GREEK LABOUR MARKET ANALYSIS
IN CONJUCTION WITH
ODYSSEA'S BENEFICIARY POOL SUPPLY

Table of Contents

Research

The purpose of the conduction of the current research is to indicate best solution strategies concerning vulnerable populations livelihoods in the Greek context and market. The goal is reaching to certain findings able to suggest the formation of educational programs that can effectively meet the employability challenges of vulnerable populations (refugees, migrants, vulnerable Greeks) in the Hellenic context.

The current research uses primary and secondary research methods, to identify the market potential concerning targeted vulnerable population labor supply and in relation with similar services offered by other humanitarian organization.

The main question of the current research:

What are the number and types of educational training courses that Astrolab can and shouldprovide to existing refugee and other vulnerable populations, in light of:

a) current and near future Greek labor market opportunities
c) characteristics and realistic potential of beneficiary population
d) expertise, resources, constraints and realistic potential of AstroLab

Methodology

Odyssea's research is based upon quantitative and qualitative information. The steps that were set to follow by the research team were divided in three categories as stated below.

Research Steps

A.Existing information - Labour force market (large scale - long term statistical information)

-Systematic gathering of information for existing statistical surveys concerning the Greek Labour market [ELSTAT(The Hellenic Statistical Authority), NILHR (The National Institute of Labour & Human Resource)]

-Data cross check between surveys conducted by different statistical authorities to confirm the completeness and accuracy of the data provided

-Interpretation of gathered information

B. Generated information on workfoce supply (small scale - short term statistical information) [Odyssea's beneficiary pool supply + other organizations educational services]

-Systematic gathering of information from individuals (Odyssea's beneficiary pool) using skill assessment tools

-Extraction of statistical information

-Gathering of information concerning the educational training courses offered by other humanitarian organizations that are active in Athens

C. Intersection of information

-Interpretation of information in conjunction with market statistical data gathered and evaluated

-Implementation of filters to extract outcomes as assistive to the decision making of Odyssea's future activities

-Usage of the above outcomes for the suggestion of the number and types of educational training courses that Astrolab can provide to existing refugee and other vulnerable populations

D. Suggested Programs & Focus
on market's demand

-Gather information on the job position openings per field of interest (as defined in step C) as published online in the last trimester.

-Create a list with the possible types of courses that AstroLab is able to execute in relation to the occupations.

-Develop the abstract and syllabus per course proposed.

Existing Information
Labour force market

Generated Information
on workforce supply

Intersection of Information

Suggested Programs & Focus
on market's demand

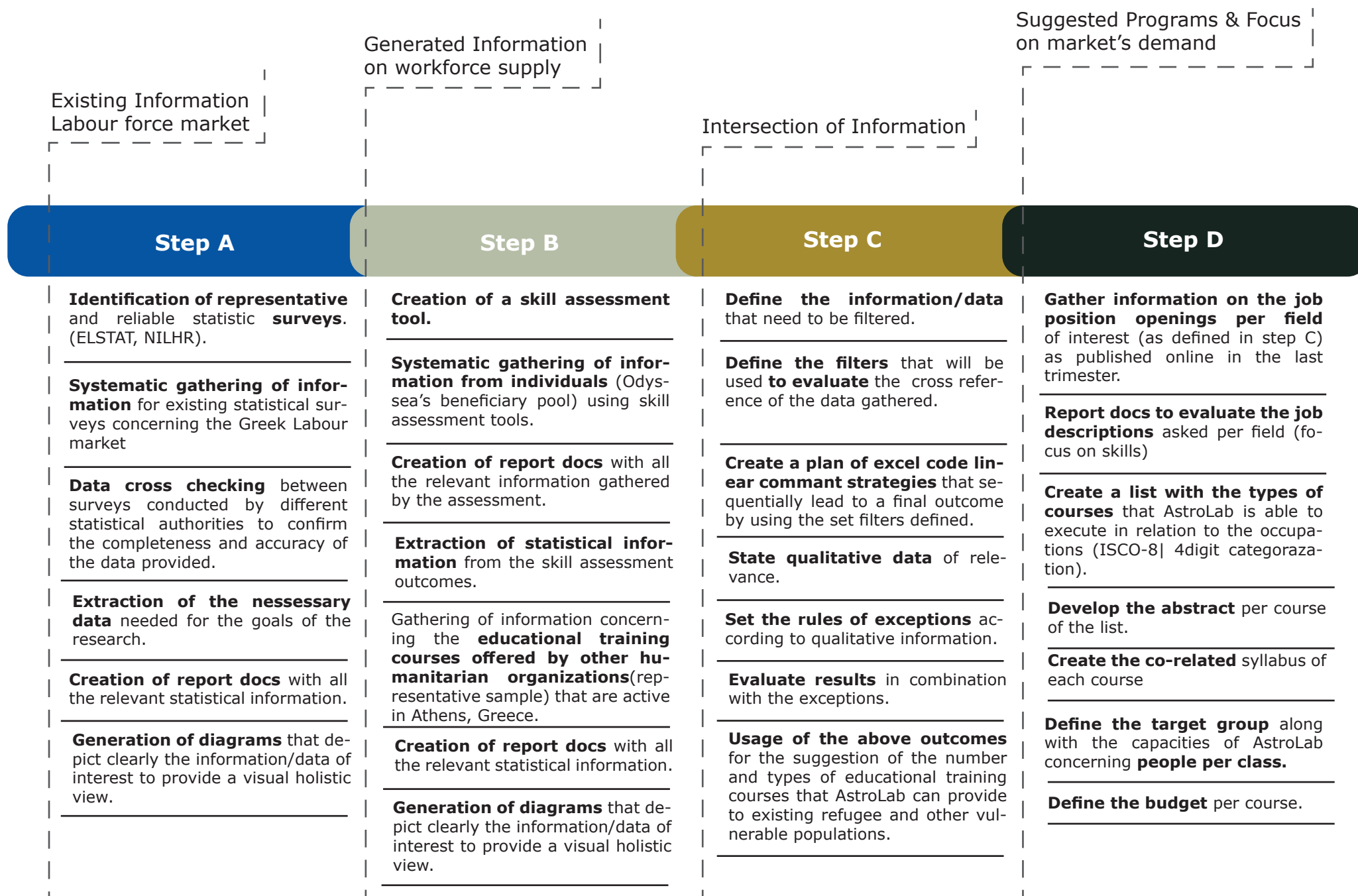| Step A	Step B	Step C	Step D
Identification of representative and reliable statistic **surveys**. (ELSTAT, NILHR).	**Creation of a skill assessment tool.**	**Define the information/data** that need to be filtered.	**Gather information on the job position openings per field** of interest (as defined in step C) as published online in the last trimester.
Systematic gathering of information for existing statistical surveys concerning the Greek Labour market	**Systematic gathering of information from individuals** (Odyssea's beneficiary pool) using skill assessment tools.	**Define the filters** that will be used **to evaluate** the cross reference of the data gathered.	**Report docs to evaluate the job descriptions** asked per field (focus on skills)
Data cross checking between surveys conducted by different statistical authorities to confirm the completeness and accuracy of the data provided.	**Creation of report docs** with all the relevant information gathered by the assessment.	**Create a plan of excel code linear commant strategies** that sequentially lead to a final outcome by using the set filters defined.	**Create a list with the types of courses** that AstroLab is able to execute in relation to the occupations (ISCO-8| 4digit categorazation).
Extraction of the nessessary data needed for the goals of the research.	**Extraction of statistical information** from the skill assessment outcomes.	**State qualitative data** of relevance.	**Develop the abstract** per course of the list.
Creation of report docs with all the relevant statistical information.	Gathering of information concerning the **educational training courses offered by other humanitarian organizations**(representative sample) that are active in Athens, Greece.	**Set the rules of exceptions** according to qualitative information.	**Create the co-related** syllabus of each course
Generation of diagrams that depict clearly the information/data of interest to provide a visual holistic view.	**Creation of report docs** with all the relevant statistical information.	**Evaluate results** in combination with the exceptions.	**Define the target group** along with the capacities of AstroLab concerning **people per class.**
	Generation of diagrams that depict clearly the information/data of interest to provide a visual holistic view.	**Usage of the above outcomes** for the suggestion of the number and types of educational training courses that AstroLab can provide to existing refugee and other vulnerable populations.	**Define the budget** per course.

Step A

Existing Information
Labour Force Market

For the purposes of our proposal we have reviewed the existing official Labor Market Studies, the Hellenic Statistical Authority – ELSTAT concerning the evolution and the dynamism of the different professions in Greece, based upon the Categorization of Occupations-Professions per ISCO-08.

International Standard Classification of Occupations (ISCO-08) is property of International Labour Organization (ILO). ISCO-08 provides a system for classifying and aggregating occupational information obtained by means of statistical censuses & surveys, as well as from administrative records. It is a four-level hierarchically structured classification that allows all jobs in the world to be classified into 436 unit groups (4-digit level). These groups form the most detailed level of the classification structure and are aggregated into 130 minor groups (3-digit level), 43 sub-major groups (2-digit level) and 10 major groups (1-digit level), based on their similarity in terms of the skill level & the skil specialization required for the job. This allows the comparability of the internationally collected detailed data.

Here below an example of classification:

7. Craft and Related Trades Workers
75. Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers
752. Woodworkers, furniture makers and related professions
7523. Woodworking Machine Tool Setters and Operators

"Dynamism" is defined as the increase of the number of people employed in each profession, thus "EMPLOYABILITY" per profession.

Our analysis is based on the available official data for the last 5 years (2013 – 2017).

Total people employed
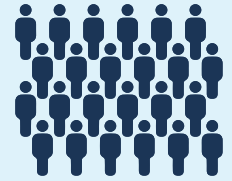
2017 ▶ 3,752.70

2016 ▶ 3,673.60

2015 ▶ 3,610.70

2014 ▶ 3,536.20

2013 ▶ 3,513.20

Evolution of the Employability per Occupation (2-digit ISCO-08)

A/A	ISCO-08 CODES	Professions	2013	2014	2015	2016	2017	Dynamism/ percentage change from 2013 to 2017
		TOTAL EMPLOYMENT (EXCLUDING ARMED FORCES OCCUPATIONS)	3,513	3,536	3,611	3,674	3,753	
1	11	Chief Executives, Senior Officials and Legislators	3.20	2.60	3.10	5.50	4.50	40.63%
2	12	Administrative and Commercial Managers	27.80	19.90	13.00	9.30	9.90	-64.39%
3	13	Production and Specialized Services Managers	41.30	32.80	25.20	24.00	27.80	-32.69%
4	14	Hospitality, Retail and Other Services Managers	106.00	78.60	72.10	60.40	50.50	-52.36%
5	21	Science and Engineering Professionals	116.00	112.10	107.10	118.30	121.00	4.31%
6	22	Health Professionals	101.30	100.70	105.00	112.70	114.50	13.03%
7	23	Teaching Professionals	236.60	240.00	245.50	246.30	246.00	3.97%
8	24	Business and Administration Professionals	105.50	103.20	98.70	107.90	112.90	7.01%
9	25	Information and Communications Technology Professionals	22.40	14.70	11.90	13.90	22.20	0.89%
10	26	Legal, Social and Cultural Professionals	102.60	94.90	101.60	109.10	112.70	9.84%
11	31	Science and Engineering Associate Professionals	45.40	45.80	54.80	50.20	43.30	-4.63%
12	32	Health Associate Professionals	59.00	61.10	66.80	61.40	67.30	14.07%
13	33	Business and Administration Associate Professionals	125.80	129.60	129.80	134.80	129.60	3.02%
14	34	Legal, Social, Cultural and Related Associate Professionals	27.30	32.00	28.20	32.30	32.90	20.51%
15	35	Information and Communications Technicians	13.30	13.80	15.20	20.50	24.30	82.71%
16	41	General and Keyboard Clerks	149.30	165.40	189.90	201.00	217.50	45.68%
17	42	Customer Services Clerks	81.10	80.10	89.60	91.90	93.90	15.78%
18	43	Numerical and Material Recording Clerks	64.10	58.00	62.60	55.90	57.60	-10.14%
19	44	Other Clerical Support Workers	49.10	40.70	36.00	34.00	30.60	-37.68%
20	51	Personal Services Workers	220.30	253.70	273.70	285.20	279.50	26.87%
21	52	Sales Workers	394.90	417.80	468.60	473.60	479.90	21.52%
22	53	Personal Care Workers	23.90	23.80	24.70	24.80	29.50	23.43%
23	54	Protective Services Workers	82.70	85.30	88.00	90.20	94.60	14.39%
24	61	Market-oriented Skilled Agricultural Workers	437.10	434.10	418.10	405.40	410.90	-5.99%
25	62	Market-oriented Skilled Forestry, Fishery and Hunting Workers	16.10	16.50	14.00	12.40	9.30	-42.24%
26	71	Building and Related Trades Workers (excluding Electricians)	115.00	106.00	102.70	104.00	100.00	-13.04%
27	72	Metal, Machinery and Related Trades Workers	85.60	87.40	89.40	83.70	86.90	1.52%
28	73	Handicraft and Printing Workers	16.50	16.20	16.10	16.60	18.30	10.91%
29	74	Electrical and Electronic Trades Workers	61.80	60.20	54.60	57.70	59.0	-4.53%
30	75	Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers	72.00	79.20	82.80	91.60	87.80	21.94%
31	81	Stationary Plant and Machine Operators	51.10	54.70	47.50	48.10	54.80	7.24%
32	82	Assemblers	4.60	4.20	2.70	2.20	2.40	-47.83%
33	83	Drivers and Mobile Plant Operators	163.20	165.40	157.50	169.10	184.30	12.93%
34	91	Cleaners and Helpers	120.20	121.00	117.10	116.70	113.90	-5.24%
35	92	Agricultural, Forestry and Fishery Labourers	24.60	27.90	30.20	31.80	30.80	25.20%
36	93	Labourers in Mining, Construction, Manufacturing and Transport	45.60	55.40	59.00	59.90	65.00	42.54%
37	94	Food Preparation Assistants	8.20	10.60	16.20	17.60	24.90	203.66%
38	95	Street and Related Sales and Services Workers	0.80	1.10	1.20	2.00	2.70	237.50%
39	96	Refuse Workers and Other Elementary Workers	29.50	31.20	33.30	29.00	33.60	13.90%
X	XX	Professions not classified to the above categories	62.30	58.50	57.30	62.80	65.50	5.14%

