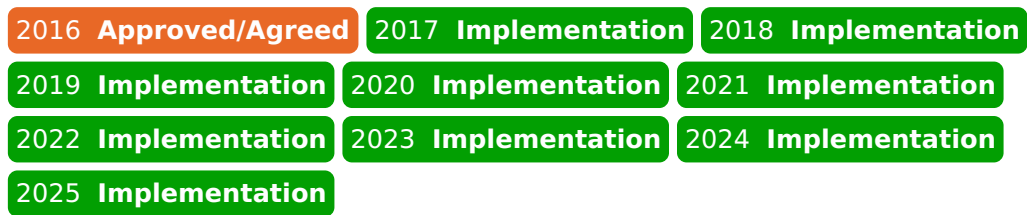


# Skill needs forecasting system

**POLICY DEVELOPMENT** **PRACTICAL MEASURE/INITIATIVE**  GREECE

## Timeline



**ID number 28250**

## Background

In 2015, a number of initiatives to collect and analyse information on labour market and skills trends were put in place. The National Institute of Labour and Human Resources (EIEAD) used to carry out analyses, for instance, on the structure of employment and unemployment, labour relations, trickle-down effects, supply and demand by occupational categories and on national and local training needs. The Recruitment Confidence Index would record trends in recruitment difficulties. At the same time, social partners started cooperating with the labour and education ministries to develop a skills needs anticipation mechanism to inform VET provision.

## Description

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. A coordination committee was put in place, consisting of representatives from the ministries of labour, education and economy, EOPPEP, the regions, OAED and social partners. The Mechanism was established in 2016. In 2017, its methodological framework (data collection and processing, procedures for mapping professional qualifications) was refined. The information system database has been completed and is fully operational.

EIEAD has been publishing reports every 6 months and the results of the forecasting system inform the development of new occupational profiles and curricula. The reports have also been used to inform the selection of new apprenticeship specialties that were implemented in the school year 2017/18.

In 2017-19, Cedefop provided technical advice to Greece to improve its governance of skills anticipation and matching. The aim was to improve the management and coordination of skills anticipation efforts, making existing skills anticipation initiatives more useful for policy, and to improve the linking of skills intelligence to education and training.

**2016 Approved/Agreed**

## 2017 Implementation

## 2018 Implementation

## 2019 Implementation

Implementation is continuing.

## 2020 Implementation

The 2020 annual report of the Mechanism of labour market diagnosis was published by EIEAD in a concise and easy-to-use format, utilising advanced imaging software. The report referred to the years 2011-19 and analysed national and local developments in employment and unemployment, the demand for jobs by profession, by industry and by skill level. It consisted of 59 interactive whiteboards that allowed the user to specify the available information according to demographics, time, space, etc. It was also possible to extract even more detailed information through the learn more option.

The first section of the report addressed the evolution of the basic dimensions of the labour market, while the second presented the analysis of labour market trends and, in particular, the dynamism of professions and sectors of national and local economic activity. The data of the report were derived from the labour force survey of the Greek statistics agency (ELSTAT), the information system (for monitoring the labour market) ERGANI, the register for unemployment of the Manpower Employment Organisation (OAED) and the European classification system of skills, abilities, qualifications and professions ESCO.

## 2021 Implementation

The sixth EIEAD annual report, *Work and employment in Greece*, was published. It included chapters on the consequences of COVID-19 and the long-term economic crisis on the economy, the labour market and society at large. Other chapters focused on the following topics, providing statistical data, on digital economy; VET; immigration; and labour relations and trends in the labour market for specific social groups.

The annual report also referred to the findings of the EOPPEP VET graduate tracking study. It underlined that, among Greeks aged 16-24, 47% have basic digital skills and 45% have digital skills above the basic level (compared to the same category in the EU-27 where 23% have basic digital skills and 59% have above the basic level).

One of the most important findings of the 2021 annual report pointed out that special attention should be paid to VET actions related to NEETS, as their percentage in 2020 (13.2%) was slightly higher than 2019 (12.5%) but lower than 2018 (14.1%) and in 2017 (15.3%).

