Are you the owner of an enterprise that invests in its future human capital?

Are you a young person aged 16-23 years who wants to combine education and work practice?

Contact the Apprenticeship Schools (EPAS) of OAED, the Organization that pays close attention to changes, effectively responds to challenges and is constantly modernized.

SPECIALTIES

- Car body technician
- Machine tools technician
- Plumbing and thermal fixtures
- Metal structure technician
- Machinery and motor systems technician
- Shipbuilding technician
- Air-conditioning and refrigeration technician
- Electrician
- Auto electrician
- Electronic appliance, installation and computer technician
- Goldsmithing and silversmithing
- Carpentry – Furniture-making
- Conservation of works of art – Restoration
- Horology
- Cosmetology
- Hairdressing
- Baking – Pastry-making
- Culinary art
- Horticultural works – Landscaping
- Artistic marble processing
- Ceramics – Pottery
- Marble Crafts
- Fur processing
- Hotel-related jobs / professions
- Computer support systems
- Building construction works
- Pharmacy assistant
- Computer-aided technical design
- Graphic arts – Printing
- Graphic arts – Computer-aided design
- Administrative assistant
- Financial assistant
- General baby-nursing assistant
- General nursing assistant
- Natural gas technician
Recent European study has shown that Apprenticeship-based Vocational Education and Training (VET) seems to be the most effective tool in combating youth unemployment, which is currently the most serious problem in most EU countries.

OAED and the Apprenticeship Dual System
Apart from its overall role in implementing the government policy on employment and combating unemployment, OAED is the only national agency that offers vocational education within the framework of formal secondary education by means of the Apprenticeship Dual System. It has implemented the institution of Apprenticeship in 5 Vocational Education Schools (Apprenticeship Schools - EPAS) throughout Greece, i.e. since 1952.

What is the Apprenticeship Dual System?
It is a system that combines theoretical and laboratory education at the Apprenticeship Schools (EPAS) with work practice ("on-the-job training") in the workplace (Dual System - Central European system of education).

What does it offer?
• Effective involvement of students in their chosen specialty.
• Assimilation of theoretical knowledge and development of skills in the students' area of specialty.
• Development of personal skills, since the students implement what they have learned in the classroom or laboratory in actual work conditions.

How is the Apprenticeship Dual System implemented by OAED?
EPAS students attend theoretical and laboratory classes at the EPAS school, and do their work practice at the premises of the company/employer.
• For four days a week, they do their 6-hour work practice at the employer's premises, while in the afternoon they attend theoretical and laboratory classes at the EPAS.
• On the 5th day, they only attend classes at the EPAS.

Further advantages
Apart from education and training, OAED offers the following advantages:
• Comprehensive institutional framework (Law No. 346/83) for a work-practice contract between the employer and the apprentice.
• A salary amounting to 75% of the skilled worker's minimum wage.
• Full insurance (healthcare and pension) coverage for the apprentice.

Who can become an EPAS student?
Young people aged 16-23 years who have at least completed the first grade of the Upper Secondary School (Lykeio) can apply for enrollment in an Apprenticeship School.

At the end of each school year, OAED issues an official admission circular for new students, which specifies how those interested can submit their application.

When the number of applications is higher than that of the positions offered, then a point-system is used, taking the following criteria into account:
• School performance certificate (grade).
• Social criteria (large family, low income, etc.).
• Work Practice position ensured before enrollment (combined with the existence of a family business related to the student's specialty).

Admitted students can enroll in September.

Why should companies participate?
• Because the OAED Apprenticeship system is an actual investment for the company itself.
• The apprentice is trained in the areas of greatest interest to the company in collaboration with the EPAS and its teachers, who equip their students with the necessary theoretical knowledge.
• Because it is an investment in the students themselves, who are the future manpower of Greece.
• Because the cost of the investment is minimal (the monthly amount does not exceed €50 while the rest of the remuneration is subsidized). The Work Practice subsidization is co-funded by the EU and the ESF (OP “Education and Lifelong Learning” of the Ministry of Education) with about €1 per day.
Do you believe that the Human Capital makes the difference?

51 Apprenticeship Schools (EPAS) throughout Greece
Choose from 35 approved specialties

- Work experience
- Parallel teaching in the classroom, laboratory and workplace
- Institutionalized remuneration
- Full insurance (healthcare and pension) coverage
- 30 Career Offices ensuring:
  - WORK PRACTICE (increase in the number of positions, effective follow-up)
  - SMOOTH TRANSITION into the labour market, including:
    - Provision of information to enterprises and employers
    - Finding jobs for Apprenticeship EPAS graduates
    - Consultation/ cooperation with the social partners and local authorities
    - Forecasting of specialties in the labour market
    - Cooperation with the local PES (KPA2)
- COUNSELLING with students and graduates, including:
  - Seminars on job-search techniques, entrepreneurship etc.
  - Provision of information about job opportunities, professional rights, local labour market etc.

Because it is the Human Capital that makes the difference amongst companies; because in absence of a competent Human Capital, no financial investment can create a significant advantage; because Work Practice at a company’s premises appropriately prepares the company’s future Human Capital; because in the context of the new and dramatic changes in the employment and social landscape of Europe, and Greece in particular, it is up to the companies to enhance the importance of their moral contract with working people in order to ensure a spirit of cooperation and productivity: That’s why utilizing the Apprenticeship System is the best possible investment for a company, an investment in its future Human Capital; that’s why it is also worthwhile for all of us to try and achieve a high-quality Apprenticeship System, so that each company’s employees can become partakers of its vision.

EURES

After completing their studies, the Apprenticeship School (EPAS) graduates who wish to enter the labour market may contact the Career Offices operating at 30 Apprenticeship School’s (EPAS) around Greece. Moreover, those graduates who wish to search for a job in other EU countries may contact OAED’s EURES Advisers. The EURES network also provides information about living and working in the various countries of the network, so that EPAS graduates can be familiarized with their country of destination. Besides, the Greek EURES network facilitates and provides information to European employers wishing to recruit OAED EPAS graduates.

You may contact the Greek EURES Advisers through the following official portals: http://eures.europa.eu and www.oaed.gr.

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