EURES & ESCO

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Workshop on “The common EURES IT platform & the mapping process”
"ESCO: Connecting people and jobs" conference
Brussels, 9-10 October 2017
342,728 CV’s registered

10,092 registered employers

1,463,187 vacancies available for searches

10,000,000+ pages/month

100,000+ users/day

Registered Employers EURES portal

Employers (through the PES)

Jobseekers

CV search

Job search

Job vacancies interoperability (index)

PES

...
The role of ESCO in facilitating job mobility for EURES users

... better understanding of job vacancies/ job applications coming from other countries for Jobseekers / Employers / Case handlers

... improving search and matching algorithms even across language barriers

... improved matching between jobseekers and job vacancies

... improving data forms, e.g. by automatically suggesting skills an employer might be interested in

... helping job seekers identify skills that would increase their employability and on this basis EURES can offer related learning or training opportunities
1. Job Application/ Find Candidate

→ Jobseeker Profile (JSP) = CV + Requests + Data Privacy & Consent

CV

- Personal Information
- Cover Letter
- Work Experience
- Education and training
- Language skills
- Skills
- Attached documents

Requests

- Desired conditions
- Desired locations
- Desired occupations

ESCO

Data Privacy & Consent
1. Job Application/Find Candidate

Work Experience

Occupation: IT Analyst

Choose an occupation

- IT analyst [Web and multimedia developers]
  Belongs to: Professionals
  Information and communications technology professionals
  Software and applications developers and analysts
  Web and multimedia developers

- IT analyst [Software and applications developers and analysts not elsewhere classified]

- IT analyst [Database and network professionals not elsewhere classified]

Business sector: Computer/IT Services

Main activities: I rethought the model used on the EURES portal to manage notifications.
1. Job Application/ Find Candidate

- Personal Information
- Cover Letter
- Work Experience
- Education and training
- Language skills
- Skills
- Attached documents

CV

Requests

- Desired conditions
- Desired locations
- Desired occupations

Skills

Additional skills: [ ] Java

Skills related to an experience: HTML programming language, Systems analysis, Project management, experience, RUP development process description, Systems testing, Windows XP, operating system, XML programming language.

Save
Cancel
1. Job Application/ Find Candidate

- Personal Information
- Cover Letter
- Work Experience
- Education and training
- Language skills
- Skills
- Attached documents
- Desired conditions
- Desired locations
- Desired occupations

### Desired occupations

- Occupation: System analyst
- Decisive skills: Systems analysis, Systems testing, Windows XP, operating system

- Project Manager, IT

[Add a new desired occupation]
1. Job Application/ Find Candidate

Basic search

Keyword: _____________________________ □ Exact match ❓

The searched CV language: Spanish ▼ ❓

Job location: France ▼ Picardie ▼ Entire region ▼ ❓

+ Add

Advanced Search

Search

Occupations index
Skills index
Free text index

+ algorithm for sorting CV results
1. Job Application/ Find Candidate

**Basic search**

- **Keyword:**
- **The searched CV language:** Spanish
- **Job location:** France, Picardie, Entire region

**Advanced search**

- **Occupation:** IT analyst
- **Skill:** Systems testing
- **Language skill:** English, Spanish, French
- **Contract type:** Traineeship, Self-employed
- **Specialisation:** Computing

**Exact match**
2. ESCO in Job search/Matching

→ Improvement of search form user interface using ESCO
→ Adoption of ESCO by the PES for mapping Job vacancies
→ Direct matching between CV’s and Job vacancies
3. ESCO in FIND A JOB

Today the user can select one or more ISCO 08 occupations, used to search against the ISCO08 occupation codes on the job vacancies.
4. ESCO as an enabler of the EURES CV & Vacancy hub

- Interoperability of Job vacancies
- Interoperability of CV’s
- PES + other partners (PRES...)

Industry standard (HR Open)
CV & JV formats incl. ESCO
4. ESCO as an enabler of the EURES CV & Vacancy hub

- Interoperability of Job vacancies
- Interoperability of CV’s
- PES + other partners (PRES...)

Diagram:
- EURES CV HUB
- EURES Vacancy HUB
- EURES PORTAL Matching Engine
- OTHER PARTNER Matching Engines
5. Other Applications - BI intelligence

