

A GRUNDTVIG PROJECT

**"NEW LEARNING PATHWAYS FOR
ADULTS"**

“New Trends in Widening Participation”

Adult Education in Greece

A Brief Historical Review

In Greece, Adult Education (A.E.) appears for the 1st time in 1929, aiming to face illiteracy (evening classes for those not having attended or completed compulsory education- primary at that time); it was the responsibility of the Ministry of Education.

Later (1943) the **Directorate for People’s Further Education** had been established within the Ministry of Education. Until 1981 A.E. receives various forms, depending each time on the relevant legislation:

⇒ **NELE- Nomarhiaki Epitropi Laikis Epimorfosis (1965)**
Prefecture Committee for People’s Further Education.
54 Committees all over Greece

Membership: representatives from local and regional authorities, from social partners- local Cooperatives, Manpower Employment Organization, Chamber of Commerce etc

Aims: Taking under consideration the local economy and the local social problems, the aims were to establish Centers for People’s Further Education, to develop courses of study (general education, vocational education and training, social- cultural education), to select and hire trainers, to evaluate programmes. Despite their democratic basis, NELEs did not ensured social participation.

⇒ **Kentra Laikis Epimorfosis**
Centers for People’s Further Education

330 Centers had been established in big geographical areas, all over Greece, to implement the policies of NELEs. They offered courses- free of charge- in general education with vocational orientation; the cultural component was considerable too. They also organized educational and cultural events, open days, conferences.

Budget cuts, lack of experts in management and the emergence of KEKs –Centers for Vocational Training (See relevant section of this paper) resulted to the cut off of activities, to the abolishment of some Centers and to the transformation of others into KEKs

⇒ **Pnevmatika Kentra (in the 80s)**

Cultural Centers

Multifunctional Centers, aiming to cultural decentralization and to cultural and social development of the local people, established by Municipalities and cultural Associations, supervised and funded by the Ministry of Culture. They organized conferences, seminars, workshops, art and crafts exhibitions, concerts, theater performances, films projection.

There were 200 Centers in 1979 and 1486 in 1989!! As it was impossible for all of them to be funded (meanwhile new providers emerged to cover the same needs), the most Cultural Centers lost their prestige, they faded and stopped functioning.

⇒ **Laika i Eleftera Anikta Panepistimia (in the 80s)**

Popular or Free Open Universities (P.U.)

The city of Athens was the first to establish a Popular Open University in 1988 – 64. P.U. in 33 prefectures were established. They were funded by the Municipalities and the Ministry of Cultural and operated in the premises either of the Municipalities or of the Cultural Centers. They offered – free of charge- various courses, seminars etc. The content was very academic, not connected with the needs of the local people. Methods occupied were traditional. Organizational, financial and other problems, e.g- lack of teachers trained to teach adults etc, had as a result the P.U. to loose their power and prestige (At present, perhaps exist only a few in rich municipalities)

⇒ **INE-Instituto Ergasias tis GSEE-General Confederation of the Greek Workers**

GSEE Labor Institute

INE is a further development of KEMETE – Research and Documentation Center(1982)- established in 1990. An Education and Training Section is operating in INE, since its establishment.

It is a nation wide Institute, with Headquarters in Athens and 16 Branches all over Greece.

Activities: Research, development and implementation of Training Programmes (for GSEE members), development of training the trainers programmes, organization of open days and seminars, participation in EU. projects, development of transnational partnerships.

(INE has founded the positions of GSEE (in the context of social dialogue). Since 1997 INE is functioning as an Observatory for Labor Law supported financially by the European Institute (Dublin) for the Improvement of Life and Work Conditions).

⇒ **DEPA-Dimotikes Eteries Politistikis Anaptixis (in late 80s)**
Municipal Enterprises for Cultural Development

About 65 DEPA have been established all over Greece, aiming to the maintenance and development of local culture and tradition, to cultural decentralization, to regional development and to stopping people from leaving their home places, meeting their needs locally. They organize conferences on educational, social and cultural issues, music, dance, painting, photography, pottery etc courses, free time activities, art exhibitions, yearly festivals (theater, music, dance, cinema), all free of charge. They are financed by the Ministry of Culture, by sponsors and other sources

⇒ **Ergastiria Elefteron Spoudon (private)**
Laboratories for Free Studies

They are private, profit making organizations. They operate within the framework of 9/35 and 1966/91 Laws and are supervised by the Ministry of National Economy.

