

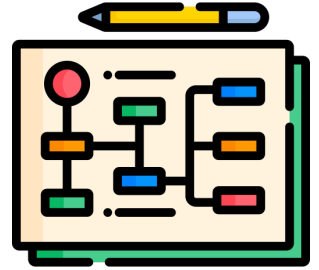


# ESCO

*EURES countries adoption/mapping to ESCO*

DG EMPL

24-06-2025



# ESCO and EURES

## The EURES Regulation (EU) 2016/589

### Implementing Decision No 2018/1020 and No 2018/1021

- Promoting intra-EU labour mobility.
- **Facilitating the exchange of job vacancies and job seeker profiles.**
- Ensuring **high-quality matching** across different languages and national contexts.

## Advantages

Matching jobs to competences and overcoming language barriers

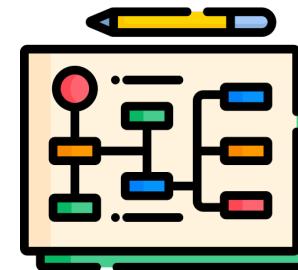
Use of semantic web and AI to decrease unemployment

Help EU citizens finding employment matching their skills

Increase mobility within the EU Member States

Help employers finding the right employees

# ESCO and EURES



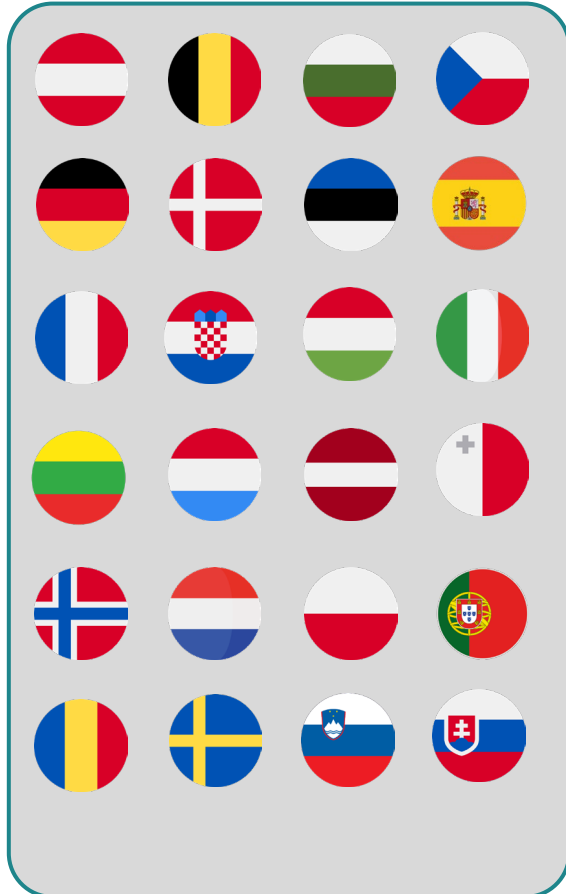
## The EURES Regulation (EU) 2016/589

### Implementing Decision No 2018/1020 and No 2018/1021

- Article 19 of the Regulation (EU) 2016/589 provides for the legal obligation of Member States to **adopt** ESCO or to **map** their national classifications to ESCO for the purpose of **transmitting JVs and CVs** to the EURES platform
- The European Commission provides **technical support** to Member States for mapping to or implementing ESCO.
- Mapping tables are available on the ESCO portal

# ESCO and EURES – current overview

## Mapping of occupations



## Mapping/in process of mapping - skills



## Adoption/in process of adoption - occupations



## Adoption of skills



# Mapping or adopting ESCO?

# Mapping versus adopting

<b>Classifications that Member States use to register information on job vacancies and CVs</b>	<b>ESCO implementation options</b>
<b>An occupational classification</b>	Map their classification to the occupations pillar of ESCO
	Map their classification to the occupations pillar of ESCO and integrate the ESCO skills into their systems
	Replace their classification with ESCO occupations
	Replace their classification with the full ESCO classification
<b>An occupational and a skills classification</b>	Map their classification to ESCO
	Replace their classification with ESCO
<b>ISCO-08</b>	Use the ESCO occupations at national level
	Use the full ESCO classification at national level

