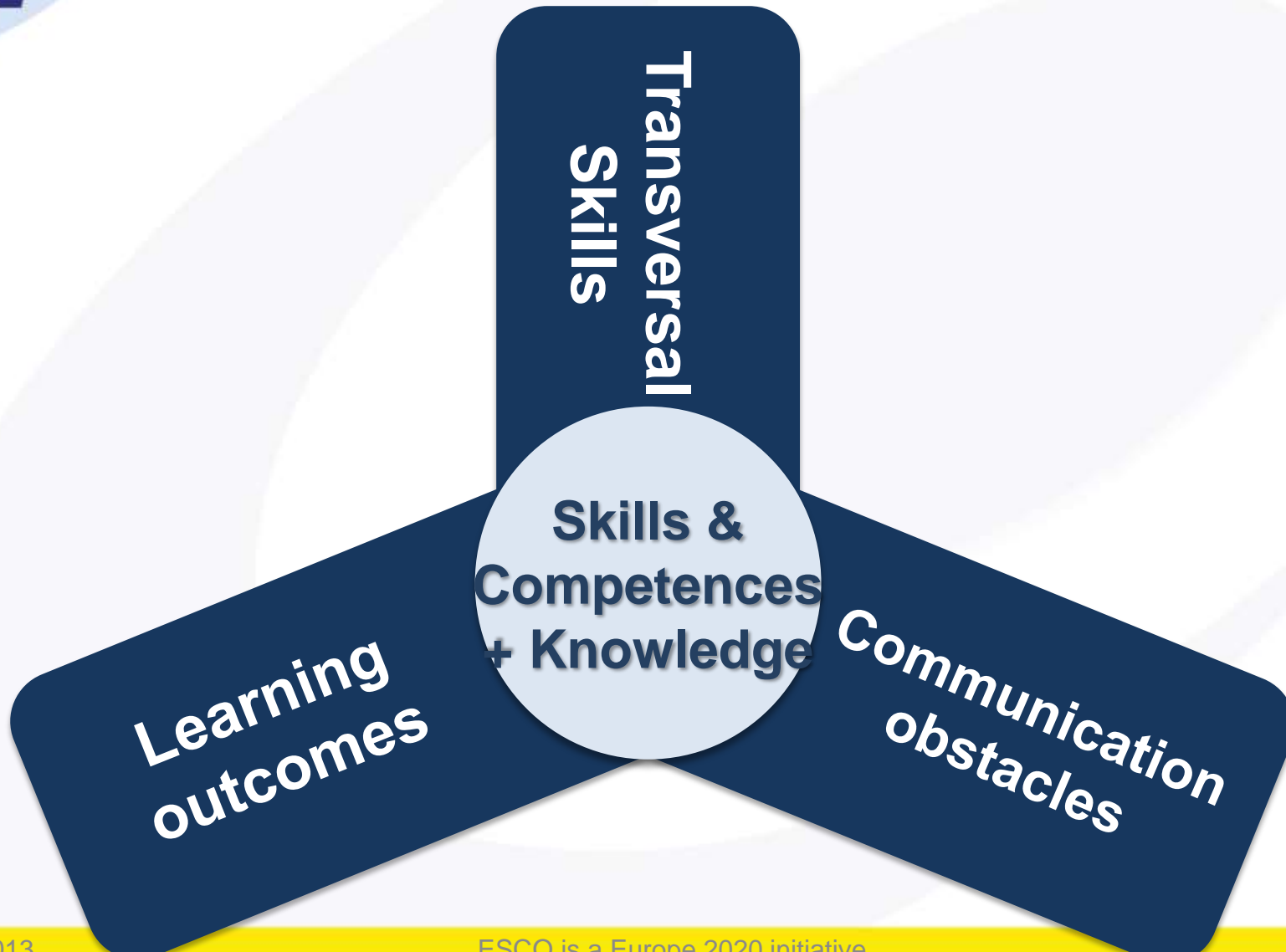# ESCO

A multilingual classification of European Skills, Competences, qualifications and Occupations

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Member of the ESCO Board

National Workshop on ISCA, Sofia, 24-25 September 2013

Challenges in E&T and labour market

Transversal Skills

Skills & Competences + Knowledge

Learning outcomes

Communication obstacles

Vision of ESCO

Europe 2020

An agenda for new skills and jobs:

"To ensure that the competences required to engage in further learning and the labour market are acquired and recognised throughout general, vocational, higher and adult education and to develop a common language and operational tool for education/training and work: a European Skills, Competences and Occupations framework (ESCO)."

