

JobsIreland and ESCO

John Amerlynck

Department of Employment Affairs and Social
Protection (**DEASP**)

Jobsireland 1

- The old Jobsireland site was a static site
- Employers sent Vacancies to the Department to advertise on the site
- Candidates applied directly to the companies
- There was no automation and no matching
- All vacancies were validated manually – Wording
- Job Categorisation was done using an internally developed classification -MANCO

JobsIreland 2

- A new site was commissioned in 2015 and went live in July 2016
- The site was built to allow self service for both Employers and Candidates
- Employers would register and put up their own vacancies
- Employers were authenticated against the national companies Database (CRO)Companies Registration Office
- Matching is done as soon as the vacancy is published

Candidate conditions

- Candidates must register with MyGovID a national gateway for Government Services
- Candidates complete their profile to 100% and can then apply for vacancies through the system
- Clients are matched using their profiles
- A candidates profile can be downloaded and used as a CV
- There are a number of items used for matching but not all are mandatory
- Employers can view the candidates profile and CVs if uploaded

ISCO – Initial option

- ISCO was the original option for Job Categorisation and for candidates to select their Industry Sector
- This was a 4 tier selection process
- This proved troublesome and needed to be replaced
- The move was to replace in with an early version of ESCO

ISCO method

Technicians and associate Professionals ▼

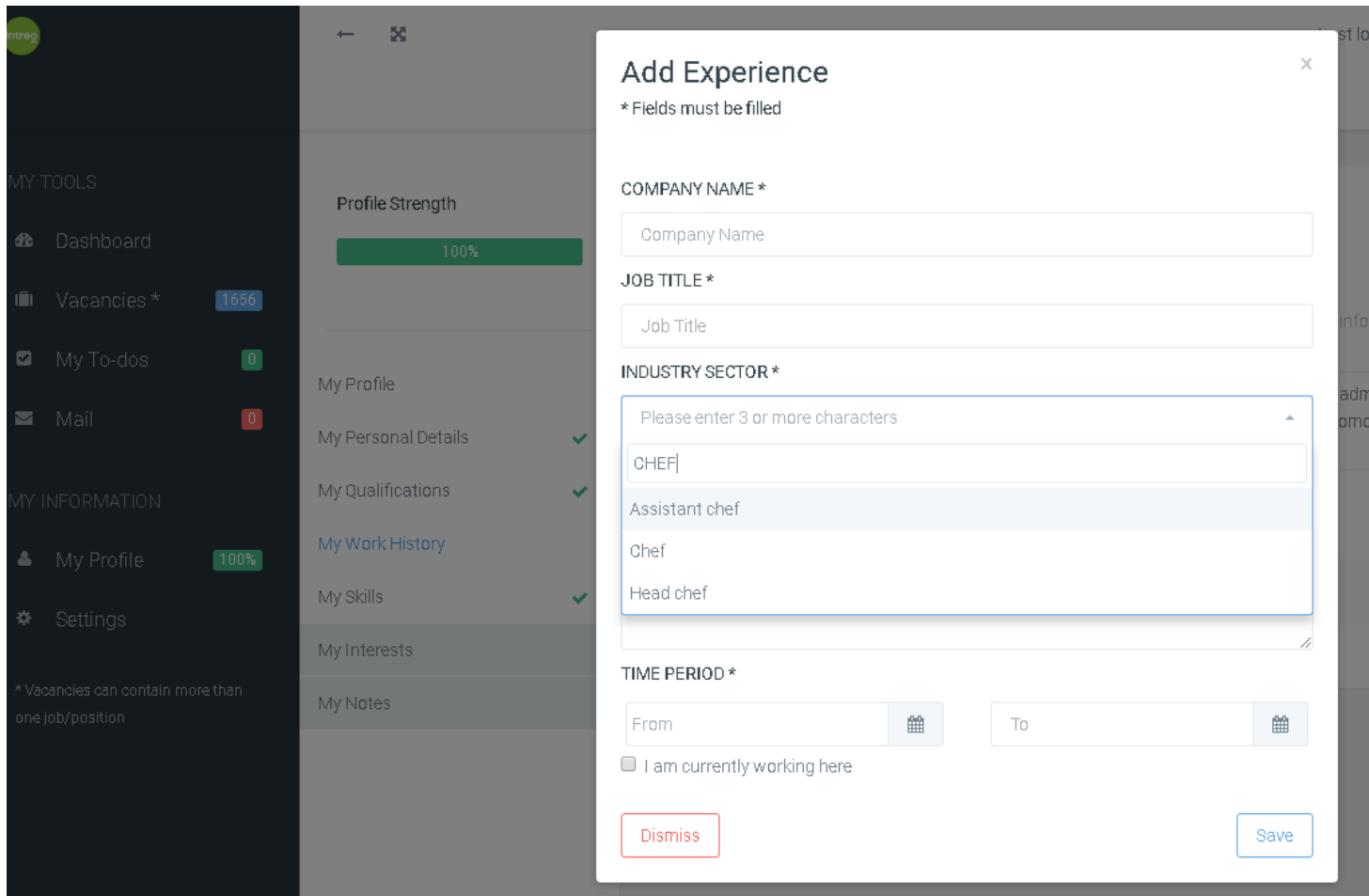
Legal, social, cultural and related associate.. ▼