## 2022 Implementation

In 2022, Law 4921/18 April 2022, Better jobs for everyone: Reorganisation of the Public Employment Service - DYPA (former Manpower Organisation OAED) and digitalisation of its services, upgrading of workforce skills and jobs need diagnosis and other provisions, integrated the EIEAD to the labour ministry, and 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

By Law No 4921/2022, the Mechanism of labour market diagnosis falls under the unit of experts in employment, social insurance, welfare and social affairs, (M.E.K.Y.) with the following responsibilities:

- (a) to collect statistics from national and European databases (ELSTAT, ERGANI, DYPA, AADE, EFKA, Eurostat, ESCO) to monitor job creation and loss by occupation, education level, gender, age, and employment status on a monthly

basis, across all regions, regional units, and municipalities. The aim is to highlight the most dynamic occupations and sectors.

(b) to compile surveys and studies, including business surveys, focus groups, technological research perspectives, and both quantitative and qualitative data, to detect skill and occupational mismatches at national and local level. These findings are summarised in the Mechanism's Annual Report.

(c) maintain an information system and a website for storing and disseminating labour market data to the general public and authorised users.

The Mechanism of labour market diagnosis and the accompanying website were fully developed and operational in 2023.

### **2024 Implementation**

The Mechanism of labour market diagnosis plans to develop a tool to assess, on a quarterly basis, the balance between the supply and demand of wage labour by occupation, gender, and age at national, regional, and local levels.

### **2025 Implementation**

During 2024 and 2025, the Mechanism of labour market diagnosis designed to monitor and interpret labour-market dynamics in Greece expanded and continuously enhanced its data-and-analytical infrastructure. The main sections of the Mechanism include: labour market sizes, labour market trends and the skills sector.

In December 2024, the Mechanism published updated datasets and interactive dashboards covering the period 2019-2024. These included detailed information on paid employment disaggregated by age, gender, nationality, educational attainment, skill level, occupation, sector and employment status.

The updates draw on data from the national ERGANI information system and reflect recent employment flows and labour-market trends. They provide up-to-date insights into changes in employment patterns across demographic groups, education and skill levels, occupations and types of employment contracts.

## **Bodies responsible**

- National Institute of Labour and Human Resources (EIEAD)
- Ministry of Labour and Social Affairs

## **Target group**

### **Learners**

Learners in upper secondary, including apprentices

Young people (15-29 years old)

Young people not in employment, education or training (NEETs)

Learners at risk of early leaving or/and early leavers

### **Education professionals**

School leaders

Guidance practitioners

### **Entities providing VET**

VET providers (all kinds)

### **Other**

VET & Employment policy makers

## Thematic categories

### Governance of VET and lifelong learning

Establishing and developing skills intelligence systems

### Transparency and portability of VET skills and qualifications

Using EU transparency tools (EQF, Europass, ESCO, ECTS, ECVET principles)

## Subsystem

IVET CVET

## Further reading

[Legal framework for the skill needs forecasting system \(Law No 4268/2016, Article 85\)](#)

---

[News: Mechanism of labour market diagnosis](#)

---

[Mechanism of labour market diagnosis](#)

---

[VET and Labour market \(Mechanism of labour market diagnosis\)](#)

---

[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'](#)

---

[Mechanism of labour market diagnosis](#)

---

[National Mechanism for Diagnosing Labour Market Needs for 2024](#)

---

[Paid employment by age and sector](#)

## 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.

 GREECE

#### Type of development

Regulation/Legislation

#### Subsystem

CVET

---

---

**2021 Completed**

## Graduate tracking study

A new VET graduate tracking study was carried out in Greece in 2019-21 by the National Organisation for Certification of Qualifications and Vocational Guidance (EOPPEP) in cooperation with the National Institute for Labour and Human Resource (EIEAD).

 GREECE

### Type of development

Practical  
measure/Initiative

### Subsystem

IVET

---

2016 **Approved/Agreed**

## National strategic framework for the upgrade of VET and apprenticeship

The framework sets out 10 strategic intervention areas which, in turn, contain certain implementation measures. These 10 areas are to:

 GREECE

### Type of development

Strategy/Action  
plan

### Subsystem

IVET CVET

### “ ... ” Cite as

Cedefop, & ReferNet. (2026). Skill needs forecasting system: Greece. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28250>