



ESCO

The European Classification of Skills, Competences and Occupations

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ESCO

ESCO works as a dictionary, **describing, identifying and classifying** professional occupations and skills relevant for the EU labour market and education and training.



ESCO



CONNECTS PEOPLE TO JOBS

- Facilitate the design of job vacancies and job profiles in different languages.
- Improve matching algorithms.
- Allow classification of job vacancies in job portals and improving search results.
- Boost labour mobility (EURES portal)



SUPPORTS THE ANALYSIS OF LABOUR MARKET DATA

- Collect and interpret data across language barriers, IT systems and countries.
- Facilitate the statistical analysis and visualisation of emerging skills and occupational trends.
- Facilitate the analysis of skills shortages and surpluses.



CONNECTS THE LABOUR MARKET TO EDUCATION AND TRAINING

- Support transparency, analysis and comparability of skills contained in the content of qualifications.
- Enables evidence-based curricula reforms
- Improves personalised digital career guidance services

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Hierarchy view ↗	
0 - Armed forces occupations +	
1 - Managers +	
2 - Professionals -	
21 - Science and engineering professionals +	
22 - Health professionals +	
23 - Teaching professionals +	
24 - Business and administration professionals +	
25 - Information and communications technology professionals +	
26 - Legal, social and cultural professionals -	
261 - Legal professionals +	
262 - Librarians, archivists and curators -	
2621 - Archivists and curators -	
2621.1 - archivist	

cultural archive manager

Professionals > Legal, social and cultural professionals > Librarians, archivists and curators > Archivists and curators > cultural archive manager >

Description

Code

2621.4

Description

Cultural archive managers ensure the care and preservation of a cultural institution and the archives within. They ensure the management and development of the institution's assets and collections, including the digitisation of the archive collections.

Scope note

Excludes collection manager collection manager.

Alternative Labels

archive manager archivist archivist and records manager

cultural archive administrator cultural archive and records manager

cultural archive services manager cultural records manager

Hierarchy view ↗		Download ▾
K - knowledge +		
L - language skills and knowledge +		
S - skills -		
S1 - communication, collaboration and creativity +		
S2 - information skills +		
S3 - assisting and caring +		
S4 - management skills +		
S5 - working with computers +		
S6 - handling and moving +		
S7 - constructing +		
S8 - working with machinery and specialised equipment +		
T - transversal skills and competences +		

document museum collection

skills > information skills > documenting and recording information > maintaining operational records > document museum collection >

Description

Record information about an object's condition, provenance, materials, and all of its movements within the museum or out on loan.

Alternative Labels

document collections at museums document museum collection

document museum collections keep track of museum artefacts

record museum collection

Skill type

skill

Skill reusability level

TWO PILLARS



OCCUPATIONS



SKILLS

OCCUPATIONS PILLAR
3008 Occupations

SKILLS PILLAR
13890 Skills/Competences & Knowledge

Digital Skills in ESCO

- European Skills Agenda.
- 1,201 ESCO skills and knowledge concepts have been classified as digital:
718 skills, 475 knowledge concepts and 7 transversal skills.
- Labelling of digital skills and knowledge concepts is done **combining machine learning (ML) algorithms with human labelling and validation.**
- Digital skills and knowledge concepts are **available in the ESCO Download Section.**
- Digital ESCO labels can benefit several ESCO implementers:
Public employment services (identify digital skills) **education provider** (lifelong learning), **policymakers** (digital proof society) **and researchers.**

develop digital content Download ▾

skills > working with computers > using digital tools for collaboration, content creation and problem solving > using digital tools for collaboration and productivity > develop digital content

Concept overview

Description
Create and edit digital content in different formats, express oneself through digital means.

