



# Practice of linking learning outcomes of Ukrainian VET qualifications to ESCO skills

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**«ENHANCING LABOUR MOBILITY FOR EU  
ENLARGEMENT ECONOMIES: THE ROLE OF ESCO»**

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# 1. PREPARATION FOR LINKING QUALIFICATIONS TO ESCO SKILLS

23 (full and partial) VET qualifications were selected. Learning outcomes of qualifications were described according to the following structure (an example of the qualification "Bartender"):

Learning outcomes (4 in total)	<b>"Competences"</b> (28 in total)	Skills and knowledge (around 110 in total)
Prepare the sales floor, bar counter, shelves for serving visitors	<b>Organization of preparation of the sales floor, bar counter, shelves, compartments and showcase for the process of customer service</b>	<b>Skills:</b> Perform opening and closing procedures Fill the bar Set up the bar area Clean the panel during closing Handing over the service area Maintain the cleanliness of the bar
	<b>Organization of the bartender's workplace</b>	<b>Skills:</b> replenish bar stocks change kegs handle gas cylinders <b>Knowledge:</b> Waste Management Rules
	<b>Polishing and carrying glassware</b>	<b>Skills:</b> take care of glassware

Linking to ESCO skills was carried out at the level of **"Competence"**.



## 2. LINKING TO ESCO

Linking to ESCO carried out manually (an example of the "Bartender" qualification):

Learning outcome	"Competence"	Linked ESCO Skills
Prepare the sales floor, bar counter, shelves for serving visitors	Organization of preparation of the sales floor, bar counter, shelves, compartments and showcase for the process of customer service	<p><b>execute opening and closing procedures</b> <a href="http://data.europa.eu/esco/skill/e5a6d7a7-f275-4e3a-be59-ea7c134944a6">http://data.europa.eu/esco/skill/e5a6d7a7-f275-4e3a-be59-ea7c134944a6</a></p> <p><b>stock the bar</b> (<a href="http://data.europa.eu/esco/skill/616cd160-2f18-47f4-a814-a93179ce0c84">http://data.europa.eu/esco/skill/616cd160-2f18-47f4-a814-a93179ce0c84</a>);</p> <p><b>setup the bar area</b> (<a href="http://data.europa.eu/esco/skill/a7478d09-585e-4fac-9ee0-14755f4afa48">http://data.europa.eu/esco/skill/a7478d09-585e-4fac-9ee0-14755f4afa48</a>);</p> <p><b>clear the bar at closing time</b> (<a href="http://data.europa.eu/esco/skill/46c1a6a6-8085-4987-b2f6-25edffd57807">http://data.europa.eu/esco/skill/46c1a6a6-8085-4987-b2f6-25edffd57807</a>);</p> <p><b>handover the service area</b> (<a href="http://data.europa.eu/esco/skill/46e8d7a2-5d09-4020-84a8-993778db3bc3">http://data.europa.eu/esco/skill/46e8d7a2-5d09-4020-84a8-993778db3bc3</a>);</p> <p><b>maintain bar cleanliness</b> (<a href="http://data.europa.eu/esco/skill/c611304c-2b99-4d56-b267-55e403925736">http://data.europa.eu/esco/skill/c611304c-2b99-4d56-b267-55e403925736</a>)</p>



# 3. MANUAL PROCESS FOR ESCO SUGGESTIONS

## 3.1. THROUGH THE "OCCUPATIONS" PILLAR OF THE ESCO PLATFORM

An occupation similar to the qualification's title was selected through the ESCO "Occupations" pillar. ESCO skills and knowledge were searched for all 28 "competences" of the qualification at once (an example of the "Bartender" qualification):

### bartender

#### Skills & Competences

##### Essential Skills and Competences

- clear the bar at closing time
- comply with food safety and hygiene
- detect drug abuse
- display spirits
- enforce alcohol drinking laws
- execute opening and closing procedures
- handle bar equipment
- handle glassware
- handover the service area
- identify customer's needs
- maintain bar cleanliness
- maintain customer service
- prepare hot drinks
- present drinks menu
- process payments
- serve beers
- serve beverages
- setup the bar area
- stock the bar
- take food and beverage orders from customers
- upsell products

##### Optional Skills and Competences

- apply foreign languages in hospitality
- assemble cocktail garnishes
- change kegs
- clean beer pipes
- compile drinks menu
- compile drinks price lists

