

Country name: Greece

PES name: The Manpower Employment Organisation (OAED)

Basic organisation model

Objectives

OAED promotes employment and is in charge of unemployment insurance and social protection, maternity and family benefits and vocational education and training.

Targets

OAED has set targets for the year 2014 to implement three main programmes: the on-going programme 'Re-engineering of OAED's Business Model'¹, the programmes to be determined under the new National Strategic Reference Framework and part of the Youth Guarantee Scheme.

Tasks

OAED is in charge of managing Active Labour Market Policies (ALMPs) for halting unemployment, promoting employment, and Vocational Training for both unemployed and employed citizens; Passive Labour Market Policies (PLMPs) concerning unemployment insurance measures (regular unemployment benefit) and other social security benefits and allowances (family allowance, maternity allowance etc.); and Initial Vocational Education combined with work practice (Apprenticeship system); Vocational Training for adults and for people with special needs. It promotes employment through programmes aiming to reduce both wage labour costs and non-wage labour costs, by subsidizing social security contributions, facilitating transport from and to work, with special emphasis placed on the population groups most severely affected by unemployment, as well as vulnerable population groups. It cooperates with social and local bodies within the framework of local employment programmes, in which the local PES (KPA2) play a central role; It promotes employees and employers' adaptability in conjunction with employment preservation; It manages day nurseries in several areas for the employees' children. OAED, since 2013, has also been entrusted with housing protection policies for working people. It is also in charge of the implementation of the Dual Apprenticeship System at the OAED Vocational Education Schools' and ensures the matching of work supply and demand with the support of employment counsellors and through the new OAED portal. Finally, OAED also provides counselling services and is in charge of the EURES network for the matching of work supply and demand at European level.

Structure, organisation levels and autonomy

OAED has an organisational structure at central, regional and local level. The central structure comprises a governor, an administrative board, general directorates and directorates. The regional structure is composed of regional directorates only. The local level has Employment Promotion Centres (local PES/KPA2) and Educational Bodies. The Administration decisions and guidelines are implemented by the Regional Directorates and Local Services.

Relation to government

OAED is the National Employment Service, operating under a public entity legal status and supervised by the Ministry of Labour, Social Insurance and Welfare. The organisation is the main body responsible for implementing the governmental policy for promoting employment and combating unemployment, according to the European and National Employment Strategy.

¹ On 22/11/2012 a Cooperation Agreement was signed between the Governor of OAED, the Task Force for Greece, and the representatives of three European PES (Germany, UK and Sweden). The following work strands were identified as the main areas for which support and development was needed:

- Better organizational and management structure
- Development of employer relations
- Further development of the new online job portal
- Design of the active labour market measures adjusted to the market needs
- Provision of services related to the needs of the jobseekers
- Support to the young apprentices of the OAED's Apprenticeship Schools
- LEAN Management or similar Management, for process analysis of new proposals
- Partnerships for service delivery.

Management structure

The organisational chart of OAED is available online at:

