



Draft minutes of the 21st ESCO Maintenance Committee meeting

Minutes

14-15 September 2016

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21th ESCO Maintenance Committee

14-15 September 2016

European Economic and Social Committee
Rue Van Maerlant 2, B-1049 Brussels

1. Opening of the meeting

Mr Tony Bird chaired the ESCO Maintenance Committee meeting (MAI). He informed the MAI that some members such as Ana Franco Lopez, Kate Milford, David Hunter, Knut Diekmann and Dietmar Wechsler are excused and will not attend the meeting.

Aldo Laudi has left the ESCO Secretariat (SEC) as he is assigned to work in the technical implementation of Europass. Pedro Chaves will take the role of Deputy Team Leader of ESCO dealing mainly with communication and financial issues. Karin Van der Sanden will again join the ESCO Secretariat to deal especially with the qualification pillar from both the EQF and the ESCO side.

The minutes of the 20th MAI are still draft at this moment, the MAI members can still send feedback and comments on the minutes until 20 September. Some MAI members suggested that the minutes should be more detailed so members that could not join the meeting, can better follow the process. The Commission proposed to include in the minutes the direct links to the documents and the presentations to each block.

The MAI members reviewed the action points of the minutes before looking into the agenda.

The MAI unanimously adopted the agenda of the 21st ESCO Maintenance Committee meeting.

2. Thematic block 1: Information points

The Commission is available to answer any questions on the topics included in the [information points report](#).

2.1. Communication plan - showcases

The MAI members requested to receive the document on the communication plan as soon as possible and possibly before the next MAI meeting in December, so they can discuss it within their professional environment.

The Commission informed the MAI members that there will be a webinar on 27 September with the Members States Working Group (MSWG). The webinar will be focus on the MSWG feedback to the consultation on the English pre-release of the ESCO classification. The Commission also announced that there will be a MSWG meeting in late October or beginning of November. The date is still to be confirmed.

Actions to be taken:

- The Commission will share the document on the communication plan with the MAI members for information by the end of September, or beginning of October the latest. The Commission will also share the document with the Board for consultation.

2.2. Clean-up of the non-preferred terms

The Commission clarified that the clean-up of the non-preferred terms (NPTs) will not impact the translation process at concept level. The translations are based on the Preferred terms (PTs) and the descriptions but not on the NPTs.

The Commission recognised that in some cases, the review of NPTs might also trigger questions about the scope of the concept. However, there will be a small number of concepts where the scope changes may occur. In those cases, the translators will keep track of the changes in the translation platform and review them per language.

2.3. Qualifications pillar: progress update

The Commission informed the MAI members that there will be a study in the first quarter of 2017 on qualifications. The purpose of the study is to investigate which methodologies already exist to annotate qualifications with learning outcomes, and develop a new one if needed.

The MAI members expressed their concerns about the fact that in the qualifications pillar, public authorities as well as private bodies can publish qualifications. They observed that we have no control on the qualifications published from the private parties. In fact, there was a recent study that identified 37 fake universities in Belgium. They consider that it is important to revisit the quality control parameters and mechanisms for the direct inclusion of private qualifications.

The Commission suggested bringing this issue on how to deal with fake universities to the attention of the EQF advisory group and other groups. It is important to stimulate this discussion but it is not in the scope of ESCO as a project. One option for ESCO could be displaying a warning signal on the portal that tells users if a qualification has not passed through a quality assurance process. The Commission affirmed that it is important to make sure that the solution is not discriminatory.

3. Thematic block 2: finalising the ESCO classification

3.1. Reporting on the gap analysis

Vito Spinelli shortly briefed the MAI on the status of this task.

Laura Visan informed the MAI members on the process and results of the re-work made on the gap analysis between ESCO and ROME. The presentation is available [here](#).

Actions to be taken:

- The Commission will share the reports with the feedback on the gap analysis with the custodians of the national classifications in a very short term.
- Mr Alain Dupuch from Pole Emploi will check the information on ROME in the report on the results of the gap analysis before the publication on the ESCO portal.
- The Commission will address and integrate the comments on the gap analysis report.

3.2. Validation of the un-reviewed occupations

Cristina Perera presented the status of the content that did not receive expert feedback. The presentation is accessible [here](#).

The MAI members had some discussion on the granularity and the use of specialisms in ESCO. They stated that the creation of an Occupation (OCC) in ESCO should follow two main principles: the labour market relevance and that its skills are different enough from other OCCs.

Actions to be taken:

- The Commission will carry out a cross-check of the occupations that were not reviewed by the Sectoral Reference Groups (SREFs) and the online consultation (OCP) with the national classifications to validate them.
- Once, the Commission has verified the occupations, the Commission will get back to the MAI with the most difficult cases and the MAI members will suggest further experts to validate them.

3.3. Feedback of the Member States Working Group on the English version of ESCO

Pedro Chaves briefed the MAI members on the results of the MSWG consultation.

The MAI members showed some concerns about the obligation for Member States to provide details for jobseekers in skills terms. The Commission clarified that it is not compulsory for the Member States to provide skills classifications. However, the Member States that do not have skills classifications could use directly the ESCO skills. In the consultation, some Member States already pointed out that they want to implement ESCO at national level and they want to do so exactly because they are interested in using a skills classification.

Some MAI members advocated for a testing on the ground by users to confirm that ESCO is fit for purpose. They also stressed the importance to consult the Member States on the language variants of ESCO once they are available. The MAI members argued that enough time should be foreseen for the translators to take into account the feedback of the Member States on the language versions of ESCO before the publication. The Commission confirmed that there will be another consultation on the language versions.

