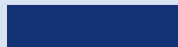


ESCO: Connecting people and jobs



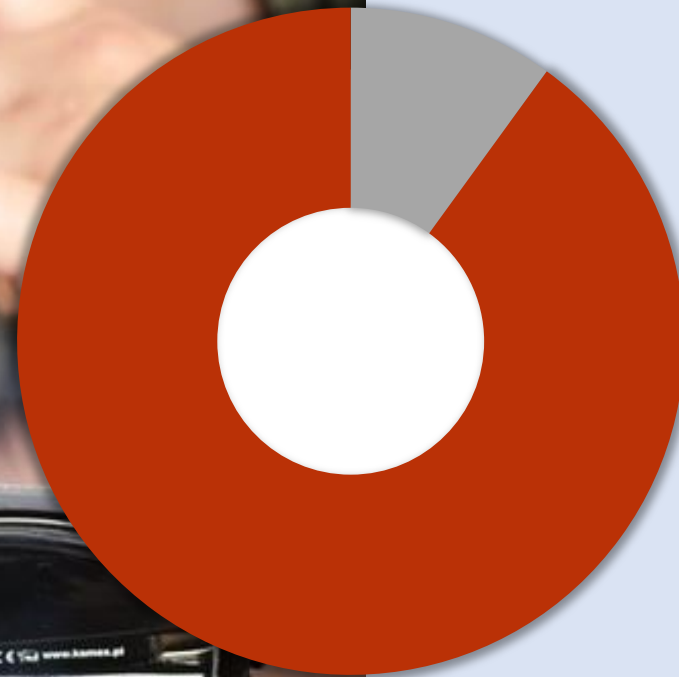


The skills challenge

By 2025, 48% of the job openings will require high qualifications



In the near future, **90% of jobs** will require some level of digital skills



44% of EU citizens have low or no digital skills



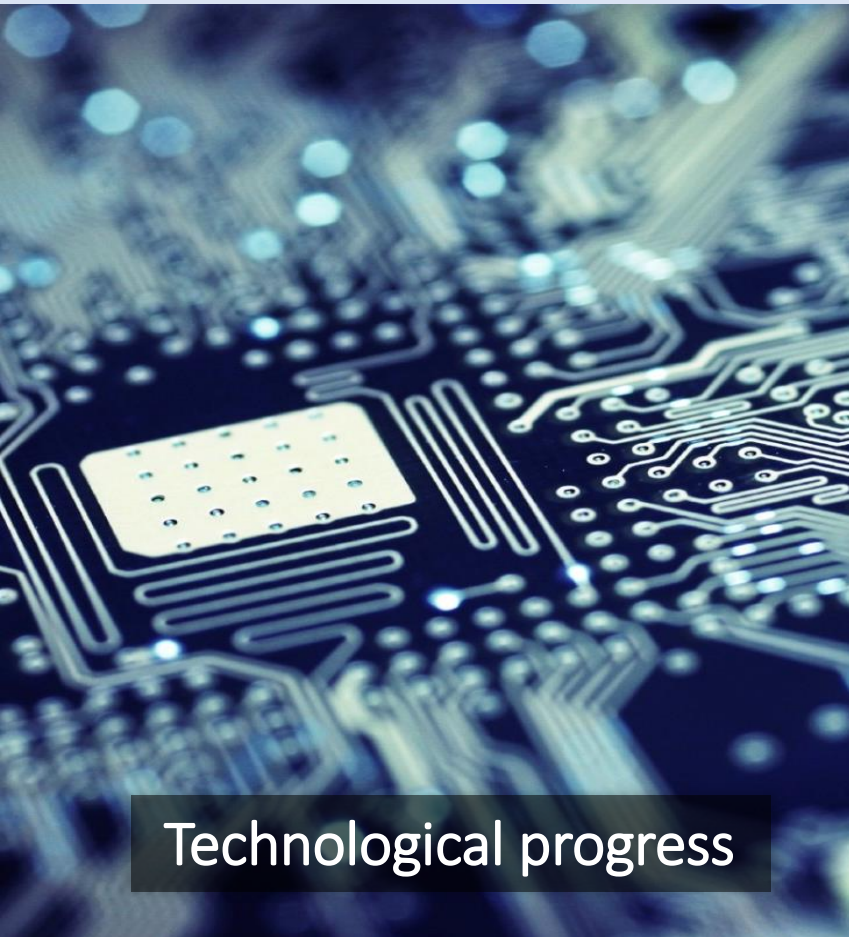


The need for lifelong learning:
Office environment 1980 ...