Artistic, cultural and culinary associate pro.. ▼

Chefs ▼

- Chef
- Commis Chef

ESCO



The screenshot shows a user interface for adding work experience. On the left is a dark sidebar with navigation options: MY TOOLS (Dashboard, Vacancies * 1656, My To-dos 0, Mail 0) and MY INFORMATION (My Profile 100%, Settings). The main area shows a 'Profile Strength' bar at 100% and a list of profile sections: My Profile, My Personal Details ✓, My Qualifications ✓, My Work History, My Skills ✓, My Interests, and My Notes. A modal window titled 'Add Experience' is open, containing the following fields:

- COMPANY NAME ***: Text input field with placeholder 'Company Name'.
- JOB TITLE ***: Text input field with placeholder 'Job Title'.
- INDUSTRY SECTOR ***: Dropdown menu with a search prompt 'Please enter 3 or more characters'. The list shows 'CHEF' (selected), 'Assistant chef', 'Chef', and 'Head chef'.
- TIME PERIOD ***: Two date pickers labeled 'From' and 'To'.
- I am currently working here

Buttons for 'Dismiss' and 'Save' are located at the bottom of the modal.

ESCO

- There are 4805 job categories in this list
- We use a predictive text interface
- It is much easier to use than the old ISCO
- There are still issues choosing the correct Job Categorisation - Employers
- There are still issues using the Industrial Sector selection Candidates
- Quality of matching is dependant on the correct choices

ESCO Level 1

- Move to ESCO level 1 is scheduled for March 2018
- Into live site April 2018
- There will be 2942 occupations in ESCO Level 1
- Mapping has been provided by the commission
- API has been provided by the commission
- Look and feel should emulate

New proposed Look and Feel



ESCO

European Skills/Competences, qualifications and Occupations

[European Commission](#) > [ESCO](#) > [Occupations](#)



[Occupations](#) | [Skills/competences](#) | [Qualifications](#)

chef

OCUPATIONS

- chef
- head chef
- head pastry chef
- pastry chef
- pizzaiolo
- grill cook
- fish cook
- private chef
- Chefs
- diet cook
- waiter/waitress
- Cooks
- Restaurant managers
- Cooks
- Kitchen helpers
- Artistic, cultural and culinary associ...
- Fast food preparers

chef

Description

Chefs are culinary professionals with a flair for creativity and innovation to provide a unique gastronomic experience.

Scope notes

Includes banqueting chef. Includes people performing training activities.

Alternative label

industrial chef
chef de partie
sous-chef
banqueting chef
commis chef
chef de cuisine
managing partner chef

Regulatory aspect

To see if and how this occupation is regulated in EU Member States, EEA countries or Switzerland please consult the Regulated Professions Database of the Commission. Regulated Professions Database: http://ec.europa.eu/growth/single-market/services/free-movement-professionals/qualifications-recognition_en

Hierarchy

- Technicians and associate professionals
 - Legal, social, cultural and related associate professionals
 - Artistic, cultural and culinary associate professionals

Advantages

- Description of roles
- Alternate titles for Occupations
- Regulatory aspects – for other EU/EEA countries
- Essential Skills and Competencies
- Optional skill sand competencies
- Shows how the occupation is mapped in ISCO

JobsIreland Matching Criteria

- **Job Category:** Uses ESCO to match
- **Experience:** per entry
- **Educational Level:** All items
- **Additional Skills Specialising in:** “Specialising in”
- **Additional Skills drop down:** e.g. HACCP/Safepass (Mandatory training)
- **Ability Skills** – Must select 2 to 4 selected by candidate
- **Competency Skills:** Must select 2 to 4 selected by candidate
- **Drivers Licence:** Multiple licence types
- **Language:** Multiple Languages and fluency level e.g. C2 – Fluent
- **Location:** Used to match by location and proximity (Km from the location)