→ ESCO: a supporting tool for bridging the gap between education & training and labour market

Developing ESCO

Objective:

To develop a <u>European multilingual, structured, easy-to-use terminology</u> of skills, competences, qualifications and occupations that meets practical needs, is up-to-date and can serve as a building block for applications.

Applications providing services as:
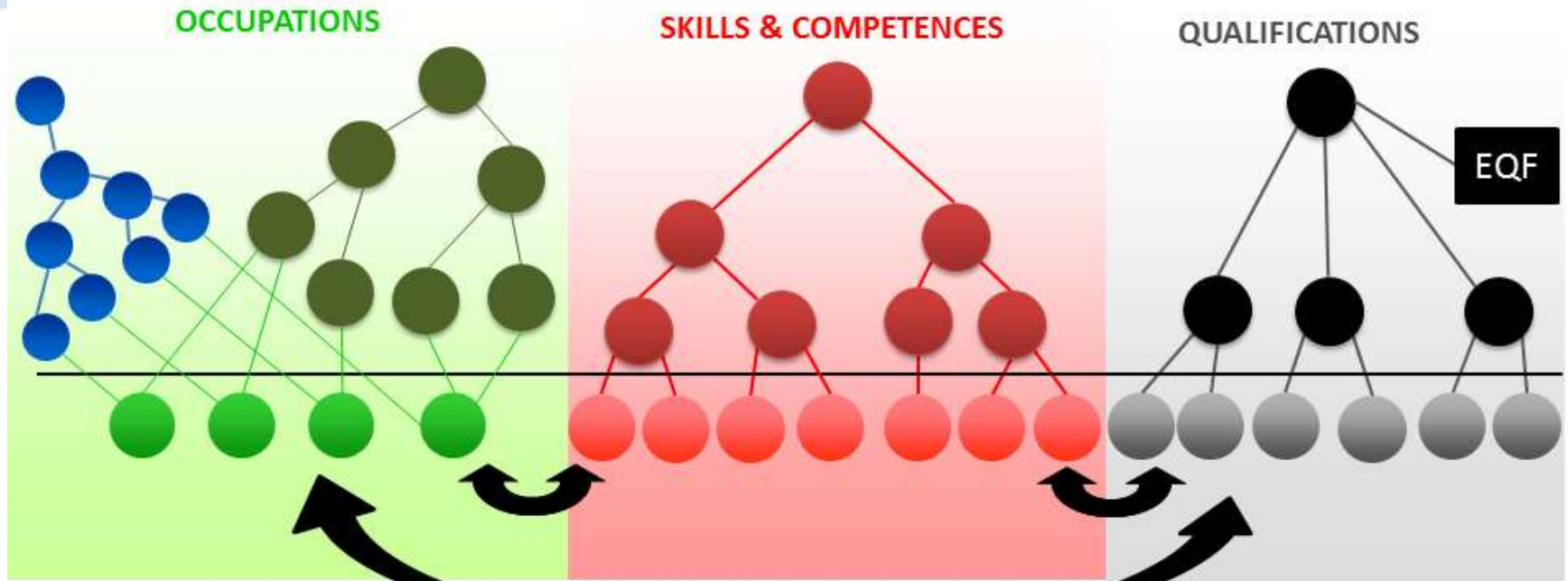
Skills-based job matching

Career guidance

Self-assessment tool

…

ESCO structure

ESCO Structure

Three pillars:

Occupations pillar:

2 hierarchic structures:

– **ISCO 08**

– **Sectoral breakdown by sectoral reference groups**

Skills and competences pillar:

2 categories:

– **Transversal skills and competences**

– **Job specific skills and competences**

ESCO Structure

Qualifications pillar:

2 categories:

- **European and international qualifications**
- **National qualifications linked to EQF (via NQF)**

Relationships between the 3 pillars:

Between occupations and skills, competences:

Essential or Optional

Between occupations and qualifications:

To be defined, depending on legal context

Between skills, competences and qualifications:

To be defined, important role for learning outcomes

Qualifications & learning outcomes

Qualification

described in learning outcomes

Education or

Training

Field / Institute

Knowledge

Skills

Attitudes, etc.

award,

degree,

certificate

Competences

Labour market

Implementation of ESCO

- **Joint project DG EMPL & DG EAC (Eur. Commission)**

- **Gradual development with intermediate results: Sectoral Reference Groups define (in 5 steps) the occupational profiles for their sector of economy**

- **ESCO version 0 goes live in October 2013; total revision leads to ESCO version 1 in 2017**

- **Pragmatic approach**

- **Building on existing structures (ISCO, DISCO, EQF, NACE...)**

- **Active involvement of all stakeholders (labour market, education and training**

ESCO concepts: Metadata

Web master

bg Уебмастър
cs Webmaster
fr Webmaster
lv Tīmekļa meistars
lt Tinklalapio višininkas

... ...