... and today. The time between these pictures corresponds to the working life of one individual.

Lifelong learning: Major trends require up- and re-skilling to maintain employability

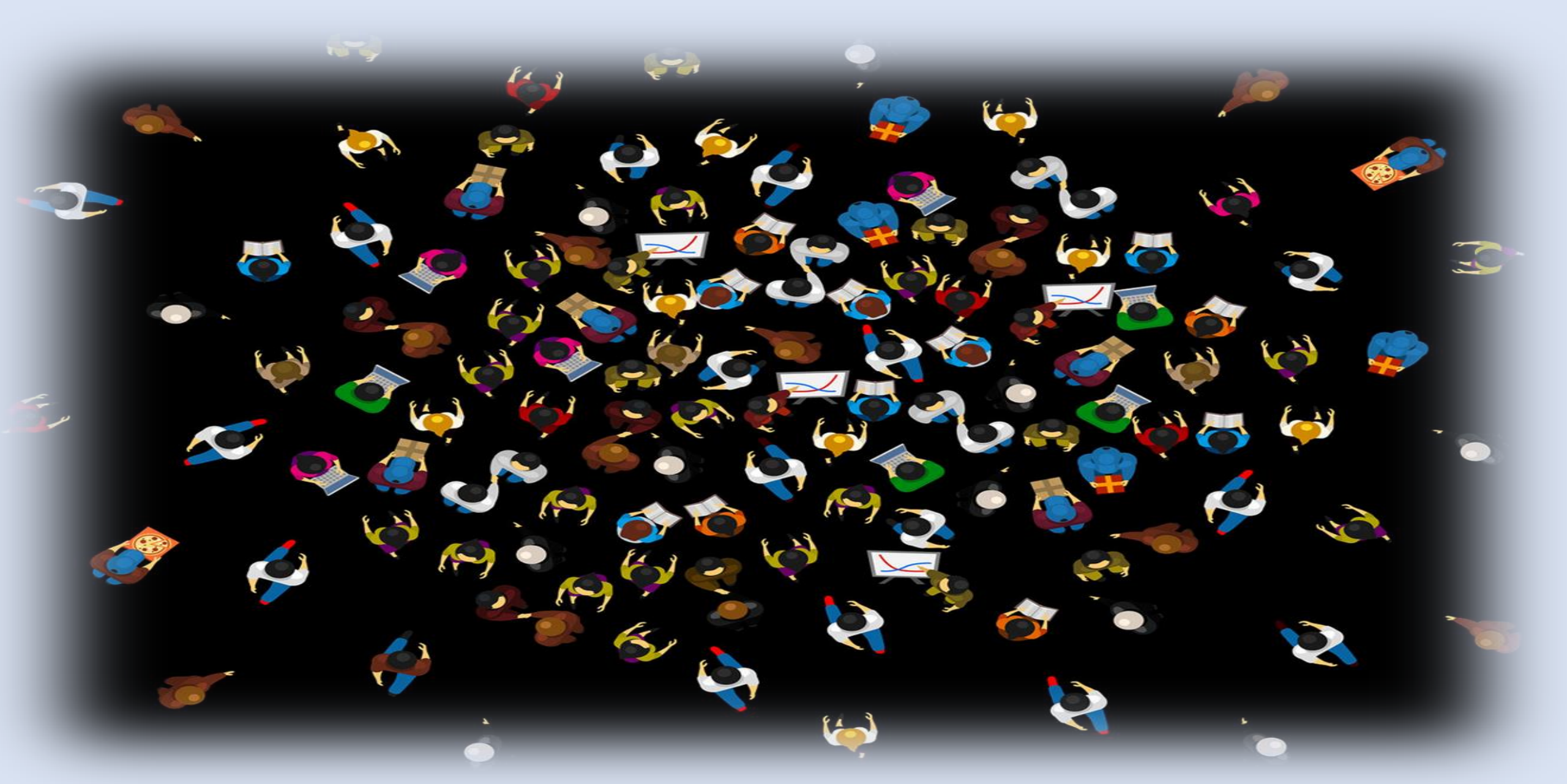


An aerial photograph of a rugged, mountainous landscape. The terrain is characterized by dark, jagged peaks and deep, winding valleys. A network of roads, likely paved, is visible, connecting various points across the terrain. The overall scene suggests a challenging environment for infrastructure development or transportation.

