



Education, Lifelong Learning and Lifelong Guidance Strategies in Greece Perspectives for the development of a National Forum on Lifelong Guidance— current situation and critical issues

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WP3 "Co-operation and co-ordination mechanisms in guidance practice and policy development"

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GREECE NATIONAL EDUCATIONAL SYSTEM Ages **POSTGRADUATE STUDIES** Higher **University sector Education Technological sector** Universities, **Technological** Post-secondary Polytechnics, Fine Arts a Education Education Schools, p b Centres IEK 18+ Institutions/TEIs **Open University** 0 0 S u 18 Vocational **Vocational Schools** S General p Lyceum (EPA.L.) (EPA.S.) е M p Lyceum C е a 0 Vocational **Vocational Schools** General n S Lyceum(EPA.L.) d Lyceum (EPA.S.) е е a Post-Gymnasium C Education 16 General 0 Vocational y Lyceum Centres IEK 15+ n Lyceum (EPA.L.) d 15 a r у 15 **Lower secondary Education - Gymnasium** Compulsory 12 **Education** Primary Education – Dimotiko Scholeio (Elementary School) **Pre – Primary Education - Nipiagogeio**

GREECE NATIONAL EDUCATIONAL SYSTEM in numbers

	Schools	Permanent Teachers	Students
Primary Education	12.427	91.210	744.426
Secondary Education	3.946	99.061	657.960

Higher education – current status

	NUMBER	GRADUATE COURSES	POST GRADUATE COURCES	GRADUATE STUDENTS	POST GRADUATE STUDENTS	PhD STUDENTS	ALL
UNIVERSITIES	24	274	477	(211.409) ¹ 369.219	43.347	36.469	449.035
Technological Education Institutions/TEIs	16	212	22	(117.991) ¹ 239.682		0	239.682
ALL	40	486	499	(329.400) ¹ 608.901	43.347	36.469	688.717

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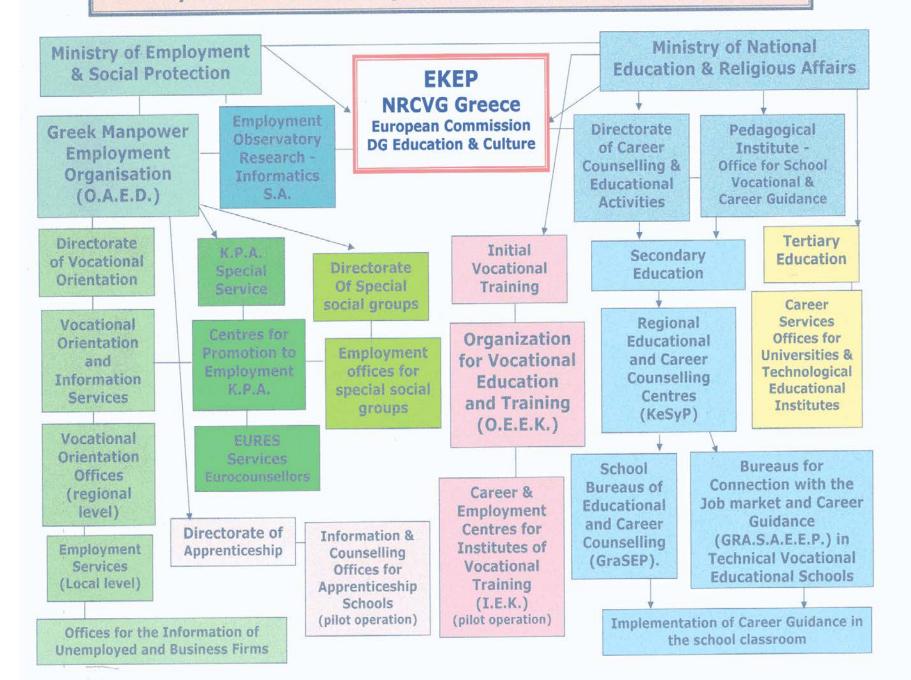
Ongoing reforms and policy initiatives

- New law 3879/2010 on lifelong learning has been in force since September 2010 "Development of Lifelong Learning and other provisions".
- Establishment of the National Qualifications Framework in accordance to the European Qualifications Framework
- Preparation of a National Framework for the Quality Assurance of Lifelong Learning
- The 'new school' plan (May 2010 new law 3848/2010) according to the 'pupil first' principle, so that new generations to be able to:
 - Firmly step upon values and principles,
 - Continue their effort to learn throughout their lives,
 - Participate successfully in economic life and to have opportunities to upward social mobility,
 - Act as responsible citizens and
 - Be active citizens.