NPT: Website administrator

Definiton:
a person responsible for maintaining one or many websites

Implementation of ESCO

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- **Pragmatic approach**

- **Building on existing structures (ISCO, DISCO, EQF, NACE...)**

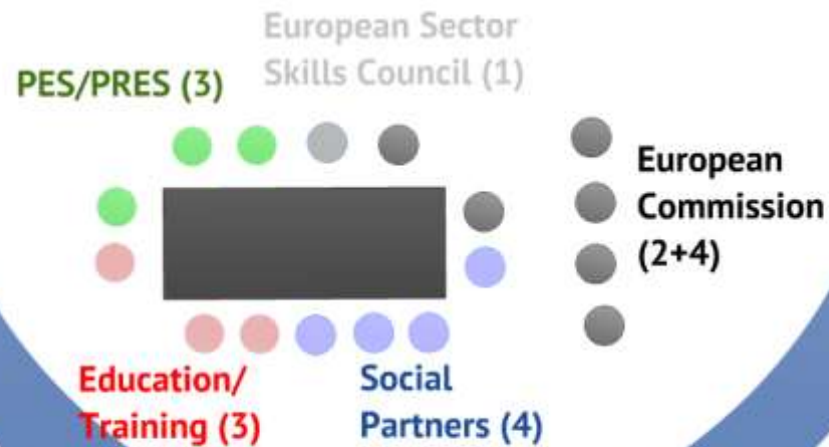- **Active involvement of all stakeholders (labour market, education and training**

Management structure

Board

ESCO Secretariat

ESCO Maintenance Committee

ESCO Reference Groups

ESCO Board

- **Strategic decisions**
- **Political support**
- **Releases**

PES/PRES (3)

European Sector
Skills Council (1)

European
Commission
(2+4)

Education/
Training (3)

Social
Partners (4)

ESCO Secretariat

- Project management
- IT infrastructure
- Taxonomy management
- Communication
- Administrative support

ESCO Maintenance Committee

- **Expertise in classification systems**
- **Oversees the revision process**
- **Quality management**

ESCO Reference Groups

Sectoral Reference Groups

- 27 Reference Groups
- 11 already established
- Review the economic sectors until 2017
- Provide input on qualifications & transversal skills

Cross-sector Reference Group

- Develop list of transversal skills and competences
- Develop structure for transversal skills
- Provide input on qualifications pillar
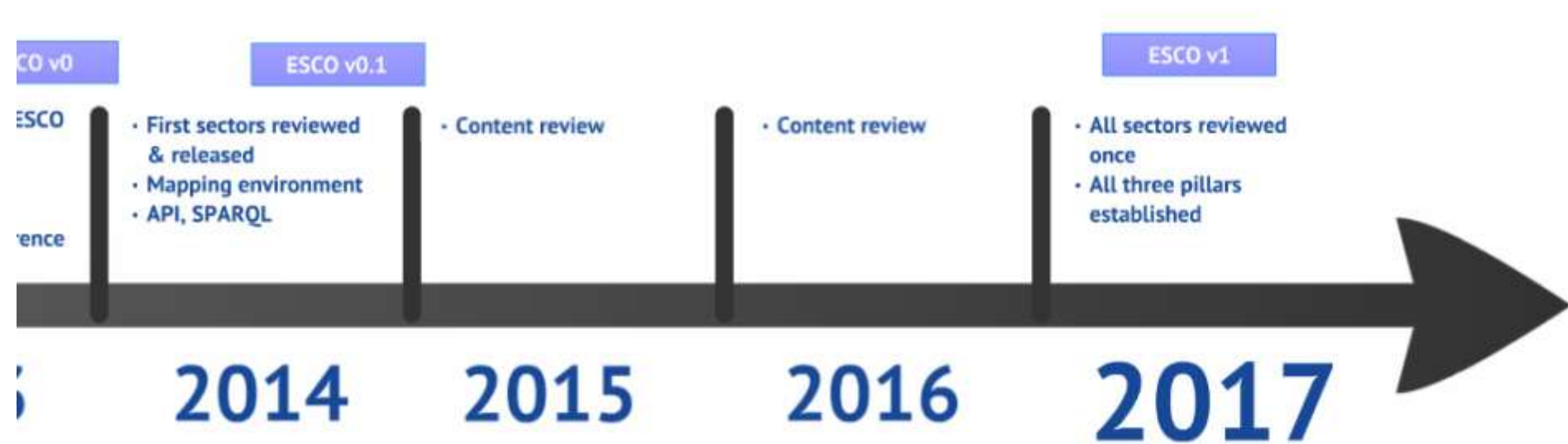
Project timeline

