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National Report – Greece

1. Aims of the Research

The primary objective of this research is to identify, analyse and document high-impact inclusive methodologies across the full professional lifecycle—from vocational education and training (VET) to sustainable employment—in the Greek context.

By combining the case of KEEPEA Orizontes (VET) and the “To Pareaki” Social Café (employment), the study aims to establish a dual-perspective model that bridges structured training environments with real labour market conditions.

The research specifically aims to:

- Provide evidence-based insights into inclusive VET delivery models
- Demonstrate how real work environments function as inclusion accelerators
- Identify critical success factors enabling transition to employment
- Develop a transferable framework aligned with EU inclusion and accessibility standards

2. Scope and Definitions of the Research

2.1 VET Scope

The VET component focuses on KEEPEA Orizontes, a publicly supported centre delivering lifelong learning and vocational training programmes aligned with EQF levels 2–5.

The learner population includes young people, adult learners, and individuals with intellectual disabilities, autism spectrum conditions, and developmental disorders. Approximately 15–20% of participants require structured educational support.

The pedagogical model is based on:

- Individualised learning pathways
- Experiential and project-based learning
- Peer-supported learning environments
- Continuous assessment and adaptive support mechanisms

2.2 Employment Scope

The employment component focuses on “To Pareaki”, a Social Cooperative Enterprise operating in the hospitality sector.



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The organisation functions as an integration enterprise, combining commercial activity with structured social inclusion objectives. It provides real employment opportunities to individuals with intellectual disabilities through supported work environments.

Key operational concepts include:

- Inclusion-by-design workplace structure
- Job coaching and task scaffolding
- Real-time performance adaptation
- Transition from training to open labour market participation

3. Criteria for Selecting Good Practices

The selection of the case studies is based on the following criteria:

- Demonstrated impact on employability, autonomy, and social inclusion
- Long-term sustainability supported by institutional or economic models
- Replicability across different European contexts with minimum adaptation
- Efficient use of resources with measurable inclusion outcomes
- Innovation in bridging the gap between education and employment systems

4. Study Design and Sampling

The study adopts a qualitative multiple-case study design, enabling comparative analysis between educational and employment environments.

Case 1: KEEPEA Horizontes – Inclusive VET model

Case 2: “To Pareaki” – Inclusive employment model

Data collection involved organisational documentation, implementation practices, and operational workflows, with input from management staff, educators, and job coaches directly engaged in inclusion processes.

5. Data Sources and Tools

The research is based on a multi-method approach ensuring data triangulation:

- Review of organisational documentation and internal methodologies
- Analysis of national legal frameworks governing VET and social economy
- Examination of operational practices within both case studies



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Key regulatory frameworks include:

- Law 3699/2008 – Special Education
- Law 4430/2016 – Social and Solidarity Economy
- Law 4488/2017 – Disability Rights Alignment
- EU Disability Strategy 2021–2030

These frameworks establish inclusion as a structural requirement rather than a complementary measure.

6. Best Practices for Inclusive VET

The “Hands-On Inclusion” model implemented by KEEPEA Horizontes represents a structured pedagogical system integrating experiential learning with individualised support.

Core methodology:

- Learning-by-doing in real or simulated environments
- Individualised support planning based on functional abilities
- Peer and cooperative learning strategies
- Continuous monitoring and adaptive intervention

Operational workflow:

Assessment → Preparation → Workplace Familiarisation → Supported Engagement → Skill Development → Supported Employment → Evaluation

Governance is ensured through coordinated collaboration between educators, support staff, and external stakeholders.

Outcome indicators include:

- Increased participation and retention rates
- Development of vocational and transversal skills
- Improved readiness for employment transition

7. Best Practices for Inclusive Employment

“To Pareaki” Social Café provides a proof-of-concept for inclusive employment within a real economic environment.

The model operates on a “live-lab” principle, where training and employment coexist within a commercial setting.



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Key operational features:

- Direct customer interaction in a service-sector environment
- Structured task allocation based on individual capacity
- Continuous job coaching and performance feedback
- Gradual reduction of support to enhance autonomy

Accessibility framework:

- Ergonomic and cognitively adapted workstations
- Simplified digital systems and visual supports
- Case-by-case accommodation adjustments
- Structured routines ensuring predictability and safety

Impact indicators:

- Increased employee autonomy and productivity
- Reduction in social exclusion
- Enhanced community awareness and interaction
- Demonstrated sustainability of inclusive business models

8. Ethics and Data Protection

The research adheres to GDPR and ethical research standards.

Measures include:

- Informed consent procedures
- Data minimisation and anonymisation
- Secure handling of sensitive information
- Focus on functional accessibility needs rather than medical categorisation

9. Key Gaps and Recommendations for WP3 Development

Identified gaps highlight systemic challenges:

- Absence of structured transition frameworks between VET and employment
- Limited employer awareness of inclusion as a productivity driver
- Insufficient training for educators in applied inclusive methodologies

Strategic recommendations:

- Develop structured VET-to-employment transition models



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- Promote inclusion as an economic and operational strategy
- Strengthen collaboration between VET providers and employers
- Introduce training modules on workplace accessibility and support systems
- Encourage adoption of social enterprise-based employment models

10. References

KEEPEA Horizontes – Inclusive VET Practice

“To Pareaki” Social Café – Inclusive Employment Practice

Greek legislative framework on education and social economy

EU Disability Strategy 2021–2030

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