### sommelier

#### Skills & Competences

##### Essential Skills and Competences

- assist customers
- check wine quality
- compile wine lists
- comply with food safety and hygiene
- decant wines
- maintain customer service
- order supplies
- organise wine cellar
- prepare alcoholic beverages
- recommend wines
- select glassware for serving
- serve wines
- train employees
- upsell products

##### Essential Knowledge

- sparkling wines
- wine characteristics

##### Optional Skills and Competences

- apply foreign languages in hospitality

### waiter/waitress

#### Skills & Competences

##### Essential Skills and Competences

- advise guests on menus for special events
- arrange tables
- assist VIP guests
- assist clients with special needs
- assist customers
- attend to detail regarding food and beverages
- check dining room cleanliness
- clean surfaces
- comply with food safety and hygiene
- identify customer's needs
- maintain customer service
- maintain personal hygiene standards
- maintain relationship with customers
- measure customer feedback
- prepare alcoholic beverages
- prepare hot drinks
- prepare the restaurant for service
- present menus
- process payments
- serve beverages
- serve food in table service
- serve wines
- supervise food quality
- take food and beverage orders from customers
- welcome restaurant guests
- work in a hospitality team

Matches were identified based on comparison of the content of the qualification with ESCO skills descriptions. When it was not possible to find a match, a similar search was done for the related ESCO occupations (e.g. waiter, sommelier). If it did not help, a broader or narrower ESCO skill was selected.



# 3. MANUAL PROCESS FOR ESCO SUGGESTIONS

## 3.2. THROUGH THE “SKILLS & COMPETENCES” PILLAR OF THE ESCO PLATFORM

### European Skills, Competences, Qualifications and Occupations (ESCO)

[Home](#) [About ESCO](#) [Classification](#) [Use ESCO](#) [News & Events](#) [Get in touch](#)

[Home](#) > [The ESCO Classification](#) > [Skills & competences](#)

## Skills & competences

Select an ESCO version

ESCO dataset - v1.2.0

Search skills

- підтримувати стандарти обслуговування...
- навчати техніці обслуговування споживачів
- визначати тарифи на обслуговування...
- спілкуватися зі службою обслуговування...
- готувати ресторан до обслуговування

L - мовні навички й знання +

Find

Show filters

13939

Skills

The skills pillar provides a comprehensive list of knowledge, skills and competences relevant to the European labour market. In ESCO v1.2.0, the skills pillar is structured in a hierarchy which contains the following four sub-classifications:

- Knowledge
- Language skills and knowledge
- Skills
- Transversal skills



# 3. MANUAL PROCESS FOR ESCO SUGGESTIONS

## 3.3. WITH AI-TOOL “SKILL FINDER” (KIC PLATFORM)

Framework Builder Skill Finder

Організація підготовки торгового залу, барної стійки, полиць, відсіків та вітрини до процесу обслуговування споживачів

Search Ukrainian

Copy 0 selected Copy skill names Copy skill descriptions

- Облаштувати барну зону**  
Обладнати барну зону, зокрема стійку, обладнання, місця та столи для закусок і вітрини, щоб вона була готова до наступної...
- Підтримувати чистоту бару**  
Підтримувати чистоту в усіх зонах бару, зокрема на стійках, мийках, склянках, полицях, підлозі та в місцях зберігання.
- Готувати ресторан до обслуговування**  
Готувати ресторан до обслуговування, зокрема
- Організувати демонстрацію продукту**  
Розмістити товари у привабливий та безпечний спосіб. облаштувати прилавок або іншу демонстраційну зону, де відбуватимуться...
- Організувати супутню інфраструктуру на об'єкті**  
Забезпечувати наявність та належне функціонування необхідних щоденних зручностей для відвідувачів, постачальників,...
- Забезпечувати обслуговування рекламних меблів**
- Організувати дегустацію продукції у роздрібній торгівлі**  
Організувати зразки та демонстраційні заходи з метою просування продукту.
- Здійснювати підготовку продуктів**  
Збирати і готувати товари та демонструвати їхню функціональність споживачам.
- Організувати роботу на об'єкті**  
Розробляти та просувати заходи для

Matches were validated based on comparing ESCO skills descriptions and the content of the learning outcomes in the qualification

