical structures for skills and knowledge.

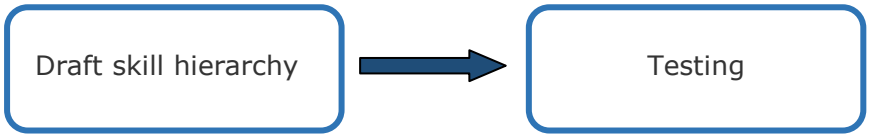
The ESCO team facilitated the workshop.

Methodology: Task 1 – draft hierarchy and testing

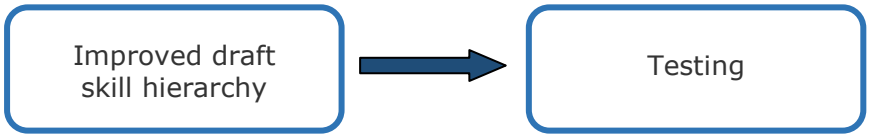
Skills

The experts agreed to build groupings for occupation-specific skills (with scope notes and examples for each category) in a series of iterations. The iterations are made of two steps: drafting the skill groups and allocating skills to the skill groups. The iterations are illustrated below:

1st Iteration



2nd Iteration



3rd Iteration

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For the development of the first draft hierarchy, the expert group will analyse in depth the results of the pilot of the ESCO team.

Expected difficulties

The experts expect to encounter skill concepts which will not be easy to map. These refer to:

- Multiple skills included in one skill and
- Skills which are described as tasks.

The experts will record these issues and suggest improvements.

Knowledge

With respect to **knowledge** concepts, the methodology will be the same. The ESCO team will group a sample of ESCO knowledge concepts under the ISCED-F groupings which the expert group will analyse to develop a draft of the hierarchy for the ESCO knowledge concepts.

Methodology: Task 2 – draft allocation guidelines

The experts will agree on a first draft of guidelines for allocating skill and knowledge concepts to the newly developed groupings. These will be amended after the first phase of allocations. The experts will evaluate the allocations done by the ESCO team and also allocate a sample of skill and knowledge concepts themselves to the draft hierarchy in order to spot difficulties.

Sources

Skills

The experts agreed to use as a starting point the Skills and Knowledge categories of the Canadian Job Bank while taking into account the essential skill-based occupational profiles of the Canadian Job Bank and the ESCO transversal skills thesaurus.

Knowledge

For the hierarchy of the knowledge concepts the experts will use ISCED-F.