



Draft minutes of the 19th meeting of the ESCO Maintenance Committee

16 – 17 March 2016

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1. Opening of the meeting

Ms Gerd Goetschalckx chaired the ESCO Maintenance Committee meeting (MAI). She informed the MAI that Mr Tony Bird, Ms Cathy Heathwood, Mr Alain Dupuich, Ms Kate Milford and Ms Ana Franco are excused and will not attend the meeting.

Mr Julius de Zeeuw from the Public Employment Service in The Netherlands has joined as a new member of the MAI and Ms Marta Bastida has recently joined the ESCO Secretariat team.

The minutes of the 18th MAI meeting had been endorsed via written procedure. The MAI members reviewed the action points of the minutes before looking into the agenda.

Actions to be taken:

- The SEC will include the list of concerns on potential risks in the development of ESCO collected by the MAI members in the minutes of the 18th MAI meeting.
- The SEC will circulate the complete list of the minutes of the mapping pilot meetings to the MAI members.
- The SEC will send an email to the MAI members to confirm the change of date and venue of the next MAI meeting: 14 and 15 June.

The MAI unanimously adopted the agenda of the 19th ESCO Maintenance Committee meeting.

2. Thematic block 1: Information points

2.1. Status of gap analysis against national occupational classifications to ensure complete coverage of occupations

Actions to be taken:

- The SEC will share with Mr David Hunter the complete list of 27 ISCO-08 codes that are still uncovered in ESCO and will make sure to involve him in the gap analysis process.
- The SEC will collect the ISCO gap analysis results in a report in April and will share it with the MAI members.
- The MAI advised the SEC to set up a team to carry out a quick gap analysis between ESCO and the National Occupational Classifications (NOCs) that the MAI suggested during the 17th MAI meeting.
- The SEC will provide an update on the National Occupations Classifications (NOCs) gap analysis process to the members in the next MAI meeting in June.

2.2. Alignment with the new list of Cedefop action verbs

Actions to be taken:

- The SEC will consult with Directorate General for Translations (DGT) if the skill *work in a team* should be considered as an action verb.

2.3. Approach for describing managers and supervisors

Actions to be taken:

- The SEC will reformulate the Preferred terms (PTs) for managers occupations in ESCO in case the occupation is not really a managerial occupation.

2.4. Implementation of the approach on covering the sectoral overlaps and the cross-sectoral occupations

General comments:

The MAI members showed their concerns about the comparison between ESCO and NACE. They claimed that NACE is very useful but many occupations (OCC) come across all economic sectors so ESCO and NACE are clearly different.

3. Thematic block 2: finalising the ESCO classification

Ms Cristina Perera presented the 2nd part of the report on the results of the OCP round 1. The report focuses on the implementation of the experts' comments.

General comments:

The MAI members pointed out the need for covering low skilled and seasonal jobs. The MAI members agreed in general with the SEC decisions on how to implement the experts' suggestions in the OCP; however they posed specific questions to the SEC. The MAI asked the SEC to assess:

- the need for a generic occupation of *project manager*
- the amount of welders needed in ESCO
- the need to include the *associate professional nurse* in ESCO
- if OCCs such as pharmacologist, toxicologist or chemist could be subsets of *biologist*
- if chemist and biologist are clearly not the same occupation
- if *herbalist* should appear as a separate occupation
- the completeness of the list of OCCs related to airport construction
- the completeness of the list of OCCs related to teacher's trainers
- the completeness of the metal sector
- why OCCs such as *magician* and *singer* were rejected whereas *choreographer* was accepted

Actions to be taken:

- The SEC will follow up directly with the MAI members via e-mail on the questions above.

Ms. Cristina Perera provides an overview of the actions the SEC is carrying out to prepare and support the 2nd round of OCP.

4. Thematic block 3: ensuring the quality of the ESCO classification

4.1. Overview and status of the ESCO work packages

Barend Jan de Jong updated the MAI on the scope, status and planning for the ESCO deliverables.

General comments:

The MAI members showed their concern about learning taking place outside of formal education that will not be captured in the national qualifications databases (NQD) and this could lead to be outside ESCO.

Actions to be taken:

- The MAI members asked the Commission to provide more information about the process of inclusion of qualifications in ESCO and about the Linked Open Data (LOD) format.

ESCO quality management plan update

Barend Jan de Jong presented the updated quality management plan focusing on the quality dimensions in the different ESCO business cases.

General comments:

The MAI members consider that ESCO should not contain too much detail whereas it should allow full skills transferability. They suggested that ESCO should contain all the NOCs details but in more abstract concepts. The *Fiche métiers* in ROME could be an added value to structure the data.

Actions to be taken:

In principle the ILO would not have a problem with provision of access to ISCO as linked open data but that the SEC would need to make formal contact and specify exactly what information is needed.

5. Thematic block 4: ESCO integration with the relevant European tools

Mr. Aldo Laudi and Mr. Antoine Mallia presented the planning for the integration of ESCO in the EURES services.

General comments:

. Since NACE is only designed for economic statistics, the MAI advises not to use it to organise occupations according to economic activities, because this risks to produce confused statistics and constrain job seekers into a specific economic sector (and therefore limits the view on other opportunities for job mobility).

Actions to be taken:

- The SEC will have a discussion with the EURES team taking into account the MAI feedback and come back on the decision.

6. Thematic block 5: developing and linking the qualification pillar

Ms. Nuria Moyes presented the use cases for linking the learning outcomes of qualifications to knowledge, skills and competences in ESCO.