# Mapping versus adopting

Decision depends on national needs and expectations. Criteria:

## Adopt ESCO if:

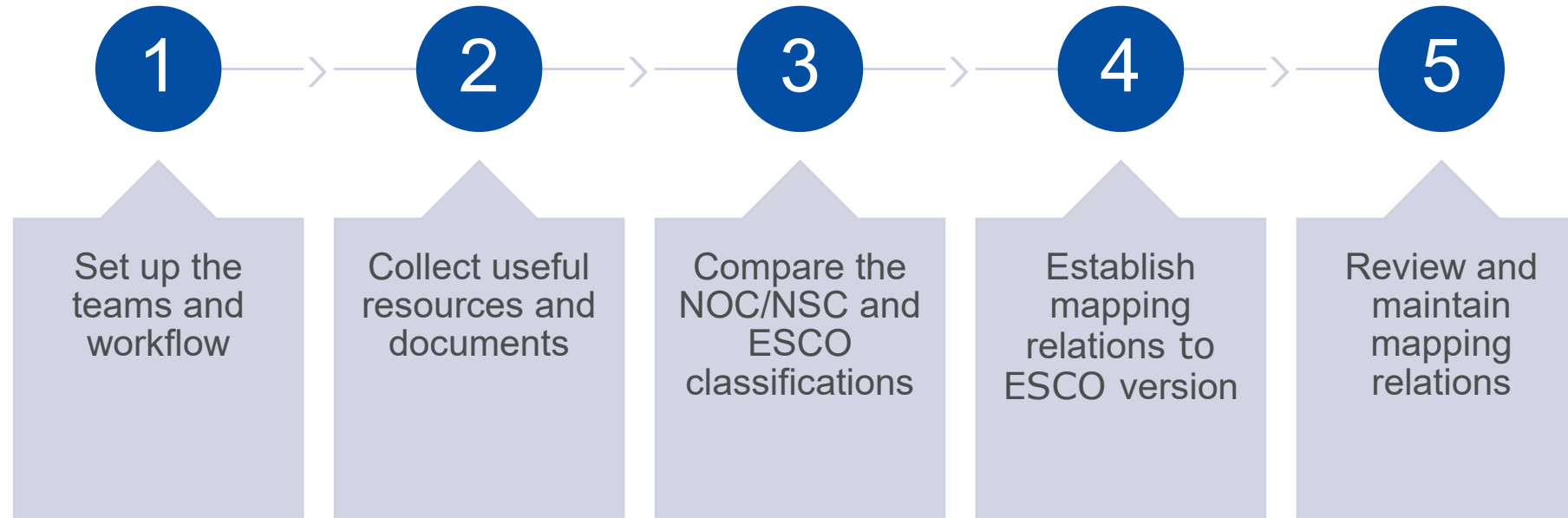
- Existing NOC/NCS is obsolete or unused
- Lacks metadata (preferred terms, scope notes, etc.)
- No existing skills classification
- Maintaining current system is costlier than adopting ESCO

## Map to ESCO if:

- NOC/NCS is mature and widely used
- Tailored to national labour market
- Contains significant historical data
- Linked to National Qualification Standards

# Mapping process and methodology

# Mapping methodology



# Mapping opportunities

- As part of the technical assistance offered to EURES countries, a mapping platform is available upon request
- Otherwise, MS can use internal sources to perform the mapping and deliver the mapping following technical standards required