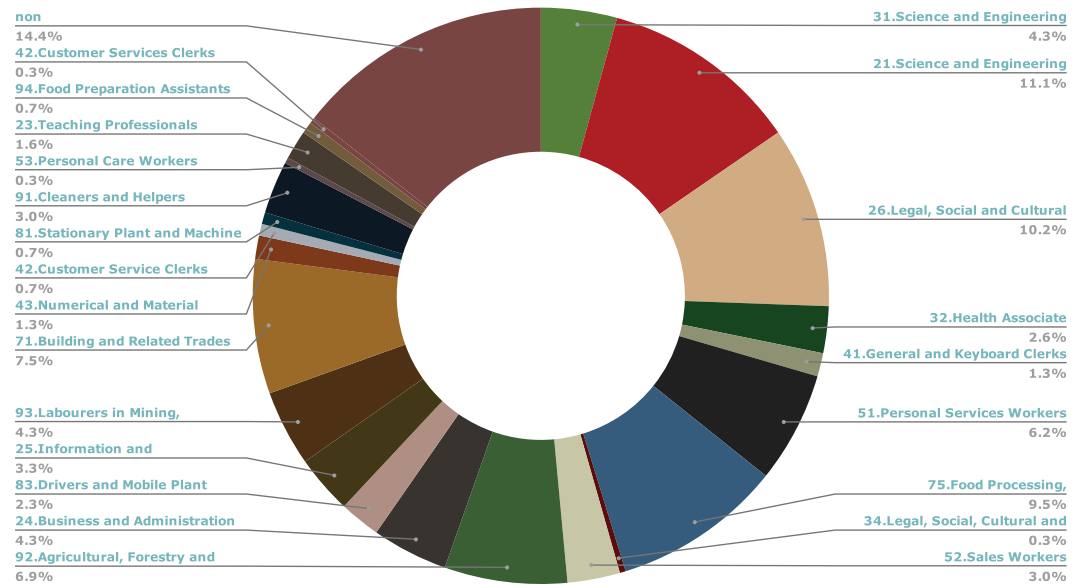**Dynamism / Percentage of change in Employment per Occupation (2 digit ISCO-08)**
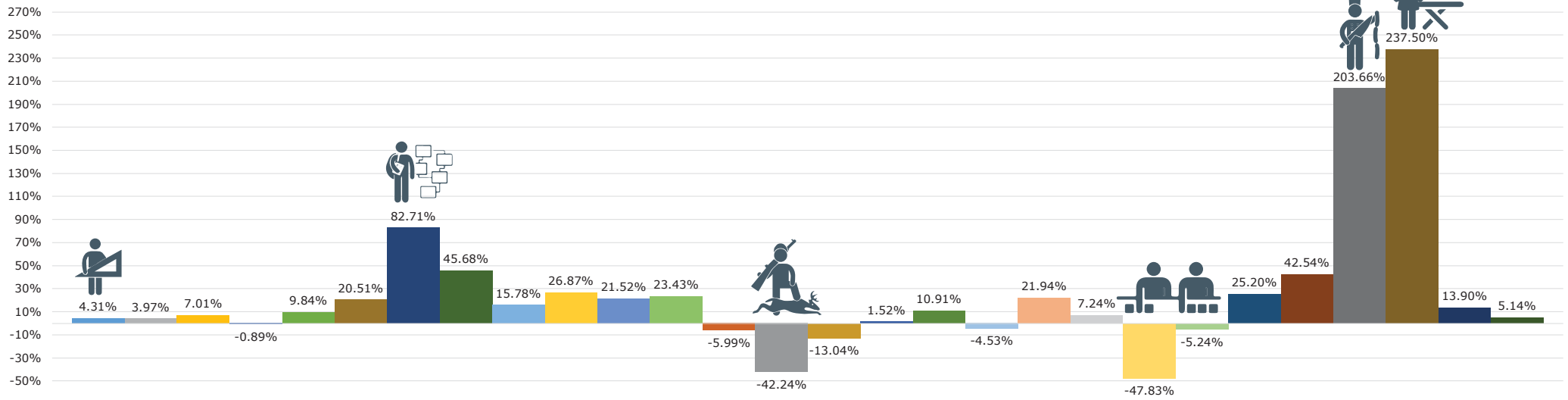
- ■ 21 Science and Engineering Professionals
- ■ 23 Teaching Professionals
- ■ 24 Business and Administration Professionals
- ■ 25 Information and Communications Technology Professionals
- ■ 26 Legal, Social and Cultural Professionals
- ■ 34 Legal, Social, Cultural and Related Associate Professionals
- ■ 35 Information and Communications Technicians
- ■ 41 General and Keyboard Clerks
- ■ 42 Customer Services Clerks
- ■ 51 Personal Services Workers
- ■ 52 Sales Workers
- ■ 53 Personal Care Workers
- ■ 61 Market-oriented Skilled Agricultural Workers
- ■ 62 Market-oriented Skilled Forestry, Fishery and Hunting Workers
- ■ 71 Building and Related Trades Workers (excluding Electricians)
- ■ 72 Metal, Machinery and Related Trades Workers
- ■ 73 Handicraft and Printing Workers
- ■ 74 Electrical and Electronic Trades Workers
- ■ 75 Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers
- ■ 81 Stationary Plant and Machine Operators
- ■ 82 Assemblers
- ■ 91 Cleaners and Helpers
- ■ 92 Agricultural, Forestry and Fishery Labourers
- ■ 93 Labourers in Mining, Construction, Manufacturing and Transport
- ■ 94 Food Preparation Assistants
- ■ 95 Street and Related Sales and Services Workers
- ■ 96 Refuse Workers and Other Elementary Workers
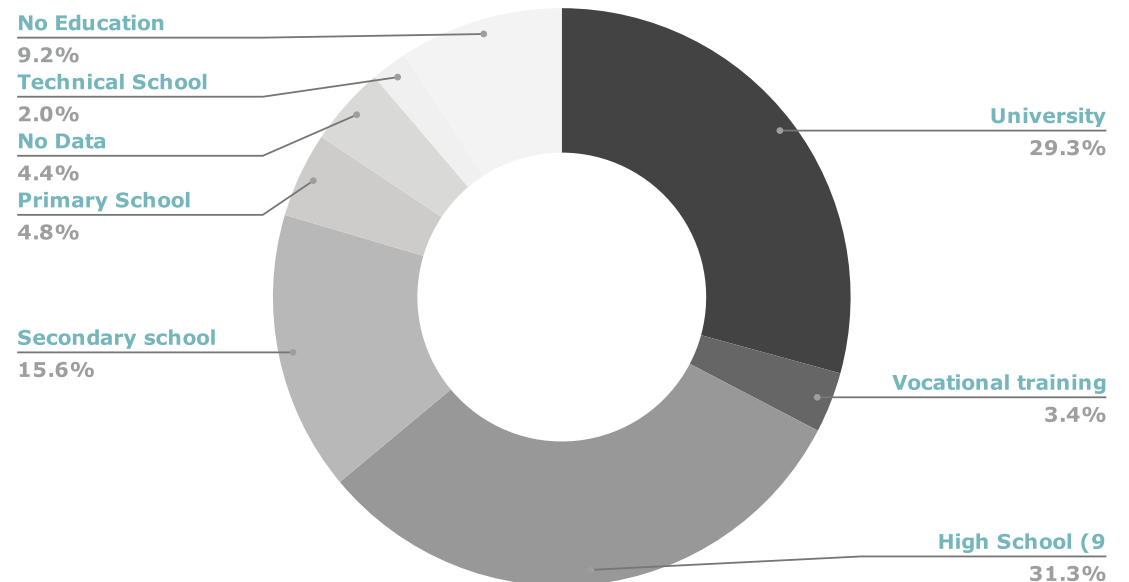- ■ XX Professions not classified to the above categories

Step B

Generated Information
on workforce supply

Applicability expresses the combinational information between Professional experience/Educational background and formal education level.

The 1st Pie chart depicts AstroLab's beneficiaries' professional experience and their educational background presented into 2 digit profession.

non
14.4%
42.Customer Services Clerks
0.3%
94.Food Preparation Assistants
0.7%
23.Teaching Professionals
1.6%
53.Personal Care Workers
0.3%
91.Cleaners and Helpers
3.0%
81.Stationary Plant and Machine
0.7%
42.Customer Service Clerks
0.7%
43.Numerical and Material
1.3%
71.Building and Related Trades
7.5%

93.Labourers in Mining,
4.3%
25.Information and
3.3%
83.Drivers and Mobile Plant
2.3%
24.Business and Administration
4.3%
92.Agricultural, Forestry and
6.9%

31.Science and Engineering
4.3%
21.Science and Engineering
11.1%

26.Legal, Social and Cultural
10.2%

32.Health Associate
2.6%
41.General and Keyboard Clerks
1.3%

51.Personal Services Workers
6.2%

75.Food Processing,
9.5%
34.Legal, Social, Cultural and
0.3%
52.Sales Workers
3.0%

The 2nd Pie chart depicts AstroLab's beneficiaries' general education level received, as stated by them, in the skill assessment that AstroLab conducted.

No Education
9.2%
Technical School
2.0%
No Data
4.4%
Primary School
4.8%

Secondary school
15.6%

University
29.3%

Vocational training
3.4%

High School (9
31.3%

**Evolution of the Employability per Occupation and the Applicability to workforce supply
from Astrolab's Pool of Beneficiaries (2-digit ISCO-08).**

A/A	ISCO-08 CODES	Professions	2013	2014	2015	2016	2017	Dynamism/ percentage change from 2013 to 2017	Applicability / Related to the beneficiary pool Supply
		TOTAL EMPLOYMENT (EXCLUDING ARMED FORCES OCCUPATIONS)	3,513	3,536	3,611	3,674	3,753		
1	11	Chief Executives, Senior Officials and Legislators	3.20	2.60	3.10	5.50	4.50	40.63%	LOW
2	12	Administrative and Commercial Managers	27.80	19.90	13.00	9.30	9.90	-64.39%	LOW
3	13	Production and Specialized Services Managers	41.30	32.80	25.20	24.00	27.80	-32.69%	LOW
4	14	Hospitality, Retail and Other Services Managers	106.00	78.60	72.10	60.40	50.50	-52.36%	LOW
5	21	Science and Engineering Professionals	116.00	112.10	107.10	118.30	121.00	4.31%	MEDIUM
6	22	Health Professionals	101.30	100.70	105.00	112.70	114.50	13.03%	LOW
7	23	Teaching Professionals	236.60	240.00	245.50	246.30	246.00	3.97%	MEDIUM
8	24	Business and Administration Professionals	105.50	103.20	98.70	107.90	112.90	7.01%	MEDIUM
9	25	Information and Communications Technology Professionals	22.40	14.70	11.90	13.90	22.20	0.89%	MEDIUM
10	26	Legal, Social and Cultural Professionals	102.60	94.90	101.60	109.10	112.70	9.84%	MEDIUM
11	31	Science and Engineering Associate Professionals	45.40	45.80	54.80	50.20	43.30	-4.63%	LOW
12	32	Health Associate Professionals	59.00	61.10	66.80	61.40	67.30	14.07%	LOW
13	33	Business and Administration Associate Professionals	125.80	129.60	129.80	134.80	129.60	3.02%	LOW
14	34	Legal, Social, Cultural and Related Associate Professionals	27.30	32.00	28.20	32.30	32.90	20.51%	MEDIUM
15	35	Information and Communications Technicians	13.30	13.80	15.20	20.50	24.30	82.71%	MEDIUM
16	41	General and Keyboard Clerks	149.30	165.40	189.90	201.00	217.50	45.68%	MEDIUM
17	42	Customer Services Clerks	81.10	80.10	89.60	91.90	93.90	15.78%	HIGH
18	43	Numerical and Material Recording Clerks	64.10	58.00	62.60	55.90	57.60	-10.14%	LOW
19	44	Other Clerical Support Workers	49.10	40.70	36.00	34.00	30.60	-37.68%	LOW
20	51	Personal Services Workers	220.30	253.70	273.70	285.20	279.50	26.87%	HIGH
21	52	Sales Workers	394.90	417.80	468.60	473.60	479.90	21.52%	HIGH
22	53	Personal Care Workers	23.90	23.80	24.70	24.80	29.50	23.43%	HIGH
23	54	Protective Services Workers	82.70	85.30	88.00	90.20	94.60	14.39%	LOW
24	61	Market-oriented Skilled Agricultural Workers	437.10	434.10	418.10	405.40	410.90	-5.99%	HIGH
25	62	Market-oriented Skilled Forestry, Fishery and Hunting Workers	16.10	16.50	14.00	12.40	9.30	-42.24%	HIGH
26	71	Building and Related Trades Workers (excluding Electricians)	115.00	106.00	102.70	104.00	100.00	-13.04%	HIGH
27	72	Metal, Machinery and Related Trades Workers	85.60	87.40	89.40	83.70	86.90	1.52%	MEDIUM
28	73	Handicraft and Printing Workers	16.50	16.20	16.10	16.60	18.30	10.91%	HIGH
29	74	Electrical and Electronic Trades Workers	61.80	60.20	54.60	57.70	59.0	-4.53%	MEDIUM
30	75	Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers	72.00	79.20	82.80	91.60	87.80	21.94%	HIGH
31	81	Stationary Plant and Machine Operators	51.10	54.70	47.50	48.10	54.80	7.24%	MEDIUM
32	82	Assemblers	4.60	4.20	2.70	2.20	2.40	-47.83%	HIGH
33	83	Drivers and Mobile Plant Operators	163.20	165.40	157.50	169.10	184.30	12.93%	LOW
34	91	Cleaners and Helpers	120.20	121.00	117.10	116.70	113.90	-5.24%	HIGH
35	92	Agricultural, Forestry and Fishery Labourers	24.60	27.90	30.20	31.80	30.80	25.20%	HIGH
36	93	Labourers in Mining, Construction, Manufacturing and Transport	45.60	55.40	59.00	59.90	65.00	42.54%	HIGH
37	94	Food Preparation Assistants	8.20	10.60	16.20	17.60	24.90	203.66%	HIGH
38	95	Street and Related Sales and Services Workers	0.80	1.10	1.20	2.00	2.70	237.50%	HIGH
39	96	Refuse Workers and Other Elementary Workers	29.50	31.20	33.30	29.00	33.60	13.90%	HIGH
X	XX	Professions not classified to the above categories	62.30	58.50	57.30	62.80	65.50	5.14%	HIGH

Rate of applicability of AstroLab's beneficiaries pool to each-one of the 40 two-digit categories of Occupations per ISCO-08.

