

Hellenic Qualifications Framework

Qualifications
without borders
for work
& learning



Hellenic Qualifications Framework: To use it, learn about it

What it is

The **Hellenic Qualifications Framework** is a framework for the classification of qualifications, i.e. the titles of study acquired upon successful completion of a learning process.



Who it is for

Everyone can make use of its benefits: people in training, people in or out of employment, employers, career counselors, education and training providers, awarding bodies, social partners and any citizen holding a title of study.

Developing the HQF

The **National Organisation for the Certification of Qualifications and Vocational Guidance (EOPPEP)** is the statutory body for developing the Hellenic Qualifications Framework and its referencing to the **European Qualifications Framework** under the supervision and coordination of the Ministry of Education, Research and Religious Affairs.

The Hellenic Qualifications Framework is a dynamic tool for describing and evaluating all qualifications awarded in Greece. The primary objective of the HQF is to create a coherent and comprehensive system for classifying qualifications, i.e. titles of study for all education levels in the country.

A tool for:

- Referencing qualifications to the Hellenic and European Qualifications Framework, which is key to the systematic presentation of the content of qualifications.
- "Translating" and comparing qualifications to assist mobility.
- Identifying the knowledge, skills and competencies hidden behind qualifications (degrees, diplomas, certificates, certificates of competency).
- Rendering the national qualifications certification system clear and easy to understand at international level.
- Making lifelong learning more attractive. People know that the qualifications they have been awarded via any learning pathway (formal, non-formal, informal) are assessed, validated, accredited, certified, classified in the levels of the Hellenic Qualifications Framework and referenced to the levels of the European Qualifications Framework.
- Promoting stakeholders' collaboration through open dialogue.
- Reinforcing mobility and facilitating entrance into the labour market ensuring quality and transparency

The changes it brings

- It sets as a precondition for the awarding of qualifications the approach of "learning outcomes".
- It enhances quality assurance across qualifications awarded in our country.



The HQF structure

The Hellenic Qualifications Framework is simply structured as follows:

Qualifications are classified in levels

The levels of HQF cover the entire range of qualifications, from compulsory education to higher education. Each level is defined by a set of knowledge, skills and competencies (autonomy and responsibility) which determine the learning outcomes for this particular level.

Qualifications are in the form of learning outcomes

The qualifications have the form of "learning outcomes", which are classified into levels. Learning outcomes are classified into knowledge, skills and competencies (autonomy and responsibility) and signify what a person knows, understands and is able to do upon completion of a learning process.

Descriptors define the learning outcomes of a level

The learning outcomes of a qualification classified in a level are defined by **descriptors**. Both qualitative and quantitative grading of knowledge, skills and competencies (autonomy and responsibility) determine these descriptors.

Qualifications are classified into types

Qualifications are classified into **qualification types, which represent** groups of titles with common characteristics. The use of Qualification Types facilitates the classification of qualifications belonging to the same level.

The functions served by “Descriptors” and “Qualification Types”

Since “Descriptors” and “Qualification Types” serve different functions, they also have different characteristics:

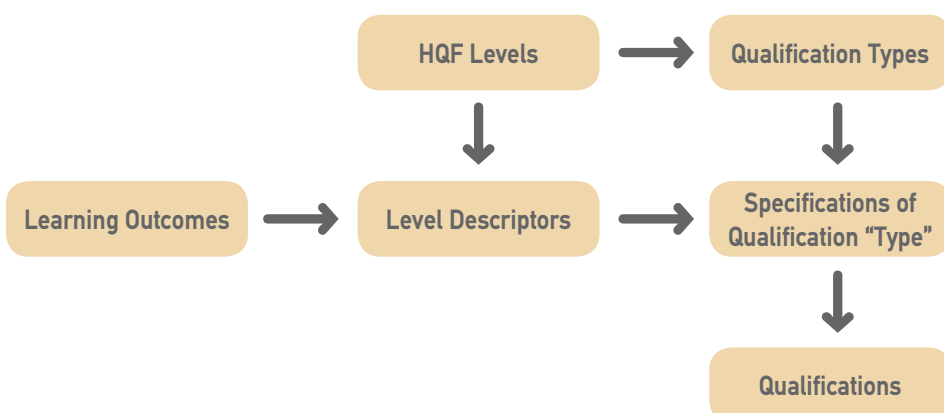
- **Descriptors** provide a relatively short description; they are general and completely independent from the field of learning.
- **Qualification Types** are the methodological tool that allows the classification of Greek titles into the levels of the Hellenic Qualifications Framework, along with comparison between them. The specifications of the “Qualification Types” are broad enough and enrich the content of the descriptors in order to provide descriptions of learning outcomes for the specific “Type”. The specification of the “Qualification Type” includes the following characteristics:
- **Title:** This refers to a specific name, which shall be adopted for each “Qualification Type”, e.g. Upper Secondary School Diploma.
- **Level:** This refers to the level of the “Qualifications Type” inside the Hellenic Qualifications Framework.
- **Brief description:** This refers to a summary description of the “Qualification Type” and aims to facilitate its understanding and use.
- **Volume:** The metric system is suggested.