The screenshot displays the 'Mapping Platform' interface. At the top, it shows the European Commission logo and the text 'Mapping Platform' with version 'v2.1.0-9'. Progress indicators show 'Progress: 2941 / 2942' for 'ESCO Occupations' on both sides. The main content area is split into two panes. The left pane, titled 'en ESCO Occupations', shows a tree view of occupation categories: 0 - Armed forces occupations, 1 - Managers, 2 - Professionals, 3 - Technicians and associate professionals, 4 - Clerical support workers, 5 - Service and sales workers, 6 - Skilled agricultural, forestry and fishery workers, 7 - Craft and related trades occupations, 8 - Plant and machine operators and assemblers, and 9 - Elementary occupations. A yellow callout box labeled 'F3.3' points to the 'Filter...' input field. Another yellow callout box labeled 'F3.1' points to the list of categories, with a yellow arrow pointing from it to the 'Map a Concept' section in the right pane. The right pane, titled 'Welcome to the Mapping Platform', contains instructions: 'Browse Concepts' (click > to the left), 'Filter Concepts' (input name in filter bar, use ▼ for more options), 'Select a Concept' (select in source classification, appears in 'selected concept box'), and 'Map a Concept' (use 'Map concept to ...' box, target classification can be browsed). A yellow callout box labeled 'F3.2' points to the top navigation bar.

# Provision of data and technical documents

- In the first step MS are requested to follow technical standards in creating the file that is sent to the ESCO Secretariat (i.e. specific headings)
- File that will contain the national classification needs to have all available metadata from the classification (i.e. descriptions) to allow better matching



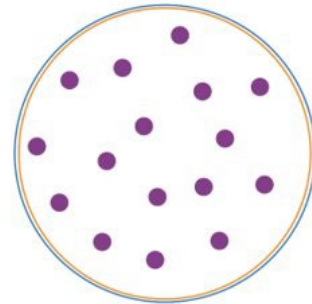
# Structured data for better mapping

Classification A	Description	Relation	Classification B	Description
<b>Conductor</b>	They lead musical groups such as orchestras and bands during live performances or recording sessions. They organise the music and composition, coordinate the playing musicians and record the performance. Also known as music directors, they are professionals working in diverse places such as the film industry, music videos, radio stations, musical ensembles or schools.	Exact match	Conductor	Music conductors, or maestros, who lead orchestras and help the musicians to keep pace with the tempo, while delivering their interpretation of the musical score.
<b>Conductor</b>	They lead musical groups such as orchestras and bands during live performances or recording sessions. They organise the music and composition, coordinate the playing musicians and record the performance. Also known as music directors, they are professionals working in diverse places such as the film industry, music videos, radio stations, musical ensembles or schools.	No match	Conductor	A conductor is an occupation in the transport sector, mainly related to train and bus operation.

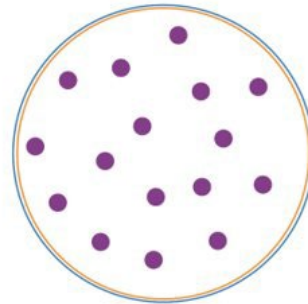
- Take into account all metadata
  - Preferred term
  - Description
  - Non-preferred terms
  - Broader terms
- Any available evidence of labour market trends
- More documentation available in the [ESCO Portal](#)

# Types of mapping relations

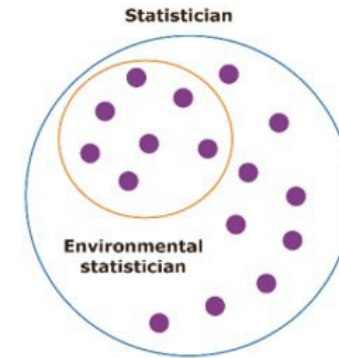
- Exact match
- More specific than
- More general than
- Close match



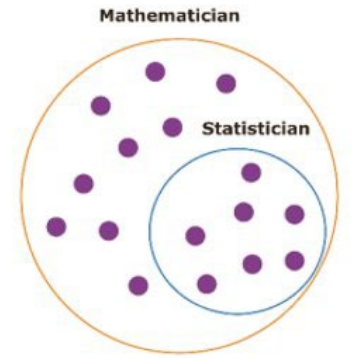
Advertising assistant  
Advertising assistant



