

# Lifelong learning for the employed

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 CYPRUS

## Timeline

2016 Implementation	2017 Implementation	2018 Implementation
2019 Implementation	2020 Implementation	2021 Implementation
2022 Implementation	2023 Implementation	2024 Implementation
2025 Implementation		

ID number 44663

## Background

The enrichment of the knowledge and skills of employed people is vital for their better and more flexible integration into their working environment, contributes significantly in improving their productivity and also in enhancing the competitiveness and resilience of the companies that employ them. In this way, training is offered as a tool supporting the employed, the companies and society as a whole.

## Objectives

The objective is to upgrade and enrich the skill set of the employed, with beneficial consequences for the economy and society in general.

## Description

The activities, implemented by the Human Resource Development Authority of Cyprus (HRDA) to meet the above aim, include the following programmes:

- (a) single company training programmes in Cyprus - the scheme provides incentives to employers to design, organise and implement training programmes to meet the training needs of their staff. The design and organisation of the programmes is done by the enterprises according to the thematic priorities set by the HRDA, after consultation with social partners and other relevant stakeholders, such as the labour ministry, trade unions, professional bodies and employer organisations. These thematic priorities are then published on the HRDA webpage. The scheme was introduced in December 2014 and expires at the end of 2023.
- (b) single company training programmes abroad - the scheme provides incentives to employers to participate with their employees in innovative and/or specialised programmes abroad, aiming to transfer to Cyprus knowledge and skills to support innovation, knowledge of new technologies and technical know-how. The design and organisation of the programmes is carried out by the companies according to the

thematic priorities set by the HRDA, after consultation with social partners and other relevant stakeholders (e.g. the labour ministry, trade unions, professional bodies and employer organisations). These thematic priorities are then published on the HRDA webpage. The scheme was introduced in December 2014 and expires at the end of 2023.

- (c) standard multi-company training programmes - the scheme caters for the training needs of the employed (though unemployed people may also participate) through their participation in training programmes implemented by vocational training centres (VTCs). The programmes cover a wide range of subjects for all professions and all tasks needed for job positions in a specific company (depending on the sector). The design and organisation of the programmes is carried out by the VTCs according to the thematic priorities set by the HRDA, after consultation with social partners and other relevant stakeholders (e.g. the labour ministry, professional bodies, trade unions). These thematic priorities are then published on the HRDA webpage. The scheme was introduced in October 2014 and expires at the end of 2023.
- (d) high priority multi-company training programmes - the scheme caters for the training needs of the employed through their participation in training programmes implemented by VTCs in particularly important areas for the development of enterprises or/and areas which are considered top priority sectors for the national economy. The design and organisation of the programmes, in which trainers with extensive experience are used as teaching staff, is carried out by the VTCs according to the thematic priorities set by the HRDA, after consultation with social partners and relevant stakeholders. These thematic priorities are then communicated to the relevant stakeholders and published on the HRDA webpage. Introduced in December 2014, the scheme expires at the end of 2023.
- (e) continuing training programmes for trade union officials - the scheme caters for the training needs of trade union officials in issues related to their trade union duties. The training programmes are implemented by trade union training centres. The scheme was introduced in April 2009 and is ongoing.

### 2016 Implementation

Implementation of all types of training programmes for the employed was ongoing, including:

- (a) EUR 3 852 533 allocated to single company training programmes for 27 499 participations (an individual can participate in more than one training programmes, hence the term 'participations');
- (b) EUR 417 432 allocated to single company training programmes abroad for 199 participations;
- (c)  
EUR 2 968 638 allocated to standard multi-company training programmes for 10 145 participations;
- (d)  
EUR 2 210 666 allocated to high priority multi-company training programmes for 1 502 participations; and
- (e)  
EUR 378 807 allocated to continuing training programmes for trade union officials for 3 241 participations.

