

# Employment initiatives supporting 25+ NEETs

COUNTRY REPORT – GREECE

*Institute of Entrepreneurship Development*

**2022**

**IN THE FRAMEWORK OF THE PROJECT 'LOST  
MILLENNIALS – TRANSNATIONAL RESEARCH  
NETWORK FOR THE EVALUATION OF INITIATIVES  
TARGETING 25+ NEETS'**

*Please cite as: IED (2022) Employment initiatives supporting 25+ NEETs. Country Report – Greece. Institute of Entrepreneurship Development. Lost Millennials – Transnational Research Network for the Evaluation of Initiatives Targeting 25+ NEETs. Available at <https://lostmillennials.eu>*

Project summary:

*The project ‘Lost Millennials’ focuses on a regularly neglected group of the generation of Millennials: young people aged 25-29 neither in employment or education and training (25+ NEETs). This generation started their working life shortly after the economic crisis of 2008, perceiving uncertainty and lack of security for work and well-being, they are more likely to be inactive or in precarious jobs. The main objective of the project is to contribute to the successful integration of 25+ NEETs to the labour market through increasing knowledge on the effects of employment initiatives on 25+ NEETs, building capacity of stakeholders to perform impact studies and thus improving the quality of labour market interventions. This objective will be achieved through the creation of the transnational research network which will share know-how and good practices, the evaluations of governmental and community-based initiatives targeting 25+ NEETs, as well as the engagement of stakeholders to increase the policy-relevance of project results.*

For more information, please visit our [website](#), contact us on [lm.leadpartner@hetfa.hu](mailto:lm.leadpartner@hetfa.hu) and follow our social media ([Facebook](#), [LinkedIn](#)).

*The Lost Millennials project is funded by Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment.*

Implemented by:



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## 1. Introduction

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Employment policies in Greece are designed at the national level, taking into account the guidelines of the European Employment Strategy, and are mainly (but not solely) developed within the partnership agreement (ESPA) 2014-2020, which defines funds and objectives to promote sustainable and quality employment, social inclusion and the fight against poverty; and to address structural problems in the labour market by improving the education and training system and the transition to the labour market and active inclusion.

The Greek government has established as one of its key priorities to improve the prospects of Greek youth. Youth unemployment rates are structurally high, and they nearly tripled during the crisis, standing at 45% currently. The high NEET share demonstrates the risk of a 'lost generation'. In Greece, strategies targeting NEETs are mostly designed at national level, foreseeing support and regional mandates of local authorities. There are past examples of regional strategies targeting NEET (i.e., the Regional Operational Programme of Thessaly- Mainland Greece- Epirus, 2007-2013). Although many interventions cover 25-30-year-old NEETs, there are no discrete provisions specifically targeting this group.

## 2. Institutional context of initiatives and programmes

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### ***Basic difference between initiatives and programmes***

**An initiative means** any form of support for NEETs, which may generally have a smaller financial scope and implementation structure compared to programs. They can be administered both by public administration institutions (i.e., the state, regional authorities, municipalities/cities), as well as by non-profit organizations, or even by business entities (e.g., specific financial support).

**The programmes represent** more extensive and complex forms of financing for different types of target groups, among which it will be possible to identify NEETs as well. It is very likely that our observed target group NEETs can be defined as a possible target group for support among many other target groups, but no specific projects have been implemented for NEETs. This is also important information if it was possible to implement specific projects for this target group, but for various reasons they were not implemented.

In the Greek context, the number of initiatives for the integration of 25+ NEETs has been limited and only 5 initiatives are known for their integration into labour market and prevention of early school leaving. Those initiatives have been implemented on a national basis, and for only two of them an evaluation has been reported after their implementation period.

