DG EMPL

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ESCO Mapping Pilot Kick off with SEC

Meeting minutes

27-06-2014

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| ***Brussels*** |  |
| ***27/06/2014*** |  |
| ***Meeting Minutes ESCO Mapping Pilot Kickoff*** |  |
| ***Version: document version 1.0*** |  |
| **ESCO Mapping Pilot** |  |

# Report structure

Attendees – see section 2

Minutes of the meeting – see section 3

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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

## Status update

### PES Status

Dutch PES is participating and confirmed this.

Spanish PES will come to the kickoff meeting. Two people are joining from the PES, we know one of those from the SREF. We may need to be careful here.

Czech: no news

French: no news

### Dutch

Provided data samples and this gives a good view of the information that they have.

3 organizations will be represented: PES, bureau for statistics, and university of Amsterdam

university may have interesting things to offer

they want to have specifications on the data model (they really want to be involved)

they want to be able to do implementations themselves

they can implement a mapping tool from Dutch to ESCO (not confirmed, but hinted by PES)

they already have tools in place (CASCOD)

bureau of statistics already has a taxonomy in place

CASCOD is a tool that is used by the Dutch partners. We can have them run a mapping on a sample we provide (only if they volunteer!!). We do the same with other tools and we compare the result.

### New alignment tool: Amalgame

TF discovered new interesting tool Amalgame. This was discussed and TF will replace investigating NERD with investigating this tool

Amalgame is open source, except for the matching algorithms, which can be configured. It also has manual refinement.

TF will evaluate SILK, TAE, Amalgame, CASCOD (not open source) by the Dutch if they present it.

We believe manual alignment improvement/revision is required

### Current Analysis

We currently have extracts of the Dutch data, not covering the full classification

* It consist of 3 clusters of information that are not interlinked
* reference occupations (mapped to ISCO, with tasks, skills)
* occupation clusters (may not be the same as occupation groups)
* labour market cluster (different and currently no relation present to occupation clusters)

Note: skills are related by (always/often/sometimes of use).so there are some more specific things.

Important: when they link skills to other things (e.g. occupation clusters), they also link it to a sector. We don't know what this means yet. What happens if an occupation is in different sectors, will it have different skills?

Note: Dutch PES seems to work with a 'dossier': description for one person. This is an assumption to validate

## Agenda for the kickoff meeting

The agenda of the kickoff meeting was planned and discussed

### Welcome by Agis and then by the EC [15']

the welcome should also include a short introduction/who-is-who session

### Introduction to ESCO [30' + 30' questions]

by the SEC (Martin can present this)

goals:

* take away the misconceptions
* what are the 5 bullets we really want to be understood from the presentation

### Mapping pilot [60']

* Scope of pilot
  + Katrien can do this through an extremely simplified scenario (e.g. partial mapping of 5 occupations)
  + Show objectives, scope, approach
  + Show the steps to be taken and an ideal progression of the steps (simplified simulation with invented examples)
  + Need to validate that everyone has the same understanding of the project

PESs already received the descriptions

We will present this again to reach a common understanding

This section should allow for reactions

### How does PES X work? [80']

#### PES to present their own classification/matching

* What is the typical procedure you use to do job matching?
* both capture and CV-JV matching
* Which tools and classifications are used? This is about the process.
* what is your classification system (but this is less important than the matching)
* why would you like to be involved

We should be careful that they do not challenge ESCO too much and therefore 'kill the mapping'.

The Netherlands were rather hesitant about using classification systems, but here they talk about job matching.

We should make it clear that matching is not the goal of ESCO, ESCO is meant to easily share information between PESs.

Some people may not have a positive mindset about ESCO

#### What does ESCO expect from the study?

Can use the Dutch as an example

Can we have a look at whether other PESs can take the Dutch road, doing the mapping themselves?

We can state that they want to do it and we can offer to help. the Dutch can present what they want to do with this mapping

In the final workshop they can then present their work

### Round up [20']

we need to get their input: e.g. what evaluation criteria would you expect?

## Notes on the agenda

#### Welcome and farewell coffee

is available for socializing and exchanging more information

the room should be available for one hour after the event too

#### Schedule might have to be revised (breaks and starting times)

Total time

-10.00-16.00, 1 hour break, in total the meeting should take about 4.5h

#### Roles

Agis will chair the meeting

TF to be secretary of the meeting

Karin will be there so it is clear the DG EAC is involved

## Email of Gerd

### Responses

We need to provide cases to show the purpose/goals

Differences in the services used in ESCO, EURES and Pilot. Need to make the distinction clear

We need to clarify that we are not rolling out the real mapping yet, we are just making an assessment. This should ease some of her concerns.

### Not in this mail, but can be her main concern

After so many years of investment of the VDAB, they would like to build further on this work, not abandon it for ESCO

We should explain that ESCO should be able to feed into their system, by taking content that comes from somewhere else and is translated into her system

### Having Gerd in the mapping kickoff

Tony (chair of MAI) has a personal opinion that we should involve Gerd in the mapping pilot

We should be careful not to start vague items where we can get into long discussions with Gerd.

We will do a short meeting with her up front! So some of her concerns will have been addressed already. After that we can invite her as an 'observer'.

We can also invite her from the part of the MAI (so she has to be careful how to express her questions).

We want her to provide as much useful feedback as possible for VDAB and to reassure her that the SEC does indeed want her on board.

## General notes

Conclusion of the mapping could be that we can identify more precisely the missing links

Occupations and skills vocabulary will be a good step, but what more will we need?

The results will be disseminated to all SREF

in ESCO. Includes data about the qualification.

# Actions

TF: sends draft proposal for agenda to be checked with SEC

TF: needs to come up with exemplary approach for SEC to review by mid of next week

TF: needs to spell out questions we have for the PES

TF: needs to be clear what we want them to describe of their work

TF: presentation of mapping pilot to be sent by the 10th

TF: to send out an email to the Spanish SREF to ask for classification (will put SEC in copy).

SEC: needs to take action to confirm the PES participation, by phone, after the 4th if they haven't replied

TF: to prepare questions and look for more information about the Dutch taxonomy

All: we need to obtain taxonomy information from all PESs

TF: to prepare a case ASAP so we know what we will do with the PES taxonomies.

TF: to define the sectors we will handle. This can be v01 or a subset of that.

TF: to ask for Dutch data in XML format, so there is a formal schema

All: how much matching would we like to include in the mapping pilot? Because we will focus on recording the information and translate it to other taxonomies. But the results of the mapping pilot must be useful to do matching. So we must do some matching to evaluate.

SEC: to organize short meeting up front of mapping pilot with Martin, Agis, Johan and Gerd