



# **ESCO:**

## **A multilingual classification of European Skills/Competences, qualifications and Occupations**

**Martin le Vrang**

**DG Employment, Social Affairs and Inclusion**



## Table of content

- 1. Introduction**
- 2. What is ESCO?**
- 3. Who is developing ESCO?**
- 4. Added value of ESCO**
- 5. Interoperability / mapping**
- 6. Conclusion**



# 1. Introduction

- **Europe 2020**
  - **“Common language between education/training and the world of work”**
  - **Skills :Transversal skills / competences**
  - **Qualifications: Shift to learning outcomes**
- ESCO to bridge the gaps between education and employment**



## 2. What is ESCO?

**ESCO**

=

**European Skills/Competences, qualifications  
and Occupations**



## 2. What is ESCO?

### State of Play

- **Based on existing classifications:**
  - ISCO
  - EURES taxonomy
- **Pre-ESCO v0 :**
  - + 5 000 occupation concepts
  - + 6 000 skill/competence concepts
- **Multilingual**
- **Work in progress**



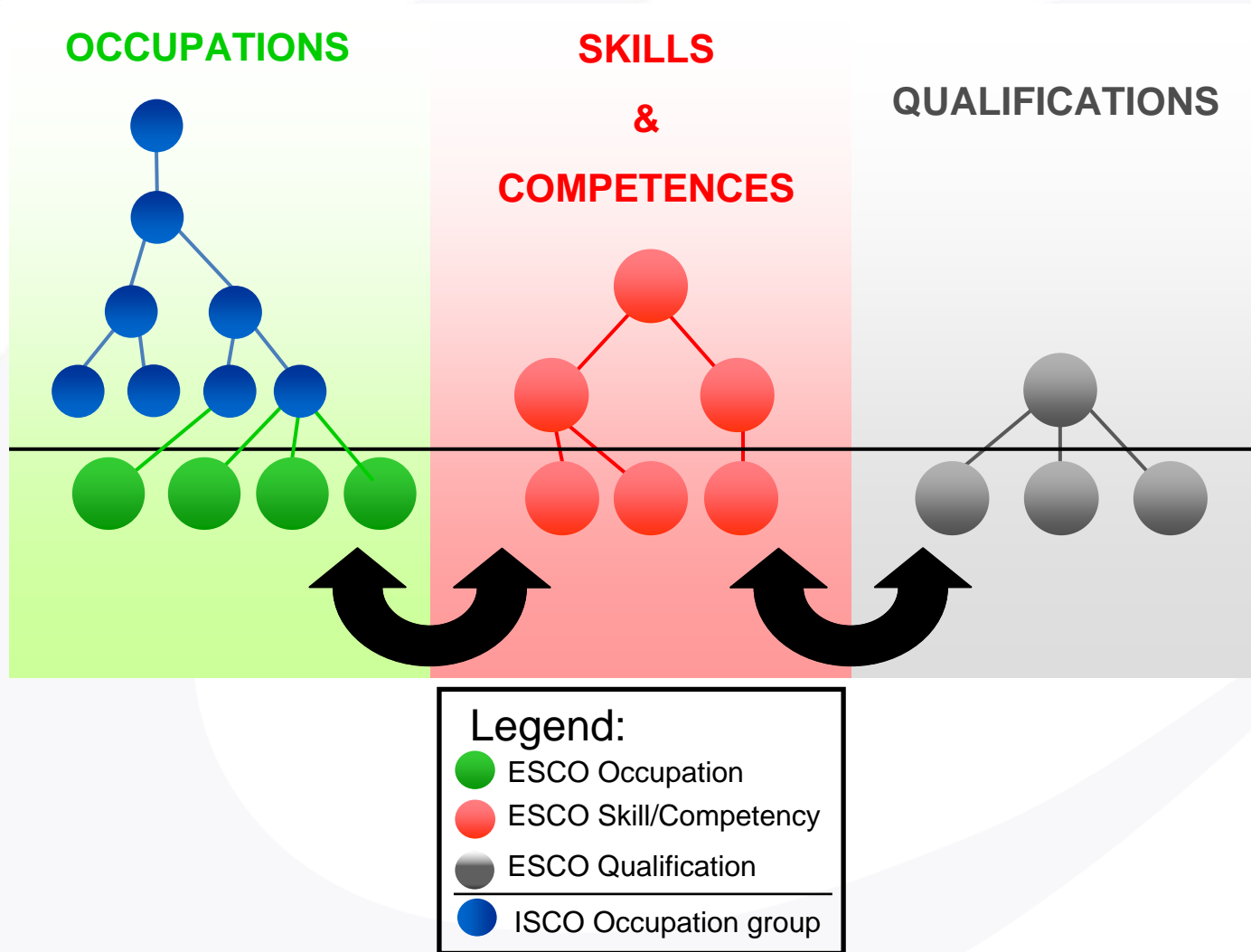
## 2. What is ESCO?