Critical aspects of the "new school plan" and the "Development of Lifelong Learning" reform

- Enhancement of all-day primary education schools
- New curricula for secondary education based on the "learning to learn" skill
- Introduction of project method in school curricula to facilitate skills development
- Upgrading the technical vocational education promoting entrepreneurship
- The ICT School (Digital Educational Platform)
- Further education of Teachers use of ICT in in-service training of teachers
- Self Evaluation of School entities
- Administrative restructuring decentralization (enhancing the autonomous school entity, merging and upgrading of educational structures, enhancing the regional education administration)
- Upgrading Higher Education: Internationalization Enhancing research and innovation

The system of Counselling and Vocational Guidance in Greece



Guidance Services in Greece

- Career Guidance services in Secondary education
 - √78 regional Counseling and Guidance Centers (KESYPs): services to students and young people up to 25 years of age and also their parents
 - √570 School Career Counseling Offices (GRASEPs)
 - √105 Offices for Connection with the Labour Market and Career Guidance (GRASY) – pilot operation until 2010 in secondary technical vocational education schools.
 - ✓ Approximately 1000 trained guidance practitioners.
- Career Liaison Offices in Post-Secondary education institutes
- Counseling and Career Guidance offices in Second Opportunity Schools
- Career Liaison Offices in Universities and Technological Educational Institutions
 - Career Guidance services offered by Public Employment Services - Employment Promotion Centers (K.P.A) - 900 trained guidance practitioners.
- Career Guidance services offered by the Social Partners

Implementation of Career Guidance in Secondary Education

Career Guidance (SEP) today aims at:

- Aiding students in their personal development and self awareness.
- Familiarising students with information as a communication process, emphasising the importance of developing abilities in the areas of active search, critical thought and taking advantage of available information.
- Aiding students in problem solving and decision making, through activities that offer them an opportunity to live similar situations, aiming at developing their personal maturity.
- Helping young people achieve the transition from school to work by enriching their experiences, using a wide and complex range of activities, both inside and outside the school environment.

Regional Educational and Career Counselling Centres (KesyP)

 78 KE.SY.P Centres in Greece, operating at regional level.

Their task is to:

- provide education and vocational guidance services and information to young people up to 25 years of age and to their parents.
- support School Career Counsellors who implement Career Counselling and Vocational Guidance either on an individual or group basis.
- <u>Centres' staff</u>: one or more experts responsible for Vocational Guidance and one expert in Information and Documentation.
- The Centres feature libraries with information material pertinent to Vocational Guidance.

School Bureaus of Educational and Career Counselling (GraSEP).

- 570 Offices established in major or jointly-housed schools. Their task is to:
- support the implementation of Vocational Guidance in schools
- provide counselling and information to students and their parents.
- <u>Bureaus' staff</u>: trained Guidance practitioners, previously served as secondary education teachers.
- furnished with library materials on the field of their competence.

ICT Tools

NESTOR Network - Pedagogical Institute

- **Information portal** for guidance practitioners in education and for anyone interested in issues related to counseling and guidance.
- -Intranet to facilitate communication among guidance practitioners in education.
- -Computer based Psychometric tools (Vocational Interests, Decision Making, Vocational Self-efficancy, Vocational Values, Numeracy skills, mechanical skills)

ICT Tools

NESTOR Network - http://195.251.20.34 or http://sep.pi-schools.gr/



Implementation of the Vocational Guidance Institution in the Classroom

Guidance additional item in the curriculum involving specific activities for which the students are not marked.

"taught" at:

- High-school level (Grade C': 1 hour per week)
- Unified Lyceum (Grade A': 1 hour per week, 2nd semester).
- There are specific textbooks and teachers' books for students and instructors issued by Pedagogical Institute.

Examples of good practices in Secondary Education

Career Education Programs in Secondary Education Schools

- -Pilot Career Education Projects as extra- curriculum activities, implemented on annual basis to <u>support and expand the objectives of School Career Guidance at a local, regional and national level.</u>
- Career Days: KESYP, GRASEP, GRASY guidance practitioners, teachers, students in cooperation with local labour market experts.
- -thematic content: issues relating to the work environment, local economic activity, labour relations and occupational sectors, the European dimension of education-employment, the development of skills.
- <u>activities</u>: visits, information meetings, projects, interviews, field research, web or written communication.

