



Development framework for the ESCO skills pillar

*28th MAI meeting
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Canadian National Skill Classification

- *2 level hierarchical classification of 84 skill and knowledge groups at its second level;*
- *the categories are clearly designed to be independent of particular branches of economic activity or occupation.*

Handling Goods and Materials

Sorting

Handling, sorting, weighing, packaging, separating or arranging materials, according to established patterns or procedures.

Examples include: 1. Sorting mail 2. Categorizing recyclable materials 3. Selecting items to fill orders 4. Choosing harvest crops 5. Trimming and weighing products 6. Packaging stock 7. Displaying merchandise.

Loading and Unloading

Moving goods or materials, by hand or with the aid of equipment.

Examples include: 1. Stocking products on store shelves and in warehouses 2. Carrying stock from warehouse inventory to shipping desks to fulfil orders 3. Placing furniture onto vehicles for moving 4. Transporting raw materials such as iron ore 5. Using cranes to load shipping containers into ships' cargo holds.

Four-step methodology

1. Compile background information and metadata;
2. Define principles which will form the basis for creating the distinct groups of the hierarchy;
3. Enrich each of the existing groups of the Canadian Skills and Knowledge glossary (and new groups added by the experts and/or the ESCO team) with scope notes;
4. Allocate each of the ESCO skill and knowledge concepts to only one skill or knowledge group of the hierarchy.

Experts' profile

1. Professional expertise in the knowledge areas of
i) qualifications and curricula design and development, ii) design and development of career guidance services and applications and iii) labour market statistics;
2. Track record of working with data modelling, classification systems, etc.;
3. Knowledge of the skill terminology used on the labour market and in educational institutions;
4. Knowledge of assessment criteria and performance evaluation.

Quality assurance

1. Agreed with the experts prior to the start of the allocation and integrated within the allocation process.
2. Upon completion of the allocation process, stakeholders from IT, employment and education and training will test the new structure's usability.

ESCO transversal thesaurus

Integration of the ESCO transversal thesaurus into the new hierarchy, under the following requirements:

- Structuring the ESCO skill and knowledge concepts through mono-hierarchical relations;
- Intuitive for the end users.

Questions?