



European
Commission



European Alliance for Apprenticeships

Greece – National commitment

*Employment,
Social Affairs
and Inclusion*

COUNTRY	Greece
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Ministry(ies)	Ministry of Education and Religious Affairs Ministry of Labour and Social Affairs Hellenic Public Employment Service
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Overview of apprenticeship

General information on apprenticeships	
Overview	<p>The "Post-secondary year-Apprenticeship class" was recently reformed to offer higher remuneration for apprentices and new work-based learning curricula. Together with the Vocational Schools of Apprenticeship of DYPA, the programmes combine theory, labs, and paid internships, ensuring graduates' readiness for the job market.</p>
Number of apprentices	<p>In 2022-2023, 4 000 apprentices attended the "Post-secondary year-Apprenticeship class," 43.3 % of which from the public sector and 56.7% from the private sector. Additionally, between 7 500 and 8 000 apprentices participated in DYPA's Vocational Schools of Apprenticeship each year.</p>
Legal basis	<p>Legal resources on "Post-secondary year-Apprenticeship class":</p> <ul style="list-style-type: none"> ▶ Law 4763/2020 on the National System of Vocational Education, Training and Lifelong Learning, and other regulations ▶ Quality Framework for Apprenticeships ▶ Remuneration for the Post Secondary Year – Apprenticeship Class apprentices ▶ Regulations of the Post Secondary Year – Apprenticeship Class ▶ Preparatory Programme for certification exams ▶ Remuneration of apprenticeship supervisors and teachers ▶ Regulation on the operation of DYPA's Vocational Schools of Apprenticeship

Target group	<p>The "Post-secondary year-Apprenticeship class" programme is addressed to VET school graduates facing challenges in the job market due to high youth unemployment rates, making them part of the NEET group. Supporting social inclusion and integration, the programme also addresses graduates of Unified Special Vocational High School, with no age limits for enrolment.</p> <p>DYPA's Vocational Schools of Apprenticeship focus on individuals aged 15 to 29, specifically NEETs and those from socio-economically disadvantaged backgrounds.</p>
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Scheme(s) specific information			
	<i>"Post-secondary year-Apprenticeship class"</i>	<i>Vocational Schools of Apprenticeship of DYPA</i>	<i>Experimental Vocational Schools of Apprenticeship of DYPA</i>
EQF level	5	3	3
Duration	<i>11 months</i>	<i>2 years (4 semesters)</i>	<i>2 years (4 semesters)</i>
Status of the apprentice	<i>Learner</i>	<i>Both</i>	<i>Both</i>
Access to HE possible?	YES ¹	YES ²	YES ²
Funding	The programme is co-funded by the European Social Fund (ESF).	Supported through co-funding from the NSRF (National Strategic Reference Framework) Programme.	
Apprentice remuneration	Mandatory	Mandatory	Mandatory

¹ Candidates who successfully pass the national certification exams in the 'Post-secondary year-Apprenticeship class' are eligible to participate in placement exams for university admission.

² Graduates can progress to the second grade of the Vocational Lyceum (EPAL).

Implementation of the national commitment

Progress and main achievements

Law 4763/2020 attempted a holistic reform of Vocational Education and Training (VET) and Lifelong Learning (LLL). Specifically addressing the Post-secondary Year-Apprenticeship Class, the new legislation emphasises the active involvement of social partners in designing training guides and in overseeing the system's governance and its adaptation to the labour market. The training guides outline the entry requirements by profession, specialised curriculum, teacher qualifications, teaching methods, and certification processes, including a certification question bank for the National Qualifications Framework exams. In addition, the new law increased the mandatory remuneration for apprentices by 25%.

Following the enactment of this law, a new joint ministerial decision was issued to improve the Quality Framework for apprenticeships and ensure the high standard of the Greek apprenticeship system. With the new legal framework in place, our objective is to boost participation in the Post-secondary year-Apprenticeship Class by dismantling social stigma and prejudices on vocational training and creating a graduate tracking system. Furthermore, we aim to improve the quality of the programme by involving social partners in decision-making processes and exploring opportunities for learner mobility.