http://www.oaed.gr/images/organogramma_en.pdf

Partnerships

Partner	Objectives of partnership	Partnership arrangements
OAED and accredited private Vocational Training Centres	Improvement of qualifications and skills of unemployed and employed people with the aim to facilitate either labour market or job maintenance.	Voucher system and Sub-contracting after open call
OAED and accredited private Vocational Training Centres	Training offered to disabled people for skill acquisition.	Voucher system and Sub-contracting after open call
OAED and Hellenic General Secretariat for Gender Equality, the General Secretariat for Youth, Ministry of Education, National Organisation for the Certification of Qualifications and Vocational Guidance, etc.	Labour market integration of women and young people	Inter-institutional arrangement
OAED and Athens Chamber of Commerce and Industry	Establishing Experimental Vocational Training Schools aimed at enhancing Apprenticeship in Renewable Sources of Energy and Energy Saving in the sector of building construction and renovation	Cooperation proposal
OAED and German-Hellenic Chamber of Industry and Commerce and DEKRA Akademie	Establishing Experimental Vocational Training Schools in the field of Tourism in Athens and Heraklion, Crete, with the purpose of transferring know-how, more effectively linking VET to the needs of the labour market, and combatting youth unemployment	Inter-institutional arrangement based on a Memorandum of Understanding
OAED and Working Group in cooperation with the Social Partners	Developing proposals about and supporting the qualitative upgrading of Apprenticeship, as well as enhancing the role of the Social Partners in implementing Apprenticeship at the local, regional and national levels	Inter-institutional arrangement
OAED and BUILD UP Skills initiative	Enhancing the skills of construction workers, particularly in terms of energy efficiency and renewable sources of energy, with the aim of integrating the initiative's outcomes into OAED's VET actions	Inter-institutional arrangement based on a Memorandum of Understanding
OAED and Rehabilitation organizations such as KETHEA, OKANA, 18ANO	Reintegration of ex-drug addicts into the labour market or into training	Inter-institutional arrangement
OAED and Private Employment Services (PARES Initiative)	Counselling, assessment and integration of 200 OAED EPAS (Apprenticeship Schools) graduates into the labour market.	Inter-institutional arrangement

Role of social partners

The composition of the OAED administrative board is based on the principle of the tripartite representation, which creates a space for dialogue between the State and the social partners participating in the administrative board.

Network and information management

OAED's partnerships are usually managed through a memorandum of understanding specifying the partner's fields of competence or by means of open calls, as is the case of the cooperation between OAED and the accredited private Vocational Training Centres. Within the framework of OAED's Reengineering programme, several preparatory actions have been implemented, aiming at integrating potential partnerships via the regional and local OAED structure.

OAED uses email list, telephone, teleconferences, printed brochures, regular staff meetings and the OAED portal to communicate internally. It also has an internal information system (MIS) OAED where information, clarifications, answers to frequently asked questions are published. Users can communicate internally between themselves on this database. OAED uses different media such as the press and the social media to communicate externally. It also uses news bulletins or printed brochures as well as the OAED portal. Face-to-face communication is also used such as the organisation of forums by OAED to promote its activities, OAED participation in various conferences or workshops, the organisation of information workshops for the unemployed or face-to-face meetings between local PES and representatives of the local labour market.

Financing model

Sources of financing

After a significant drop in total financing from 2011 to 2012, total financing steadily increased in 2013 and again in 2014 (projected). The majority of funding is from social security contributions, which has been increasing since 2009 (with the exception of a drop from 2011 to 2012).

PES Sources of Finances (in Euros, in millions)	2009	2010	2011	2012	2013	2014
Total	2 339	2 881	3 917	2 968	3 237	3 337
Social security contributions	1 740	1 831	2 425	2 023	2 158	2 309
Government budget	317	379	764	500	579	505
Public Investment Programme	92	483	163	94	206	200
Other	190	189	564	352	294	323

Note: 2009-2013 is based on actual spend and 2014 forecast budget. ESF funding is included in the Public Investment Programme, which also includes the national contribution.

