

New national job-portal of Hungary USING ESCO

Tibor Kovacs – ESCO Maintenance Committee
09/20/2019



OFA Nonprofit Kft.

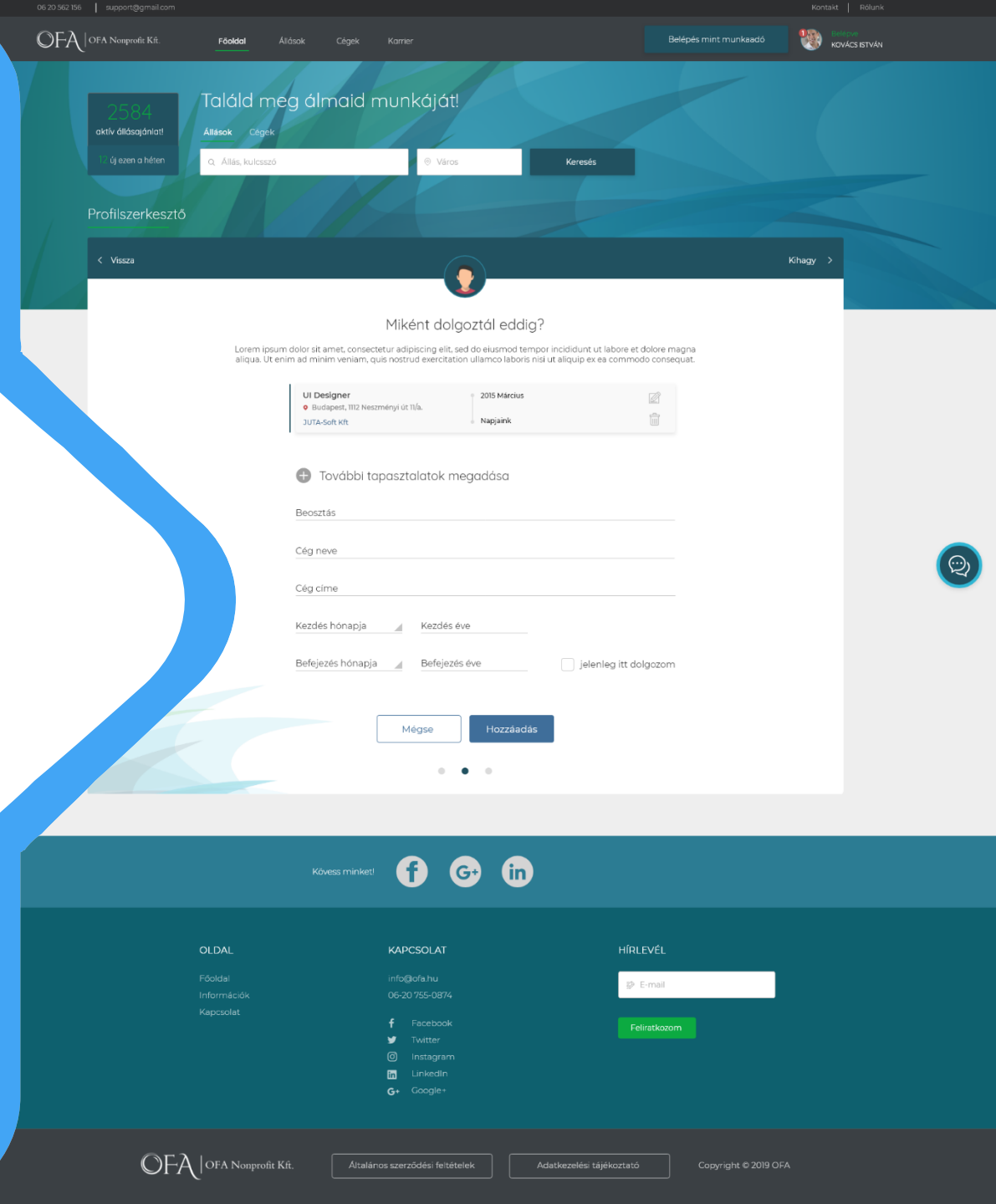
The present portal

- live since 2013
- operated by the PES
- no major improvements
- not using competences
- rigid matching
- not too trendy

The screenshot shows the homepage of the 'Virtuális Munkaerőpiac Portál' (Virtual Labor Market Portal). At the top, there is a navigation bar with 'FŐOLDAL' (Home), 'ÁLLÁSKERESŐKNEK' (For Job Seekers), and 'FOGLALKOZTATÓKNAK' (For Employers). Below this is a large grid of images depicting various professional and industrial scenes. On the right side, there is a 'Gyorskeresés' (Quick Search) section with input fields for 'kulcsszó' (keyword), 'megye vagy város' (county or city), and 'kategória' (category). Below these fields are 'állításajánlatok' (job offers) and a 'keresés' (search) button. A 'részletes állás keresés' (detailed job search) link is also present. Above the search section, there is a 'Aktuális VMP statisztika' (Current VMP statistics) box showing 'Állásajánlatok: 10 615' and 'Önéletrajzok: 47 108'. At the bottom, there are sections for 'Több híreink' (More news) and 'Kapcsolódó alkalmazások' (Related applications), with a list of links including 'Kormány.hu', 'Munka.hu', and 'Nemzetgazdasági Minisztérium'.