Alternative Labels
develop digital content

Skill type
skill

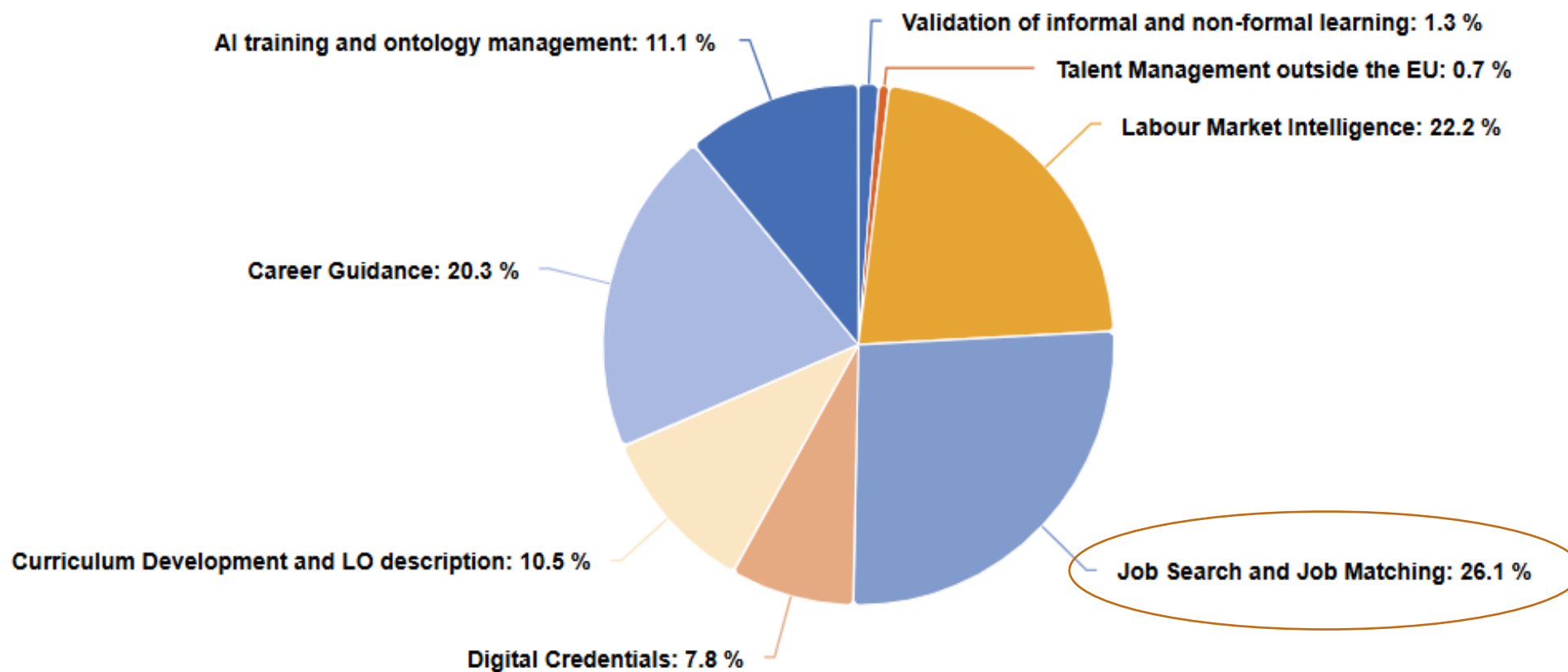
Skill reusability level
cross-sector skills and competences

Relationships

Broader concepts
using digital tools for collaboration and productivity digital content creation

Essential for
web developer public relations officer online community manager
e-learning developer advertising copywriter publications coordinator
digital media designer vlogger web content manager graphic designer

Use cases and collaborations



Who is using ESCO?

45%

Private companies (*HR and recruitment firms, technology and energy companies, SMEs, ...*)
For: Job matching, skills assessment, workforce planning, employee development.

13%

Public Authorities (*PES, government bodies, ministries of labour or education*).
For: Job matching, LM intelligence, update national or regional classifications

11%

Education Providers (*Universities, vocational training institutes, lifelong learning centres,..*)
For: Develop curricula, describe learning outcomes, issue digital credentials, design vocational and lifelong learning programs.

