

THE NEW APPRENTICE SCHEME IN THE GREEK VET EDUCATION SYSTEM

“Networking of VET providers for improving quality of work based learning at local and transnational level”

Project No.609096-EPP-1-2019-1-IT-EPPKA3-VET-NETPAR



PANEDDIEK NETWORK

PANEDDIEK is the Union of Directors of Public Institutions of Vocational Training (DIEK). Each Director is running one of 130 DIEK.

One of the biggest DIEK in Athens is DIEK Aigaleo, located in the western part of Athens





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The students of the Vocational Training Institute are high school graduates, ages 18+ as well as adults who wants to get a Vocational Education Training. IEK Aigaleo is the oldest Institute of Vocational Training in Greece, established in 1992 and is one of the biggest in Athens.

Attendance at the Institutes of Vocational Training (IEK) lasts 5 semesters

4 semesters of theoretical and laboratory training (1200 hours)

1 semester internship or apprenticeship (1050 hours)

Graduates receive a Diploma of Vocational Specialization level 4 NQF/EQF and after exams at the National Organisation for the Certification of Qualifications & Vocational Guidance ([EOPPEP](#)) receive a Diploma of Vocational Specialization level 5. NQF/EQF

IEK Aigaleo, for the school year 2020-21 has **700** students & 160 teachers and operates the following specialization courses:

Web Site : www.iekaigal.gr



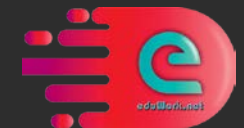


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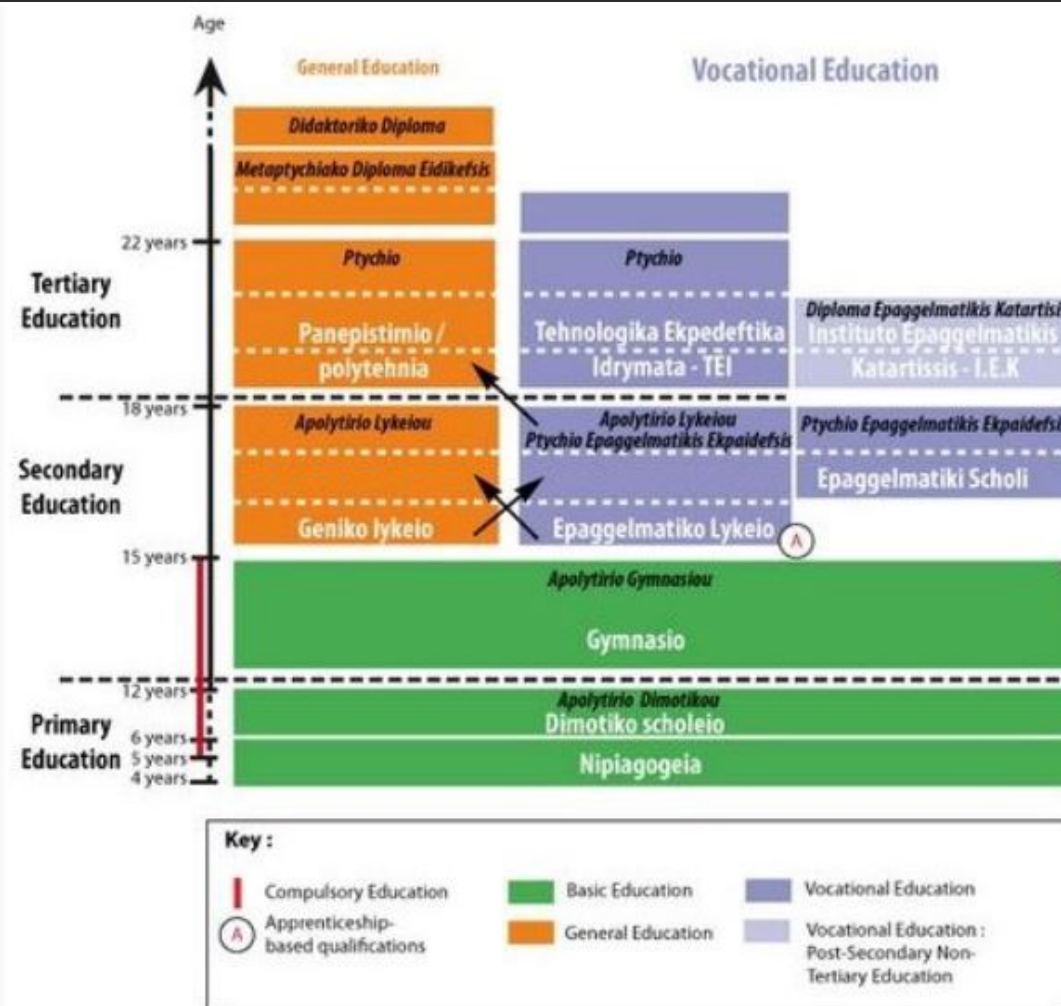