How can we overcome the skills gap?

How can we overcome the skills gap?

- Intra-EU mobility
- Job matching based on skills
- Transparency to support recruitment, validation and recognition
- Bridge the communication gap between education and employment
- Better labour market intelligence



What is ESCO?

What is ESCO?

- Multilingual classification of
- European Skills, Competences, Qualifications and Occupations

Why ESCO?

Problem: National systems cannot "talk" to each other

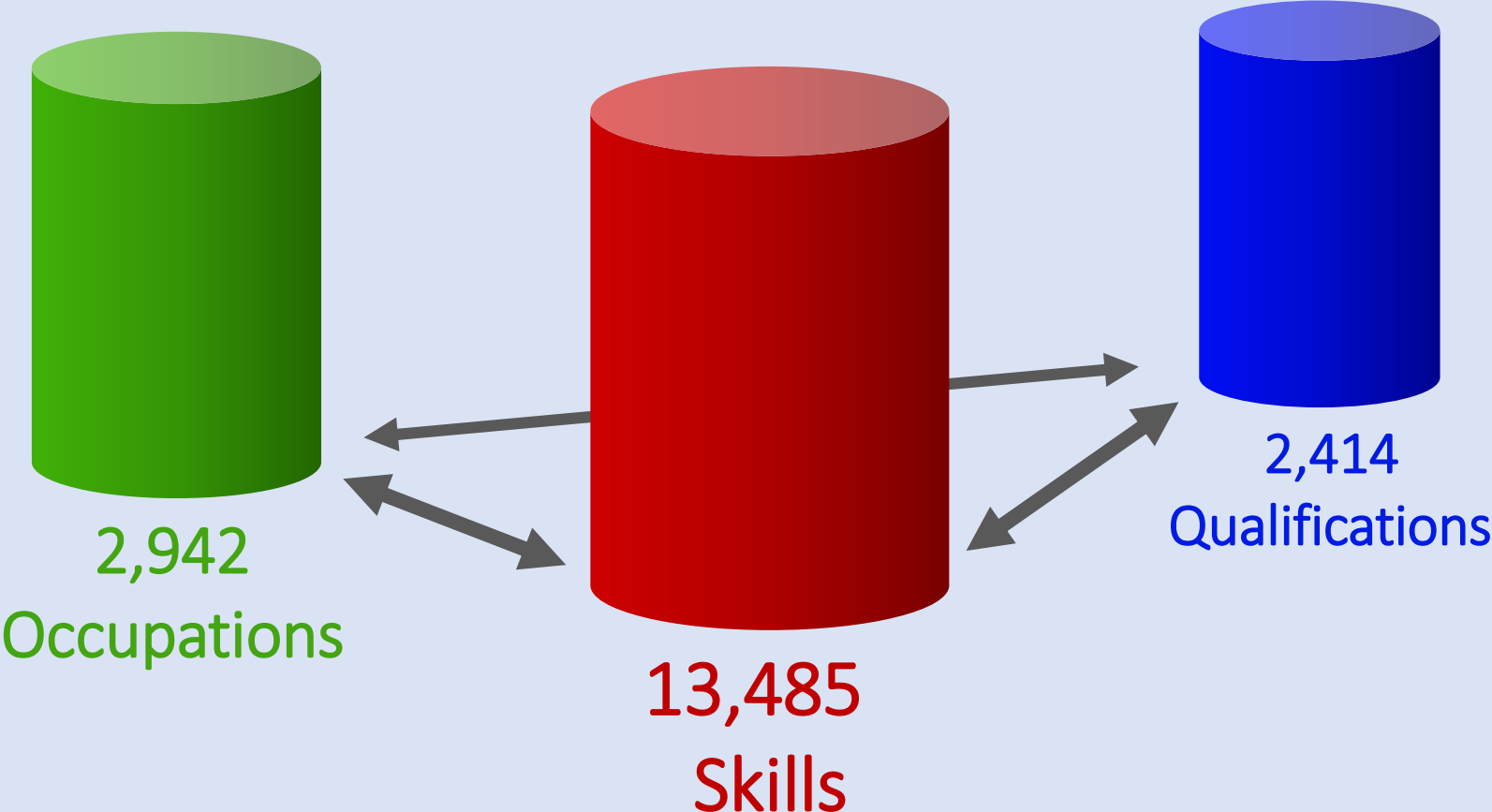
Result: Jobs are not filled; education and labour market do not always understand each other