The main initiatives targeting 25+ NEETs in Greece are the following:

- **Professional Guidance:** Ministry of Education & Religious Affairs and the Ministry of Labour, Social Security & Welfare, through the activities of the National Organization for the Certification of Qualifications & Vocational Guidance (EOPPEP), <https://www.eoppep.gr/index.php/el/work-guidance-and-consulting>
- **Action plan of targeted interventions to boost youth employment and entrepreneurship in the framework of the national strategic reference framework (NSRF):** Ministries of Education, Culture and Development, <http://www.esfhellas.gr/en/Pages/YouthActionPlan.aspx>
- **Second Chance Schools (SCS):** General Secretariat for Lifelong Learning, <https://www.inedivim.gr/en/programmes-actions/second-chance-schools>
- **'Voucher scheme for a first work experience for labour market entry of young people aged up to 29:** Ministry of Labour, Social Insurance and Social Solidarity, <https://voucher.gov.gr/en>
- **Kinofelis (Public Benefit in Greek):** European Commission and municipalities in Greece, [https://www.ilo.org/employment/units/emp-invest/WCMS\\_531182/lang--en/index.htm](https://www.ilo.org/employment/units/emp-invest/WCMS_531182/lang--en/index.htm)

### 3. Focus of initiatives/programmes

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#### 3.1 Typology of initiatives/programmes and their supported activities

In Greece, during this period, a specific number of initiatives promoting the inclusion of 25+ NEETs into the labour market have been implemented. More analytically, the ones with the greatest impact and highest evaluation rates are the following:

- **Professional Guidance:** EOPPEP acts as the national coordination body, implementing systemic guidance interventions, which ensures the quality provision and the professionalization of career guidance, the networking among the different guidance stakeholders, and the constant development of information, guidance and counselling tools and material for the guidance practitioners working in education and employment settings in the public and private sector. In addition, innovative guidance services for the end users of all ages are also developed within the activities of EOPPEP at a national level. The initiative started being implemented since 2000 and continues until today (2022).
- **Action plan of targeted interventions to boost youth employment and entrepreneurship in the framework of the national strategic reference framework (NSRF):** In the framework of this action plan, a number of vocational training-related initiatives are being implemented to foster employment and entrepreneurship of persons aged 15 to 24 and 25 to 35. The central objective is to put forward targeted development policies and measures for employment and

entrepreneurship aimed at young people in the two age groups of 15-24 and 25-35, placing emphasis on young people with low formal qualifications. The implementation period of this initiative has been 2012-2020. This initiative has been evaluated and the results were more than positive, as more than 182,812 people have been supported in their integration into the labour market.

- **Second Chance Schools (SCS):** The school aims at developing all those qualifications and skills which will help the trainees better adapt to the modern vocational requirements of the labour market and integrate into society more successfully. The innovation of the Second Chance Schools consists in forming consultancy services, including a Career Adviser and an Educational Psychologist in every school. Emphasis is placed upon the acquisition and development of basic skills, competencies, and general knowledge, the use of new technologies, learning a foreign language, counselling and vocational guidance, in order to significantly improve the access to the labour market. The timeframe of the implementation of the initiative has been 2000-today.
- **Voucher scheme for a first work experience for labour market entry of young people aged up to 29:** 'TRAINING VOUCHER' for a structured path for the entry of unemployed into the labour market. The 'TRAINING VOUCHER' is supported by an integrated information system (Training Voucher – <http://voucher.gov.gr>), which was developed, implemented, and is currently functioning under the CTI 'Diophantus', an institution under the direction of the Minister of Education and Religion. The Ministry of Labour offers high-quality e-services to citizens, enterprises, and the overseeing public bodies through the 'TRAINING VOUCHER'. The management of the training life cycle, from the time the beneficiary's application is submitted until the payment, is the focus of those services. For secondary, post-secondary and tertiary education graduates aged 25-29 the scheme involves: (i) 80 hours of theoretical training; (ii) a work experience placement in a private sector company of a total duration of up to 450 hours, of which 200 hours are for the young person's initial induction and familiarisation with the world of work (Phase A) and up to 250 hours are for developing skills linked to the actual practical work experience (Phase B); guidance and counselling of participants for the entire duration of the placement. The unemployed young person receives a voucher from the ESF Actions Implementation Authority, which then matches the young person to the relevant training provider. The provider has to find an appropriate work placement. Prior to and during the entire placement, the following activities take place: (i) identification and matching of the young person's skills and training needs to host company requirements; (ii) the assignment of a work placement supervisor who will oversee and supervise the young person; and (iii) additional services aimed at converting the work placement into an employment contract with the host company. The implementation period has been 2011-2022.

