

# Updated occupational profiles as key element in modernising VET offer and delivery

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 GREECE

## Timeline

2021 **Completed** 2022 **Implementation** 2023 **Implementation**  
2024 **Implementation** 2025 **Implementation**

ID number 42364

## Background

Systemic interventions and actions have been designed under EU-funded programmes for strengthening working force skills and knowledge, to support structural changes in the economy. The social partners, representatives of employees and employers play a key role in adapting VET to the labour market by supporting and implementing activities to increase the adaptability of workers and enterprises to the new entrepreneurial environment.

## Objectives

Aiming to support the adaptability of workers, enterprises and the entrepreneurial environment to the new development requirements, the Labour Institute of General Confederation of Workers (INE/GSEE) implemented integrated and targeted actions to align VET and training programmes to the labour market and to sectoral up- and reskilling needs. These actions contribute to further development of quality assured systems for initial VET (IVET), continuing VET (CVET) and lifelong learning and the certification of human resources skills. The deliverables include new occupational standards- which in Greece are 'entitled' occupational profiles-, also defining the required learning outcomes and the related VET programmes, referred to specific occupations. Further, actions to increase the role and the skills of career/vocational counsellors have been included.

## Description

The INE/GSEE implemented the project Support to quality development of industrial vocational training and its alignment with employee certification (regardless of age), under the priority, Development and update of occupational profiles and framework curricula, under the operational programme, Competitiveness, entrepreneurship and innovation, during 2017-21.

The occupational profiles are based on a methodology for developing occupational standards in line with the Hellenic Qualifications Framework (HQF) levels of skills, knowledge and competences. They adopt the learning outcomes approach and include

digital competences as employment prerequisites and horizontal skills for educational curricula.

The project consists of two sub-projects. The first includes: a methodology for the development and updating of occupational profiles (Ops), standards and relevant framework curricula; the development of 30 occupational profiles and framework curricula for specific sectors, professions and specialities (25 created for the first time and five updated); the development of an up-to-date specialised examination topics bank for the assessment and certification of knowledge and skills per training subject; and 25 videos of specific occupational profiles for their dissemination. The second subproject concerns a systematic intervention for the certification of the career/vocational counsellors and includes: specialised training materials and an examination topics bank for the specialty of career/vocational counsellor in direct relation to the existing occupational profile; the pilot implementation of two continuing vocational training programmes in the career/vocational counselling; and special regulations for the assessment of the practice exams in the certification procedure.

### **2021 Completed**

The project was completed in 2021 and all deliverables planned under the two subprojects were finalised.

### **2022 Implementation**

The 2022-24 Strategic plan re-affirmed the added value of Ops as ‘multi-purpose’ instruments (e.g., linking VET with labour market needs, providing quality certification standards, and improving the quality of VET curricula and study programmes, etc.). This was also re-affirmed by the Greek National Implementation Plan for the 2020 Council Recommendation on VET and Osnabrück Declaration (NIP) as their importance in strengthening the links with the labour market was emphasised.

In 2022, the National Organisation for the Certification of Qualifications and Vocational Guidance (EOPPEP) in cooperation and partnership with the social partners’ national institutional bodies, in particular the Small Enterprises’ Institute of the Hellenic Confederation of Professionals, Craftsmen and Merchants (IME GSEVEE), the Labour Institute (INE GSEE), the Hellenic Federation of Enterprises (SEV), the Centre of Hellenic Commerce and Entrepreneurship Development (KAELE ESEE) and the Institute of Greek Tourism Confederation (SETE-INSETE) in the framework of the co-funded project ‘Development, Updating and Certification of Professional Profiles and Specification Framework Programmes’ under the Operational Programme ‘Human resources development, education and lifelong learning’, decided the continuation of interventions for upgrading VET and its link with labour market affirming anew the importance of Ops.

The Hellenic confederation of Professionals, Craftsmen and Merchants (IME GSEVEE), as the coordinator of the above partnership conducted a study entitled: ‘Mapping the existing situation – Identifying needs for developing new professional profiles and updating existing occupational profiles’ to depict the status of Ops and to identify and prioritise needs for developing new Ops and updating existing ones.

The strategic objectives of the study were to:

- (a) develop a catalogue of one 124 existing Ops which are regarded outdated;
- (b) create a catalogue of 39 Ops for further development and certification (this was documented as a priority on the basis of the ISCO08 classification system and other criteria);
- (c) prepare a broader catalogue of professions for which it is recommended that Ops are necessary and should be developed;
- (d) initially develop, pilot, obtain feedback on and produce a final version of a text on feasibility check methodology for updating or further developing an Op (including techniques and tools such as template documents, etc.).

The study concluded that some of the Ops identified by the study were developed or

updated by all social partners which are cooperating with EOPPEP.