Examples of good practices in Secondary Education

700 Career Guidance School Networks - Pedagogical Institute (ESF project 2003 - 2007)

- -700 groups of 5 7 secondary schools' students worked on a project about guidance and labour market, participated in several activities, organized a conference to present the project's outcomes.
- teleconference was used in some cases as a method of communication among the members of the groups from different regions of Greece.

Examples of good practices in Training

Career Offices of the Organization of Tourism Education and Training / OTEK



Implementation of Career Guidance and Counselling in Tertiary Education

Career Services Offices in Universities and Higher Technological Educational Institutes (TEI)

- link the institutes of higher education with socioeconomic environment and labour market.
- help students and graduates smoothly approach their future career and also find a job that is in accordance with the knowledge they received during their studies.

collect and provide information mostly on:

- ✓ postgraduate studies in Greece and abroad,
- √ financial and educational news in Greece and abroad,
- ✓ available funding,
- √ jobs for graduated,
- ✓ new professions and specialties,
- ✓ programmes concerning the studies and mobility of students and graduated in Europe,
- ✓ practice / training

give advice about :

- ✓ the wording of a CV or the structure of an application form,
- ✓ Candidate's presence at an interview for a job

Examples of good practices in Tertiary Education

E - Counseling and Guidance Services



Examples of good practices in Tertiary Education

E- Career Office



Guidance and Counselling in the field of Employment

The Employment Services - local level

 Vocational Orientation and Information Services Athens, Thessaloniki and Iraklio.

Greek Employment Organization OAED - Counseling & Guidance Services

- Individual Counseling and Guidance Services:
 - young people aged 14-18 years are invited to visit OAED Career Offices on their own initiative (either alone or in organized groups (e.g. school classes).
 - offered to adults and unemployed who wish to redirect their career.
- <u>Active Career Guidance Programme (once a year as a summer- school</u> initiative):
- aimed at young people 5-18 years old, particularly those who left school after 9 year compulsory education.
- give a brief information on professions and help young people to explore their potential and to choose their profession, knowing what their strengths and cons of their decision.

Centers for Promotion to Employment - K.P.A.

- staffed with former highly experienced employees of OAED and trained Work Counsellors (e.g. Psychologists, Sociologists, Social Workers, Economists, Lawyers and Political Scientists)
- equipped with latest technology instruments

"Individual Counselling – Intervention" implemented by K.P.A.s.

- Each unemployed will have the opportunity to address to a Work Counsellor.
- Direct communication and close cooperation of each Work Counsellor with the unemployed will lead to the fulfilment of their needs.
- Each registered unemployed will be able to select one of the opportunities provided by the new card of multiple use, offered by OAED, in agreement with the Work Counsellor.

The unemployed can choose among several programs, financed by OAED:

- vocational training
- acquisition of work experience
- participation in employment programs for unemployed, implemented by funded enterprises
- participation in programs for New Entrepreneurs
- provision of counselling services by a specialised Career Guidance Counsellor
- unemployment benefit

Aim: composition of the Individual Action Plan

The K.P.A.s are established to address the needs of the following groups of people:

- unemployed
- long-term unemployed (45 64 years old, unemployed for at least one year)
- those at risk of unemployment
- school drop-outs and in search of work or training
- redundant owing to previous employer business failure
- vulnerable social groups: people with special needs, repatriates, rehabilitated addicts, women, singleparent families, immigrants etc.
- the young and old seeking reorientation owing to obsolescence of previous skills
- individuals interested in labour mobility in which case they are referred to a Eurocounsellor.

European Employment Services (EURES) Offices

- OAED functions as the National EURES Agency
- Eurocounsellors established in the major towns of the country.
- offer expert services and information regarding:
 - the ways one can find a job in another country,
 - the work/employment conditions in the countries of the European Economic Space and
 - current job demand status.

