



**FIT FOR THE  
FUTURE**

# **Good Practice – IEK DELTA 360°**

## **WP 2**

Activity 1 (Good Practice)

Developed by EMVIO | November 2025



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## Good Practice Card

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<b>Name/ title of practice:</b>	Green Skills for a Sustainable Future - IEK DELTA 360°
<b>Location:</b>	Greece / Athens, Thessaloniki, Patras, Ioannina, Volos, Xanthi, Kalamata, Chania
<b>Size and scale of organization:</b>	Large (Over 6,000 students annually)
<b>Industry/Sector:</b>	Vocational Education and Training (VET) – Private
<b>Contact info (for follow up, if available):</b>	<a href="https://www.iekdelta360.gr/">https://www.iekdelta360.gr/</a> <a href="https://www.iekdelta360.gr/contact">https://www.iekdelta360.gr/contact</a>
<b>Additional details:</b>	While this practice is anchored in the VET sector, its design and tools are broadly applicable to other organizations—including private companies, NGOs, and public agencies—that seek to build <b>green capacity</b> and align their workforce skills with sustainability goals. IEK DELTA 360's partnerships with major enterprises (e.g. Toyota, Samsung, Bosch) as internship hosts or co-designers of curricula illustrate how this model interfaces with industry and not only with academic or training institutions. Therefore, organizations outside the formal education sphere can adapt components of this practice — such as green skills training, co-creation of curricula, on-the-job project assignments, and green competencies assessment frameworks — to upskill their staff, support sustainable transformation, and strengthen links with VET providers.
<b>Sources of information/References:</b>	<a href="https://www.iekdelta360.gr/">https://www.iekdelta360.gr/</a> <a href="https://www.iekdelta360.gr/contact">https://www.iekdelta360.gr/contact</a>

## Good Practice/Content

<p><b>Key focus/bias observed:</b></p>	<p>Sustainability, Regenerative Education, Green Skills</p>
<p><b>Description of the <i>Practice</i>:</b></p>	<p>IEK DELTA 360° integrated green skills training across all vocational programs, created eco-campus initiatives, and partnered with sustainable businesses to promote green employment pathways. Through updated curricula, student projects, and partnerships with eco-conscious companies, they prepare learners for green jobs and promote environmental responsibility across sectors like tourism, technology, business, and health.</p>
<p><b>Implementation strategy:</b></p>	<p><b>Curriculum Integration:</b> Incorporation of green economy modules into existing fields such as sustainable tourism and green entrepreneurship. IEK ΔΕΛΤΑ 360° already offers environmental and landscape specializations (e.g. <i>Technical Works of Landscape &amp; Environment</i>) among its program offerings, which may have served as early anchors for green content integration. Retrieved October 2025, from <a href="https://www.iekdelta360.gr/tomeis-spydon">https://www.iekdelta360.gr/tomeis-spydon</a> and from <a href="https://iekdelta.gr/%CF%83%CE%B1%CE%B5%CE%BA-%CE%B4%CE%B5%CE%BB%CF%84%CE%B1-360/">https://iekdelta.gr/%CF%83%CE%B1%CE%B5%CE%BA-%CE%B4%CE%B5%CE%BB%CF%84%CE%B1-360/</a></p> <p><b>Workshops and Certifications:</b> Provision of training in energy efficiency, circular economy, and environmental management.</p> <p><b>Industry Partnerships:</b> Collaboration with companies committed to green practices for internships and projects (e.g., eco-hotels, renewable energy firms). The collaboration with Saracakis Enterprises (a leading firm in mechanics) shows the institution is already using external industry capacity to provide real-world training and exposure to sustainable technical environments. Retrieved October 2025, from <a href="https://www.saracakis.gr/stratigiki-ekpaideftiki-synergasia-iek-delta-360-omilos-epicheiriseon-sarakaki/">https://www.saracakis.gr/stratigiki-ekpaideftiki-synergasia-iek-delta-360-omilos-epicheiriseon-sarakaki/</a></p> <p><b>Eco-Campus Initiatives:</b> Implementation of recycling campaigns, energy audits by students, and green competitions (e.g., designing a zero-waste cafeteria model).</p> <p><b>European VET / mobility programs:</b> Engagement in European and Erasmus VET projects suggests the institution has gradually expanded its institutional capacity to adopt new pedagogical or sustainability components under international programs. Retrieved October 2025, from <a href="https://iekdelta.gr/%CE%B9%CE%B5%CE%BA-%CE%B4%CE%B5%CE%BB%CF%84%CE%B1/%CE%B5%CF%85%CF%81%CF%89%CF%80%CE%B1%CF%8A%CE%BA%CE%B1-%CF%80%CF%81%CE%BF%CE%B3%CF%81%CE%B1%CE%BC%CE%BC%CE%B1%CF%84%CE%B1/">https://iekdelta.gr/%CE%B9%CE%B5%CE%BA-%CE%B4%CE%B5%CE%BB%CF%84%CE%B1/%CE%B5%CF%85%CF%81%CF%89%CF%80%CE%B1%CF%8A%CE%BA%CE%B1-%CF%80%CF%81%CE%BF%CE%B3%CF%81%CE%B1%CE%BC%CE%BC%CE%B1%CF%84%CE%B1/</a></p>