General comments:

The MAI members showed their concern about the qualifications acquired in the work place not being captured in the model and also about how to quality assure the private qualifications. The SEC informed the MAI that following the Country Visits, a general report will be produced which will be public, as well as a report per Member State visited.

Actions to be taken:

- The MAI asked the SEC to provide more detailed information on the qualifications pillar at the next meeting.

7. Thematic block 6: Implementing the translation of ESCO

Ms. Katarzyna Wywiał presented the status and progress of the translation pilot.

General comments:

The MAI advised that the GAP analysis needs to be completed before the translation can start so that the translators can have the national terms at hand. In this way the use of the NOCs would facilitate the translations (as source reference material).

The MAI considered that it is important to make sure that there is a proper assessment of the quality of translations before they are released. The MAI expressed that the complexity of the translations from English to the other languages is underestimated, and could therefore not be completed in the given timing"

The MAI advised the SEC to consider a plan B for the translation that allows proper validation of the translations by the PES, and allocate resources and budget for the PES to do this work.

Actions to be taken:

- The SEC will contact DGT to request them to start right now contacting the PESs and having a more clear understanding of how long the translations would take.
- The SEC will send out a request to all the PESs to share their national classification as soon as possible.
- The SEC will ask Ms Klaudia Zagórowicz from DGT to join the next MAI meeting in June to clarify some of these aspects.

8. Thematic block 7: ESCO mapping pilot

Barend Jan de Jong provided an update on the status of development of the mapping platform.

Actions to be taken:

- As suggested by the MAI, the SEC will delete the close match possibility in the mapping system.
- The SEC will update the mapping pilot report in the ROME part based on Gerd's feedback.

9. Thematic block 8: The continuous updating of the ESCO classification after the release

The SEC invited the PES members of the MAI to share their best practices on the continuous update and maintenance of their national classifications.

Some MAI members advised that following the release of ESCO v1 there would need to be a period of stability in order to allow the PES to map to a stable system.

General comments:

Ms. Rita Bergenhill presented the best practice from Sweden, Mr. Julius de Zeeuw from The Netherlands, Mr. Paulo Cipriano from Portugal and Ms. Gerd Goetschalckx from Flanders.

10. Thematic block 9: concept for the update and restructuring of the ESCO portal

Mr. Aldo Laudi presented the use cases and requirements that the SEC collected for the ESCO portal. This will be the basis for planning the upgrade of the portal. The MAI is kindly invited to provide input and feedback.

11. AOB

The next meeting will take place on 14 – 15 June in Brussels.

General comments:

Several MAI members asked to have an informal discussion within the Committee preceding the next formal meeting.

The MAI members would like to revise the set-up of future MAI meetings agendas in order to allocate more time for discussions on the main topics.

The MAI advised the EC to present ESCO in each country in order to raise awareness about the project.

The MAI considered that it would be useful to ask occupational experts from some Member States to help out the SEC to enhance the quality of ESCO.

With regard to the update of ESCO v1 after the release, the MAI advised to provide an annual report of the implementation of new OCCs and new KSCs.

Some MAI members volunteered for testing the mapping platform.

Actions to be taken:

- The SEC will share with the MAI the planning to deal with the gaps resulting from the gap analysis with the NOCs.
- The SEC will share with the MAI a report with information about the results, process and actors in the ESCO mapping pilot.

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Participants

ESCO Maintenance Committee Members

Hunter, David	International Labour Organisation
Goetschalckx, Gerd	VDAB, Co-ordinator R&D
Bergenhill, Rita	PES Sweden
Ekeland, Anders	Statistics Norway, Senior Adviser
Wechsler, Dietmar	BW Bildung und Wissen Verlag, Service provider and information expert in the fields of education, training, occupations and careers
Da Silva Cipriano, Paulo	EURES National Coordination, Employment department Portugal
Voltman, Janneke	SBB (foundation for cooperation on vocational education, training and the labour market), Netherlands
Diekmann, Knut	Association of German Chambers of Industry and Commerce, Director Principals of Further Vocational Education Policy
Clark, Trevor	Independent expert
De Zeeuw, Julius	PES NL

ESCO Secretariat

Laudi, Aldo	ESCO Secretariat (DG EMPL)
Spinelli, Vito	ESCO Secretariat (Everis)
Chaves, Pedro	ESCO Secretariat (DG EMPL)
Dedopoulou, Angeliki	ESCO Secretariat (Everis)
Prellezo Moyes, Nuria	ESCO Secretariat (Everis)
Wywial, Katarzyna	ESCO Secretariat (Everis)
De Jong, Barend Jan	ESCO Secretariat (Everis)
Sylla, Aikaterini	ESCO Secretariat (Everis)
Visan, Laura	ESCO Secretariat (Everis)
Perera, Cristina	ESCO Secretariat (Everis)
Vander Kuylen, Katrien	ESCO Secretariat (Everis)
Bastida, Marta	ESCO Secretariat (Everis)

Excused

Bjornavold, Jens	ESCO Secretariat (Cedefop)
Le Vrang, Martin	ESCO Secretariat (DG EMPL)
Heathwood, Cathy	Council for Curriculum Examinations and Assessment (CCEA), Principal Officer Qualifications and Skills Accreditation
Bird, Tony	Bird and Associates
Dupuch, Alain	Pôle Emploi
Milford, Kate	Milford & Marah Ltd
Franco Lopes, Ana	EC/ESTAT, Head of section, European Commission