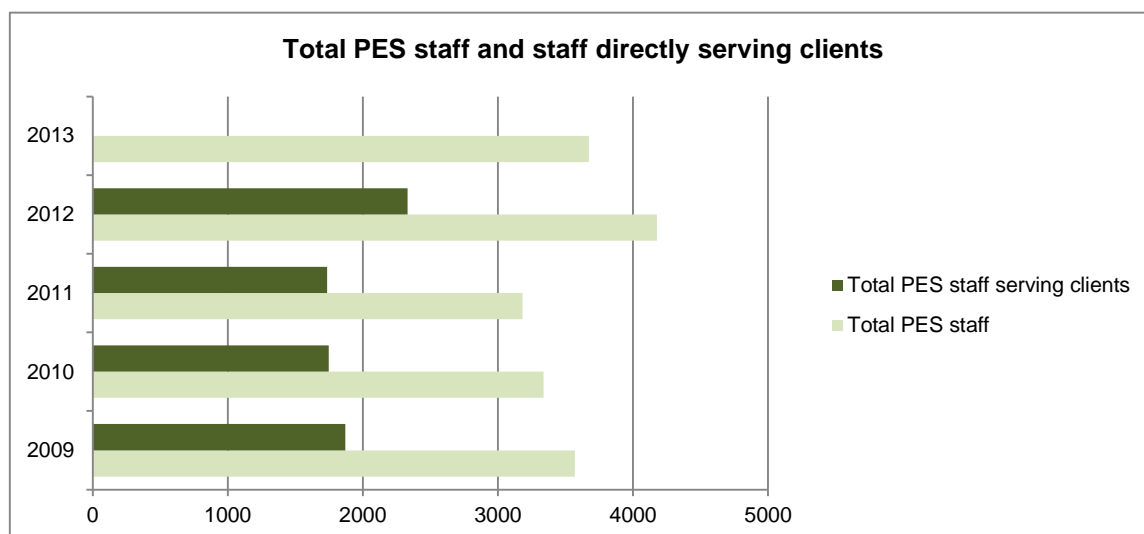
Annual expenditure

The total annual PES expenditure started to recover in 2013 and 2014 (projected), after a significant drop from 2011 to 2012. This trend is mirrored in ALMP expenditure which was more than halved from 2011 to 2012 and has not recovered since.

PES annual expenditure	2009	2010	2011	2012	2013	2014
Total PES expenditure	2 943 3	2 878 8	3 818 1	3 025 2	2 955 7	3 211
ALMPs	636 6	512 3	986 3	440 7	358	440
ALMPs for young people / Youth Guarantee	0	0	0 200	1	20 5	0
Unemployment benefits	1 643 7	1 813 5	1 945 1	1 405 7	1 072 8	1 189
Other benefits	257 5	221 8	175 3	182 2	364 3	342
Staff costs	153 1	130 5	112 6	130 6	114 9	124
Other	252 4	200 7	598 7	866 1	1 025 1	1 116

Human resources

Number of staff and staff directly serving clients



Total PES staff at head office	477
Staff servicing clients at head office	0
Total PES staff at regional offices	196
Total PES staff at local offices	2 055
OAED Vocational Schools (EPAS) and Vocational Training Institutes (IEK)	560
Day nurseries	275
OAED employees posted to other organisations	111

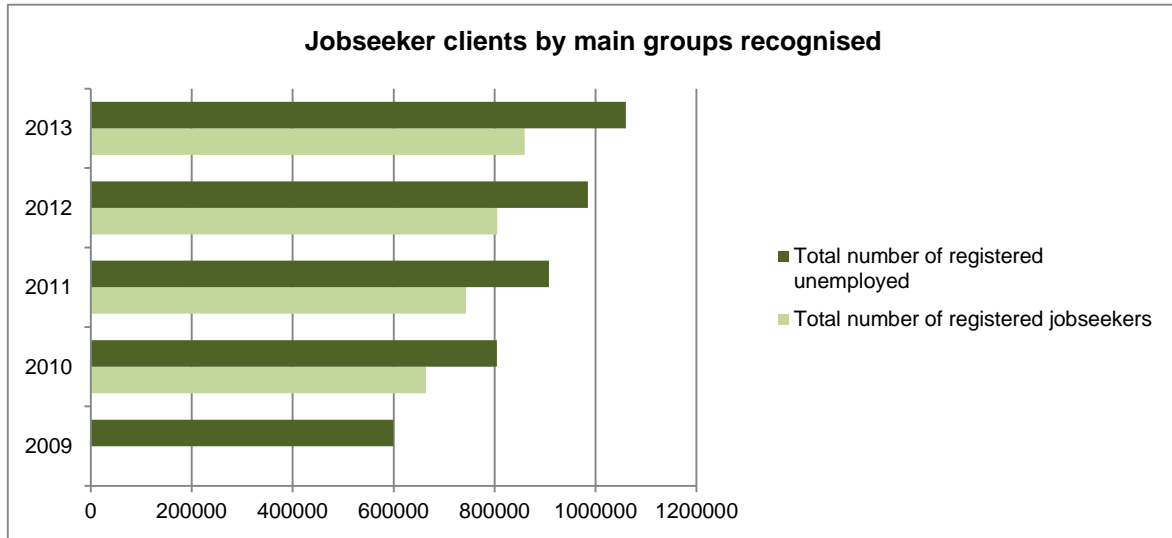
Integration of employment services and benefit provision

