

# GREEK PILOTING PROGECTS



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# THE ORGANISATIONAL STRUCTURE

**GREEK GENERAL CONFEDERATION OF WORKERS  
(GSEE)**

**GSEE LABOR INSTITUTE (INE  
GSEE)**

**DEVELOPMENT CENTER FOR  
EDUCATION POLICY  
(KANEP/ GSEE)**

**CENTER FOR CONTINUING  
VOCATIONAL TRAINING OF GSEE  
(KEK INE GSEE)**

# Greek General Confederation of Workers (GSEE)

- Represents the workers of the private sector in Greece.
- Incorporates 76 federations and 85 unions.
- Has founded the following operators:
  - ✓ **Development center for education policy (KANEP/ GSEE):** was established to support and serve the policy across the spectrum of labor relations in education and scientific research.
  - ✓ **GSEE Labor Institute (INE/ GSEE):** carries out studies and surveys about social and economic issues, implements national and EU funded Projects.
  - ✓ **Centre for Continuing Vocational Training of GSEE:** certified educational, nationwide center 13 branches over Greece.

## SOME OBJECTIVES OF INE GSEE ABOUT VET

INE GSEE, as a Social partner and as the main research and intervention body of GSEE, representing the Greek trade Unions is strongly interested on:

- The strengthening of the interconnection of vocational education and training with the labor market as a necessary condition for tackling unemployment

## SOME OBJECTIVES OF INE GSEE

- the reinforcement of the quality intervention of the Trade unions in this field
- the establishment of an integrated and effective apprenticeship system, under specific quality criteria, that will take in consideration and protect the needs and rights of both the intern and the participating companies
- the promotion of co-operation with the other EU countries

# FACTS ABOUT VET IN GREECE

- the marginalized role of social partners in the decision making process both institutionalized and ad hoc and in the enhancement of social dialogue
- the lack of necessary incentives for SMEs in order to participate in an apprenticeship program

## FACTS ABOUT VET IN GREECE

- the lack of a relevant culture in the Greek society (the culture of considering the practice/traineeship inside a company as an integrated part of education for the intern – and as an opportunity for growth for the company)
- the insufficient evaluation of market needs, which in many cases are reflected to the lack of necessary specialties and up to date curricula,

## FACTS ABOUT VET IN GREECE

- the insufficient framework for informing SMEs regarding their participation in apprenticeships,
- the ineffective cooperation between all the involved parties (VET providers, public employment service, related ministries, social partners, chambers, companies, local administration)



# Governance of VET in Greece

Ministry of Education,  
Research and Religious  
Affairs

Ministry of Labour, Social  
Security and Welfare

decision making

labour market needs  
assessment

National Committee  
(representatives of four  
ministries)

Monitoring

local VET  
committees, local  
agreements, social  
partners, educational  
bodies

Technical Committee  
(ministries, OAED)

Implementation via

Apprenticeship:  
OAED

Job profiles/curricula:  
IEP / EOPPEP

Strategies for life long learning:  
ministries, EOPPEP, social  
partners

## OBJECTIVES OF UNIONS4VET AND INE GSEE

2016 INE GSEE joins the Unions4 Vet project and set common objectives such as:

- strengthen the cooperation of trade unions with partners organizations in the participating countries in the field of vocational education and training,
- active involvement and dialogue in the existing and planned initiatives for vet,
- exchange of know how and methodologies in the field of vet and apprenticeship (training contents for apprenticeship, train the in – company mentors methods and material,
- networking with relevant organizations in the partner countries,
- quality framework and minimum standards in vet and apprenticeship.

## ACTIVITIES IMPLEMENTED WITHIN UNIONS4VET

### ACTIVITY 1:

- A two ( 2 ) day conference and workshops in Athens, titled: “Vet in the countries of southern Europe – apprenticeship in the view of the trade unions”,
- participants in the conference were the unions4vet partners and also key actors, policy makers, trade unionists, educators etc.

## MAIN SUBJECTS

- opportunities and risks of in company learning / apprenticeship in the framework of the national vet systems,
- implementation of vet in the Southern Europe countries – main characteristics, obstacles and the role of the trade unions,
- assurance of quality and reliability of in company learning – practice,
- recommendations to social partners, governance actors and policy makers (funding, quality standards, training of trainers, counseling, adaptation to the needs of the labor market, protection of employees / workers, etc.)

## ACTIVITY 1

- **Important fact:** social partners should be actively contributing in the dialogue for vet and apprenticeship – dual system,
- **Main focus for INE GSEE:** development of training material & methodologies for the training of in – company mentors.

## ACTIVITY 2

- A 2 day workshop in **Hamburg** (march 8th and 9th 2017)
- **Title of the workshop:** *“Development of a qualification concept for apprenticeship mentors in Greece”*

## Main subjects

- Framework conditions of vocational training in Greece, objectives - qualification of apprenticeship mentors
- Introduction to the process of mentoring
- Planning the mentoring process in Greece
- Introduction to methods of qualifying mentors
  - Compilation of methods

## ACTIVITY 3

### Workshop on vet mentoring 30 – 31/5/ 201, Athens

- Participation of project partners / trainers
- Main subjects:
  - ✓ definition of the role of an in company mentor
  - ✓ dealing with apprenticeships
  - ✓ motivating and consulting apprentices
  - ✓ planning a training to qualify mentors



# Activity 4: Workshop in Athens

(31 May- 1 June 2018)

- Qualification of in company trainers – mentors that are dealing with apprentices,
- participation of project partners, trainers, vet experts and in company mentors.

## Main subjects

- Planning in-company training
- Principles of planning the training
- Creation of the in-company training based on the training regulation (and the school curricular) in coordination with the coordinator/school
- Selection of suitable apprenticeships for training /the new quality framework
- Checking and adjusting the In-company Training Plan
- Introducing the quality criteria and framework of VET, set by the European trade unions
- Role of trade unions

## Activity 5

- A survey – documentation on vet in Greece and the role of the social partners