

Mapping DKZ to ESCO
the German experience
December 1st 2023



mapping skills and occupations – an overview



EURES-regulation 2016 / 589: EU members are obliged to transfer their vacancies and jobseekers data to EURES, based on ESCO. Germany decided to map their profiles rather than use ESCO within the domestic labour market.



Only “active positions” are mapped, relevant relevant for job-matching



Changes to occupations and skills are updated on a daily basis (e.g. new entries, changed entries, deletions)



the mapping data are stored in the Digital Classification Center (DKZ) of the Federal Employment Agency (BA) and are supplied to the ESCO Secretariat by BA IT

Mapping occupations: why so many “more general/ more specific than” matches?

**more than 2/3
wider match only**

- 1.486 exact matches
 - 6.707 more general than / more specific than
 - 2.012 close matches
 - 49 DKZ occupations & 147 ESCO occupations not matched at all (ISCO 08)
- Quantitative differences (3.008 ESCO occupations vs. 4.349 active DKZ occupations).
 - different granularity in different occupational fields
 - no ESCO equivalent for regulated further training occupations (e.g. master craftsmen, industrial foremen, technicians, business administrators,...)
 - "close match" for vocational training occupations.

examples: occupations

granularity

ESCO	DKZ
<ul style="list-style-type: none"> • Aufzuchttechniker/in Aquakultur • Fischerntetechniker/in Aquakultur • Haltungstechniker/in Aquakultur • Kreislaufanlagentechniker/in Aquakultur • Netzkäfigtechniker/in Aquakultur • Qualitätskontrolleur/in Aquakultur • Zuchtassistent/in Aquakultur • Zuchttechniker/in Aquakultur etc. 	<ul style="list-style-type: none"> • Fischwirt/in – Aquakultur und Binnenfischerei • Fischereitechniker/in • Ingenieur/in - Fischereitechnik
<ul style="list-style-type: none"> • Linguist/in • Literaturwissenschaftler/in 	<ul style="list-style-type: none"> • Anglist/in / Amerikanist/in • Germanist/in • Iranist/in • Neogräzist/in • Romanist/in - Französisch • Sinologe/Sinologin • Slawist/in – Ostslawistik etc.

regulated further training occupations

- Fachwirt/in - Büro- und Projektorganisation (DKZ) → Büroleiter/in (ESCO)
- Betriebswirt/in (BBiG)/M. Prof. Business Management (DKZ) → Leiter/in des operativen Geschäftsbereichs (ESCO)
- Getränkebetriebsmeister/in (DKZ) → Lebensmittelproduktionsleiter/in (ESCO)
- Wirtschaftler/in - Floristik (DKZ) → Leiter/in eines Blumen- und Gartengeschäfts

- Industriemeister/in – Elektrotechnik (DKZ) → Elektrotechniker/in (ESCO)
- Kraftfahrzeugtechnikermeister/in (DKZ) → Kraftfahrzeugbautechniker/in (ESCO)
- Fotografenmeister/in (DKZ) → Fotograf (ESCO)
- Gold- und Silberschmiedemeister/in (DKZ) → Goldschmied/in (ESCO) und Silberschmied/in (ESCO)

Mapping skills and competences: why so little exact matches?

**19 in 20:
wider match only**

- 1.315 exact matches
- 14.920 more general than / more specific than
- 8.850 close matches
- 1.299 DKZ skills & 1.123 ESCO skills not matched

- quantitative differences (13.890 skills in ESCO vs. 9.014 active skills in DKZ by 11/2023 – without special skills for artists).
- different granularity in different fields e.g. fishery skills in ESCO vs. digital/ office/ industrial skills in Germany
- soft skills in ESCO – not in mapped DKZ-part of “professional competences”; DKZ has separate part of transversal skills/ “psychological occupational requirements”, currently not mapped as not used in German job matching
- “close match” to limit number of non-matched skills whenever justifiable
- high number of un-matched skills is due to unique content on the ESCO side (e.g. cross-occupational skills, military skills,...), and unique content on the DKZ side (e.g. special licenses and permissions e.g. for handling dangerous chemicals, aircraft types, car brands, skills in regional and international cuisine ...).

Examples skills and competences

e.g. granularity

ESCO	DKZ
<ul style="list-style-type: none">• Englisch• Englisch schreiben• Englisch verstehen• geschriebenes Englisch verstehen• gesprochenes Englisch verstehen• kompetent auf Englisch kommunizieren• maritimes Englisch verstehen und sprechen• Luftfahrtenglisch• Englisch als Fremdsprache unterrichten etc.	<ul style="list-style-type: none">• Englisch• Englisch (Amerikanisches Englisch)• Englisch (Technisches Englisch)• Englisch (Wirtschafts-, Business-Englisch)
<ul style="list-style-type: none">• CAD-Software	<ul style="list-style-type: none">• CAD-Anwendung ArchiCAD• CAD-Anwendung AutoCAD• CAD-Anwendung CATIA• CAD-Anwendung Inventor• CAD-Anwendung SolidWorks• CAD-Anwendung Solid Edge etc.