In addition, the Commission explained that it will now enter into a discussion with the Member States on how to organise the technical support for them to comply with the EURES Regulation. For the moment there are mainly three parts foreseen in the discussion: the mapping platform, the guidelines and the training. There might be other things (e.g. pilot cases, helpdesk). In addition, the Commission is discussing internally if it is possible (and to what extent) to provide financial support for this process.

4. Thematic block 3: Structuring the ESCO pillars

Martin Le Vrang presented the topics in this thematic block. The presentation is available [here](#).

The MAI members expressed their concerns about using NACE as a search filter for the job vacancies. They consider NACE quite rigid and they stated that it will never show the users the new niches of the labour market. The MAI members consider that in order to approach the economy through clusters, it would be good to make sure that it is accessible for the non- professional end-users and that there should be different levels of abstraction. Some MAI members proposed to use the list of UK skills councils as a starting point. They also proposed to look at four or five structures that exist in the Member States to see if there are commonalities and if we can develop something on this basis.

Some members proposed to use the approach on the contextualization of the transversal skills or O*NET as an approach to structure the skills pillar.

5. Thematic block 4: ESCO translations

5.1. Briefing on the status of the translation work

Katarzyna Wywiał presented the status of the translation work. The presentation is available [here](#).

The Commission explained that there were three training sessions for the translators in September, each one divided into two main parts. The first part was a general introduction on ESCO. The second part was more practical on aspects such as how we perceive the difference about PTs and NTPs, the role of gender labels, practical applications of working with the translation tool, etc.

5.2. Translation risk mitigation plan

Katarzyna Wywiał presented the draft risk mitigation plan for the ESCO translations. The presentation is available [here](#).

Some members showed their concerns on the possibility of disagreement between the translator and the technical expert on a specific concept. The Commission clarified that although DGT will have the last decision on that, it is intended that both sides will learn from each other and come to a shared decision.

Concerning the EURES advisors as national contact points, the Commission clarified that some Member States did not indicate contact points. Only for these Member States, DGT might consider to contact the EURES advisors.

Some MAI members pointed out that the document still misses some risks related to business content such as national differences, different experts, typical EN jargon, future maintenance etc. They considered it important to monitor the translations results and they suggested establishing a plan where the Commission shares some of the early drafts with the national experts in order to build confidence.

The Commission clarified that the overall work of DGT is governed by a service level agreement. DGT is responsible for the monitoring of the process internally and if they see there are issues they will quickly get in touch with the Commission. The experts that the Member States nominate are the single point of contact. However, there could be more experts at national level to consult for further input. The ESCO terminological guidelines clarify some of the aspects raised by the MAI members such as how to deal with jargon, how to deal with Flemish/Dutch or German/Austrian differences, etc. For the different languages, DGT keeps this contact with the experts so that they have the possibility if they want to see early drafts and provide feedback. The Commission clarified that the national contact points will be mainly consulted for difficult cases.

Some MAI members suggested getting from the Member States the labels of the national classifications for the NTPs in order not to miss popular terms.

Actions to be taken:

- The Commission will discuss with DGT if the translators can indicate regional languages.
- The Commission will discuss with DGT if it is possible to share a first sample of the translations with the Member States to get additional feedback.

6. Thematic block 5: ESCO quality assurance

6.1. Formalising the quality assurance process

Katrien Vander Kuylen presented the first draft of the discussion paper. The aim is to start the drafting of a document on the ESCO quality assurance process to submit to the ESCO Board on behalf of the Commission and MAI. The presentation is available [here](#).

Some MAI members asked to see the summary of the process in a diagram.

Actions to be taken:

- The Commission will add to the document some informal quality assurance measures (e.g. some MAI members joined some of the Sectoral Reference Groups meetings; the cooperation with the ILO).
- The MAI members will provide additional comments to the document via e-mail.

6.2. Success indicators for the future uptake of ESCO

Angeliki Dedopoulou presented a first collection of potential key performance indicators (KPIs) for ESCO. The presentation is available [here](#).

The MAI members suggested that we need parameters that can measure if we are in line with the final objectives of ESCO and that capture the impact of ESCO on some defined aspects of the 2020 strategy.

They also advised to add timing aspects such as how quickly jobseekers find a job through EURES or to add some KPIs to monitor how often optional KSCs are used or which KSCs are used, which Member States are annotating CVs and JVs with KSC, who is using ESCO through the qualifications, information on who is downloading the classification, etc.

Actions to be taken:

- The Commission will add the annotation of the vacancies with the ESCO concepts in the document.
- The Commission will have some internal discussions on the document and will deliver the updated list of KPIs in the next MAI meeting.

7. AOB

The MAI members penciled the dates for the 2017 meetings on 15-16 March and on 14-15 June.

Participants

ESCO Maintenance Committee Members

Bird, Tony
Goetschalckx, Gerd
Bergenhill, Rita

Bird and associates
VDAB, Co-ordinator R&D
PES Sweden

Ekeland, Anders	Statistics Norway, Senior Adviser
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
De Zeeuw, Julius	PES Netherlands

ESCO Secretariat

Le Vrang, Martin	DG EMPL
Chaves, Pedro	DG EMPL
Spinelli, Vito	Everis
Dedopoulou, Angeliki	Everis
Prellezo Moyes, Nuria	Everis
Wywial, Katarzyna	Everis
De Jong, Barend Jan	Everis
Visan, Laura	Everis
Perera, Cristina	Everis
Vander Kuylen, Katrien	Everis

Excused

Bjornavold, Jens	Cedefop
Diekmann, Knut	Association of German Chambers of Industry and Commerce, Director Principals of Further Vocational Education Policy
Dupuch, Alain	Pôle-Emploi
Hunter, David	International Labour Office
Wechsler, Dietmar	BW Bildung und Wissen Verlag, Service provider and information expert in the fields of education, training, occupations and careers
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