

8 June 2021

European Classification of Skills/Competences, Qualifications and Occupations



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Leveraging Artificial Intelligence to update the ESCO Occupations Pillar

The Commission is building machine learning models to suggest potential matches to ESCO occupations based on input such as job titles and occupation labels. This activity is related to the challenge of mapping textual descriptions of occupations to the existing ESCO occupations hierarchy. The following article showcases examples of occupation normalisation and mapping new job titles for existing/new occupations.



The screenshot displays two dropdown menus. The first dropdown is labeled 'Big data developer' and lists five ESCO codes and titles: 97 Data warehouse designer, 96 Database designer, 96 Database designers and administrators, 95 Database developer, and 94 Software architect. The second dropdown is labeled 'Scrum master' and lists five ESCO codes and titles: 91 ICT product manager, 87 ICT project manager, 85 Software manager, 83 ICT quality assurance manager, and 83 Insurance product manager.

Job Title	ESCO Code	ESCO Title
Big data developer	97	Data warehouse designer
Big data developer	96	Database designer
Big data developer	96	Database designers and administrators
Big data developer	95	Database developer
Big data developer	94	Software architect
Scrum master	91	ICT product manager
Scrum master	87	ICT project manager
Scrum master	85	Software manager
Scrum master	83	ICT quality assurance manager
Scrum master	83	Insurance product manager



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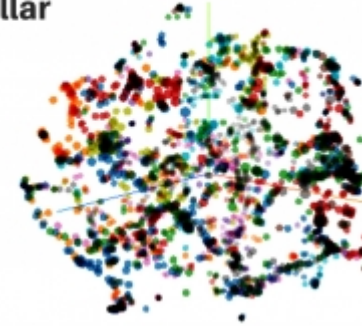
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Leveraging Artificial Intelligence to maintain the ESCO Occupations Pillar

ESCO has been developed by experts and designed following a top-down hierarchical structure. But can we represent ESCO data in a different way to gain further insights? To answer this question, the European Commission is investigating the use of AI, and in particular representation learning. This article illustrates how artificial intelligence can assist in shaping the future versions of ESCO.

Another look at the ESCO occupations pillar



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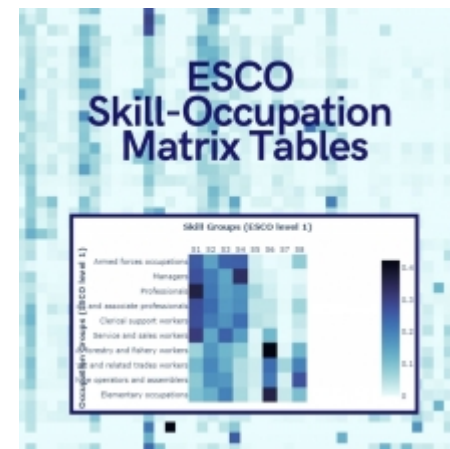
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ESCO Skill-Occupation Matrix Tables: linking occupation and skill groups

The ESCO Skill-Occupation Matrix Tables are now available to connect ISCO-08 occupation groups (rather than one single occupation) to ESCO skills hierarchical groups (rather than one single skill). With these tables, ESCO implementers are free to choose different ESCO crosswalks between the occupation and skills pillar at various levels of granularity, depending on their use case.





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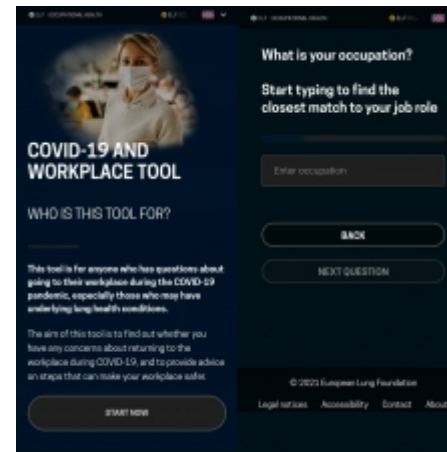
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ESCO use cases

The European Lung Foundation launches an ESCO based-survey

The European Lung Foundation in collaboration with patient representatives and occupational health experts produced the Covid-19 and Workplace Tool. It supports anyone who has questions about going to their workplace during the COVID-19 pandemic, by asking questions about citizens' concerns and providing advice on steps that can make the workplace safer. This tool uses ESCO to detect the occupation of workers filling the survey.



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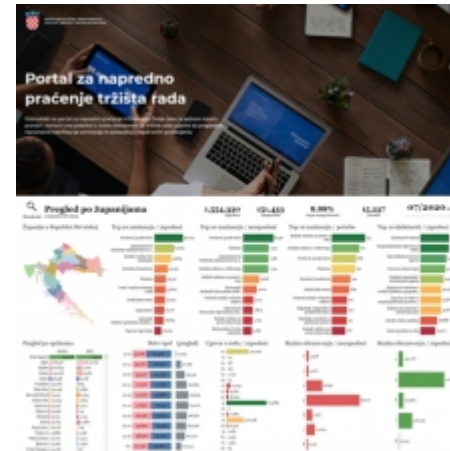
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The use of ESCO in Croatia to deliver Labour Market

Intelligence

The Ministry of Labour, Pension System, Family and Social Policy in Croatia (MRSOP) has implemented ESCO to develop the National Platform for Advanced Analytics of Labour Market's Mechanics and Dynamics. This platform enables Croatian policy makers to interact with combined data originating from various sources to present occupation and skills data divided into several thematic report groups, such as skill demand and supply.