17 professions showcase HIGH applicability, other
11 professions are applicable in MEDIUM level while
the remaining 12 professions demonstrate LOW applicability

11	Chief Executives, Senior Officials and Legislators	1
12	Administrative and Commercial Managers	1
13	Production and Specialized Services Managers	1
14	Hospitality, Retail and Other Services Managers	1
21	Science and Engineering Professionals	2
22	Health Professionals	1
23	Teaching Professionals	2
24	Business and Administration Professionals	2
25	Information and Communications Technology Professionals	2
26	Legal, Social and Cultural Professionals	2
31	Science and Engineering Associate Professionals	1
32	Health Associate Professionals	1
33	Business and Administration Associate Professionals	1
34	Legal, Social, Cultural and Related Associate Professionals	2
35	Information and Communications Technicians	2
41	General and Keyboard Clerks	2
42	Customer Services Clerks	3
43	Numerical and Material Recording Clerks	1
44	Other Clerical Support Workers	1
51	Personal Services Workers	3
52	Sales Workers	3

Note:

The rating of 1 up to 3 depicts the categorization of Applicability into:

1=LOW

2=MEDIUM

3=HIGH

Code	Occupation	Rating
53	Personal Care Workers	3
54	Protective Services Workers	1
61	Market - oriented Skilled Agricultural Workers	3
62	Market - oriented Skilled Forestry, Fishery and Hunting Workers	3
71	Building and Related Trades Workers (excluding Electricians)	3
72	Metal, Machinery and Related Trades Workers	2
73	Handicraft and Printing Workers	3
74	Electrical and Electronic Trades Workers	2
75	Food Processing, Woodworking, Garment and Other Craft and …	3
81	Stationary Plant and Machine Operators	2
82	Assemblers	3
83	Drivers and Mobile Plant Operators	1
91	Cleaners and Helpers	3
92	Agricultural, Forestry and Fishery Labourers	3
93	Labourers in Mining, Construction, Manufacturing and Transport	3
94	Food Preparation Assistants	3
95	Street and Related Sales and Services Workers	3
96	Refuse Workers and Other Elementary Workers	3
XX	Professions not classified to the above categories	3

Note:

The rating of 1 up to 3 depicts the categorization of Applicability into:

1=LOW

2=MEDIUM

3=HIGH

HIGH APPLICABILITY

17
professions

2013 - 2017. Evolution of the Employees' Number per - 2 digit category (ISCO-08)
Occupations of HIGH applicability to AstroLab's pool of beneficiaries
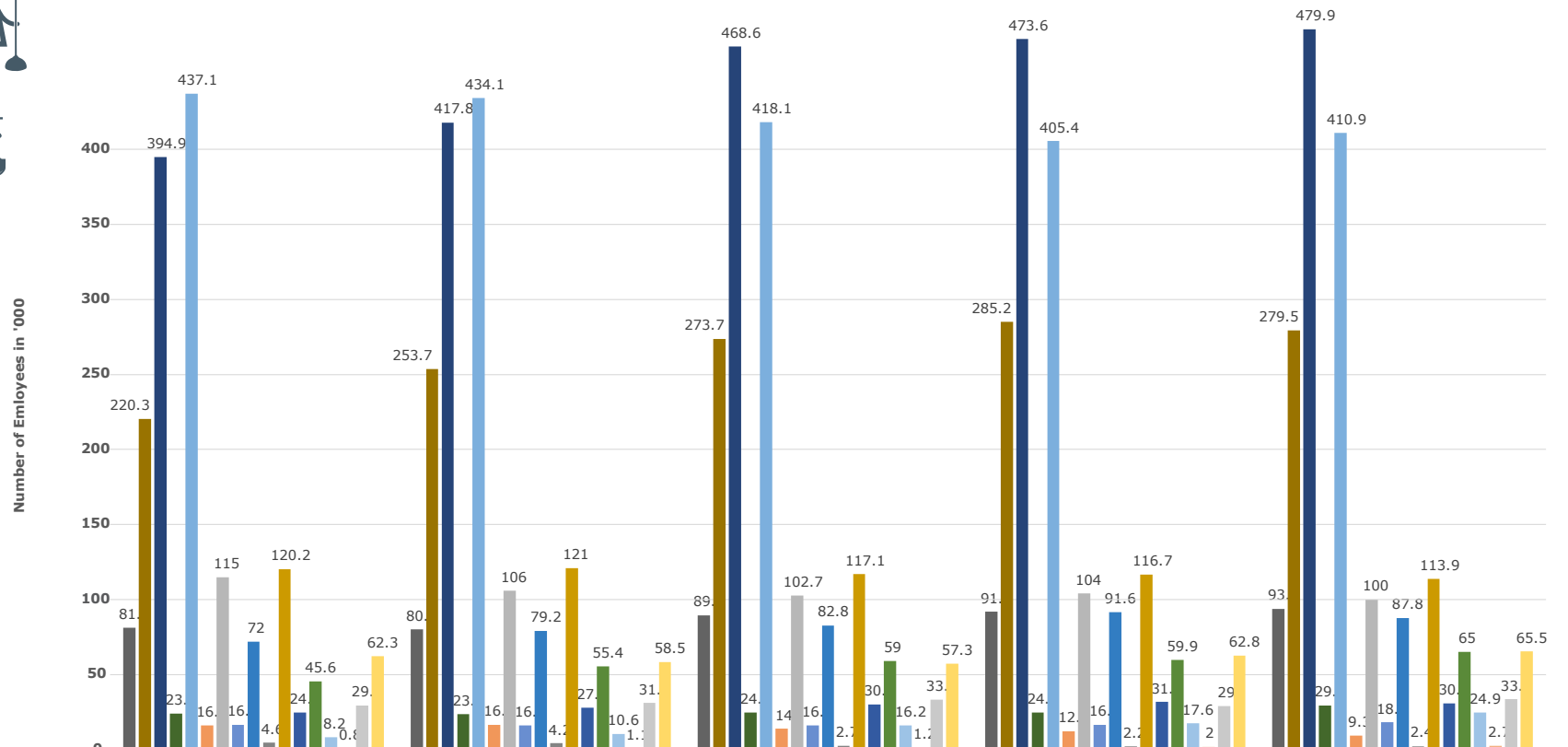
|	2013	2014	2015	2016	2017
42 Customer Services Clerks	81.1	80.1	89.6	91.9	93.9
51 Personal Services Workers	220.3	253.7	273.7	285.2	279.5
52 Sales Workers	394.9	417.8	468.6	473.6	479.9
53 Personal Care Workers	23.9	23.8	24.7	24.8	29.5
61 Market-oriented Skilled Agricultural Workers	437.1	434.1	418.1	405.4	410.9
62 Market-oriented Skilled Forestry, Fishery and Hunting Workers	16.1	16.5	14	12.4	9.3
71 Building and Related Trades Workers (excluding Electricians)	115	106	102.7	104	100
73 Handicraft and Printing Workers	16.5	16.2	16.1	16.6	18.3
75 Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers	72	79.2	82.8	91.6	87.8
82 Assemblers	4.6	4.2	2.7	2.2	2.4
91 Cleaners and Helpers	120.2	121	117.1	116.7	113.9
92 Agricultural, Forestry and Fishery Labourers	24.6	27.9	30.2	31.8	30.8
93 Labourers in Mining, Construction, Manufacturing and Transport	45.6	55.4	59	59.9	65
94 Food Preparation Assistants	8.2	10.6	16.2	17.6	24.9
95 Street and Related Sales and Services Workers	0.8	1.1	1.2	2	2.7
96 Refuse Workers and Other Elementary Workers	29.5	31.2	33.3	29	33.6
XX Professions not classified to the above categories	62.3	58.5	57.3	62.8	65.5

MEDIUM APPLICABILITY

11 professions

2013 - 2017. Evolution of the Employees' Number per 2 digit category (ISCO-08)
Occupations of MEDIUM applicability to Astrolab's pool of beneficiaries
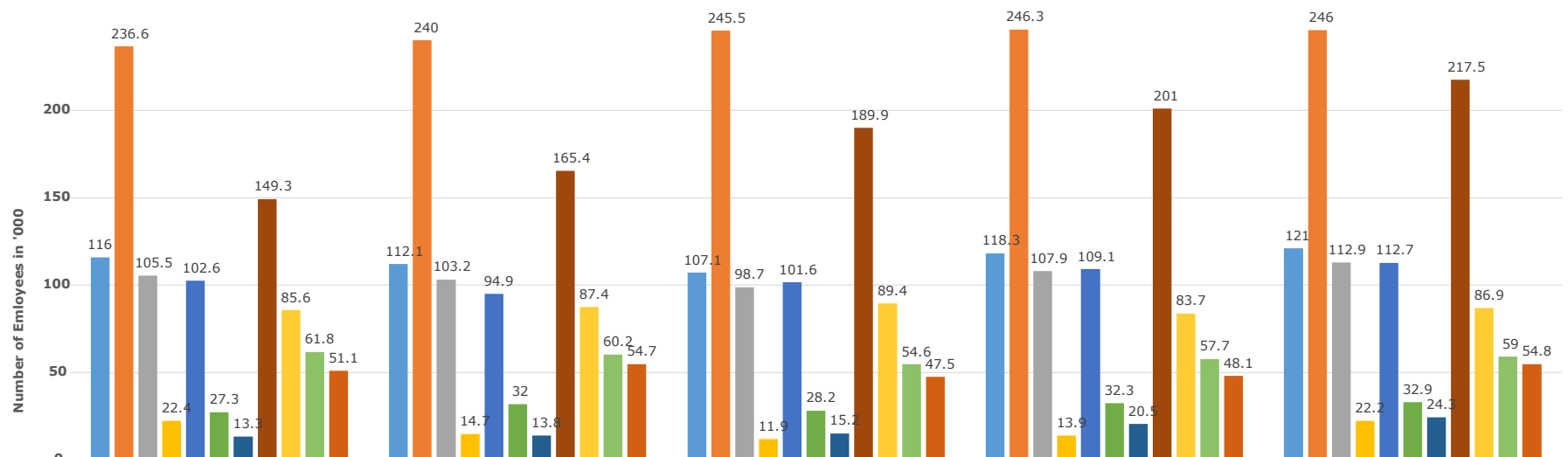
	2013	2014	2015	2016	2017
21 Science and Engineering Professionals	116	112.1	107.1	118.3	121
23 Teaching Professionals	236.6	240	245.5	246.3	246
24 Business and Administration Professionals	105.5	103.2	98.7	107.9	112.9
25 Information and Communications Technology Professionals	22.4	14.7	11.9	13.9	22.2
26 Legal, Social and Cultural Professionals	102.6	94.9	101.6	109.1	112.7
34 Legal, Social, Cultural and Related Associate Professionals	27.3	32	28.2	32.3	32.9
35 Information and Communications Technicians	13.3	13.8	15.2	20.5	24.3
41 General and Keyboard Clerks	149.3	165.4	189.9	201	217.5
72 Metal, Machinery and Related Trades Workers	85.6	87.4	89.4	83.7	86.9
74 Electrical and Electronic Trades Workers	61.8	60.2	54.6	57.7	59
81 Stationary Plant and Machine Operators	51.1	54.7	47.5	48.1	54.8

LOW APPLICABILITY

17
professions

2013 - 2017. Evolution of the Employees' Number per 2 - digit category (ISCO-08)
Occupations of LOW applicability to AstroLab's pool of beneficiaries
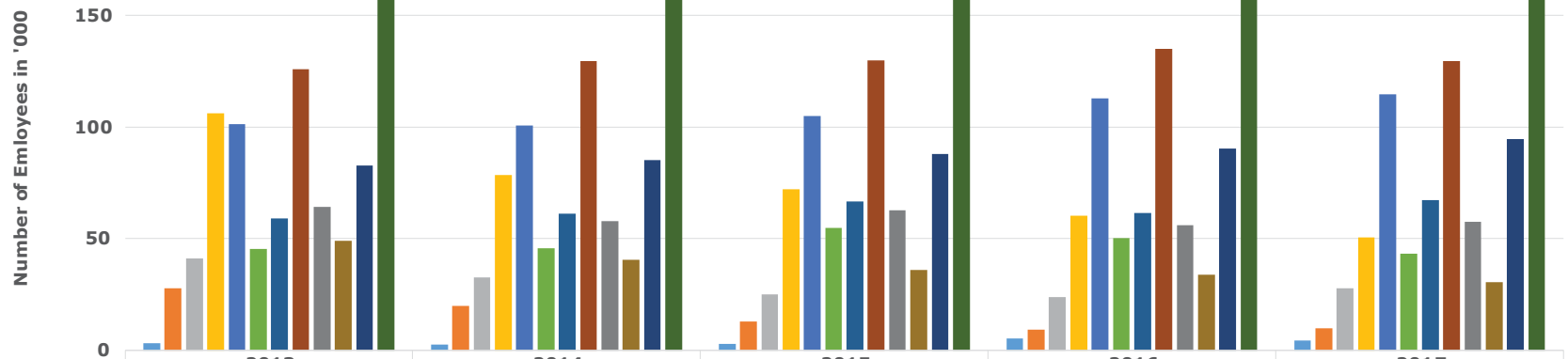
	2013	2014	2015	2016	2017
11 Chief Executives, Senior Officials and Legislators	3.22	.6	3.15	.5	4.5
12 Administrative and Commercial Managers	27.8	19.9	13	9.39	.9
13 Production and Specialized Services Managers	41.3	32.8	25.2	24	27.8
14 Hospitality, Retail and Other Services Managers	1067	8.67	2.16	0.45	0.5
22 Health Professionals	101.3	100.7	105	112.7	114.5
31 Science and Engineering Associate Professionals	45.4	45.8	54.8	50.2	43.3
32 Health Associate Professionals	59	61.1	66.8	61.4	67.3
33 Business and Administration Associate Professionals	125.8	129.6	129.8	134.8	129.6
43 Numerical and Material Recording Clerks	64.1	58	62.6	55.9	57.6
44 Other Clerical Support Workers	49.1	40.7	36	34	30.6
54 Protective Services Workers	82.7	85.3	88	90.2	94.6
83 Drivers and Mobile Plant Operators	163.2	165.4	157.5	169.1	184.3

Overall, Astrolab's spectrum of activity: vocational training programs & job matching could cover Occupations representing about 78% of the total labour force.