Vocational Sectors

- **Mechatronics Technician**
- **I.T. Technician**
- **I.T. Applications** (Web Design / Development – Multimedia – Video Games)
- **Interior Decoration & Object Design**
- **Elevator Technician**
- **Chef**
- **Medical Equipment Technician**
- **ICT in Travel Industry**
- **Automation Technician**
- **Food & Beverages Technology Inspectors**
- **Heating, Petroleum & Natural Gas Technician**
- **Renewable Energy Technician**



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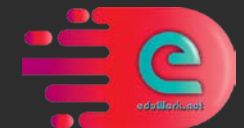


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Initial vocational education and training (I-VET)

- EPAL (ΕΠΑ.Λ.) Vocational Lyceum
- I.E.K. Institutes of Vocational Training
- EPAL are Upper secondary vocational education schools.(15-18 years old) which gives both mainstream education classes and vocational and technical classes, and also offers workshops. This 3-year course allows pupils to move on to higher education following an examination .
- IEK are Post secondary not tertiary education schools (18+), which provides initial or complimentary training alternating between theoretical classes and classes in workshops. The training is validated by diplomas in vocational training recognized by the Member States of the European Union. It is open to school-leavers over the age of 18 coming from high schools or vocational schools as well as adults. 15% are University students or graduates which want to get into a new profession.





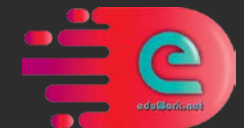
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The Apprenticeship Process

An apprenticeship is defined as an educational system in which learning time alternates between a workplace and an educational structure, while the apprentice is linked to an Apprenticeship Agreement with the employer, receives a pay or allowance, in accordance with applicable law, and has insurance coverage. The employer undertakes to provide the apprentice with training in the workplace, according to a defined program, which, combined with the learning program in the educational structure, leads to the certification of the knowledge and skills acquired by the apprentice and leads to a specific qualification

- EPAL Apprenticeship : After 3 years of study at EPAL, lasts 9 months, 4 days /week at Workplace, 1 day/week (203 hours) at EPAL. After Examinations awarded NQF/EQF: Level 5
- IEK Apprenticeship : After 2 years of study at IEK, lasts 6 months (960 hours) 4 days /week (768 hours) at Workplace, 1 day/week (192 hours) at IEK. After Examinations awarded NQF/EQF: Level 5
- Wage fee for < 25 years old = € 17.12 (75% on the lowest unskilled worker € 22.83)
- Grant amount to €11.00 -Direct payment. Employer's charge of approximately € 9.35
- Wage fee for > 25 years old = € 19.64 (75% on the lowest unskilled worker € 26.18)
- Grant amount to €14.00 -Direct payment. Employer's charge of approximately € 9.35





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Internship for Students/Graduates of I.E.K. -Work Based Learning

- Internship or Apprenticeship is compulsory for IEK students in order to graduate
- Internship can start at the end of 2nd Semester, while Apprenticeship at the end of the 4th Semester. Only insurance is given in case of accident.
- IEK Internship (Work Based Learning): After the 1st year of study at IEK, student can get an Internship which lasts 6 months if it is for 8 hours /day or 9 months if it is for 6 hours/day. (960 hours).
- The internship used to subsidy amounts of €800, for every student who began his/her internship from 1st October 2008 and completed it by 31st December 2013. This program has stopped and since then no subsidy is given...
- Internship is very attractive for many companies trying to get students to join their workforce with the promise that they might get a permanent job at the end of internship. In some specializations like chef's, companies offer money in order to attract students to go into internship with them. Others prefer to go straight to work and if they get more than 120 stamps in jobs related to their studies, then they do not need to go for Internship





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Benefits of Apprenticeship / Internship

- Overall, IEK offers professionally trained students with modern skills that can blend with companies during their Apprenticeship or Internship.
- The trainee students:
 - 1)Acquire an initial work experience related to the subject of their studies.
 - 2)Get a smoother transition learning production, businesses and organizations.
 - 3) More substantial assimilation of scientific knowledge through application to real working conditions.
 - 4) Get information on labor market trends and the skills required.
 - 5) Develop a professional conscience and a workplace seriousness.
 - 6) Improve their communication skills, collaboration and initiative.
 - 7) Get familiar with the working environment and the requirements of the professional space, as well as on labor relations and benefits.
 - 8) Completing the Practice Exercise have a full picture of the job finding process (interviews, CVs, etc.)
 - 9) A better professional integration into the institution that have been practiced.
- The collaborating institutions employing the students have the opportunity to use the current knowledge, skills and ideas of young and competent people without significant financial costs and at the same time they create infrastructure for their future human resources needs. The duration of the Apprenticeship / Internship, is a test (probationary) period for the future selection of permanent staff.





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- ERASMUS+ KA2

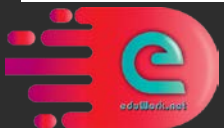
- Mentor4wbl@EU.