- **Kinofelis (Public Benefit in Greek):** Kinofelis (Public Benefit in Greek) is a public works scheme targeted at the long-term unemployed in Greece. It was implemented in partnership with all the municipalities in Greece that identify and implement suitable projects for the long-term unemployed to work on. The programme offered 45,000 participant eight months of work on a municipal project at the official minimum wage and with all required social security contributions. The project 'Support to a new generation of Public Works Schemes (Kinofelis) in Greece' was implemented by the Employment Intensive Investment Programme of the ILO from 1 September 2016 to 30 November 2017. The project was supported by the Structural Reform Support Service (SRSS) of the European Commission and the main focus was on supporting the Greek Ministry of Labour, Social Security and Social Solidarity, its relevant agencies and the municipalities implementing the programme. Kinofelis has been implemented from 1 September 2016 until 31 December 2017.

### 3.2 Geographic coverage of NEETs support

The above-mentioned initiatives have NEETs as the main target group. The age coverage depends on the initiative.

- **Professional Guidance:** The territorial coverage of this initiative has been regions around Greece and the main target group has been 25+ NEETs.
- **Action plan of targeted interventions to boost youth employment and entrepreneurship in the framework of the national strategic reference framework (NSRF):** The main funding body of this initiative has been the European Social Fund (ESF) and the European Regional Development Fund (ERDF) and the regions in which this initiative has been applied were all around Greece. Nevertheless, this specific initiative has been implemented around Europe. The age group of the participants has been 18-35 years old.
- **Second Chance Schools (SCS):** The Second Chance Schools have been co-financed by the European Social Fund (ESF) and the Greek government, and the regions of their application have been around Greece, while the target groups have been people above 18 years old to prevent early school leaving.
- **'Voucher scheme for a first work experience for labour market entry of young people aged up to 29':** This initiative has been implemented in various regions around Greece and had two different sub-initiatives including people from different age groups: NEETs aged 15-24 years old and NEETs aged 25-29.
- **Kinofelis (Public Benefit in Greek):** Kinofelis has been implemented in several municipalities in Greece and the main target group of the initiative has been the long-term unemployed.

## 4. Financial aspects of initiatives and programmes

Table 1

Title of the initiative	Financial allocation of the initiative/ programme in total	Financial allocation (or estimate) allocation for NEETs only	Funding source
Professional Guidance	N/A	N/A	Ministry of Education & Religious Affairs and the Ministry of Labour, Social Security & Welfare
Action plan of targeted interventions to boost youth employment and entrepreneurship in the framework of the national strategic reference framework (NSRF)	746.679.192 €	746.679.192 €	European Social Fund (ESF) and the European Regional Development Fund (ERDF)
Second Chance Schools (SCS)	N/A	N/A	Co-financed by European Social Fund (ESF) and the Greek government
'Voucher scheme for a first work experience for labour market entry of young people aged up to 29	N/A	- NEETs aged 15-24 (budget: €43 million); and - NEETs aged 25-29 (budget: €108 million).	ESF Actions Implementation Authority
Kinofelis (Public Benefit in Greek)	N/A	N/A	European Commission and municipalities in Greece

In order to boost youth integration into the labour market, the Greek government – in cooperation with several European managing authorities – allocated great amounts of money to successfully apply the above-mentioned initiatives. In some cases, a large number of people have participated in those actions. Nevertheless, the results of the initiatives have not always been published to evaluate the success rate of the allocation of money in relation to the impact of the initiatives.



