

GREEN CIRCLE BRIEFING

REPORT: MICRO-CREDENTIALS

IN THE GREEK CONSTRUCTION

SECTOR – A POLICY GUIDE



Greece presents a critical case for the development of micro-credentials in construction, driven by urgent needs in green building rehabilitation, seismic strengthening, and workforce diversification. While MCs are gaining traction in higher education and through Lifelong Learning Centres, their systematic integration into the vocational construction sector is limited. For trainers, there is a significant opportunity, and a pressing need, to design MCs that address the country's unique challenges: upgrading the existing building stock sustainably, ensuring structural safety, and closing the gender gap. This report outlines the current baseline and provides targeted recommendations for trainers to lead this essential skills transition.

A Developing Ecosystem with Policy Support

Higher Education & Lifelong Learning: Universities and Polytechnics offer MCs through their Lifelong Learning Centres (KEDIVIM), often aligned with ECTS. These focus on digital skills, business, and engineering.

Vocational Training Oversight: Regulated by EOPPEP (National Organisation for the Certification of Qualifications and Vocational Guidance). Dual VET and LLCs provide structures that could integrate MCs.

Key Legislation: Law 4485/2017 establishes a framework for modular learning and lifelong education, providing a basis for MC development.

Critical Sectoral Need: Green Skills for Rehabilitation

Greece's building stock requires urgent upgrading for ****energy efficiency, seismic resilience, and cultural preservation****. Effective techniques like ****externally bonded FRPs, near-surface mounted reinforcement, and shotcrete**** require specialised, precise application. ****MCs are urgently needed**** to ensure these green rehabilitation skills are applied safely and effectively, preventing structural failures and maximising environmental benefits.

Significant Gender Gap in Construction

- Women constitute less than 10% of Greece's construction workforce.
- Participation in green skills training programs is below 15% for women.
- Barriers include cultural stereotypes, lack of targeted outreach, hostile work environments, and insufficient gender-sensitive training design.



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Key Challenges for Training

Lack of Standardised MC Framework: No clear national system for accrediting and recognising MCs in the construction trades.

Limited Practical & Industry-Linked Training: Many existing courses are theoretical; few offer the hands-on, site-based training essential for construction.

Low Awareness & Inclusivity: Training programs are not effectively marketed to or designed for underrepresented groups, particularly women.

Fragmented Information: Existing course data is incomplete, with frequent gaps in details like workload, ECTS, and quality assurance.

Policy Recommendations

Prioritise MCs in Green Building Rehabilitation & Seismic Strengthening

Develop Specialised MCs: Focus on high-impact techniques:

- Application of Fiber Reinforced Polymers (FRPs) for reinforcement
- Near-surface mounted reinforcement systems
- Shotcrete application for structural retrofitting
- Energy-efficient insulation and building envelope upgrades

Ensure Practical Mastery: Design MCs with mandatory hands-on workshops, site simulations, and supervised application to guarantee competence and safety.

Align with National Priorities: Frame MCs as essential for meeting EU Green Deal targets, seismic safety regulations, and cultural heritage preservation.

Build a Robust, Recognised MC Framework with EOPPEP

Engage with EOPPEP and DYPA: Advocate for the formal integration of MCs into the national vocational certification system.

Map to the EQF: Ensure all developed MCs are clearly aligned with European Qualifications Framework levels for portability.

Pilot Sectoral MCs: Partner with EOPPEP to launch construction-specific MC pilots, creating a model for other sectors.

Design Inclusive, Gender-Sensitive Training Programs

Target Female Recruitment: Develop outreach campaigns, scholarships, and mentorship programs to attract women to construction MCs.

Create Supportive Learning Environments: Offer flexible schedules, childcare support, and female trainer representation.

Address Workplace Culture: Integrate modules on inclusive worksites, anti-discrimination, and career advancement into MC curricula.

Collect Gender-Disaggregated Data: Track and report on female enrolment, completion, and employment outcomes to measure progress.



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