

# Training programmes under the Cyprus Recovery and resilience plan 2021-26 (HRDA)

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

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## Timeline



ID number 44645

## Background

The Human Resource Development Authority of Cyprus (HRDA) implements a wide range of 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. The Cyprus Recovery and resilience plan (RRP) secures funding to further support HRDA.

## Objectives

These training programmes aim to assist employed (public and private sector employees and the self-employed) and unemployed individuals in reskilling and/or upskilling by participating in training programmes implemented by accredited by HRDA vocational training centres (VTCs).

## Description

Four HRDA training schemes were included in the RRP:

- (a) Training programmes for the acquisition of digital skills.  
The scheme caters for the acquisition of new and/or upgrading existing digital skills in the Cyprus workforce (public and private sector employees, the self-employed and the unemployed), through participation in training programmes to be implemented by accredited VTCs. Total budget allocation: EUR 6.1million and 13 000 participations.
- (b) Training programmes for the acquisition of knowledge and skills related to the green economy.  
The scheme provides for the acquisition new and/or upgrading existing knowledge and skills of employed personnel (public and private sector and the self-employed) in the green economy sectors or occupations. Unemployed individuals who wish to be employed in the green economy sector may also participate in training programmes provided by accredited VTCs (EUR 2.85 million, 6 200 participations).
- (c) Training programmes for the acquisition of knowledge and skills related to the blue

economy.

The scheme provides for the acquisition of new and/or upgrading of existing knowledge and skills of employed individuals (public and private sector and the self-employed) in the blue economy sector. The blue economy refers to all economic activities related to the oceans, seas and coastal areas. It also includes activities that provide direct or indirect support to the functioning of the blue economic sectors which are not necessarily located in coastal areas. Unemployed individuals who wish to be employed in the blue economy sector, may also participate in training programmes which accredited VTCs provide (EUR 0.63 million, 3 000 participations).

(d) Training programmes for the acquisition of entrepreneurial knowledge and skills.

The scheme provides for the acquisition of specialised knowledge and skills in issues of entrepreneurship development, as well as the formation and operation of businesses by the unemployed (with emphasis on women, up to 55 years old with up to upper secondary education qualifications) interested in starting their own business. These training programmes should be provided by accredited VTCs (EUR 2.7 million, 1 945 participations).

### 2021 Design

Preparatory actions, consultation and debate with various stakeholders – such as the labour ministry, the research, innovation and digital policy deputy ministry and VET centres of excellence (CoVEs) – took place to define the structure and thematic coverage of the schemes.

### 2022 Design

During the period May-June 2022, the HRDA's Board of Directors approved the Policy and procedures guides (a technical booklet which covers all aspects of the approval and implementation of training programmes) for all four schemes.

### 2023 Implementation

A framework agreement was signed between the HRDA and 22 economic bodies -- one agreement per body -- for the implementation of training programmes aimed at acquiring digital skills. The implementation period was set at four years, starting on 15 February 2023.

For the other three training schemes, meetings took place with various stakeholders to finalise the content of the training programmes, and tendering documents were prepared. Moreover, publicity activities were carried out during 2023, with the following expenditure per scheme:

- acquisition of knowledge and skills related to the green economy: EUR 18 148;
- acquisition of knowledge and skills related to the blue economy: EUR 21 598;
- acquisition of entrepreneurial knowledge and skills: EUR 18 148.

### 2024 Implementation

Reflecting the evolution of skill needs in the short and longer term, new targets were for the four training schemes:

- (a) digital skills: 13 000 participations (budget allocation: EUR 6 104 780)
- (b) green skills: 6 200 participations (EUR 2 853 764);
- (c) blue economy skills: 2 000 participations (EUR 633 984);
- (d) entrepreneurial skills: 1 945 participations (EUR 2 768 853)

In terms of implementation, the actual expenditure and number of participations for 2024 covered training on:

- digital skills: 3474 participations (EUR 720 164);
- green skills: 2 143 participations (EUR 275 671);

- blue economy skills: 171 participations (EUR 210 650);
- entrepreneurial skills: 191 participations (EUR 398 295).

## 2025 Implementation

The actual expenditure and number of participations up to September 2025 were as follows:

- digital skills: EUR 570 810 allocated for 2 440 participations;
- green skills: EUR 456 125 allocated for 3 710 participations;
- blue economy skills : EUR 74 523 allocated for 149 participations;
- entrepreneurial skills: EUR 370 087 allocated for 242 participations.

Target no. 254 of the Cyprus RRP, under action C5.112 *Skilling, Reskilling and Upskilling Training Programmes for Digital, Green, Blue and Entrepreneurial Skills*, concerned the completion of 25 600 successful participations and was implemented jointly by the HRDA and the Cyprus Productivity Centre (CPC). The distribution of targets and budget across the four schemes was an internal allocation, while the overall target applied to all schemes collectively. During implementation, higher demand was recorded for programmes on digital skills and for programmes related to the green economy. This led to the prioritisation of these two schemes and explained their faster progress. As of 14 January 2026, 22 507 successful participations had been completed. Based on the pace of implementation and the additional efforts undertaken to promote the training programmes, the HRDA expected the target to be fully achieved by June 2026.

## 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

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

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

VET as a driver for innovation and growth preparing for digital and green transitions and occupations in high demand

## Osnabrück Declaration

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

Sustainability - a green link in VET

## Subsystem

CVET

## Further reading

[Training programmes for the acquisition of digital skills](#)

<https://bit.ly/4200TuO>

[Training programmes for the acquisition of knowledge and skills related to the blue economy \[?????uu??? ?????????? ??? ?????????? ?????????? ??? ?????????????? ??? ?????????????? u? ?? ??????\]](#)

[Training programmes for the acquisition of entrepreneurial knowledge and skills](#)

## Related policy developments



**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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“ ... ” **Cite as**

Cedefop, & ReferNet. (2026). Training programmes under the Cyprus Recovery and resilience plan 2021-26 (HRDA): Cyprus. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe (2025 update)* [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/44645>