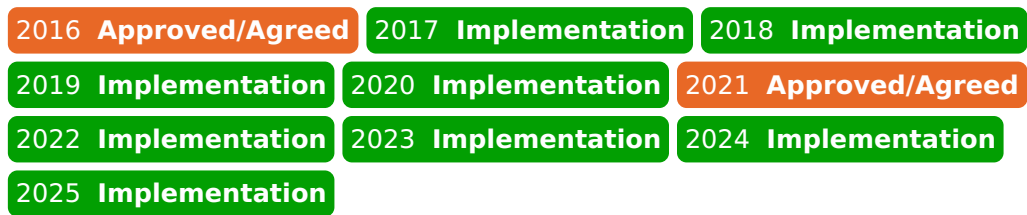


# Validation arrangements



## Timeline



**ID number 28257**

## Background

Although a national system for the certification of outputs is under development, it is yet to be finalised; an overall national comprehensive strategy for validation remains a challenge.

Validation is in place in private security services and to a lesser extent for licensing specific technical occupations, such as plumbers, technical works machinery operators, liquid and gas/fuel installation and welding.

For those qualifications (certificates) that can be acquired through validation, the standards are defined by the existing accredited occupational profiles.

Professionals such as hairdressers and beauticians having gained skills and competences through informal learning, but not holding a recognised qualification, have to sit exams to acquire a professional licence.

Validation procedures about occupational activities (i.e. activities that can be carried out by a number of occupations but are not limited to a specific occupational group or education/training specialty) are also being discussed. The discussions mostly have to do with occupational activities related to specific environmental EU directives or regulations.

## Description

Law 4386/2016 opened certification procedures to all interested parties meeting prescribed eligibility criteria. For example, it provides the possibility for adults to obtain qualifications through certification of continuing vocational education and training (CVET) or forms of non-formal VET different from those of vocational training institutes (IEK).

Presidential decrees to put in place a national system for the certification of outputs have been drafted and are currently being reviewed. Also, the Ministry of Education, in cooperation with competent ministries, social partners and the National Organisation for the Certification of Qualifications and Vocational Guidance (EOPPEP), has started work developing a certification system for adults who take part in general education courses

carried out by lifelong learning centres (KDVM).

A regional training voucher scheme is being introduced to cover validation expenses for individuals in a wide range of qualifications.

### **2016 Approved/Agreed**

### **2017 Implementation**

### **2018 Implementation**

### **2019 Implementation**

Implementation continued.

### **2020 Implementation**

The certification of land and port dockworkers was regulated by law and a national register of dockworkers was created. In October 2020, an open call was published on EOPPEP's website for the bodies interested to become examination centres for the certification of land or port dockworkers, eight bodies were nominated.

The regional training voucher scheme was also offered to different target groups, employed and unemployed, for vocational training and certification services by the labour ministry.

### **2021 Approved/Agreed**

In 2021 the Joint Ministerial Decree regulating the system of certification of professional competences of hairdressers-barbers, and hand- and footcare technicians was adopted.

### **2022 Implementation**

The Ministerial Decision for the certification of career/vocational guidance practitioners of 14 February 2022 provided for the validation and certification of vocational counselling skills.

The Joint Ministerial Decree on the certification system of professional competences of hairdressers-barbers, and hand- and footcare technicians was updated, concerning the eligibility period, and included more professionals.

EOPPEP and the Centre for Security Studies (K.E.M.E.A.), within the framework of their cooperation for the certification of private security personnel, updated and modernised the private security personnel certification exams. In August 2022 a new ministerial decree (DP/11556,22/8/2022) was issued on the certification of security professionals. The Ministerial Decree regulated in detail the procedures for organising and conducting the exams, the right for participation and the supporting documents, the assessment of the examinees, the framework for publishing the results and the issue of the certificate.

### **2023 Implementation**

The list of examination subjects for the validation and certification of professional competences of hairdressers-barbers and hand- and footcare technicians was developed by a team of experts, including professionals and trainers in the field. It includes closed-ended theoretical and practical questions, along with the corresponding correct answers. To support candidate preparation, the list was made publicly available via the EOPPEP website.