### 2017 Implementation

In 2017, training programmes for the employed were in place, covered:

- (a) EUR 5 246 567 allocated to single company training programmes for 35 019 participations;
- (b) EUR 346 010 allocated to single company training programmes abroad for 168 participations;

- (c) EUR 3 281 299 allocated to standard multi-company training programmes for 12 324 participations;
- (d) EUR 2 014 954 allocated to high priority multi-company training programmes for 1 304 participations; and
- (e) EUR 417 940 allocated to continuing training programmes for trade union officials for 3 537 individual participations.

### 2018 Implementation

For the year 2018, implementation of training programmes included:

- (a) EUR 3 929 954 allocated to single company training programmes for 26 091 participations;
- (b) EUR 523 798 was allocated to single company training programmes abroad for 202 participations;
- (c) EUR 3 721 807 was allocated to standard multi-company training programmes for 12 994 participations;
- (d) EUR 1 989 778 was allocated to high priority multi-company training programmes for 1 309 participations; and
- (e) EUR 360 061 was allocated to continuing training programmes for trade union officials for 3 046 participations.

### 2019 Implementation

In 2019, EUR 6 358 692 was allocated to single company training programmes for 39 777 participations. In the same period, EUR 409 669 was allocated to single company training programmes abroad for 187 participations, while EUR 3 519 531 was allocated to standard multi-company training programmes for 12 801 participations. Moreover, EUR 2 696 830 was allocated to high priority multi-company training programmes for 1 756 participations and EUR 384 174 was allocated to continuing training programmes for trade union officials for 3 371 participations.

### 2020 Implementation

As of 2020, the HRDA has promoted the utilisation of e-learning methods from the organisers of subsidised training programmes. The new permission for providers of subsidised training programmes (vocational training centres and companies/organisations) to use e-learning methods applies to the

- standard multi-company training programmes,
- the high-priority multi-company training programmes,
- the single-company training programmes and
- the continuing training programmes for trade union officials.

The HRDA requires a learning environment ensuring real time synchronous e-learning with simultaneous participation of the trainer and trainees but does not specify the e-learning tools which can be used for the provision to increase flexibility (HRDA has prepared in 2020 a supplement to the relevant policy and procedures guidelines entitled Using e-learning methods in training programmes).

Implementation of training programmes for the employed continued, covering:

- (a) EUR 7 035 106 allocated to single company training programmes for 44 773 participations;
- (b) EUR 409 669 allocated to single company training programmes abroad for 187 participations;
- (c) EUR 3 300 807 was allocated to standard multi-company training programmes for 11 785 individual participations;
- (d) EUR 2 759 902 830 was allocated to high priority multi-company training programmes for 1 774 participations; and
- (e) EUR 273 933 was allocated to continuing training programmes for trade union officials for 2 211 participations.

### 2021 Implementation

In 2021, EUR 4 253 637 was allocated for single company training programmes for 26 805 participations. For the same period, EUR 43 842 was allocated to single company training programmes abroad for 14 participations. In 2021, for standard multi-company training programmes the amount allocated was EUR 3 713 636 for 9 811 participations. For high priority multi-company training programmes, EUR 2 124 597 was spent for 1 397 participations. In 2021, EUR 194 448 was spent for 1 404 participations in continuing training programmes for trade union officials.

### 2022 Implementation

In 2022, EUR 4 593 748 was allocated to single company training programmes for 29 576 participations. The total funding for single company training programmes abroad was EUR 245 012 for 87 participations. Funding for standard multi-company training programmes reached a total amount of EUR 4 442 464 for 4 725 participations. For high priority multi-company training programmes, for the same period, EUR 4 002 832 was allocated for 2 567 participations. For this reporting period EUR 525 398 was allocated for the continuing training of trade union officials for 3 599 participations.

