

Restructuring the Public Employment Service, CVET and skills forecasting

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 GREECE

Timeline



ID number 42250

Background

The labour and education ministries coordinate strategic actions and implementation plans in relation to training and certification of skills, universities and their role in lifelong learning and training for the acquisition and certification of digital skills by major companies in the field.

Objectives

The objectives of this legal intervention were:

- (a) to integrate or reintegrate unemployed people (with particular emphasis on NEETs) in the labour market in a faster and more efficient way;
- (b) to reward active jobseekers;
- (c) to upgrade the skills of the workforce (regardless of age) and better align them with labour market needs building on skills forecasting mechanisms;
- (d) to reform CVET and its interconnection with the country's economy;
- (e) to utilize European resources for quality assured training of the unemployed and of employees.

The Law regulated subsidised CVET and introduced the following provisions:

- (a) the remaining 30% of the total amount to be paid to a training provider or a learner can only be paid after a successful pass of a certification exam (up to 70% is paid for the training provision);
- (b) eligibility of a training institution for the provision of subsidized CVET programmes is decided by the following assessment benchmarks: the percentage of unemployed who return in the labour market 3, 6 or 12 months after the completion of a training programme, the assessment of the training provider by the employers, the percentage of those who complete training and participate to certification;
- (c) in-house training can be eligible for subsidized training, only if thematic relevance with a subject, is included in a call for subsidized training announced by the Public Employment Service.
- (d) individual skills accounts for participants in subsidised CVET programmes. Credits are introduced and may be accumulated from participation in training. Accumulated credits can be 'consumed' in career guidance support, participation in further training

and/or certification.

Description

The Labour ministry is redesigning its approach to vocational education and training (VET) especially to RRF-funded continuing VET (CVET) programmes.

The main philosophy and rationale of the approach is that VET programmes should upskill and/or reskill unemployed individuals in high-demand specialties, in digital and green skills. Another aspect of the renewed approach is that after completion of training, certification by independent and international awarding bodies should be obligatory.

To develop a more transparent system for the professional certification of individuals and for improving the provision of lifelong learning the labour ministry proposed a draft law with the following actions:

- (a) lifelong learning centres operated by universities should play a central role in training. The unemployed gain access to training programmes offered by the universities' lifelong learning centres;
- (b) a wide range of module options is offered in modern subjects. Learners may select from a variety of training programmes in high-demand industries, with emphasis on digital and green skills;
- (c) performance based funding: the labour ministry introduces a payment methodology for training providers based in the principle of payment by results, with the aim of efficiency and optimal use of the RRF funding. Full payment/funding for both training providers and beneficiaries is linked to the completion of training and the certification of skills; 30% of the total amount to be paid to providers and trainees only after the successful completion of a skills certification process;
- (d) particular emphasis is given to the certification by major international technology companies that provide – through third parties – recognised certificates for digital skills;
- (e) stricter criteria are introduced for the participation of lifelong learning centres in subsidised programmes, including obtaining additional international ISO certificates;
- (f) accreditation of the educational material by an independent body (which is not specified by the legal framework and will therefore be the subject of future regulations) the quality of educational material is guaranteed using modern quality standards, which will be monitored by an independent certification body operating under ISO 17024, the ISO standard for the certification of persons;
- (g) the certification body is to be selected by the learners themselves and not by the training provider, so that the learners may choose themselves which certificate they wish to obtain.

2021 Design

In the reporting period, the labour ministry re-designed its approach regarding vocational training and especially continuing VET (CVET) programmes, funded by the Recovery Fund, and began consultations with relevant stakeholders for preparing the necessary legal framework.

2022 Implementation

In 2022, Law 4921/18.4.2022 'Better jobs for everyone: Reorganisation of the Public Employment Service - DYPA (former Labour/Manpower Organisation OAED) and digitalisation of its services, upgrading of workforce skills and jobs need diagnosis and other provisions' which encompasses the renewed approach for VET and specifically for CVET was approved.

Also in 2022, the Public Employment service (DYPA) launched calls for upskilling and/or reskilling 80 000 unemployed people in high-demand specialties, on digital and green skills funded by the Recovery and Resilience Fund (with a total budget EUR 100 million). Certification of individuals by independent and international awarding bodies

became an obligatory prerequisite for training providers and learners to receive the total amount of subsidy (30% relevant to the amount foreseen in each call).

The law integrated the National Institute of Labour and Human Resources (EIEAD) to the labour ministry, and consequently its tasks, to contribute to the establishment of the mechanism of labour market diagnosis and to develop a methodology for skills forecasting) were transferred to labour ministry.

2023 Implementation

In 2023, the National labour force skills council and the Scientific committee of labour market skills were activated and began regular meetings.

The National labour force skills council, assumes an executive role in the development and monitoring of the Labour force skills strategy. It consists of 17 members, including the Governor of the Public Employment Service (DYPA); representatives from the Ministries of Labour, Finance, Development and Investment, Education, Interior, and Digital Governance; the Managing Directors of the National Organisation for the Certification of Qualifications and Vocational Guidance (EOPPEP) and the Hellenic Accreditation System (ESYD); as well as representatives of social partners, including the National Confederation of Persons with Disabilities and the General Confederation of Greek Workers. A member is also appointed jointly by employer organisations.

The Scientific committee of labour market skills supports the National Council by providing scientific expertise. It conducts research, analyses labour market trends, and assesses training needs. Its members, appointed for four-year terms, are specialists in vocational education and training (VET) and labour market analysis.