Solution: Common Reference language



ESCO as a common reference language

Three ESCO pillars



or project
carp¹ *n*, *pl* carp
fish.

carp² *vb* to complain or find fault. *carp*
carpal *n* a wrist bone.

car park *n* an area or building reserved for
parking cars.

carpel *n* the female reproductive organ of a
flowering plant.

carpenter *n* a person who makes or repairs
wooden structures.

carpentry *n* the skill or work of a carpenter.

carpet *n* 1 a heavy fabric for covering floors. 2 a
covering like a carpet: a carpet of leaves. 3 on the

carpet *Informal* being or about to be reprimand-
ed. 4 **sweep something under the carpet** to
conceal or keep silent about something that one
does not want to be discovered. **vb** -petit
cover with a carpet or a covering
made of

road construction worker

Description

Road construction workers perform road construction on earthworks, substructure works and the pavement section of the road. They cover the compacted soil with one or more layers. Road construction workers usually lay a stabilising bed of sand or clay first before adding asphalt or concrete slabs in order to finish a road.

Scope notes

Includes people working with road roller operators.

Excludes people performing activities which involve pouring concrete to serve as a road surface.

Alternative label

road paviour


civil engineering project worker

rad construction worker

surfacing worker

Regulatory aspect

To see if and how this occupation is regulated in EU Member States, EEA countries or Switzerland please consult the Regulated Professions Database of the Commission. Regulated Professions Database:

http://ec.europa.eu/growth/single-market/services/free-movement-professionals/qualifications-recognition_en 

Hierarchy

- ▼ 8 Plant and machine operators and assemblers
- ▼ 83 Drivers and mobile plant operators
- ▼ 834 Mobile plant operators
- ▼ 8342 Earthmoving and related plant operators
 - road construction worker

ESCO portal

<https://ec.europa.eu/esco/portal/occupation>



How can ESCO be used?

ESCO can be used

- In employment services
- By job boards
- In HR software
- For career guidance
- For labour market intelligence
- In research
- For digital certificates