- **Aim:** The Specification of the “Types” of the Hellenic Qualifications Framework also includes classification based on the aim served by the specific “Type” as follows:
- **“Basic Qualifications”** reflect a cohesive branch of learning outcomes, usually of large application scope. They signify “completion” either with regard to the stage of a specific learning procedure (e.g. the Upper Secondary School Diploma signifies the completion of secondary education), or with regard to a specific learning field (e.g. “Office Management Skills”), or with regard to a profession (e.g. Architect).
- **“Supplementary Qualifications”** are awarded for a learning achievement which is added to a previous qualification. These are related to the upgrading and updating of knowledge and/or skills (e.g. a qualification regarding the new application of VAT, which increases the value of a Basic Qualification in Accounting).

- **"Sectoral Qualifications:** Qualifications awarded as a result of an evaluation and validation procedure, following confirmation by a competent sectoral body that a person has achieved learning outcomes against certain specifications. If the competent sectoral body has an international standing, the qualification is called "international sectoral qualification".
- **"Special Purpose"** qualifications are awarded for a branch of learning outcomes which form a distinct achievement that can be connected only with some of the components of level-specifying learning outcomes (knowledge, skills, and competencies). These qualifications are frequently connected to vocational specifications and serve a rather limited purpose (e.g. health and safety certificate in constructions). They are characterised by a relatively small volume in comparison to Basic Qualifications.
- **Educational Sector:** The "Qualification Type Specification" suggests the field of the educational system related to the "Qualifications Type", using the following sectors: "Vocational Education and Training", "General Education", "Higher Education".
- **Relation to Employment:** This provides a summary outline of the employment prospects range related to "Type" qualifications.
- **Access / Development prospects:** Each "Qualification Type" provides the required information on accessing programs leading to qualifications of this "Type" (including prior attendance when necessary) and also development prospects for holders of these qualifications through learning opportunities, leading to qualifications either at the same or at a higher level.

"Qualification Types" draw their "Specifications" from the Level Descriptors, which are defined by learning outcomes.



The HQF implementation framework

The project titled “Development of the Hellenic Qualifications Framework” is implemented by the National Organisation for the Certification of Qualifications and Vocational Guidance (EOPPEP) through the Operational Programme titled “Human Resources Development”, which was co-funded by the European Union (European Social Fund - ESF) and national funds. The Intermediate Management Body was the Special Management Agency of the Operational Programme “Education and Lifelong Learning” of the Ministry Of Education, Research & Religious Affairs.

The steps followed

The actions taken by EOPPEP under the supervision of the Ministry of Education, Research & Religious Affairs were focused on the following:

- Determination of its architectural structure.
- Registration and analysis of former and existing qualifications.
- The design and application of methodological tools for the classification of formal education qualifications in its levels.
- Its reference to the European Qualifications Framework.



Table: Qualification Types of HQF referenced to EQF

HELLENIC QUALIFICATIONS FRAMEWORK				EUROPEAN QUALIFICATIONS FRAMEWORK	
LEVEL	VET	GENERAL EDUCATION	HIGHER EDUCATION		LEVEL
1		PRIMARY SCHOOL CERTIFICATE (compulsory) (APOLYTIRIO DIMOTIKOU)		→	1
2		LOWER SECONDARY SCHOOL CERTIFICATE (compulsory) (APOLYTIRIO GYMNASIOU)		→	2
3	INITIAL VOCATIONAL TRAINING VOCATIONAL TRAINING SCHOOL (SEK) 'DEGREE' (post lower secondary level) (PTYCHIO EPAGGELMATIKIS EIDIKOTITAS, EKPAIDEFISIS KAI KATARTISIS, EPIPEDOU 3) <i>*(VOCATIONAL TRAINING INSTITUTE (IEK) CERTIFICATE (Initial Vocational Training - post lower secondary level) (PISTOPOIITIKO EPAGELMATIKIS KATARTISIS EPIPEDOU 1- I.E.K. EPIPEDOU 1))</i>			→	3
4	VOCATIONAL EDUCATION VOCATIONAL SCHOOL (EPAS) CERTIFICATE (post lower secondary level) (PTYCHIO EPAS) VOCATIONAL UPPER SECONDARY SCHOOL (EPAL) 'DEGREE'** (PTYCHIO EPAGGELMATIKIS EIDIKOTITAS, EKPAIDEFISIS KAI KATARTISIS, EPIPEDOU 4) VOCATIONAL UPPER SECONDARY SCHOOL (EPAL) CERTIFICATE (APOLYTIRIO EPAGGELMATIKOU LYKEIOU)	GENERAL UPPER SECONDARY SCHOOL CERTIFICATE (APOLYTIRIO LYKEIOU)		→	4