<https://skilldata.info/#skillfinder>



## 4. AI-SUPPORTED ESCO SKILLS LINKING BY ESCO TEAM

ESCO, in addition to the EU languages and Arabic, was also translated into Ukrainian, which made the work easier. The matching was carried out in 2 stages. 1st stage: Mapping of the Ukrainian-language version of learning outcomes descriptions. The mapping results were validated based on similarity of ESCO skills and knowledge to the learning outcome descriptions. Example for the qualification "Bartender":

Learning outcome	"Competence"	Linked ESCO Skills	Validation
Prepare the sales floor, bar counter, shelves for serving visitors	Organization of preparation of the sales floor, bar counter, shelves, compartments and showcase for the process of customer service	plan retail space <a href="http://data.europa.eu/esco/skill/03520ff5-9e68-434b-91fa-3ced9c085159">http://data.europa.eu/esco/skill/03520ff5-9e68-434b-91fa-3ced9c085159</a>	<b>Matches</b>
		setup the bar area <a href="http://data.europa.eu/esco/skill/a7478d09-585e-4fac-9ee0-14755f4afa48">http://data.europa.eu/esco/skill/a7478d09-585e-4fac-9ee0-14755f4afa48</a>	<b>Matches</b>
		prepare the restaurant for service <a href="http://data.europa.eu/esco/skill/c011d9ef-b3f1-4f48-8d1b-9cdd288a4f55">http://data.europa.eu/esco/skill/c011d9ef-b3f1-4f48-8d1b-9cdd288a4f55</a>	<b>Matches</b>
		prepare premises <a href="http://data.europa.eu/esco/skill/7c42e8ed-37a4-43e0-87e5-c5f8b3d4abfc">http://data.europa.eu/esco/skill/7c42e8ed-37a4-43e0-87e5-c5f8b3d4abfc</a>	<b>Matches partially</b>
		organise product display <a href="http://data.europa.eu/esco/skill/77a11321-754a-41de-b9e4-80d747f528db">http://data.europa.eu/esco/skill/77a11321-754a-41de-b9e4-80d747f528db</a>	<b>Does not match</b>
		drinks service operations <a href="http://data.europa.eu/esco/skill/caa124b2-0303-4f02-acb4-d44482b9b9ae">http://data.europa.eu/esco/skill/caa124b2-0303-4f02-acb4-d44482b9b9ae</a>	<b>Does not match</b>

2nd stage. Mapping of the English language version of learning outcomes descriptions. This made it possible to reduce the share of non-matches. For 23 qualifications, there were no matches in ESCO only for 8 competences (e.g. no match for the competence "to assemble and transport bakery products" in the "Baker" qualification).

**The results of the AI-supported ESCO skills linking by ESCO team in most cases were of higher quality than those obtained manually**



# 5. RECOMMENDATIONS AND ADVICE

## 5.1. TIPS FOR ESCO LINKING PROCESS

- The most effective linking was at the level of the **"competence"** component. For a larger one (*"learning outcome"*) it was difficult to identify "a meaningful match". Linking of more detailed "skills and knowledge", on the contrary, did not allow in many cases to easily and accurately select a match in ESCO.
- In average **4 to 6 ESCO skills** are enough to accurately link one *"competence"* to ESCO.
- To determine ESCO matches, compare the content of ESCO skills with the learning outcomes descriptions (*"competencies"*) of the qualification.
- If it is not possible to find an exact or close match, look for either broader or narrower ESCO skills.



## 5.2. RECOMMENDATIONS FOR IMPROVING THE LEARNING OUTCOMES DESCRIPTIONS OF QUALIFICATIONS

- The use of ESCO significantly improves the formulation and content of learning outcomes descriptions of qualifications.
- Do not detail the learning outcomes, knowledge and skills requirements for elementary things (for example, preparing the workplace, specifying the names of equipment, products or software).
- If necessary, when describing learning outcomes in qualifications, it is advisable to use information from the qualification standards used in practice by EU countries.
- Use relevant AI based tools, such as “Skill Finder” (<https://skilldata.info/#skillfinder>).
- Use ESCO more actively to solve other problems, and not just to link learning outcomes. This concerns, for example, the work on the development of descriptions for new qualifications or occupations (revision of existing ones), the development of occupational standards or qualification requirements, preparation of sectoral qualifications frameworks descriptions.
- Use AI for this, which demonstrates good potential and provides great assistance when working with ESCO.





# Thank you for your attention

