

HRDA's actions under the Cyprus operational programme THALIA 2021-27

POLICY DEVELOPMENT**PRACTICAL MEASURE/INITIATIVE** CYPRUS

Timeline

2022 Design 2023 Design 2024 Design**ID number 44696**

Background

The Human Resource Development Authority of Cyprus (HRDA) implements activities for the training and development of human resources in Cyprus, providing the employed and the unemployed with the opportunity of acquiring new, or upgrading existing, knowledge and skills.

Objectives

The schemes aim to provide re- and upskilling opportunities for the unemployed and the employed and train young people aged 15-29 who are not in education, employment, or training (NEETs) by 2027. The target for the programming period 2021-27 is for 2 800 persons to benefit from the NEETs scheme and for 1 800 persons to benefit from the Individual Learning Accounts (ILAs) project.

Description

The Cyprus operational programme THALIA 2021-27 includes two relevant HRDA actions.

Individual learning accounts (ILAs) provide credits to eligible groups of employed and unemployed individuals to attend training programmes and acquire new and/or upgrade existing knowledge and skills. They aim to promote lifelong learning by providing flexible upskilling opportunities and preventing social exclusion. Through ILAs, individuals gain access to training programmes on a broad range of issues within the framework of the HRDA scheme, Standard multi-company training programmes. These programmes assist individuals to remain competitive in the labour market by improving their employment/career progression opportunities, and social skills.

Training programmes for NEETs help them to acquire basic knowledge and skills -literacy, numeracy, digital and technological skills, interpersonal skills, entrepreneurship - and enter the labour market. In addition, upgrading existing and acquiring new knowledge and skills might be instrumental in securing employment opportunities that arise in such dynamic sectors of economic activity as the green and blue economy, and to prepare for the digital transition.

In 2022, a consultation and a debate among relevant stakeholders took place to optimise implementation.

2023 Design

In 2023, a draft policy and procedure manual was prepared, for both actions. Regarding the ILAs, preparations and deliberations with external contractors for the implementation of the scheme through HRDA's digital platform (Ermis) took place.

2024 Design

The scheme's description and the policy and procedure manual for both actions were approved by the Board of Directors of the HRDA on 26 June 2024. In October 2024, a draft tender document was prepared for the organisation and implementation of training programmes for NEETs.

The HRDA, as the head of the national delegation, participated in workshops for the 2024 Mutual Learning Programme for ILAs organised by the European Commission. The development of the digital platform for the implementation of the scheme is under way.

Bodies responsible

- Human Resource Development Authority of Cyprus (HRDA)

Target group

Learners

Young people (15-29 years old)
Young people not in employment, education or training (NEETs)
Adult learners
Unemployed and jobseekers
Persons in employment, including those at risk of unemployment
Low-skilled/qualified persons

Thematic categories

Governance of VET and lifelong learning

Coordinating VET and other policies

Modernising VET offer and delivery

Diversifying modes of learning: face-to-face, digital and/or blended learning; adaptable/flexible training formats
Acquiring key competences
Integrating green transition and sustainability in VET curricula and programmes
Integrating digital skills and competences in VET curricula and programmes

Supporting lifelong learning culture and increasing participation

Promotion strategies and campaigns for VET and lifelong learning
Financial and non-financial incentives to learners, providers and companies
Providing for individuals' re- and upskilling needs
Ensuring equal opportunities and inclusiveness in education and training

European priorities in VET

VET Recommendation

VET agile in adapting to labour market challenges

Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible VET

Establishing a new lifelong learning culture - relevance of continuing VET and digitalisation

Subsystem

CVET

Further reading

Programme website

Directorate General Growth Ministry of Finance. (n.d.). Cohesion Policy Programme THALIA 2021-2027.

“...” Cite as

Cedefop, & ReferNet. (2025). HRDA's actions under the Cyprus operational programme THALIA 2021-27: Cyprus. In Cedefop, & ReferNet. (2025). *Timeline of VET policies in Europe* (2024 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/44696>