### Main building blocks of ESCO

- **Facilitate dialogue between labour market and education/training**
- **Structure of ESCO: 3 pillars**
  - Occupations
  - Skills / competences
  - Qualifications
- **Each pillar has its own structure**
- **Link the 3 pillars**
- **Relationships**



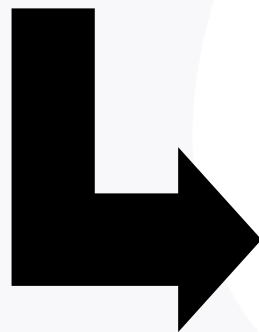
## 2. What is ESCO?





## 2. What is ESCO?

**Objective: To develop a multilingual, structured, easy-to-use terminology of skills / competences, qualifications and occupations that meets practical needs and is up-to-date**



**Bottom – up approach through active involvement of all stakeholders**





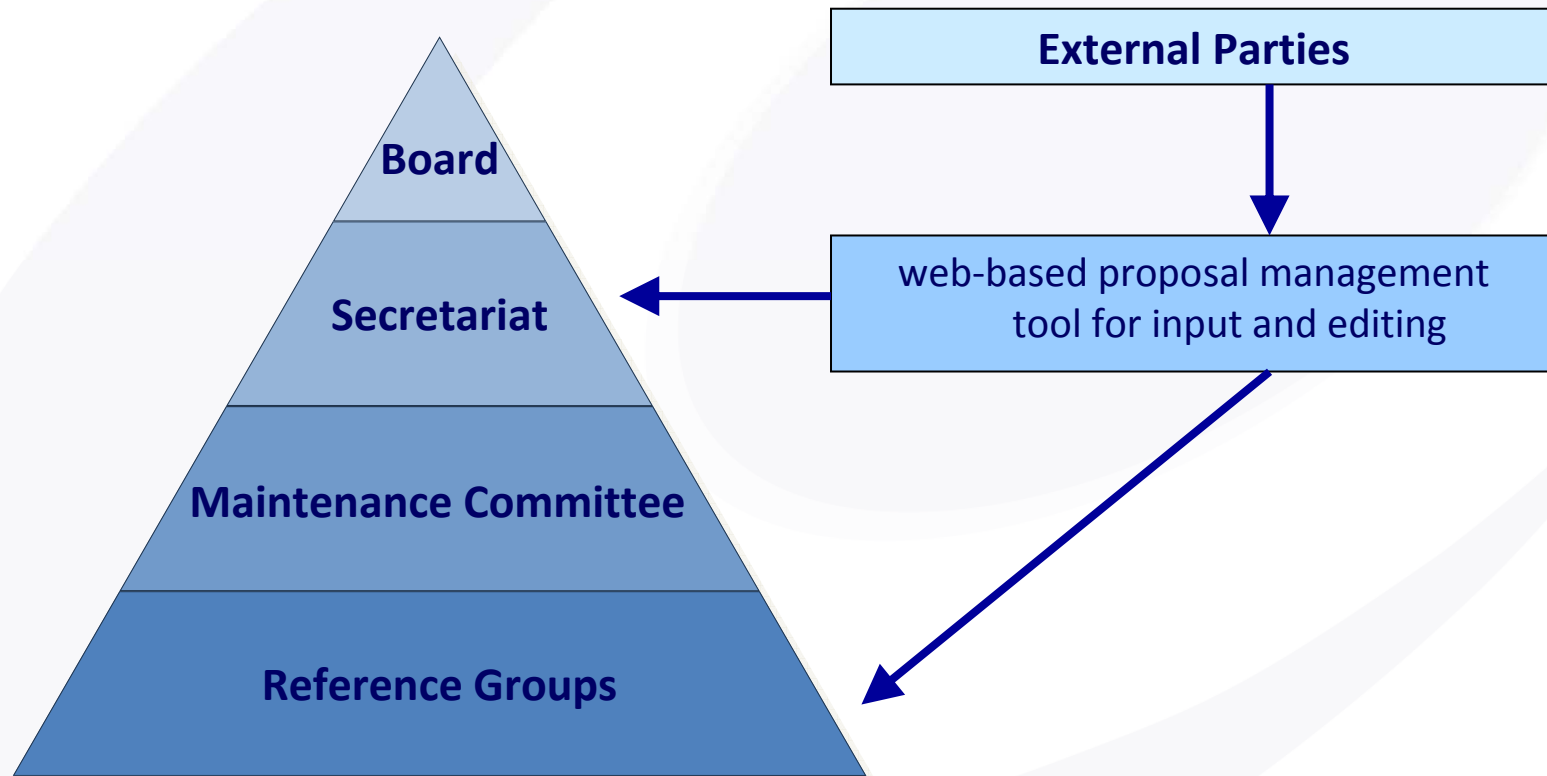
## 3. Who is developing ESCO

### **Main stakeholders:**

- **Public, private and third sector employment services**
- **National education, training and qualification authorities and institutions**
- **The social partners**
- **Sector skill councils**
- **Human resource management**
- **Recruitment and career guidance professionals**
- **...**



### 3. Who is developing ESCO





## 3. Who is developing ESCO

### Ways to contribute:

- **Participation in the ESCO Board**
- **Participation in the ESCO Maintenance Committee**
- **Participation in the Reference Groups**
- **Making proposals through the ESCO website**



## 4. Added value of ESCO

- **Enhance regional mobility**
- **Improve the functioning of the labour market**
- **Improve job matching**
- **Better connect education & training outcomes with occupations**
- **Contribute to the development of:**
  - the EU labour market
  - a EU lifelong learning area
- **Facilitate the development/implementation of applications**