	<p><b>Internships and practical training:</b> The existence of a dedicated career office and public internship subsidy arrangements indicates that operational ties to business / practice are already in place, and these can be leveraged for green placements or sustainability projects. Retrieved October 2025, from <a href="https://www.iekdelta360.gr/grafeio-stadiodromias">https://www.iekdelta360.gr/grafeio-stadiodromias</a> and from <a href="https://iekdelta.gr/%CE%B5%CF%80%CE%B9%CE%B4%CF%8C%CF%84%CE%B7%CF%83%CE%B7-%CF%80%CF%81%CE%B1%CE%BA%CF%84%CE%B9%CE%BA%CE%AE%CF%82-%CE%AC%CF%83%CE%BA%CE%B7%CF%83%CE%B7%CF%82-2024/">https://iekdelta.gr/%CE%B5%CF%80%CE%B9%CE%B4%CF%8C%CF%84%CE%B7%CF%83%CE%B7-%CF%80%CF%81%CE%B1%CE%BA%CF%84%CE%B9%CE%BA%CE%AE%CF%82-%CE%AC%CF%83%CE%BA%CE%B7%CF%83%CE%B7%CF%82-2024/</a></p>
<p><b>Key actors involved:</b></p>	<p>VET students, educators, eco-conscious companies, local municipalities, training partners in sustainability fields, Greek Green Building Council (network collaboration).</p>
<p><b>Outcomes and metrics of impact:</b></p>	<p>1,200 students certified in green skills; 8 new green modules introduced; 30% campus waste reduction, i.e.:</p> <ul style="list-style-type: none"> <li>• Over 1,200 students certified in green skills programs by 2024.</li> <li>• Introduction of 8 new green-focused VET modules.</li> <li>• Student participation: 500+ students in green innovation challenges annually.</li> <li>• Establishment of partnerships with 50+ green-focused businesses for placements.</li> </ul> <p>Reduction of institute's internal waste output by 30% through student-led eco-initiatives.</p>
<p><b>Potential challenges and barriers for implementation:</b></p>	<p><b>Limited Funding:</b> Despite the demand for green skills, financial constraints may limit the ability to expand and update programs regularly.</p> <p><b>Lack of Awareness:</b> Some students and local businesses may not fully understand the benefits or necessity of green skills, which could hinder active participation.</p> <p><b>Resistance to Change:</b> Traditional industries and some VET stakeholders may resist adopting green practices due to perceived risks or additional costs.</p> <p><b>Regulatory and Policy Constraints:</b> Existing policies and regulations might not sufficiently support green education or could create obstacles in the implementation of green initiatives.</p>
<p><b>Blueprint for success - recommendations for replication or adaptation of the Practice:</b></p>	<p><b>Tailored Integration:</b> Adapt the integration of green skills based on regional industry needs and job market trends, focusing on sectors with the highest growth potential in sustainability.</p> <p><b>Strengthen Local Networks:</b> Establish more local partnerships with green businesses and municipalities to provide hands-on learning experiences for students.</p>

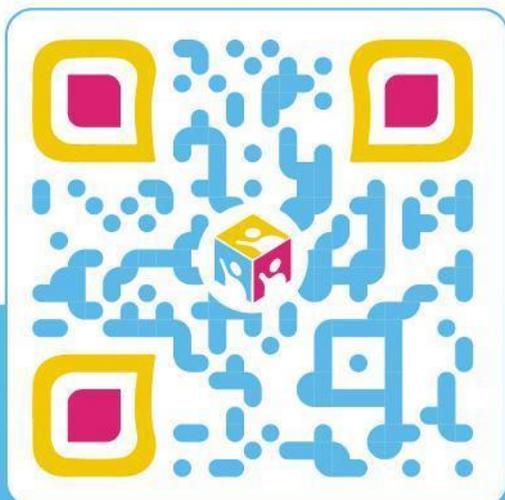


	<p><b>Leverage Technology:</b> Utilize online platforms for green skills education to reach a broader audience and reduce logistical constraints.</p> <p><b>Long-Term Support:</b> Ensure sustainable funding and continuous professional development for educators involved in green skills training to maintain program relevance.</p>
<b>Key lessons learned:</b>	<p><b>Student Engagement:</b> Encouraging students to take ownership of sustainability initiatives, such as campus eco-projects, greatly enhances their learning experience and promotes the practical application of green skills.</p> <p><b>Business Collaboration:</b> Partnerships with green-focused businesses have been invaluable in providing real-world opportunities for students and improving the employability of graduates.</p> <p><b>Curriculum Flexibility:</b> Continuously updating curricula to align with emerging sustainability trends ensures that the programs remain relevant and attractive to students and employers.</p> <p><b>Institutional Support:</b> Strong leadership and commitment from institutional management are key to successfully embedding sustainability practices into education.</p>
<b>Other info/notes:</b>	N/A



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