Information Offices for the Unemployed and Business Firms

- come under certain groups of actions taken up by Local Government Organizations, Industrial & Handicraft Chambers, and Trade Unions (Employers and Employees).
- aim to benefit both the unemployed and businesses with respect to information about education/training and vocational opportunities, as well as information about Counselling & Vocational Guidance programmes.
- Some of these Offices are:
 - Information Office for the Unemployed and Business Firms in collaboration of Greek Workers' Confederation (G.S.E.E)
 - Information Office for the Unemployed and Business Firms in collaboration with Athens Chamber of Commerce and Industry.

Provision of Information Services: ICT Tools

Examples of good practices by the Social Partners

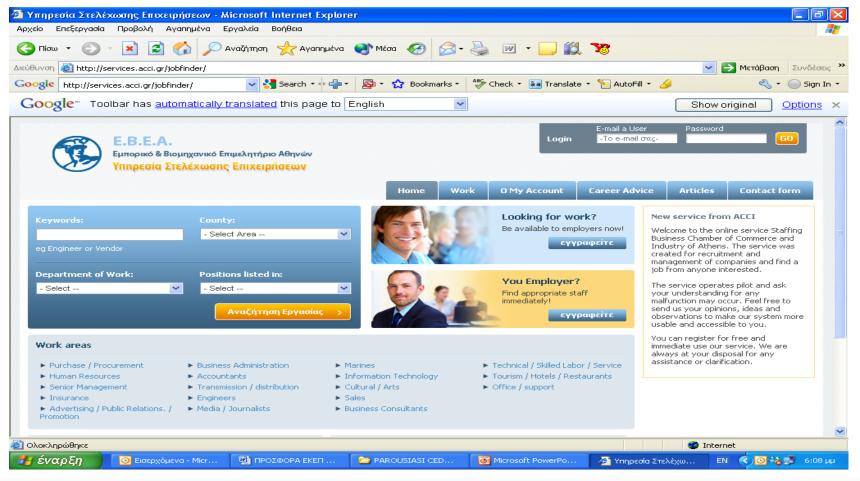
Greek Workers' Confederation (G.S.E.E) – Information Centre for the Employed and Unemployed - KE.PE.A. http://www.kepea.gr



Provision of Information Services: ICT Tools

Examples of good practices by the Social Partners

Athens Chamber of Commerce and Industry – Employment and Recruitment Office http://services.acci.gr/jobfinder/

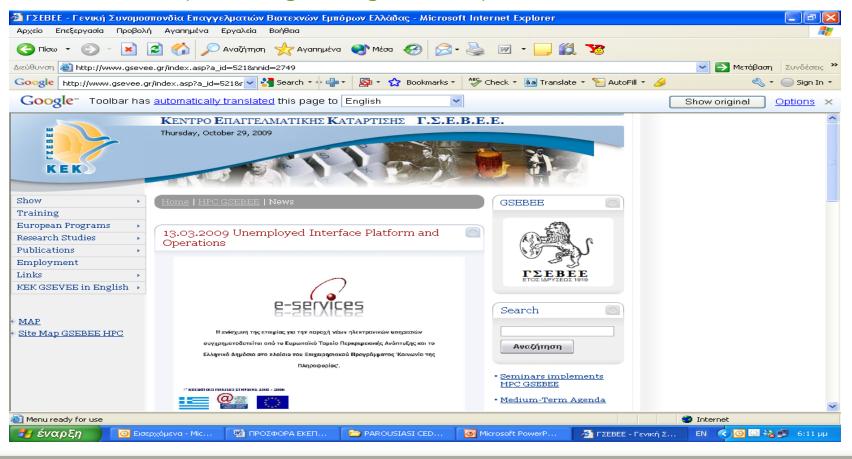


Provision of Information Services: ICT Tools

Examples of good practices by the Social Partners

Hellenic Confederation of Professionals Craftsmen and Merchants – Web Platform for the Unemployed and Businesses

http://www.gsevee.gr/index.asp?a_id=521&nnid=2749



Training in the field of Guidance

- In service training by the relevant Ministries and bodies responsible for the implementation of counselling and career guidance in education and employment to active guidance practitioners.
- University postgraduate studies programmes in the field of Counselling, Career Guidance and other related areas.



COORDINATION AND COOPERATION MECHANISMS FOR LLG: CURRENT LEGAL FRAMEWORK

- **EKEP** the competent national coordination body operating since 2000 under the supervision of the Ministries of Labour and Education.
- EKEP is the executive body of System 6 of ESSEEKA "System of Counselling, Vocational Guidance and Connection with the Labour Market" (Law 3191/2003).