## 4. Added value of ESCO

### Application Examples

Job matching

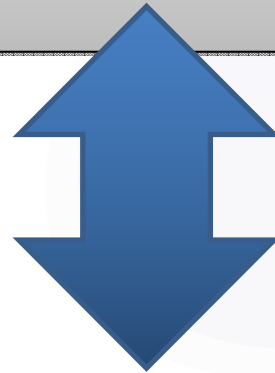
Matching at skills level

Information on learning opportunities

Guidance & counselling

Performance management, appraisals

Forecasting & planning



Labour Market

Occupations

Skills/  
Competences

Qualifications

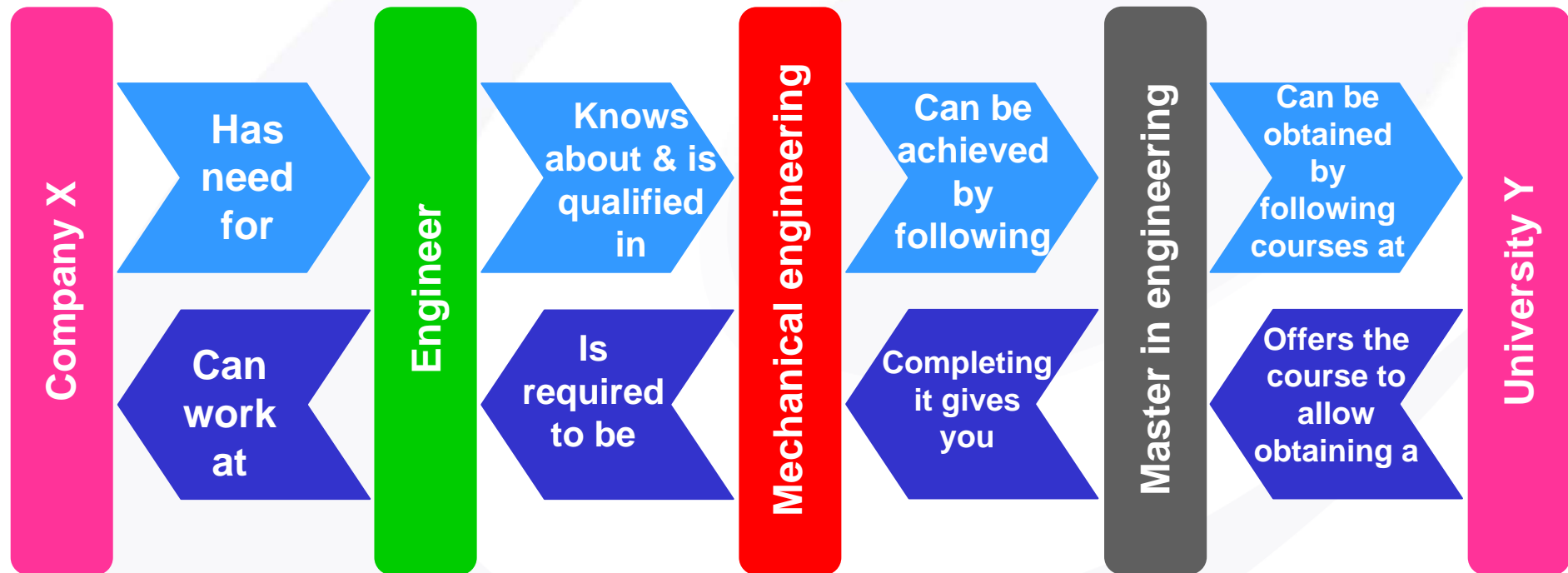
Education/  
Training