They started offering foreign languages courses, arts and crafts courses, cooking, yoga etc, and later added courses in ICT. In the last 15 years they offer high level post secondary courses in Business Management, Economics, Sociology, Psychology etc. Fees are very expensive.

About 30 Organizations offer today postsecondary education. Some of them are foreign Universities' Branches, but the Greek State does not recognize the degrees awarded

Last but not least

⇒ **KEGE- Kentra Georgikis Ekpedefsis**
Agricultural Education Centers

Established late 50s by the Ministry of Agriculture, in agricultural areas (at that time Greece was mainly an agricultural country), aiming to the cultural, social and economic development of the local people. They were offering, free of charge, short and long courses in basic skills, general education, cultural education, agriculture, cooperatives and later agrotourism.

60 KEGE were training about 33000 people per year (men and women). Since 1980 many KEGE offer Vocational Training courses and some of them have been transformed into KEKs –Centers for Vocational Training, supervised by the Ministry of Labor, funded by the ESF(1982) , by the FEOGA (1986) and by the National Budget

⇒ **G.S.A.E.-General Secretariat for Adult Education**

In 1983 the **General Secretariat for People’s Further Education** is established - integral part of the Ministry of Education, –supervised by the Minister who appoints the Secretary General (political appointee).

Main goals:

- Combating analphabetism and developing basic skills
- Vocational training for unemployed
- Socio-cultural education

Since April 2001 the Secretariat changed name, and not only. Became the **General Secretariat for Adult Education-GSAE**.

The Secretariat was empowered. It is the political will to give GSAE more power, in order to develop a wider range of activities, to offer more attractive programmes and widen participation for more individuals to benefit.

Today the **Structure of Adult Education** in Greece is as follows:

- General Secretariat for Adult Education
- Institute for Continuing Adult Education-I.D.EK.E:
I.D.EK.E is a legal entity of the private law, supervised by the GSAE. It is more flexible, with simplified procedures / less bureaucracy / less time consuming
I.D.EK.E carries out research and studies, develops programmes and teaching materials and, in general, has the responsibility for implementing the policies of GSAE
- Second Chance Schools (see case study)
- Regional Committees for Adult Education (former NELEs – Prefecture Committees for People’s Further Education)
- Multi -Centers for Adults (former Centers for People’s Further Education)
- National Center for Professional Training
- Resources and Documentation Center

Framework for Adult Education in Greece

Policies and Initiatives

(as released by the General Secretariat for Adult Education)

Principles

The National strategy for adult education in Greece is being transformed due to LLL dimension which penetrates and redesigns the aims of formal non formal and informal education.

The lifelong learning, as it is interpreted in Greece, aims to empower all citizens in social participation and enhance their social mobility. The promotion of employability is being interconnected with active citizenship and thus forms the basis for all aspects of adult education such as certification, access, evaluation, teaching methodologies and educational programmes. Within this framework adult education aims to support citizens in accessing, selecting- evaluating, and creating new information.

Strategies

For the time period 2002-2006 national strategy involves the development of a comprehensive system for Adult Education which will combine the different aspects of education already existing in this domain or will be created in the future. The main aims of the system are:

- ⇒ Offering multiple possibilities for learning by creating the adequate learning environments
- ⇒ Creating of alternative educational pathways for the reintroduction of adults in educational system
- ⇒ Reinforcing the employability of adult population and particular target groups
- ⇒ Combating social exclusion and discrimination
- ⇒ Contributing to a social, cultural, economic and sustainable development

The action plan involves areas of action concerning:

- National Adult Education Curricula and production of educational materials
- Training and certification of adult trainers
- Creation of infrastructure and networks
- Evaluation system
- Certification system

Educational Programmes initiatives:

- **Second Chance schools programme (see case study)**
- **Programmes of multiple learning opportunities for adults:**
 - ✓ Basic skills in communication (language and calculating skills)
 - ✓ New basic skills (communication in social and labor environment)
 - ✓ New technologies applications
 - ✓ Entrepreneurship
 - ✓ Partnership
 - ✓ Empowerment of particular target groups (rom, prisoners)
 - ✓ Expansion of cultural activities
 - ✓ Support of the third age
 - ✓ Training of volunteers for encountering emergency situations
 - ✓ Basic skills for immigrants

These programmes are addressed to:

- ✓ General adult population
- ✓ Early school leavers
- ✓ Specific target groups

These programmes are provided in modular form and correspond to three levels (0, 1st, 2nd) of communication skills.