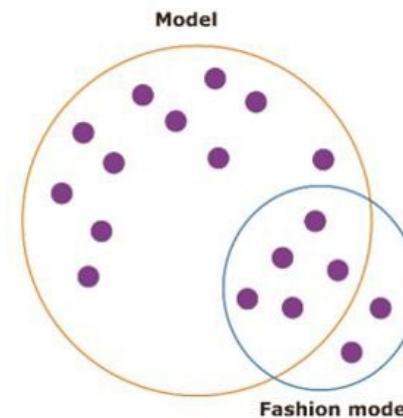
Advertising assistant  
Advertising secretary



Statistician  
Environmental  
statistician



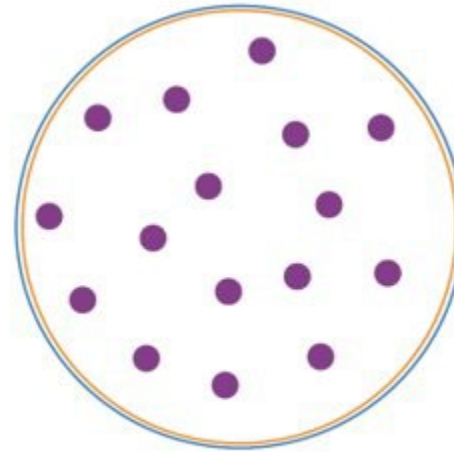
Mathematician  
Statistician



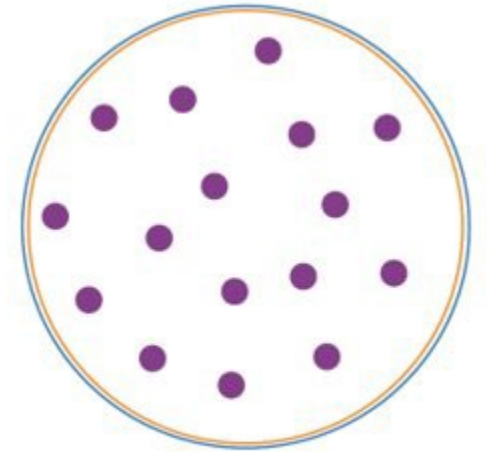
Model  
Fashion model

# Mapping relation: exact match

- Frustrationstoleranz = frustration tolerance (NSC) IS AN EXACT MATCH WITH mit Frustration umgehen = deal with frustration (ESCO)
- Reinlichkeit = cleanliness (NSC) IS AN EXACT MATCH WITH auf Hygiene achten = pay attention to hygiene



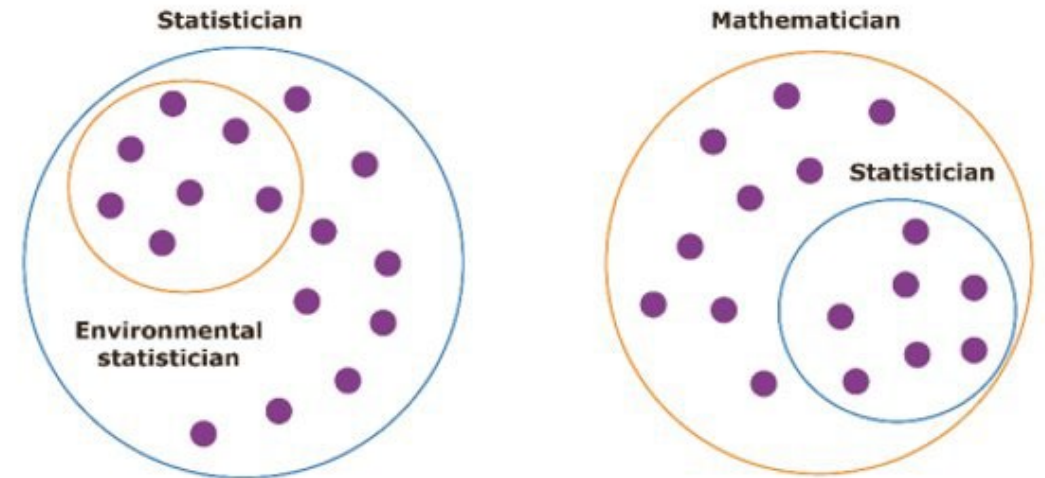
Advertising assistant  
Advertising assistant