Regarding DYPA's Vocational Schools of Apprenticeship, recent reforms were based on Law 4763/2020 on the National System of Vocational Education, Training, and Lifelong Learning, along with other regulations. The Law gives the National Organisation for Certification of Qualifications and Vocational Guidance (EOPPEP) the mandate to provide certifications upon the successful completion of examinations.

Update of the national commitment

Planned reforms and initiatives

The Ministry of Education will launch several key initiatives to support apprenticeship schemes. These initiatives include comprehensive teacher training programmes covering various aspects such as the institutional framework and implementation procedures of the Post-secondary year – Apprenticeship Class, principles of adult education, modern teaching methods in VET, counselling, professional guidance, and societal aspects. Additionally, there will be a focus on ICT training for teachers and promotional activities aimed at attracting both employers and VET graduates to participate in apprenticeships. Special campaigns will be initiated to promote employers' participation in the EAfA, highlighting exemplary practices. Efforts will also be directed towards establishing more regional Sector Skills Councils to address emerging needs in specific labour market sectors. Furthermore, regional Liaison Councils for Production and Labor Market will receive further support in identifying and forecasting labour market trends for competencies and qualifications. These initiatives will also strengthen apprenticeships by drawing from the experiences of European apprenticeship policies and mobilising social partners to raise awareness about apprenticeships.

In parallel, the Vocational Schools of Apprenticeship, under DYPA, are undergoing significant transformations, including functional reforms in school buildings, energy efficiency improvements, course redesign, and modernisation of laboratory equipment. Collaborative efforts with large enterprises are underway, focusing on industry and technical fields to identify labour market challenges and trends and bridge the gap between actual needs and required skills.

The twin digital and green transition

The training guide model mandates the inclusion of green and digital skills development in training guides for all specialities. Therefore, the training guides that are currently under development will all take into account the digital and green transition.

The Vocational Schools of Apprenticeship of DYPA also address the twin digital and green transition by including these aspects in reforming the orientation of educational and training programmes, as well as in identifying the specific fields of technical specialities.

EAfA six priorities³

³ More information about EAfA six priorities is available in the EAfA Action plan accessible here: <https://ec.europa.eu/social/BlobServlet?docId=23080&langId=en>

To support SMEs in providing a stable supply of quality and effective apprenticeships, Law 4763/2020 ensures that **apprentices' remuneration**, which reaches 95% of the national minimum wage, is funded almost entirely by the ESF, thus reducing costs for employers.

The Law also promotes the active **involvement of social partners** by establishing the Central Council for VET, a coalition monitoring market trends and advising the Ministry of Education on national VET policies, including apprenticeships.

To further **support SMEs**, the Law introduces regional Sector Skills Councils, which address sector-specific skill needs and identify skills shortages.

Recognising the **pivotal role of regional authorities** in apprenticeship programmes, collaboration among all stakeholders is encouraged to enhance the awareness and attractiveness of apprenticeships, as well as stimulate stakeholder engagement.

A new **digital platform** for the Greek national VET system is under development, enhancing cooperation among apprenticeship governing bodies.

Additionally, a campaign is underway to **raise awareness about the European Apprentices Network (EAN)**, ensuring that apprentices' interests are effectively represented.

For DYPA's Vocational Schools of Apprenticeship, remuneration currently reaches 80% of the national minimum wage, funded almost entirely by the ESF. For the Experimental Vocational Schools of Apprenticeship, which focus on the tourism and hospitality sector and apply the block system for two years (whereby students are engaged in classroom and laboratory education from November to April and in apprenticeships in four and five stars hotels from May to October), remuneration currently reaches 95% of the national minimum wage, also primarily funded by the ESF.