**ESCO as a 'common language' makes all this possible across countries, sectors, organisations...**



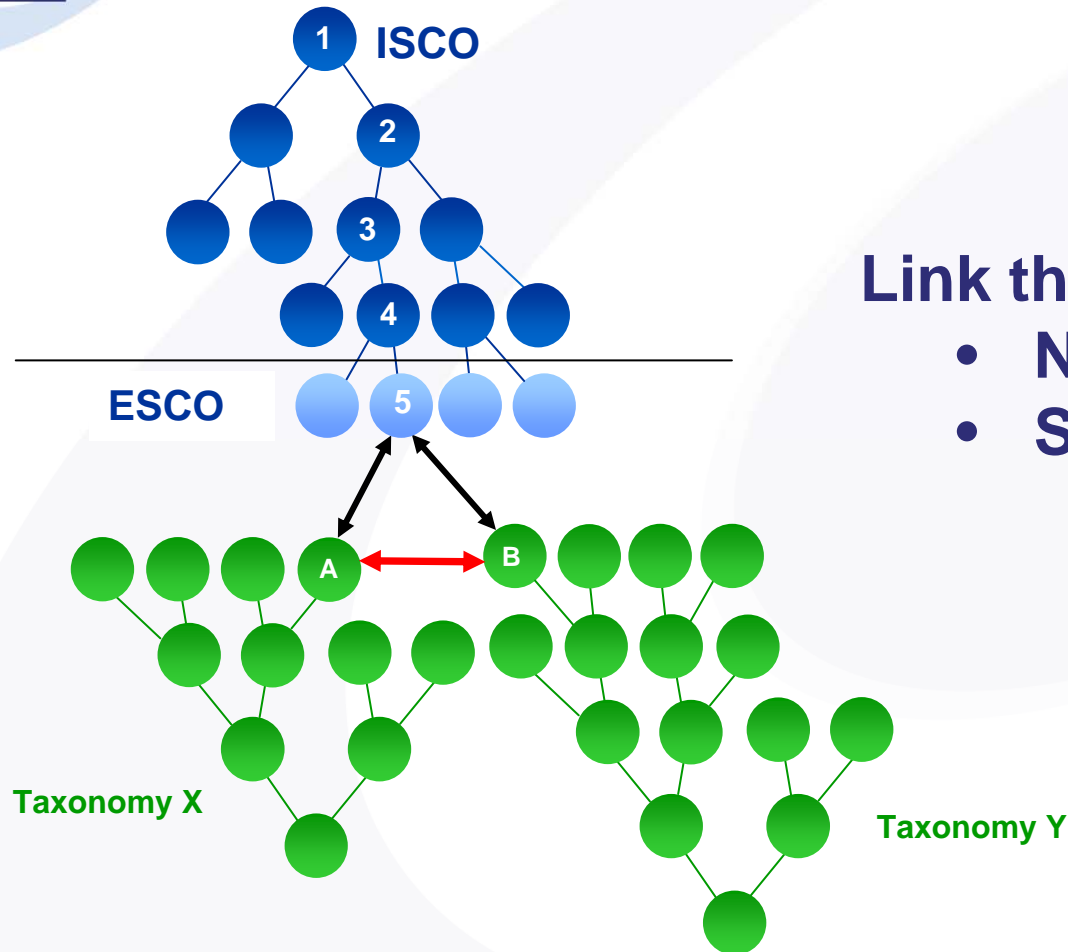
## 4. Added value of ESCO

**ESCO Occupation**      **ESCO Skill/Competence**      **ESCO Qualification**





## 5. Interoperability / mapping

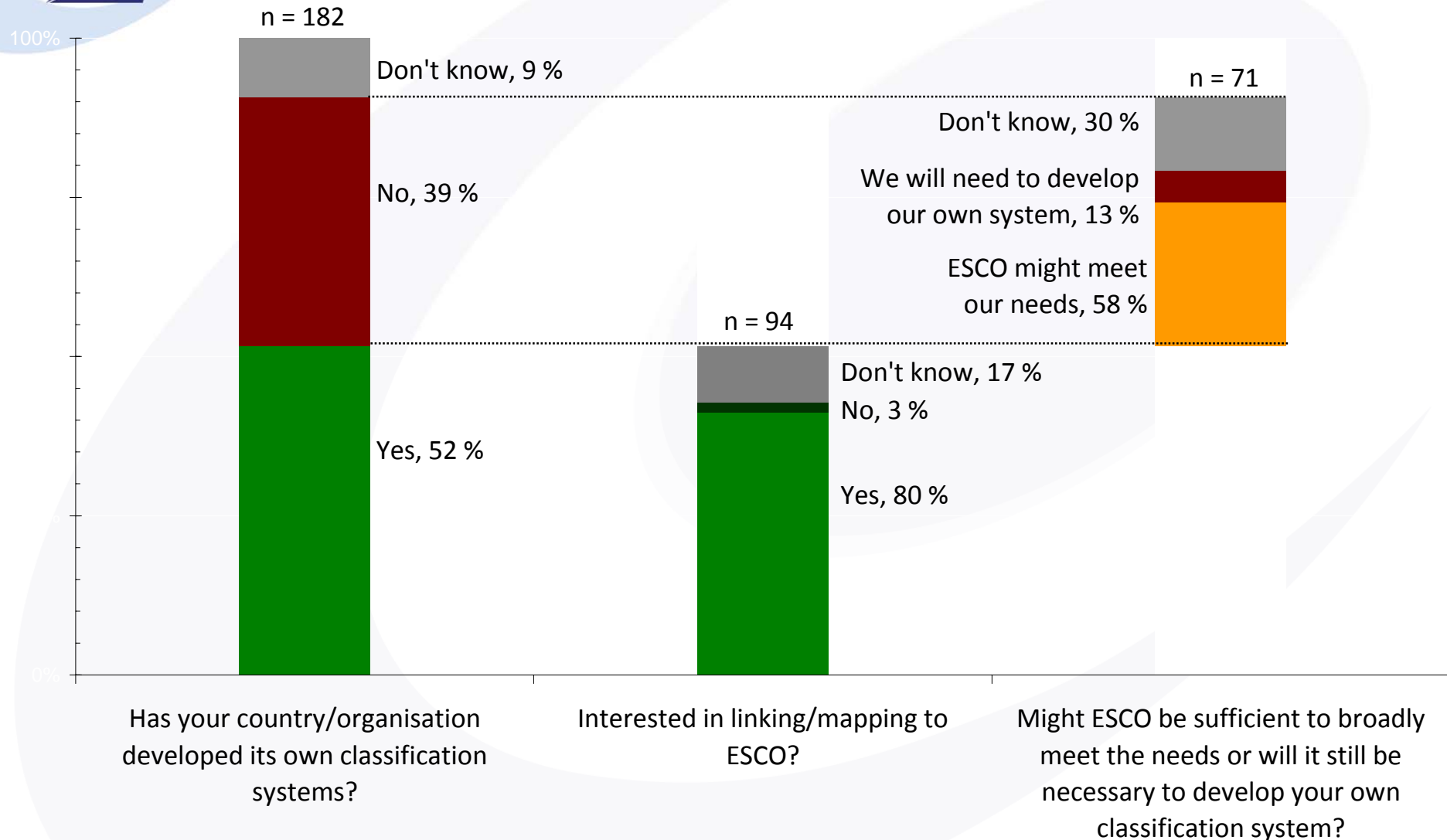


**Link through mapping:**

- National classifications
- Sectoral classifications



# 5. Interoperability / mapping







## Conclusion

**ESCO is...**

**... multilingual**

**... an interoperability tool**

**... bridging the gap between employment and education/training**

**... enabling skills based job matching**

**... skill/competence centred**

**... developed in close collaboration with stakeholders**

**... a “meta”-tool**