



# Entry Voucher to the Labour Market

Giving young people a controlled, structured entry into the labour market

## GREECE

**Title of the practice (in original language)**

Επιταγή Εισόδου στην Αγορά Εργασίας για Ανέργους νέους ηλικίας έως 29 ετών (EVLM)

**Who is/was implementing the practice?**

Ministry of Labour, Social Security and Welfare (MLSSW)

**Which other organisations are/were involved in the practice?**

- The Special Service for the Implementation of Actions Co-Financed by the European Social Fund (NGO) coordinates and monitors the whole programme
- Certified Vocational Training Institutions - Register of Providers (Education)
- Register of Enterprises (private and not for profit organisations)
- OAED (Public Employment Service (PES))

**What are/were the main objectives of the practice?**

The EVLM aims to provide job placements to young people to enable them to have a structured entry into the labour market that will eventually result in their permanent employment. The EVLM aims to effectively match young people with the available placements which suit their interests and skill sets best through using improved online databases. Participants are provided with placements for the duration of the programme. During this time, it is hoped they will improve their skills and gain valuable experience to increase their employability.

**When was the practice implemented?**

Since 2013

**Who is/was targeted by the practice?**

The target group is young people aged 16 to 25 years old who are new entrants to the labour market. However, the age range can be extended to those up to 29 years old.

**What activities are/were carried out?**

In relation to the job placements, the EVLMP provides matching services, financial support and training courses for young people and employers:

- Applications are made to EVLM by prospective participants, training providers, and organisations willing to offer internships. Many of the applicants, both young people and employers, are made aware of EVLM through the PES. The applications are typically made electronically through the EVLM website.
- Participants choose their training providers (from the register of providers). The process by which the participant selects an internship is greatly aided by the training provider who will match them with a shortlist of openings they feel best-suits them. Each participant is entitled to a subsidy of EUR 2 700 if they have completed higher education or EUR 2 400 if they have completed compulsory, secondary or post-secondary education for the six-month duration of EVLM (i.e. during the theoretical training and internship).
- Participants, before moving on to an internship, first complete their theoretical training lasting 80 hours, choosing from 1 960 different courses available amongst the different training providers.
- After this theoretical training, participants select an internship to learn on-the-job skills, which typically last for five months. It is hoped employers will retain participants after the internship has finished and they are offered a subsidy to encourage them to do so.

**What are/were the sources of funding?**

The EVLM is funded by the national budget and European funds (YEI and ESF by 75%). The annual costs for 2014 were estimated at EUR 43.2 Million.

**What are/were the outputs: people reached and products?**

**Outputs<sup>1</sup>**

- 571 481 applications have been made by individuals to take part in the EVLM.
- 974 training providers and 44 843 businesses have respectively offered theoretical and practical training.
- There have been 102 121 participants who have taken part in EVLM.

**What are/were the outcomes: medium-term results or effects?**

EVLM is internally monitored by the ministry and was externally evaluated in 2014 in a survey of 6 000 participants from which there was a 30 % response rate. The EVLM has produced the following outcomes:

- The retention rate of participants at the organisation they completed their internship is estimated at over 20 %. Given the labour market situation in Greece this is a very positive figure.
- The EVLM allowed a far greater number of young people to acquire professional skills and work experience than before when only a few students from certain institutions (e.g. technical colleges) had the chance to receive this experience as part of their course. The EVLM provides this to a far greater range of people in a structured way.

The EVLM reduces the costs of employers taking on young people for a training period, making them more likely to do so. This is particularly necessary given the economic and labour market situation in Greece.

<sup>1</sup> See <http://www.voucher.gov.gr/en>

## What are/were the lessons learnt and success factors?

### Lessons Learnt

- After initial set-up problems (e.g. the participants being unable to change the company of job placement), the management systems were reorganised. The training providers were given more responsibility in supervising the internships as well as monitoring, guiding, and supporting participants before, during, and after the internships.
- Staff in the ministry were challenged by the administrative work required to process the high numbers of EVLM applications. This highlighted the importance of ensuring enough administrative capacity to implement the EVLM. This workload was also eased by the online information system becoming more efficient.
- Initially training providers had little experience in matching participants and companies and did not always do so effectively. However, this problem has resolved itself as providers have become more accustomed to the process.

### Success Factors

- Effective matching between the skills of the participants and the needs of the enterprises.
- The offer of good quality placements where participants can get meaningful job placement experience.
- The willingness the companies to integrate participants into their operations.
- Ensuring that firms do not use participants as a cheap labour substitute.
- The prospect of obtaining a job after finishing the job placement.

## What are key sources of information?

<https://voucher.gov.gr>