

HRDA Scheme for Job Placement and Training of Tertiary-Education Graduates

Σχέδιο Στελέχωσης Επιχειρήσεων με Απόφοιτους Τριτοβάθμιας Εκπαίδευσης

POLICY INSTRUMENT

 Cyprus

Description

Country

 **Cyprus**

Focus area

KEY TRAINING POLICY MEASURE

HRDA contributes towards minimising the effects of the economic crisis on the Cyprus labour market by tackling unemployment among tertiary-education graduates. This programme does not directly target skills mismatch. However, in the individual training programmes set for each candidate, there is in-company practical training and acquisition of work experience and participation in selected seminars on various subjects.

Link

<https://www.cedefop.europa.eu/en/tools/matching-skills/all-instruments/hrda-sch...>

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%20CE%A0%CE%B5%CF%81%CE%B9%CE%>

Starting period 2009-2012

Perspective No

Policy area

EDUCATION

TRAINING

EMPLOYMENT

Funding

FUNDED BY NATIONAL GOVERNMENT

The Scheme is funded solely by the HRDA through its Human Resource Development Fund. The source of the Fund is a levy that is imposed by law on the payroll of all the employers in Cyprus, irrespective of size or sector of the economy.

Skill mismatch

Skill mismatch target

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

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

Skills matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

Minimising the effects of the economic crisis on the Cyprus labour market by tackling the unemployment issue among tertiary-education graduates helping them match their skills to labour market demand

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

Design training programmes to activate unemployed

FACILITATE JOB / CAREER TRANSITIONS

Through the job opportunities the program facilitates job and career transitions; Inform job-search decisions of unemployed

ADDRESS MISMATCH BROADLY

Evaluation and certification of skills/skills assessment

OTHER

Inform decisions on course funding/provision

Skills delivered

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

JOB SEARCH SKILLS

CAREER MANAGEMENT SKILLS

Methods

Methods

EMPLOYER SURVEYS

the employers will monitor the progress of graduates to the labour market skills demands

GRADUATE TRACING

The program is tracing graduates in order to find the suitable candidates to include them in the labour market and develop their skills

Use of skills intelligence

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

HRDA, through its Research and Planning Directorate, studies the economy and the labour market needs and decides where to place emphasis for meeting the identified urgent needs. High unemployment among tertiary-education graduates was and still is a serious issue that requires HRDA to intervene with appropriate measures to combat it. Therefore the program designs training programs to activate the graduates

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

the program helps the unemployed/graduates to be informed on course/funding provision

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

the program helps the unemployed/graduates to be informed of job-search decisions

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)

SOCIAL PARTNER: TRADE UNION

The Social Partners are actively involved in all the HRDA initiatives. Employers' and workers' organisations are directly involved in policy and strategy formulation through their representation on HRDA's Board of Governors. In direct partnership, they also implement training activities that satisfy specialised needs, within the framework set by HRDA. As part of the Board, they receive reports about the scheme's progress and, if necessary, they carry out modifications to bring the scheme up-to-date. They also influence policy decisions.

Beneficiaries**YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK**

young graduates can acquire a professional experience and develop their skills making their transition from education into work and labour market skills

Sustainability**Success factors**

Compulsory minimum salary for the graduates (€1,100 per month for the 6-month version and €1,150 per month for the 12-month version of the scheme).
Generous subsidy level for the employer (up to €1,600 per month) for the whole period of training (either 6 or 12 months). The subsidy took into account the graduate's salary and the employer's cost of providing the training. This provides the necessary resources to keep graduates in the programme.

Barriers

The basic barrier was the effects of the economic crisis, which caused businesses to shrink in overall numbers and size, and as a consequence the labour market to follow suit. Instead of recruiting more people, businesses were letting people go and the interest in the scheme diminished.

Monitoring and evaluation

HRDA carries out evaluation studies focusing on the impact on the participants of the scheme to whom a subsidy was granted with regular follow-ups. Within this policy, the HRDA developed an integrated evaluation system on the impacts in general on the national economy of HRDA's social interventions and activities.

Updates

NO

Effectiveness

HRDA completed an evaluation study regarding the impact on the participants of the Scheme. Impact of the instrument is high. While the target for 2012 was to have 670 participants, the actual participants reached 709 persons. The success of this measure has led to its inclusion as an active labour market policy in the Special Prevention-Action Plan that was introduced by HRDA in close cooperation with the Ministry of Labour and Social Insurance in 2009, for combating unemployment. The scheme, over the years, has been well received by employers.

Sustainability

Over the years, the specific scheme has proved to be very successful and very useful for both employers and tertiary-education graduates. The scheme, which is currently in use, has undergone over the years modifications to reflect the prevailing market and economic conditions. There are no plans of discontinuing it.

Other instruments in Cyprus

- [Communication Network with Employers for Technical Occupations' platform](#)
Δίκτυο Επικοινωνίας με Εργοδότες για Τεχνικά Επαγγέλματα - ΔΕΕΤΕ
- [Scheme for the Training of the Long-term Unemployed in Enterprises/Organisations](#)
Σχέδιο Κατάρτισης Μακροχρόνια Ανέργων σε Επιχειρήσεις/Οργανισμούς
- [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)