

Country:	Greece
Member/Company	SEV - Hellenic Federation of Enterprises
Initiative	A comprehensive initiative for training and employment

Overview

Taking into consideration:

- The difficulties which employers face to fill job vacancies, since they cannot find employees with the skills they need,
- The very slow adaptation of education and training systems to technological development,
- The need to improve the effectiveness and the attractiveness of the Initial Vocational Education and Training (IVET), as well as its graduate's employment prospects,
- The need to design and implement education and training programmes on an "end to end" approach,

“SEV – Hellenic Federation of Enterprises” undertakes comprehensive initiatives, which includes:

1. The **diagnosis** of employers' needs on occupations and skills
2. The **counseling** and the **evaluation** of the participants
3. The **training** of participants with a fast-paced and tailor-made program for the development of technical and soft skills, which employers need
4. The **employment** of participants in enterprises - members of “SEV – Hellenic Federation of Enterprises”

The pilot upskilling actions under the Skills4Jobs initiative

Under the Skills4Jobs initiative, “SEV – Hellenic Federation of Enterprises” implements a small-scale pilot action in the Attica region, which focuses on two occupations: the **industrial electrician and the information technology technician**. The pilot action aims to prepare employees for the enterprises-members of “SEV – Hellenic Federation of Enterprises”, as well as to facilitate the transition from education to labour market of recent graduates from IVET.

The occupations in which the action will focus (i.e., the industrial electricians and the information technology technicians), accrued by an electronic survey, in which more than 115 enterprises participated. These enterprises are members of “SEV – Hellenic Federation of Enterprises” and operate in the region of Attica.

The call for participation to the pilot action will be published on 6th of June 2022 and the candidates will be able to submit their applications until the 5th of July 2022. Eligible will be young people up to 35 years old, who have graduated from the IVET in the fields of electrical engineering and Information Communication Technologies and live in the region of Attica. In the pilot upskilling action will finally participate 35 industrial electricians and 35 information technology technicians.

“SEV – Hellenic Federation of Enterprises” will cooperate with [ReGeneration](#) for the action's dissemination, the applications' collection, the candidates' evaluation, and the participants' selection. ReGeneration is an organisation which implements the largest and most multi-stakeholder employment and training program of young graduates in Greece.

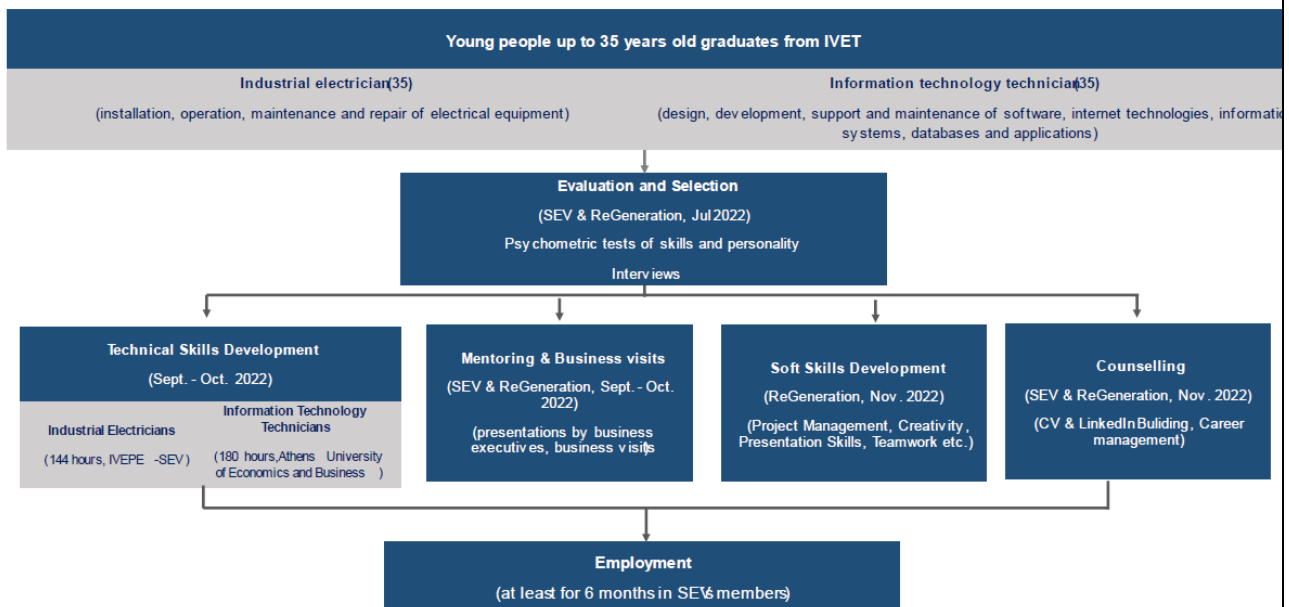
The evaluation and selection of candidates (July 2022) will be based on:

- Gamified psychometric tests of skills and personality
- Interviews conducted by experienced HR executives of enterprises-members of “SEV – Hellenic Federation of Enterprises”

The participants will attend a fast-paced training program (September-October 2022), which includes:

- **Soft skills development** (project management, creativity, presentation skills, teamwork etc.) and **counseling**, regarding their career management.
- **Mentoring** by business executives and **business visits**
- **Technical skills development.**

The actions under the Skills4Jobs Initiative



Training in technical skills will be provided by:

- [IVEPE-SEV](#) for the industrial electricians, which is partner of “SEV – Hellenic Federation of Enterprises” in the field of lifelong learning and vocational training. The training will take place in the laboratories of IVEPE-SEV.
- [Athens University of Economic and Business](#) for the information technology technicians. The training includes *inter alia* mini projects, which will be set by enterprises-members of “SEV – Hellenic Federation of Enterprises”.

The training will be conducted on a work-based methodology and will last about 144 hours for the industrial electricians and 180 hours for the information technology technicians. For each occupation created a working group, in which 15 enterprises senior executives and representatives of training provider participated, in order to adjust the training programme to the enterprises’ needs.

The participants who have successfully complete the training, meaning that they have attended 80% of teaching hours and they have successfully conduct a project, they will be employed in enterprises - members of SEV for a period of at least six-months. The matching between the participants and the enterprises will take place through a platform, which already ReGeneration functions. The concerned enterprises will have access to that platform, in which the CVs and the results of psychometric tests of the participants will be available. The final selection of the appropriate candidate to hire will be made by enterprises, which will also cover the cost of employment.

The other costs of the action (i.e. participants’ evaluation, selection, training etc.) will be covered by “SEV – Hellenic Federation of Enterprises” and grants.

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The pilot action is supported by the [Bodossaki Foundation](#) as mega sponsor, by [Hellenic Petroleum Holdings S.A.](#) and [TITAN GROUP](#) as strategic sponsors and by [CENERGY HOLDINGS S.A.](#), [ELVALHALCOR S.A.](#), [GOLDAIR CARGO](#), [OTE GROUP OF COMPANIES](#) and [SIDENOR S.A](#) as sponsors.

After the evaluation of the pilot action, will be upscaled with a larger number of participants, in other occupations and regions.