All jobseekers are eligible for employment services, regardless of whether they are benefit recipients or not. Additionally, OAED launches, at regular intervals, employment-support programmes. In most cases, these programmes are targeted at unemployed people, regardless of whether they receive benefits or not. Each recipient has to visit the competent local PES on specified dates. In addition, all recipients are obliged to respond to OAED calls.

Type of allowance/benefit	Responsibilities		
	Registration	Payments	Employment services for recipients
Unemployment insurance	PES undertakes initial registration and on-going monitoring of continued eligibility	Social Insurance Institute	All benefit recipients are eligible for unemployment insurance, as well as those who take part in employment programs through placements.
Unemployment benefit	PES undertakes initial registration and on-going monitoring of continued eligibility	PES agencies	All recipients can potentially be proposed to several jobs, as long as they remain unemployed.

Clients / customers

Jobseekers



OAED's Customers Registered as Unemployed

Jobseekers per national category	2011	2012	2013
Men	311 825	337 242	353 491
Women	418 796	460 336	505 917
< 25 years old	78 913	83 741	94 978
55 years old and above	69 525	81 394	96 782
Unemployment duration < 6 months	300 255	312 042	279 125
Unemployment duration < 6 months and age < 25 years old	40 407	45 153	42 237
Unemployed duration < 12 months	438 817	460 478	438 558
Unemployment duration >= than 12 months	291 804	337 100	420 850
Unemployment duration >= than 12 months and age < 25 years old	22 647	21 365	26 994
Compulsory education (up to 19 years)	1 555	1 681	1 804
Secondary education	342 188	380 285	414 549
Higher education	115 019	123 696	143 916

The 'unemployed' are defined as a person who, after termination or cessation of employment, is looking for work, accepts to work in job, offered to him/her by the competent services of the Public Employment, that is related with his/her profession - in the broad sense-, accept to attend Vocational Training or retraining and in general benefit from each opportunity of employment (Law 1545/1985 Art. 3 § 1).

Employers

Within the framework of OAED's Reengineering project, aimed at integrating a strategy focused on specific categories of employers (e.g. by size, sector etc.), a 'key account' unit has been created,

working with big enterprises with over 250 employees in order to coordinate service delivery and meet their recruitment needs. The unit was formed in January 2014; hence no statistics are available yet.

Other clients

OAED has other clients than jobseekers such as mothers for maternity benefits, parents for family allowances and construction workers for special benefits. These beneficiaries of social allowances are managed by local OAED offices.

Types and methods of service provision

Services for jobseekers

What services do you provide?	What target group is the service for?	How do you deliver the service?	Do you work with partner organisations to deliver this service?	Number of people reached
Individual counselling services, conclusion of an IAP	All registered jobseekers	Face to face interviews	No	In 2012: 244 326 In 2013: 287 087
Placing jobseekers in the open labour market	Registered jobseekers	Providing a wide range of active measures	No	In 2012: 16 765 In 2013: 44 280
Special consulting for new entrepreneurs	Unemployed subsidised to start a new business	3-5 days seminars	No	In 2012: 3398 In 2013: 14225
Vocational training for employees	Employees	Providing training programs: i) LAEK 0.45 ii) LAEK 1.25 iii) Structural Adjustment	Accredited private Vocational Training centres	i) LAEK 0.45 In 2012: 94 000 In 2013: 95 000 ii) LAEK 1.25 In 2012: 35 000 iii) Structural Adjustment In 2012-2013: 26 993
Referrals to Vocational training	Registered jobseekers that are lacking skills	Training programs that combine theory and practice	Accredited private Vocational Training centres	In 2012: 21 436 In 2013: 40 806
Career guidance	Unemployed, either young and low-educated, or those that had a profession which is no longer needed by the job market	Group coaching sessions	No	In 2013: 239
Job clubs	Skilled unemployed, that need help in job search methods	Group coaching sessions	No	In 2013: 189

