

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

**POLICY DEVELOPMENT****PRACTICAL MEASURE/INITIATIVE** CYPRUS

## Timeline

**2021 Design** **2022 Design** **2023 Implementation** **2024 Implementation****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

The four HRDA schemes included in the RRP are as follows.

### 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. The target, for the period 2023-27 is to have 20 210 individuals participating in relevant training activities with a total budget of EUR 7 787 000.

### Training programmes for the acquisition of green skills

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. The plan is to have (for 2023-27) 3 000 individuals participating in training activities relevant to the green economy; the total budget is EUR 1.7 million.

## 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. The plan is to have (for 2023-27) 500 individuals participating in training activities relevant to the blue economy; the total budget is EUR 510 000.

## 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 are planned to be provided by accredited VTCs. The plan is to have (for 2023-27) 500 individuals participating in training activities relevant to the acquisition of entrepreneurial knowledge; the total budget is EUR 4 million.

### **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 HRDA and 22 economic bodies -one agreement per body- for the implementation of training programmes for the acquisition of digital skills. The validity period for the agreement was set to four years, starting as of 15 February 2023.

For the other three training schemes, meetings took place with various stakeholders to finalise the content of the training programmes to be implemented and tendering documents were prepared.

### **2024 Implementation**

The total budget and target number of participations for the four training schemes were updated as follows:

- programmes for the acquisition of digital skills. Budget: EUR 6 104 780, participations: 13 000;
- programmes for the acquisition of green skills. Budget: EUR 2 853 764, participations: 6 200;
- programmes for the acquisition of knowledge and skills related to the blue economy. Budget: 633 984, participations: 2 000;
- programmes for the acquisition of entrepreneurial knowledge and skills. Budget: EUR 2 768 853, participations: 1 945.

The actual expenditure and number of participations for the first 6 months of 2024

were as follows, in relation to training programmes for:

- the acquisition of digital skills: EUR 342 478 allocated for 1 679 participations;
- the acquisition of knowledge and skills related to the green economy: EUR 103 545 allocated for 46 participations;
- the acquisition of knowledge and skills related to the blue economy: EUR 134 820 allocated for 116 participations;
- the acquisition of entrepreneurial knowledge and skills: EUR 137 375 allocated for 26 participations.

## 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 [??????μματα ?ατ??τ?σ?? ??α αρ??τ?σ? ??f?α?? de??τ?τ??]

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### Related policy developments

#### 2024 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.



#### Type of development

Practical  
measure/Initiative

#### Subsystem

CVET

#### “...” Cite as

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