HIGH APPLICABILITY

49%

LOW APPLICABILITY

non applicable

TOTAL LABOUR FORCE

MEDIUM APPLICABILITY

29%
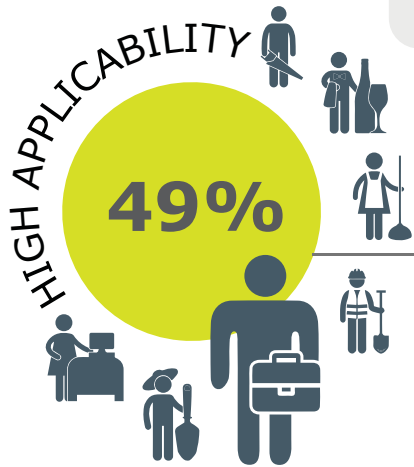
From the 28 Occupations of HIGH & MEDIUM applicability to AstroLab's pool of beneficiaries,

The 17 Occupations of HIGH applicability for AstroLab's beneficiaries pool, represent 49% of the total labor force in Greece (2017 data).

42. Customer Services Clerks, 75. Food - Woodworking and other craft workers, 94. Food preparation assistants) while representing a lower part of the total labor force, they are showing important rates of dynamism.

41. General and Keyboard Clerks, 51. Personal Services Workers & 52. Sales Workers represent an important part of the total labor force (between 6% & 13%), while at the same time are showing an important rate of dynamism (over 20% during the last 5 years)
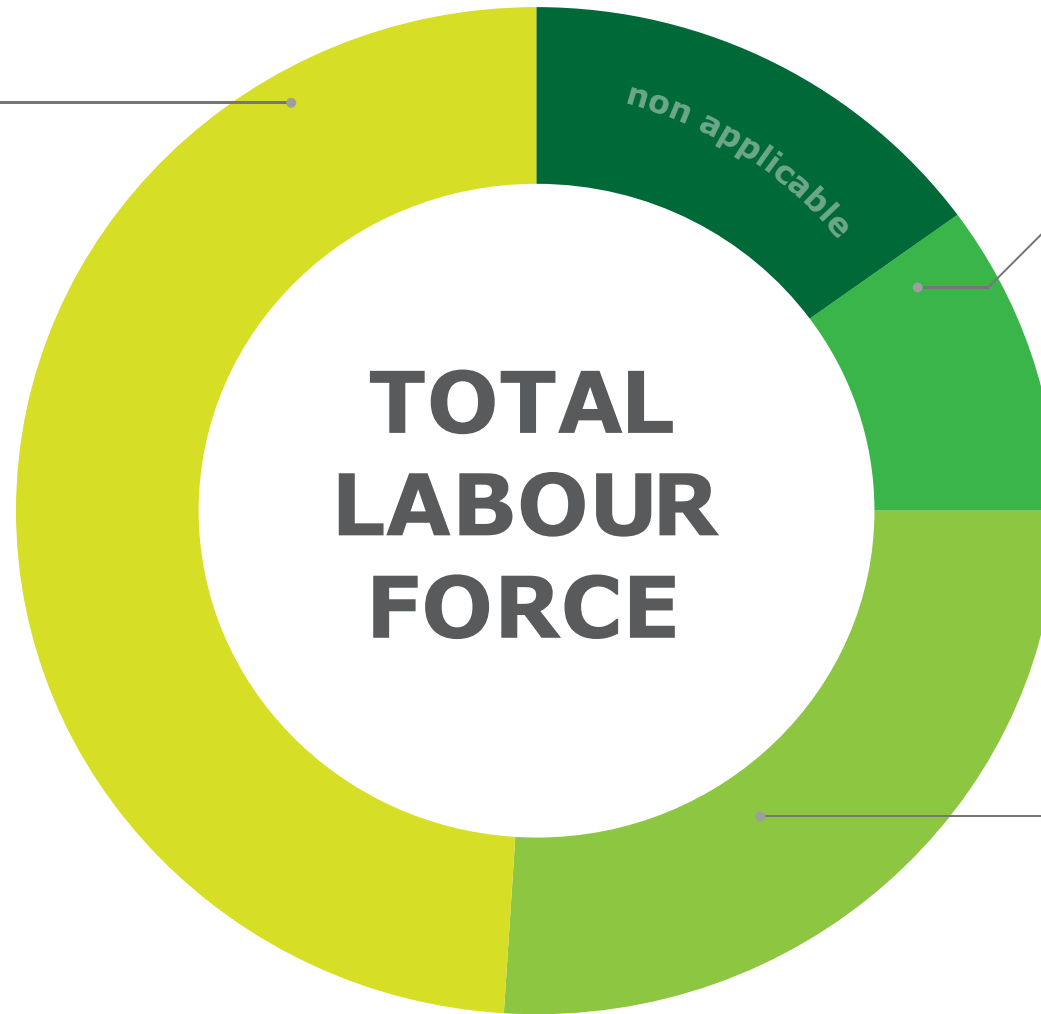
Low Applicablity professions are excluded. (please follow p.21)
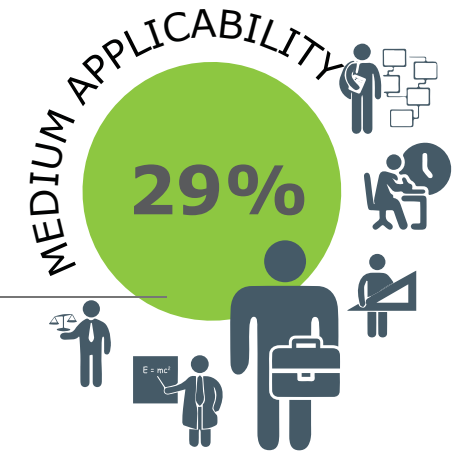
The 11 Occupations of MEDIUM applicability for Astrolab's beneficiaries pool, represent 29% of the total labor force in Greece (2017 data).

Step C

Intersection of information

During the research process, filters that could focus our data analysis on the aspects of interest were of essence for retrieving relevant results according to a set a variable information that needed to be combined.

Following a sequential filtering process we reached an outcome that could both indicate and justifying the choices made as far as it concerns the activities of the organization.

The implementation of filters was related to profession dynamism, applicability of human dynamic supply (AstroLab's beneficiary pool), related offerings/ services by other organizations as well as expertise, resources, constraints and realistic potential of Odyssea.

Filter 1

Filter 1 Combines the information of the categories:
-Employability status in Greece of each ISCO 2-digit occupation (independent source)
-Dynamism of each occupation (as evaluated through the growth registered from 2013-2017) (independent source)
-Applicability of each ISCO 2-digit occupation to the beneficiary pool of AstroLab (Internal source).

To use this filter we create a formula that is using a logical operation with more than one conditions referring to the above data. The goal is to limit the ISCO 2-digit occupation list to the ones that have capacity in terms of employment (either by creating new job positions or by the statistic possibility of replacement job offering related to the amount of already employed individuals) and at the same time have Medium of Large applicability to AstroLab 's beneficiary pools.

Filter 2

Filter 2 refers only to the positive results of Filter 1 (stated as: "Applicable") and it combines the information/data of the following categories:
-Desirable outcomes in short term training course (Internal source)
-Best fit with AstroLab's expertise and capacity (Internal source)

To use this filter we generate a formula that is using a logical operation with one condition referring to the above data so as to result to the categorization of the selected (through Filter 1) ISCO 2-digit professions into 2 distinct groups that reflect the activities of AstroLab with which each profession could be linked.

Filter 3

Filter 3 takes into consideration the applicability of the ISCO 3-digit professions (belonging to the selected from filter 1 ISCO 2-digit professions) to the expertise and capacities of AstroLab. From each 2-digit category we select those 3-digit professions that align best to AstroLab's competence for both education and job matching activities.

Presentation of the professions ID selected according to specific criteria (column K - N)

A/A	Labor Force Survey	Professions	2017	Dynamism/ percentage change from 2013 to 2017	Applicability / Related to AstroLab's the beneficiary pool Supply	Threshold vs Applicability	Desirable outcomes in short term training course *	Best fit with AstroLab's expertise and capacity *	Could do Education Training or Job Matching
		Σύνολο	3,753						
1	11	Chief Executives, Senior Officials and Legislators	4.50	40.63%	LOW	N/A *			
2	12	Administrative and Commercial Managers	9.90	-64.39%	LOW	N/A			
3	13	Production and Specialized Services Managers	27.80	-32.69%	LOW	N/A			
4	14	Hospitality, Retail and Other Services Managers	50.50	-52.36%	LOW	N/A			
5	21	Science and Engineering Professionals	121.00	4.31%	MEDIUM	A **	YES	YES	EDUCATION
6	22	Health Professionals	114.50	13.03%	LOW	N/A			
7	23	Teaching Professionals	246.00	3.97%	MEDIUM	A	NO	NO	LIVELIHOODS
8	24	Business and Administration Professionals	112.90	7.01%	MEDIUM	A	YES	YES	EDUCATION
9	25	Information and Communications Technology Professionals	22.20	-0.89%	MEDIUM	A	YES	YES	EDUCATION
10	26	Legal, Social and Cultural Professionals	112.70	9.84%	MEDIUM	A	YES	YES	EDUCATION
11	31	Science and Engineering Associate Professionals	43.30	-4.63%	LOW	N/A			
12	32	Health Associate Professionals	67.30	14.07%	LOW	N/A			
13	33	Business and Administration Associate Professionals	129.60	3.02%	LOW	N/A			
14	34	Legal, Social, Cultural and Related Associate Professionals	32.90	20.51%	MEDIUM	A	YES	YES	EDUCATION
15	35	Information and Communications Technicians	24.30	82.71%	MEDIUM	A	YES	NO	LIVELIHOODS
16	41	General and Keyboard Clerks	217.50	45.68%	MEDIUM	A	YES	YES	EDUCATION
17	42	Customer Services Clerks	93.90	15.78%	HIGH	A	YES	NO	LIVELIHOODS
18	43	Numerical and Material Recording Clerks	57.60	-10.14%	LOW	N/A			
19	44	Other Clerical Support Workers	30.60	-37.68%	LOW	N/A			
20	51	Personal Services Workers	279.50	26.87%	HIGH	A	YES	YES	EDUCATION
21	52	Sales Workers	479.90	21.52%	HIGH	A	YES	NO	LIVELIHOODS
22	53	Personal Care Workers	29.50	23.43%	HIGH	A	YES	NO	LIVELIHOODS
23	54	Protective Services Workers	94.60	14.39%	LOW	N/A			
24	61	Market-oriented Skilled Agricultural Workers	410.90	-5.99%	HIGH	A	NO	NO	LIVELIHOODS
25	62	Market-oriented Skilled Forestry, Fishery and Hunting Workers	9.30	-42.24%	HIGH	N/A			
26	71	Building and Related Trades Workers (excluding Electricians)	100.00	-13.04%	HIGH	A	YES	YES	EDUCATION
27	72	Metal, Machinery and Related Trades Workers	86.90	1.52%	MEDIUM	A	YES	NO	LIVELIHOODS
28	73	Handicraft and Printing Workers	18.30	10.91%	HIGH	A	YES	NO	LIVELIHOODS
29	74	Electrical and Electronic Trades Workers	59.00	-4.53%	MEDIUM	A	YES	NO	LIVELIHOODS
30	75	Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers	87.80	21.94%	HIGH	A	YES	YES	EDUCATION
31	81	Stationary Plant and Machine Operators	54.80	7.24%	MEDIUM	A	YES	YES	EDUCATION
32	82	Assemblers	2.40	-47.83%	HIGH	N/A			
33	83	Drivers and Mobile Plant Operators	184.30	12.93%	LOW	N/A			
34	91	Cleaners and Helpers	113.90	-5.24%	HIGH	A	YES	NO	LIVELIHOODS
35	92	Agricultural, Forestry and Fishery Labourers	30.80	25.20%	HIGH	A	YES	NO	LIVELIHOODS
36	93	Labourers in Mining, Construction, Manufacturing and Transport	65.00	42.54%	HIGH	A	NO	YES	LIVELIHOODS
37	94	Food Preparation Assistants	24.90	203.66%	HIGH	A	YES	YES	EDUCATION
38	95	Street and Related Sales and Services Workers	2.70	237.50%	HIGH	A	YES	NO	LIVELIHOODS
39	96	Refuse Workers and Other Elementary Workers	33.60	13.90%	HIGH	A	YES	NO	LIVELIHOODS
X	XX	Professions not classified to the above categories	65.50	5.14%	HIGH	A	YES	NO	LIVELIHOODS

*Note: *N/A = non applicable, **A=applicable*

TOTAL SAMPLE : 288 APPLICANTS

In order to present the juxtaposition between the Educational level of AstroLab Beneficiaries and the Relevant Occupations of 2-digit (ISCO-08) categorization, we created the below listing which specifies:

1. Which of the Occupation fields selected to be subject of possible trainings (refer to p.19), best apply to each educational level of the beneficiaries.

