ESCO risk mitigation plan

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Context

In the previous ESCO Board (BOA) meeting, the ESCO Secretariat (SEC) presented the results of the 2015 ESCO risks survey. 19 members of the BOA, SEC and ESCO Maintenance Committee (MAI) participated in the survey and identified five main areas of perceived risk. The SEC presented a risk mitigation strategy to both MAI and BOA and took into account their feedback.

Purpose of the document

The purpose of this document is to plan concrete actions for the practical implementation of the risk mitigation strategy within the project timeline.

Mitigation actions and activities planning

1. Provide support implementing ESCO

Activity	Description	Timeline
Developing a mapping platform	The results and conclusions of the mapping pilot with four PES's, highlighted the requirements for the support to the PES for mapping the national classifications to ESCO. The SEC used these requirements to develop the mapping platform that will be provided to the PES to manage their mappings to ESCO.	The SEC finalised the mapping pilot in December 2015 and shared the final report on ESCOpedia.[1] The SEC will deliver the mapping platform at the launch of ESCO v1.
ESCO developers' toolkit	The SEC will publish a developers' toolkit to support software developers that aim at building applications using ESCO and implement ESCO is existing applications. This toolkit will contain APIs as well as technical documentation.	The SEC will deliver the developers' toolkit as part of the ESCO Portal at the launch of ESCO v1.
Technical forum	The SEC will create a technical User forum in collaboration with the communication unit of DG Employment, Social affairs and Inclusion. The forum will provide developers and users with an online area for technical discussions and a place to ask questions and collaborate with other developers.	The SEC will make the technical forum available as part of the ESCO Portal at the launch of ESCO v1.
Country visits	The Commission is carrying out country visits in some Member States both to learn about the	The SEC carried out 3 country visits to Italy, Latvia and Greece. 5 more countries have

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[1] ESCO (2016) SEC 009 FINAL Mapping pilot final report:
https://ec.europa.eu/esco/resources/escopedia/20160323_171532/9c6d2d5d-e5f4-4113-a798-eb0f8879e47a08_Mapping_Pilot_final_report.pdf

	status of development of their national qualifications databases and to support them in the hem on linking their qualifications to ESCO.	shown interest but visits have not been planned yet. However the Commission plans to do them by end of Q3, 2016.

2. Piloting and testing

Activity	Description	Timeline
EURES	The SEC is collaborating with the EURES team to ensure how ESCO can be support EURES business cases including the CV online module, job search and job matching services.	EURES will start after the summer piloting with ESCO v1.
Europass	Discussions between ESCO and the Europass team on the functionalities that ESCO could support in the Europass CV. Technical information has already been shared with EUROPASS which in turn will develop a prototype to demonstrate this implementation.	The Europass team will demo ESCO in the Europass CV through a prototype at the ESCO v1 launch conference.
Academy Cube	During 2015, the SEC supported Academy Cube to implement the ESCO ICT demo release in their system and started learning how to support developers that want to create services based on ESCO. The implementation will be extended covering the revised final version of the ICT content in 24 languages once ESCO v1 is released.	Academy Cube anticipates to extend the implementation to cover additional sectors once ESCO v1 is released.
ISA/Semic pilot	DG for Informatics (DIGIT) with the support of SEC used the draft ESCO v1 content of the Hospitality and Tourism sector to test the potential of ESCO to enable semantic interoperability.	DIGIT completed the pilot during the summer of 2015. The results of the pilot will be presented at the BOA meeting on the 7 April 2016 as part of the showcase session.

	This was done by matching CVs from EURES and VDAB with JVs from LinkedIN.	
Eptica-Lingway pilot	Eptica Lingway wants to use ESCO in their tools and applications to support HR processes. They would like to use ESCO to improve their semantic search engine, to help disambiguate terms in CV parsing and finally enhance their job matching module to CVs.	Eptica-Lingway anticipates testing integration of ESCO in their software applications. Full integration will start after the publication of ESCO v1.
The SEC is involved in more pilots with early adopters than are listed in this document. A comprehensive overview will be published on ESCOpedia during the summer of 2016.		

3. Communicating effectively

Activity	Description	Timeline
ESCO communication strategy	After consulting with the BOA and the Communication unit of DG EMPL, the SEC developedthe communication strategy for the ESCO project.	The SEC will share the strategy with the BOA by written procedure by the end of March 2016. This strategy will also be shared with the ESCO MSWG in the next meeting on the 26th April 2016.
ESCO communication plan	The SEC develops on the basis of the communication strategy the ESCO communication plan.	The SEC will publish the draft ESCO communication plan during the summer of 2016.
ESCO developers' toolkit	See above	See above
ESCO handbook	The SEC will develop a publication describing the process for developing ESCO.	The SEC will publish the ESCO Handbook at the launch of ESCO v1.
ESCOpedia 2.0	The SEC will update the content of ESCOpedia to reflecting the current state of the project.	The SEC will publish the update for ESCOpedia 2.0 with the updated ESCO Portal in an ongoing process until the launch of ESCO v1.
ESCO v1 communication package	The SEC is currently developing a	The SEC will publish the ESCO v1 communication

	communication package for the dissemination of ESCO. The package focuses on simple communication messages (e.g. including press releases, videos, etc.).	package with the updated ESCO Portal at the launch of ESCO v1.
ESCO v1 conference program	The SEC will involve the MAI, BOA and Member States Working Group in the organisation of the ESCO v1 conference.	The SEC will complete the ESCO v1 conference program in Q3 2016.