Local Multi-Centers for Adult Education

These centers are established recently and perform several coordinating operations such as:

- ✓ Designing educational activities
- ✓ Promoting the access to lifelong learning programmes
- ✓ Providing guidance and counseling to adults
- ✓ Creating partnerships with local authorities, enterprises, labor unions, universities
- ✓ Implementing and monitoring internal evaluation procedures in cooperation with trainees and trainers
- ✓ Collecting and elaborating quantitative and qualitative data

All centers are connected to the documentation center and the General Secretariat for Adult Education. They are members of local networks between municipal authorities, labor unions and enterprises. These networks are activated towards goals such as:

- Ascertainment of learning needs

- Counseling and support through portfolios
- Cooperation for educational programmes tailored to adults needs
- Diagnostic evaluation of skills and competencies

(**Note:** Multi-Centers do not operate yet: it is anticipated that ten (10) centers will start functioning at the beginning of 2003)

Curricula, training of trainers

A national curriculum framework for basic skills has been elaborated in collaboration to Universities and Pedagogical Institute. This framework offers the opportunity for validation and certification of skills as it is built in levels corresponding to the national framework for school education.

By the end of 2002 an adequate number of certified adult trainers will be available in regions where the Multi-Centers operate. The trainers are mainly university graduates (language- maths teachers, psychologists, sociologists) who have received a long period of training for teaching and supporting adults.

A long distance learning center for adult trainers is designed and it will start operating by the end of the year.

Another important action is the training of executives in networking skills so that all partners involved in adult education procedures can support the actions at local level.

(**Note:** only the National Curriculum Framework has been developed so far)

Evaluation system

A framework for the external evaluation of adult education has been structured according to indicators for each area of concern (administration, teaching methodologies, learning achievements, accountability, dissemination procedures). All procedures are supported by quantitative data analysis methods.

By the end of 2002 a parallel framework of internal- self evaluation is to be applied in all Multi-Centers so that all partners (centers' employees, trainers, facilitators) involved are able to improve and promote the quality of services in their domain.(Multi-Centers' operation, see above)

Dissemination, delivery

A large scale action – local and central- concerning seminars and events aiming at raising awareness of general population, educators, local authorities and social partners had been launched since the beginning of 2000. The seminars are publicized in cooperation with local mass media (press, tv and radio).

A web site for lifelong learning has been operating where all events, initiatives and programmes implemented are presented. The site also serves as a forum for the

submission of opinions and proposals related to various areas of lifelong learning.(under construction).

New Developments

Alternative Study Programmes (offered by Universities)

Programmes which are decided and designed/developed by the Universities. Studies have a duration of 2-3 years and lead to a degree, which is not equivalent or comparable to the ordinary Universities degrees. The holders of this degree are entitled to enroll for a regular study programme at the University (without sitting entrance examination).

Greek- Open University (O.U.)

Education is a right for all during their whole life

Initial education does not suffice nowadays, evolution in science and in production calls for long life learning; the increased cost of labor calls for investment in human resources; the entrance of women in the labor market, who did not have the chance to study because of early marriage, created the need for a flexible education system in Greece too and resulted in the establishment of the Open University (law 2552/Dec.1997) for people of the age of 23-45 years.

Profile

The O.U .is a public University equivalent to the other Universities, provides its graduates with all the professional rights described in the legal framework in power.

The Open University is situated in the city of Patra (Peloponnisos). Academic year 2002-2003 is the third year of its operation. It offers 5000 places every year but the demand is much higher: 50.000 applications are submitted each year (more women than men and a lot of public servants).

Innovative features

- Studies are offered exclusively by long distance learning
- The structure of studies. Instead of Departments exist Courses of Study, easier to be reformed/ revised according to the social and educational needs. To be mentioned: A course in Adult Education is offered too.

- Certification of studies in 5 different levels: 1st degree, 2 postgraduate degrees (Master, Ph.D.), Certification for further education awarded to non graduates, Certification of further education awarded to holders of degrees.
- Teaching methods and teaching materials development laboratories. Immediately after its establishment worked to produce the appropriate materials suitable to LDL
- Internal evaluation Unit
- Simpler management structure – abolishing Deans Council, introduction of a few -membered but representative Senate.
- Establishment of the basic operational Unit- The Thematic Unit. Each Thematic Unit includes contents comparable to three (3) 6- month subjects of the Greek Universities.

