DG EMPL

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ESCO Mapping Pilot Kick off

Meeting minutes

17-07-2014

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| ***Meeting Minutes ESCO Mapping Pilot Kickoff*** |  |
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| **ESCO Mapping Pilot** |  |

# Report structure

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# Attendees

## PES

* Gerd Goetschalckx (VDAB)
* Alain Depuch (Pole Emploi)
* Dimitri Pelletier (Pole Emploi)
* Maria-Jose Arias (Servicio Público de Empleo Estatal)
* Catalina Cantero (Servicio Público de Empleo Estatal)
* Julius De Zeeuw (UWV. WERKbedrijf)

## DG EMPL

* Jackie Morin
* Martin Le Vrang
* Katrien Vander Kuylen
* Massimiliano Molinari
* Mira Lepur
* Cristina Perera

## DG EAC

* Karin Van Der Sanden

## TenForce

* Agis Papantoniou
* Johan De Smedt
* Karel Kremer

# Minutes of the Meeting

## Introduction, by Jackie Morin

### Idea behind ESCO

Mr. Morin presents the idea behind ESCO. The problem to solve is the different ways of expressing occupations, Skills/Competences and Qualifications in Europe. Each PES already has its own NOC and uses it well for matching, as it is a difficult problem. At the EU level, it becomes even more difficult, because all different cultures and notations need to be bridged. Even the PES have already experienced cross border issues and know how hard it is. ESCO hopes to solve this problem by providing a single taxonomy that would be the hub, allowing communication between the different PESs.

### Approach

The SREF approach in ESCO has been presented, it consists of asking volunteers from the industry to create and review the content of the ESCO classification with the help of a group of a Taxonomy expert group (TEG).

The ESCO technical aspect was presented too. ESCO is created in a machine readable format (RDF) which allows linking the ESCO concepts to other existing taxonomies and reusing it in business solutions external to ESCO.

Cooperation/articulation dimension of the project: this includes the verification of the business value of the project with the PESs

### EURES

A job matching application already exists from the EC side, EURES. This already deals with cross border matching. This is related to ESCO:

* Introduce ESCO taxonomy in EURES
* Include new rules in EURES

### EU guidelines

Each member state should establish an initial inventory to map its own classification to ESCO

### The Mapping Pilot, Practically

Currently group is limited to 4 member states, to keep the pilot at a manageable level. Later, all member states will be included. In these meetings we will discuss how to include all the member states in this work.

Cost impact of bridging to be evaluated

Mr. Morin stresses that this exercise is of key importance, the lessons leaned will be taken very much into account. The volunteers from the PESs are therefore thanked very much.

## Introduction to ESCO, by Martin Le Vrang

This section comprised of a high level overview presentation, which allowed for questions afterward

A key term is semantic interoperability: ESCO will provide a standard terminology that can be used across Europe in different languages

ESCO v0 was presented, it should be noted that ESCO v0 shows the approach of ESCO, but not yet the quality to be obtained. This is why in the mapping pilot, we will work with draft data of v01.

ESCO is Linked Open Data: a URI identifies a concept and allows linking from and to other classficiations this facilitates reuse

The ESCO Portal (<https://ec.europa.eu/esco>) was presented. This includes:

* **News:** what happened in the context of ESCO recently
* **ESCOpedia:** encyclopedia of ESCO, describing methodology, content and tools
* **Browse ESCO:** view the concepts of ESCO v0, by pillar
* **Download ESCO:** Download (possibly parts of) ESCO in a human or machine readable format

### Content of ESCO

In v0, the main concepts are Occupations, Skills/Competences and a few Qualifications to illustrate their purpose in ESCO

ESCO has a link to ISCO 08 (useful for statistical applications and useful when mapping to NOC)

A hierarchy exists for occupations and skills (v0 occupations follow ISCO, v01 will not)

A distinction is made between transversal vs. sector-specific skills/competences.

All concepts always exist in all languages. Can compare languages on the portal.

Pillars are linked. The occupation profile for instance consists of the skills and qualifications linked to the occupation.

EQF work is ongoing. Here member states develop national databases of qualifications. These qualifications will be included in ESCO. Some are not covered there, though (certificates from industry). These qualifications will be directly included in ESCO. Includes data about the qualification.

