



European  
Commission



# ESCO: improving career guidance services



ESCO is the multilingual classification of European Skills, Competences, Qualifications and Occupations.

It identifies and categorises skills, competences, qualifications and occupations relevant for the EU labour market and education and training, in 26 European languages.





## A job market 4.0

In an increasingly digital world, labour markets have become more dynamic, requiring new skills and competences. Accordingly, people need to guide their careers more actively (either independently or with the help of guidance services) to successfully manage their learning, their transition from education to work life and their continuous skills development.

## Skills development and career guidance 4.0, fueled by ESCO

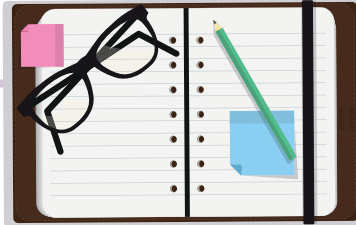
People and companies are using more and more digital tools to:

- assess skills;
- identify and understand the skills that will be needed in the future;
- find and design tailored training;
- find the right jobs;
- find the right information about the labour market.

ESCO can be the common language that makes these digital tools communicate more effectively with one another and support innovative and improved guidance services across Europe.

# How does ESCO benefit career guidance service providers?

If you are a career guidance service provider, there are five main reasons why you should use ESCO:



## To communicate in the same language as recruiters

Career guidance and HR professionals often use different terminology to refer to occupations, skills, competences and qualifications. By using ESCO, career guidance providers, recruiters and employers will have a common understanding of these concepts and can communicate more effectively. Moreover, this can be achieved across languages and countries due to ESCO's multilingual aspect.



## To identify and understand skills

ESCO's focus on skills and competences not only makes it easier to describe existing capabilities, but is also valuable for identifying the missing and transferable skills and competences of individuals.

## To build extensive skills assessment tools



ESCO uses a very rich skills terminology, covering all economic sectors. It can help you to create more powerful assessment tools for your clients, including self-help methods.

## To match skills gaps with learning opportunities

Based on your clients' skills profiles, ESCO will help you to more effectively match their skills needs with tailored training opportunities that allow them to advance in their career.

## To access updated information about labour market terminology

As ESCO can be used to collect labour market intelligence, you can stay up-to-date with the latest emerging skills and occupations on the market, and advise your clients accordingly.

Adequate career guidance based on current terminology will benefit individuals, employers and society at large, enhancing the development of a knowledge-based economy.

.....and all of this is completely **FREE of CHARGE!**



## Learn more about ESCO:

<https://ec.europa.eu/esco/portal/home>

<http://ec.europa.eu/social/main.jsp?catId=1042&langId=en>

## A Europe 2020 initiative

#ESCO\_EU



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