

Scheme for the Training of the Long-term Unemployed in Enterprises/Organisations

Σχέδιο Κατάρτισης Μακροχρόνια Ανέργων σε Επιχειρήσεις/Οργανισμούς

POLICY INSTRUMENT

 Cyprus

Description

Country

 **Cyprus**

Focus area

KEY TRAINING POLICY MEASURE

The Scheme offers opportunities to the long-term unemployed (LTU) in order to reintegrate them into the labour market with the acquisition of necessary knowledge and skills. The HRDA provides incentives to employers in order to design, organise and implement in-company training programmes to cover the training needs of newly employed persons who were long-term unemployed. Beneficiaries / participants: Long-term unemployed, under the age of 60 who are registered to Public Employment Service (PES) for over a 6-month continuous period and have less than 8 months of work experience, relevant to the job they will be trained for.

Link

http://www.hrdauth.org.cy/easyconsole.cfm/page/project/p_id/306/pc_id/17178

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/assetfile/2020%2010%2020%20%CE%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

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 aims to help unemployed people that are long in unemployment to find a job especially young graduates and aims to integrate them in the labour market demands

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

the scheme aims to employ unemployed people by upskilling and reskilling adults

FACILITATE JOB / CAREER TRANSITIONS

the scheme facilitates job and career transitions as it gives the opportunity to unemployed people to get a job and thus upgrade their skills in order to transit later in another career or job opportunity

Skills delivered

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

Methods

Methods

SKILLS FORESIGHT

HRDA as responsible national agency of Cyprus monitors and evaluate the skills gained by the unemployed people during their job placement and has specialized auditors or ways to conduct skills foresight and auditing

SKILL AUDITS

HRDA as responsible national agency of Cyprus monitors and evaluate the skills gained by the unemployed people during their job placement and has specialized auditors or ways to conduct skills foresight and auditing

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

Main responsible body

NATIONAL AGENCY

THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA)

Other involved organisations

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

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

Success factors	The HRDA provides incentives to employers in order to design, organise and implement in-company training programmes to cover the training needs of newly employed persons who were long-term unemployed. This scheme therefore tackles long term unemployment which was otherwise not focused on under existing programmes.
Barriers	N/A
Monitoring and evaluation	<p>The HRDA, within the framework of its consistent quality assurance policy in the implementation of the programs it approves, evaluates and takes all necessary measures for the monitoring of the program. These measures include program implementation controls through face-to-face visits.</p> <p>Control visits are carried out on the basis of an approved procedure. Depending on the findings and the severity of the discrepancies identified, measures are taken such as:</p> <ul style="list-style-type: none">• Written remark and warning that, in case of repeated violation of the provisions of the Guide, the HRDA will withdraw the approval.• Withdrawal of given approval and warning that, in case of repeated violation of the provisions of the Guide, the HRDA will consider the possibility of imposing administrative sanctions
Updates	<div style="border: 1px solid black; padding: 5px; text-align: center;">NO</div>
Effectiveness	In order to ensure the effectiveness of the implementation of the program, the HRDA controls the applications, criteria and conditions of the program as well as the guidelines and control at the stage of implementation to assess its effectiveness and reliability, the stage of trainings and payments
Sustainability	HRDA has a specialized computerization system of its work in order to ensure sustainability. The system, which records all the details of the training activities and criteria 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 and upgrading of skills.

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 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
- [System of vocational Qualifications \(SVQ\)](#)
Σύστημα Επαγγελματικών Προσόντων (ΣΕΠ)