

**COUNTRY
SKILLS
PROFILE
REPORT**



GREECE



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EXECUTIVE SUMMARY

This report presents the findings of a relevant survey in Greece, regarding the current and future level of three main categories of skills: Digital Skills, Green Skills, Social/Cultural Skills (DGS Skills). The aim of the survey is to reveal the current level of knowledge in the tourism sector and the estimation of the future needs, in these skills categories in the forthcoming years.



Social skills are essential both presently and for the times ahead

The analysis of subskills of the three categories is taking place at the introduction of the report.

The report is presented in 5 main sections. Section 1, through an analysis of the main figures and data, presents the current situation in the Greek tourism sector regarding the contribution of the tourism sector to Greek GDP, arrivals and receipts from incoming tourism and relevant figures of outgoing tourists, companies size, main strategic planning for the future etc.

Section 2 presents the current situation related to the training and education programs on DGS skills. As it is derived from the analysis, there are several Green, Social and Digital skills (basic level) that Universities and training providers offer at the moment. Nevertheless - especially for more advanced DGS Skills - additional courses and training programs are necessary.

Section 3 presents the findings from a primary research of the PANTOUR project conducted in Greece and analyses the results from questionnaires that were collected from tourism businesses from 5 sub-sectors: Destination Management/Policy Makers, Attractions, Hospitality Businesses, Food & Beverage Businesses, Travel Agents. The answers focus on the DGS categories of skills and compare the current and future needs according to the perspective of the respondents.



INTRODUCTION

The Erasmus+ PANTOUR Project is a European partnership for improving a collaborative and productive relationship between education and industry. PANTOUR is the follow-up project of the NTG project (Next Tourism Generation Skills Alliance; 2018-2022). The PANTOUR project aims specifically at designing innovative solutions to address skills needs in tourism.

With the exploitation of its outputs, PANTOUR seeks to benefit job seekers, employed and unemployed workers from the tourism industry, employers, SMEs, sector associations and policy makers. Therefore, it has dedicated special attention to the reskilling and upskilling of the generic workforce on future skills needs. To be able to achieve this goal, research has been conducted in every country of the project consortium, to investigate the future of tourism, skills gaps between current levels of skills in the tourism industry and the future skills needed in the future.

As a start, up to date information is needed. This will be covered with this Country Skills Profile Report: a comprehensive document, covering one country that provides an in-depth analysis of the general tourism and skills landscape, gaps, needs and workforce capabilities within a particular country. It serves as a valuable resource for policymakers, government officials, employers/employees, and educational institutions to understand the current state of skills and make informed decisions regarding workforce development strategies.

The purpose of this Country Skills Profile Report is to provide on the basis a comprehensive overview of general information of each country in the PANTOUR consortium regarding tourism and tourism employment, i.e., tourism facts & figures and a summary of the current situation regarding the delivery of Digital, Green and Social Skills training provision for the main types of suppliers of education/training.

The original publication from 2024 consists of an online survey and results within each country in the PANTOUR consortium, held among tourism professionals, HR managers and decision makers as well as an inventory of Best Practices The document can be found in the PANTOUR publications.

The publication at hand, consists of updated information as well as results from the survey held in late 2025 for tourism professionals offering an overview of contemporary developments in tourism, trends in tourism employability, and the existing gaps between current levels of skills in the tourism industry and the projected future skills needed towards 2030.

1. GENERAL TOURISM CHARACTERISTICS, FACTS & FIGURES OF GREECE

The primary aim of this chapter of this Country Skills Profile report is to elaborate on general information and give a summary of the general situation in the country. This is conducted by collecting and analysing data from country sources and summarising these. The analysis is built upon existing online sources, course content, reports, existing research results, articles, books.

1.1 TOURISM FACTS & FIGURES

Tourism globally

The tourism industry is a vast and complex sector that encompasses many industries, including accommodation, transport, attractions, travel companies, and more. According to the international statistics portal Statista (2023 [1]), the total contribution of travel and tourism to the global economy was \$ 7.71 trillion in 2022 (Statista, 2022), a 7.6% share of the total global GDP, remaining 5% below pre-pandemic levels.

Prior to the pandemic, Travel & Tourism was one of the largest sectors in the world and accounted for 1 in 4 jobs. Growth is expected at 5.8% annually between 2022 and 2032, outpacing the general economy.

The same source (Statista, 2023 [2]) reports that the number of international tourist arrivals worldwide was 963 million in 2022. For 2024, the sector's contribution reached \$10.9 trillion, roughly 10% of global GDP, while by the end of 2025 it is expected to reach \$11.7 trillion, accounting for around 10.3% of GDP (WTTC, 2025).

According to another study of Statista (2023), global employment in the travel and tourism sector rose slightly in 2022 over the previous year, following a sharp drop with the onset of the coronavirus pandemic. Despite the increase, the number of travel and tourism jobs worldwide remained below pre-pandemic levels, totaling 295 million in 2022. As forecast, this figure is expected to grow to 320 million in 2023 and to 430 million in 2033. Global employment in travel and tourism reached approximately 357 million in 2024—about one in ten jobs worldwide—surpassing the sector's pre-pandemic 2019 peak. Projections for 2025 indicate the sector will support roughly 371 million jobs (WTTC, 2025).

1.1.1 Contribution of travel & tourism to GDP in Greece

The direct contribution of tourism to the country's economy in 2021 is estimated at € 13.2 billion, which corresponds to 7.2% of GDP. Considering the multiplier benefits, the total contribution of tourism to the country's economy in 2021 is estimated at between € 29.0 and € 34.9 billion (Ikkos & Koutsos, 2022a). According to research by INSETE Intelligence (Ikkos & Koutsos, 2022a), for every €1.0 of tourism activity, an additional €1.2 to €1.65 of additional economic activity is generated. As a result, for every €1.0 of tourism revenue, the country's GDP increases by €2.2 to €2.65, confirming that tourism is a sector with a high diffusion of benefits to the Greek economy. In 2024, the direct contribution of tourism to Greece's economy is estimated at €30.2 billion, about 12.7–13% of GDP. When multiplier effects are included, the total economic contribution is estimated at €66.5–€80.1 billion, i.e., up to approximately 33.7% of GDP (Ikkos & Koutsos, 2025).

1.1.2 Size and relevance of the subsectors

The hotel industry in Greece is considered highly competitive, especially after the entry of large hotel chains in the market. This is evidenced by ICAP Group (2020) data showing that no hotel group held a market share of more than 4% (334.4 million €) in terms of turnover in 2019 (8.41 billion €). To illustrate, the five largest groups accounted for around 12% (1,009.2 billion €) of total hotel turnover (ICAP Group, 2020), while the ten largest hotel groups accounted for around 18% (1,513.8 billion €).

The rapid technological developments that have a decisive impact on the tourism sector have mobilised some public and private bodies, such as the Hellenic Chamber of Hotels, to support the development of start-up tourism businesses.

Surveys have recorded more than 50 start-ups operating directly or indirectly in the Tourism, Culture and Leisure sector (Giannopoulos, Tsartas, & Anagnostelos, 2022).

In 2019, Greece achieved record arrivals (31,3 millions), but the COVID-19 pandemic turned international tourism upside down in 2020, with the number of inbound tourists to Greece falling below eight million (-76.5%) (see Table 1). The years that followed saw strong signs of recovery in international arrivals in both 2021 (99.4%) and 2022 (89.3%), however remaining 12% below pre-pandemic levels.

The number of outbound travellers from Greece was negatively affected by the Covid19 pandemic restrictions, showing a significant decline in both 2020 (-70.4%) and 2021 (-12.8%). Thus, the outbound tourism market recovered at a slower pace than the inbound tourism market, with 35% fewer Greek tourists travelling abroad compared to 2019. In 2022, as international tourism in the country recovered in 2022, the number of outbound travellers from Greece also saw a sharp annual increase, reaching over five million.

Table 1: Tourist Activity - Arrivals / Departures 2018-2024 (passengers in thousands)

Tourist Activity				
Period	Tourist Arrivals		Tourist Departures	
	Thousands	% Change	Thousands	% Change
2018	30,123	10.8	7,961	3.6
2019	31,348	4.1	7,848	-1.4
2020	7,374	-76.5	2,324	-70.4
2021	14,705	99.4	2,026	-12.8
2022	27,836	89.3	5,101	151.8
2023	32,735*	17.6*	6,189**	21.33
2024	35,951*	9.8*	6,685**	8.0

Source: Bank of Greece, 2023; *Bank of Greece, 2025a; **Koutsos & Ikkos, 2025

In 2024, Greece set a new record for inbound tourism. Inbound visitors from euro zone increased by 9.8% in comparison to 2023, reaching 35,951 thousands visitors (Bank of Greece, 2025a). From January to July 2025, inbound travelers totaled 18.455 million, up 2.6% from 17.983 million in the same period of 2024 (Bank of Greece, 2025b). For the 2023–2024 period, departures increased by 8.0%, from 6.2 million in 2023 to 6.7 million in 2024 (Koutsos & Ikkos, 2025).

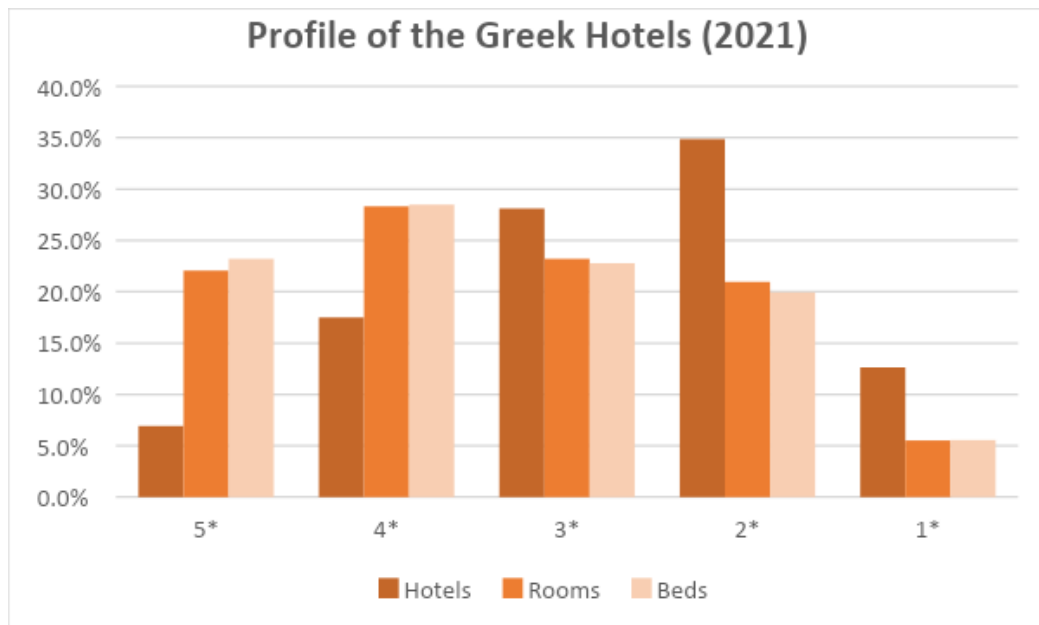
The Greek tourism sector is dominated by family businesses with small hotels (less than 25 rooms). In recent years there is a clear trend towards larger scale establishments as the number of rooms per hotel is on the rise in the period 2012-2019 for hotels with 250+ rooms (+17.3%) as opposed to hotels with less than 25 rooms (0.1%). According to estimates by INSETE (Ikkos & Koutsos, 2021), the total amount of investments for the construction of new hotels and the renovation of existing hotels in 2019 amounted to approximately € 1,469 million. At the same time, Greek hotels are undergoing a remarkable upgrade to cope with an ever-changing competitive environment. Hotels in the 5* and 4* categories have doubled since 2004 in the total number of Greek hotels. According to 2021 data (Hellenic Chamber of Hotels, 2021), more than 50% of rooms are in 5* (22%) and 4* (28.3%) hotels, although the number of these hotels represents only 24.4% of the total of Greek hotels (see Table 2). However, there is room for further upgrading, as 2* and 1* hotels still account for almost half of the total hotels number. However, despite the objective difficulties faced by lower category hotels, there is room for further upgrading, as 2* (34.8%) and 1* (12.6%) hotels still represent a relatively high percentage of the total number of hotels (37.4%), accounting for 26.5% of the total number of rooms in the country.

Regarding travel agents and tour operator services, according to the Greek National Statistic Authority (statistics.gr, 2020), the total number of travel agents and tour operators was 3698 for 2020. Moreover, the total number of employees in the same business category was 14.290. Today, Greece's hotel landscape is still built on many small, family-run units, but the shift toward larger and higher-category properties has strengthened: in 2024, 10,104 hotels operated with 447,363 rooms and 894,854 beds, while five-star units rose ~5% year-on-year and the qualitative upgrade continued (ITEP, 2025).

Table 2: The Profile of the Greek Hotels (2021)

	5*		4*		3*		2*		1*		Total
Hotels	700	6.9%	1,767	17.5%	2,838	28.1%	3,519	34.8%	1,274	12.6%	10.098
Rooms	97,342	22.0%	124,955	28.3%	102,357	23.2%	92,534	21.0%	24,358	5.5%	441.536
Beds	203,959	23.2%	250,566	28.5%	200,386	22.8%	175,515	20.0%	48,829	5.6%	879.255

Source: ELSTAT - Hellenic Statistical Authority. (2023)



1.1.3 Share of different transportation modes (plane, car, train) in tourism

In 2022, 21.4 million international air arrivals were recorded compared to 21.5 million in 2019, a decrease of -0.2% (-47 thousand arrivals) (see Table 3). In 2022, the majority of the country's airports recorded an increase compared to 2019, with the exception of Athens International Airport which recorded a decrease of (-13.4% (-860,000)) and Thessaloniki Airport which recorded 2 million air arrivals, showing a decrease of -15.6% (-366.000).

Table 3: International Arrivals by different modes of transport (passengers in thousands)

Period	Air Arrivals (country's main airports)	Road Arrivals	Coasting (Adriatic) ¹	Cruise ²
2024	29,316*	11.943**	1.271**	5,490**
2023	26,720*	10.436**	1.350**	5,227**
2022	21,449	8,002	1,208	4,581
2021	11,768	3,958	980	1,418
2019	21,496	12,343	1,502	5,552

Sources: INSETE (2023a). 2022 results are estimates and will be updated during 2023. The data of the Piraeus Port Authority (PPA) and therefore the totals are an estimate of INSETE Intelligence, Lamprou & Ikkos, (2025), Ikkos & Lamprou (2025a)

In 2022, 8.0 million international road arrivals were recorded, compared to 12.3 million in 2019, (-35.2%). In the Adriatic market, passenger traffic is estimated to decrease by -19% in 2022 compared to 2019, while the number of passengers is estimated at 1.2 million compared to 1.5 million in 2019.

In 2022, total cruise ship arrivals (4,775) exceeded those of 2019 (3,979). In contrast, the estimate for passenger arrivals is 4.6 million visitor arrivals compared to 5.5 million arrivals in 2019, marking a -17% decrease in passenger arrivals. In 2024, international air arrivals reached 29.3 million (+9.7% year-on-year), while total international tourist arrivals (excluding cruises) rose to around 36.0 million (Lamprou & Ikkos, 2025).