Project timeline

Pre-ESCO v0   ESCO v0

- Stakeholder Conference
- Stakeholder Survey
- Established ESCO Board

- Established ESCO Maintenance Committee
- Established three Reference Groups
- Methodological decisions

- Establish eight Reference Groups
- Finalise data model

- Go live of ESCO & ESCO Portal
- Establish 9 new Reference Groups
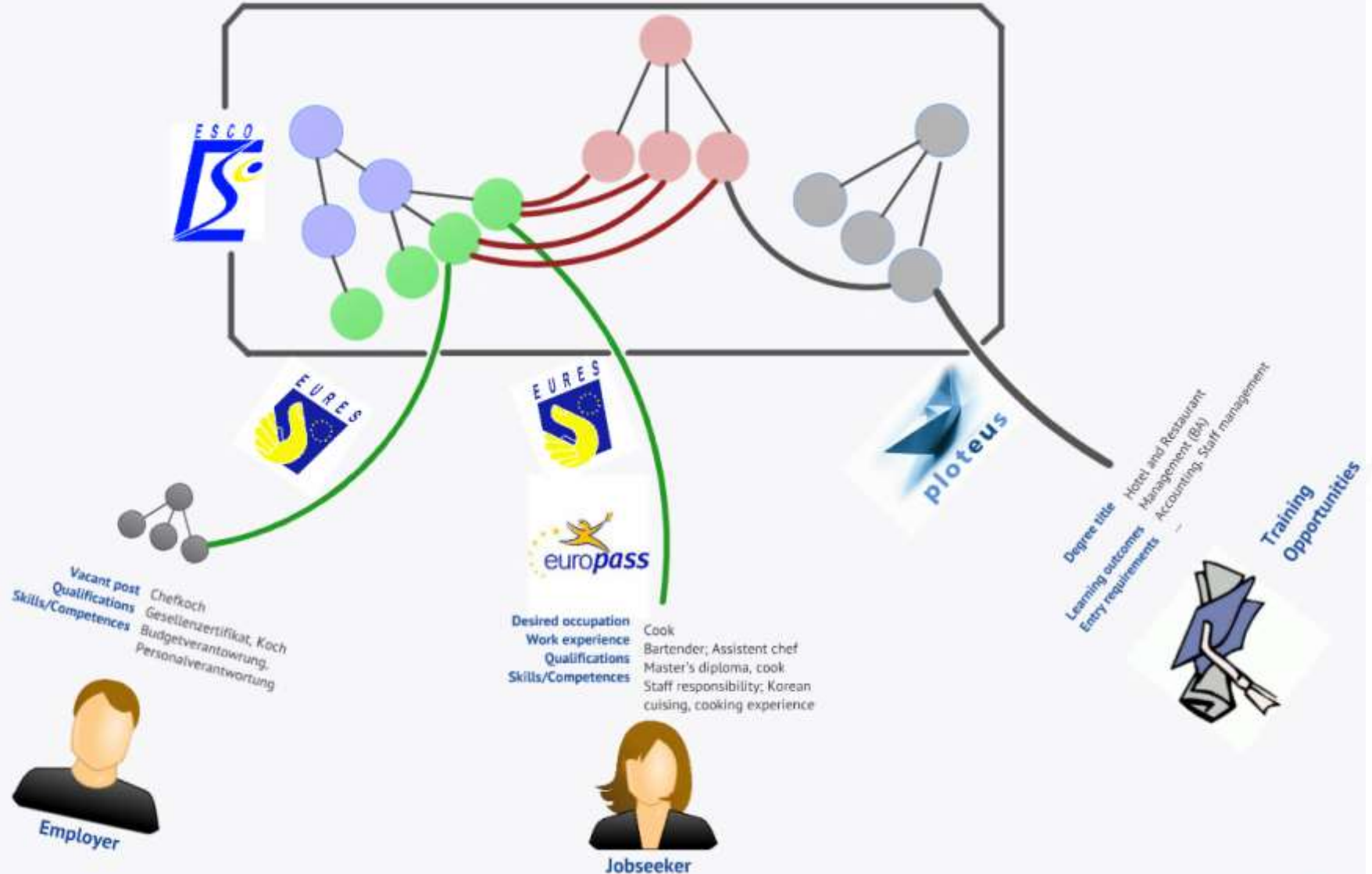- Stakeholder Conference

2010   2011   2012   2013

Project timeline

Added value of ESCO

Summary

- **Multilingual (22 languages, soon 25)**
- **Common language**
- **Used in EURES**
- **Collaboration with stakeholders**
- **"Meta tool"**
- **Available free of charge**