

# Scheme for the Vocational Training of the Unemployed in Organisations of the Public and broader Public sector, Local Government Authorities, Non-Governmental Organisations and Non-Profit Institutions

Ειδικό Σχέδιο Επαγγελματικής Κατάρτισης Ανέργων σε Οργανισμούς του Δημόσιου και ευρύτερου Δημόσιου τομέα, Αρχές Τοπικής Αυτοδιοίκησης, Μη Κυβερνητικούς Οργανισμούς και Ιδρύματα Μη Κερδοσκοπικού Χαρακτήρα

POLICY INSTRUMENT

 Cyprus

## Description

Country



Cyprus

Focus area

### KEY TRAINING POLICY MEASURE

*The Scheme aims to provide vocational training and work experience to the unemployed and provide opportunities to organisations in the public and broader public sector, local government authorities, non-governmental organisations and non-profit institutions, to utilise human resources through the implementation of appropriate vocational training and work experience programmes*

Link

<https://eseka.anad.org.cy/>

Implementation level

NATIONAL

Legal base

THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA) The Human Resource Development Authority of Cyprus (HRDA) is body governed by public law founded by the 21 Law of 1974 under the name of Cyprus Industrial Training Authority. 1 of November 1999 entered into force on Human Resource Development Law no. 125 (I) of 1999. The HRDA refers to the Government through the competent Minister who, under the above law, is the Minister of Labour and Social Insurance. Managed by 13

Board of Directors with a tripartite character, involving representatives of the Government, Employers and Trade Unions. Mission of the HRDA is to create the prerequisites for planned and systematic training and development of the human potential of Cyprus at all levels and in all areas to meet the needs of the economy within the framework of the social and economic policy of the state. <https://eseka.anad.org.cy/images/media/asset/file/2020%2010%2020%20CE%A0%CE%B5%CF%81%CE%B9%CE%>

**Starting period** 2021

**Perspective** No

**Policy area**

OTHER

*vocational training and work experience to the unemployed*

**Funding**

FUNDED BY NATIONAL GOVERNMENT

## Skill mismatch

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**Skill mismatch target**

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

OTHER

*upgrading existing or acquiring new knowledge and skills*

**Skills matching focus**

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

*The scheme facilitates the transition of young graduates to the labour market demand and skills and aims to develop their skills and job experience and opportunities*

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

*The scheme aims to upskill and reskill unemployed adults*

FACILITATE JOB / CAREER TRANSITIONS

*The scheme facilitates job and career transitions*

**Skills delivered**

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

# Methods

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## Methods

### SKILLS FORESIGHT

*The scheme has specialized skills foresight and evaluation of skills of the participants in the scheme with frequent visits to their place of employment and also with evaluation tests at the end of their placement*

### SKILL AUDITS

*The scheme has specialized skills foresight and evaluation of skills of the participants in the scheme with frequent visits to their place of employment and also with evaluation tests at the end of their placement*

### OTHER

*Promoting employment and reducing unemployment by improving the employability of the unemployed*

## Use of skills intelligence

### INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

*the scheme facilitates career guidance and counsellors to all unemployed participating in the scheme*

### INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

*the scheme facilitates job search decisions to all unemployed people*

# Stakeholders

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## Main responsible body

### NATIONAL AGENCY

*THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA)*

## Beneficiaries

### YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

*the scheme can benefit all unemployed people that can be young graduates, young people not in employment, adults not in employment and NEETS*

### YOUNG PEOPLE WITH LOW LEVELS OF BASIC SKILLS /EARLY LEAVERS FROM EDUCATION OR TRAINING

*the scheme can benefit all unemployed people that can be young graduates, young people not in employment, adults not in employment*

# Sustainability

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**Success factors** Promoting employment and reducing unemployment by improving the employability of the unemployed. Providing opportunities for the unemployed to enter/re-enter employment by upgrading existing or acquiring new knowledge and skills. Encouraging organisations to offer suitable training programmes to the unemployed.

**Barriers** N/A

**Monitoring and evaluation** HRDA issues a Certificate of Training and Acquisition of Work Experience, for each unemployed person who has successfully completed the training program (at least at least 75% of the total duration of the program, corresponding to at least 60 of the 80 total training days). The absences of the unemployed during the four-month training should not exceed 20 days. There is also an evaluation and monitoring form for each employee at the end of the training scheme. The HRDA monitors on a continuous basis the implementation of the training program of the unemployed in the service / organization to ensure quality during its implementation. The monitoring is done through appropriate forms submitted to the HRDA, as well as on-site visits of HRDA officials or representatives to the service / organization, if deemed necessary

**Updates** NO

**Effectiveness** In order to ensure the effectiveness of the implementation of the program, the HRDA exercises control in the following stages, in accordance with the procedures provided by the Plan, criteria and conditions:  
(I) Control at the application stage by the interested unemployed and services / organizations.  
(ii) Control at the stage of implementation of the vocational training program and gaining work experience.  
(iii) Control at the stage of payment of training allowances.  
(iv) Check at the certification stage of the participants' vocational training and work experience.

**Sustainability** HRDA has a specialized computerization system of its work. The system, which records all the details of the training activities, including this Plan, allows the electronic processing of the entire process of approval and granting of programs and greatly facilitates the control and monitoring of the progress of programs and payments through appropriate reports. The program is expected to continue smoothly within the next years as it is funded by the government and provide employability to many unemployed people.

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## Other instruments in Cyprus

- [Communication Network with Employers for Technical Occupations' platform](#)  
Δίκτυο Επικοινωνίας με Εργοδότες για Τεχνικά Επαγγέλματα - ΔΕΕΤΕ
- [HRDA Scheme for Job Placement and Training of Tertiary-Education Graduates](#)  
Σχέδιο Στελέχωσης Επιχειρήσεων με Απόφοιτους Τριτοβάθμιας Εκπαίδευσης
- [Scheme for the Training of the Long-term Unemployed in Enterprises/Organisations](#)  
Σχέδιο Κατάρτισης Μακροχρόνια Ανέργων σε Επιχειρήσεις/Οργανισμούς
- [System of vocational Qualifications \(SVQ\)](#)  
Σύστημα Επαγγελματικών Προσόντων (ΣΕΠ)