### Use of ESCO

ESCO to be used free of charge and can be integrated easily (thanks to linked data technology) for:

* exchanging data across systems and language barriers
* annotating data in job posts, cvs, curricula
* online competence-based job matching
* strengthening cross-domain interoperability
* career guidance (secondary goal)
* statistics (secondary goal)

ESCO is scheduled to go in production in 2017

### Organization

Many different stakeholders involved in ESCO: they have different needs and different expertise, e.g. PESs are one stakeholder

Internal to ESCO:

* **BOA:** ESCO board, defining vision and strategy of ESCO
* **MAI:** Maintenance committee, quality assurance and technical/content guidance of ESCO
* **SREF:** Sectoral Reference groups, providing scope and providing and reviewing content for the ESCO taxonomy. 11 SREFs established, together with one cross sectoral SREF
* **SEC:** ESCO Secretariat, enable the establishment and day-to day maintenance/editing of ESCO
* **TEG:** Taxonomy Expert Group, contractor that creates the content of the ESCO taxonomy and assists the SREF groups with this same task

### Phases in creating ESCO

* Pilot phase (use version published to test and progress on implementing classification in use cases)
* Preparation (v0 release and governance and methodology)
* Transition phase (finalize work on first version of the classification
  + v0 is a pilot phase and will not be used in v1, v1 needs a different quality level so will be redeveloped.
  + v01: march 2015. This date can also be used to present the results from the mapping pilot
  + v02: december 2015.
* Production
  + v1: winter 2017 contains all content

### Questions

#### v0 quality

Julius De Zeeuw: PES do not like the quality currently in v0, will you use v01 drafts?

We will use v0 and v01 draft work in the mapping pilot

#### completeness of ESCO Pillars

Maria-jose Arias: are all the pillars complete in v0?

The Qualifications pillar is indicative, v1 will have a much larger amount of qualifications and relationships between all pillars. Occupation and skill relations will be refined (essential vs optional)

#### Regulated professions

Catalina Cantero: what happens for regulated professions? Is the database that is already online being used?

This was indeed discussed: Qualifications that are part of the database for regulated professions are under discussion for linking. The EU professional card is more limited in scope. It is currently not being integrated, as it focuses more on the individual level, not the occupation level.

Catalina believes it is crucial to link to these existing databases.

ESCO can point to the existing sources but we cannot ensure that the information is always 100% correct. A warning will be displayed.

Gerd Goetschalckx: For many sectors DBs are available, SREF should indicate which databases are used, but cannot copy paste: the content there is much too detailed for labour market purposes.

## Approach to the mapping pilot, by Agis Papantoniou

This was an open presentation, proposes structure and scope of the Mapping pilot, but requires PES input. E.g. for dates of the next workshops.

### PES Selection

The following factors were taken into consideration when selecting PESs

* **willingness to participate:** of course we thank the PESs very much for volunteering
* **number of concepts:** we need different amounts of concepts per taxonomy
* **mappings to ISCO-08 and NACE:** if there are already mappings with these things, it will be much more easy to map the classifications. NACE is also a reference point. v1 should substitute the relevant parts of v0. NACE helps us to see whether the occupations belong to the right sector.

### Create Mappings

Need the NOC from the PESs in machine readable format (non-disclosure agreements are of course ok)

Would like to have participation from the PES in the next workshops.

Objective of pilot: investigate!! How much manual work is needed to have a good mapping? If something goes wrong, we can take corrective actions in time.

### Assessing the results

More details in the next presentation!

### Desired Outcomes of Mapping Pilot

* level of detail evaluation
* understand support needed by PESs
* (dreaming about) same Methodology for all PESs, and how much adaption is needed to realize such a methodology from the side of ESCO and/or PES
* update other PESs about the results of the study

### Mappings as Linked Open Data

OPEN : this means transparency. Data would be out there for everyone to use. Needs not be de-facto this way for PES data as well. It is the PES who decides.

TenForce and SEC can train/mentor in semantic technologies

### Questions and remarks

* Presentations will be sent out and could be uploaded to ESCOpedia. When publishing them on the portal, we will be careful with some things (e.g. no decision is currently taken regarding openness of mapping data). These elements will be reflected in the uploaded documents.
* PES members cannot decide on the openness of the data, they do not have a mandate!
* Need to be very clear on which data we will provide: a CV is not the same as a vocabulary. When publishing, there is provenance and licensing involved. This should also be discussed and should be very clear, before actual data is uploaded.
* There are two parts in the development of ESCO:
  + develop the taxonomy (not the most difficult part),
  + matching process (once taxonomy is there, how will we use it for matching job descriptions).

The PES believes the second one is the most difficult part. However, the matching is out of scope of ESCO. It will be part of Eures on EU level and PES for the national market. ESCO does need to ensure that its taxonomy can be used for the purpose of job matching. Mapping pilot should not include optimizing job matching, only verify that ESCO can indeed be used for Job matching.

