

# Diagnosis, monitoring and analysis of developments and medium-term changes in skills in jobs/specialities

**Δράσεις διάγνωσης, παρακολούθησης και ανάλυσης εξελίξεων και μεταβολών δεξιοτήτων επαγγελμάτων/ειδικοτήτων**

**POLICY INSTRUMENT**

 Greece

## Description

**Country**

 **Greece**

**Focus area**

### MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

*Through the use of qualitative and quantitative methods INE/GSEE contributes to the broadening of the Mechanism for Labour Market Diagnosis, so that it starts providing evidence on skills anticipation at the level of selected occupations (4-digit ISCO level). In addition to the feeding of the Mechanism the Action provides critical inputs for key institutional/systemic functions and services such as Active Employment Policies, the National Qualification Certification Framework, the Occupational Profiles, Vocational Guidance and Career Guidance, curricula desing in the area of Non-typical Education. This action aims at oversight, monitoring, information/updating, processing and recording of the changes that have taken place at the level of skills/competences for eleven (11) occupations/specialities ( 4 digit level of ISCO 08) directly affected by the ongoing institutional, technological, economic, productive and social developments. The outputs of the action are expected to make a positive contribution and have multiplier effects on the exercise to adapt workers and enterprises to the new development paradigm, particularly in what regards the development and utilisation of human resources.*

**Link**

<https://www.inegsee.gr/deksiotites-ergatiko-dynamiko/>

**Implementation level**

**NATIONAL**

**Legal base**

5865/1776/A2/12.10.2016 Call for Proposals under the OP "Competitiveness Entrepreneurship and Innovation" Axis 2 "Adaptability of workers, enterprises and the business environment to new developmental requirements". Available here:

<b>Starting period</b>	2019
<b>Perspective</b>	It is an initiative that includes foresight activities. Labour market information derived from other instruments (mainly the Mechanism for Labour Market Diagnosis) is used.
<b>Policy area</b>	EMPLOYMENT
<b>Funding</b>	FUNDED BY THE EU <i>European Regional Development Fund (ERDF) and the European Social Fund (ESF) / OP "Competitiveness Entrepreneurship and Innovation"</i>

## Skill mismatch

<b>Skill mismatch target</b>	OVERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE ABOVE THEIR JOB'S NEEDS)
	UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)
	SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)
	SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)
	SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)
<b>Skills matching focus</b>	ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES <i>With the focus being on 11 professions/specialties the initiative addresses occupational skill shortages in the medium-term.</i>
<b>Skills delivered</b>	BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

GREEN SKILLS

## Methods

### Methods

#### SKILLS FORESIGHT

*It focuses on medium-term developments (five years ahead) and is based on evidence drawn from focus groups interviews with experts, literature and statistics review, survey data.*

### Use of skills intelligence

#### INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

*The outputs are intended to support the National Organization for the Certification of Qualifications & Vocational Guidance (EOPPEP) on the drafting, updating, or revising of the detailed monographs of certified occupational profiles.*

#### DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

*The outputs are intended to support the design of training curricula that address the observed skill mismatches.*

#### DESIGNING STANDARDS AND ACCREDITATION

*The detailed occupational monographs constitute the basis for further consultation between EOPPEP and the social partners in regard with the design of standards and accreditation.*

#### ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

*The initiative contributes to the adaptation of workers and enterprises at the new developmental requirements of the country.*

## Stakeholders

### Main responsible body

#### SOCIAL PARTNER: TRADE UNION

*Institute of Labour of GSEE (General Confederation of Labor)*

### Beneficiaries

#### ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

*They will be benefited in the future, when the products of the skills assessment will be finalized and openly accessed by target audiences.*

#### ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

*They will be benefited in the future, when the products of the skills assessment will be finalized and openly accessed by target audiences.*

#### OTHER

*Enterprises active in the selected economic sectors/ occupations.*

## Sustainability

### Success factors

The initiative is still ongoing. Its strength lies at the methodological novelty, combining quantitative and qualitative analysis at various stages (selection of the examined occupations, collection, and analysis of data).

### Barriers

The Covid-19 pandemic and the related limitations, added difficulties to the nationwide survey among employees of the selected occupations.

### Monitoring and evaluation

As a co-funded action, this initiative is subject to Evaluation and Audit in the project lifetime. The main monitoring tool concerns the Regular meetings of the project team, with the two external experts who have been employed.

### Updates

#### NO

*Discussions on scaling-up of the initiative expanding its scope to other occupations, have already taken place.*

### Effectiveness

The initiative is still ongoing. The multiple channels of information that the initiative makes use (Mechanism of Labour Market Diagnosis, survey, expert panels, secondary sources on skills and occupations), and the human resources that have been allocated (labour market experts, union's regional infrastructure and staff) indicates the program's overall effectiveness in meeting its intended goals.

### Sustainability

The next skills exercises on different occupations should be carried out at short and regular intervals. Discontinuities in the implementation of the same initiative for different occupations in the future, will jeopardise the possibility of effectively contributing to the national system of skills anticipation. A plan for the next exercises based on the same methodology, has already been under scrutiny at least from the INE GSEE side, the funding is secure, and therefore

the prospects for the next few years are positive.

## Other instruments in Greece

---

- **Mechanism for Labour Market Diagnosis**  
Μηχανισμός Διάγνωσης των Αναγκών της Αγοράς Εργασίας
- **Sectoral and occupational foresight mechanism (Foresight Lab)**  
Εργαστήριο πρόγνωσης και παρακολούθησης παραγόντων αλλαγής του παραγωγικού περιβάλλοντος κλάδων και επαγγελμάτων
- **Social Partners' interventions for skills' foresight in the framework of the Mechanism for Labour Market Diagnosis.**