In August 2023, the Strategy for labour force upskilling and connection to the labour market was revised and launched. The updated strategy reflects recent developments in knowledge, competences, and labour market dynamics. It incorporates feedback from social partners and stakeholders, with the long-standing objective of 'developing a coherent framework for the diagnosis of the skills needs of the labour market, the anticipation of these needs in the near and medium-term future, and the use and adaptation of continuing vocational training actions in order to enable the labour force to acquire or upgrade modern skills, so that they can be directly and successfully integrated into the labour market' (Article 26, Law 4921/2022).

The Labour market diagnosis mechanism launched a new information system and public website to facilitate data storage and dissemination of results to the broader public and accredited users.

2024 Implementation

The meetings of the National labour force skills council and the Scientific committee of labour market skills continued throughout 2024.

The Labour market diagnosis mechanism maintained its data collection activities, drawing on national and European databases (ELSTAT, Ergani, DYPA, AADE, EFKA, Eurostat, ESCO) to monitor job creation and losses. Data are disaggregated by occupation, educational level, gender, age, and employment status, and are reported monthly at regional, regional unit, and municipal levels. The system highlights the most dynamic occupations and sectors across the country.

2025 Implementation

In 2025, the Public Employment Service (DYPA) expanded the list of approved training programmes under its continuing vocational training (CVET) scheme for 50 000 unemployed people, with a focus on digital and green skills as well as financial literacy. Unemployed individuals registered in the Beneficiary Registry were able to select the training programme that best matched their needs within these priority areas.

In parallel, DYPA implemented a continuing vocational training programme for 75 000 employees within the framework of the National Recovery and Resilience Plan Greece 2.0, funded by the European Union under NextGenerationEU. The programme aims to align workforce skills with labour-market needs in the context of the green transition. Participants attend a theoretical training programme with a total duration of 80 hours. Following completion, beneficiaries take knowledge and skills certification examinations conducted by independent certification bodies; those who successfully pass receive the full training allowance.

Bodies responsible

- Ministry of Labour and Social Affairs
- Public Employment Service (DYPA)
- Manpower Employment Organisation (OAED) (until 2022)

Target group

Learners

Young people not in employment, education or training (NEETs)
Adult learners
Older workers and employees (55 - 64 years old)
Unemployed and jobseekers
Persons in employment, including those at risk of unemployment

Entities providing VET

VET providers (all kinds)

Thematic categories

Governance of VET and lifelong learning

Coordinating VET and other policies
Optimising VET funding
Engaging VET stakeholders and strengthening partnerships in VET

Modernising VET offer and delivery

Using learning-outcome-based approaches and modularisation
Acquiring key competences
Integrating green transition and sustainability in VET curricula and programmes
Integrating digital skills and competences in VET curricula and programmes

Supporting lifelong learning culture and increasing participation

Promotion strategies and campaigns for VET and lifelong learning
Financial and non-financial incentives to learners, providers and companies
Providing for individuals' re- and upskilling needs
Ensuring equal opportunities and inclusiveness in education and training

Subsystem

CVET

Further reading

[A new era in training programmes funded by the Recovery Fund for upskilling and reskilling 80 000 unemployed people](#)

[Meeting between the minister for employment and the social partners regarding the draft law 'Better jobs for everyone'](#)

[Law 4921/18.4.2022 'Better Jobs for everyone: Reorganisation of the Public Employment Service - DYPA and digitalisation of its services, upgrading of workforce skills and jobs need diagnosis and other provisions'](#)

[The Strategy for labour force upskilling and connection to the labour market 2023](#)

[The Mechanism of labour market diagnosis](#)

[New training programmes under DYPA's unemployed training scheme](#)

[Continuing vocational training programme in green skills for 75 000 employees](#)

Related policy developments

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.

 GREECE

Type of development

Strategy/Action plan

Subsystem

IVET CVET

2025 Implementation

Reforming VET governance

According to Law 4763/2020, the General Secretariat for VET, LLL and Youth is responsible for designing, implementing, coordinating and monitoring policies in the relevant fields. It is also the supervisory body for the implementation and monitoring of VET and LLL programmes.

 GREECE

Type of development

Regulation/Legislation

Subsystem

2025 Implementation**Reform of the national system of VET and lifelong learning**

In December 2020, Law 4763/2020 introduces a legal framework regulating VET and LLL and describing the organisation of each school type, the qualifications and the role of their staff (manager, teachers, career/vocational counsellors).

 GREECE**Type of development**

Regulation/Legislation

SubsystemIVET CVET

2025 Implementation**Validation arrangements**

Law 4386/2016 opened certification procedures to all interested parties meeting prescribed eligibility criteria.

 GREECE**Type of development**

Regulation/Legislation

SubsystemCVET

2020 Approved/Agreed**Updating the regulations of non-formal VET**

For non-formal VET and in particular CVET, Law 4547/2018, supplementing Law 4186/2013, set new qualitative features for the operation of lifelong learning centres (KDVM), organised around four axes:

 GREECE**Type of development**

Regulation/Legislation

SubsystemCVET

2025 Implementation

Skill needs forecasting system

The legal framework for a skills needs forecasting system was established in 2016. EIEAD was given the mandate to coordinate the development of the Mechanism of labour market diagnosis.

 GREECE

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

“ ... ” Cite as

Cedefop, & ReferNet. (2026). Restructuring the Public Employment Service, CVET and skills forecasting: Greece. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

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