<table>
<thead>
<tr>
<th>Jobseekers per desired occupation</th>
<th>Most common ESCO skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Language teacher</td>
<td>1. MS Office</td>
</tr>
<tr>
<td>2. Waiter/waitress</td>
<td>2. Internet Explorer</td>
</tr>
<tr>
<td>3. Administrative assistant</td>
<td>3. Firefox</td>
</tr>
<tr>
<td>4. Hotel receptionist</td>
<td>4. MS Outlook Express</td>
</tr>
<tr>
<td>5. Clerk (general)</td>
<td>5. MS Outlook</td>
</tr>
<tr>
<td>7. Secretary</td>
<td>7. Project management</td>
</tr>
<tr>
<td>9. IT project manager</td>
<td>9. Negotiating experience</td>
</tr>
<tr>
<td>10. Software programmer</td>
<td>10. Opera</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Most requested ESCO occupation</th>
<th>Most requested ESCO skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Program developer</td>
<td>1. Ethernet (network administration)</td>
</tr>
<tr>
<td>2. Application developer</td>
<td>2. Primary school (teaching)</td>
</tr>
<tr>
<td>3. System designer</td>
<td>3. LAN (network administration)</td>
</tr>
<tr>
<td>5. Application engineer</td>
<td>5. AutoCAD</td>
</tr>
<tr>
<td>7. System developer</td>
<td>7. Car body repair</td>
</tr>
<tr>
<td>10. Web programmer</td>
<td>10. Network administration</td>
</tr>
</tbody>
</table>
5. Other Applications - Predictions

**Electrician - 1 post**
United Kingdom, NORTHERN IRELAND 9 days ago

Category: Motor vehicle mechanics and repairers

We are currently looking for an experienced electrician to join our team. This is a permanent position and further training will be provided where required. Previous experience of being a fully qualified electrician is essential. Duties to include a variety of electrical installation work. Hours of work are: Monday-F. Expand

<table>
<thead>
<tr>
<th>Ocupation (100%)</th>
<th>Electrician ✓</th>
</tr>
</thead>
<tbody>
<tr>
<td>Location (82%)</td>
<td>Belgium ✓ Bruxelles</td>
</tr>
<tr>
<td>Skills (80%)</td>
<td>Troubleshooting ✓ Quality Control Analysis ✓ Repairing machines or systems ✓ Critical Thinking ✓ Installing equipment</td>
</tr>
<tr>
<td>Languages (33%)</td>
<td>Spanish, Castilian ✓ French English</td>
</tr>
<tr>
<td>Driving licence (100%)</td>
<td>B • B1 ✓</td>
</tr>
</tbody>
</table>

Help us to improve the matching.
Does this offer match your skills and preferences?

- Yes
- No
- Yes, but I am not interested in this offer
EURES Regulation (EU) 2016/589 – Art. 19 on automated matching

- MS shall cooperate on interoperability between national systems and the European classification (ESCO)

- EC shall adopt and update ESCO by means of implementing acts

- each MS will (within 3 years) establish an initial inventory to map national, regional and sectoral classifications to and from ESCO

- MS may choose to replace national classifications with ESCO or maintain interoperable national systems

- EC to provide technical/financial support to MS for establishing an inventory establish or replacing the national systems with ESCO

- EC shall adopt the technical standards and formats necessary for the automated matching through the common IT platform (both using only ESCO and national interoperable systems)
EURES Standards and Formats & ESCO

1. Data adapted to the EURES standards codetables
2. Data formatted into the EURES XML JV & CV
3. Data available in a repository for matching & searching
4. A mapping table between the national occupation codes and ESCO occupation codes
5. Implementing Act 3

Implementing Act 1:
- EURES formats and standards specs (HR OPEN Standards JV & CV V1)
- EURES Functional message exchange specs V1
- EURES Interoperability process manual V1

Implementing Act 2:
“Adoption of the list of occupations and skills from ESCO”

ESCO mapper & transcoder

Member state national database

DG EMPL
The (necessary) Mapping Process

ESCO Mapping Platform

NOC to ESCO

ESCO Vx to ESCO Vx+1

Correspondence Tables

ESCO Version mapping

NOC* to ESCO mapping

NOC* = National Occupation Code
Thank you!
Questions?
The EURES portal
Main features for jobseekers

- **Search for a job**
  Search through the jobs from all national PES / EURES Partner databases in Europe

- **Search youth opportunities**

- **Create your CV online**
  Post your CV online in order to be found by employers registered on the EURES portal

- **Create your Skills Passport**
  Record the skills you have in a specific sector to be easily found by employers in this sector (hospitality, tourism, ...)

- **Skills and Careers**
  Information on skills and learning opportunities throughout Europe.

- **Contact a EURES Adviser**
  Search for a EURES Adviser in your country
Main features for employers

- **Find candidates**
  Search through the database of CVs published by jobseekers on the EURES Portal

- **Advertise a job**
  This cannot be done on the EURES Portal directly. Employers can find the information to publish their job offer in one of the national PES / EURES Partner databases.

- **Manage youth opportunities**

- **Search for Skills Passports**
  Search for jobseekers who have skills within a specific sector (hospitality, tourism, ...)

- **Contact a EURES Adviser**
  Search for a EURES Adviser in your country
Information on the EURES Portal

- **Living & Working**
  Living and working conditions, labour market information, free movement information for 32 European countries

- **Drop'pin@EURES**
  Youth opportunities by organisations for youngsters

- **EURES Services**
  Information about the EURES network and the services provided by EURES in each country

- **News**
  Testimonials and success stories from the EURES network

- **Events**
  Calendar of all events organised by the EURES network throughout Europe.