2. Which of the Occupation fields could be approached through job counseling and preparation activities assistance to beneficiaries, since those are the ones that best apply to their educational level.

*please refer to the 1st chart p. 11

Level of Education	University		85 ppl	29.50%

Odyssea Activity	EDUCATION	JOB MATCHING

Occupations 2Digit Category		
21 Science and Engineering Professionals	23 Teaching Professionals
24 Business and Administration Professionals	42 Customer Services Clerks
25 Information and Communications Technology Professionals	52 Sales Workers
34 Legal, Social, Cultural and Related Associate Professionals	

Level of Education	Secondary School		43 ppl	14.90%

Odyssea Activity	EDUCATION	JOB MATCHING

Occupations 2Digit Category		
41 General and Keyboard Clerks	41 General and Keyboard Clerks
42 Customer Services Clerks	51 Personal Care Workers
51 Personal Care Workers	52 Sales Workers
71 Building and Related Trades Workers (excluding Electricians)	75 Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers
75 Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers	93 Labourers in Mining, Construction, Manufacturing and Transport
94 Food Preparation Assistants	
81 Stationary Plant and Machine Operators	
26 Legal, Social and Cultural Professionals	

Level of Education	High School		91 ppl	31.60%

Odyssea Activity	EDUCATION	JOB MATCHING

Occupations 2Digit Category		
51 Personal Services Workers	41 General and Keyboard Clerks
71 Building and Related Trades Workers (excluding Electricians)	53 Personal Care Workers
75 Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers	71 Building and Related Trades Workers (excluding Electricians)
81 Stationary Plant and Machine Operators	75 Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers
94 Food Preparation Assistants	81 Stationary Plant and Machine Operators
	93 Labourers in Mining, Construction, Manufacturing and Transport

Level of Education	No Education / Primary School / Vocational training		69 ppl	24.00%

Odyssea Activity	EDUCATION	JOB MATCHING

Occupations 2Digit Category		
71 Building and Related Trades Workers (excluding Electricians)	53 Personal Care Workers
75 Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers	71 Building and Related Trades Workers (excluding Electricians)
94 Food Preparation Assistants	91 Cleaners and Helpers
	92 Agricultural, Forestry and Fishery Labourers
	93 Labourers in Mining, Construction, Manufacturing and Transport

Notes:
Note 1 The above listing specifies which of the occupations fields selected as possible educations (see tab "Selection Criteria"), **apply best to each educational level of the beneficiaries**
Note 2 The above listing specifies which of the occupations fields, that could be approached through a **job matching activity by Odyssea, apply best to each educational level of the beneficiaries**

In the following steps we depict the Occupations (at 3-digit analysis ISCO-08) for which AstroLab's actual activities on Vocational Training and potentials in Job Matching are of major relevance. In these Occupations about 44% of the country's total workforce is employed (i.e. more than 1.65 mio working places out of the total 3.75 mio in 2017).

(table continuation page 26)

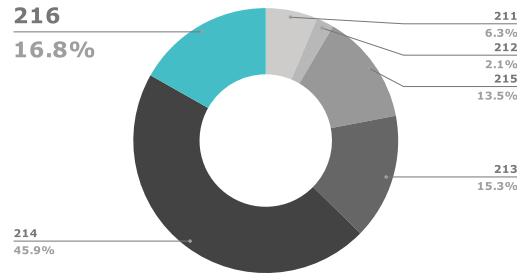| A/A	Labor Force Survey	Professions	Employability					Note 1: Dynamism / percentage change from 2013 to 2017	Note 11: Applicability / Related to the beneficiary pool Supply	Dynamism	
			2013	2014	2015	2016	2017				
1	**21**	**Science and Engineering Professionals**	**116**	**112**	**107**	**118**	**121**	**4.31%**	**MEDIUM**		
		211 Natural and earth sciences professionals					8			LOW	
		212 Mathematicians, Actuaries and Statisticians					3			LOW	
		215 Electrotechnical engineers					16			LOW	
		213 Life Sciences professionals					18			LOW	
		214 Engineers (excluding electrotechnicians)					55			LOW	
		216 Architects, topographers, urban planners and designers					20			LOW	**Note 3:**
2	**23**	**Teaching Professionals**	**237**	**240**	**246**	**246**	**246**	**3.97%**	**MEDIUM**		
		231 Teaching staff of higher educational institutes					12			LOW	
		232 Vocational training teachers					12			LOW	
		233 Secondary education teachers					80			LOW	
		234 Primary school teachers and kindergarten teachers					86			LOW	
		235 Other educators					57			LOW	
3	**24**	**Business and Administration Professionals**	**106**	**103**	**99**	**108**	**113**	**7.01%**	**MEDIUM**		
		241 Professionals in the financial sector					78			LOW	
		242 Administration professionals					21			LOW	
		243 Sales, market research and public relations professionals					14			LOW	
4	**25**	**Information and Communications Technology Professionals**	**22**	**15**	**12**	**14**	**22**	**-0.89%**	**MEDIUM**		**Note 4:**
		251 Software and application designers and analysts					19			LOW	
		252 Database and Network Professionals					3			LOW	
5	**26**	**Legal, Social and Cultural Professionals**	**103**	**95**	**102**	**109**	**113**	**9.84%**	**MEDIUM**		
		261 Legal Professionals					48			LOW	
		262 Librarians, Archivists and Curators					1			LOW	
		263 Social and Religious Professionals					30			LOW	
		264 Authors, Journalists and Linguists					19			LOW	
		265 Creative and Performing Artists					14			LOW	
6	**34**	**Legal, Social, Cultural and Related Associate Professionals**	**27**	**32**	**28**	**32**	**33**	**20.51%**	**MEDIUM**		**Note 5:**
		341 Professionals in the legal, social and religious sectors					6			LOW	
		342 Employees in the sports and physical education fields					16			MEDIUM	
		343 Arts and culture professionals					11			LOW	

*all notes are refered to p.30

The pie charts besides depicts an analysis of the profession selected (into 3digts) for both educational and livelihood purposes. Those professions are as follow:
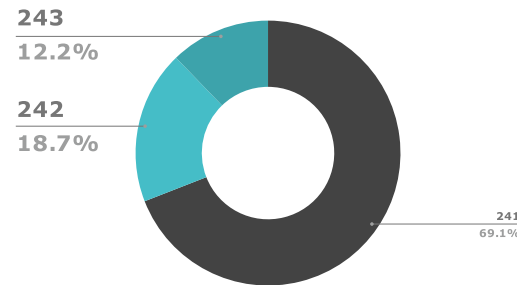
21. Science & Engineering Professionals

216 Architects, topographers, urban planners and designers

216
16.8%

211
6.3%
212
2.1%
215
13.5%

213
15.3%

214
45.9%

23. Teaching Professionals

235 Other educators

234 Primary school teachers and kindergarten teachers

235
23.0%

234
35.0%

231
4.8%
232
4.7%

233
32.5%

24. Business and Administration Professionals Professionals

242 Administration professionals

243 Sales, market research and public relations professionals

243
12.2%

242
18.7%

241
69.1%

25. Information and Communications Technology

252 Administration professionals

252
13.6%

251
86.4%

26. Legal, Social and Cultural Professionals

265 Creative and Performing Artists

265
12.3%

264
17.1%

261
42.5%

263
26.8%

262
1.3%

34. Legal, Social, Cultural and Related Associate Professionals

343 Sales, market research and public relations professionals

343
33.3%

341
33.3%

342
33.3%

● educational

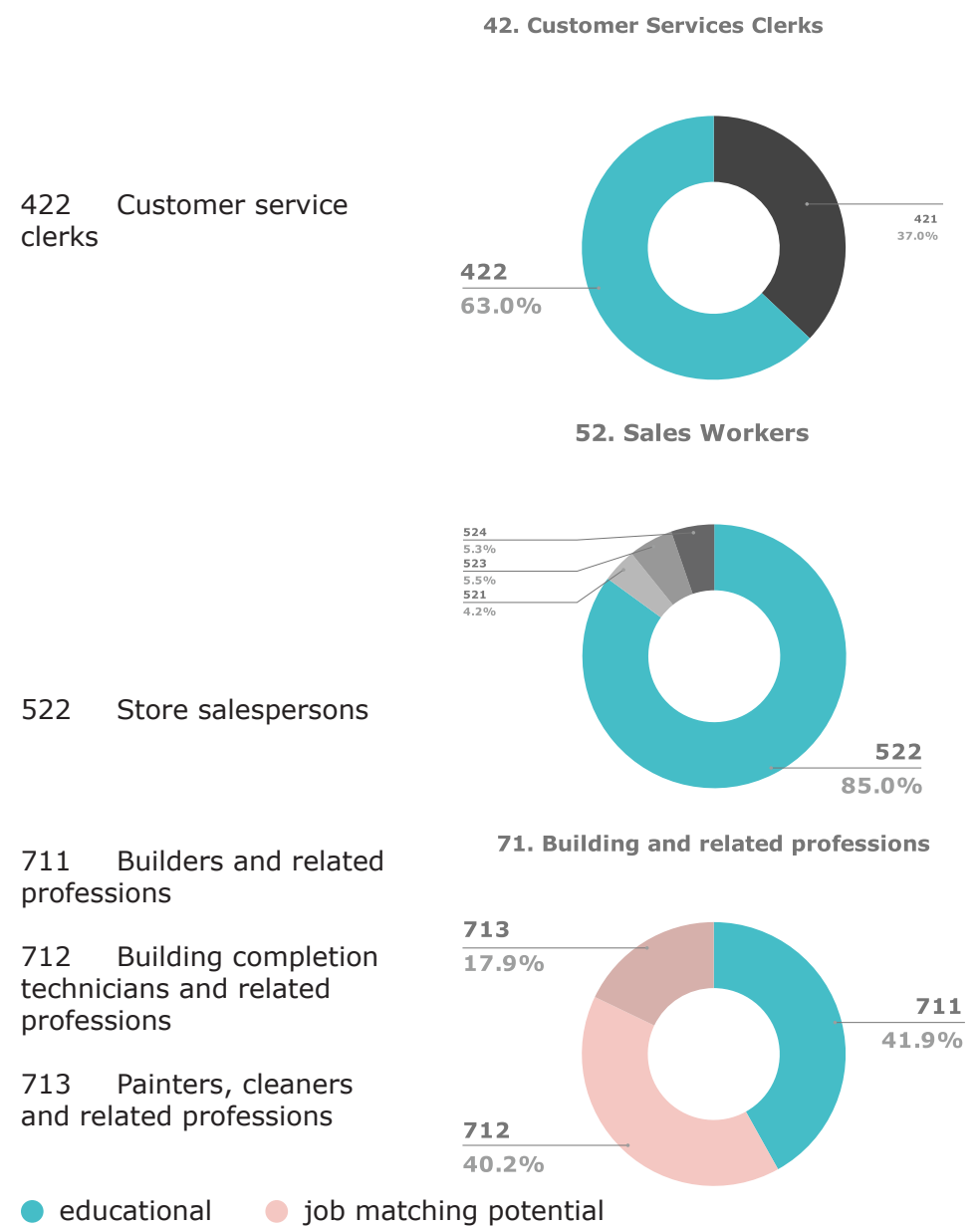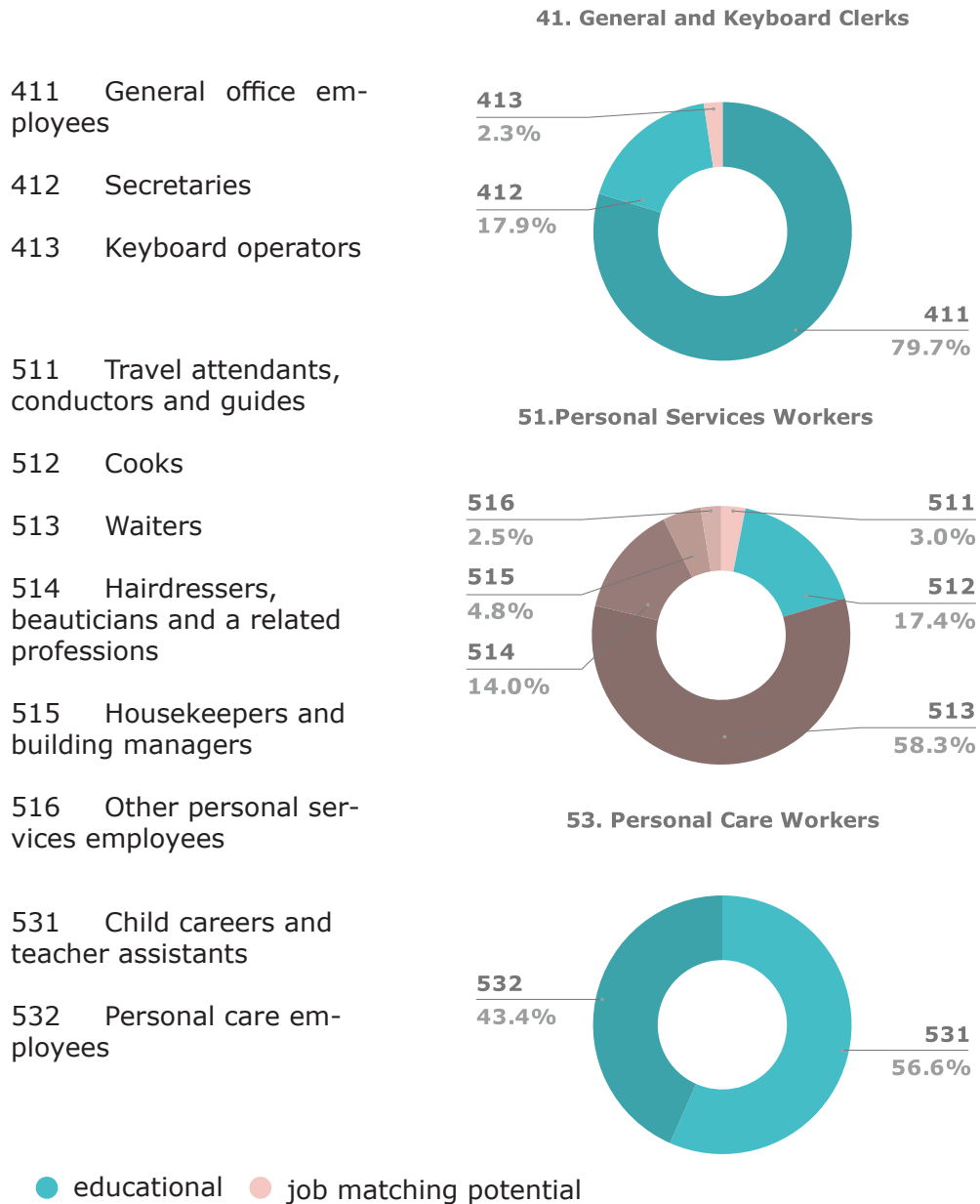● educational   ● job matching potential

In the following steps we depict the Occupations (at 3-digit analysis ISCO-08) for which AstroLab's actual activities on Vocational Training and potentials in Job Matching are of major relevance. In these Occupations about 44% of the country's total workforce is employed (i.e. more than 1.65 mio working places out of the total 3.75 mio in 2017).