Cruises also set a record, with approximately 5,490 ship arrivals and approximately 7.9 million passengers (Ikkos & Lamprou, 2025a). The forecast for 2025 remains positive. International air arrivals in January-July 2025 increased to 1.7 million international air arrivals, compared to 1.6 million in the corresponding quarter of 2024, suggesting another mild annual increase if the pace is maintained during the peak season (Ikkos & Lamprou, 2025b)

1.1.4 Arrivals of international versus national tourists

In the period January-September 2022, all hotel-type accommodation, camping and short-stay accommodation show an increase in arrivals of +87.0% compared to the corresponding period of 2021 (see Table 4). Specifically, arrivals of non-residents show an increase of +102.0% and domestic arrivals by +51.0%. For the period under consideration in 2022, the largest share of arrivals in hotel type accommodation is attributed to non-residents (76.1%), i.e. 16.8 million, while 5.3 million arrivals (23.9%) are attributed to residents. A similar picture is also seen in short-stay accommodation, with arrivals of residents amounting to 1.3 million (23.2%) and of non-residents to 4.4 million (76.8%).

Table 4: Arrivals of residents and non-residents in hotel, camping and short stay accommodation January - September 2021-2022 (in thousands)

	2022			2021		
	Total	Residents	Non-Residents	Total	Residents	Non-Residents
Hotel and camping accommodation	22,003	5,252	16,751	12,032	3,416	8,616
Rooms to let	5,701	1,322	4,379	2,782	936	1,846
Total	27,704	6,574	21,130	14,814	4,352	10,462
Change % 2022/2021	87.0%	51.0%	102.0%			

Source: INSETE (2023b)

In 2024, total overnight stays in tourist accommodation reached 152 million, a 3.3% year-on-year rise. Domestic visitors posted a 1.7% increase and international visitors grew by 3.6%. Total arrivals at tourist accommodations reached 36.9 million in 2024, up 3.1% from 2023. Domestic arrivals rose 1.5%, while international arrivals increased 3.7%, confirming the ongoing positive trend in Greek tourism (see Table 5) (Ikkos & Lamprou, 2025a).

Table 5: Arrivals of residents and non-residents in hotel, camping and short stay accommodation January - September 2023-2024 (in thousands)

	2024			2023		
	Total	Residents	Non-Residents	Total	Residents	Non-Residents
Hotel and camping accommodation	29,765	7,948	21,817	28,958	7,860	21,098
Short Stay Accommodations	7,146	1,710	5,436	6,826	1,653	5,173
Total	36,911	9,658	27,253	35,784	9,513	26,271
Change % 2024/2023	3,1%	1,5%	3,7%			

Source: Ikkos & Lamprou (2025a)

In September 2025 according to the provisional data of the Hellenic Statistical Authority, tourist accommodation recorded just over 5.0 million arrivals and 23.3 million overnight stays, marking modest year-on-year growth compared to September 2024. Growth was driven primarily by non-residents, who accounted for the vast majority of arrivals and overnight stays, while residents also showed stronger relative increases. The average stay across all accommodation types stood at 4.6 days.

1.3 DIRECT AND TOTAL CONTRIBUTION OF TOURISM TO GDP IN 10 YEARS' TIME

The tourism industry in Greece is a sector that has grown remarkably and became a major source of growth for the Greek economy. The Table 6 presents the direct, such as direct and induced contribution of travel and tourism to Gross Domestic Product (GDP) in Greece from 2014 to 2022, with an additional forecast for 2028. Over this period, the direct contribution of the travel and tourism industry to GDP in Greece increased, reaching 23.9 billion euros in 2022, from 17.0 billion euros in 2014. At the same period, the direct contribution of tourism as a percentage of GDP moved from 9.5% in 2014 to 11.5% in 2022 (Ikkos & Koutsos, 2023).

Table 6: Contribution of Tourism to GDP (Million Euro)

	2016	2017	2018	2019	2020	2021	2022	2023*	2024*	2028*
Inbound Tourism	13,207	14,202	15,653	17,680	4,310	10,328	17,465			
Transport & Cruise	1,627	2,104	2,365	2,647	642	1,377	2,673			
Domestic Spend	2,854	2,692	3,125	2,777	1,409	3,303	3,779			
Direct Contribution of Tourism on GDP	17,688	18,999	21,143	23,104	6,361	15,009	23,914	28,771	30,221	
As a % of GDP	10.0%	10.5%	11.4%	12.6%	3.8%	8.3%	11.5%	12,8%	12,7%	21.3%
Direct and Induced Contribution of Tourism to GDP	46,872	50,347	56,030	61,227	16,855	39,773	63,373	63,297	66,486	
As a % of GDP	26.6%	27.9%	30.3%	33.4%	10.2%	21.9%	30.5%	28,1%	28%	
GDP	176.488	180.218	184.714	183.250	165.326	181.675	208.030	225,197	80,086	

Source: Bank of Greece, ELSTAT, CLIA, INSETE - Processing INSETE Intelligence and Ikkos & Koutsos, (2025)

In 2022, the direct and induced contribution of travel and tourism to Greece's Gross Domestic Product (GDP) was roughly 2.9 percent lower than in 2019, the year prior to the onset of the coronavirus (COVID-19) pandemic. Overall, the total contribution of these industries to Greece's GDP amounted to 63.3 billion euros in 2022 (Ikkos & Koutsos, 2023). The World Travel & Tourism Council (WTTC) forecast that the direct contribution of tourism in 2028 will be 21.3% of Greece (WTTC, 2018).

The contribution of inbound tourism to GDP is crucial for the Greek economy. For example, in 2022 17.5 billion of the total 23.9 billion of direct tourism contribution, come from international tourists visiting the country (Bank of Greece, 2023). Leisure travel accounted for the highest share of travel and tourism spending in Greece in 2022. That year, the expenditure on business trips represented 6 percent of total travel and tourism spending and leisure trips represented 94 percent of total travel and tourism spending in the country, experiencing a drop of 0.6 percentage points from 2019 (Bank of Greece, 2023). Tourism activity remained predominantly export-oriented with 84.2% of tourism receipts coming from inbound tourism. It is estimated that tourism activity contributed to covering 45.7% of the goods balance def of export receipts from all other goods exported by the country, excluding receipts from the export of ships and fuel (Bank of Greece, 2023). If travel receipts include air and sea transport receipts from inbound tourism, then the total travel receipts equal 56.3% of export receipts from exports of all other products except ships and fuel (Ikkos & Koutsos, 2023). In terms of macroeconomic multipliers, various studies estimate that every euro in tourist spending adds €2.2-2.6 to GDP. Research also suggests that the sectors which benefit the most from the development of the tourism product are trade, financial services, property management, construction and manufacturing (Ikkos & Koutsos, 2023).

In 2024, Greece recorded an all-time high in tourism, with inbound travel setting new records in both arrivals and revenues, surpassing 2023. Travel receipts reached €21.6 billion including cruise (+4.8% YoY). International arrivals totalled 36.0 million (+9.8%), or 40.7 million when cruise visitors are included (+12.8%). Tourism's direct contribution amounted to €30.2 billion (12.7% of GDP), while the total footprint, once multipliers are applied, is estimated at around 28–33.7% of GDP (Ikkos & Koutsos, 2025).

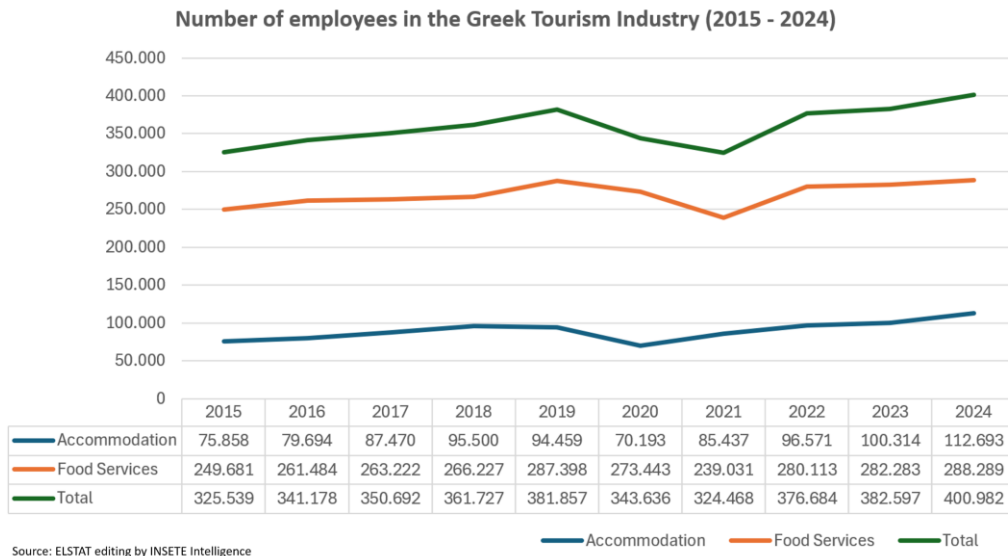
1.4 DIRECT AND TOTAL CONTRIBUTION OF TOURISM TO EMPLOYMENT OF TOURISM IN 10 YEARS' TIME

Tourism, apart from its great contribution to the country's economy, also makes a great contribution to employment and, in recent years, has contributed significantly to the reduction of unemployment. The tourism industry as a labor-intensive industry enhances employment in businesses which offer tourism services, such as transport services, accommodation, catering, as well as indirect jobs in sectors that support or supply these organisations, such as industry, construction, utilities services, etc.

Employment in tourism-related enterprises in Greece rose overall between 2014 and 2021. More specifically, employment in Accommodation and Food Services increases over the period 2013-2022, at an average annual rate of +4.2%. However, the coronavirus (COVID-19) pandemic caused the number of employees to fall in 2020 (Ikkos & Rasoul, 2023). As of 2021, the amount was still below pre-pandemic levels, with approximately 509 thousand people employed in tourism industries. In 2021, the hospitality sector both in Greece and internationally, faced significant difficulties in finding staff.

This problem, which existed in previous years, especially in many islands and isolated areas, was exacerbated by the pandemic. The main causes of staff shortages are related to: I. many tourism workers changed their line of work due to the pandemic; II. most businesses did not expect the recovery that tourism eventually showed in the second half of 2021, limiting their initial recruitment; III. many workers chose not to work because they feared they would get sick coming into contact with colleagues and customers (Ikkos & Rasoul, 2023).

The positive trend of employment was disrupted by the coronavirus pandemic in 2020 and 2021, while in 2022 it recovered, reaching almost the same level as in 2019 (-1.4%, from 381.9 thousand in 2019 to 376.7 thousand in 2022) (OECD, 2023). Based on the above findings, Greece shows high employment rates in the tourism ecosystem, and further growth in employment in accommodation and food services, as well as in high-skilled jobs in tourism more broadly, is expected until 2030 (Ikkos & Koutsos, 2023).



In 2024, the hotel sector supported over 340,000 jobs in total, direct and indirect, including an estimated 143,000 indirect positions in other industries. 27,704 of these were newly created roles, meaning the sector contributed 27,704 more jobs to the economy in 2024 than in 2023. Every additional €1 million in demand for hotel services is associated with roughly 30 extra jobs across the Greek economy (ITEP, 2025).

Regarding the future contribution of Tourism to the GDP, there are no official sources that forecast the level of tourism development. The authors estimate that tourism demand (arrivals, overnights etc.) - according to its growth so far and the short-term trends - will continue to increase. A similar evolution is also expected in the contribution of tourism in the country's GDP which is expected to steadily increase over the next years. This estimation should be carefully read by taking into account all the relevant limitations. Tourism employment is expected to significantly increase, which will boost the demand for skilled human resources. Despite the lack of official data, both the quantitative and qualitative shortage of human resources should be considered, given that it is partly expected to be addressed by attracting unskilled labor from third countries (mainly Asia).

1.5 MAIN FOCUS POINTS OF NATIONAL STRATEGY FOR TOURISM

According to the overview of current trends in the global tourism industry, the main challenges for the global tourism industry and, consequently, for the Greek tourism are digital transformation, sustainable development & sustainability, management of over-tourism phenomena, the sharing economy, social and demographic changes, security & crisis management (e.g. COVID 19).

According to the INSETE study "Action Plans to enhance the competitiveness and structural adaptation of the tourism sector" (INSETE, 2021) the vision for "Greek Tourism 2030" has been defined as follows "to showcase and fuse the uniqueness of Greek nature, Greek culture, Greek hospitality, and the Greek lifestyle through a multitude of tourism products and experiences which can address many and diverse markets, making Greece one of the most competitive and sustainable tourism destinations worldwide. Tourism will thus become established as a driver of economic, social, and environmental growth for all the country's Regions".

1.6 COUNTRY-SPECIFIC CHALLENGES AND DEVELOPMENTS IN TOURISM

The Greek public authorities (Ministry of Tourism and Greek National Tourism Organisation (GNTO)), in cooperation with the Association of Greek Tourism Enterprises (SETE), have identified the vision for Greek tourism, which focuses on the following key strategic objectives in order for Greece to emerge as one of the most competitive and sustainable tourism destinations worldwide.

- Strong international tourism brand with great reputation and awareness
- Safe and high-quality tourism destination throughout the year

- Numerous tourism destinations throughout the country, with diverse characteristics, tourism product offering, and high-quality experiences
- Attractiveness for significant tourism audiences / clientele segments (e.g. millennials, emerging tourism markets, digital nomads)
- Pioneering destination in tourism innovation and entrepreneurship themes and actions
- Sustainable tourism growth model in line with the circular economy and sustainability principles
- High-quality jobs, trained workforce, and competitive education and training programmes by international standards
- A high level of digitalization in the tourism sector and among businesses in the tourism industry
- Competitive destination for investors with an attractive and steady business environment which is supportive of SMEs
- Collectiveness, synergies, and a support and collaboration atmosphere among all tourism stakeholders.

2. CURRENT SKILLS TRAINING DELIVERY IN GREECE

2.1 DIGITAL SKILLS

In the following text, a brief analysis of Digital Skills provided by Higher Education Institutions in Greece is provided. Initially a presentation of Universities takes place. The analysis covers the total number (8) of Greek University Departments offering Tourism and Hospitality Courses. Regarding Vocational Training, a total number of 14 different cases are presented. These cases refer to Specializations (related to Tourism and Hospitality) provided by public or private sector Higher Vocational Training Schools. These Institutes follow the same Course Guide for each specialisation. Also, a list of 9 different cases from Trade Associations are presented.

The majority of Digital skills offered by Universities are entry-level skills. In all undergraduate degree curricula, there are from 3 to 5 specialized courses on Green skills. Accessible tourism, Global citizenship and Supporting diversity, are offered to a limited degree.

Key findings on “Universities” level:

- At the majority of the digital skills, each University offers a different perspective in terms of developing digital skills. Several universities include them in core modules, optional modules or in their learning processes in their courses.
- In the majority of undergraduate degree curricula (except one), digital skills courses combine theory and laboratory workshops.
- Five University Departments offer Digital Skills Related Certificate.
- Digital skills are mostly related to tourism enterprises, booking and marketing and to a lesser extent to tourism destination development and management.
- There is wide emphasis on the following 10 digital skills: 1. Basic office application use, 2. Data entry capabilities, 3. Digital business analysis and data-driven decision making, 4. Digital content creation, 5. Digital marketing & communication, 6. E-mail and chat, 7. General computer literacy, 8. Social media use, 9. Specialized tourism software e.g., PMS, GDS, CRS, 10. Web-based communications.
- The majority of “Digital skills types” offered from Universities are entry-level skills.