Advertising assistant  
Advertising secretary

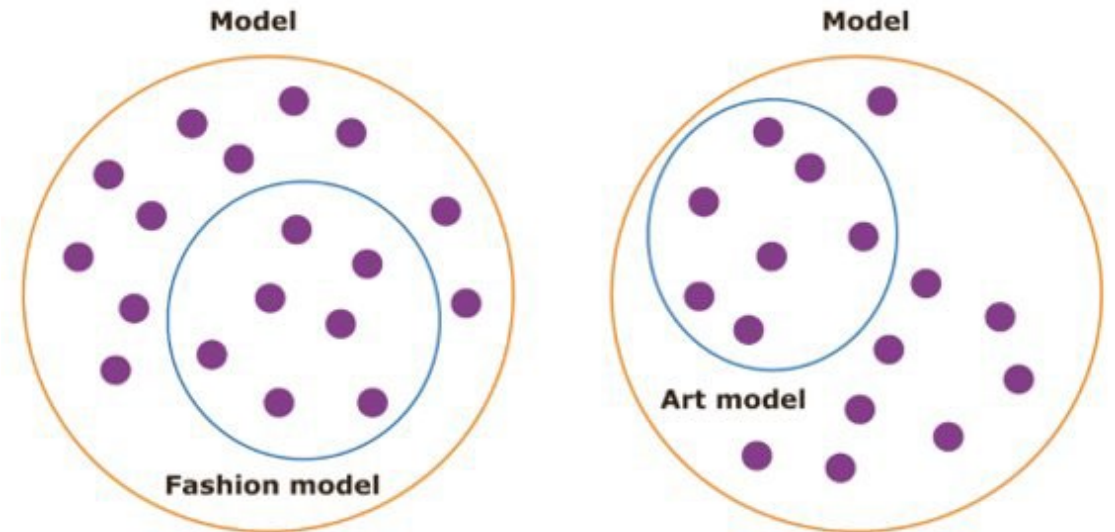
# Mapping relation: more specific than

- Interkulturelle Kompetenz = intercultural competence (NSC) IS MORE SPECIFIC THAN interkulturelles Bewusstsein zeigen = show intercultural awareness (ESCO);
- Fachberatung = expert advice (NSC) IS MORE SPECIFIC THAN Beratung = consultation (ESCO).



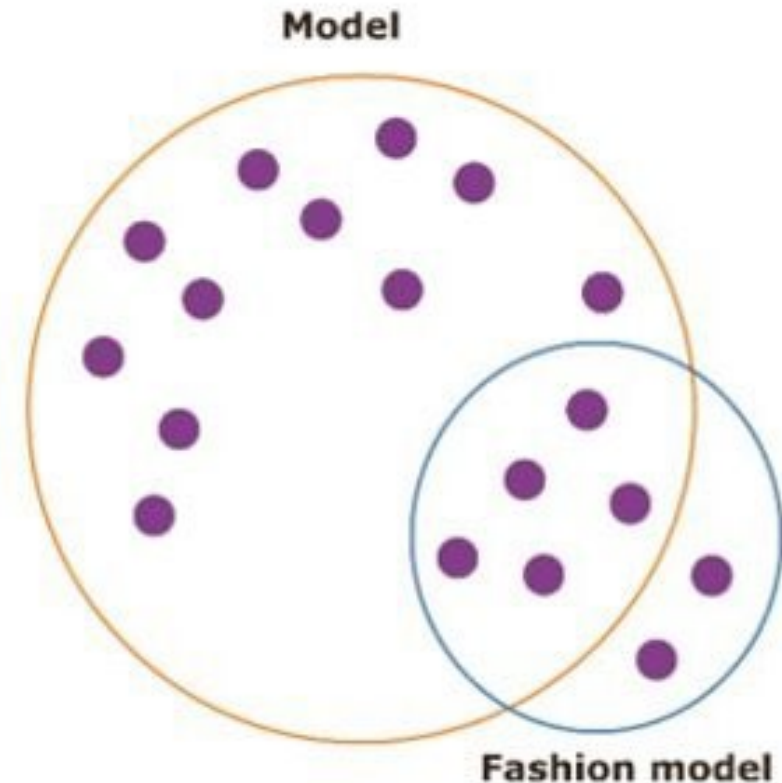
# Mapping relation: more general than

- Perückenherstellung = wig production (NSC) IS MORE GENERAL THAN Perücken färben = colour wigs, Perücken reparieren = repair wigs (ESCO)
- Qualitätsbewusstsein = quality awareness (NSC) IS MORE GENERAL THAN Qualität von Schuhwerk = footwear quality