Motivation Workshops	All jobseekers	Group coaching sessions	No	In 2013: 592
Self-services	All jobseekers and employers	Web-based job-vacancy and CV database	No	In 2012: 6 681 In 2103: 38 618
JOB FORA	Career Guidance Workshops Job clubs Workshops Motivation Workshops		No	In 2011-2012: 10 000

Internal evaluations have only been undertaken on a pilot basis so far. Moreover, within the framework of OAED's Reengineering programme, relevant actions have been planned.

Services for employers

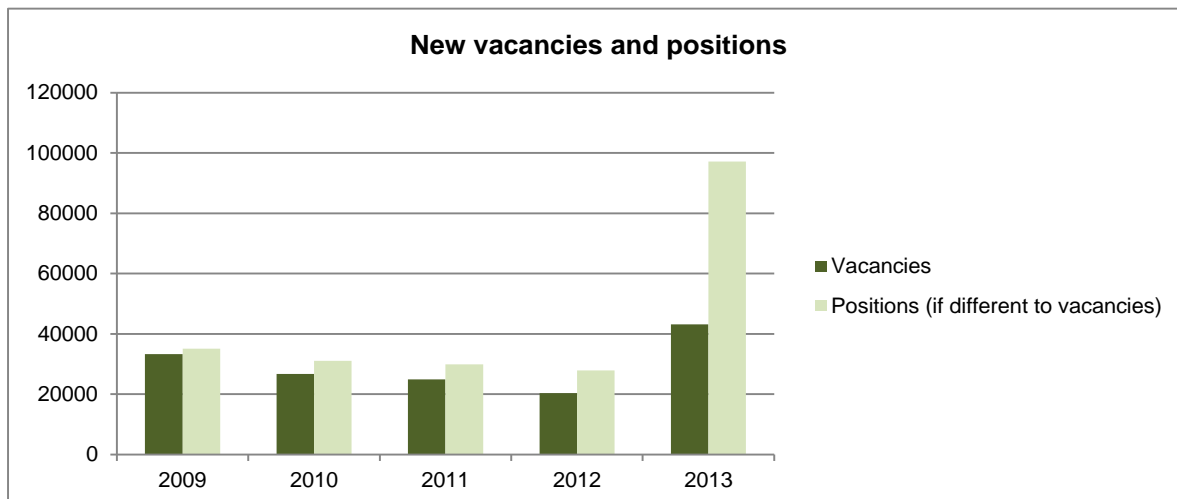
What services do you provide?	What target group is the service for?	How do you deliver the service?	Do you work with partner organisations to deliver this service?	Number of people reached
Support to employers for finding appropriate staff	For enterprises addressed to local PES	- Visits to employers - Telephone contacts with employers - Individual interviews within PES	No	In 2012: 14 096 In 2013: 30 100
Inform employers in case of new activities or "products" of the local PES	For dynamic sectors, new enterprises	Visits to employers Telephone contacts with employers Individual interviews within PES	No	In 2012: not available In 2013: not available

Thus far, internal evaluations have been undertaken on a pilot basis. Further evaluation activities are planned within the framework of OAED's Reengineering programme.

Job vacancies, market share and performance

Collecting information on job vacancies

Employers volunteering announcements of open vacancies are the main source of information on job vacancies. Additionally, OAED gathers information on job vacancies via targeted visits in selected companies, telephone contacts, and interviews with employers within PES, mostly actively seeking out information by contacting employers on a weekly basis.



Note: Date of observation was 31/3/2014

PES market share and performance

OAED has no data available on market share.