Responsibilities at national level:

- providing scientific and technical support to the relevant stakeholders in the Ministries of Education and Labour in designing and implementing a National Policy on Guidance and Counselling,
- the development of communication and coordination of actions taken by private and public counselling and guidance service providers, aiming at the improvement of existing services,
- the education, initial and continuous training of counselling and guidance practitioners, in collaboration with/or supplementing those provided by current training services in the relevant Ministries of Employment and Education,
- defining the conditions and rules under which guidance and counselling services should operate, the relevance and adequacy of counselling and guidance practitioners' qualifications and keeping the relevant registers.







COORDINATION AND COOPERATION MECHANISMS FOR LLG: CURRENT LEGAL FRAMEWORK

At European level, EKEP is:

- the **Euroguidance Center of Greece**, member of the Euroguidance network, with the support of he Lifelong Learning Program.
- the national body representing Greece in the European Lifelong Guidance Policy Network – ELGPN, established by the European Commission in 2007.





COORDINATION AND COOPERATION MECHANISMS FOR LLG: Additional new legal framework

- Since 2010 EKEP stands under the supervision of the Ministry of Education Lifelong Learning and Religious Affairs (Presidential Decree24 - Government Gazette A 56/15.4.2010).
- New Law 3879 "Development of Lifelong Learning and other provisions" Government Gazette A' 163 21/9/2010):
 - EKEP has been placed in the National Network of Lifelong Learning, as one of the administrative bodies for lifelong learning regarding its responsibilities that are linked to counseling and vocational guidance in the lifelong learning framework.
 - Counseling services and/or Vocational Guidance services providers are also part of the National Network of Lifelong Learning as the relevant bodies providing lifelong learning services.



SELECTIVE COORDINATION PROJECTS CARRIED OUT BY EKEP IN COMPATIBILITY WITH EUROPEAN PRIORITIES

- Draft framework for the accreditation of counselling and guidance practitioners' qualifications.
- Legal framework for determining the operating conditions of the private counselling and vocational guidance services providers and structures.
- Quality Assurance Management System for Guidance Services in Greece.
- National Counselors" Network Web Forum "Irida" http://irida.ekep.gr/.
- Specialized library in Counselling and Vocational Guidance http://library.ekep.gr/.
- National Database of Learning Opportunities "PLOIGOS" http://ploigos.ekep.gr connected to PLOTEUS" II.
- Meetings, conferences, seminars at local and regional level for Guidance practitioners in education, training and employment settings.
- Scientific & Information Material (manuals, handbooks and guides in counseling and vocational guidance)



Provision of Information Services: ICT Tools



PLOIGOS - National Database of Educational Opportunities (PLOTEUS II)

http://ploigos.ekep.gr

Primary Education

(18.821 educational opportunities)

Secondary Education

(6.676 educational opportunities)

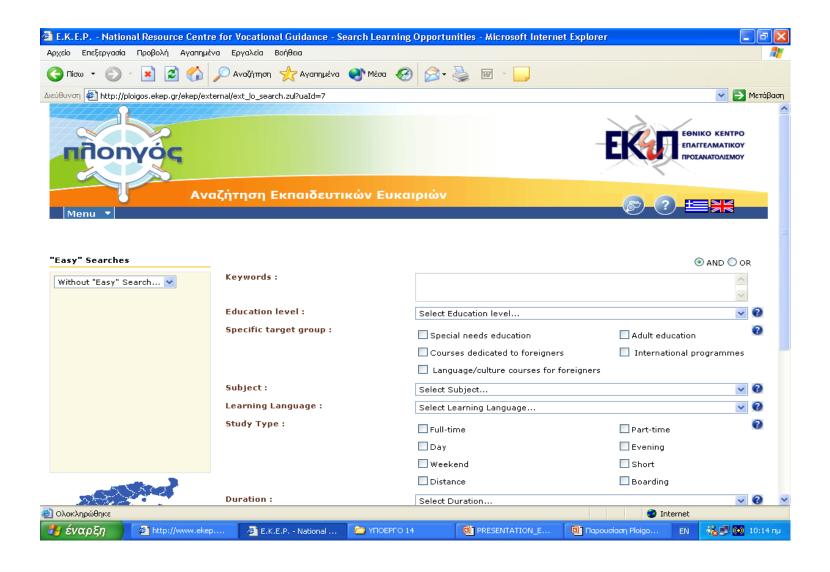
Post - Secondary Education

(15.271 educational opportunities)