Fit for the digital age

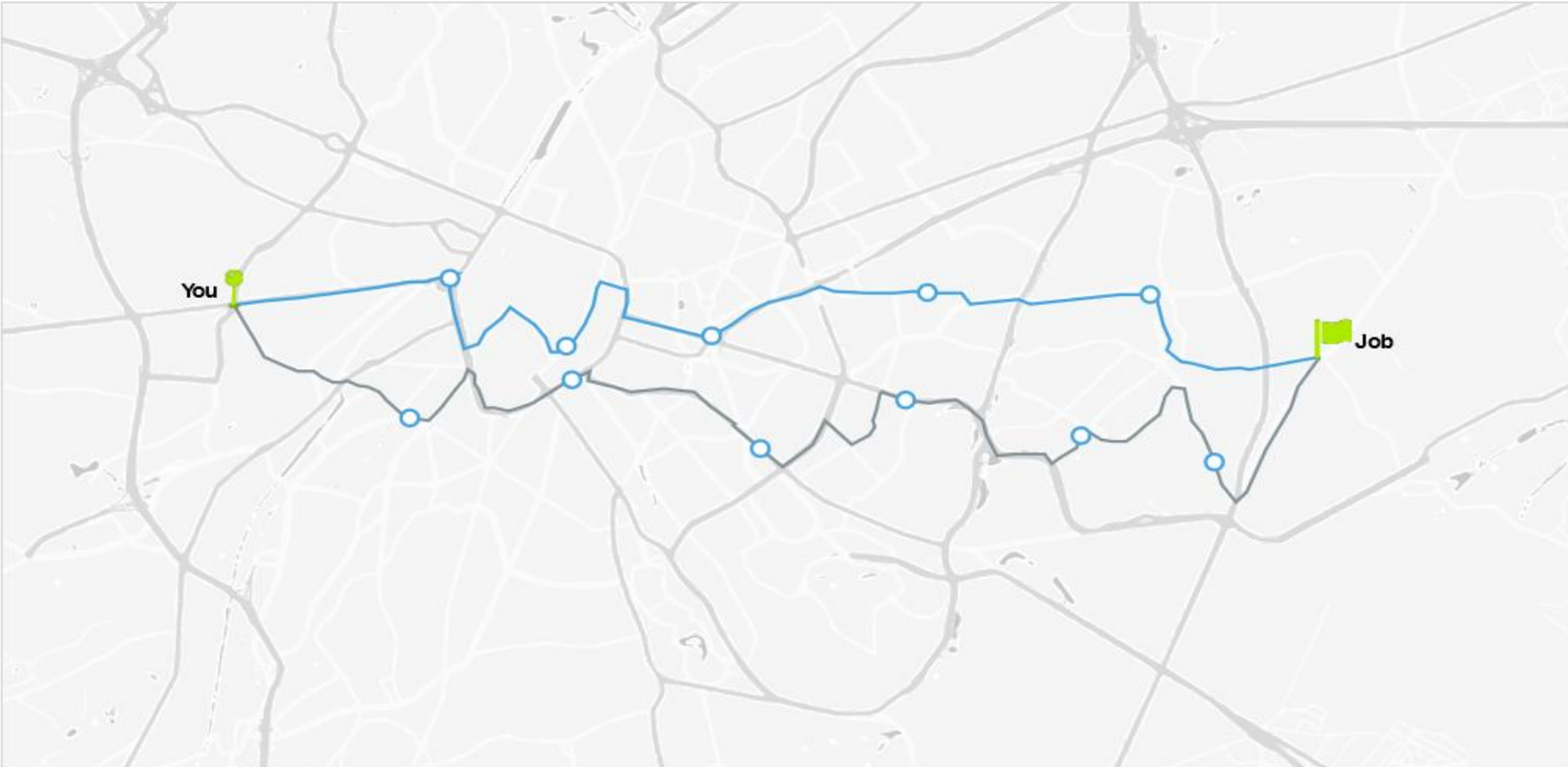
ESCO in digital tools?

- Support (digital) transactions in the labour market with a common language:
 - Publish job offers
 - Create online CVs or profiles
 - Search for jobs
 - Search for candidates
 - Online job matching
 - Online applications
- Usually, different actors are involved in these transactions.
- With ESCO they can refer to the same language.



Examples of applications directly using ESCO

Routeplanner



Filter

Language

Country

Online

Maximum weeks

Maximum cost

Your routes to SAP Fieldglass Implementation Business Analyst (CTE Consultant) Job

Identify and Close Employee Skill Gaps with Docebo Perform



Connecting Learning Assets With Employee's Skills

Big data analysis from online vacancies

Information on skills demanded from job-seekers by employers is very useful to inform career and continuing VET decisions of individuals. In the very dynamic labour market of today, understanding employers' requirements is also crucial for employment services and guidance counsellors to assess individual training needs, as well as for training providers to revise curricula and training programmes and tune them to current labour market demand. Policy-makers also feel the need to obtain up-to-date information on skill needs, new jobs being created as well as emerging skills.

Although useful and relevant, comprehensive data on skills demand by employers across the EU does not exist. Methodological complexity and high costs are key obstacles to an EU-wide survey of employers on skill needs. In addition, survey data suffer from significant time lags (up to two years) between data collection and final results. Given the high and increasing dynamic of labour markets reducing time between data collection and the use of the data is critical.

Over the last decade, the usage of online platforms for posting job vacancies significantly increased, including for advertising jobs of different types and levels. The Internet has become a rich source of

Project details

Related Country:

 Europe

Related Theme:

Identifying skills needs

Related Network:

Skillsnet

Tags:

Skill
Skill needs
Vacancies



ESCO in EURES



European Commission

EURES

The European Job Mobility Portal

European Commission > EURES > Home

PARTNER SITES

[European Job Days](#)

[European Solidarity Corps](#)

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For full access, please : [LOG IN](#) or register at EURES

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[Drop'pin@EURES](#)

[EURES Services](#)

Advanced search

We are committed to protecting your personal data and have updated the data protection statement and the specific conditions for Skip jobseekers and employers. You can access it [here](#).

EURES. The European Jobs Network.

Explore your European potential.

- 1,641,966 job vacancies
- 402,938 CVs
- 12,546 Employers
- 1,005 EURES Advisers

[HOW CAN WE HELP YOU ?](#)



I'm a Jobseeker.