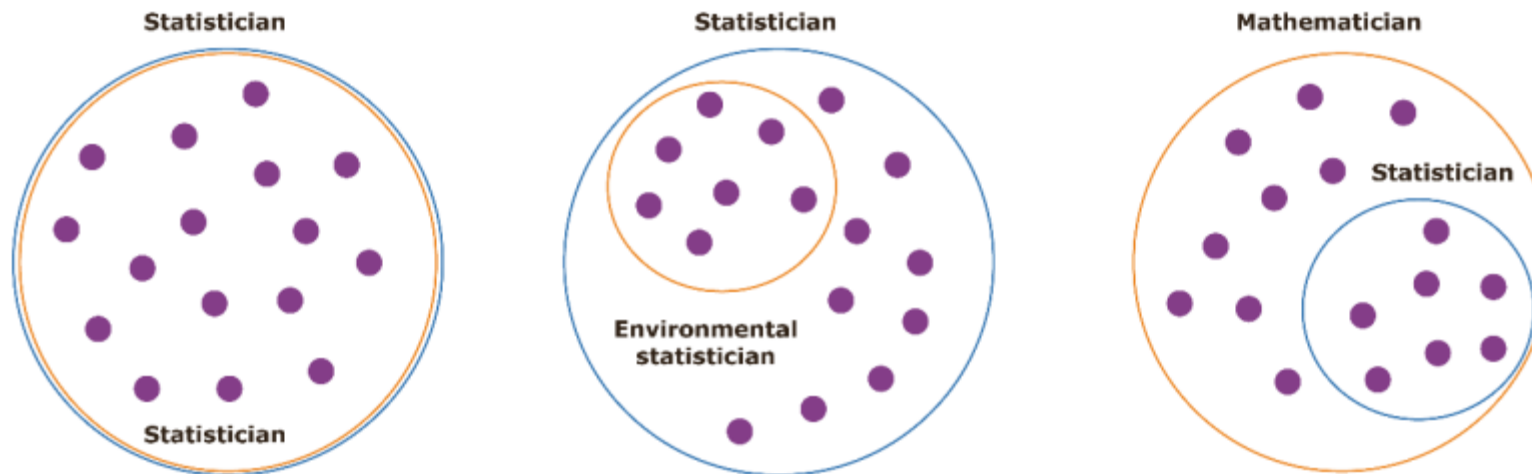
# Mapping relation: close match

- Kreativität = creativity (NSC) IS A CLOSE MATCH WITH kreativ denken = think creatively, kreative Ideen entwickeln = develop creative ideas (ESCO);
- Urteilsfähigkeit = judgement ability (NSC) IS A CLOSE MATCH WITH Informationen bewerten = rate information (ESCO)



# Multiple 'exact match', 'more general than' and 'more specific than' mapping relations

ESCO v1	Mapping type relation	NOC X
Statistician	Exact match to	Statistician
Statistician	More general than	Environmental statistician
Statistician	More specific than	Mathematicians, actuaries and statisticians