- **Mentorship Evaluation aNd Training in ORganisations for WBL at EU**

- The project (2018-2020) aims at building a specific procedure in the selection and induction of in-company mentors participating in Work Based Learning (WBL), a parameter that constitutes a horizontal priority of Erasmus+ Program.
- WBL is a fundamental aspect of vocational training- it is directly linked to the mission of Vocational Education & Training (VET) to help learners acquire knowledge, skills and competences which are essential in working life. This form of education can meet the twin goals of improving individuals' employability and increasing economic competitiveness.



Erasmus+ KA2
Cooperation for innovation
and the exchange of good practices





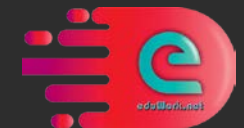
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Development and Capacity Building of Professional Mentors



- ⌘ Standardization of qualifications for in-company mentors providing apprenticeships and internships
- ⌘ Focus in a clear definition of the competence profile of the professionals involved in WBL Training course development using learning-centered methodology, embedding assessment & recognition of prior learning
- ⌘ WBL as a win-win situation between the different actors involved
- ⌘ Culture change within Small & Medium Enterprises (SMEs)
- ⌘ Fully operable ISO 17024 compliant competence certification scheme for workplace mentors tested by personal certification bodies





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Introducing Innovation



- Fostering innovative approaches by encompassing organizational "double/ triple loop learning"
- Validating of non-formal & informal learning outcomes with the recognition of prior knowledge
- Developing a fully operable competence certification scheme for workplace mentors
- Ensuring transparency, recognition & validation of qualifications of workplace mentors



Co-funded by the
Erasmus+ Programme
of the European Union



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EU WBL Mentor Competence Exam

C.1 Assessment modalities

Table C.1 specifies which assessment modalities are required to be submitted in which approximative timeframe by the candidates at the three different assessment stages (initial certification, surveillance, re-certification).

NOTE: the ability of the candidate to provide requested answers and documented evidence in a timely manner demonstrates a key mentor competence: the organisation and management of the business mentoring documents that shall be uploaded.

Modalities – imparted time	Initial certification	Surveillance (yearly)	Recertification (after 5 years)
a) Prerequisite – 0.5 h	X		X
b) Upload of the 3 mentoring folders chosen by the examiner – 0.5 h	X		
c) Competences self-assessment & referrencing of related evidence – 1.5 h	X		X
d) MCQ (20 questions, randomised) – 0.5 h	X		X
e) Open questions (10, randomised) – 0.5 h	X		X
f) Mentee's satisfaction testimonial (3 per year)		X	X

Table C.1 – Assessment modalities and allocated time



#Mentor4WBL@EU

IKY Erasmus+

WE'RE LOOKING FOR PILOT TEST PARTICIPANTS
CANDIDATES/MENTORS

>> ARE YOU
READY FOR
PILOT
TESTING?

PILOT TESTING
IN-COMPANY WBL MENTORS'
e-Course & e-CERTIFICATION
Achieving Perfection
(before) the First Time!

Register at
www.mentor4wbl.eu

Deadline for participation applications:
10th October 2020





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alumni talent management - student matching for jobs finding

Need for a methodology in order to create a talent management system

Talent management is the science of using strategic human resource planning to improve business value and to make it possible for companies and organizations to reach their goals.

In this case our aim is to find the right VET student graduate for the right job through our Career Office.

First we need to acquire data for our students.

That is done with :

1. Creation of an Alumni for our VET School graduates
2. Check administrative data
3. Check Social Media pages that keeps data about -> LinkedIn

Then we proceed with explorative interviews

**Talent management is one of the most current topics in HR.
How can we give candidates the best experience? How can
we attract the best people? What do we need to do to win
the war on talent**





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Alumni TALENT MANAGEMENT FOR VET STUDENTS

- *Measures specifically designed for IVET graduates.*
- *All last year graduates targeted.*
- *Track the destinations of graduates from different types of education to allow comparisons with different groups of people (eg. Not in Education, Employment, or Training (NEET), dropouts, University graduates).*

INDICATORS OF TRACKING SYSTEM FOR ACQUIRING

Have same indicators concerning:

- Background e.g. socio-economic
- Completed studies by accessing students' database
- Graduates destinations :
 1. Transition to employment and/or further studies as well as current employment status (employed, self-employed, unemployed).
 2. Job quality (eg: type of contract – permanent /temporary, part-time / full-time & earnings).
 3. Geographical mobility





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The LinkedIn Alumni Tool

Why LinkedIn?

80% of LinkedIn members consider professional networking to be important to new job opportunities and career success, according to [LinkedIn research](#).

70% of people were hired at a company where they had a connection

More than 20 million professionals including recruiters, hiring managers and decision makers use LinkedIn every week.

With 530+ million professionals in the LinkedIn community, there is no other place where you can access such a wide range of knowledge, skills and resources to help you reach your goals.

LinkedIn is helping soon-to-be graduates from all over the world to get into their professional community—whether they realize they have one already or not.



There's no better place to launch your career

And we can tell you where people who went to your school are and what they're up to. Whether you're a student or recent graduate, the Alumni Tool can help you make academic and career choices based on the actual paths of alumni.

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YouTube:

https://www.youtube.com/channel/UCdLHUV_3x56R5lpVe6O8kw/