Higher Education

(1.882 educational opportunities)

Provision of Information Services: ICT Tools



Provision of Information Services: ICT Tools



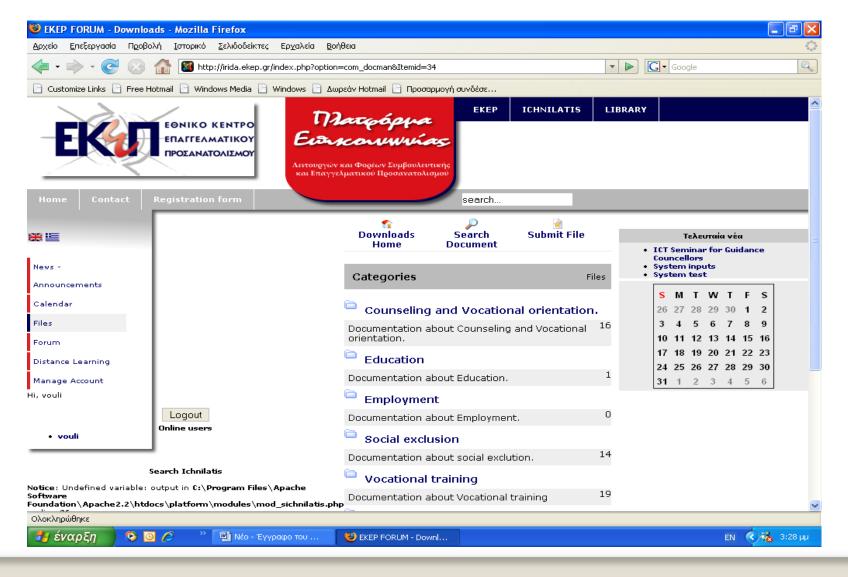


National Network of Counselors and Counseling Structures - Electronic communication ICT platform "IRIDA"

http://irida.ekep.gr

- Facilitate the development of common initiatives and actions among different guidance structures at different fields (KESYP, GRASEP, GRASY, KPA, TERTIARY EDUCATION CAREER OFFICES).
- Disseminate current and innovative activities in career counseling and guidance.
- Create an active network, of information sharing and exchange of views and opinions, among guidance practitioners in Greece and abroad.
- Provide information to guidance practitioners regarding scientific and professional events activities (meetings, conferences, publications etc.).

National Network of Counselors and Counseling Structures - Electronic communication ICT platform "IRIDA"





EKEP''S CURRENT PROJECTS IN RELATION TO COOPERATION & COORDINATION

 "COMMON ACTION PLAN FOR THE DEVELOPMENT OF VOCATIONAL GUIDANCE AND COUNSELLING SERVICES IN EDUCATION, INITIAL TRAINING AND EMPLOYMENT" (NSRF 2007-2013)"

Strategic Goals - Priorities:

- Quality assurance of guidance services.
- Raising Access to guidance services.
- Promoting Career management Skills and motivation of citizens in relations to lifelong career development issues.
- Coordination and Networking of LLG services.
- Use of ICT in guidance provision.
- Guidance human resources development.



EKEP''S CURRENT PROJECTS IN RELATION TO COOPERATION & COORDINATION

- Currently Running Guidance Projects Funded By NSRF 2007-2013
 - Pilot study on the quality criteria followed by the guidance services in the field of education and initial training. (<u>Aim:</u> to lead to the implementation of the National Quality Assurance Management System for Guidance Services in Greece.)
 - Interactive multimedia guidance internet portal for adolescents (Greek Real Game, Video job profiles, E – portfolio, on – line self evaluation questionnaires etc.)(<u>Aim:</u> raising adolescents access to information and career development services)



EKEP''S CURRENT PROJECTS IN RELATION TO COOPERATION & COORDINATION

- "COMMON ACTION PLAN FOR THE DEVELOPMENT OF VOCATIONAL GUIDANCE AND COUNSELLING SERVICES IN EDUCATION, INITIAL TRAINING AND EMPLOYMENT" (NSRF 2007-2013)"
- Future Projects in Progress to be funded By NSRF 2007-2013
 - Establishment and operation of a Lifelong Guidance Forum in Greece.
 - Multimedia guidance internet portal for adults.
 - Assessment, training and Accreditation of Counselling and Vocational Guidance Practitioners.
 - Implementation of pilot innovative lifelong guidance services at regional level. (individualized services / e-counselling services).
 - Implementation of career educational projects for students in secondary and technical vocational education.