11%

NGOs (*organisations focusing on social inclusion, employment accessibility, workforce integration*)
For: Career counselling, Validation of informal and non-formal learning, employment support.

8%

Research and Statistical Offices (*National statistics offices, LM researchers, think tanks, ...*)
For: LM and skills intelligence, skills gap analysis, statistical reporting

6%

EU Projects (*EU-funded initiatives related to employment, education, and social inclusion*)
For: Analyse sectoral trends, enriching the content of training offers

4%

EU Institutions
For: labour market intelligence, big data analysis, digital transformation policies.

2%

International Organisations
For: Labour Market Intelligence, AI training and ontology management, Research and policy-making.

AI for ESCO development

Making maintenance of ESCO more efficient

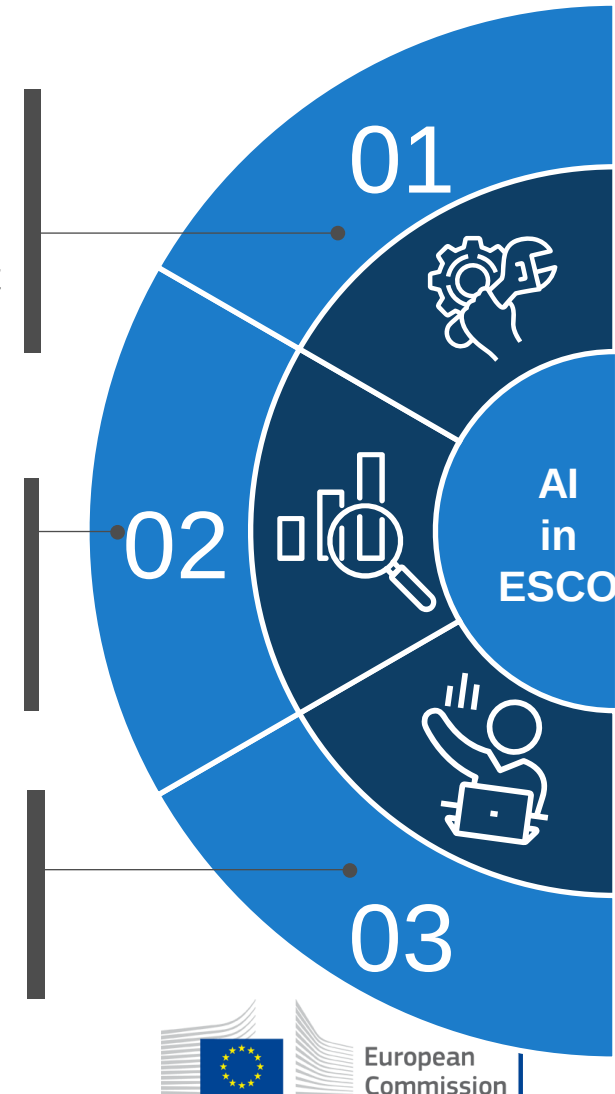
- Use **multi-source evidence from labour market** to **improve** the classifications (i.e. preferred terms and alternative labels)
- Ex: *Should 'data engineer' and 'data scientist' be different occupations?* → analysing +17,000 phrases that describe tasks, skills, knowledge for both occs from OJVs, Europass work history and qualifications

Expanding ESCO

- Keep ESCO pillars **up-to-date with labour market trends**: identify potentially **new skills and occs**
- Provide **insights** about existing ESCO skills from labour market / education
- Extract evidence from data: national classifications, qualifications, worker profiles, online job advertisements, domain expert input

Making ESCO easier to use by implementers

- Building tools that help Member States and other ESCO implementers
- Ex: EURES Mapping platform and subsequent Quality Assurance tasks, tool linking LO of Qualifications to ESCO skills



THANK YOU!

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