Key findings on “Vocational Higher Schools & Higher Vocational Training Schools ” level:

- Regarding Higher Vocational Training Schools , there is a level of heterogeneity and as a result some courses offer a wide variety of “Digital skill types”, while some others offer few or none.
- There is wide emphasis on the following 7 digital skill types: 1. Basic office application use, 2. Data entry capabilities, 3. Digital marketing & communication, 4. E-mail and chat, 5. General computer literacy, 6. Social media use, 7. Specialized tourism software e.g., PMS.
- The majority of “Digital skills types” offered from Higher Vocational Training Schools are entry-level skills.
- Overall, there is a need for increased digital skills offered in the Higher Vocational Training Schools .

Detected key issues/challenges and implications for PANTOUR project:

- Both for University and Vocational Training level, advanced Digital skills (Robotics, AR, VR, Big Data Analysis etc.) must be strengthened in all specializations and departments.
- A level of homogeneity should be developed among different university departments and Higher Vocational Training Schools especially for entry level digital skills.
- At the "Higher Vocational Training Schools " level, distance learning programs that offer students the opportunity to develop their digital skills regardless of their specialization, must be created.

Examples of training providers and universities regarding digital skills are presented in Appendix 1 at the end of the report.

2.2 GREEN SKILLS

In the following text, a brief analysis of Environmental Management Skills provided by Higher Education Institutions in Greece is provided. Initially, a presentation of Universities takes place. The analysis focuses on the total number (8) of Greek University Departments related to Tourism and Hospitality. Regarding Vocational Training a total number of 14 different cases are presented. These cases refer to Specializations (related to Tourism and Hospitality Industry) provided by public or private sector Higher Vocational Training Schools . Both types of institutes follow the same Course Guide for each specialization. Also, a list of 9 different cases from Trade Associations is presented.

Key findings on "Universities" level:

- In all undergraduate degree curricula, there are from 3 to 5 specialized courses on "green" skills. Along the same lines the research identified several courses focusing on tourism development, tourism policy, planning and management of tourist destinations, and certification systems aiming to develop "green" skills
- There is no connection between green and digital skills
- There is high degree of homogeneity between the departments and the associated courses

- Most “Green skill types” are offered at the entry-level and few (such as understanding the concept of carrying capacity and environmental certifications) at an intermediate level. This probably indicates the evaluation of green skills as an important - basic knowledge for the students.

Key findings on “Vocational Higher Schools & Higher Vocational Training Schools ” level:

- In Higher Vocational Training Schools there is great heterogeneity, some courses offer a wide variety of “Environmental management skills”, while others offer few or none.
- There is a large concentration in 4 “Environmental management skills” (see bold figures in table 7). The remaining “Environmental management skills” are offered little or not at all.
- During the academic year 2022–2023, the undergraduate programs of university departments specializing in Tourism Studies underwent the accreditation process conducted by the Hellenic Authority for Higher Education (HAHE). Based on the recommendations of the evaluation committee, two out of the eight departments have introduced one new course each in their 2025–2026 curricula, focusing on the development of green skills.

Detected key issues/challenges and implications for PANTOUR project:

- Both for Universities and Vocational Higher Schools & Higher Vocational Training Schools , distance learning programs that give students the opportunity to develop their “Environmental management skills” regardless of their specialization, must be created.
- Both for University and Vocational Training level there are some specific Environmental Management skills that need to be developed such as: Redesign Supply chains, Use digital technologies to integrate smartness and sustainability, Calculate the carbon footprint generated by company’s actions and make plans how to reduce and compensate it, Apply the principles of sharing economy, Minimise Pollution.
- A level of homogeneity should be developed among different university departments and Higher Vocational Training Schools especially for Environmental Management Skills.

Examples of training providers and universities regarding Green skills are presented in Appendix 2 at the end of the report.

2.3 SOCIAL SKILLS

In the following text, a brief analysis of Social and Cultural Skills provided by Higher Education in Greece is provided. The analysis focuses on the total number (8) of Greek University Departments related to Tourism and Hospitality Courses. Regarding Vocational Training, a total number of 14 different courses are presented. These courses refer to Specialisations (related to Tourism and Hospitality Industry) provided by public or private sector Higher Vocational Training Schools. Both types of institutes follow the same Course Guide for each specialisation. Also, a list of 9 different cases from Trade Associations are presented.

Key findings on “Universities” level:

- There is a relative homogeneity on the social and cultural skills provided. Undergraduate degree curricula offer a wide variety of “Social skills types”
- A significant number of social skills are developed through educational methods (laboratory courses, Group and individual Assignments, Educational visits and Event, Critical Thinking exams, Experiential/active learning, Internship, thesis, Erasmus)
- Several social skills are offered through the learning process and outcomes of courses such as tourism sociology, tourism anthropology, tourism psychology, consumer behavior, culture, research methodologies, strategic planning.
- Several social skills (marked in bold in table 8 above) are also developed in specialised courses (interculturality, decision-making – problem-solving skills, entrepreneurship, innovation, leadership, promoting fair pay and working conditions in tourism)
- Accessible tourism provision for those with disabilities, Global citizenship and Supporting diversity, gender and racial equality, are offered to a minimum degree or not at all.
- During the academic year 2022–2023, the undergraduate programs of university departments specializing in Tourism Studies underwent the accreditation process conducted by the Hellenic Authority for Higher Education (HAHE). Based on the recommendations of the evaluation committee, one out of the eight departments has introduced a new course in its 2025–2026 curriculum that focuses on the development of social skills.

Key findings on “Vocational Higher Schools & Higher Vocational Training Schools ” level:

- In Higher Vocational Training Schools there is great heterogeneity, some specialisations offer a variety of “Social skills types”, while others offer few or none.
- There is an extensive focus on 7 “Social skills types” (bold figures in table 8). The remaining “Social skill types” are offered little or not at all.

Detected key issues/challenges and implications for PANTOUR project:

- Both for Universities and Vocational Higher Schools & Higher Vocational Training Schools , distance learning programmes that give students the opportunity to develop their “Social & Cultural skills” regardless of their specialisation, must be created.
- Both for University and Vocational Training level there are some specific Social & Cultural skills that need to be further developed such as: Global Citizenship, Accessible tourism provision for those with disabilities, Lifelong learning capabilities.
- A level of homogeneity should be developed among different university departments and Higher Vocational Training Schools especially for Environmental Management Skills.

Examples of training providers and universities regarding social/cultural skills are presented in Appendix 3 at the end of the report.

3. SURVEY RESULTS

In this chapter, an analysis is provided of the online survey results within Greece, held among tourism professionals, HR managers and decision makers. The data were collected from late of August and during September 2025 using an online questionnaire. This survey aimed to investigate the gap between current levels of (green, social, digital) skills in the tourism industry and the future skills needed in 2030 – resulting in quantitative data about the skills gaps and future needs.

In summary:

- Key trends are extracted from the survey results of Greece to establish how the sector is responding to the skill sets, highs, lows, current and future level of proficiency in Green, Digital and socio-cultural skills sets.
- An explanation and discussion of the results is provided.
- Gaps are indicated in the current and future level of proficiency in Green, Digital and Socio-cultural levels of proficiency. Comments are made on specific shortages or excellent/good proficiency in different skills and the areas of significant weakness.

This analysis represents an update based on the Sector Skills Intelligence Monitoring (SSIM) system, as published on the Next Tourism Generation website, and in this updated version only one method of primary data collection was used, namely the survey.

Total number of responses in Greece:	33 (including category 'Other' = 40)
Number of responses per tourism sub sector:	
Destination management organisations:	4
Accommodation providers:	7
Food & Beverage:	20
Visitor attractions:	2

3.1 DIGITAL SKILLS

Digital Skills

<p>Current existing level of proficiency</p>	<p>Highest:</p> <ol style="list-style-type: none"> 1. Use of digital marketing systems and communication platforms (social media networks, e-mail and direct marketing systems, content management systems) (3.30) 2. Use of office applications (text processing, spreadsheets, presentation software) (3.28) 3. Digital privacy and ethics (3.20) <p>Lowest:</p> <ol style="list-style-type: none"> 1. Use of robots (1.83) 2. Use of digital technologies to create guest experiences (e.g., for Virtual- and Augmented Reality) (2.20) 3. Use of generative AI applications (e.g. ChatGPT, Midjourney, DALL-E, etc.) for generating text and visuals (2.25)
<p>Future necessary level of proficiency in 2030</p>	<p>Most necessary:</p> <ol style="list-style-type: none"> 1. Use of digital marketing systems and communication platforms (social media networks, e-mail and direct marketing systems, content management systems) (4.23) 2. Secure information processing (backing-up, cybersecurity, data protection) (4.13) 3. Digital privacy and ethics (4.13) <p>Least necessary:</p> <ol style="list-style-type: none"> 1. Use of robots (2.85) 2. Use of digital technologies to create guest experiences (e.g., for Virtual- and Augmented Reality) (3.25) 3. Use of generative AI applications (e.g. ChatGPT, Midjourney, DALL-E, etc.) for generating text and visuals (3.53)
<p>Skills gaps between existing and future level of skills sets</p>	<p>Largest gaps:</p> <ol style="list-style-type: none"> 1. Use of generative AI applications (e.g. ChatGPT, Midjourney, DALL-E, etc.) for generating text and visuals (1.28) 2. Digital business analysis, business intelligence, data-driven decision making (1.15)

-
3. Use of digital technologies to create guest experiences (e.g., for Virtual- and Augmented Reality) (1.05)
 4. Use of robots (1.02)
 5. Digital privacy and ethics (1.02)

Smallest gaps:

1. Use of office applications (text processing, spreadsheets, presentation software) (0.70)
 2. Use of digital marketing systems and communication platforms (social media networks, e-mail and direct marketing systems, content management systems) (0.93)
 3. Web & app development & programming (0.95)
 4. Secure information processing (backing-up, cybersecurity, data protection) (0.95)
-

The research participants support that the current required proficiency level of digital skills by their organisation is between low (Use of robots, Use of digital technologies to create guest experiences, Use of generative AI applications for generating text and visuals), moderate (Use of office applications, Digital business analysis, business intelligence, data-driven decision making,) and high level (Use of digital marketing systems and communication platforms, Use of office applications, Digital privacy and ethics).

On the contrary they estimate that the future required (in 2030) proficiency level of digital skills by their organisation will be between a moderate (Use of generative AI applications for generating text and visuals; Use of robots; Use of digital technologies to create guest experiences, Web & app development & programming) and high level (Use of digital marketing systems and communication platforms, Secure information processing (Digital privacy and ethics).

The smallest gap between the current and future required proficiency level of digital skills are found in the digital skills “Use of office applications” and “Use of digital marketing systems and communication platforms“. While the largest gap between the current and the future required proficiency level of digital skills are found in the digital skills “ Use of generative AI applications for generating text and visuals” and “Digital business analysis, business intelligence, data-driven decision making”.

3.2. GREEN/ENVIRONMENTAL SKILL SETS

Green Skills	
Current existing level of proficiency	<p>Highest:</p> <ol style="list-style-type: none"> 1. Understanding of environmental laws and regulations (3.50) 2. Adoption of environmental certifications and management systems (2.90) 3. Efficient use of resources (e.g., energy, water, materials) (2.80) <p>Lowest:</p> <ol style="list-style-type: none"> 1. Measurement and management of CO2 emissions (2.23) 2. Green marketing and product development (2.45) 3. Green procurement and greening the supply chain (working with green suppliers) (2.53)
Future necessary level of proficiency in 2030	<p>Most necessary:</p> <ol style="list-style-type: none"> 1. Understanding of environmental laws and regulations (4.20) 2. Promotion and encouragement of sustainable practices among guests (3.90) 3. Efficient use of resources (e.g., energy, water, materials) (4.00) <p>Least necessary:</p> <ol style="list-style-type: none"> 1. Measurement and management of CO2 emissions (3.55) 2. Green marketing and product development (3.78) 3. Green procurement and greening the supply chain (working with green suppliers) (3.85)
Skills gaps between existing and future level of skills sets	<p>Largest gaps:</p> <ol style="list-style-type: none"> 1. Measurement and management of waste (1.40)

-
2. Communication about the organisation's efforts towards a green economy & Green marketing and product development (1.33)
 3. Green marketing and product development (1.33)
 4. Measurement and management of CO2 emissions (1.32)
 5. Green procurement and greening the supply chain (working with green suppliers) (1.32)

Smallest gaps:

1. Understanding of environmental laws and regulations (0.7)
 2. Adoption of environmental certifications and management systems (1.08)
 3. Efficient use of resources (e.g., energy, water, materials) (1.2)
 4. Promotion and encouragement of sustainable practices among guests (1.2)
 5. Use of technology to speed up the green transition (1.3)
-

The research participants support that the current required proficiency level of green skills in their organisation is too low (Measurement and management of CO2 emissions, Green marketing and product development, Green procurement and greening the supply chain) and moderate level (Promotion and encouragement of sustainable practices among guests, Use of technology to speed up the green transition, Measurement and management of waste, Communication about the organisation's efforts towards a green economy).

On the contrary, they estimate that the future required (in 2030) proficiency level of green skills in their organisation will be to a moderate (Use of technology to speed up the green transition, Measurement and management of waste, Adoption of environmental certifications and management systems, Communication about the organisation's efforts towards a green economy) and high level (Understanding of environmental laws and regulations, Promotion and encouragement of sustainable practices among guests, Efficient use of resources (e.g., energy, water, materials)).

The smallest gap between the current and future required proficiency level of green skills is found in the green skills “Understanding of environmental laws and regulations” and “Adoption of environmental certifications and management systems”. While the largest gap between the current and the future required proficiency level of green skills are found in the green skills “Measurement and management of waste” and “Communication about the organisation’s efforts towards a green economy & Green marketing and product development”.

3.3 SOCIAL AND CULTURAL SKILL SETS

Social-cultural skills

Current existing level of proficiency	<p>Highest:</p> <ol style="list-style-type: none"> 1. Provide excellent customer service (3.80) 2. Communicate effectively with guests and colleagues (3.68) 3. Support diversity, equality and inclusivity (3.58) <p>Lowest:</p> <ol style="list-style-type: none"> 1. Communicate effectively with guests in their native language (2.95) 2. Resolve conflicts (3.33) 3. Understand the cultural setting of the own destination and share this information with guests (3.53)
Future necessary level of proficiency in 2030	<p>Most necessary:</p> <ol style="list-style-type: none"> 1. Provide excellent customer service (4.60) 2. Adaptability to change and handle unexpected situations (4.45) 3. Communicate effectively with guests and colleagues (4.45) <p>Least necessary:</p> <ol style="list-style-type: none"> 1. Communicate effectively with guests in their native language (3.90) 2. Understand the cultural setting of the own destination and share this information with guests (4.10) 3. Support diversity, equality and inclusivity (4.25)
Skills gaps between existing and future level of skills sets	<p>Largest gaps:</p> <ol style="list-style-type: none"> 1. Resolve conflicts (1.05) 2. Communicate effectively with guests in their native language (0.95)

-
3. Adaptability to change and handle unexpected situations (0.87)
 4. Work effectively in a team (0.85)
 5. Provide excellent customer service (0.8)

Smallest gaps:

1. Understand the cultural setting of the own destination and share this information with guests (0.57)
 2. Support diversity, equality and inclusivity (0.67)
 3. Communicate and interact with people from different cultural and social backgrounds (0.75)
 4. Communicate effectively with guests and colleagues (0.77)
-

The research participants support that it can be concluded that the research participants consider that the current required proficiency level of social-cultural skills within their organisation is between moderate (Adaptability to change and handle unexpected situations, Work effectively in a team, Communicate and interact with people from different cultural and social backgrounds and high level (Provide excellent customer service, Communicate effectively with guests and colleagues, Support diversity, equality and inclusivity).

