

Ministry of Education and Religious Affairs



**“ From past Experience to Future challenges”**

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# First Survey Implemented By ΕΚΕΡΠΙΣ (2007)

# General Identity

- ❑ The project titled “Implementation of Field Research – Collection of Primary Material for the valuation of the Educational Work of Accredited Organizations by Trainees” was put together based on the initial planning of the National Accreditation Center of Vocational Training Structures (EKEPIS later merged in EOPPEP) and the company POLITICS
- ❑ The project deals with collecting and processing primary data, determining quality and quantity-related parameters and perceptions and ultimately evaluating the educational work of accredited organizations by trainees.
- ❑ The project as a whole comprises two (2) phases: (a) Quality phase and (b) Quantity phase, which follows quality research.
- ❑ The quality phase included personal in-depth interviews with trainees and group discussions with Vocational Training Center owners.

# Scope Of The Project

- ❑ Quality research constitutes the First Stage of the research for the evaluation of the educational work of accredited organizations by their managers and the trainees at Vocational Training Centers situated in 7 cities selected in advance.
- ❑ Quality research dealt with the following:
  - The attitudes and views of managers and trainees with regard to education and training, the labor market and accredited Vocational Training Centers.
  - The main elements governing and characterizing the existing state.
  - Suggestions regarding actions and interventions in the current manner of operation of accredited organizations.
- ❑ Quantity research constituted the Second Stage of the research for the evaluation of the educational work of accredited organizations by trainees.
- ❑ Quantity research dealt with the:
  - Collection of primary data reflecting the current state in the field of vocational training, as expressed by the people directly benefiting from it, i.e. trainees, and the evaluation of the factors involved in a training program and directly or indirectly determining its success

# 1st Axis

## Satisfaction with the services rendered by Vocational Training Centers

### Vocational Training Centers and services rendered

- ❑ It is widely believed that Vocational Training Centers generally rely on conjunctures, have no specific objectives, are driven by individual interests and are often unsuited for the purpose they were created for.
- ❑ The admission, however, that at least Vocational Training Centers give it a try was a constant element throughout the research in all cities
- ❑ Main problems in the operation of Vocational Training Centers and the services rendered:

✓ PARTIAL INCONSISTENCY OF PROGRAMS ANNOUNCED IN ADVANCE AND PROGRAMS IMPLEMENTED	✓ INADEQUATE TRAINING MATERIAL PROVIDED
✓ PROGRAMS DO NOT MEET THE NEEDS OF THE UNEMPLOYED	✓ RELATIVE SATISFACTION WITH THE TRAINING STAFF
✓ NECESSITY OF PROGRAMS MEETING THE NEEDS OF LOCAL SOCIETIES	✓ SUBSTANTIAL LACK OF UNIFORMITY AMONG TRAINEES
✓ RELATIVE SUCCESS IN IMPROVING EXISTING KNOWLEDGE, CAPABILITIES AND SKILLS	✓ INADEQUATE INFORMATION
✓ NON-EXISTENT AND POINTLESS PRACTICAL TRAINING – IT IS RECOMMENDED IT BE DONE AWAY WITH	✓ COMPLETELY UNSATISFACTORY SUPPLEMENTARY ACTIONS/SERVICES
	✓ SERIOUS DOUBTS AS TO THE MERITOCRATIC SELECTION OF TRAINEES

## 2nd Axis

# Trainees And Employability

### Trainees and employability

- ❑ It could be claimed in general that trainees and people already employed in particular can get several benefits from their participation in training programs, mainly by improving their working position and professional involvement.
- ❑ As regards the unemployed, their access to the labor market is facilitated to a small extent.
- ❑ Nevertheless, the participation of unemployed people in training programs only contributes to finding work to a very limited extent.
- ❑ Only a small number of trainees ultimately find work related to the training program they attended.
- ❑ Lastly, the trainees' opinion of the labor market is rather pessimistic and that is mainly attributed to the perception that the labor market does not work in a rational manner, something greatly generating the feeling that they cannot tackle the situation.

## 3RD AXIS

# The role of accredited training organizations in the present and future

### The role of accredited training organizations in the present and future

- ❑ The institution of vocational training is deemed useful and beneficial for both the employed and unemployed.
- ❑ Vocational training through Vocational Training Centers is not considered to be an essential competitive advantage as to finding work.
- ❑ Vocational Training Centers require substantial improvements and upgrading in order to be able to offer the work they were originally designed for.
- ❑ The most important changes and improvements concern the following: increasing, updating and adjusting programs to local needs; essential practical training and increasing practical training hours; creating uniform classes, upgrading material-technical infrastructure, upgrading the trainers' standard.
- ❑ Vocational Training Centers must somehow assist in the process of finding work.



# Suggestions By The Trainees

Better targeting in programs, more thematic fields, updating and adjusting programs to local needs.

Selection of trainees based on strictly meritocratic criteria.

Better selection of trainees and achievement of uniform classes.

Upgrading of training material, material-technical infrastructure, the trainers' standard.

Doing away with practical training or obligatorily changing its philosophy.

Creating a competitive advantage for unemployed trainees compared to non-trainees.

Attempt to link Vocational Training Centers with the business world and labor market.

**Creating policies relying on a change in mentality and stance on the institution, particularly among the unemployed.**

# Suggestions By The Providers

Systematic opinions with regard to the actual needs of local markets given by Vocational Training Centers themselves and carrying weight.

Rationalization of Vocational Training Center audits and evaluation criteria by the National Accreditation Center of Vocational Training Structures and Accompanying Support Services aiming at boosting healthy competition among them.

Reevaluation of the Greek Manpower Employment Organization's role and its labor advisors in terms of the orientation of the unemployed towards Vocational Training Centers.

National planning in terms of the number of Vocational Training Centers per region.

Accreditation of programs via knowledge certificates having effect in the labor market.

**Ensuring viable Vocational Training Centers through a National Action Plan for Lifelong Vocational Training.**

# Survey Final Conclusions

- ❑ The institution of vocational training through accredited Vocational Training Centers is useful and trainees can get great benefits.
- ❑ The institution only contributes to finding work to a limited extent (30-31%), whereas it positively affects the improvement of the status of people already employed (80%).
- ❑ There is substantial inconsistency as to the programs attended by trainees and the work ultimately found (60%).
- ❑ Vocational Training Centers require substantial improvements and upgrading in order to be able to offer the work they were originally designed for.
- ❑ Vocational Training Centers must somehow be linked to the business world and assist in the process of finding work.
- ❑ It is imperative to ensure viable Vocational Training Centers through a National Action Plan for Lifelong Vocational Training.
- ❑ There is a dire need for creating policies relying on a change in mentality and stance on the institution, particularly among the unemployed.

THANK YOU.....