A/A	Labor Force Survey	Professions	2013	2014	2015	2016	2017	Dynamism / percentage change from 2013 to 2017	Applicability / Related to the beneficiary pool Supply	Dynamism	
					Employability						
7	**41**	**General and Keyboard Clerks**	**149**	**165**	**190**	**201**	**218**	**45.68%**	**MEDIUM**		
	411	General office employees					173			HIGH	
	412	Secretaries					39			LOW	
	413	Keyboard operators					5			LOW	**Note 7:**
8	**42**	**Customer Services Clerks**	**81**	**80**	**90**	**92**	**94**	**15.78%**	**HIGH**		
	421	Money collectors, tellers and related professions					35			LOW	
	422	Customer service clerks					59			MEDIUM	**Note 8:**
9	**51**	**Personal Services Workers**	**220**	**254**	**274**	**285**	**280**	**26.87%**	**HIGH**		**Note 6:**
	511	Travel attendants, conductors and guides					8			LOW	
	512	Cooks					48			LOW	
	513	Waiters					163			MEDIUM	
	514	Hairdressers, beauticians and a related professions					39			LOW	
	515	Housekeepers and building managers					13			LOW	
	516	Other personal services employees					7			LOW	
10	**52**	**Sales Workers**	**395**	**418**	**469**	**474**	**480**	**21.52%**	**HIGH**		
	522	Store salespersons					408			HIGH	
	521	Itinerant sellers and sellers in open-air markets					20			LOW	
	523	Cashiers and ticket officers					26			LOW	
	524	Other vendors					25			LOW	
11	**53**	**Personal Care Workers**	**24**	**24**	**25**	**25**	**30**	**23.43%**	**HIGH**		
	531	Child carers and teacher assistants					17			MEDIUM	
	532	Personal care employees					13			LOW	
12	**71**	**Building and Related Trades Workers (excluding Electricians)**	**115**	**106**	**103**	**104**	**100**	**-13.04%**	**HIGH**		**Note 9:**
	711	Builders and related professions					42			LOW	**Note 6:**
	712	Building completion technicians and related professions					40			LOW	
	713	Painters, cleaners and related professions					18			LOW	

all notes are refered to p.30

The pie charts besides depicts an analysis of the profession selected (into 3digts) for both educational and livelihood purposes. Those professions are as follow:

411   General office employees

412   Secretaries

413   Keyboard operators

41. General and Keyboard Clerks

413
2.3%

412
17.9%

411
79.7%

511   Travel attendants, conductors and guides

512   Cooks

513   Waiters

514   Hairdressers, beauticians and a related professions

515   Housekeepers and building managers

516   Other personal services employees

51.Personal Services Workers

516
2.5%

515
4.8%

514
14.0%

511
3.0%

512
17.4%

513
58.3%

531   Child careers and teacher assistants

532   Personal care employees

53. Personal Care Workers

532
43.4%

531
56.6%

422   Customer service clerks

42. Customer Services Clerks

421
37.0%

422
63.0%

522   Store salespersons

52. Sales Workers

524
5.3%
523
5.5%
521
4.2%

522
85.0%

711   Builders and related professions

712   Building completion technicians and related professions

713   Painters, cleaners and related professions

71. Building and related professions

713
17.9%

711
41.9%

712
40.2%

● educational   ● job matching potential

● educational   ● job matching potential

In the following steps we depict the Occupations (at 3-digit analysis ISCO-08) for which AstroLab's actual activities on Vocational Training and Job Matching are of major relevance. In these Occupations about 44% of the country's total workforce is employed (i.e. more than 1.65 mio working places out of the total 3.75 mio in 2017).

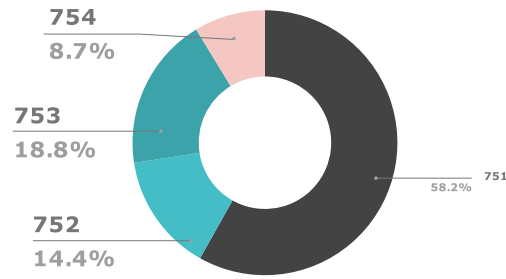| A/A	Labor Force Survey		Professions	Employability					Dynamism / percentage change from 2013 to 2017	Applicability / Related to the beneficiary pool Supply	Dynamism	
				2013	2014	2015	2016	2017				
13	**75**		**Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers**	**72**	**79**	**83**	**92**	**88**	**21.94%**	**HIGH**		
		751	Food processors and related professions					55			LOW	
		752	Woodworkers, furniture makers and related professions					14			LOW	**Note 6:**
		753	Garment workers and related professions					18			LOW	
		754	Other craftsmen and related professions					8			LOW	
14	**81**		**Stationary Plant and Machine Operators**	**51**	**54**	**47**	**48**	**54**	**7.24%**	**MEDIUM**		**Note 10:**
		811	Mining and Mineral Processing Plant Operators					3			LOW	**Note 6:**
		812	Metal Processing and Finishing Plant Operators					4			LOW	
		813	Chemical and Photographic Products Plant and Machine Operators					6			LOW	
		814	Rubber, Plastic and Paper Products Machine Operators					9			LOW	**Note 6:**
		815	Textile, Fur and Leather Products Machine Operators					8			LOW	**Note 6:**
		816	Food and Related Products Machine Operators					15			LOW	
		817	Wood Processing and Papermaking Plant Operators					4			LOW	
		818	Other Stationary Plant and Machine Operators					6			LOW	
15	**91**		**Cleaners and Helpers**	**120**	**121**	**117**	**117**	**114**	**-5.24%**	**HIGH**		
		911	Cleaners and domestic helpers, hotel helpers and office helpers					105			LOW	**Note 7:**
		912	Cars, window cleners and related professions					9			LOW	
16	**92**		**Agricultural, Forestry and Fishery Labourers**	**25**	**28**	**30**	**32**	**31**	**25.20%**	**HIGH**		
		921	Agricultural, forestry and fishing workers					31			LOW	
17	**93**		**Labourers in Mining, Construction, Manufacturing and Transport**	**46**	**55**	**59**	**60**	**65**	**42.54%**	**HIGH**		
		931	Mining and construction workers					14			LOW	
		932	Processing workers					33			MEDIUM	
		933	Transport and warehouse workers					18			LOW	
18	**94**		**Food Preparation Assistants**	**8**	**11**	**16**	**18**	**25**	**203.66%**	**HIGH**		
		941	Food preparation assistants					25			MEDIUM	

*all notes are refered to p.30

75. Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers

752 Woodworkers, furniture makers and related professions

753 Garment workers and related professions

754 Other craftsmen and related professions

754
8.7%

753
18.8%

752
14.4%

58.2% 751

811 Mining and Mineral Processing Plant Operators

812 Metal Processing and Finishing Plant Operators

813 Chemical and Photographic Products Plant and Machine Operators

814 Rubber, Plastic and Paper Products Machine Operators

815 Textile, Fur and Leather Products Machine Operators

816 Food and Related Products Machine Operators

817 Wood Processing and Papermaking Plant Operators

818 Other Stationary Plant and Machine Operators

921 Agricultural, forestry and fishing workers

941 Food preparation assistants

81. Stationary Plant and Machine Operators

818
10.5%

817
7.1%

816
27.0%

811
5.1%

812
7.8%

813
10.5%

814
17.3%

815
14.6%

91. Cleaners and Helpers

911 Cleaners and domestic helpers, hotel helpers and office helpers

912
50.0%

911
50.0%

92. Agricultural, Forestry and Fishery Labourers

921
100.0%
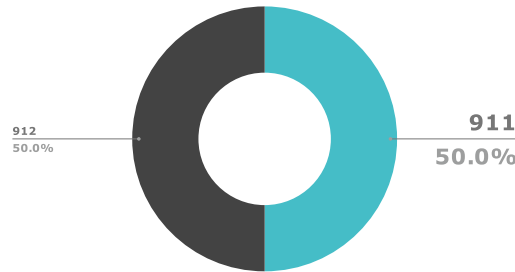
93. Laborers in Mining, Construction, Manufacturing and Transport

931 Mining and construction workers

932 Processing workers

933 Transport and warehouse workers

933
28.3%

931
21.6%

932
50.1%

94. Food Preparation Assistants

941
100.0%

● educational   ● job matching potential

● educational   ● job matching potential
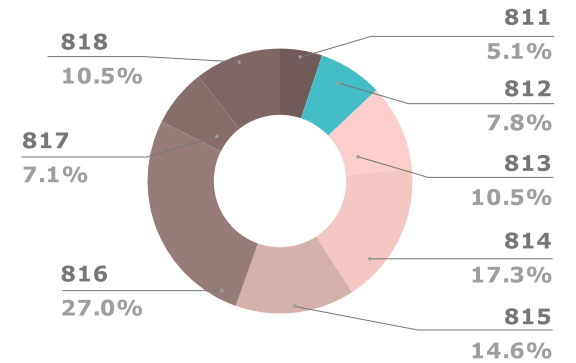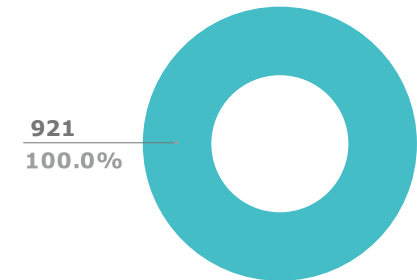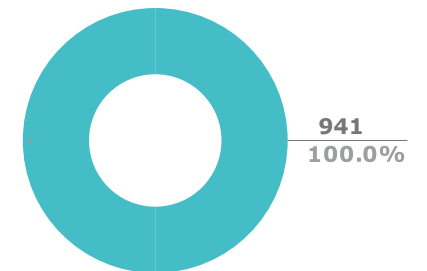
Notes:

Note 1
The the breakdown to a 3rd level of the employees during 2017 is derived from the below source
https://public.tableau.com/profile/vaios.kotsios.eiead#!/vizhome/2013-2017/Dashboard1
In addition, for the category:
> 75 "Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers", we identify a difference between the two searches of about 6th.

Note 2
The categorisation of each profession into the three categories of Dynamism (Low - Medium - High) derives from the same research:
https://public.tableau.com/profile/vaios.kotsios.eiead#!/vizhome/2013-2017/Dashboard1
The rating of the 3 mentioned categories is as follow:
Low > 2-4
Medium > 5-8
High > 9-10

Note 3
Despite the low dynamism of the specific profession, we have selected it for educational purposes, due to:
- Our high expertise
- Markets indications for future demanding and new job oppenings
- High % of new job possitions within Attica (our geoglaphical group target)

Note 4
Despite the zero dunamism of the specific profession we have selected it for educational purposes, due to:
- from our interaction with the market and our past due experience, there is a raise within 2018
- Information technology is one of the fastest-growing industries in America.

The latest Tech Nation report on the UK's IT sector reveals strong growth and positivity.
"A new report from Burning Glass, a job market analytics firm, found that there were as many as 7 million job openings in 2015 in occupations that required coding skills. They also found that programming jobs overall are growing 12% faster than the market average.

This last finding is the result of researchers broadening the scope of their analysis to include coding skills across five major job categories:
> Information Technology (IT) worker
> Data Analysts
> Artists and designers
> Engineers
> Scientists"
Article: Why Coding Is Still The Most Important Job Skill Of The Future
https://www.fastcompany.com/3060883/why-coding-is-the-job-skill-of-the-future-for-everyone

Note 5:
We have selected the specific profession for educational purposes, due to its high absorption from several other professions,such as:
 > Graphic designer, Animation / Motion Graphics > Advertising > Video Editor > Photografy

Note 6:
The specific profession is selected for both activities (Education & Livelihood) according to its 3-digit

Note 7:
Despite the low number of new jobs, we have selected the specific profession for livelihood, as it does not require high educational and competencies skills from a beneficiar to provide it.
 In addition, it can be targeted with beneficiaries that have no education, or bear a certificate of primary school.

Note 8:
Despite the low number of new jobs we are experiencing a growth from 2017 and after in Greece on multilingual contact service outsourcing for large international companies. Such outsourcing services have a large demand of employees that are native speakers of a variety of languages from the Eastern world and thus the beneficiaries of AstroLab can be a good supply match considering that locals do not cover this demand.

Note 9:
Even though the dynamism seems low for 2017 we are anticipating a pop up growth for the following years in renovation and therefore a need for more construction workers.
Our assessment is confirmed through the grouth of demand til the end of October 2018 in the sector of construction & renovation.

Note 10:
Despite the low number of new jobs positions, we anticipate this category as a potential training due to :
 - 60.4% of new jobs possitions are within Attica
 - From our past due experience, there is a raise within 2018 for the technical use of the CNC digital machineries (wood, textile, metal)
 - There is a close collaboration already established with Epexyl Company (wood manufacturing and construction company) that has already demonstrated a rapid growth.

Note 11:
Applicability is formulated by the combination of existing skills and professional experience of the beneficiaries along with their potential to evolve through certain training courses at AstroLab.