On the contrary they estimate that the future required (in 2030) proficiency level of social-cultural skills within their organisation will be between a moderate (Work effectively in a team, Resolve conflicts, Communicate and interact with people from different cultural and social backgrounds) and high level (Provide excellent customer service, Adaptability to change and handle unexpected situations, Communicate effectively with guests and colleagues).

The smallest gap between the current and future required proficiency level of social-cultural skills is found in the social-cultural skills: “Understand the cultural setting of the own destination and share this information with guests” and “Support diversity, equality and inclusivity”. While the largest gap between the current and the future required proficiency level of social-cultural skills are found in the social skills “Resolve conflicts” and “Communicate effectively with guests in their native language”.

SKILLS SYNTHESIS

**a skilled workforce
is essential for the
sustainable growth
competitiveness of
the tourism sector**



The findings presented in this report serve as a roadmap for policymakers, educators, and industry stakeholders to collaborate effectively in shaping the future of tourism workforce development.

In essence, the PANTOUR Country Skills Profile Reports serve as a call to action, urging stakeholders to prioritize skill enhancement initiatives and embrace innovative practices to ensure the continued success and resilience of the tourism industry in the years to come.

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Appendix 1. Examples of Digital training providers

In the following text, a brief analysis of Digital Skills provided by Higher Education Institutions in Greece is provided. Initially a presentation of Universities takes place. The analysis covers the total number (8) of Greek University Departments offering Tourism and Hospitality Courses. Regarding Vocational Training, a total number of 14 different cases are presented. These cases refer to Specializations (related to Tourism and Hospitality) provided by public or private sector Institutes. These Institutes follow the same Course Guide for each specialization. Also, a list of 9 different cases from Trade Associations are presented. An integrated table (Table 1) is provided to present all skills categories along with several key findings from the research.

Training provider name: University of the Aegean. Department of Tourism Economics and Management
Website: https://www.tourem.aegean.gr/en/ & https://www.tourem.aegean.gr/el/
Type of provider: University
Covered skill categories: <ul style="list-style-type: none"> • Being digitally literate • Online marketing & communication • Data analytics
Covered skill types: <ul style="list-style-type: none"> • general computer literacy • basic office application use (text processing, spreadsheet use, presentation software) • e-mail and chat • data entry capabilities • social media use • web-based communications • digital marketing & communication • specialized tourism software e.g., PMS. • digital business analysis and data-driven decision making (increased offer of personalised tourism services and data-driven destination management tools)
Methods of delivery: Class, Learning Management System, Courses, Lectures, 4 Theoretical and laboratory courses, Assignments, Internship, Digital Skills Certificate.

Training provider name: University of West Attica. Department of Tourism Management
Website: https://tourism.uniwa.gr
Type of provider: University
Covered skill categories: <ul style="list-style-type: none"> • Being digitally literate

- Online marketing & communication
- Mobile technologies

Covered skill types:

- general computer literacy
- basic office application use (text processing, spreadsheet use, presentation software)
- e-mail and chat
- data entry capabilities
- social media use
- web-based communications
- digital marketing & communication
- specialized tourism software e.g., PMS
- digital content creation
- digital product management

Methods of delivery: Class, Learning Management System, Courses, Lectures, 8 Theoretical and laboratory courses, Assignments, Internship, Digital Skills Certificate.

Training provider name: Hellenic Open University Tourism Management

Website: <https://www.eap.gr/education/undergraduate/tourism-administration/>

Type of provider: University

Covered skill categories:

- Being digitally literate
- Online marketing & communication
- Data analytics

Covered skill types:

- general computer literacy
- basic office application use (text processing, spreadsheet use, presentation software)
- e-mail and chat
- web-based communications
- digital marketing & communication
- data entry capabilities

Methods of delivery: Class, Learning Management System, Courses, Lectures, 2 Theoretical courses, Assignments

Training provider name: International Hellenic University. Department of Organisation Management, Marketing and Tourism

Website: <http://ommt.ihu.gr/>

Type of provider: University

Covered skill categories:

- Being digitally literate
- Online marketing & communication
- Data analytics
- Mobile technologies
- Digital security

Covered skill types:

- general computer literacy
- basic office application use (text processing, spreadsheet use, presentation software)
- e-mail and chat
- data entry capabilities
- social media use
- web-based communications
- digital marketing & communication
- specialized tourism software e.g., PMS.
- digital business analysis and data-driven decision making (increased offer of personalised tourism services and take-up of data-driven destination management tools)
- digital content creation
- digital product management
- secure information processing

Methods of delivery: Class, Learning Management System, Courses, Lectures, 9 Theoretical and laboratory courses, Assignments, Internship

Training provider name: University of Patras. Department of Tourism Management

Website: <http://tourism.upatras.gr/>

Type of provider: University

Covered skill categories:

- Being digitally literate
- Online marketing & communication
- Data analytics
- Mobile technologies
- Digital security

Covered skill types:

- general computer literacy
- basic office application use (text processing, spreadsheet use, presentation software)
- e-mail and chat
- data entry capabilities
- social media use
- web-based communications
- digital marketing & communication
- Specialized tourism software e.g., PMS.
- digital business analysis and data-driven decision making (increased offer of personalised tourism services and data-driven destination management tools);
- digital content creation
- digital product management
- digital content creation

Methods of delivery: Class, Learning Management System, Courses, Lectures, 8 Theoretical and laboratory courses, Assignments, Internship, Digital Skills Certificate

Training provider name: Ionian University. Department of Tourism

Website: <https://tourism.ionio.gr/>

Type of provider: University

Covered skill categories:

- Being digitally literate
- Online marketing & communication
- virtual and augmented reality
- Mobile technologies

Covered skill types:

- general computer literacy
- basic office application use (text processing, spreadsheet use, presentation software)
- e-mail and chat
- data entry capabilities
- social media use
- web-based communications
- digital marketing & communication
- Specialized tourism software e.g., PMS.
- web & app development
- digital content creation (online and for product innovation, e.g. with VR/AR)
- digital design and data visualization
- digital product management
- web & app development
- programming;

Methods of delivery: Class, Learning Management System, Courses, Lectures, 6 Theoretical courses, Assignments, Internship.

Training provider name: University of Piraeus - Department of Tourism Studies

Website: <http://tourism.unipi.gr/>

Type of provider: University

Covered skill categories:

- Being digitally literate
- Online marketing & communication
- Data analytics
- privacy and ethics

Covered skill types:

- general computer literacy
- basic office application use (text processing, spreadsheet use, presentation software)
- e-mail and chat
- data entry capabilities
- social media use
- web-based communications
- digital marketing & communication
- Specialized tourism software e.g., PMS
- applying privacy and ethics at digital environment

Methods of delivery: Class, Learning Management System, Courses, Lectures, 7 Theoretical and laboratory courses, Assignments, Internship, Digital Skills Certificate.

Training provider name: Hellenic Mediterranean University. Department of Business Administration and Tourism

Website: <https://bat.hmu.gr/>

Type of provider: University

Covered skill categories:

- Being digitally literate
- Online marketing & communication
- Data analytics

Covered skill types:

- general computer literacy
- basic office application use (text processing, spreadsheet use, presentation software)
- e-mail and chat
- data entry capabilities
- social media use
- web-based communications
- digital marketing & communication
- data science

Methods of delivery: Class, Learning Management System, Courses, Lectures, 4 Theoretical and laboratory courses, Assignments, Internship, Digital Skills Certificate.

Training provider name: Specialization: Religious Tourism and Pilgrimage Tours Specialist

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%95%CE%B9%CE%B4%CE%B9%CE%BA%CF%8C%CF%82_%CE%98%CF%81%CE%B7%CF%83%CE%BA%CE%B5%CF%85%CF%84%CE%B9%CE%BA%CE%BF%CF%8D_%CE%A4%CE%BF%CF%85%CF%81%CE%B9%CF%83%CE%BC%CE%BF%CF%8D_%CE%BA%CE%B1%CE%B9_%CE%A0%CF%81%CE%BF%CF%83%CE%BA%CF%85%CE%BD%CE%B7%CE%BC%CE%B1%CF%84%CE%B9%CE%BA%CF%8E%CE%BD_%CE%A0%CE%B5%CF%81%CE%B9%CE%B7%CE%B3%CE%AE%CF%83%CE%B5%CF%89%CE%BD.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories:

- Being digitally literate.
- Online marketing & communication.

Covered skill types:

- Basic office application use (text processing, spreadsheet use, presentation software).
- Data entry capabilities.
- Digital business analysis and data-driven decision making.
- Digital marketing & communication.
- E-mail and chat.
- General computer literacy.

- Social media use.
- Specialized tourism software e.g., GDS.
- Web-based communications.

Methods of delivery: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Yacht skipper

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%9A%CF%85%CE%B2%CE%B5%CF%81%CE%BD%CE%AE%CF%84%CE%B7%CF%82_%CF%83%CE%BA%CE%B1%CF%86%CF%8E%CE%BD_%CE%B1%CE%BD%CE%B1%CF%88%CF%85%CF%87%CE%AE%CF%82.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories: --

Covered skill types: --

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Tour guide in museums and archaeological-cultural sites for people with vision or hearing problems

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/72.%CE%9E%CE%95%CE%9D%CE%91%CE%93%CE%9F%CE%A3_%CE%A3%CE%95_%CE%9C%CE%9F%CE%A5%CE%A3%CE%95%CE%99%CE%91_%CE%9A%CE%91%CE%99_%CE%91%CE%A1%CE%A7%CE%91%CE%99%CE%9F%CE%9B%CE%9F%CE%93%CE%99%CE%9A%CE%9F%CE%A5%CE%A3-%CE%A0%CE%9F%CE%9B%CE%99%CE%A4%CE%99%CE%A3%CE%A4%CE%99%CE%9A%CE%9F%CE%A5%CE%A3_%CE%A7%CE%A9%CE%A1%CE%9F%CE%A5%CE%A3_%CE%91%CE%A4%CE%9F%CE%9C%CE%91_%CE%9C%CE%95_%CE%A0%CE%A1%CE%9F%CE%92%CE%9B%CE%97%CE%9C%CE%91%CE%A4%CE%91_.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories: --

Covered skill types: --

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Management and economics executive in the tourism sector

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/ODIGOI_KATARTISIS/2025/07-

[2025 43126 %CE%9F%CE%94%CE%97%CE%93%CE%9F%CE%A3 %CE%94%CE%99%CE%9F%CE%9A %CE%9F%CE%99%CE%9A%CE%9F%CE%9D %CE%A4%CE%9F%CE%A5%CE%A1%CE%99%CE%A3%CE%9C%CE%9F%CE%A5.pdf](https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CE%BF%CC%81%CF%82_%CE%9A%CE%B1%CF%84%CE%B1%CC%81%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A3%CF%85%CE%BD%CE%BF%CE%B4%CE%BF%CC%81%CF%82_%CE%92%CE%BF%CF%85%CE%BD%CE%BF%CF%85%CC%81.pdf)

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories:

- Being digitally literate.
- Data analytics
- Online marketing & communication.
- Privacy and ethics.

Covered skill types:

- Applying privacy and ethics at digital environment.
- Basic office application use (text processing, spreadsheet use, presentation software).
- Data entry capabilities.
- Digital business analysis and data-driven decision making.
- Digital marketing & communication.
- E-mail and chat.
- General computer literacy.
- Social media use.
- Specialized tourism software e.g., GDS.
- Web-based communications.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Mountain Companion

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CE%BF%CC%81%CF%82_%CE%9A%CE%B1%CF%84%CE%B1%CC%81%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A3%CF%85%CE%BD%CE%BF%CE%B4%CE%BF%CC%81%CF%82_%CE%92%CE%BF%CF%85%CE%BD%CE%BF%CF%85%CC%81.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories: --

Covered skill types: --

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Air Transport Services Executive

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A3%CF%84%CE%AD%CE%BB%CE%B5%CF%87%CE%BF%CF%82_%CE%A5%CF%80%CE%B7%CF%81%CE%B5%

https://gsvetly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A4%CE%B5%CF%87%CE%BD%CE%B9%CE%BA%CF%8C%CF%82_%CE%91%CE%B3%CF%81%CE%BF%CF%84%CE%BF%CF%85%CF%81%CE%B9%CF%83%CE%BC%CE%BF%CF%8D.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories:

- Being digitally literate.
- Online marketing & communication.

Covered skill types:

- Basic office application use (text processing, spreadsheet use, presentation software).
- Data entry capabilities.
- Digital marketing & communication.
- E-mail and chat.
- General computer literacy.
- Social media use.
- Specialized tourism software e.g., CRS.
- Web-based communications

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Agricultural Tourism Technician

Website:

https://gsvetly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A4%CE%B5%CF%87%CE%BD%CE%B9%CE%BA%CF%8C%CF%82_%CE%91%CE%B3%CF%81%CE%BF%CF%84%CE%BF%CF%85%CF%81%CE%B9%CF%83%CE%BC%CE%BF%CF%8D.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories:

- Online marketing & communication.

Covered skill types:

- Data entry capabilities.
- Digital marketing & communication.
- E-mail and chat.
- Social media use.
- Web-based communications.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Baker-pastry technician

Website:

https://gsvetly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A4%CE%B5%CF%87%CE%BD%CE%B9%CE%BA%CF%8C%CF%82_%CE%B1%CF%81%CF%84%CE%BF%CF%80%CE%BF%CF%85%CF%81%CE%B9%CF%83%CE%BC%CE%BF%CF%8D.pdf

[CE%BF%CE%B9%CE%AF%CE%B1%CF%82_-
%CE%B6%CE%B1%CF%87%CE%B1%CF%81%CE%BF%CF%80%CE%BB%CE
%B1%CF%83%CF%84%CE%B9%CE%BA%CE%AE%CF%82.pdf](https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CF%84%CE%B9%CE%BA%CE%AE%CF%82.pdf)

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories: --

Covered skill types: --

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Culinary art technician- chef

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A4%CE%B5%CF%87%CE%BD%CE%B9%CE%BA%CF%8C%CF%82_%CE%9C%CE%B1%CE%B3%CE%B5%CE%B9%CF%81%CE%B9%CE%BA%CE%AE%CF%82_%CE%A4%CE%AD%CF%87%CE%BD%CE%B7%CF%82_%CE%91%CF%81%CF%87%CE%B9%CE%BC%CE%AC%CE%B3%CE%B5%CE%B9%CF%81%CE%B1%CF%82_Chef.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories: --

Covered skill types: --

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Hospitality Units Executive

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/ODIGOI_KATARTISIS/2025/07-2025_31251_%CE%9F%CE%B4%CE%B7%CE%B3%CE%BF%CF%82_%CE%9A%CE%B1%CF%84%CE%B1%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A3%CF%84%CE%B5%CE%BB%CE%B5%CF%87%CE%BF%CF%82_%CE%9C%CE%BF%CE%BD%CE%B1%CE%B4%CF%89%CE%BD_%CE%A6%CE%B9%CE%BB%CE%BF%CE%BE%CE%B5%CE%BD%CE%B9%CE%B1%CF%82.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories:

- Being digitally literate.
- Online marketing & communication.

Covered skill types:

- Basic office application use (text processing, spreadsheet use, presentation software).
- Data entry capabilities.
- Digital marketing & communication.
- E-mail and chat.
- General computer literacy.