Matching supply and demand

The main method used by the local PES to monitor the characteristics of current vacancies compared to the qualifications and capacity of current jobseekers is the personalised approach. Employment counsellors interview jobseekers individually. The personal, educational and professional characteristics of the jobseeker, characteristics of the job he/she is looking for, his/her needs and his/her professional goals are inserted into the IT System (OPS). After this, the employment counsellor in collaboration with the job seeker design an Individual Action Plan, which contains a full range of ways of action, and facilitates the jobseeker's direct access to the labour market. The Information System enables an efficient matching between jobseekers and vacancies as well as the monitoring of the Individual Action Plan. Within the framework of OAED's Reengineering programme, relevant actions have been planned to use labour market intelligence to guide the direction of future training needs.

Active Labour Market Policies

LMP services (category 1)

Ref.	Name of measure	Brief description	Delivered in house/by external providers	Does this service, or some of its components, specifically target youth?
	Vocational Orientation/Reorientation Counselling	This type of counselling aims to help the unemployed person decide upon the type of occupation (s)he can exercise on the basis of his/her professional qualifications, job features and labour market prospects. The advantages for the unemployed person can be summarised as follow: <ul style="list-style-type: none"> – Profiling in terms of skills, competences, values, interests and personal characteristics – Information about education and Vocational Training opportunities – Career decision-making – Creation of a career plan involving preparatory steps for the realization of the career decision <p>It is experientially provided at group level.</p>	Delivered in house	The service targets all the registered jobseekers, including young ones

		Duration: five to eight days, six hours/day; the duration may be modified according to the needs of the group.		
	Jobseeking Counselling	This type of counselling aims to activate and energise the unemployed in searching for and claiming a job in the shortest time possible. It helps the unemployed develop skills of searching for, claiming and maintaining a job. It is addressed to unemployed young people who have a clear vocational aim. It is experientially provided at group level. Duration: five to seven days, six hours/day; the duration can be modified according to the needs of the group.	Delivered in house	The service targets all the registered jobseekers, including young ones
	Counselling on Entrepreneurship	This type of counselling aims to sensitize, encourage and assist the unemployed in developing skills, so that they can turn their business idea into a business plan with a view to setting up a business with increased prospects of sustainability. It is experientially provided at group level. Duration: three to five days, six hours/day; the duration can be modified according to the needs of the group.	Delivered in house	The service targets all the registered jobseekers, including young ones
	Activation – Mobilisation Workshops for the Unemployed	This action aims to provide the participants with detailed information about the aforementioned counselling services, so that they can participate in them. It is experientially provided at group level. Duration: one day; total duration: six hours	Delivered in house	The service targets all the registered jobseekers, including young ones

LMP measures (category 2 - 7)

Ref	Name of measure	Cat.	Brief description	Delivered in house/by external providers	Does this service, or some of its components, specifically target youth?
	Labour-market 'Reintegration Voucher'		Change of the unemployment benefit into financial support for the employment and Vocational Training of 10 000 benefit-receiving unemployed people.	In house	The programme targets youth amongst other beneficiaries
	Special Three-Year Programme of Aiding Employers through a subsidy equalling the social insurance contributions' amount, aiming at recruiting unemployed people belonging to vulnerable groups.		Subsidy for recruiting 2 300 unemployed people with disabilities, ex-addicts, ex-convicts, young delinquents or young people at social risk, and Subsidy Programme for 50 jobs involving Workplace Ergonomic Arrangement for people with disabilities.	In house	Young Delinquents or Young People at social risk