The new one

- goes live in Q1 2020
- using competences, skills
- flexible matching
- iOS and android app
- ESF funding
- based on the DOTO framework
- and based on ESCO



The **DOTO** framework

Coordinate multiple **tasks** and efforts



Manage complex **budgets**



Communicate between all **parties** involved



Realize **efficiency** and **transparency** objectives



Track work **processes** live and 24/7



Solve any task characterized by **complexity**



Meet **unmatched** standards of **security**

more info: www.dotosystem.com

Using competences

Occupational skills ESCO

1. Suggested skills – based on the profession
2. Suggested skills – based on previous jobs
3. Job-seeker, employer can modify freely
4. In the first phase not using knowledge type terms



Soft skills Custom list

1. 25-30 terms
2. Job-seeker or employer chooses
3. Skill + Level
4. Job-seeker can use online questionnaires
5. New questionnaires and adaptation

Building a job-seeker profile using ESCO terms

SZAKMAIKOMPETENCIA

Név

Szint



KULCSKOMPETENCIÁK

Név

Szint



ela

kis testű hajókkal kapcsolatos adminisztratív feladatokat végez

több feladat egyidejű elvégzésére képes

okoseszközök segítségével végez el gyakorlati feladatokat

beütemezi a feladatokat

házi feladatot ad

takarítási feladatokat végez

intézőségi feladatot lát el

biztosítja az ételadagok ellenőrzését

mezőgazdasági dolgozóknak feladatokat oszt ki

felméri a művészeti tréneri feladatok ellátásához szükséges kompetenciáit

Matching

Different approaches

HARD

When you know what you are looking for – mainly based on hard characteristics.



SOFT

Mainly based on professional competences.



SOFTER

Mainly based on soft skills

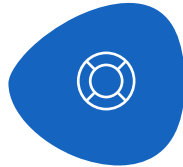


Matching - not just the skills

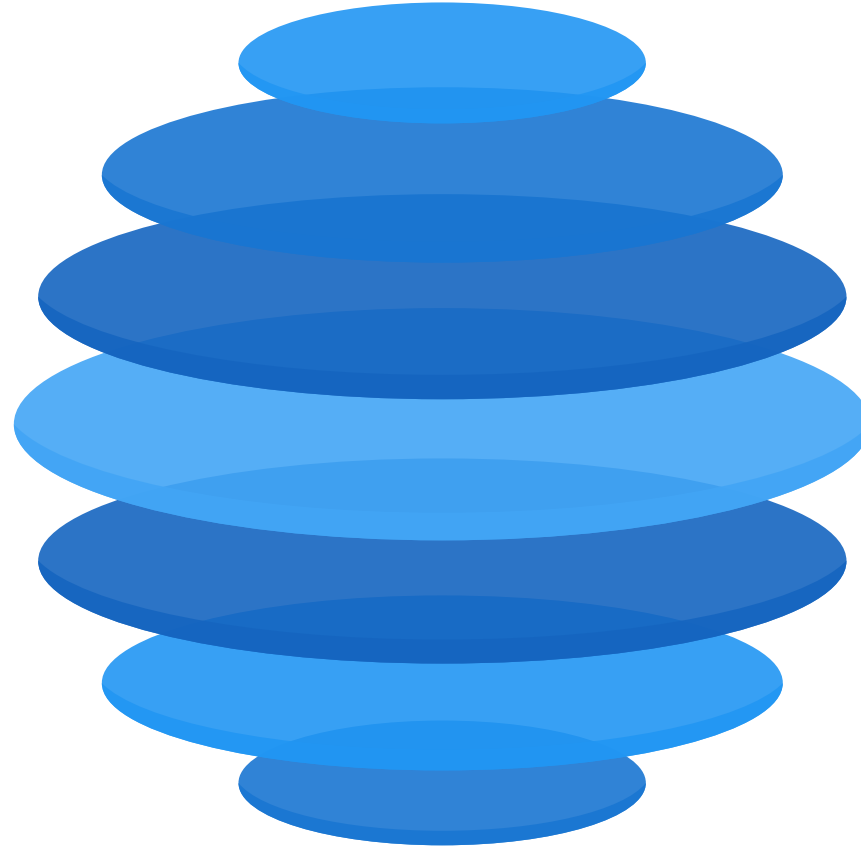
Occupation



Qualifications



Place of work



**Languages,
drivers licence**



**Skills,
competences**



Soft skills

Additional developments



Hungarian
competence/skill
matrix



Feedback from
employers and job-
seekers on ESCO



Using IT skills,
DigComp 2.1

Thank you for your attention

Tibor Kovacs

kovacstibor@outlook.com

SZÉCHENYI  2020



European Union
European Social
Fund



INVESTING IN YOUR FUTURE