

Implementation of ESCO in Iceland

Thora Agustsdottir

Directorate of Labour - Iceland



Why ESCO?

- 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analysis for new IT system for the Directorate in 2017 revealed that the classification code in use, ISCO-88, was very outdated.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.
- Main challenges:
 - › Limited resources, small internal team working with outsourced programmers.
 - › 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

<input type="checkbox"/>	Kennitala	Nafn	Stig ↓	Staða	Póstnúmer	Nýtt. m.	CV	RS hlutfall
<input type="checkbox"/>			98	Skráður	800	2.81		50%
Starfsreynsla: 200 af 200		Ökuréttindi: Óumbeðið		Vélakunnátta: Óumbeðið		Grunnskólanám: 250 af 300		Enska: 200 af 200
Hæfniskröfur: 500 af 500								
Óskastörf: 400 af 400								

Property	Property Score	Subtree Score	Job offer (JOB)	Job seeker (JOBSEEKER)
Job Seeker (JOBSEEKER)		50,74% (862,5/1700)	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)		
Preferred occupation (JS_DESIREDOCCUPATION)	100% (0/0)	100% (400/400) *N		
Jobseeker preferred occupation level 1 (JS_PREF_OCCU_LEV1)	100% (0/0)	100% (100/100)	Þjónusta-, umönnunar- og sölustörf (C5)	Þjónusta-, umönnunar- og sölustörf (C5)
Jobseeker preferred occupation level 2 (JS_PREF_OCCU_LEV2)	100% (0/0)	100% (100/100)	Personal service workers (C51)	Personal service workers (C51)
Jobseeker preferred occupation level 3 (JS_PREF_OCCU_LEV3)	100% (0/0)	100% (100/100)	Waiters and bartenders (C513)	Waiters and bartenders (C513)
Jobseeker preferred occupation level 4 (JS_PREF_OCCU_LEV4)	100% (0/0)	100% (100/100)	Bartenders (C5132)	Bartenders (C5132)
Jobseeker preferred occupation level 5 (JS_PREF_OCCU_LEV5)	100% (100/100)	100% (100/100)	barþjónn (2f5e38a0-6578-4665-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)



Fyrirmyndarþjónusta – Virðing – Áreiðanleiki