### 2023 Implementation

In 2023, EUR 5 171 447 was allocated to single company training programmes in Cyprus for 32 987 participations. The total funding for single company training programmes abroad was EUR 308 230 for 118 participations. Funding for standard multi-company training programmes reached a total amount of EUR 5 522 207 for 17 227 participations. For high priority multi-company training programmes, EUR 3 478 036 was allocated for 1 754 participations. For the continuing training of trade union officials EUR 324 335 was allocated for 1 898 participations.

The Board of Directors of the HRDA approved an updated Policy and Procedure Guide for the following schemes:

- single-company training programmes in Cyprus;
- single-company training programmes abroad;
- standard multi-company training programmes;
- high priority multi-company training programmes; and
- continuing training programmes for trade union officials.

The new guides will be enforced on 1 January 2024 and all the abovementioned schemes expire at the end of 2030.

### 2024 Implementation

In 2024, the updated Policy and Procedure manuals for the schemes were in place and, for this year, implementation of training programmes included:

- (a) single-company training programmes: EUR 12 034 938 allocated for 67 953 participations;
- (b) single-company training programmes abroad: EUR 400 985 allocated for 143 participations;
- (c) standard multi-company training programmes for employee training: EUR 10 419 198 allocated for 30 692 participations;
- (d) high priority multi-company training programmes: EUR 5 070 704 allocated for 3 024 participations;
- (e) continuing training of trade union officials: EUR 666 612 allocated for 3 562 participations.

### 2025 Implementation

By the end of August 2025, implementation of training programmes included:

- (a) single company training programmes - EUR 9 375 398 allocated for 43 870 participations;
- (b) single company training programmes abroad - EUR 375 882 allocated for 138 participations;
- (c) standard multi-company training programmes for the employed - EUR 7 192 714 allocated for 16 897 participations. From 2025, individuals may participate in the scheme by using entitlements from the ILA scheme run by the HRDA. 68 employed individuals have already taken part in training programmes, utilising their ILA entitlements;
- (d) high priority multi-company training programmes - EUR 7 149 816 allocated for 3 768 participations;
- (e) continuing training of trade union officials: EUR 444 120 allocated for 2 367 participations.

The training programmes follow the thematic areas set out in the HRDA policy document, developed in consultation with social partners and other stakeholders. These areas include business management, skills for the green and blue economy, renewable energy sources, energy saving, occupational health and safety, business continuity, training of trainers and digital skills.

## Bodies responsible

- Human Resource Development Authority of Cyprus (HRDA)

## Target group

### Learners

Adult learners  
Persons in employment, including those at risk of unemployment  
Low-skilled/qualified persons

### Entities providing VET

Companies

### Other stakeholders

Social partners (employer organisations and trade unions)

## 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

Developing and updating learning resources and materials

Acquiring key competences

Reinforcing work-based learning, including apprenticeships

### Supporting lifelong learning culture and increasing participation

Financial and non-financial incentives to learners, providers and companies

Providing for individuals' re- and upskilling needs

# European priorities in VET

## VET Recommendation

VET agile in adapting to labour market challenges

Flexibility and progression opportunities at the core of VET

## 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

[Lifelong learning for the employed](#)

## Related policy developments

**2025 Implementation**

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

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

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#### Type of development

Practical measure/Initiative

#### Subsystem

CVET

**2025 Implementation**

### Use of e-learning methods in training programmes

In response to the COVID-19 pandemic the physical presence of trainers in the classroom or training areas is no longer required, there is no obligation for the training programmes - provided to unemployed or employed individuals - to be carried out at a certified vocational training centre (VTC)

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**Type of development**

Practical  
measure/Initiative

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CVET

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**2025 Implementation**

**Digital skills training for employees and the unemployed**

Since 2017, the Human Resource Development Authority of Cyprus (HRDA) is including the acquisition of basic digital skills for employees over the age of 35 in the single- and multi-company training programmes that it subsidises.

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**Type of development**

Practical  
measure/Initiative

**Subsystem**

CVET

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/44663>