V.E.T. Institutions

- **IEK- Institutes of Vocational Training (initial)**
- **K.E.K.- Centers for Vocational Training (continuing)**

In last years unemployment rates in Greece were and still are very high, although it has been some reduction recently. For year 2003 the unemployment rate is anticipated 9-10%. This is one of the reasons the government has a strong policy for vocational training, both initial and continuing, in fields which meet the labor market needs.

Initial Vocational Training is taking place in state or private **IEKs (Institutes of Vocational Training)** which are under the supervision of **OEEK- Organization for Vocational Education and Training** (integral organization of the Ministry of Education). OEEK is implementing the policies for V.E.T., develops courses, teaching methods and materials, trains teachers, evaluates the courses.

IEK courses have a duration of 1 year for gymnasium certificate holders or 2 years for lyceum certificate holders and lead to a Certificate of Vocational Training awarded to trainees who pass the exams successfully. This Certificate entitles the holders to take part in the final qualifications exams leading to the award of a Vocational Training Diploma. This Diploma is recognized both in Greece and in all European Union countries, (Presidential Decree 231/98 whereby Directive 92/51/EEC was incorporated into Greek law).

130 state IEKs and 70 private IEKs operate all over Greece.

Other Ministries also offer Vocational Training. The Ministry of Agriculture, the Ministry of Development (STE- School for Tourism Education), the Ministry of Labor and Social Affairs (through OAED-Manpower Employment Organization)

Continuing Vocational Training is taking place in **KEKs-Centers of Vocational Training**- private non profit organizations under the supervision of the Ministry of Labor.

KEKs design courses which are submitted for approval to the Ministry of Labor. KEK courses are addressed mainly to unemployed people- general public and socially excluded groups, have a duration of 400 hours and lead to a certificate of attendance (not recognized diploma).

300 KEKs are functioning all over Greece and 26000 people will be trained in the years 2002-2003. KEK courses are funded by the European Social Fund (80%) and by the National budget (20%). During attendance trainees are getting an allowance (4 euro per hour).

KEKs also design and implement courses addressed to employed people.

All V.E.T. providers revise their courses to broader their objectives and contents and introduce new teaching and learning methods. Emphasis is been put on communication skills development which help their trainees both in personal and social life and to enter the labor market.

Training for the employed

Ministries and other public organizations organize training programmes for their employees (in ICTs, management etc)

The Ministry of Education organizes currently programmes to train all teachers (primary and secondary, 60000) in ICTs. Very often teachers undertake in – service training on new methodologies, use of teaching materials etc. More over the Ministry of Education approves leave of absence (fully paid) from Schools up to 3 –4 years for post graduate University Studies.

The State Scholarships Foundation (I.KY.) awards scholarships for post graduate studies in various fields either abroad or within the country.

The private sector also offers in-job training. Big companies organize training for their employees.

ICTs and e-Learning

Basic Skills and Advanced Skills programmes for the unemployed are currently organized by the Ministry of Labor and the Manpower Employment Organization, respectively

Educational, Training, Employment Guidance

Training and Employment Guidance is provided by **KPA-OAED (Manpower Employment Organization)**. These Centers are placed in all cities. Social workers and consultants interview adults and guide them accordingly. KPA is a new development (2002) and one could not assess their effectiveness yet.

In **KEKs** –Centers of Vocational Training, within the framework of decisive intervention activities in the fields of Vocational Training and Employment, operate the **Careers/ Employment Guidance Offices**. Their purpose is the development and the implementation of services to the unemployed trainees, in order to support and encourage them in their search for work, as well as to promote them in the labor market.

The services and facilities provided are free of charge and are the following:

- Careers Guidance
- Job Search Techniques
- Information on educational/training/employment programs
- Information of job vacancies in the private, public, and voluntary sector
- Information to the employers regarding the subsidy programs for the acquisition of vocational experience and for employment of the unemployed and the long-term unemployed in enterprises.
- Access to a data base regarding the demand and offer of employment in the labor market
- Job Club

The **Multi-Centers for Adults** (placed all over Greece), announced by the General Secretariat for Adult Education, are not functioning yet.

Recognition of prior learning(professional qualifications)

Prior learning – non-formal - is not officially recognized. Now a "Model" is under development by the Ministries of Education and Labour and the social partners : the Greek General Confederation of Labor (GESEE), the Federation of Greek Industries (SEV) etc., to be used for the purpose of prior learning recognition.

Athens, 22 November 2002
Panayota Ghika