### 2023 Implementation

In 2023, a total of 44 occupational profiles were updated, and 10 new profiles were developed through close collaboration with scientific institutes and social partners. This process involved contributions from the Small Enterprises' Institute of the Hellenic Confederation of Professionals, Craftsmen and Merchants (IME GSEVEE), the Labour Institute (INE GSEE), the Hellenic Federation of Enterprises (SEV), the Centre of Hellenic Commerce and Entrepreneurship Development (KAELE ESEE), the Institute of the Hellenic Tourism Confederation (SETE-INSETE), and the National Organisation for the Certification of Qualifications & Vocational Guidance (EOPPEP).

Following their development, the occupational profiles were submitted to EOPPEP for accreditation and digitalisation and are being gradually uploaded to the EOPPEP digital platform 'Ergon Esti'.

### 2024 Implementation

By October 2024, a total of 46 occupational profiles had been updated and 18 new profiles developed, continuing the collaboration with the same key social partners and scientific institutes. The occupational profiles have been submitted to EOPPEP for accreditation and digitalisation and are progressively uploaded to the 'Ergon Esti' platform.

EOPPEP has also formed Advisory Committees with the participation of competent ministries to evaluate 134 occupational profiles (OPs). By the end of October, 25 OPs had been certified by the EOPPEP Board.

In 2024, the Ergon Esti digital platform was fully completed, providing a central repository for all occupational profiles. Additionally, a proposal for a new institutional framework governing the development and certification procedures of occupational profiles was finalised.

### 2025 Implementation

By the end of 2024, EOPPEP's Board of Directors had established more than 42 advisory committees, with the participation of competent ministries, to evaluate over 151 occupational profiles submitted by the scientific institutes of the social partners. These included the Small Enterprises' Institute of the Hellenic Confederation of Professionals, Craftsmen and Merchants (IME GSEVEE), the Labour Institute (INE GSEE), the Hellenic Federation of Enterprises (SEV), the Centre of Hellenic Commerce and Entrepreneurship Development (KAELE ESEE) and the Institute of the Hellenic Tourism Confederation (SETE-INSETE). The activities were carried out within the framework of the co-funded project Development, updating and certification of professional profiles and specification framework programmes, implemented under the Operational Programme 'Human resources development, education and lifelong learning'. More than 114 of them have been certified during the project which is completed. EOPPEP continues dynamically the certification of OPs. By November 2025, 253 new and updated Occupational Profiles were uploaded and are publicly visible on the Ergon Esti digital platform of EOPPEP.

## Bodies responsible

- Labour Institute of General Confederation of Workers (INE/GSEE)
- Ministry of Development and Investments
- Small Enterprises' Institute of the Hellenic Confederation of Professionals, Craftsmen and Merchants (IME GSEVEE)
- Hellenic Federation of Enterprises (SEV)
- Centre of Hellenic Commerce and Entrepreneurship Development (KAELE ESEE)

- Institute of Greek Tourism Confederation (SETE-INSETE)
- National Organisation for Certification of Qualifications and Vocational Guidance (EOPPEP)

## Target group

### Learners

Adult learners  
Older workers and employees (55 - 64 years old)

### Education professionals

Adult educators  
Guidance practitioners

### Entities providing VET

Companies  
VET providers (all kinds)

## Thematic categories

### Governance of VET and lifelong learning

Coordinating VET and other policies  
Engaging VET stakeholders and strengthening partnerships in VET  
Further developing national quality assurance systems

### Modernising VET offer and delivery

Modernising VET standards, curricula, programmes and training courses  
Using learning-outcome-based approaches and modularisation  
Developing and updating learning resources and materials  
Integrating digital skills and competences in VET curricula and programmes

## European priorities in VET

### VET Recommendation

VET agile in adapting to labour market challenges

### Osnabrück Declaration

Establishing a new lifelong learning culture - relevance of continuing VET and digitalisation

Sustainability - a green link in VET

## Subsystem

IVET CVET

## Further reading

## Related policy developments

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2025 Implementation

### New training guides and educational materials for SAEK schools based on certified occupational profiles

The project is a comprehensive initiative to update and develop educational materials for SAEK (former IEK) programmes. It is expected to include three distinct actions:

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#### Type of development

Practical  
measure/Initiative

#### Subsystem

IVET

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2025 Implementation

### The digital transformation of VET and lifelong learning in Greece

This development exemplifies the fourth and fifth objectives of the 2022-24 Strategic plan for vocational education and training, lifelong learning and youth and is also part of the Greek National implementation plan for VET recommendation and Osnabrück declaration.

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#### Type of development

Practical  
measure/Initiative

#### Subsystem

IVET CVET

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2024 Implementation

### The 2022-24 Strategic plan for vocational education and training, lifelong learning and youth

The six strategic objectives of the plan are further analysed into sub-objectives that serve the effective implementation of the strategy.

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**Type of development**

Strategy/Action  
plan

**Subsystem**

IVET CVET

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**2025 Implementation****Modernising career/vocational guidance practitioner occupational profile and certification**

In 2015, the National Organisation for Certification of Qualifications and Vocational Guidance (EOPPEP), in cooperation with social partners and responsible ministries, developed a career/vocational guidance practitioner occupational profile.

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**Type of development**

Practical  
measure/Initiative

**Subsystem**

IVET CVET

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