- Specialized tourism software e.g., GDS.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Communication and Information Technologies in the Travel Industry

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A4%CE%B5%CF%87%CE%BD%CE%BF%CE%BB%CE%BF%CE%B3%CE%AF%CE%B5%CF%82_%CE%95%CF%80%CE%B9%CE%BA%CE%BF%CE%B9%CE%BD%CF%89%CE%BD%CE%AF%CE%B1%CF%82_%CE%BA%CE%B1%CE%B9_%CE%A0%CE%BB%CE%B7%CF%81%CE%BF%CF%86%CE%BF%CF%81%CE%B9%CF%8E%CE%BD_%CF%83%CF%84%CE%B7%CE%BD_%CE%A4%CE%B1%CE%BE%CE%B9%CE%B4%CE%B9%CF%89%CF%84%CE%B9%CE%BA%CE%AE_%CE%92%CE%B9%CE%BF%CE%BC%CE%B7%CF%87%CE%B1%CE%BD%CE%AF%CE%B1.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories:

- Being digitally literate.
- Data analytics
- Digital security.
- Mobile technologies.
- Online marketing & communication.
- Privacy and ethics.

Covered skill types:

- Applying privacy and ethics at digital environment.
- Basic office application use (text processing, spreadsheet use, presentation software).
- Data entry capabilities.
- Digital business analysis and data-driven decision making (increased offer of personalised tourism services and take-up of data-driven destination management tools).
- Digital content creation.
- Digital marketing & communication.
- Digital product management.
- E-mail and chat.
- General computer literacy.
- Internet of things.
- Secure information processing.
- Social media use.
- Specialized tourism software e.g., PMS, GDS, CRS.
- Web-based communications.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Tour Leader
Website: https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A4%CE%BF%CF%85%CF%81%CE%B9%CF%83%CF%84%CE%B9%CE%BA%CF%8C%CF%82_%CE%A3%CF%85%CE%BD%CE%BF%CE%B4%CF%8C%CF%82.pdf
Type of provider: Higher Vocational Training Schools (Private & public sector)
Covered skill categories: <ul style="list-style-type: none"> • Being digitally literate.
Covered skill types: <ul style="list-style-type: none"> • Basic office application use (text processing, spreadsheet use, presentation software). • Data entry capabilities. • E-mail and chat. • General computer literacy. • Social media use.
Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.
Training provider name: Specialization: Guardian of museums and archaeological sites
Website: https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A6%CF%8D%CE%BB%CE%B1%CE%BA%CE%B1%CF%82_%CE%91%CF%81%CF%87%CE%B1%CE%B9%CE%BF%CE%BB%CE%BF%CE%B3%CE%B9%CE%BA%CF%8E%CE%BD_%CE%A7%CF%8E%CF%81%CF%89%CE%BD.pdf
Type of provider: Higher Vocational Training Schools (Private & public sector)
Covered skill categories: <ul style="list-style-type: none"> • Digital security
Covered skill types: <ul style="list-style-type: none"> • Electronic security systems.
Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.
Training provider name: Higher Schools of Tourism Education of the Ministry of Tourism
Website: https://www.kodiko.gr/nomothesia/document/682338 & http://www.mintour.edu.gr/index.php/aste
Type of provider: Ministry of Tourism
Covered skill categories: <ul style="list-style-type: none"> • Being digitally literate. • Data analytics • Online marketing & communication. • Privacy and ethics.
Covered skill types: <ul style="list-style-type: none"> • Applying privacy and ethics at digital environment. • Basic office application use (text processing, spreadsheet use, presentation software).

- Data entry capabilities.
- Digital business analysis and data-driven decision making.
- Digital marketing & communication.
- E-mail and chat.
- General computer literacy.
- Social media use.
- Specialized tourism software e.g., PMS.
- Web-based communications.

Methods of delivery: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Fundamentals of Digital Marketing: channels, strategy, planning

Website: <https://insete.gr/seminar/fundamentals-of-digital-marketing-channels-strategy-planning-4/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories:

- Being digitally literate.
- Online marketing & communication.

Covered skill types:

- Data entry capabilities.
- Digital marketing & communication.
- E-mail and chat.
- General computer literacy.
- Social media use.
- Web-based communications.

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Digital transformation in hotel & tourism industry

Website: <https://insete.gr/seminar/digital-transformation-in-hotel-tourism-industry-innovate-your-customer-experience/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories:

- Artificial intelligence.
- Being digitally literate.
- Data analytics (big).
- Virtual and augmented reality.

Covered skill types:

- Artificial intelligence
- Blockchain Technology.
- Data entry capabilities.
- Data entry capabilities.
- Digital business analysis and data-driven decision making (increased offer of personalised tourism services and take-up of data-driven destination management tools).
- Digital Content Creation.
- Digital Design and Data Visualization.

- Digital Product Management.
- E-mail and chat.
- General computer literacy.
- Hospitality Metaverse.
- Internet of things
- Programming.
- Reputation Management.
- Robotics
- Social media use.
- User experience design.
- Web & App Development.

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Google ads workshop

Website: <https://insete.gr/seminar/google-ads-workshop-maximize-your-performance-with-strategy-ai-hands-on-practice/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories:

- Online marketing & communication

Covered skill types:

- Data entry capabilities.
- Digital marketing & communication.
- Display campaigns.
- E-mail and chat.
- Search campaigns.
- SEO.
- Social media use.
- Web ads campaign reporting.
- Web ads.
- Web-based communications.

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Google analytics & SEO Tactics

Website: <https://insete.gr/seminar/google-analytics-seo-tactics-from-basics-to-advanced/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories:

- Online marketing & communication

Covered skill types:

- Advanced SEO.

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: AI fundamentals & applications for tourism professionals

Website: <https://insete.gr/seminar/ai-fundamentals-applications-for-tourism-professionals/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories:

- Being digitally literate
- Artificial intelligence
- Online marketing & communication

Covered skill types:

- AI terminology
- AI ethics
- AI usage
- AI applications

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: AI in tourism from prompt to practice

Website: <https://insete.gr/seminar/ai-in-tourism-from-prompt-to-practice/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories:

- Being digitally literate
- Artificial intelligence
- Online marketing & communication

Covered skill types:

- AI terminology
- AI ethics
- AI usage
- AI applications

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: First time housekeeper: Starting strong

Website: <https://insete.gr/seminar/first-time-housekeeper-starting-strong/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations

Covered skill categories: --

Covered skill types: --

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Basic Principles of Sustainability in hotels' operation

Website: <https://insete.gr/seminar/vasikes-arches-aiforias-sti-leitourgia-ton-ksenodoxeion/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories: --

Covered skill types: --

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Leading with impact: people, process, attitudes.

Website: <https://insete.gr/seminar/leading-with-impact-people-process-attitudes-3/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories: N/A

Covered skill types: --

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Emotional intelligence: tools & techniques for efficient teams.

Website: <https://insete.gr/seminar/emotional-intelligence-tools-techniques-for-efficient-teams/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories: N/A

Covered skill types: --

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Conscious leadership drive your team consciously to extraordinary results & high-level engagement.

Website: <https://insete.gr/seminar/conscious-leadership-drive-your-team-consciously-to-extraordinary-results-and-high-level-engagement/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories: N/A

Covered skill types: --

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name:

Website:

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories:

-

Covered skill types:

-

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Appendix 2. Examples of 'Green' training providers

Training provider name: University of the Aegean. Department of Tourism Economics and Management
Website: https://www.tourem.aegean.gr/en/ & https://www.tourem.aegean.gr/el/
Type of provider: University
Covered skill categories: <ul style="list-style-type: none"> • Resource-efficiency. • Climate change and transition to low carbon economy. • Conservation of biodiversity. • Sustainability communication • Environmental management.
Covered skill types: <ul style="list-style-type: none"> • Reduce the use of raw materials, energy, and water consumption, increase the use of renewable energy. • Adopt various preventative measures and recycling practices to minimise waste, in particular plastic and food waste. • Identify the influence of environmental conditions to safety of tourists and prevent the potential risks. • Assess and create solutions to combat the change in environmental resources used in product development. • Identify the sources of greenhouse gas emissions in tourism companies and implement procedures to reduce them. • Promote the sustainability of transport from tourists' and supply chains' perspective. • Understand the concept of carrying capacity and how to sustain it. • Understand governmental planning systems ensuring carrying capacity and collaborate with local government. • Use natural resources sustainably in tourism products: products related to nature conservation, responsible animal interactions, use of nature protected areas. • Make transparent and communicate to customers and other stakeholders about the measures implemented by the companies and their goals and efforts to transform towards green economies. • Set environmental objectives. • Integrate the specifics of environmental legislation into company's actions. • Adopt an environmental management system to plan, act, and monitor. • Apply and manage sustainability certification schemes. • Increase cooperation with the local stakeholders.
Methods of delivery: Class, Learning Management System, Courses, Lectures, 5 Theoretical courses focusing on green skills, Assignments, Internship
Training provider name: University of West Attica. Department of Tourism Management
Website: https://tourism.uniwa.gr

Type of provider: University
Covered skill categories: <ul style="list-style-type: none"> • Resource-efficiency. • Climate change and transition to low carbon economy. • Conservation of biodiversity. • Environmental management.
Covered skill types: <ul style="list-style-type: none"> • Reduce the use of raw materials, energy, and water consumption, increase the use of renewable energy. • Adopt various preventative measures and recycling practices to minimise waste, in particular plastic and food waste. • Identify the influence of environmental conditions to safety of tourists and prevent the potential risks. • Assess and create solutions to combat the change in environmental resources used in product development. • Identify the sources of greenhouse gas emissions in tourism companies and implement procedures to reduce them. • Understand the concept of carrying capacity and how to sustain it • Understand governmental planning systems ensuring carrying capacity and collaborate with local government. • Use natural resources sustainably in tourism products: products related to nature conservation, responsible animal interactions, use of nature protected areas • Set environmental objectives • integrate the specifics of environmental legislation into company's actions • Adopt an environmental management system to plan, act, and monitor • Apply and manage sustainability certification schemes
Methods of delivery: Class, Learning Management System, Courses, Lectures, 4 Theoretical courses focusing on green skills, Assignments, Internship

Training provider name: Hellenic Open University Tourism Management
Website: https://www.eap.gr/education/undergraduate/tourism-administration/
Type of provider: University
Covered skill categories: <ul style="list-style-type: none"> • Resource-efficiency. • Climate change and transition to low carbon economy. • Conservation of biodiversity. • Environmental management.
Covered skill types: <ul style="list-style-type: none"> • Adopt various preventative measures and recycling practices to minimise waste, in particular plastic and food waste. • Identify the influence of environmental conditions to safety of tourists and prevent the potential risks. • Assess and create solutions to combat the change in environmental resources used in product development. • Identify the sources of greenhouse gas emissions in tourism companies and implement procedures to reduce them. • Understand the concept of carrying capacity and how to sustain it

<ul style="list-style-type: none"> • Understand governmental planning systems ensuring carrying capacity and collaborate with local government. • Use natural resources sustainably in tourism products: products related to nature conservation, responsible animal interactions, use of nature protected areas. • Set environmental objectives. • Integrate the specifics of environmental legislation into company's actions. • Adopt an environmental management system to plan, act, and monitor • Apply and manage sustainability certification schemes
<p>Methods of delivery: Class, Learning Management System, Courses, Lectures, 4 Theoretical courses focusing on green skills, Assignments</p>

<p>Training provider name: International Hellenic University. Department of Organisation Management, Marketing and Tourism</p>
<p>Website: http://ommt.ihu.gr/</p>
<p>Type of provider: University</p>
<p>Covered skill categories:</p> <ul style="list-style-type: none"> • Resource-efficiency. • Climate change and transition to low carbon economy. • Conservation of biodiversity. • Sustainability communication • Environmental management.
<p>Covered skill types:</p> <ul style="list-style-type: none"> • Reduce the use of raw materials, energy, and water consumption, increase the use of renewable energy. • Adopt various preventative measures and recycling practices to minimise waste, in particular plastic and food waste. • Identify the influence of environmental conditions to safety of tourists and prevent the potential risks. • Assess and create solutions to combat the change in environmental resources used in product development. • Identify the sources of greenhouse gas emissions in tourism companies and implement procedures to reduce them. • Promote the sustainability of transport from tourists' and supply chains' perspective. • Understand the concept of carrying capacity and how to sustain it. • Understand governmental planning systems ensuring carrying capacity and collaborate with local government. • Use natural resources sustainably in tourism products: products related to nature conservation, responsible animal interactions, use of nature protected areas • Make transparent and communicate to customers and other stakeholders about the measures implemented by the companies and their goals and efforts to transform towards green economies. • Set environmental objectives. • Integrate the specifics of environmental legislation into company's actions. • Adopt an environmental management system to plan, act, and monitor. • Apply and manage sustainability certification schemes. • Increase cooperation with the local stakeholders.
<p>Methods of delivery: Class, Learning Management System, Courses, Lectures, 4 Theoretical courses focusing on green skills, Assignments, Internship</p>

Training provider name: University of Patras Department of Tourism Management
Website: http://tourism.upatras.gr/
Type of provider: University
Covered skill categories: <ul style="list-style-type: none"> • Resource-efficiency. • Climate change and transition to low carbon economy. • Conservation of biodiversity. • Environmental management.
<ul style="list-style-type: none"> • Reduce the use of raw materials, energy, and water consumption, increase the use of renewable energy. • Adopt various preventative measures and recycling practices to minimise waste, in particular plastic and food waste. • Identify the influence of environmental conditions to safety of tourists and prevent the potential risks. • Assess and create solutions to combat the change in environmental resources used in product development. • Identify the sources of greenhouse gas emissions in tourism companies and implement procedures to reduce them. • Understand the concept of carrying capacity and how to sustain it • Understand governmental planning systems ensuring carrying capacity and collaborate with local government. • Use natural resources sustainably in tourism products: products related to nature conservation, responsible animal interactions, use of nature protected areas. • Make transparent and communicate to customers and other stakeholders about the measures implemented by the companies and their goals and efforts to transform towards green economies. • Set environmental objectives. • Integrate the specifics of environmental legislation into company's actions. • Adopt an environmental management system to plan, act, and monitor. • Apply and manage sustainability certification schemes. • Increase cooperation with the local stakeholders.
Methods of delivery: Class, Learning Management System, Courses, Lectures, 5 Theoretical courses focusing on green skills, Assignments, Internship

Training provider name: Ionian University. Department of Tourism
Website: https://tourism.ionio.gr/
Type of provider: University
Covered skill categories: <ul style="list-style-type: none"> • Resource-efficiency. • Climate change and transition to low carbon economy. • Conservation of biodiversity. • Environmental management.
<ul style="list-style-type: none"> • Reduce the use of raw materials, energy, and water consumption, increase the use of renewable energy.

- Adopt various preventative measures and recycling practices to minimise waste, in particular plastic and food waste.
- Apply the principles of sharing economy
- Identify the influence of environmental conditions to safety of tourists and prevent the potential risks.
- Assess and create solutions to combat the change in environmental resources used in product development.
- Identify the sources of greenhouse gas emissions in tourism companies and implement procedures to reduce them.
- Understand the concept of carrying capacity and how to sustain it
- Understand governmental planning systems ensuring carrying capacity and collaborate with local government.
- Use natural resources sustainably in tourism products: products related to nature conservation, responsible animal interactions, use of nature protected areas
- Make transparent and communicate to customers and other stakeholders about the measures implemented by the companies and their goals and efforts to transform towards green economies.
- Set environmental objectives.
- Integrate the specifics of environmental legislation into company's actions.
- Adopt an environmental management system to plan, act, and monitor.
- Apply and manage sustainability certification schemes.
- Increase cooperation with the local stakeholders.