Targets and/or indicators

In the academic year 2022-2023, 6 600 apprenticeship positions were offered for the Post Secondary Year-Apprenticeship Class, which represented a 45% increase from the previous year. These positions were divided among the public sector (43.3%) and the private sector (56.7%). Approximately 4 000 apprentices participated, with 38.8% coming from the public sector and 61.2% from the private sector. Our objective is to maintain and expand the number of apprenticeship positions offered, particularly in the private sector. Additionally, DYPA aims to enhance the attractiveness of its Vocational Schools as an appealing career choice, especially for young people, including NEETS and socio-economically disadvantaged groups. More specifically, DYPA ensures placement for all apprentices in enterprises of the private and public sector. This target is supported by synergies and partnerships with large and medium enterprises, trade unions, chambers of commerce and all relevant stakeholders. Consequently, more than 90% of our graduates are immediately absorbed in the labour market in their speciality.

Budget of the reform/initiative

A total of 19 695 190 EUR has been allocated to initiatives supporting and implementing apprenticeships, predominantly funded by the European Social Fund. These initiatives, in alignment with our apprenticeship efforts, are integrated into the Strategic Plan for Vocational Education and Training (VET) and have been financed until the end of 2023 through the NSRF 2014-2020 and until 2025 through the Recovery and Resilience Fund. DYPA's innovative initiatives and reform projects are co-funded by the NSRF, as well as the Recovery and Resilience Fund.

Key stakeholders involved

1. General Confederation of Greek Workers
2. Civil Servants Confederation
3. National Institute of Labour & Human Resources
4. Institute of Educational Policy
5. Hellenic Federation of Enterprises
6. Small Enterprises' Institute of the Hellenic Confederation of Professionals, Craftsmen and Merchants (Greece)
7. Greek Tourism Confederation
8. Hellenic Confederation of Commerce and Entrepreneurship
9. National Organisation for the Certification of Qualifications and Vocational Guidance

Further measures planned as a follow up to the European Framework for Quality and Effective Apprenticeships

Based on the Council Recommendation of 15 March 2018 on a European Framework for Quality and Effective Apprenticeships, the Greek Ministry of Education has issued two joint ministerial decisions and one ministerial decision:

- Quality Framework for Apprenticeships
- Remuneration for the Post Secondary Year – Apprenticeship Class apprentices
- Regulations of the Post Secondary Year – Apprenticeship Class

All the above-mentioned decisions regulate the Post Secondary Year Apprenticeship Class taking into consideration the criteria set by the Council Recommendation.

DYPA's Vocational Schools of Apprenticeship adhere to the Regulation on the operation of DYPA's Vocational Schools of Apprenticeship and the Quality Framework for Apprenticeships. These guidelines oversee every aspect of the schools, ensuring their smooth and effective functioning.

Measures planned to support gender balance, social inclusion and internationalisation of apprenticeships

The Ministry of Education is actively working to internationalise apprenticeships through bilateral agreements with EU Member States and by extending apprenticeship support to non-EU countries in partnership with ETF. Meanwhile, DYPA is dedicated to empowering young people, particularly NEETs and socio-economically disadvantaged groups. Apprentices enrolled in DYPA's Vocational Schools are eligible, under specific conditions, for a monthly allowance covering accommodation and meals. Additionally, DYPA fosters apprentices' well-being by providing cultural education, guidance in entrepreneurship, and facilitating exchange and mobility through ERASMUS+ programmes.

Final overview of national commitment

Below are the objectives covered by the national commitment in a nutshell: (*please tick all relevant options*)

Increase supply	<input checked="" type="checkbox"/>
Foster quality	<input checked="" type="checkbox"/>
Promote image	<input checked="" type="checkbox"/>
Support mobility	<input checked="" type="checkbox"/>
Support national apprenticeship coalitions	<input checked="" type="checkbox"/>
Support SMEs	<input checked="" type="checkbox"/>
Mobilise local and regional authorities	<input checked="" type="checkbox"/>
Strengthen social dialogue	<input checked="" type="checkbox"/>
Engage sectoral social dialogue committees	<input checked="" type="checkbox"/>
Support the representation of apprentices	<input checked="" type="checkbox"/>
Address the twin transition	<input checked="" type="checkbox"/>
Foster gender balance	<input checked="" type="checkbox"/>
Support social inclusion	<input checked="" type="checkbox"/>
Internationalisation	<input checked="" type="checkbox"/>