[> SEARCH FOR A JOB](#)

You can also:

- [Create EURES account](#)
- [Create your CV online](#)
- [Create your Skills Passport](#)
- [Search for youth opportunities](#)
- [Contact EURES Adviser](#)
- [What can EURES do for you?](#)

I'm an Employer.

[> FIND CANDIDATES](#)

You can also:

- [Create EURES account](#)
- [Advertise a job](#)
- [Search for Skills Passports](#)
- [Publish a youth opportunity](#)
- [Contact EURES Adviser](#)
- [What can EURES do for you?](#)



ESCO & EURES

- New EURES Regulation 2016/589/EU
- Exchange of job vacancies and CVs/job applications
- Art. 19 (3)

"The Commission shall adopt and update, by means of implementing acts, the list of skills, competences and occupations of the European classification."

- Member States will adopt the European classification or map their national standards to it

ESCO & EURES

- State of play of the Implementing Acts
- Technical support
 - ESCO Mapping platform
 - ESCO Mapping Platform User Manual
 - Helpdesk
 - Trainings
 - Ad hoc support
 - Skills mapping pilot

ESCO Mapping platform

- Allows users to update, create, manage mappings and publish the correspondence tables
- First version available in June
- Additional functionality in 2nd half of 2018
- Free of charge

Implementation manual

1. Background
2. Objective and scope
3. Technical assistance
4. Mapping versus replacement
5. Mapping methodology
6. Using ESCO as national classification

Trainings

- Webinars, starting still in 2018
- Topics:
 - Adopting ESCO
 - Mapping to ESCO
- Member States to express their interest to:
EMPL-ESCO-Secretariat@ec.europa.eu
- Additional trainings will be scheduled in 2019

Starting the work with the new ESCO Maintenance Committee

- Work plan
- KPI framework
- Further structure for the ESCO skills pillar
 - Hierarchy
 - Linking with fields of education and training (ISCED-F)
 - Potentially linking with economic activities (NACE)
 - Skills contextualisation
 - Next: Implementation plan



Continuous improvement of ESCO

Why ESCO needs to be updated

Ensure ESCO is fit-for-purpose:

- Changes in the labour market;
- Changes in education/training;
- Changes in terminology;
- Changes in the requirements of IT applications;
- Correction of any identified issues.

ONGOING WORK AND NEXT STEPS

- Configuration of the Communities
- Aligment with the ESCO portal style and testing of business requirements
- Version for deployment on EC servers
- Invitation to stakeholders and technical support for registration
- Publication on the ESCO portal

TARGET GROUPS

ESCO Implementers

Use the ESCO classification to provide software solutions, products or services (PES, job boards, HR software vendors, social media, recruiters, career guidance services, training providers, awarding bodies)

TARGET GROUPS

ESCO Domain Experts

Deeper insight into the knowledge, skills and competences needed in specific economic sectors, occupations or into cross-sectoral knowledge, skills and competences (recruiters, education and training professionals, social partners, industry associations, professional associations, sector skills councils and networks)

TARGET GROUPS

Member States representatives

Members of the MSWG and MS representatives responsible for implementing the EURES Regulation

TARGET GROUPS

ESCO Maintenance Committee

Experts from public employment services, statistical organisations, chambers of commerce, the ILO and other key stakeholders

ESCO videos

Docebo



- <http://ec.europa.eu/avservices/video/player.cfm?sitelang=en&ref=I144716>

ESCO useful documentation

- <https://ec.europa.eu/esco/portal/documents>

ESCO milestones

Launch of ESCO v1

July 2017

ESCO implementation

ongoing

**Continuous Improvement
Process**

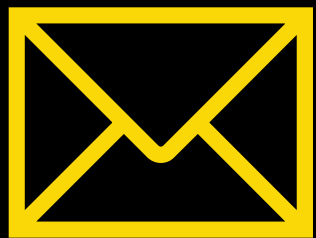
Starts at February 2019

ESCO adoption/mapping

Until August 2021



#ESCO_EU



Empl-esco-secretariat@ec.europa.eu

Disclaimer

This presentation is made by the European Commission and is designed to help ESCO ambassadors and multipliers to disseminate information about ESCO. Please note that the European Commission cannot be held responsible for any use which may be made of the information contained therein.