## 5. Implementation of initiatives and programmes

### 5.1 Project implementers

All initiatives implemented in Greece aiming at integrating NEETs into the labour market have been applied on national level. The main managing authorities are either Greek Ministries or European funding bodies.

Table 2

Title of the initiative/ programme	Name of the implementer	Number of implemented projects	Number of NEETs supported	The period of implementation of the initiative/ programme
Professional Guidance	Ministry of Education & Religious Affairs and the Ministry of Labour, Social Security & Welfare, through the activities of the National Organization for the Certification of Qualifications & Vocational Guidance (EOPPEP)	N/A	N/A	2000 – today
Action plan of targeted interventions to boost youth employment and entrepreneurship in the framework of the national strategic reference framework (NSRF)	Ministries of Education, Culture and Development	<ul style="list-style-type: none"> <li>- Strengthening youth entrepreneurship, focus on new/ innovative products, services, and sectors of entrepreneurship.</li> <li>- Establishment of Enterprises by Unemployed people (in start-up status)</li> <li>- Establishment of new enterprises by</li> </ul>	182,812	2012 - 2020

		unemployed people aged 18-64 with the ability to hire personnel.		
Second Chance Schools (SCS)	General Secretariat for Lifelong Learning	N/A	N/A	2000 – today
'Voucher scheme for a first work experience for labour market entry of young people aged up to 29	Ministry of Labor, Social Insurance and Social Solidarity	N/A	160,662	2011-2022
Kinofelis (Public Benefit in Greek)	European Commission and municipalities in Greece	N/A	N/A	1 September 2016 - 31 December 2017

## 5.2 Target groups of NEETs

In this section, there will be a description of the supported target groups in the projects. It is also appropriate to provide an evaluation opinion on whether the range of supported groups of NEETs is adequate to the needs of the given state or regions.

Table 3

Title of the initiative/programme	Target group	Number of supported persons in the target group	Degree of reflection of NEETs in the given programme	The period of implementation of the initiative/programme
Professional Guidance	Adults of all ages	N/A	N/A	2000 – today
Action plan of targeted interventions to boost youth employment and entrepreneurship in the framework of the national strategic reference framework (NSRF)	young persons aged between 15-24 and 25-35	182,812 people	N/A	2012 - 2020
Second Chance Schools (SCS)	All the adults who dropped out of	N/A	N/A	2000 – today

	the education system			
'Voucher scheme for a first work experience for labour market entry of young people aged up to 29	NEETs aged 15-24 & NEETs aged 25-29	160,662 beneficiaries	N/A	2011-2022
Kinofelis (Public Benefit in Greek)	Long-term unemployed	N/A	N/A	1 September 2016 – 31 December 2017

## 6. Conclusions

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In conclusion, in Greece, in response to the huge increase in youth unemployment, the Ministry of Labour drew up– in collaboration with other Ministries and public Bodies and European funding bodies – and have implemented specific initiatives for the integration of young (25+) NEETs into the labour market, training and education.

The number of initiatives implemented has been limited, but their impact has been positive among the target groups. Concerning the initiatives, only two official evaluations has been published. From the number of engagement of participants in those initiatives we can evaluate them all as successful due to the high engagement of young NEETs.

Finally, the main target groups of the majority of initiatives were adults of all ages of specifically NEETs coming from different age groups (18-25 or 25-29), creating an inclusive environment for those who need to be included in such initiatives.

## 7. References

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Professional Guidance, <https://www.eoppep.gr/index.php/el/work-guidance-and-consulting>

Action plan of targeted interventions to boost youth employment and entrepreneurship in the framework of the national strategic reference framework (NSRF), <http://www.esfhellas.gr/en/Pages/YouthActionPlan.aspx>

Second Chance Schools (SCS), <https://www.inedivim.gr/en/programmes-actions/second-chance-schools>

'Voucher scheme for a first work experience for labour market entry of young people aged up to 29, <https://voucher.gov.gr/en>

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