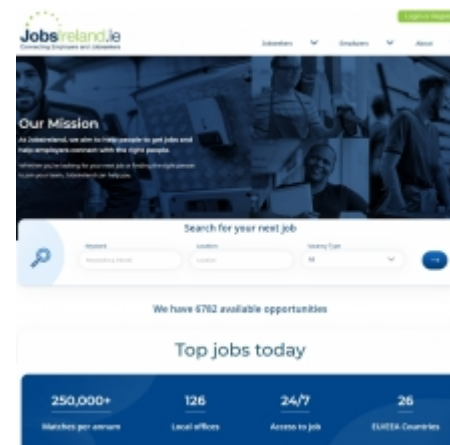
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The use of ESCO by JobsIreland

JobsIreland is the Irish Public Employment Service of the Department of Social Protection. They offer a free job advertising service to employers and enable job seekers to search for jobs and create a profile to match their skills and experience with available jobs, using the ESCO classification as a common language.



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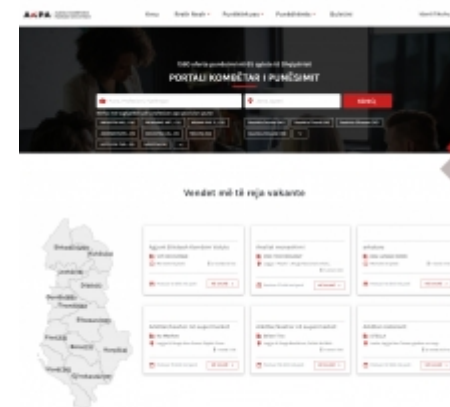
See also

[JobsIreland portal](#)

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ESCO implementation in the National Employment Portal in Albania

The Albanian National Agency for Information Society, through contractor Communication Progress, has recently developed the National Employment Portal, for the Albanian National Employment and Skills Agency. The portal uses ESCO to support the Albanian labour market leveraging on information such as work experience and skills of candidates.



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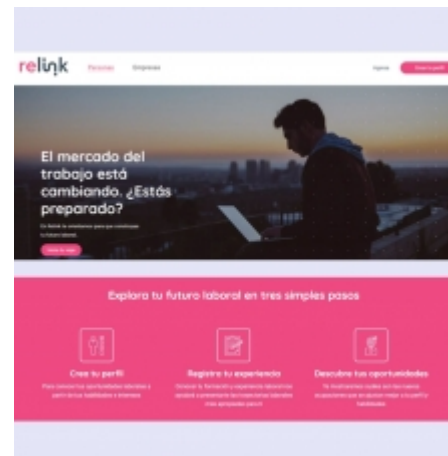
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[AKPA portal](#)

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A Public-private partnership in Chile launches RELINK: a platform promoting labour reconversion, powered by ESCO

Relink is the new digital platform created by a public-private partnership between the National Training and Employment Service of the Chilean Ministry of Labour, the Sociedad de Fomento Fabril and its Organismo de Intermediación Laboral, and the Inter-American Development Bank. It provides upskilling and re-skilling opportunities for individuals and companies, considering the challenges provided by the current technological and digital transformation in Latin America.



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See also

[Relink_portal](#)

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Publications

ESCO in the global skills taxonomy proposed by the World Economic Forum

The World Economic Forum has developed a framework for a global skills taxonomy to support the shift toward a skills-based labour market. The proposed taxonomy builds on the recognised work taken forward by ESCO and the Occupational Information Network (O*NET), enriched with skill trends highlighted in the Forum's ongoing insights on the future of work.



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ESCO and Skilllab: creating a data-rich environment

Skilllab, an ESCO implementer, has recently published the White Paper "ESCO and the Creation of a Data-Rich Environment. An Opportunity for the EU Labour Market". The paper is aimed at providing information on the adoption of ESCO, its role in supporting European Public Employment Services and the EU Skills Agenda, and other benefits associated with its implementation.



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Boost.rs research conducted using ESCO

Boost.rs, an ESCO implementer, has conducted studies to investigate changes in the labour market. The white papers available at the links below aim to answer some of the most pressing questions related to automation, soft skills, and remote work.



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See also

[Remote work: an untapped potential?](#)

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Events

European Pillar of Social Rights Action Plan: inspiring organisations around the world to improve skills and employment

The Commission discussed about the possible use of ESCO by Morocco and Israel and the potential it has for these countries. One peer-learning activity took place to support the Israeli Public employment Service in taking up ESCO. Moreover, the Commission presented ESCO to stakeholders of the THAMM project in Morocco.



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Webinar on ESCO – All digital

On the 13th of April 2021, All Digital invited the Commission to hold a webinar on ESCO for its members. All Digital is a pan-European association which focuses on supporting the development of digital skills and it represents organisations that work with 25,000 digital competence centres. The possibility to include ESCO in some of the projects run by the All Digital members emerged and further discussions are set to take place in the future.

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EURES and ESCO Workshop: Enhancing Job Mobility through a Common Language

EU Member States are currently mapping their national classifications of occupations (and skills, where available) to the ESCO classification, guided by the EURES legislation. The EURES and ESCO teams support this activity by organising a number of webinars. In the last training session, which took place on 9 and 10 March 2021, participants discussed the mapping process and its recurrent challenges, exchanged experiences on the adoption of the ESCO classification, and shared insights from their own experiences.

EURES and ESCO Workshop

Supporting Member States mapping to and adopting ESCO for sharing CVs and JVs on the EURES platform



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Interactive workshop on the usage of ESCO in Europass

On the 4th of March 2021, the Commission organised an interactive workshop for its Europass National Centres (NECs) regarding ESCO. The goal of the event was to present the ESCO classification and how it is implemented in Europass, answer to participants' questions and discuss best practices and ideas for improvement.

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