Methods of delivery: Class, Learning Management System, Courses, Lectures, 4 Theoretical courses focusing on green skills, Assignments, Internship

Training provider name: University of Piraeus - Department of Tourism Studies

Website: <http://tourism.unipi.gr/>

Type of provider: University

Covered skill categories:

- Resource-efficiency.
- Climate change and transition to low carbon economy.
- Conservation of biodiversity.
- Environmental management.

- Reduce the use of raw materials, energy, and water consumption, increase the use of renewable energy.
- Adopt various preventative measures and recycling practices to minimise waste, in particular plastic and food waste.
- Apply the principles of sharing economy
- Identify the influence of environmental conditions to safety of tourists and prevent the potential risks.
- Assess and create solutions to combat the change in environmental resources used in product development.
- Identify the sources of greenhouse gas emissions in tourism companies and implement procedures to reduce them.
- Understand the concept of carrying capacity and how to sustain it.
- Understand governmental planning systems ensuring carrying capacity and collaborate with local government.

- Use natural resources sustainably in tourism products: products related to nature conservation, responsible animal interactions, use of nature protected areas.
- Make transparent and communicate to customers and other stakeholders about the measures implemented by the companies and their goals and efforts to transform towards green economies.
- Set environmental objectives.
- Integrate the specifics of environmental legislation into company's actions.
- Adopt an environmental management system to plan, act, and monitor.
- Apply and manage sustainability certification schemes.
- Increase cooperation with the local stakeholders.

Methods of delivery: Class, Learning Management System, Courses, Lectures, 3 Theoretical courses focusing on green skills, Assignments, Internship

Training provider name: Hellenic Mediterranean University. Department of Business Administration and Tourism

Website: <https://bat.hmu.gr/>

Type of provider: University

Covered skill categories:

- Resource-efficiency.
- Climate change and transition to low carbon economy.
- Conservation of biodiversity.
- Sustainability communication
- Environmental management.

Covered skill types:

- Reduce the use of raw materials, energy, and water consumption, increase the use of renewable energy.
- Adopt various preventative measures and recycling practices to minimise waste, in particular plastic and food waste.
- Identify the sources of greenhouse gas emissions in tourism companies and implement procedures to reduce them.
- Understand the concept of carrying capacity and how to sustain it
- Understand governmental planning systems ensuring carrying capacity and collaborate with local government.
- Use natural resources sustainably in tourism products: products related to nature conservation, responsible animal interactions, use of nature protected areas.
- Make transparent and communicate to customers and other stakeholders about the measures implemented by the companies and their goals and efforts to transform towards green economies.
- Set environmental objectives.
- Integrate the specifics of environmental legislation into company's actions.
- Adopt an environmental management system to plan, act, and monitor.
- Apply and manage sustainability certification schemes.
- Increase cooperation with the local stakeholders.

Methods of delivery: Class, Learning Management System, Courses, Lectures, 5 Theoretical courses focusing on green skills, Assignments, Internship.

HIGHER EDUCATION INSTITUTES: VOCATIONAL TRAINING (SPECIALIZATION RELATED TO TOURISM AND HOSPITALITY INDUSTRY)

Training provider name: Higher Schools of Tourism Education of the Ministry of Tourism
Website: https://www.kodiko.gr/nomothesia/document/682338 & http://www.mintour.edu.gr/index.php/aste
Type of provider: Ministry of Tourism
Covered skill categories: <ul style="list-style-type: none"> • Resource-efficiency. • Environmental management. • Conservation of biodiversity.
Covered skill types: <ul style="list-style-type: none"> • Adopt various preventative measures and recycling practices to minimize waste, in particular plastic and food waste. • Utilize sustainable procurement practices. • Increase cooperation with the local stakeholders. • Understand the concept of carrying capacity and how to sustain it. • Understand governmental planning systems ensuring carrying capacity and collaborate with local government. • Use natural resources sustainably in tourism products: products related to nature conservation, responsible animal interactions, use of nature protected areas. • Minimize pollution.
Methods of delivery: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Religious Tourism and Pilgrimage Tours Specialist
Website: https://gsvetly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%95%CE%B9%CE%B4%CE%B9%CE%BA%CF%8C%CF%82_%CE%98%CF%81%CE%B7%CF%83%CE%BA%CE%B5%CF%85%CF%84%CE%B9%CE%BA%CE%BF%CF%8D_%CE%A4%CE%BF%CF%85%CF%81%CE%B9%CF%83%CE%BC%CE%BF%CF%8D_%CE%BA%CE%B1%CE%B9_%CE%A0%CF%81%CE%BF%CF%83%CE%BA%CF%85%CE%BD%CE%B7%CE%BC%CE%B1%CF%84%CE%B9%CE%BA%CF%8E%CE%BD_%CE%A0%CE%B5%CF%81%CE%B9%CE%B7%CE%B3%CE%AE%CF%83%CE%B5%CF%89%CE%BD.pdf
Type of provider: Higher Vocational Training Schools (Private & public sector)
Covered skill categories: <ul style="list-style-type: none"> • Resource-efficiency. • Environmental management. • Conservation of biodiversity.
Covered skill types: <ul style="list-style-type: none"> • Adopt various preventative measures and recycling practices to minimize waste, in particular plastic and food waste. • Utilize sustainable procurement practices. • Increase cooperation with the local stakeholders.

- Understand the concept of carrying capacity and how to sustain it.
- Understand governmental planning systems ensuring carrying capacity and collaborate with local government.
- Use natural resources sustainably in tourism products: products related to nature conservation, responsible animal interactions, use of nature protected areas.
- Minimize pollution.

Methods of delivery: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Yacht skipper

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%9A%CF%85%CE%B2%CE%B5%CF%81%CE%BD%CE%AE%CF%84%CE%B7%CF%82_%CF%83%CE%BA%CE%B1%CF%86%CF%8E%CE%BD_%CE%B1%CE%BD%CE%B1%CF%88%CF%85%CF%87%CE%AE%CF%82.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories:

- Climate change and transition to low carbon economy.
- Sustainability communication.

Covered skill types:

- Identify the influence of environmental conditions to safety of tourists and prevent the potential risks.
- Promote the sustainability of transport from tourists' and supply chains' perspective.
- Increase customers' environmental awareness, encourage their engagement, and support their transition into green economy.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Tour guide in museums and archaeological-cultural sites for people with vision or hearing problems

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/72.%CE%9E%CE%95%CE%9D%CE%91%CE%93%CE%9F%CE%A3_%CE%A3%CE%95_%CE%9C%CE%9F%CE%A5%CE%A3%CE%95%CE%99%CE%91_%CE%9A%CE%91%CE%99_%CE%91%CE%A1%CE%A7%CE%91%CE%99%CE%9F%CE%9B%CE%9F%CE%93%CE%99%CE%9A%CE%9F%CE%A5%CE%A3-%CE%A0%CE%9F%CE%9B%CE%99%CE%A4%CE%99%CE%A3%CE%A4%CE%99%CE%9A%CE%9F%CE%A5%CE%A3_%CE%A7%CE%A9%CE%A1%CE%9F%CE%A5%CE%A3_%CE%91%CE%A4%CE%9F%CE%9C%CE%91_%CE%9C%CE%95_%CE%A0%CE%A1%CE%9F%CE%92%CE%9B%CE%97%CE%9C%CE%91%CE%A4%CE%91_.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories:

- Conservation of biodiversity.

<ul style="list-style-type: none"> • Resource-efficiency. • Sustainability communication. • Environmental management.
<p>Covered skill types:</p> <ul style="list-style-type: none"> • Understand the concept of carrying capacity and how to sustain it. • Understand governmental planning systems ensuring carrying capacity and collaborate with local government. • Use natural resources sustainably in tourism products: products related to nature conservation, responsible animal interactions, use of nature protected areas. • Minimise pollution. • Adopt various preventative measures and recycling practices to minimise waste, in particular plastic and food waste. • Increase customers' environmental awareness, encourage their engagement, and support their transition into green economy. • Integrate the specifics of environmental legislation into company's actions. • Increase cooperation with the local stakeholders.
<p>Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.</p>

<p>Training provider name: Specialization: Management and economics executive in the tourism sector</p>
<p>Website: https://gsvetlly.minedu.gov.gr/publications/docs2023/ODIGOI_KATARTISIS/2025/07-2025_43126_%CE%9F%CE%94%CE%97%CE%93%CE%9F%CE%A3_%CE%94%CE%99%CE%9F%CE%9A_%CE%9F%CE%99%CE%9A%CE%9F%CE%9D_%CE%A4%CE%9F%CE%A5%CE%A1%CE%99%CE%A3%CE%9C%CE%9F%CE%A5.pdf</p>
<p>Type of provider: Higher Vocational Training Schools (Private & public sector)</p>
<p>Covered skill categories:</p> <ul style="list-style-type: none"> • Conservation of biodiversity. • Resource-efficiency. • Sustainability communication. • Environmental management. • Resource-efficiency • Climate change and transition to low carbon economy.
<p>Covered skill types:</p> <ul style="list-style-type: none"> • Understand the concept of carrying capacity and how to sustain it. • Understand governmental planning systems ensuring carrying capacity and collaborate with local government. • Use natural resources sustainably in tourism products: products related to nature conservation, responsible animal interactions, use of nature protected areas. • Minimise pollution. • Adopt various preventative measures and recycling practices to minimise waste, in particular plastic and food waste. • Increase customers' environmental awareness, encourage their engagement, and support their transition into green economy. • Integrate the specifics of environmental legislation into company's actions. • Increase cooperation with the local stakeholders. • Utilize sustainable procurement practices.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Mountain Companion

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CE%BF%CC%81%CF%82_%CE%9A%CE%B1%CF%84%CE%B1%CC%81%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A3%CF%85%CE%BD%CE%BF%CE%B4%CE%BF%CC%81%CF%82_%CE%92%CE%BF%CF%85%CE%BD%CE%BF%CF%85%CC%81.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories:

- Sustainability communication.
- Conservation of biodiversity.
- Resource-efficiency.

Covered skill types:

- Make transparent and communicate to customers and other stakeholders about the measures implemented by the companies and their goals and efforts to transform towards green economies.
- Increase customers' environmental awareness, encourage their engagement, and support their transition into green economy.
- Use natural resources sustainably in tourism products: products related to nature conservation, responsible animal interactions, use of nature protected areas.
- Minimise pollution.
- Reduce the use of raw materials, energy, and water consumption, increase the use of renewable energy.
- Adopt various preventative measures and recycling practices to minimise waste, in particular plastic and food waste.
- Utilise sustainable procurement practices.
- Identify the influence of environmental conditions to safety of tourists and prevent the potential risks.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Air Transport Services Executive

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A3%CF%84%CE%AD%CE%BB%CE%B5%CF%87%CE%BF%CF%82_%CE%A5%CF%80%CE%B7%CF%81%CE%B5%CF%83%CE%B9%CF%8E%CE%BD_%CE%91%CE%B5%CF%81%CE%BF%CE%BC%CE%B5%CF%84%CE%B1%CF%86%CE%BF%CF%81%CE%AC%CF%82.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories: --

Covered skill types: --

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Agricultural Tourism Technician

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A4%CE%B5%CF%87%CE%BD%CE%B9%CE%BA%CF%8C%CF%82_%CE%91%CE%B3%CF%81%CE%BF%CF%84%CE%BF%CF%85%CF%81%CE%B9%CF%83%CE%BC%CE%BF%CF%8D.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories:

- Sustainability communication.
- Conservation of biodiversity.
- Resource-efficiency.

Covered skill types:

- Make transparent and communicate to customers and other stakeholders about the measures implemented by the companies and their goals and efforts to transform towards green economies.
- Increase customers' environmental awareness, encourage their engagement, and support their transition into green economy.
- Use natural resources sustainably in tourism products: products related to nature conservation, responsible animal interactions, use of nature protected areas.
- Minimise pollution.
- Reduce the use of raw materials, energy, and water consumption, increase the use of renewable energy.
- Adopt various preventative measures and recycling practices to minimise waste, in particular plastic and food waste.
- Utilise sustainable procurement practices.
- Production of organic products.
- Production of agricultural products.
- Agriculture.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Baker-pastry technician

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A4%CE%B5%CF%87%CE%BD%CE%B9%CE%BA%CF%8C%CF%82_%CE%B1%CF%81%CF%84%CE%BF%CF%80%CE%BF%CE%B9%CE%AF%CE%B1%CF%82_%CE%B6%CE%B1%CF%87%CE%B1%CF%81%CE%BF%CF%80%CE%BB%CE%B1%CF%83%CF%84%CE%B9%CE%BA%CE%AE%CF%82.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories:

<ul style="list-style-type: none"> • Resource-efficiency.
Covered skill types: <ul style="list-style-type: none"> • Reduce the use of raw materials, energy, and water consumption, increase the use of renewable energy. • Adopt various preventative measures and recycling practices to minimise waste, in particular plastic and food waste. • Utilise sustainable procurement practices
Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Culinary art technician- chef
Website: https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A4%CE%B5%CF%87%CE%BD%CE%B9%CE%BA%CF%8C%CF%82_%CE%9C%CE%B1%CE%B3%CE%B5%CE%B9%CF%81%CE%B9%CE%BA%CE%AE%CF%82_%CE%A4%CE%AD%CF%87%CE%BD%CE%B7%CF%82_%CE%91%CF%81%CF%87%CE%B9%CE%BC%CE%AC%CE%B3%CE%B5%CE%B9%CF%81%CE%B1%CF%82_Chef.pdf
Type of provider: Higher Vocational Training Schools (Private & public sector)
Covered skill categories: <ul style="list-style-type: none"> • Resource-efficiency.
Covered skill types: <ul style="list-style-type: none"> • Reduce the use of raw materials, energy, and water consumption, increase the use of renewable energy. • Adopt various preventative measures and recycling practices to minimise waste, in particular plastic and food waste. • Utilise sustainable procurement practices. • Food awareness.
Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Hospitality Units Executive
Website: https://gsvetlly.minedu.gov.gr/publications/docs2023/ODIGOI_KATARTISIS/2025/07-2025_31251_%CE%9F%CE%B4%CE%B7%CE%B3%CE%BF%CF%82_%CE%9A%CE%B1%CF%84%CE%B1%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A3%CF%84%CE%B5%CE%BB%CE%B5%CF%87%CE%BF%CF%82_%CE%9C%CE%BF%CE%BD%CE%B1%CE%B4%CF%89%CE%BD_%CE%A6%CE%B9%CE%BB%CE%BF%CE%BE%CE%B5%CE%BD%CE%B9%CE%B1%CF%82.pdf
Type of provider: Higher Vocational Training Schools (Private & public sector)
Covered skill categories: <ul style="list-style-type: none"> • Resource-efficiency. • Environmental management. • Conservation of biodiversity.
Covered skill types:

- Reduce the use of raw materials, energy, and water consumption, increase the use of renewable energy.
- Adopt various preventative measures and recycling practices to minimize waste, in particular plastic and food waste.
- Utilize sustainable procurement practices.
- Increase cooperation with the local stakeholders.
- Integrate the specifics of environmental legislation into company's actions.
- Food awareness.
- Minimize pollution.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Communication and Information Technologies in the Travel Industry

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A4%CE%B5%CF%87%CE%BD%CE%BF%CE%BB%CE%BF%CE%B3%CE%AF%CE%B5%CF%82_%CE%95%CF%80%CE%B9%CE%BA%CE%BF%CE%B9%CE%BD%CF%89%CE%BD%CE%AF%CE%B1%CF%82_%CE%BA%CE%B1%CE%B9_%CE%A0%CE%BB%CE%B7%CF%81%CE%BF%CF%86%CE%BF%CF%81%CE%B9%CF%8E%CE%BD_%CF%83%CF%84%CE%B7%CE%BD_%CE%A4%CE%B1%CE%BE%CE%B9%CE%B4%CE%B9%CF%89%CF%84%CE%B9%CE%BA%CE%AE_%CE%92%CE%B9%CE%BF%CE%BC%CE%B7%CF%87%CE%B1%CE%BD%CE%AF%CE%B1.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories:

- Environmental management.
- Resource-efficiency.
- Sustainability communication.
- Conservation of biodiversity.