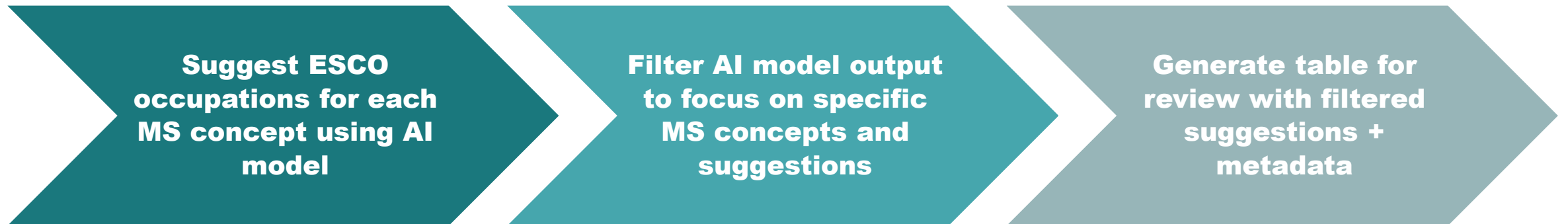


# Final mapping table example – Austria skills

Column1	Column2	Column3	Column4	Column5	Column6	Column7
2	Mapping project name	ESCO - AT NSC v5 [1.0.9]				
3	Mapping project author	default-author				
4	Mapping project version	N/A				
5	Mapping project version date	2008-07-24				
6	Classification 1 Name	ESCO-Fähigkeiten				
7	Classification 1 Concept type	Skill				
8	Classification 1 Version	1.0.9				
9	Classification 1 Language	de				
10	Classification 1 Landing page	https://ec.europa.eu/esco/portal				
11	Classification 2 Name	AMSSkillsclassification				
12	Classification 2 Concept type	unknown				
13	Classification 2 Version	2023				
14	Classification 2 Language	de				
15	Classification 2 Landing page					
16						
17						
18	Classification 1 URI	Classification 1 PrefLabel	Classification 1 URL	Classification 2 ID	Classification 2 P	Classification 2 U
19	http://data.europa.eu/esco/skill/73c7d0d9-092d-cad-technik-bei-der-erstellung-von-cad-systemen	2D-CAD-Technik bei der Erstellung	http://data.europa.eu/esco/31756	31756	CAD-Systeme Text	skos:broadMatch
20	http://data.europa.eu/esco/skill/6e53fd99-b63d-ausleuchtung	3D-Ausleuchtung	http://data.europa.eu/esco/2286	2286	3D Computergrafik	skos:broadMatch
21	http://data.europa.eu/esco/skill/f5b33464-4d3d-grafiksoftware-anwenden	3D-Grafiksoftware anwenden	http://data.europa.eu/esco/5679	5679	Grafik-Software	skos:broadMatch
22	http://data.europa.eu/esco/skill/97965983-0c3d-modellierung	3D-Modellierung	http://data.europa.eu/esco/3147	3147	3-dimensionales	skos:broadMatch
23	http://data.europa.eu/esco/skill/aafbb139-023d-plaene-lesen	3D-Pläne lesen	http://data.europa.eu/esco/34248	34248	Arbeit mit Plänen	skos:broadMatch
24	http://data.europa.eu/esco/skill/3e7516dc-0f3d-texturierung	3D-Texturierung	http://data.europa.eu/esco/2286	2286	3D Computergrafik	skos:broadMatch
25	http://data.europa.eu/esco/skill/73a9561d-11abfall-bewirtschaften	Abfall bewirtschaften	http://data.europa.eu/esco/8759	8759	Abfallmanageme	skos:broadMatch
26	http://data.europa.eu/esco/skill/1ead478f-4eabfallart-feststellen	Abfallart feststellen	http://data.europa.eu/esco/3279	3279	Mülltrennung	skos:broadMatch
27	http://data.europa.eu/esco/skill/d7d39ebe-3fabfaelle-aus-futtermitteln-entsorgen	Abfälle aus Futtermitteln entsorgen	http://data.europa.eu/esco/3278	3278	Müllentsorgung	skos:broadMatch
28	http://data.europa.eu/esco/skill/6793f4b5-eaabfallsammelrouten-festlegen	Abfallsammelrouten festlegen	http://data.europa.eu/esco/3024	3024	Routenplanung	skos:broadMatch
29	http://data.europa.eu/esco/skill/1c45c221-6cabfolge-beim-laden-der-fracht-feststellen	Abfolge beim Laden der Fracht feststellen	http://data.europa.eu/esco/22193	22193	Erstellung von Ve	skos:broadMatch
30	http://data.europa.eu/esco/skill/4b09e030-03abgenutzte-reifen-mustern	abgenutzte Reifen mustern	http://data.europa.eu/esco/20981	20981	Reifenservice unc	skos:broadMatch
31	http://data.europa.eu/esco/skill/65f22caf-dbabgusstechniken-verwenden	Abgusstechniken verwenden	http://data.europa.eu/esco/2016	2016	Urformtechnik	skos:broadMatch
32	http://data.europa.eu/esco/skill/64203dfa-05abholaktionen-planen	Abholaktionen planen	http://data.europa.eu/esco/1299	1299	Baumschlägerun	skos:broadMatch