	Subsidy Programme for 800 new entrepreneurs with disabilities, ex-addicts and ex-convicts, and Subsidy Programme for 50 jobs involving Ergonomic Arrangement of Workplaces for People with Disabilities			In house	The programme targets youth amongst other beneficiaries
	Work experience subsidy programme for 5 000 unemployed new labour market entrants aged 16-24 years, to be employed by private-sector employers.		Work experience subsidy programme for 5 000 unemployed new labour market entrants aged 16-24 years, to be employed by private enterprises and, generally, private-sector employers.	In house	Yes
	Subsidy Programme for private enterprises to recruit 2 500 unemployed people nearing retirement (OAED LAEK 1)		Subsidy Programme for private enterprises to recruit 2,500 unemployed people nearing retirement (OAED LAEK 1)	In house	
	Subsidy Programme for enterprises to recruit disadvantaged or very disadvantaged people		The programme lasts for up to 12 months or for 12 to 24 months in case of hiring a very disadvantaged employee. The subsidy amount equals 55 % of the gross real monthly wages and of the employer's social insurance contribution, with a maximum of EUR 24 for daily-paid employees and EUR 600 for salaried employees. The programme's application procedure was completed in 2013.	In house	
	Special two-year programme for the promotion of employment, subsidizing social insurance contributions and aiming at the recruitment of 25 000 unemployed people		The programme is addressed to private enterprises and, generally, to private-sector employers, with priority given to small enterprises employing up to 50 people on the date they express their interest in being admitted to the programme, particularly those enterprises that are active in such innovative sectors as green economy. The programme aims to create new jobs by subsidizing part of the wage- and non-wage costs, corresponding to the amount of social insurance contributions, in private enterprises, as an incentive to hiring 25 000 unemployed people, on a full- or part-time basis. The duration of the subsidy is twenty-four (24) months, and on completion of the	In house	Yes, the subsidy is higher if the unemployed hired is up to 30 years old (80 % of the social insurance contributions for both years)

			subsidization period the enterprises commit themselves to keep the employees for twelve (12) more months. The programme remains open for covering positions only in the Regions of Axis 9.		
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Target time for different phases of intervention

This data is not available as it is currently being processed within the framework of OAED's Reengineering programme.

Supporting young people - Youth Guarantee

The Youth Guarantee was introduced on 31 December 2013.

Policy context

A critical point in the Youth Guarantee Implementation Plan (YGIP) is the personalised approach: a quality tool functioning as the stepping stone for the offer provided. So far, the registered target groups amount to approximately 110 000 NEETs. The plan is to be fully implemented by the end of 2016.

Regarding initiatives for youth employment, a traineeship scheme could be regulated and be part of the YGIP, probably as an ALMP measure.

Responsibility for Youth Guarantee

The Employment Director (General Directorate of Employment, Ministry of Labour, Social Insurance and Welfare) is the national coordinator for the implementation of the Youth Guarantee Scheme. Other actors are involved in the management and implementation of the Youth Guarantee. Indeed, the Ministry of Labour, Social Insurance and Welfare, the Ministry of Education and Religious Affairs, the Ministry of Development and Competitiveness, the Ministry of Culture and Tourism, the Ministry of Rural Development, the Ministry of Shipping and Aegean, the Associations of the Regions of Greece (ENPE), the Central Union of Municipalities of Greece (KEDE), the NGOs and the social partners also play a role.

PES and the implementation of the Youth Guarantee

OAED is not the authority in charge of establishing and managing the Youth Guarantee scheme. OAED supports the Directorate for Employment in coordinating and implementing the Youth Guarantee Plan. For this purpose, it produces primary data on the target-group, implements actions within the framework of the plan and keeps records on the monitoring and evaluation of its actions. OAED is also the agency for the implementation of reform in secondary education and training in cooperation with the Ministry of Education. The local OAED or the Employment Promotion Centres (KPA2) of OAED serves as the point of reception for NEETs, where their Individual Action Plan is prepared. The OAED Network of Employment Promotion Centres covers the entire Greek territory. Furthermore, the Vocational Schools of OAED (EPAS) constitute a basic axis of Vocational Education and Training. Within the OAED head offices, an appointed working group of nine staff members work on the YG Implementation Plan. The YGIP is a nationwide plan in Greece but it takes into account the regional and local dimensions, with targeted measures.

Reaching out to young people not in education, employment or training (NEETs)

OAED is planning to make contact with young people who have left school but not yet registered with the PES. This plan would consist in launching activities aimed at promoting information sharing and awareness-raising of youth with specific characteristics (NEETS) in municipalities and regions. The priority will be given to municipalities and regions with greater density in NEETs and unemployed youth. This will be done in cooperation with bodies such as the Ministry of Education and municipalities (as regards outreach activities). Furthermore, the Ministry of Education operates a platform with information on school dropouts. The development and implementation of a coherent and complete awareness and outreach strategy targeted at youth will also be put in place to encourage the NEETs to register. It will include activities such as publication material, improvement of OAED's online portal to encompass new features, mobile youth unit in local administration to directly address target group, utilisation of social networks to inform youth about programs, initiatives reforms and annual job fairs.