Covered skill types:

- Use digital technologies to integrate smartness and sustainability.
- Increase cooperation with the local stakeholders.
- Utilise sustainable procurement practices.
- Increase customers' environmental awareness, encourage their engagement, and support their transition into green economy.
- Use natural resources sustainably in tourism products: products related to nature conservation, responsible animal interactions, use of nature protected areas.
- Minimise pollution.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Tour Leader

Website:

<https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE>

%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%
CE%B9%CF%83%CE%B7%CF%82_%CE%A4%CE%BF%CF%85%CF%81%CE%B9
%CF%83%CF%84%CE%B9%CE%BA%CF%8C%CF%82_%CE%A3%CF%85%CE%
BD%CE%BF%CE%B4%CF%8C%CF%82.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories: --

Covered skill types: --

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Guardian of museums and archaeological sites

Website:

https://gsvetly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A6%CF%8D%CE%BB%CE%B1%CE%BA%CE%B1%CF%82_%CE%91%CF%81%CF%87%CE%B1%CE%B9%CE%BF%CE%BB%CE%BF%CE%B3%CE%B9%CE%BA%CF%8E%CE%BD_%CE%A7%CF%8E%CF%81%CF%89%CE%BD.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories:

- Conservation of biodiversity.

Covered skill types:

- Understand the concept of carrying capacity and how to sustain it.
- Understand governmental planning systems ensuring carrying capacity and collaborate with local government.
- Use natural resources sustainably in tourism products: products related to nature conservation, responsible animal interactions, use of nature protected areas.
- Minimise pollution.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Fundamentals of Digital Marketing: channels, strategy, planning

Website: <https://insete.gr/seminar/social-media-masterclass-strategy-content-performance/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories: --

Covered skill types: --

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Digital transformation in hotel & tourism industry

Website: <https://insete.gr/seminar/digital-transformation-in-hotel-tourism-industry-innovate-your-customer-experience/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories: --

Covered skill types: --

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Google ads workshop

Website: <https://insete.gr/seminar/google-ads-workshop-maximize-your-performance-with-strategy-ai-hands-on-practice/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories: --

Covered skill types: --

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Google analytics & SEO Tactics

Website: <https://insete.gr/seminar/google-analytics-seo-tactics-from-basics-to-advanced/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories: --

Covered skill types: --

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: First time housekeeper: Starting strong

Website: <https://insete.gr/seminar/first-time-housekeeper-starting-strong/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories:

- Resource-efficiency.

Covered skill types:

- Reduce the use of raw materials, energy, and water consumption, increase the use of renewable energy.
- Adopt various preventative measures and recycling practices to minimise waste, in particular plastic and food waste.
- Utilise sustainable procurement practices.

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Basic Principles of Sustainability in hotels' operation

Website: <https://insete.gr/seminar/vasikes-arches-aiforias-sti-leitourgia-ton-ksenodoxeion/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories:

- Resource-efficiency.
- Climate change and transition to low carbon economy.
- Conservation of biodiversity.
- Environmental management.

Covered skill types:

- Reduce the use of raw materials, energy, and water consumption, increase the use of renewable energy.
- Adopt various preventative measures and recycling practices to minimise waste, in particular plastic and food waste.
- Utilise sustainable procurement practices.
- Identify the influence of environmental conditions to safety of tourists and prevent the potential risks.
- Assess and create solutions to combat the change in environmental resources used in product development.
- Identify the sources of greenhouse gas emissions in tourism companies and implement procedures to reduce them.
- Understand the concept of carrying capacity and how to sustain it
- Understand governmental planning systems ensuring carrying capacity and collaborate with local government.
- Minimise pollution.
- Integrate the specifics of environmental legislation into company's actions.

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Leading with impact: people, process, attitudes.

Website: <https://insete.gr/seminar/leading-with-impact-people-process-attitudes-3/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories: N/A

Covered skill types: --

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Emotional intelligence: tools & techniques for efficient teams.

Website: <https://insete.gr/seminar/emotional-intelligence-tools-techniques-for-efficient-teams/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories: N/A

Covered skill types: --

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Conscious leadership drive your team consciously to extraordinary results & high-level engagement.

Website: <https://insete.gr/seminar/conscious-leadership-drive-your-team-consciously-to-extraordinary-results-and-high-level-engagement/>

Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.

Covered skill categories: N/A

Covered skill types: --

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Appendix 3. Examples of Social/Cultural training providers

Training provider name: University of the Aegean. Department of Tourism Economics and Management
Website: https://www.tourem.aegean.gr/en/ & https://www.tourem.aegean.gr/el/
Type of provider: University
<p>Covered skill types:</p> <ul style="list-style-type: none"> • Adaptability • Analytical ability • Competences for managing personal relationships, demonstrating empathy, and cooperating with others. • Competences that promote social progress which recognizes the needs of everyone. • Critical thinking • Cultural awareness • Customer orientation • Creativity • Decision-making – problem-solving skills • Entrepreneurship • Innovative thinking • Intercultural sensitivity and understanding • Interpersonal and intrapersonal skills • Leadership • Making appropriate contact and active listening skills. • Promoting fair pay and working conditions in tourism. • Showing a positive attitude, respect, inclusivity • Supporting diversity, gender and racial equality.
<p>Methods of delivery: Class, Learning Management System, Lectures, laboratory courses, Group and individual Assignments, Educational visits and Event, Critical Thinking exams, Experiential/active learning, Internship, 34 courses that develop social skills (such as leadership, interculturality, sociology, anthropology, psychology, consumer behavior, culture, entrepreneurship, decision making, innovation, research methodologies), thesis, Erasmus.</p>

Training provider name: University of West Attica. Department of Tourism Management
Website: https://tourism.uniwa.gr
Type of provider: University
<p>Covered skill types:</p> <ul style="list-style-type: none"> • Adaptability. • Analytical ability. • Competences for managing personal relationships, demonstrating empathy, and cooperating with others. • Competences that promote social progress which recognizes the needs of everyone. • Critical thinking. • Cultural awareness. • Customer orientation. • Creativity.

- Decision-making – problem-solving skills.
- Entrepreneurship.
- Innovative thinking.
- Intercultural sensitivity and understanding.
- Interpersonal and intrapersonal skills.
- Leadership.
- Lifelong learning capabilities.
- Making appropriate contact and active listening skills.
- Promoting fair pay and working conditions in tourism.
- Showing a positive attitude, respect, inclusivity.

Methods of delivery: Class, Learning Management System, Lectures, laboratory courses, Group and individual Assignments, Educational visits and Event, Critical Thinking exams, Experiential/active learning, Internship, 27 courses that develop social skills (such as Decision-making /leadership, interculturality, sociology, anthropology, psychology, consumer behavior, culture, entrepreneurship, decision making, innovation, research methodologies), thesis, Erasmus.

Training provider name: Hellenic Open University Tourism Management

Website: <https://www.eap.gr/education/undergraduate/tourism-administration/>

Type of provider: University

Covered skill types:

- Adaptability
- Analytical ability
- Competences that promote social progress which recognizes the needs of everyone.
- Critical thinking
- Cultural awareness
- Creativity
- Decision-making – problem-solving skills
- Innovative thinking.
- Intercultural sensitivity and understanding
- Interpersonal and intrapersonal skills.
- Leadership
- Lifelong learning capabilities.
- Promoting fair pay and working conditions in tourism.
- Showing a positive attitude, respect, inclusivity

Methods of delivery: Class, Learning Management System, Lectures, individual Assignments, Educational Event, Critical Thinking exams, 12 courses that develop social skills (such as leadership, interculturality, sociology, anthropology, psychology, consumer behavior, culture, entrepreneurship, decision making, innovation, research methodologies)

Training provider name: International Hellenic University. Department of Organisation Management, Marketing and Tourism

Website: <http://ommt.ihu.gr/>

Type of provider: University

Covered skill types:

- Adaptability.

- Analytical ability.
- Competences for managing personal relationships, demonstrating empathy, and cooperating with others.
- Competences that promote social progress which recognizes the needs of everyone.
- Critical thinking.
- Cultural awareness.
- Customer orientation.
- Creativity.
- Decision-making – problem-solving skills.
- Entrepreneurship.
- Innovative thinking.
- Intercultural sensitivity and understanding.
- Interpersonal and intrapersonal skills.
- Leadership.
- Making appropriate contact and active listening skills.
- Promoting fair pay and working conditions in tourism.
- Showing a positive attitude, respect, inclusivity.

Methods of delivery: Class, Learning Management System, Lectures, laboratory courses, Group and individual Assignments, Educational visits and Event, Critical Thinking exams, Experiential/active learning, Internship, 23 courses that develop social skills (such as leadership, interculturality, sociology, anthropology, psychology, consumer behavior, culture, entrepreneurship, decision making, innovation, research methodologies), Erasmus.

Training provider name: University of Patras Department of Tourism Management

Website: <http://tourism.upatras.gr/>

Type of provider: University

Covered skill types:

- Adaptability
- Analytical ability
- Competences that promote social progress which recognizes the needs of everyone.
- Critical thinking
- Cultural awareness
- Customer orientation
- Creativity
- Decision-making – problem-solving skills
- Entrepreneurship
- Innovative thinking.
- Intercultural sensitivity and understanding
- Interpersonal and intrapersonal skills.
- Leadership
- Lifelong learning capabilities.
- Making appropriate contact and active listening skills.
- Promoting fair pay and working conditions in tourism.
- Showing a positive attitude, respect, inclusivity
- Supporting diversity, gender and racial equality.

Methods of delivery: Class, Learning Management System, Lectures, laboratory courses, Group and individual Assignments, Educational visits and Event, Critical Thinking exams, Experiential/active learning, Internship, 20 courses that develop social skills (such as leadership,

interculturality, sociology, anthropology, psychology, consumer behavior, culture, entrepreneurship, decision making, innovation, research methodologies), thesis, Erasmus.

Training provider name: Ionian University. Department of Tourism

Website: <https://tourism.ionio.gr/>

Type of provider: University

Covered skill types:

- Accessible tourism provision for those with disabilities
- Adaptability
- Analytical ability
- Competences for managing personal relationships, demonstrating empathy, and cooperating with others.
- Competences that promote social progress which recognizes the needs of everyone.
- Critical thinking
- Cultural awareness
- Customer orientation
- Creativity
- Decision-making – problem-solving skills
- Entrepreneurship
- Innovative thinking.
- Intercultural sensitivity and understanding
- Interpersonal and intrapersonal skills
- Leadership
- Making appropriate contact and active listening skills
- Promoting fair pay and working conditions in tourism
- Showing a positive attitude, respect, inclusivity
- Supporting diversity, gender and racial equality.

Methods of delivery: Class, Learning Management System, Lectures, laboratory courses, Group and individual Assignments, Educational visits and Event, Critical Thinking exams, Experiential/active learning, Internship, 29 courses that develop social skills (such as leadership, interculturality, sociology, anthropology, psychology, consumer behavior, culture, entrepreneurship, decision making, innovation, research methodologies), thesis, Erasmus.

Training provider name: University of Piraeus - Department of Tourism Studies

Website: <http://tourism.unipi.gr/>

Type of provider: University

Covered skill types:

- Adaptability
- Analytical ability
- Competences for managing personal relationships, demonstrating empathy, and cooperating with others.
- Competences that promote social progress which recognizes the needs of everyone.
- Critical thinking
- Cultural awareness
- Customer orientation
- Creativity

- Decision-making – problem-solving skills
- Entrepreneurship
- Innovative thinking
- Intercultural sensitivity and understanding
- Interpersonal and intrapersonal skills.
- Leadership
- Lifelong learning capabilities.
- Making appropriate contact and active listening skills.
- Promoting fair pay and working conditions in tourism.
- Showing a positive attitude, respect, inclusivity
- Supporting diversity, gender and racial equality.

Methods of delivery: Class, Learning Management System, Lectures, laboratory courses, Group and individual Assignments, Educational visits and Event, Critical Thinking exams, Experiential/active learning, Internship, 24 courses that develop social skills (such as leadership, interculturality, sociology, anthropology, psychology, consumer behavior, culture, entrepreneurship, decision making, innovation, research methodologies), thesis, Erasmus.

Training provider name: Hellenic Mediterranean University. Department of Business Administration and Tourism

Website: <https://bat.hmu.gr/>

Type of provider: University

Covered skill types:

- Adaptability
- Analytical ability
- Competences for managing personal relationships, demonstrating empathy, and cooperating with others.
- Critical thinking
- Cultural awareness
- Customer orientation
- Creativity
- Decision-making – problem-solving skills
- Entrepreneurship
- Innovative thinking.
- Intercultural sensitivity and understanding
- Interpersonal and intrapersonal skills.
- Leadership
- Making appropriate contact and active listening skills.
- Promoting fair pay and working conditions in tourism.
- Showing a positive attitude, respect, inclusivity
- Supporting diversity, gender and racial equality.

Methods of delivery: Class, Learning Management System, Lectures, laboratory courses, Group and individual Assignments, Educational visits and Event, Critical Thinking exams, Experiential/active learning, Internship, 31 courses that develop social skills (such as leadership, interculturality, sociology, anthropology, psychology, consumer behavior, culture, entrepreneurship, decision making, innovation, research methodologies), thesis, Erasmus.

Training provider name: Higher Schools of Tourism Education of the Ministry of Tourism
Website: https://www.kodiko.gr/nomothesia/document/682338 & http://www.mintour.edu.gr/index.php/aste
Type of provider: Ministry of Tourism
Covered skill categories: N/A
Covered skill types: <ul style="list-style-type: none"> • Understanding. • Cultural awareness. • Showing a positive attitude, respect, inclusivity, and intercultural sensitivity. • Critical thinking. • Analytical ability. • Interpersonal and intrapersonal skills. • Competences for managing personal relationships, demonstrating empathy, and cooperating with others. • Customer orientation. • Entrepreneurship. • Leadership. • Making appropriate contact and active listening skills. • Global citizenship. • Competences that promote social progress which recognizes the needs of everyone.
Methods of delivery: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Religious Tourism and Pilgrimage Tours Specialist
Website: https://gsvetly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%95%CE%B9%CE%B4%CE%B9%CE%BA%CF%8C%CF%82_%CE%98%CF%81%CE%B7%CF%83%CE%BA%CE%B5%CF%85%CF%84%CE%B9%CE%BA%CE%BF%CF%8D_%CE%A4%CE%BF%CF%85%CF%81%CE%B9%CF%83%CE%BC%CE%BF%CF%8D_%CE%BA%CE%B1%CE%B9_%CE%A0%CF%81%CE%BF%CF%83%CE%BA%CF%85%CE%BD%CE%B7%CE%BC%CE%B1%CF%84%CE%B9%CE%BA%CF%8E%CE%BD_%CE%A0%CE%B5%CF%81%CE%B9%CE%B7%CE%B3%CE%AE%CF%83%CE%B5%CF%89%CE%BD.pdf
Type of provider: Higher Vocational Training Schools (Private & public sector)
Covered skill categories: N/A
Covered skill types: <ul style="list-style-type: none"> • Cultural awareness. • Showing a positive attitude, respect, inclusivity, and intercultural sensitivity. • Interpersonal and intrapersonal skills. • Competences for managing personal relationships, demonstrating empathy, and cooperating with others. • Customer orientation. • Entrepreneurship. • Making appropriate contact and active listening skills. • Global citizenship.