Labor Force Survey			OCCUPATION
O.C. 2Dig.	O.C. 3Dig.	O.C. 4Dig.	
23			
	234		
		2341	Primary School Teachers
		2342	Early Childhood Educators
	235		
		2355	Other Arts Teachers
		2359	Teaching Professionals Not Elsewhere Classified
41			
	413		
		4131	Typists and Word Processing Operators
		4132	Data Entry Clerks
42			
	422		
		4221	Travel Consultants and Clerks
		4222	Contact Centre Information Clerks
		4223	Telephone Switchboard Operators
		4224	Hotel Receptionists
		4225	Inquiry Clerks
		4226	Receptionists (general)
		4227	Survey and Market Research Interviewers
		4229	Client Information Workers Not Elsewhere Classified
51			
	511		
		5111	Travel Attendants and Travel Stewards
		5112	Transport Conductors
		5113	Travel Guides
	513		
		5130	Waiters
	514		
		5141	Hairdressers
		5142	Beauticians and Related Workers
	515		
		5151	Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments
		5152	Domestic Housekeepers
		5153	Building Caretakers
52			
	522		
		5223	Shop Sales Assistants
53	531		
	531		
		5311	Child Care Workers
		5312	Teachers' Aides
	532		
		5321	Health Care Assistants
		5322	Home-based Personal Care Workers
		5329	Personal Care Workers in Health Services Not Elsewhere
71			
	711		
		7111	House Builders
		7112	Bricklayers and Related Workers
		7113	Stonemasons, Stone Cutters, Splitters and Carvers
		7114	Concrete Placers, Concrete Finishers and Related Workers
		7115	Carpenters and Joiners
		7119	Building Frame and Related Trades Workers Not Elsewhere
	712		
		7121	Roofers
		7122	Floor Layers and Tile Setters
		7123	Plasterers
		7124	Insulation Workers
		7125	Glaziers
		7126	Plumbers and Pipe Fitters
		7127	Air Conditioning and Refrigeration Mechanics

Labor Force Survey			OCCUPATION
O.C. 2Dig.	O.C. 3Dig.	O.C. 4Dig.	
	713		
		7131	Painters and Related Workers
		7132	Spray Painters and Varnishers
		7133	Building Structure Cleaners
75			
	752		
		7521	Wood Treaters
		7523	Woodworking Machine Tool Setters and Operators
81			
	811		
		8111	Miners and Quarriers
		8112	Mineral and Stone Processing Plant Operators
		8113	Well Drillers and Borers and Related Workers
	812		
		8121	Metal Processing Plant Operators
		8122	Metal Finishing, Plating and Coating Machine Operators
	813		
		8131	Chemical Products Plant and Machine Operators
		8132	Photographic Products Machine Operators
	814		
		8141	Rubber Products Machine Operators
	815		
		8151	Fibre Preparing, Spinning and Winding Machine Operators
		8154	Bleaching, Dyeing and Fabric Cleaning Machine Operators
		8155	Fur and Leather Preparing Machine Operators
		8156	Shoemaking and Related Machine Operators
		8157	Laundry Machine Operators
	816		
		8160	Food and Related Products Machine Operators
	817		
		8171	Pulp and Papermaking Plant Operators
		8172	Wood Processing Plant Operators
	818		
		8181	Glass and Ceramics Plant Operators
		8182	Steam Engine and Boiler Operators
		8183	Packing, Bottling and Labelling Machine Operators
		8189	Stationary Plant and Machine Operators Not Elsewhere Classified
91			
	911		
		9111	Domestic Cleaners and Helpers
		9112	Cleaners and Helpers in Offices, Hotels and Other Establishments
92			
	912		
		921	Agricultural, forestry and fishing workers
93			
	931		
		9313	Building Construction Labourers
	932		
		9321	Hand Packers
			Manufacturing Labourers Not Elsewhere Classified
	933		
		9334	Shelf Fillers

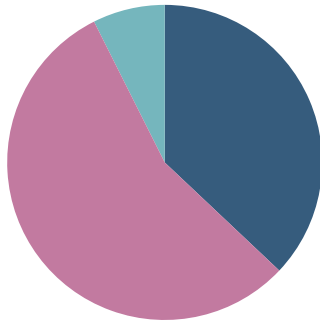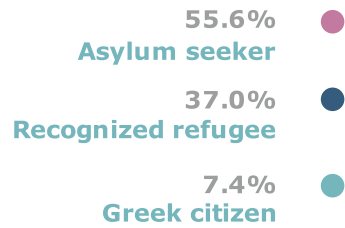The above table represents the employability potential that concerns AstroLab

Step D

Suggested Programs &
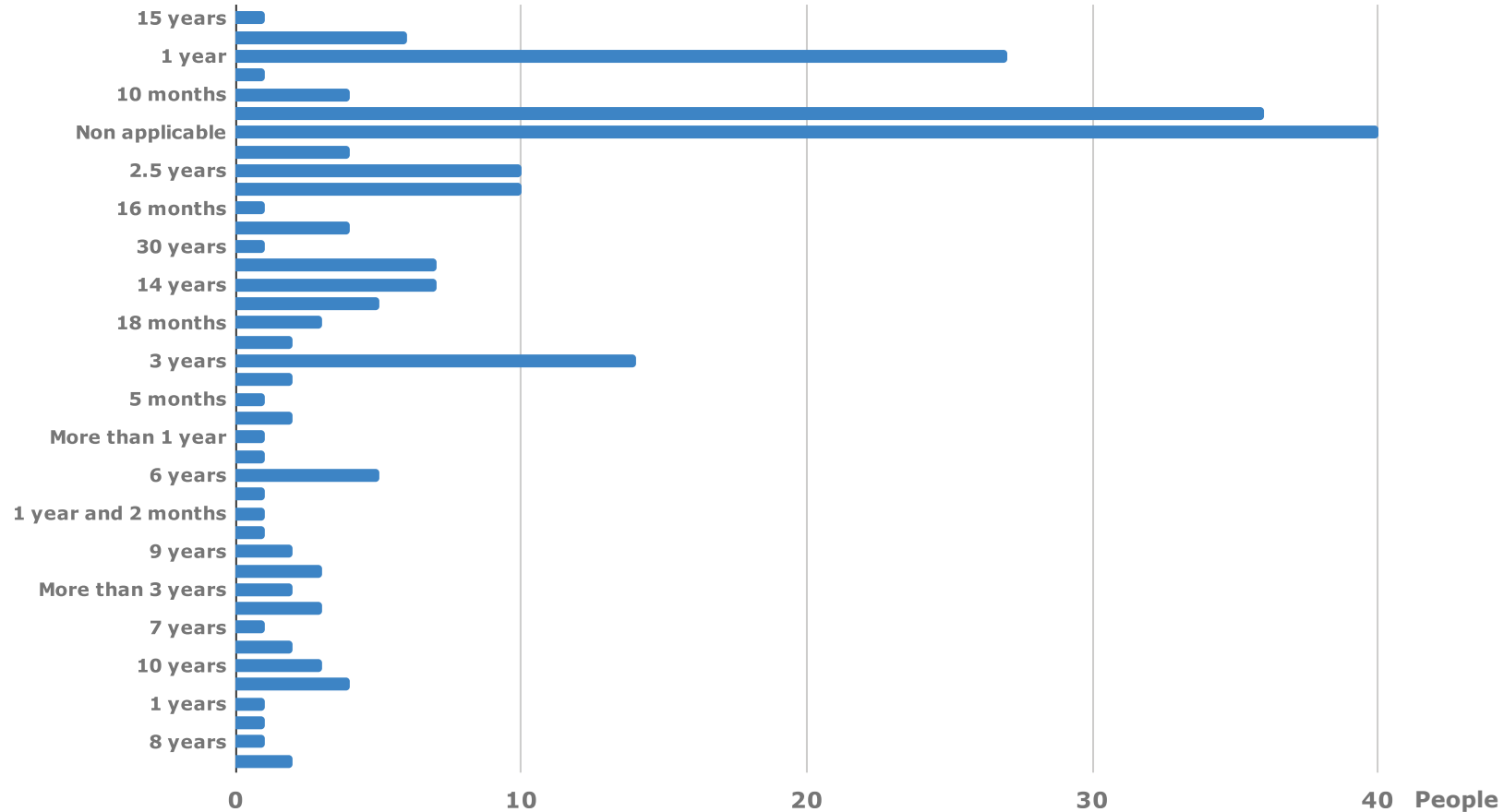Focus on market's demand

ASTROLAB BENEFICIARIES NATIONALITIES

LEGAL STATUS PIE CHART

55.6% ●
Asylum seeker
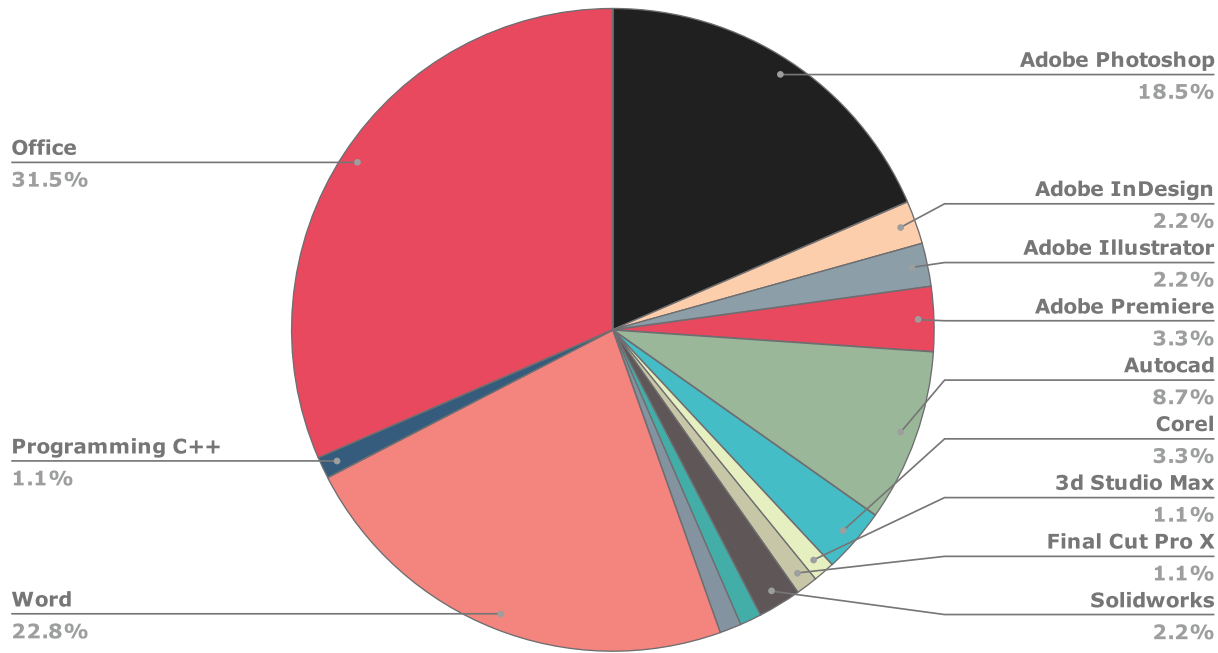
37.0% ●
Recognized refugee

7.4% ●
Greek citizen
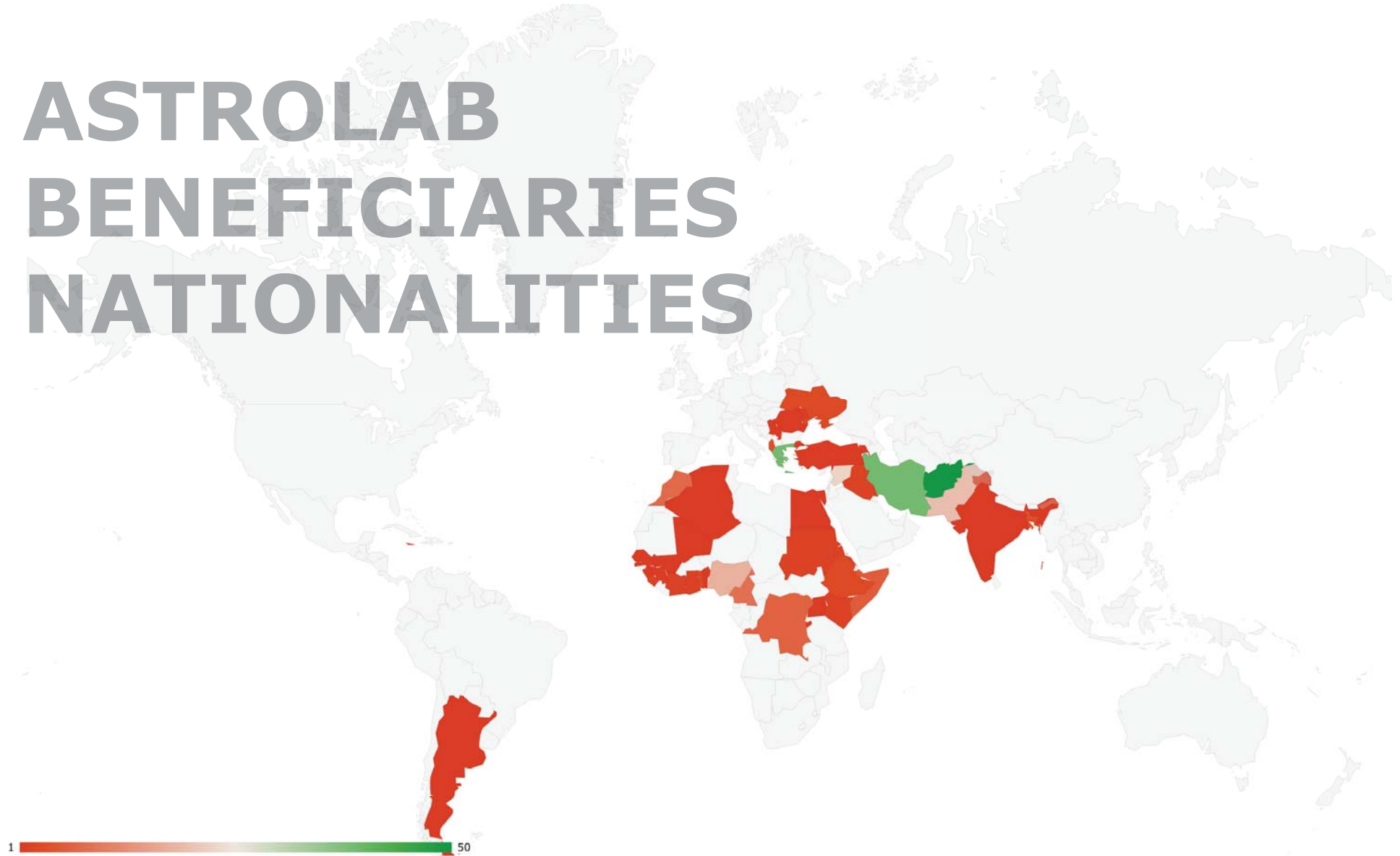
The charts depicted demonstrate the legal status of AstroLab's beneficiaries as well as their years of residence in Greece.