CHALLENGES – CRITICAL ISSUES FOR THE ESTABLISHMENT OF A LIFELONG GUIDANCE FORUM IN GREECE

Needs and new perspectives

- The context of the new regional administration and local government (decentralization system) KALIKRATIS provides a greater potential towards the provision of integrated lifelong guidance services to citizens of all ages through the enhancing cooperation, networking and joint efforts and resources in the fields of education and lifelong learning.
- Further systemic interventions and additional legal framework for the provision of LLG services is of great importance in order to achieve a unified National Policy on Guidance and Counselling.
- EKEP is the executive body of System 6 of ESSEEKA "System of Counselling, Vocational Guidance and Connection with the Labour Market" (Law 3191/2003) which provides a basic legal framework for the operation of a Forum as an Executive Committee of all guidance stakeholders. Thus we need to examine the necessity of a new legal framework for the establishment and operation of a Lifelong Guidance Forum in Greece.



Possible Areas of Intervention for the LLG Forum in Greece

- Platform for dialogue and consultation on issues relating to the unified organization of guidance system in Greece.
- Promotion of more effective networking of guidance services at national, regional and local level.
- Promotion of synergies and complementarity of actions and services targeted to citizens of all ages.



Possible Activities of the LLG Forum in Greece

- Conduct open consultations and exchange of know how Indicative issues for consultation:
 - Guidance Services Code Of Ethics.
 - Legal framework for the Accreditation of Counselling and Vocational Guidance Practitioners.
 - Legal framework for the Implementation of the Quality Assurance Management System for Guidance Services.
 - Implementation of networking activities and joint coordination meetings at regional and local level (e.g. Ad hoc reports, studies and policy proposals on lifelong guidance issues).
- Implementation of joint events and public raising awareness activities at local and regional level on the issues of lifelong guidance and career development. (e.g. Career Fairs, Job festivals etc).



LLG Forum Implementation Methodology

- EKEP will be the steering body of the LLG Forum and responsible for the Executive committee and secretariat.
- Efforts will be made to establish also regional lifelong guidance forums at the 13 prefectures – regions in Greece.
- The National Forum will support the regional forums with guidelines and know how and also funding for the implementation of regional activities after submitting annual action plans to the Executive committee.



Possible Partners of the LLG Forum in Greece

- Administrative representatives of guidance services in the field of education, training and employment.
- Representatives of guidance practitioners' associations.
- Representatives of Social partners.
- Representatives of important bodies dealing with guidance for different target groups.
- Representatives of the guidance academic community.
- Representatives of the guidance end users (students, youth, adults, disabled, at risk groups).
- Representatives of the parents' associations.
- Representatives of the educational community.
- Representatives of the private guidance institutions' associations.



LLG Forum in Greece

Tools of the LLG Forum in Greece

 Use of the National Counselors' Network – Web Forum "IRIDA" (technical upgrading and further promotion of "IRIDA" is scheduled).

Funding

 The activities and operation of the LLG Forum will be initially covered by the EKEP's "COMMON ACTION PLAN FOR THE DEVELOPMENT OF VOCATIONAL GUIDANCE AND COUNSELLING SERVICES IN EDUCATION, INITIAL TRAINING AND EMPLOYMENT" (NSRF 2007-2013)". EKEP will fully undertake the costs of the LLG Forum after 2013.



LLG Forum in Greece

QUESTIONS INTERESTED TO INVESTIGATE AT THE COACHING ACTIVITY

- How can we achieve the most selective participation?
- Who would be the strongest champion to support its work?
- How can we better motivate the regional stakeholders to support the establishment of the LLG Forum at regional level?
- How can we achieve acceptance of the forum at policy level and also on behalf of all guidance stakeholders and the general public?
- Do we need more connection to the government than EKEP being a ministerial national authority?
- How can we encourage interagency cooperation and coordination of specific activities among different actors in the field of guidance?
- How can we measure the effectiveness of the activities and tasks undertaken by the forum?





Thank you!