Quality of guarantee

The steps to ensure a 'good quality offer' are to give training or employment or self-employment,

according to the results of the personalised approach. The individual action plan is structured in such a way as to provide a complete profile of the beneficiary, so that the employment counsellors can propose the appropriate solution.

Partnerships

Type of partnership	In place?	Details
Partnerships to ensure that young people have full information and support available	Y	Cooperation with public authorities, as provided for within the context of the YG scheme implementation.
Partnerships aimed at increasing employment, apprenticeship and traineeship opportunities	Y	Cooperation with the social partners /local sectoral bodies / Chambers and enterprises in implementing Apprenticeship schemes.
Partnerships aimed at supporting transitions from unemployment, inactivity or education into work	Y	Cooperation with public and certified third sector organizations for promoting to employment specific social groups (e.g. KETHEA, OKANA, etc.)

Funds allocated to the Youth Guarantee

EUR 174 million from the ESF and EUR 174 million from the YEI have been devoted to the Youth Guarantee. However, the breakdown is currently being finalised in cooperation with the Ministry of Labour and the competent Managing Authority.

Activation measures for young people, within the context of the Youth Guarantee

Types of intervention	Brief description	Is it new?
Personalised guidance services	<p>Vocational Orientation/Reorientation Counselling: this type of counselling aims to help the unemployed person decide upon the type of occupation (s)he can exercise on the basis of his/her professional qualifications, job features and labour market prospects.</p> <p>Jobseeking Counselling: this type of counselling aims to activate and energize the unemployed in searching for and claiming a job in the shortest time possible. It helps the unemployed develop skills of searching for, claiming and maintaining a job. It is addressed to unemployed young people who have a clear vocational aim.</p> <p>Counselling on Entrepreneurship: this type of counselling aims to sensitise, encourage and assist the unemployed in developing skills, so that they can turn their business idea into a business plan with a view to setting up a business with increased prospects of sustainability.</p> <p>Activation – Mobilization Workshops for the Unemployed: this action aims to provide the participants with detailed information about the aforementioned counselling services, so that they can participate in them.</p>	No
Individual action planning	The employment counsellor, working at the local OAED, has been specifically trained to help the unemployed person reformulate his/her vocational aim in both personal and labour-market terms, by following a specific procedure. Subsequently, the counsellor draws up an individual action plan in cooperation with the unemployed person, with a view to attaining his/her vocational aim.	No
Outreach strategies	Development and implementation of a coherent/complete awareness and outreach strategy targeted at youth: the action aims to improve the access of the target group to job-related information and information about educational and training opportunities, gather information regarding the target group, and promote networking among its beneficiaries. The action is to be implemented at national level.	Yes

Work-based integration	ALMP measures such as the Work Experience Acquisition Programme for subsidised hiring of young unemployed 16-24 years old. Operation of 51 Apprenticeship schools (EPAS/SEK) for students aged 16-23 years. The two-year Apprenticeship schemes combine theoretical and laboratory in-class courses with on-the-job training at enterprises	No
School-based integration	<p>Career Counselling and Guidance to high-school students offered by Career Officers: the aim of the action is to prevent early school leaving and provide career counselling and guidance to high-school students in order to enhance their skills and qualifications in Vocational Education and Training specialties.</p> <p>Operation of Career Offices in 51 EPAS/SEK of OAED, including provision of career counselling to the students and graduates of the EPAS/SEK and follow-up of the graduates' career path: the aim of the Career Offices is to link Vocational Education with local labour markets by developing channels of communication, networking and cooperation with businesses, employer organisations, as well as through the provision of comprehensive counselling and guidance to students and graduates in designing their personal career pathway.</p>	Yes
Subsidies paid to employers	Work Experience Acquisition Programme for subsidised hiring of young unemployed aged 16-24 years – social contributions are covered	No