

Training voucher programme for unemployed aged 29-64 in 8 cutting-edge sectors

Κατάρτιση και πιστοποίηση Ανέργων 29-64 ετών σε κλάδους αιχμής



1 Description

Timespan 2014-2020

Stage FULLY OPERATIONAL

Focus area  MATCHING SKILLS FOR TODAY'S JOB MARKET

2 Foundations

Policy area  ACTIVE LABOUR MARKET POLICIES

The system of training vouchers provide flexible training opportunities for unemployed. The level of personal responsibility is higher with this measure, since the individual is free to choose its own course in cooperation with the counsellor.

Policy goal The Training Voucher program aims to achieve a structured path for the entry of unemployed people into the labour market, which will potentially lead to a placement in the private sector of the economy. The action aims at the empowerment and the upgrade of the skills of the unemployed adults aged 29-64, through a combination of training, internship, counselling and certification. Through the matchings between learners and companies, the action aspires to generate new jobs after the programme's lifetime. Thus, hosting companies are encouraged to utilize other actions of subsidising labour in order to hire the interns after their internship.

Mismatch

PART OF BROAD POLICY MEASURE OF WHICH SKILL MISMATCH IS ONLY A MINOR PART

Although no explicit reference to skills mismatch has been made, the beneficiary (receiver of vouchers) had to consult with a career counsellor and together decide which thematic area (specialty) fits to his/her needs, taking into account the local labour market needs too (secondary data accessed by the counsellor).

Aim of policy instrument



UPSKILL AND MATCH SKILLS OF UNEMPLOYED

Legal basis

MINISTERIAL ORDER

Administrative level

NATIONAL

Main responsible body

Ministry of Labour, Social Insurance and Social Solidarity

Stakeholders



GOVERNMENT (CENTRAL & REGIONAL)



TRAINING PROVIDERS (PUBLIC/PRIVATE)



GUIDANCE COUNSELLORS



OTHER

Ministry of Labour: funding and evaluation
National Organisation for the Certification of Qualifications & Vocational Guidance (EOPPEP): monitoring and control
Public Employment Service (OAED): implementation
Certification agencies (private sector bodies): implementation
VET providers (private sector companies): implementation
Guidance counsellors (physical persons either freelancers or employed by the VET companies).

Funding

€89,000,000 in total. O.P. "Human Resource Development, Education & Lifelong Learning", with funds from Greece and the European Union (European Social Fund).

Intended beneficiaries

Unemployed people aged 29-64 (23,000 in total).

Use of labour market intelligence

DESIGN TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED



INFORM AND TRAIN CAREER GUIDANCE AND COUNSELLORS



INFORM CAREER-MAKING DECISIONS OF STUDENTS

During the preparatory phase of the action, the Managing Authority used a Methodology for the identification of sectors and professions that should be prioritized. The methodological guide has been created by the Employment Agency of the Ministry of Labour. The counsellors meeting the criteria of expertise, experience, training are supposed to play a critical role in guiding the beneficiary in his/her selection of specialty and educational program, by using a specific methodology of vocational profiling. The career professionals of the Action are encouraged to seek for labour market information in EOPPEP's site, in the context of the first counselling session.

Financial schemes

Training Voucher system: each trainee is entitled to a subsidy of €2,600 for the period of theoretical and on-the job training.

Frequency of updates

The LMSI content has been determined at the initial stage of this policy initiative, when the cutting edge industries have been identified. No further update has been made.

Development

The major adjustment that was made during the implementation of the 2015-2017 initiatives under the voucher system concerns the role of the VET providers and the ways that the beneficiaries selected them in a context of open competition. Another adjustment concerns the certification procedures that have been introduced. After the completion of the theoretical training, the beneficiaries should attest their knowledge through the certification exams organized by the accreditation bodies of the private sector.

Barriers

Not identified so far.

Success factors

The action is on-going. No impact assessment has been made yet.

Monitoring

An ongoing evaluation has been envisaged. The indicators include the number of people who benefitted from the voucher, completing the counselling, training and certification stages of the program.

Innovativeness**SLIGHTLY INNOVATIVE**

The innovation compared to previous Voucher system initiatives concerns the determination of the criteria for the career counsellors, who will be employed in the project (criteria of expertise, experience, training). Until recently, the VET providers could deliver the counselling sessions without employing specialised and experienced professionals. The methodology for the identification of cutting edge professions and skills is also innovative.

4**Sustainability**

Evidence of effectiveness

The action is on-going. No impact assessment has been made yet.

Engagement of stakeholders

Through the relevant Call, the conditions of the engagement of the stakeholders and the role of the Ministry in the policy are settled. In particular, there is a description of the auditing and evaluation processes and communication actions with the engagement of the stakeholders.

Transferability**EASILY TRANSFERABLE**

Training Vouchers can be easily transferred as instruments of active labour market policies. The action under scrutiny focuses on sectors and professions with good prospects in terms of job growth and career opportunities. The methodology that the Ministry of Labour has utilized is an element that could also be shared.

Sustainability

Although the impact of the training voucher system in job creation and anticipation in skills shortages has been debated, the system continues to be attractive for policy makers and key stakeholders (Ministry of Labour, social partners, VET providers).