According to the applicable legal framework (Article 403 of Law 4957/2022), candidates who successfully pass the certification exams are awarded a Certificate of Professional Competence at level 3 of the national qualifications framework (NQF),

issued by EOPPEP. This certificate grants eligibility for a professional licence to practise the respective occupation.

### 2024 Implementation

In December 2023, EOPPEP conducted the first cycle of certification exams, with 2 867 candidates participating. Successful candidates received their EQF level 3 certificates and corresponding professional licences in January 2024. A second exam cycle followed in September 2024.

In parallel, the National Organisation for the Certification of Qualifications and Vocational Guidance (EOPPEP), in cooperation with the Centre for Security Studies (KEMEA), implemented certification exams for 'private security personnel' in April, June, September, October, and December 2024. More than 4 550 candidates participated across these sessions.

### 2025 Implementation

In 2025, the National Organisation for the Certification of Qualifications and Vocational Guidance (EOPPEP), in cooperation with the Centre for Security Studies (KEMEA), announced the examination schedule for the certification of professional competence of individuals who had completed KEMEA's 105-hour continuing vocational training programme Basic training programme for private security personnel. The annual certification process was organised into four examination periods, conducted in Attica and Thessaloniki between February and November 2025, ensuring systematic and regular access to certification throughout the year.

Through these coordinated examination periods, EOPPEP and KEMEA ensured the structured and nationwide assessment and certification of professional competence for private security personnel.

In addition, in 2025 the Board of Directors of EOPPEP decided to launch certification procedures for the professional competence of hairdressers-barbers and nail and beauty technicians. The application platform was opened on 28 March 2025 via the EOPPEP website. Certification examinations were conducted on 15 June 2025 at three examination centres located in Athens, Thessaloniki and Heraklion (Crete).

In October 2025, EOPPEP also announced the opening, in early November, of the application platform for participation in certification examinations for graduates of DYPA's EPAS-PEPAS apprenticeship schools and for graduates of the EPAL post-secondary year apprenticeship class.

## Bodies responsible

- National Organisation for Certification of Qualifications and Vocational Guidance (EOPPEP)
- Ministry of Education and Religious Affairs
- Ministry of Labour and Social Affairs
- Centre for Security Studies (KE.M.E.A.)
- Ministry of Citizen Protection

## Target group

### Learners

Adult learners

Older workers and employees (55 - 64 years old)

Unemployed and jobseekers

Persons in employment, including those at risk of unemployment

Low-skilled/qualified persons

## Education professionals

Adult educators

## Thematic categories

### Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

### Transparency and portability of VET skills and qualifications

Learners' possibilities of accumulation, validation and recognition of learning outcomes acquired non-formally and informally

### Supporting lifelong learning culture and increasing participation

Providing for individuals' re- and upskilling needs

## Subsystem

CVET

## Further reading

[Requirements and procedures for the certification of land or port dockworkers](#)

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[Call for the accreditation of the examination centres for the certification of the land or port dockworkers](#)

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[System of certification of professional competence of hairdressers - barbers and hand and foot care technicians](#)

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[Announcement of the updated Ministerial Decision for the certification of hairdressers - barbers and hand and foot care technicians](#)

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[The new framework for Training and Certification of Private Security Personnel](#)

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[Results of certification exams for professional competences of hairdressers-barbers and hand- and footcare technicians](#)

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[EOPPEP-Certification examinations for 'Private Security Personnel', 4th period 2025](#)

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[EOPPEP- New cycle of certification examinations for graduates of EPAS-P.EPAS DYPA and EPAL](#)

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[Certification examinations for 'Hairdressers-Barbers' and 'Nail & Foot Care Technicians'](#)

## Related policy developments

**2025 Implementation**

### Restructuring the Public Employment Service, CVET and skills forecasting

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

**Type of development**

Regulation/Legislation

**Subsystem**

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.

**Type of development**

Practical  
measure/Initiative

**Subsystem**

IVET CVET

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**2025 Implementation**

**Certification of post-secondary non-formal IVET and CVET teachers**

Legislation in 2017 (Law 4485/2017) re-affirmed that, starting from September 2019, the certification of teaching competences of VET teachers and adult educators becomes a prerequisite for their enrolment in training programmes partly funded by the State.

**Type of development**

Regulation/Legislation

**Subsystem**

IVET CVET

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