Years in Greece

15 years
1 year
10 months
Non applicable
2.5 years
16 months
30 years
14 years
18 months
3 years
5 months
More than 1 year
6 years
1 year and 2 months
9 years
More than 3 years
7 years
10 years
1 years
8 years

0   10   20   30   40   People

SKILLS BENEFICIARIES HAVE

Office
31.5%

Adobe Photoshop
18.5%

Adobe InDesign
2.2%

Adobe Illustrator
2.2%

Adobe Premiere
3.3%

Autocad
8.7%

Corel
3.3%

3d Studio Max
1.1%

Final Cut Pro X
1.1%

Solidworks
2.2%

Programming C++
1.1%

Word
22.8%

Note: From 288 people sample the 92 of them have specific software skills. The above chart reflects these 92 cases

There is a high % of AstroLab's beneficiaries pool, who hold an advance level of IT knowledge and can be absorbed from sectors such as Architecture & Design, Computing and Data Analytics. These sectors represents job vacancies which required knowledge on IT software such as AdobePhotoshop, AdobeIllustrator etc.

SKILLS BENEFICIARIES WANT TO DEVELOP

Skills that beneficiaries identify that they need to develop in order to succeed professionally

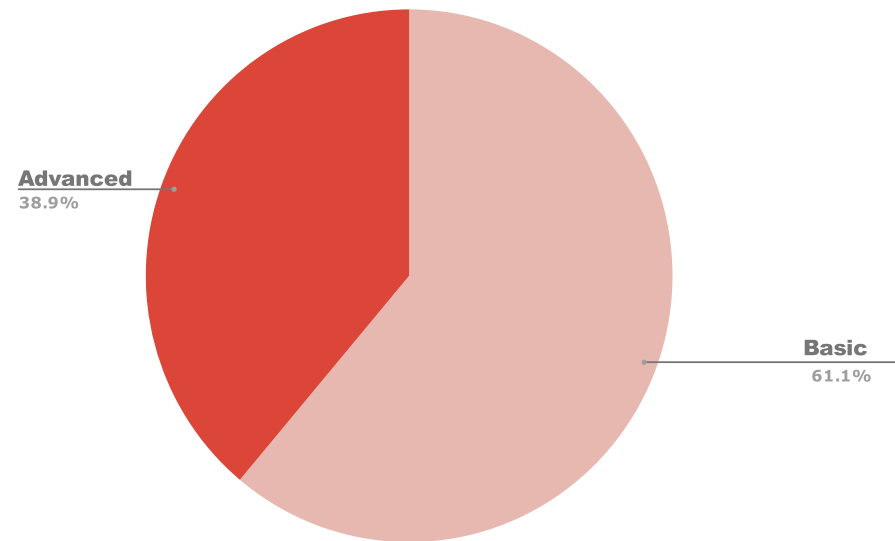| Hard Skills	Soft Skills
Greek language	Self-confident
English language	Social skills
Spanish language	Presentation skills
Arabic language	Managing people
Graphic Design	Time management
Programming	Counselling
Cinema 4d software	Knowledge
Java	Sacrifice
Adobe Photoshop	Experience
Adobe Illustrator	Study
Adobe InDesing	Integrity
Corel software	Teamwork
Fashion	
Machine Operation	
IT	
Computer	
Customer service	
3ds Max software	
Technology	
Woodworking	
Excel	
Interpreter	
Business	
Football	
Barber Skills	
Impove Painting skills	
Sewing	

Computer User Level: The need of computer use is rising in job positions that untill now did not have this skill as requirement with word, excel and outlook to be the most popular in a wide job variety range (Basic Level).

Language Level: With Greek being an obligatory language, companies in Greece are asking for secondary language skills with English to be the most desired second language.
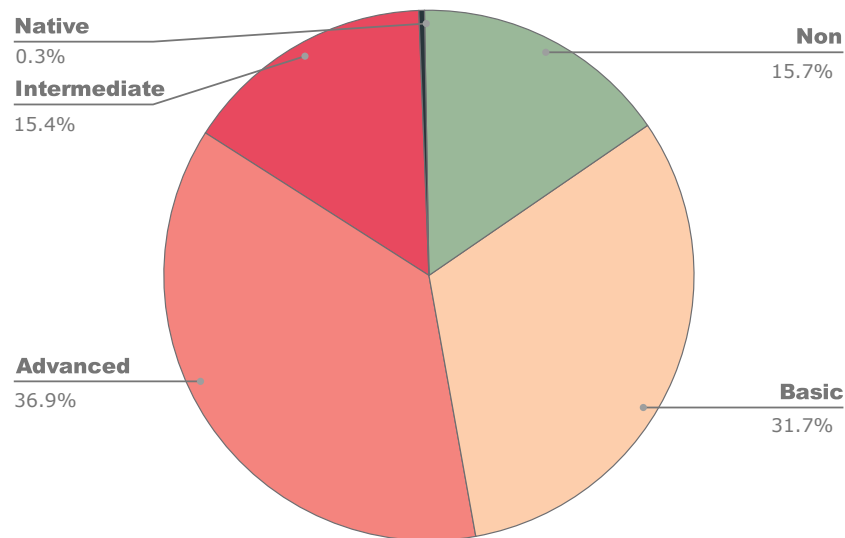
A high percentage of the beneficiary population that are from migrant and refugee communities focused in learning English and only now have enrolled in Greek language courses.

Migrants that are in Greece more than 5 years speak Greek in a high communicative level but cannot write or read.
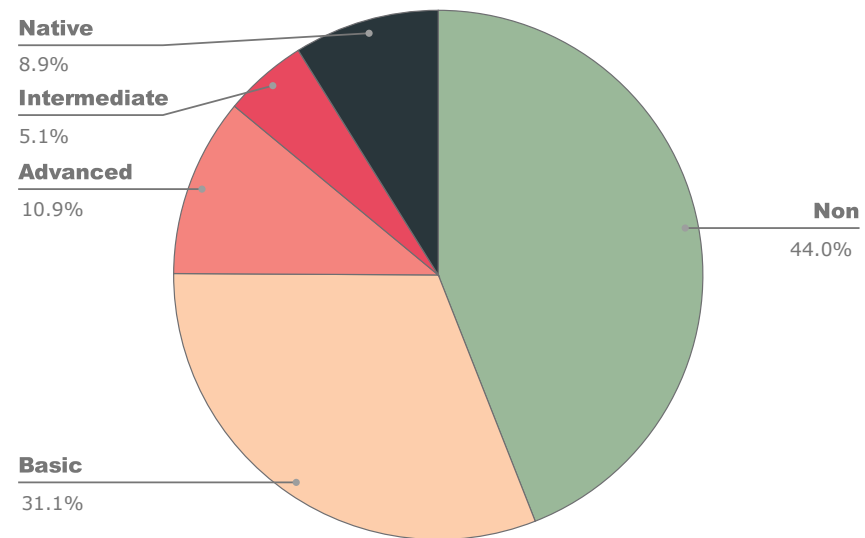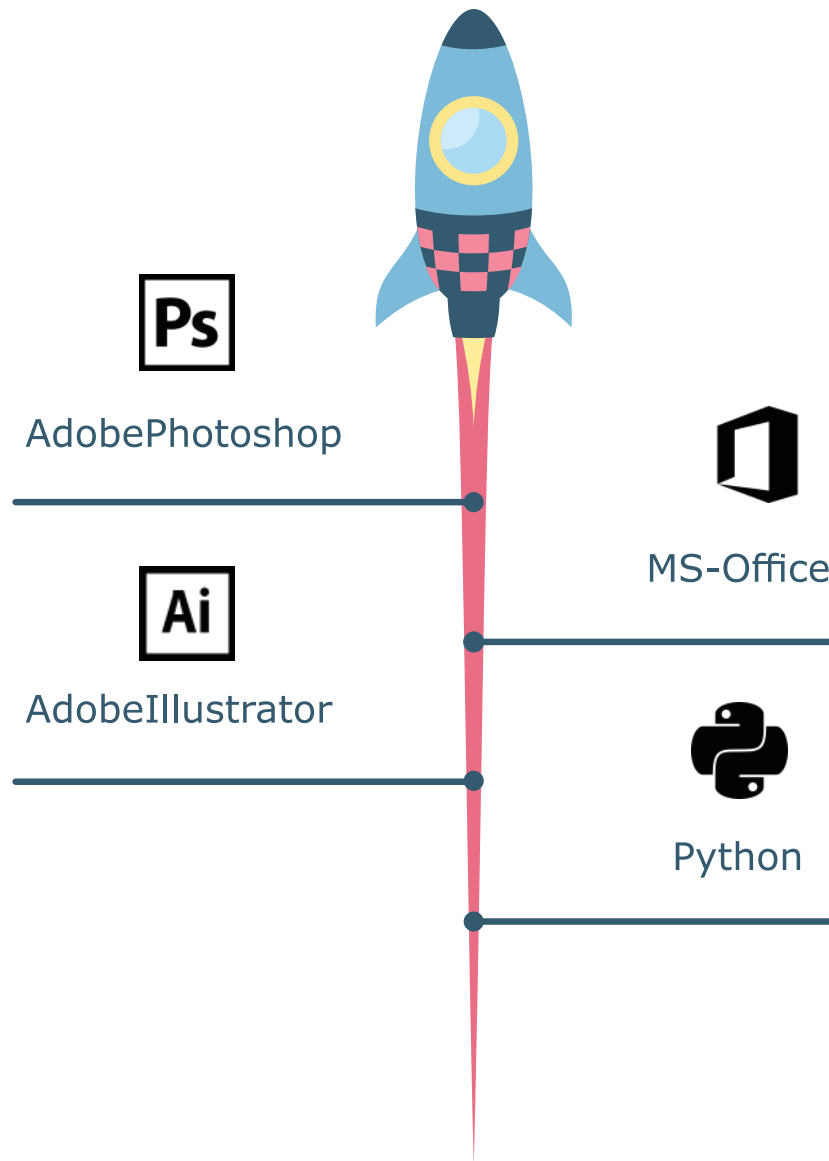
Computer User Level

Advanced
38.9%

Basic
61.1%

AstroLab's Beneficiaries | English Language Level

Native
0.3%

Intermediate
15.4%

Non
15.7%

Advanced
36.9%

Basic
31.7%

AstroLab's Beneficiaries | Greek Language Level

Native
8.9%

Intermediate
5.1%

Advanced
10.9%

Non
44.0%

Basic
31.1%

AdobePhotoshop

MS-Office

AdobeIllustrator

Python

The following summary table presents the required software skills by the market in order to possitive proceed the application of a candidate.

In order to identify those skills we follow the below steps :

1. We search in the platform of Indeed site per Job possition in order to assess the overal soft & hard skills and generate a database listing all details of a sample of 30jobs (approx.) per job position of interest out of a total of posted vacancies in these fields of 952 [Period 01/10/2018-30/11/2018] . This process gives us a first indication concerning the available vacancies as depicted on-line during the period of 2 months of our research

2. Once we identify those skills, we additionaly conduct an on-line search per skill, so to identify the broader job vacancies they may apply appart from those considered in step A.

A/A	Job Vacancies		AstroLab pool		% of AstroLab skills
	Skills Required	No of Skills	Skills Occupied	No of Skills	cover market demand
1	3d Studio Max	4	3d Studio Max	1	25.00%
2	Adobe After effects	15	Adobe After effects	1	6.67%
3	Adobe Illustrator	60	Adobe Illustrator	15	25.00%
4	Adobe InDesign	31	Adobe InDesign	2	6.45%
5	Adobe Photoshop	86	Adobe Photoshop	30	34.88%
6	Adobe Premiere	8	Adobe Premiere	3	37.50%
7	Autocad	50	Autocad	8	16.00%
8	Cinema 4D	2	Cinema 4D	0	0.00%
9	Corel	14	Corel	4	28.57%
10	CSS	185	CSS	0	0.00%
11	C++	67	C++	2	2.99%
12	HTML	187	HTML	0	0.00%
13	Java	235	Java	0	0.00%
14	JavaScript	295	JavaScript	0	0.00%
15	MS Office	392	MS Office	58	14.80%
16	Python	165	Python	0	0.00%
17	Solidworks	12	Solidworks	2	16.67%
18	Wordpress	36	Wordpress	0	0.00%
	Total	**1,844**		**126**	

Data of AstroLab's beneficiary pool concerning software knowledge that fullfill those requirements even at a minimum level).
> Please note that these data derived only from the new skill assessment that run from Sept.-Dec. 2018 and not from the general registered beneficiares due to lack of relevant question in last academic years skill assessment.

IDENTIFICATION

REFUGEE CAMPS

HOUSES

NETWORK OF OTHER NGO'S

GREEK LABOR FORCE
EMPLOYMENT ORGANIZATION

AstroLab

TRAINING

EMPLOYABILITY
SUPPORT

SUPPLAMENTARY
TRAINING

MARKET

Labours in Construction
& Manufacturing

Clerks & Personal
Service Workers