5	VOCATIONAL EDUCATION VOCATIONAL UPPER SECONDARY SCHOOL 'DEGREE** Post-secondary cycle (Apprenticeship class) (PTYCHIO EPAGGELMATIKIS EIDIKOTITAS, EKPAIDEFSIS KAI KATARTISIS, EPIPEDOU 5) INITIAL VOCATIONAL TRAINING VOCATIONAL TRAINING DIPLOMA (DIPLOMA EPAGGELMATIKIS EIDIKOTITAS, EKPAIDEFSIS KAI KATARTISIS, EPIPEDOU 5 (post secondary level) POST SECONDARY AND NOT HIGHER EDUCATION DIPLOMA OR "DEGREE"*** (DIPLOMA/PTYCHIO ANOTERAS SCHOLIS)			→	5
6			BACHELOR DEGREE (PTYCHIO) UNIVERSITIES / TECHNOLOGICAL EDUCATIONAL INSTITUTIONS (TEI) – HIGHER EDUCATION	→	6
7			MASTER'S DEGREE (METAPTYCHIAKO DIPLOMA EIDIKEFSIS) UNIVERSITIES/ TECHNOLOGICAL EDUCATIONAL INSTITUTIONS (TEI) – HIGHER EDUCATION	→	7
8			DOCTORATE (DIDAKTORIKO DIPLOMA) UNIVERSITIES	→	8

** This qualification is no longer awarded since the enactment of the Law 4186/2013.*

*** It should be noted that the word "Degree" whenever used within quotation marks, it signifies that it is a direct translation from the terminology in Greek as it appears in the Greek legislation (ptychio). In Greek, the word ptychio is used for titles of study from different education levels (higher, secondary etc). It is by no means to be confused with its usage in the English language, whereby the word degree refers to higher education title of study, i.e. Bachelor's Degree.*

- For qualifications awarded up to level 4 of the Hellenic Qualifications Framework (HQF), the responsible authority is the Ministry of Education, Research and Religious Affairs. The Quality Assurance Authority for Primary and Secondary Education (ADIPPDE) is responsible for the quality assurance for these levels of the HQF.
- For qualifications awarded between levels 5 and 8, responsible authorities are the respective Awarding Bodies. The Hellenic Quality Assurance & Accreditation Authority (HQA) – ADIP is the authority responsible for the monitoring and evaluating quality assurance issues in Higher Education (Level 6, 7, 8).

Regarding Initial Vocational Training, EOPPEP is responsible for the examination and certification of students having completed training at Initial Vocational Training Institutions (SEK-Level 3 and IEK-Level 5).



Milestones in the implementation course of the Hellenic Qualifications Framework in 2013 - 2014:

Time	Action
February 2013	Formulation by EOPPEP of the Proposal regarding the Hellenic Qualifications Framework.
March 2013	Recommendations by the competent Advisory Committee on EOPPEP's proposal regarding the Hellenic Qualifications Framework.
April 2013	Issuing of EOPPEP's Board of Directors Decision on the final draft of the Proposal of the Hellenic Qualifications Framework. Forwarding of the Proposal to the Minister of Education and Religious Affairs.
May 2013 - January 2014	Description of the "Qualification Types" of the formal educational system and initial vocational training system, as well as analysis of the "Specifications" thereof by working groups.
10 July 2013	Announcement of the Hellenic Qualifications Framework by the Minister of Education and Religious Affairs.



August - November 2013	<ul style="list-style-type: none"> • Determination of the procedure for the referencing of the Hellenic Qualifications Framework to the European Qualifications Framework. • Establishment of a Reference Committee with representatives from the Ministry of Education and Religious Affairs, from EOPPEP, the Assembly of University Rectors, the Assembly of Technological Educational Institutions (TEI) Presidents and Vice-Presidents, the Authority for Quality Assurance in Higher Education (ADIP), and with the participation of one external field expert and two international experts. • Three meetings of the Referencing Committee. • Broadening participation of the Referencing Committee by including representatives of the Social Partners. • Compiling of the Draft of the Referencing Report of the Hellenic Qualifications Framework to the European Qualifications Framework.
17 December 2013	Presentation of the Draft Referencing Report of the Hellenic Qualifications Framework by EOPPEP to the European Qualifications Framework during the 22nd Meeting of the EQF Advisory Group in Brussels.
24 January 2014	<ul style="list-style-type: none"> • Consultation Meeting with Social Partners, held in the premises of CEDEFOP in Thessaloniki, regarding the referencing of the Hellenic Qualifications Framework to the European Qualifications Framework, in order to finalise the Referencing Report. • 4th meeting of the Referencing Committee.
27 February 2014	Presentation of the final Draft Referencing Report of the Hellenic Qualifications Framework by EOPPEP to the European Qualifications Framework during the 23rd Meeting of the EQF Advisory Group in Birmingham, U.K..

