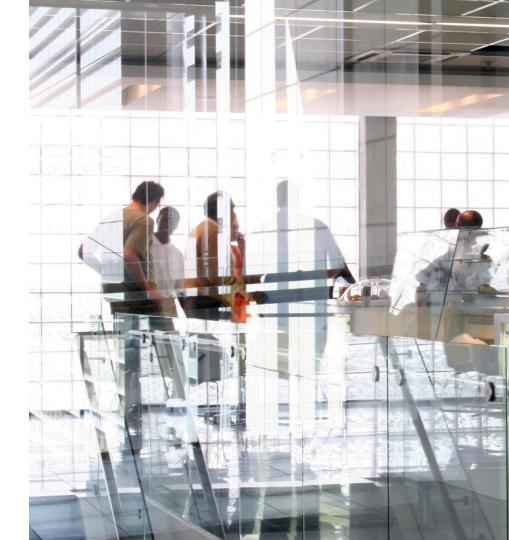
## Implementation of ESCO in Iceland

Thora Agustsdottir Directorate of Labour - Iceland







- Needs analysis for new IT system for the Directorate in 2017 revealed that the classification code in use, ISCO-88, was very outdated.
- EURES regulation (2016/589) required implementing ESCO or mapping.
- ESCO is an extension of ISCO-08 which is commonly used by important stakeholders, e.g. Statistics Iceland.
- Continuously maintained and developed by the EU and in Icelandic.
- Improves data management.
- Available funding from the European Commission to implement ESCO, grant agreement of 284.000 €.





### Implementation

- Construction of new IT system started in early 2019, launched in May 2022.
- First version of automated matching, based on the Elise engine from WCC, April 2024.

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- Main challenges:
  - > Limited resources, small internal team working with outsourced programers.
  - > Flawed translations of ESCO, occupations and skills, to Icelandic.
  - > Mapping of data between old and new system, occupations were not mapped due to very limited match.
  - > Nature and size of the Icelandic labour market. Occupations tend to be wider and fewer than in bigger countries.



#### **Automated matching**

Kennitala Nafn		Stig ↓	Staða	Póstnúmer	Nýt. m.	CV	RS hlutfall
		98	Skráður	800	2.81		50%
Starfsreynsla: 200 af 200     Ökuréttind       Hæfniskröfur: 500 af 500     Óskastörf: 400 af 400	i: Óumbeðið	Vélakunnátta: Óumbeðið	Grunn	<b>skólanám:</b> 250 af 300	Enska	: 200 af 200	
Property	Property Score	Subtree Score		Job offer (JOB)		Job seeker (JOBSEE	KER)
<ul> <li>Job Seeker (JOBSEEKER)</li> </ul>		50,74% (862,5/1700	0)	Demanded		Offered	
Personal information (JS_PERSONAL_INFORMATION)	100% (0/0)	100% (0/0)					
Job seeker residence (JS_RESIDENCE)	100% (0/0)	100% (0/0)					
Employment preferences (JS_EMPLOYMENT_PREFERENCE)	100% (0/0)	100% (0/0)					
<ul> <li>Preferred occupation (JS_DESIREDOCCUPATION)</li> </ul>	100% (0/0)	100% (400/400) *N	l				
<ul> <li>Jobseeker prefered occupation level 1 (JS_PREF_OCCU_LE)</li> </ul>	100% (0/0)	100% (100/100)		Þjónustu-, umönnunar-	og sölustörf (C5)	Þjónustu-, umönnu	ınar- og sölustörf (C5)
<ul> <li>Jobseeker prefered occupation level 2 (JS_PREF_OCCU)</li> </ul>	100% (0/0)	100% (100/100)		Personal service workers	(C51)	Personal service wo	rkers (C51)
<ul> <li>Jobseeker prefered occupation level 3 (JS_PREF_OC</li> </ul>	100% (0/0)	100% (100/100)		Waiters and bartenders (	(C513)	Waiters and barten	ders (C513)
<ul> <li>Jobseeker preffered occupation level 4 (JS_PRE</li> </ul>	100% (0/0)	100% (100/100)		Bartenders (C5132)		Bartenders (C5132)	
Jobseeker prefered occupation level 5 (JS_P	100% (100/100)	100% (100/100)		barþjónn (2f5e38a0-6578	8-4665-bdbd-e2ab	barþjónn (2f5e38a0	-6578-4665-bdbd-e2ab.





#### **Towards the future**

- Employ available tools to finetune the presentation of ESCO and other taxonomies to represent the realities of the Icelandic labour market.
- Develop automated matching further, make it 100% automated.
- Cooperation with other actors, private recruitment agencies and job changers for example.
- The hottest topic today, AI?
- We have to be realistic, limited by resources, both human and financial.





# Takk fyrir

(Thank you)



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