# Quality assurance process

- Compare expert established mappings with AI suggested mappings
- Manual validation of discrepancies by MS
- Three step process:



- Sweden volunteered to test the approach

# Adopting ESCO

# Adopting ESCO

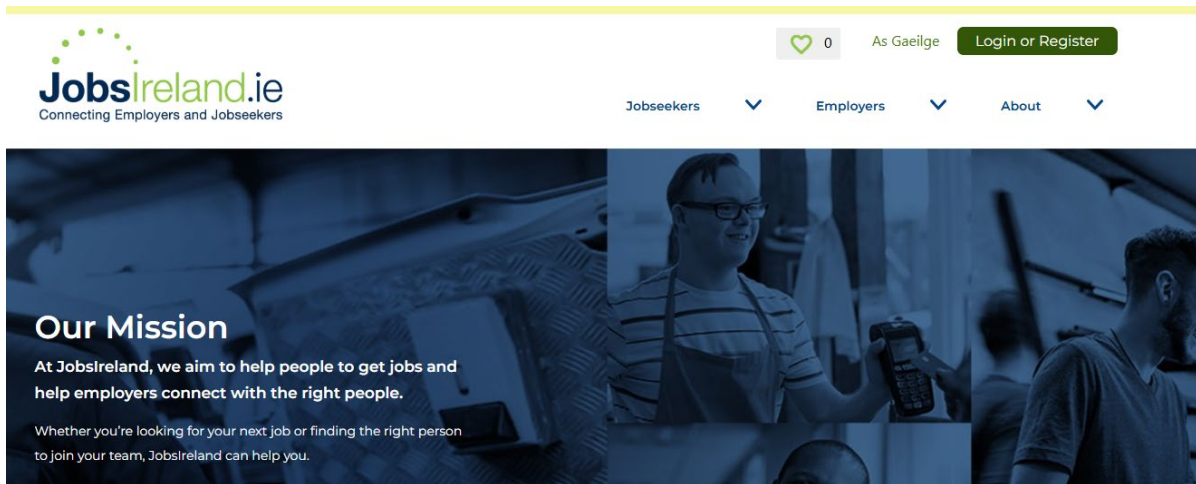
- Ideal for countries without a national classification and where national system is outdated or underused; No maintenance or update costs.
- Full benefit from ESCO's structure

## Replacing ISCO with ESCO for Job Matching

- ESCO is mapped to ISCO-08 but offers:
  - Greater detail (3039 occupations vs. 436 in ISCO)
  - Skills data (13896 skills)
  - Frequent updates (~every 3 years)
- Better suited for: job matching, CV creation, Skills assessment, Big data analysis

# Adopting ESCO – example

## Jobs Ireland



## Implementation Highlights:

- Jobsireland integrated ESCO directly into their platform.

## •Benefits:

- Automatic comparison of employer needs with candidate profiles.
- Improved job matching accuracy, even across languages.

# Resources on mapping-adoption of ESCO

- [Eures Regulation \(EU\) 2016/589](#) and [Implementing Decision 2018/1020](#)
- [Eures mapping documentation on the ESCO portal:](#)
  - Technical standards and formats necessary for the operation of the EURES Common IT Platform
  - Questionnaire on the set up of a mapping project on the ESCO mapping platform
  - Mapping manual
- [Mapping page ESCOpedia](#)
- [Trainings and workshops](#)

Thank you