Milestones in the implementation course of the Hellenic Qualifications Framework in 2013 - 2014:

Time	Action
31 March 2014	At the 24th Meeting of the Advisory Group for the European Qualifications Framework, in Leuven of Belgium, EOPPEP presented the comments and answers to the remarks made by the Advisory Group and the Referencing Report of the Hellenic Qualifications Framework to the European Qualifications Framework was approved.
2014	By Law 4283/2014, Classification of the following qualifications was legislated: <ul style="list-style-type: none"> • Vocational Training School (SEK) – Specialty Certificate-Level 3 • General Upper Secondary School CertificateLevel 4 • Vocational Training School (SEK) – Specialty Certificate-Level 3 • General Upper Secondary School CertificateLevel 4 • Vocational Upper Secondary School Certificate- Level 4 • Vocational upper secondary school "degree" and apprenticeship class-Level 5
2015	Development of Learning Outcomes
2015	External evaluation of the HQF took place where two subjects were examined: <ul style="list-style-type: none"> • Contribution, effectiveness and added value of the Action "Development of the Hellenic Qualifications Framework" as a project of national significance. • Factors in the successful implementation of the HQF, obstacles and improvement proposals.Three external evaluation focus groups were scheduled and have been completed Three external evaluation focus groups were scheduled and have been completed <ol style="list-style-type: none"> 1 Representatives of Higher Education and the Hellenic Quality Assurance and Accreditation Authority (HQA) – ADIP 2 Representatives of Secondary Education and VET 3 Representatives from social partners (employers and employees)
December 2015	Approval of the Referencing of the HQF to the EQF.
2016	EOPPEP has established the Greek Qualifications Register online: http://proson.eoppep.gr and http://proson.eoppep.gr/en in order to allow for uniformity in the structure of information concerning qualifications among European countries. <ul style="list-style-type: none"> • The Qualifications Register was linked to the European Portal "Learning Opportunities and Qualifications in Europe" (http://ec.europa.eu/ploteus) in the section of "Qualifications". Clearly it is an application with the dynamics of constant updating and content enrichment. 674 Greek qualifications are already included in the Register sent by the respective educational institutions and these are available on the website https://ec.europa.eu/ploteus/en/content/national-qualifications-registry-greece. • According to the relevant directive for the interconnection of the National Qualifications Registries with ESCO (European Skills, Competences, Qualifications, and Occupations) the necessary steps have been made by EOPPEP to interconnect the Hellenic Qualifications Register with the multilingual ESCO classification.

Further development of the HQF

As part of the reform of general and vocational education and training undertaken at this time in Greece in the spirit of the European initiatives 'Rethinking Education' and 'European Alliance for Apprenticeship', the Hellenic Qualifications Framework is a powerful tool which takes into account the individual effects of these reforms.

- In 2017 EOPPEP will undertake the development of a methodology for the classification of qualifications (knowledge, skills and competences) acquired through non-formal education in the EQF.
- In 2017-2018 it is planned for the awarding bodies to gain access to the Qualifications Register upon EOPPEP's authorization with a view to directly updating the qualifications they award and add new qualifications.
- In 2017 it is expected to assess the implementation of the HQF and to develop an updated version of the HQF.
- In 2017 the Greek Qualifications Framework is expected to be legislated by Presidential Decree.
- In 2018 it is expected to present an upgraded version of HQF



Why its development is dynamic

Within the context of the reforms under way in the country and in line with the European initiatives 'Rethinking Education' and 'European Alliance for Apprenticeship', the Hellenic Qualifications Framework is a dynamic tool taking into account the outcomes of reforms.

How it is connected to European reality

In view of the "Europe 2020" common European strategy, which aims at a **development that is smart, sustainable and without any discriminations**, the Hellenic Qualifications Framework and its referencing to the European Qualifications Framework offers a tool for "translating" and comparing qualifications and aims at becoming an opportunity for promoting the mobility of learners and employees between Greece and other European countries.

How quality is assured

The collaboration with representatives of the competent bodies and Social Partners, the operation of the competent Advisory Committee, and the involvement of experts with knowledge and international experience in the development of Qualifications Frameworks are crucial for the successful outcome of its development and referencing to the European Qualifications Framework.





ΕΘΝΙΚΟ ΠΛΑΙΣΙΟ ΠΡΟΣΟΝΤΩΝ
The Hellenic Qualifications Framework



European
Qualifications
Framework

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