



Re-Integration of unemployed security officers in Greece

About the initiative: At the Greek Ministry of Labour, Division of Employment and Social Economy, the unit "Planning and Evaluation of Active Labour Market Policies" is responsible, among others, for filling skills gaps and mismatches in the labour market, while covering the needs of the unemployed for re/upskilling in dynamic sectors, including private security services. The advice from Social Partners is thereby taken into account. In collaboration with the Federation of Security Personnel Employees of Greece (OMYPAE), the Confederation of Private Security Services and representatives of large private security companies, the Ministry initiated a training and certification programme for the unemployed in the field of security personnel. Supporting companies play a key role in integrating participants into the labour market after certification.

Why was the private security services sector targeted? The choice was based on research findings, such as:

- The market of private security services is expected to grow in the next two years with an average annual rate of change of 3.5%.
- A wide range of economic sectors increasingly depends on and demand security services, both in the private and the public sector.
- Labour shortages are of permanent nature but have worsened during the COVID-19 pandemic.
- Existence of a relevant accredited occupational profile for "Private Security Officers", and of a recognized process for the certification of learning outcomes from training.

Step 1 - Design phase: In the first design phase, the Ministry identified the skills required in the sector and launched a collaboration with other stakeholders involved, including trade unions and employers in order to specify the training scheme. The financing comes from a diverse European and national legislative and institutional framework, and the Qualitative Standards Framework for the planning and implementation of Continuous Vocational Training (CVT) programs, co-funded by the ESF+. The action across the country is addressed to:

- 2,400 unemployed aged 18-29.
- 3,600 unemployed aged 30-55.

Step 2 - Counselling Phase: as a first step, the unemployed attend sessions with specialised career advisors, taking into account their specific needs for re-orientation and re-/upskilling. These sessions aim to motivate unemployed security officers to take part in the programme and promote new career prospects. Also, other skills are passed on that are relevant to the training programme, e.g. on how to compile a CV and cover letter as well as prepare for a job interview.

Step 3 - Training Phase: The sessions are then followed by a training programme of 140hrs. This includes 125hrs of specialised training and 15hrs on transversal competencies and soft skills such as IT and labour law. The training material is based on the accredited occupational profile for private security officers and is provided at the Greek Lifelong Learning Centres (KDVM) and other relevant bodies for the sector (KEMEA).



Step 4 - Certification: Upon successful completion of the training programme, trainees are eligible to participate in the examination process for the certification of knowledge and skills acquired (conducted by the National Organisation for the Certification of Qualifications and Vocational Guidance) in collaboration with KEMEA.

Outcomes: According to 2020 data, about 4,500 candidates throughout Greece participated in the certification exams for 'Private Security Officers'. However, the needs of the private security services market far exceeds this number.

Outcomes: According to 2020 data, about 4,500 candidates throughout Greece participated in the certification exams for 'Private Security Officers'. However, the needs of the private security services market far exceeds this number.

Presented by: Anastasia Sachinidou, Head of Unit for Planning and Evaluation of ALMPS, Division of Employment and Social Economy, Ministry of Labour and Social Affairs, Greece



Co-funded by the European Union
Support for Social Dialogue - VP/2020/001

