

# منتدى الدوحة للبيانات

من أجل الابتكار في التنمية المستدامة

23-22 أكتوبر 2024

## DOHA DATA FORUM

FOR INNOVATION IN SUSTAINABLE DEVELOPMENT

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# Bridging the Skills Gap: Mapping QNOC to ESCO for Sustainable Workforce Development in Qatar

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**Andrea Petrelli** – *Labour Market Technical Officer*, International Labour Organization (ILO)  
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# Current version of QNOC



## Hierarchically structured classification

- 10 major groups
- 43 sub-major groups
- 130 minor groups
- 436 unit groups
- **4,563 Occupations separately identified in QNOC**
  - Adding a fifth “occupation” level to ISCO is a common approach to adapt ISCO for national use

Based on the International Standard Classification of occupations (ISCO-08)

Occupations are organized into groups according to **skill level** and **skill**

### **specialization:**

- **Skill level** is applied mainly at the top (major group) level of the classification

Occupations are arranged into **unit groups**, **minor groups** and **sub-major groups**, primarily on the basis of aspects of skill specialization by considering

- the field of knowledge required
- the tools and machinery used
- the materials worked on or with: and
- the kinds of goods and services produced

# Current version of QNOC

Controller, Air Traffic	مراقب جوي	3154001
Controller, Airplanes Take - off	مراقب أرضي - إقلاع طائرات	3154002
Controller, Airplane Landing	مراقب أرضي - هبوط طائرات	3154003
Clerk, Land Service Air Transport	مرحل جوي	3154004
Ground Guide, Aircraft	مرشد أرضي للطائرات	3154005



International  
Labour  
Organization

**ISCO-08 International Standard  
Classification of Occupations**  
Unit Group 3154  
Air Traffic Controllers



Additional three digits  
**Qatar National Occupational  
Classification**

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

- ESCO is the European multilingual **classification of skills, competences, qualifications and occupations**
- ESCO works like a **dictionary, describing, identifying and classifying professional occupations and skills** relevant for the EU labour market and education and training area and systematically showing the relations between those occupations and skills

# The Linkage to Skills

- In ESCO, each occupation is mapped to exactly one **ISCO-08 code**
- **ESCO occupations** are located at **level 5 and lower**

3154 - Air traffic controllers	—
3154.1 - air traffic controller	—
3154.1.1 - aeronautical information service officer	
3154.1.2 - aeronautical information specialist	
3154.1.3 - airport operations officer	

## aeronautical information service officer

### Essential Skills and Competences

analyse data for aeronautical publications

ensure accuracy of aeronautical data

ensure client orientation

ensure compliance with legal requirements

ensure safety in international aviation

follow airport safety procedures

operate scientific measuring equipment

prepare notices to airmen for pilots

use different communication channels

work in an aviation team

### Essential Knowledge

common aviation safety regulations

geographic areas

### Optional Skills and Competences

tolerate stress

use geographic information systems

# The Mapping of QNOC to ESCO

• **QNOC** is based on **7-digits**

• **ESCO** is based on **6-digits**

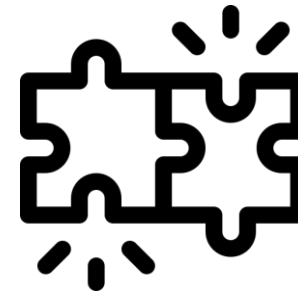
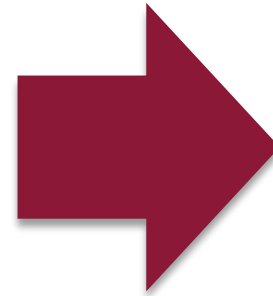
Controller, Air Traffic	مراقب جوي	<b>3154001</b>		
Controller, Airplanes Take - off	مراقب أرضي - إقلاع طائرات	<b>3154002</b>	<b>315411</b>	Aeronautical Information Service Officer
Controller, Airplane Landing	مراقب أرضي - هبوط طائرات	<b>3154003</b>	<b>315412</b>	Aeronautical Information Specialist
Clerk, Land Service Air Transport	مرحل جوي	<b>3154004</b>	<b>315413</b>	Airport Operations Officer
Ground Guide, Aircraft	مرشد أرضي للطائرات	<b>3154005</b>		

Mapping of Occupations **AND**  
Mapping of Skills

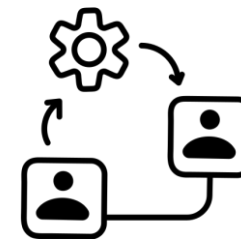
# Skills for the Labour Market Information System (LMIS)

Through the Skills Mapping to Occupations, Qatar will be able to identify

- Recruitment needs, including recruitment difficulties (**skill shortages**)
- Skills lacking within the existing workforce (**skills gaps**)
- General types of occupation-based skills needed in the labour market



**Better Job-matching**



**Sustainable employment**



# Thank you

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