


## Financing adult learning database

<b>Name of the instrument - Local language</b>	Σχέδιο Στελέχωσης Επιχειρήσεων με Απόφοιτους Τριτοβάθμιας Εκπαίδευσης
<b>Name of the instrument - English translation</b>	Scheme for the Employment and Training of Tertiary Education Graduates
<b>Scheme ID</b>	282
<b>Country</b>	 Cyprus
<b>Reporting year</b>	2020
<b>Type of instrument</b>	Grant for companies
<b>Sub-type of instrument</b>	Support for direct costs and wage costs
<b>Type of entry</b>	Single instrument

<b>Short description</b>	<p>Companies receive a wage subsidy for employing newly graduated, inexperienced recruits to fill in critical vacancies. The graduates undergo a 6-month on-the-job training programme which is monitored by the HRDA. The enterprises must retain the graduates for a further 2 months-period before they can apply for subsidy (from HRDA). The subsidy covers the 6-month period of training. The employer is obliged to pay the graduate a minimum gross monthly salary of EUR 950. In return, the employer receives from HRDA, at the end of the eight (8) month retainment period, up to EUR 1 100 monthly subsidies for the six months duration of the training. The subsidy/grant is paid by HRDA entirely from its own HRDA fund (no co-funding from any source). The exact amount of subsidy can reach up to 80% of eligible costs which cover the graduate's and the supervisor's salary costs and any other training-related expenses. Graduates under the age of 30 who completed successfully a course of at least 3 years of study in a tertiary education establishment are eligible to participate in the programme provided they do not possess working experience of more than 8 months in the field of the prospective job. Graduates can only participate in the programme once. There are limits to the number of participants/per year in the scheme according to the size of the companies.</p>
<b>Short description of the related instruments</b>	Not applicable
<b>Level of operation</b>	National

<b>Name of a part of the country</b>	Not applicable
<b>Name of the region (for regional instruments)</b>	Not applicable
<b>Name of the sector (for sectoral instruments)</b>	Not applicable
<b>Relevance</b>	Key instrument
<b>Legal basis</b>	Industrial Training Law (1974) replaced by the Human Resource Development Authority Law (125(1)/1999)
<b>Objective(s) and target(s)</b>	1. To offer graduates the opportunity to secure suitable employment according to their qualifications and, at the same time, acquire working experience and tailored-made skills 2. To encourage enterprises to offer graduates suitable employment opportunities 3. To train new graduates in order to occupy suitable corporate positions according to their qualifications and enter the labour market smoothly 4. To upgrade the management, improve the functionality and enhance the competitiveness of enterprises in all sectors of the economy through the employment of suitably qualified graduates in critical positions.
<b>Year of implementation</b>	1984
<b>Year of latest amendment</b>	2015
<b>Operation/management</b>	HRDA, which is the semi-government national body, that is responsible for the operation of the scheme, is governed by a tripartite Board of Directors where the Government, the Employer Associations and the Trade Unions are represented. The BoD decides on general policies, approves training schemes and the annual HRDA budget.
<b>Eligible group(s)</b>	All employers, irrespective of their size and sector of the economy, are eligible to participate in the scheme (except the Government as an employer). Graduates of tertiary education (e.g. university), under the age of 30 with less than 8 months relevant work-place experience are eligible to participate in the scheme.
<b>Group(s) with preferential treatment</b>	No preferential treatment
<b>Education and training eligible</b>	6-month monitored in-company training which is intended to prepare the graduates to undertake productively their new duties within the enterprise.
<b>Source of financing and collection mechanism</b>	HRDA Training Fund. All employers have to pay a levy to the HRDA Training Fund, equal to 0.5% of their payroll. The levy is collected through the collection system of the social insurance contributions.
<b>Financing formula and allocation mechanisms</b>	The employer (enterprise) is obliged to pay the graduate a minimum gross monthly wage of EUR 950. In return, the

	employer receives, from the HRDA, a maximum monthly subsidy of EUR 1 100 for the six- month duration of the training programme. The exact amount of subsidy can reach up to 80% of the eligible expenses. These include the actual graduate's salary, the supervisor's salary and other training-related expenses. At the end of the training period the employers have to retain the graduates in employment for an additional period of 2 months before they can apply for the HRDA subsidy.
<b>Eligible costs</b>	The eligible costs include 1. The employment cost of the graduate 2. The employment cost of the trainer 3. Training costs (training material, training consumables)
<b>Volumes of funding</b>	2019: EUR 4 652 222 2018: EUR 4 530 823 2017: EUR 5 522 589
<b>Beneficiaries/take up</b>	2019: 777 graduates (362 men, 415 women) 2018: 757 graduates (319 men, 438 women) 2017: 928 graduates (431 men, 497 women)
<b>Organisation responsible for monitoring/evaluation</b>	Human Resource Development Authority of Cyprus (HRDA)
<b>Monitoring/evaluation reports available</b>	<a href="http://www.anad.org.cy/images/media/assetfile/2018%2012%2021%20Summary%...">http://www.anad.org.cy/images/media/assetfile/2018%2012%2021%20Summary%...</a> "EVALUATION OF THE IMPACT OF THE SCHEME FOR THE EMPLOYMENT AND TRAINING OF TERTIARY EDUCATION GRADUATES (2017)" (December 2018)
<b>Most relevant webpage - in English</b>	<a href="http://anad.org.cy/easyconsole.cfm/page/project/p_id/180/pc_id/17178">http://anad.org.cy/easyconsole.cfm/page/project/p_id/180/pc_id/17178</a>
<b>Most relevant webpage - local language</b>	<a href="http://anad.org.cy/images/media/assetfile/ANAD_ANUAL%20REPORT%202018.pdf">http://anad.org.cy/images/media/assetfile/ANAD_ANUAL%20REPORT%202018.pdf</a>
<b>Recent changes</b>	2015. The amount of subsidy became a percentage of the eligible costs, 80%, whereas before it varied according to the size of the enterprise from 60% to 70% to 80% of the eligible costs. To simplify the calculations of the amount of subsidy.  Recent changes in response to COVID-19  No changes
<b>Sources</b>	<a href="http://anad.org.cy/images/media/assetfile/ANAD_ANUAL%20REPORT%202018.pdf">http://anad.org.cy/images/media/assetfile/ANAD_ANUAL%20REPORT%202018.pdf</a> The HRDA 2018 Annual Report. The 2019 HRDA Annual Report has now been published <a href="http://anad.org.cy/images/media/assetfile/ANAD_ANUAL%20REPORT%202019.pdf">http://anad.org.cy/images/media/assetfile/ANAD_ANUAL%20REPORT%202019.pdf</a>  <a href="http://anad.org.cy/images/media/assetfile/ANAD_ANUAL%20REPORT%20%CE%A4%...">http://anad.org.cy/images/media/assetfile/ANAD_ANUAL%20REPORT%20%CE%A4%...</a> The HRDA 2017 Annual Report  <a href="http://www.anad.org.cy/images/media/assetfile/2018%2012%2021%20Summary%...">http://www.anad.org.cy/images/media/assetfile/2018%2012%2021%20Summary%...</a> HRDA Study on "EVALUATION OF THE IMPACT OF THE SCHEME FOR THE EMPLOYMENT AND TRAINING OF TERTIARY EDUCATION GRADUATES (2017)"