4. Building an ESCO user community

Activity	Description	Timeline
Build an ESCO community forum	The SEC is working with the MAI, BOA and the Communication unit of DG EMPL on how to organise and manage an ESCO user community forum to support the continuous update of ESCO.	The SEC will deliver the ESCO community forum at the launch of ESCO v1.
Build an ESCO technical forum	The SEC is working with the MAI, BOA and the Communication unit at the DG EMPL on the set up of a technical forum for gathering feedback and questions on technical and implementation topics.	The SEC will deliver the ESCO technical forum at the launch of ESCO v1.

5. Validating the coverage of ESCO

Activity	Description	Timeline
Gap analysis with ISCO-08	The SEC is currently carrying out a gap analysis with the ISCO-08 classification in order to check the coverage completeness of the ESCO occupations.	The SEC will cooperate with the International Labour Organisation to carry out this task and address potential issues. The SEC will finalise this process and develop a full report by May 2016.
Gap analysis with the French, Spanish, German,	The SEC started the gap analysis process in order	The SEC will finalise the gap analysis by August

Swedish, Hungarian and Cypriot classifications[2]	to check the coverage completeness of the ESCO occupations.	2016 and develop a full report.
Agree on how to measure and evaluate that ESCO covers the knowledge, skill and competences terminology needed to describe learning outcomes	Although out of scope of ESCO v1, the SEC will engage with CEDEFOP, the MAI and other experts to create a draft procedure on evaluating the ESCO knowledge, skill and competences for describing learning outcomes	The SEC will publish the draft report in Q4 2016.

6. Deciding and communicating the future updating of ESCO

Activity	Description	Timeline
Process for the continuous update of ESCO	The SEC discusses with the MAI and BOA on the process for the continuous update of ESCO after the publication of ESCO v1.	The SEC discusses this topic with the BOA at the meeting of the 7th April 2016.

7. Providing high quality technical information

Activity	Description	Timeline
ESCO handbook	See above	See above
ESCO developers' toolkit	See above	See above

8. Enriching the terminological base of ESCO

Activity	Description	Timeline
De-couple the versioning of the term sets from the ESCO core	The SEC fine-tuned its approach to the management of the ESCO terminological work and the delivery of terms in the 24 languages. This supports the ability to update the terms for a given language independently of all other components of the	The software that will publish ESCO will be delivered at the launch of ESCO v1.

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[2] Actual list of classifications for the gap analysis can change as a consequence of availability of data and/or resources at the PES.

	classification.	
Provision of terms used in National classifications to support the translation process	The SEC will request the PESs to share their national classification so that they can be used as a source for the terminologists and sector specialists involved in the translation process.	The SEC will organise this in in April 2016.
Enriching the terminological base of ESCO as a step in the mapping process	During the mapping process of national classifications to ESCO it is foreseen that updates of the term sets in the language at hand can be updated.	This process will be executed in conjunction with the mapping process at the countries. This is to be scheduled with the PES after the launch of ESCO v1.

9. Demonstrating how qualifications are integrated

Activity	Description	Timeline
Demonstration of the integration of qualifications in ESCO	As part of a qualifications pilot, the SEC is working with Sweden, Spain to demonstrate the integration of the qualifications in ESCO via the national qualifications databases and with Microsoft to publish their qualifications as per the technical specifications issued by the Commission.	The SEC will share the current state of the pilot at the 16th BOA meeting, the Member States. The pilot will be completed in Q2 2016.

10. Discussing the trade-off between quality and time

Activity	Description	Timeline
ESCO quality management plan	The SEC discussed an update of the quality management plan with the MAI in their last meeting in March. The document includes: - The actions taken to deliver a consistent and	The ESCO quality management plan is available on ESCOpedia[3].

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[3] ESCO (2016) SEC 008 FINAL ESCO quality management:
https://ec.europa.eu/esco/resources/escopedia/20160323_163609/97ec43b0-a704-4a8b-8e73-f66d67e605ad07_ESCO_quality_management_plan_update.pdf

	relevant classification; - The vision for the evaluation and management of the quality of ESCO after publication.	

11. Providing the list of the ESCO v1 deliverables

Activity	Description	Timeline
List of ESCO v1 deliverables	The SEC shared and discussed the list of ESCO v1 deliverables with the MAI at their last meeting in March.	The SEC published the list of ESCO v1 deliverables on ESCOpedia[4].

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[4] ESCO (2016) SEC 007 FINAL ESCO work packages:
https://ec.europa.eu/esco/resources/escopedia/20160323_163609/6efca472-0f53-405e-9a0a-b7718d93245c06_Overview_and_status_of_ESCO_work_packages.pdf