<ul style="list-style-type: none"> • Competences that promote social progress which recognizes the needs of everyone.
Methods of delivery: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Yacht skipper
Website: https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%9A%CF%85%CE%B2%CE%B5%CF%81%CE%BD%CE%AE%CF%84%CE%B7%CF%82_%CF%83%CE%BA%CE%B1%CF%86%CF%8E%CE%BD_%CE%B1%CE%BD%CE%B1%CF%88%CF%85%CF%87%CE%AE%CF%82.pdf
Type of provider: Higher Vocational Training Schools (Private & public sector)
Covered skill categories: N/A
Covered skill types: <ul style="list-style-type: none"> • Understanding. • Cultural awareness • Showing a positive attitude, respect, inclusivity, and intercultural sensitivity. • Interpersonal and intrapersonal skills. • Competences for managing personal relationships, demonstrating empathy, and cooperating with others. • Customer orientation. • Leadership. • Making appropriate contact and active listening skills. • Adaptability. • Competences that promote social progress which recognizes the needs of everyone.
Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Tour guide in museums and archaeological-cultural sites for people with vision or hearing problems
Website: https://gsvetlly.minedu.gov.gr/publications/docs2023/72.%CE%9E%CE%95%CE%9D%CE%91%CE%93%CE%9F%CE%A3_%CE%A3%CE%95_%CE%9C%CE%9F%CE%A5%CE%A3%CE%95%CE%99%CE%91_%CE%9A%CE%91%CE%99_%CE%91%CE%A1%CE%A7%CE%91%CE%99%CE%9F%CE%9B%CE%9F%CE%93%CE%99%CE%9A%CE%9F%CE%A5%CE%A3-%CE%A0%CE%9F%CE%9B%CE%99%CE%A4%CE%99%CE%A3%CE%A4%CE%99%CE%9A%CE%9F%CE%A5%CE%A3_%CE%A7%CE%A9%CE%A1%CE%9F%CE%A5%CE%A3_%CE%91%CE%A4%CE%9F%CE%9C%CE%91_%CE%9C%CE%95_%CE%A0%CE%A1%CE%9F%CE%92%CE%9B%CE%97%CE%9C%CE%91%CE%A4%CE%91_.pdf
Type of provider: Higher Vocational Training Schools (Private & public sector)
Covered skill categories: N/A
Covered skill types:

- Understanding.
- Cultural awareness
- Showing a positive attitude, respect, inclusivity, and intercultural sensitivity.
- Interpersonal and intrapersonal skills.
- Competences for managing personal relationships, demonstrating empathy, and cooperating with others.
- Customer orientation.
- Leadership.
- Making appropriate contact and active listening skills.
- Adaptability.
- Competences that promote social progress which recognizes the needs of everyone.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Management and economics executive in the tourism sector

Website:
https://gsvetlly.minedu.gov.gr/publications/docs2023/ODIGOI_KATARTISIS/2025/07-2025_43126_%CE%9F%CE%94%CE%97%CE%93%CE%9F%CE%A3_%CE%94%CE%99%CE%9F%CE%9A_%CE%9F%CE%99%CE%9A%CE%9F%CE%9D_%CE%A4%CE%9F%CE%A5%CE%A1%CE%99%CE%A3%CE%9C%CE%9F%CE%A5.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories: N/A

- Covered skill types:**
- Cultural awareness
 - Showing a positive attitude, respect, inclusivity, and intercultural sensitivity.
 - Interpersonal and intrapersonal skills.
 - Competences for managing personal relationships, demonstrating empathy, and cooperating with others.
 - Customer orientation.
 - Making appropriate contact and active listening skills.
 - Adaptability.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Mountain Companion

Website:
https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CE%BF%CC%81%CF%82_%CE%9A%CE%B1%CF%84%CE%B1%CC%81%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A3%CF%85%CE%BD%CE%BF%CE%B4%CE%BF%CC%81%CF%82_%CE%92%CE%BF%CF%85%CE%BD%CE%BF%CF%85%CC%81.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories: N/A

Covered skill types:

- Understanding.
- Cultural awareness.
- Showing a positive attitude, respect, inclusivity, and intercultural sensitivity.
- Critical thinking.
- Interpersonal and intrapersonal skills.
- Competences for managing personal relationships, demonstrating empathy, and cooperating with others.
- Customer orientation.
- Leadership.
- Making appropriate contact and active listening skills.
- Adaptability

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Air Transport Services Executive

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A3%CF%84%CE%AD%CE%BB%CE%B5%CF%87%CE%BF%CF%82_%CE%A5%CF%80%CE%B7%CF%81%CE%B5%CF%83%CE%B9%CF%8E%CE%BD_%CE%91%CE%B5%CF%81%CE%BF%CE%BC%CE%B5%CF%84%CE%B1%CF%86%CE%BF%CF%81%CE%AC%CF%82.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories: N/A --

Covered skill types:

- Cultural awareness.
- Critical thinking.
- Analytical ability.
- Interpersonal and intrapersonal skills.
- Showing a positive attitude, respect, inclusivity, and intercultural sensitivity.
- Competences for managing personal relationships, demonstrating empathy, and cooperating with others.
- Customer orientation.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Agricultural Tourism Technician

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A4%CE%B5%CF%87%CE%BD%CE%B9%CE%BA%CF%8C%CF%82_%CE%91%CE%B3%CF%81%CE%BF%CF%84%CE%BF%CF%85%CF%81%CE%B9%CF%83%CE%BC%CE%BF%CF%8D.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories: N/A

Covered skill types:

- Cultural awareness.
- Analytical ability.
- Showing a positive attitude, respect, inclusivity, and intercultural sensitivity.
- Critical and innovative thinking.
- Customer orientation.
- Entrepreneurship.
- Competences for managing personal relationships, demonstrating empathy, and cooperating with others.
- Adaptability.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Baker-pastry technician

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A4%CE%B5%CF%87%CE%BD%CE%B9%CE%BA%CF%8C%CF%82_%CE%B1%CF%81%CF%84%CE%BF%CF%80%CE%BF%CE%B9%CE%AF%CE%B1%CF%82_%CE%B6%CE%B1%CF%87%CE%B1%CF%81%CE%BF%CF%80%CE%BB%CE%B1%CF%83%CF%84%CE%B9%CE%BA%CE%AE%CF%82.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories: N/A

Covered skill types:

- Critical thinking.
- Interpersonal and intrapersonal skills.
- Showing a positive attitude, respect, inclusivity, and intercultural sensitivity.
- Competences for managing personal relationships, demonstrating empathy, and cooperating with others.
- Making appropriate contact and active listening skills.
- Adaptability.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Culinary art technician- chef

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A4%CE%B5%CF%87%CE%BD%CE%B9%CE%BA%CF%8C%CF%82_%CE%9C%CE%B1%CE%B3%CE%B5%CE%B9%CF%81%CE%B9%CE%BA%CE%AE%CF%82_%CE%A4%CE%AD%CF%87%CE%BD%CE%B7%CF%82_%CE%91%CF%81%CF%87%CE%B9%CE%BC%CE%A%CE%B3%CE%B5%CE%B9%CF%81%CE%B1%CF%82_Chef.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories: N/A

Covered skill types:

- Critical thinking.
- Interpersonal and intrapersonal skills.
- Showing a positive attitude, respect, inclusivity, and intercultural sensitivity.
- Competences for managing personal relationships, demonstrating empathy, and cooperating with others.
- Making appropriate contact and active listening skills.
- Adaptability.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Hospitality Units Executive

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/ODIGOI_KATARTISIS/2025/07-2025_31251_%CE%9F%CE%B4%CE%B7%CE%B3%CE%BF%CF%82_%CE%9A%CE%B1%CF%84%CE%B1%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A3%CF%84%CE%B5%CE%BB%CE%B5%CF%87%CE%BF%CF%82_%CE%9C%CE%BF%CE%BD%CE%B1%CE%B4%CF%89%CE%BD_%CE%A6%CE%B9%CE%BB%CE%BF%CE%BE%CE%B5%CE%BD%CE%B9%CE%B1%CF%82.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories: N/A

Covered skill types:

- Cultural awareness.
- Critical thinking.
- Analytical ability.
- Interpersonal and intrapersonal skills.
- Competences for managing personal relationships, demonstrating empathy, and cooperating with others.
- Making appropriate contact and active listening skills.
- Adaptability.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Communication and Information Technologies in the Travel Industry

Website:

https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A4%CE%B5%CF%87%CE%BD%CE%BF%CE%BB%CE%BF%CE%B3%CE%AF%CE%B5%CF%82_%CE%95%CF%80%CE%B9%CE%BA%CE%BF%CE%B9%CE%BD%CF%89%CE%BD%CE%AF%CE%B1%CF%82_%CE%BA%CE%B1%CE%B9_%CE%A0%CE%BB%CE%B7%CF%81%CE%BF%CF%86%CE%BF%CF%81%CE%B9%CF%8E%CE%BD_%CF%83%CF%84%CE%B7%CE%BD_%CE%A4%CE%B1%CE%BE%CE%B9%CE%B4%CE%B9%CF%89%CF%84%CE%B9%CE%BA%CE%AE_%CE%92%CE%B9%CE%BF%CE%BC%CE%B7%CF%87%CE%B1%CE%BD%CE%AF%CE%B1.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)
Covered skill categories: N/A
Covered skill types: <ul style="list-style-type: none"> • Understanding. • Cultural awareness. • Showing a positive attitude, respect, inclusivity, and intercultural sensitivity. • Critical and innovative thinking. • Analytical ability. • Interpersonal and intrapersonal skills. • Customer orientation. • Entrepreneurship.
Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Tour Leader
Website: https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A4%CE%BF%CF%85%CF%81%CE%B9%CF%83%CF%84%CE%B9%CE%BA%CF%8C%CF%82_%CE%A3%CF%85%CE%BD%CE%BF%CE%B4%CF%8C%CF%82.pdf
Type of provider: Higher Vocational Training Schools (Private & public sector)
Covered skill categories: N/A
Covered skill types: <ul style="list-style-type: none"> • Understanding. • Cultural awareness. • Showing a positive attitude, respect, inclusivity, and intercultural sensitivity. • Critical thinking. • Interpersonal and intrapersonal skills. • Competences for managing personal relationships, demonstrating empathy, and cooperating with others. • Customer orientation. • Leadership. • Making appropriate contact and active listening skills. • Global citizenship. • Adaptability. • Competences that promote social progress which recognizes the needs of everyone.
Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Specialization: Guardian of museums and archaeological sites
Website: https://gsvetlly.minedu.gov.gr/publications/docs2023/%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82_%CE%9A%CE%B1%CF%84%CE%AC%CF%81%CF%84%CE%B9%CF%83%CE%B7%CF%82_%CE%A6%CF%8D%CE%BB%CE%B1%CE%BA%CE%B1%CF%82_%CE%91%CF%81%CF%87%CE%B1%CE%B9%CE%BF

%CE%BB%CE%BF%CE%B3%CE%B9%CE%BA%CF%8E%CE%BD_%CE%A7%CF%8E%CF%81%CF%89%CE%BD.pdf

Type of provider: Higher Vocational Training Schools (Private & public sector)

Covered skill categories: N/A

Covered skill types:

- Cultural awareness.
- Showing a positive attitude, respect, inclusivity, and intercultural sensitivity.
- Critical thinking.
- Interpersonal and intrapersonal skills.
- Customer orientation.
- Entrepreneurship.
- Competences for managing personal relationships, demonstrating empathy, and cooperating with others.
- Competences that promote social progress which recognizes the needs of everyone.

Methods of delivery of this provider: Class, Learning Management System, Courses, Lectures, Theoretical and laboratory courses, Assignments, Internship.

Training provider name: Fundamentals of Digital Marketing: channels, strategy, planning
Website: https://insete.gr/seminar/fundamentals-of-digital-marketing-channels-strategy-planning-4/
Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.
Covered skill categories: N/A
Covered skill types: --
Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Digital transformation in hotel & tourism industry
Website: https://insete.gr/seminar/digital-transformation-in-hotel-tourism-industry-innovate-your-customer-experience/
Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.
Covered skill categories: N/A
Covered skill types: --
Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Google ads workshop
Website: https://insete.gr/seminar/google-ads-workshop-maximize-your-performance-with-strategy-ai-hands-on-practice/
Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.
Covered skill categories: N/A --
Covered skill types: --
Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Google analytics & SEO Tactics
Website: https://insete.gr/seminar/google-analytics-seo-tactics-from-basics-to-advanced/
Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.
Covered skill categories: N/A
Covered skill types: --
Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: First time housekeeper: Starting strong
Website: https://insete.gr/seminar/first-time-housekeeper-starting-strong/
Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.
Covered skill categories: N/A
Covered skill types: --
Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Basic Principles of Sustainability in hotels' operation
Website: https://insete.gr/seminar/vasikes-arches-aiforias-sti-leitourgia-ton-ksenodoxeion/
Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.
Covered skill categories: N/A
Covered skill types: --
Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Leading with impact: people, process, attitudes.
Website: https://insete.gr/seminar/leading-with-impact-people-process-attitudes-3/
Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.
Covered skill categories: N/A
Covered skill types: <ul style="list-style-type: none"> • Cultural awareness. • Showing a positive attitude, respect, inclusivity, and intercultural sensitivity. • Competences for managing personal relationships, demonstrating empathy, and cooperating with others. • Leadership. • Making appropriate contact and active listening skills.
Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Emotional intelligence: tools & techniques for efficient teams.
Website: https://insete.gr/seminar/emotional-intelligence-tools-techniques-for-efficient-teams/
Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.
Covered skill categories: N/A
Covered skill types: <ul style="list-style-type: none"> • Cultural awareness. • Showing a positive attitude, respect, inclusivity, and intercultural sensitivity. • Competences for managing personal relationships, demonstrating empathy, and cooperating with others. • Leadership. • Making appropriate contact and active listening skills.
Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.

Training provider name: Conscious leadership drive your team consciously to extraordinary results & high-level engagement.
Website: https://insete.gr/seminar/conscious-leadership-drive-your-team-consciously-to-extraordinary-results-and-high-level-engagement/
Type of provider: Institute of SETE- Greek Tourism Confederation (SETE)- Trade associations.
Covered skill categories: N/A
Covered skill types: <ul style="list-style-type: none"> • Cultural awareness.

- Showing a positive attitude, respect, inclusivity, and intercultural sensitivity.
- Competences for managing personal relationships, demonstrating empathy, and cooperating with others.
- Leadership.
- Making appropriate contact and active listening skills.

Methods of delivery of this provider: E- learning, Learning Management System, Courses, Lectures.