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Migrants and ICT skills
in Greece

State of the art

ICT sector has long been considered as the perfect enabler of improvements in economic and social growth. Nevertheless, the *OECD Survey of Adult Skills (PIAAC)[1]* reveals that **15% of adults** in different OECD European countries, lack the basic digital skills, and **13%** do not posses knowledge on the basic digital, numeracy and problem-solving skills. In view of the above, citizens without basic skills are **at risk of being left behind** by the digital transformation of today's labor market.
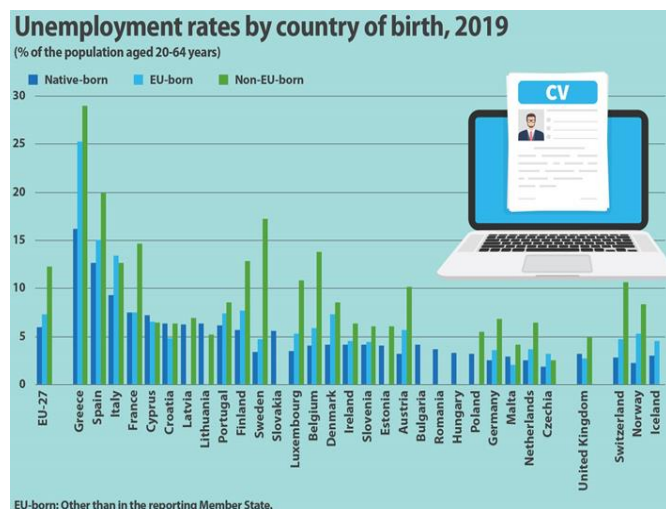
Greece and ICT skills: Fostering inclusive societies

In line of the above, Greece remains as one of the countries which depicts wide educational and labor inequalities among its citizens. According to *Hellenic Federation of Enterprises*, the Greek economy and society should face the challenges of the Industry 4.0 and take advantage of the new opportunities for dynamic growth given to economies by modern technology (automation, big data), cloud computing, 3D printing and economics. A recent BSE survey found that **35.6% of businesses** in the productive sector

Unemployment rates by country of birth, 2019
(% of the population aged 20-64 years)
Native-born   EU-born   Non-EU-born
EU-born: Other than in the reporting Member State.

of the economy are already struggling to fill vacancies. The percentage is higher in large companies (44.7%). That is, in companies that are presumably active in more competitive markets, and have higher demands on human resources in terms of qualifications and skills[2].

Moreover, *EUROSTAT* underlines that unemployed immigrants in 2019 belong to 30% of labor force[3]. In line of the above, migrants and Greek employees lack on the usage of artificial intelligence skills, as well as the know-how of the IT architecture and cloud technologies[4].

Possible recommendations to eliminate the inequality gap of migrants in Greece, include the following:

- The formulation of holistic projects that foster social inclusion of immigrants. The involvement of diverse stakeholders in European projects can offer good practices to European communities of managing the migration crisis in terms of enhancing migrants' skills.
- The creation of synergies between of Greek local stakeholders with the private and public entities. Cities are at the forefront not only of managing the recent influx of

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[1] OECD. (2019). "Launch of the 2019 Skills Outlook: Thriving in a Digital World". Available at: https://www.oecd.org/skills/launch-of-2019-skills-outlook-thriving-in-a-digital-world-paris-may-2019.htm
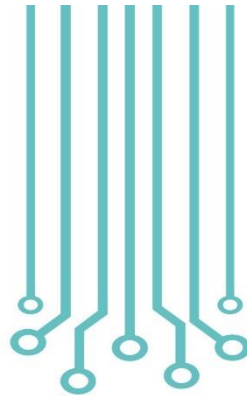
[2] Hellenic Federation of Enterprises. (2019). "The future of Labor market". Available at: https://www.sev.org.gr/Uploads/Documents/52248/SpecialReport_paideia_dexiotites_V_03072019_F.pdf

[3] Image available on: https://ec.europa.eu/eurostat/web/products-eurostat-news/-/DDN-20200519-1

[4] IDC. (2019). "The State of Digital Skills in CEE: Greece". Available at: https://news.microsoft.com/wp-content/uploads/prod/sites/421/2019/12/Greece-report-digital-skills-04122019EN.pdf

asylum seekers and TCNs, but also of offering services for all migrants during their lives.

- The alignment of VET education with the objective of "inclusive growth". Under this perspective, AKMI S.A as the leader of vocational education in Greece, offers ICT studies with an emphasis on 3D printing, software development and hardware usage.
- The encouragement of VET Institutions and other labor market stakeholders to offer high-quality internships.