* Julius De Zeeuw: it is difficult to translated free text cv into standardized content. How do we translate this into structured information? If there is no way to do this, ESCO may not be very useful. This was answered by the ESCO SEC: you will always keep using your own system, because you have the already in place. If you want to exchange information across border, then you will use ESCO to translate to and from your own classification.

We have to live with the fact that matching across languages and borders might not have the same quality as within borders, there will be some quality loss. In this mapping pilot, we will make sure this loss is minimal

* We will do a manual matching in the context of this study, this is a mapping pilot, the scope will be limited

### Deliverables and proposed dates, by Agis Papantoniou

During this presentation, the deliverables, tasks and workshops were shown. The dates in this presentation were indicative and actual dates were agreed upon during the workshop. The next workshop will be held on the 8th of September.

If there is extra homework to be done before a workshop, the PES would like to know 2 weeks in advance so they can be adequately prepared.

## Next steps, by Johan De Smedt

### Selected sector

In the mapping pilot, we will work with a draft version of the v0.1 data. This means the following reference groups are included:

* Hospitality and Tourism
* Agriculture, Forestry and Fishery
* Veterinary activities

We will only concentrate on Hospitality and Tourism, but we will need numbers for the other sectors too.

### Workshop 2: setting the scene

During the second workshop (8th of September 2014), we will set the scene of the sector. The following information would need to be provided by both ESCO and the different PESs.

#### We would like to have a selection of CVs and JVs, anonymous but still identifiable

* + The following numbering scheme can be used: country-[CV/JV]-[1..9]
  + We would need a text format (or whatever way the CV/JV arrives at the PES) and a structured format (e.g. xml, excel, csv, rdf), as processed by PES
  + If there is only unstructured information ESCO will create an ad-hoc structure for this part in preparation of the third workshop
  + If there are multiple formats used by the PES, we would need one of each.
  + For each type of format, we would like to know how the PES receives the CV/JV (process)
  + With the structured information, the PES should indicate what they expect ESCO to translate and what they expect ESCO to lose. This way, we will know what ESCO can do to improve or where it needs a supporting system/taxonomy
* Note from PES: reality is that vacancies ARE NOT complete! You have to work with what is there! 65% of vacancies in Netherlands are scraped from the internet.
* Note from PES: CV might not be the right word, client files we receive hold much greater detail than CV (e.g. personal information). To clarify, for the Mapping pilot, we need this input, not just a CV.

#### Numbers in PES Taxonomy

In order of importance:

* occupations per sector
* skills
* qualifications (optional)

#### How many CV/JV do you have for that sector?

#### Other qualitative remarks

* is the information of the PES representative for the market (do the private agencies provide all information to the PESs or does the PES only have partial information)
* is this representative for the whole of the economy in that sector or are only a part of the types of vacancies in the sector covered.
* We expect that the PES are only talking about JV and CV of unemployed people, not people currently at work

#### Rankings

PES to make its own ranking of each JV to each CV, but keep it hidden from us. We will use this for evaluation purposes. The goal is to evaluate how much information we lose by going over ESCO

* this ranking is for each PES on its own data
* based on the process used at the PES (any process, manual or machine)
* We consider a CV to match a JV when PES would present the CV to an employer?

### Workshop 3: Mapping and evaluation preparation

#### Presentation of classification systems

* ESCO to explain classification system and how it works
* PES explains their system to ESCO

#### Mapping

We will decide on how the mapping will be done and how we can make it better (ESCO will do this, no direct effort expected from the PES, but input is of course welcome)

#### How to do Evaluation

We will establish evaluation criteria

Need to evaluate our translation compared to the format used in PES. To check whether we are still talking about the same things

ESCO team will then do matching with the information encoded in ESCO

### Workshop 4: Evaluation

* For all CV/JV we do a matching and compare with the secret matching so far.
* Given the encoded cv/jv can we do matching? What is missing to do such matches?
* What is needed to do the mappings: tools, information…?
* All PES will have to evaluate all other cases too for this workshop
* Do we need to exchange information between the PES to they can inter-evaluate each other's mappings. This question needs to be discussed in the next workspaces.

### Workshop 5: consolidate

In this workshop, we will consolidate the outputs and lessons learned out of this mapping pilot

## PES Presentations

In this part of the workshop, the different PESs in the meeting gave a brief presentation on the taxonomies they used.

# Actions

* Next workshop 8th of September
* Katrien to provide the scope of v0.1 SREF groups (based on NACE)
* PES to provide set of CV/JV from target sectors
* PES and ESCO to provide numbers of concepts in taxonomy
* PES to provide coverage of market (JV/CV)
* PES to provide other qualitative remarks (how representative are the numbers?)
* PES to make rankings for all CVs versus JVs, but to keep them secret from ESCO until the evaluation