

Digital portal for the Human Resource Development Authority of Cyprus

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 CYPRUS

Timeline

2021 Implementation 2022 Implementation 2023 Implementation
2024 Implementation 2025 Implementation

ID number 42109

Background

The Human Resource Development Authority of Cyprus (HRDA) aims to support systematic training and development of Cyprus human resources, at all levels and all sectors, in line with current and future labour market needs. HRDA is developing an integrated information technology system aiming at significant improvements in its operations and services by modernising the current ICT infrastructure.

Objectives

to improve the efficiency and effectiveness of the services provided, while reducing bureaucracy and operational and administrative costs.

Description

The new integrated information technology system includes various subsystems such as an electronic archive, an accounting and human resource system, an internal portal, as well as the digital platform Ermis, covering the operational needs and all services provided by the HRDA using modern information communication technologies (ICT). The system significantly enhances the utilisation of new information technologies by HRDA and at the same time contributes to promoting the use of ICT and digital skills both by its staff and its partners.

The Ermis digital portal provides easy access to employees, the unemployed, employers and VET providers through simple and user-friendly procedures to all schemes and systems operated by the HRDA. It guides the user through registration and submission of applications, and through the processing as well as monitoring of their progress. The digital portal is where all entities that collaborate with the HRDA (persons, legal entities, consortiums, government bodies) must register. It makes VET more attractive to all interested parties (VET providers, enterprises, employees, the unemployed) by making registration easier and simpler, while also reducing the administrative burden when participating in HRDA's schemes.

2021 Implementation

In 2021, the integrated information technology system was partly operational. As part of this partial operational status, the Hermes digital portal provided the opportunity both to register as an entity (as a person, legal entity, consortium or government body) and to acquire the roles (employer, trainer of vocational training, vocational training facility, vocational training centre and centres for assessment of vocational qualifications) that are needed.

Applications for participation in the Employment and training of tertiary education graduates' scheme and the scheme for the Training of the long-term unemployed in enterprises/organisations were submitted electronically through the Hermes digital portal, while the use of the portal for these applications became obligatory as from 2022.

Throughout 2021 and by the end of February 2022, 2 712 people, 530 legal entities, 28 vocational training providers, 21 vocational training facilities and 132 employers were registered and approved. In addition, 16 applications for implementing a training programme were approved under the two schemes mentioned above.

2022 Implementation

On 1 June 2022, three more schemes began their operation solely through the digital platform:

- (a) single-company training programmes in Cyprus;
- (b) single-company training programmes in Cyprus (State Aid);
- (c) single-company training programmes abroad.

On 12 September 2022, three more schemes were added in the digital portal:

- (a) standard multi-company training programmes;
- (b) high priority multi-company training programmes;
- (c) continuing training programmes for trade union officials.

Throughout the year and by the end of February 2023, 40 610 people, 3 972 legal entities, 248 vocational training providers, 329 vocational training facilities and 889 vocational trainers were registered and approved.

2023 Implementation

By the end of 2023, 76 901 people, 7 397 legal entities, 271 vocational training providers, 325 vocational training facilities and 1 066 vocational trainers were registered and approved.

2024 Implementation

By 31 December 2024, a total of 116 336 individuals, 10139 legal entities and 311 vocational training providers were registered and approved. Similarly, 489 vocational training facilities, as well as 1 533 lifelong learning trainers —certified under the new qualification title introduced in 2024— had been registered.

2025 Implementation

By 29 September 2025, a total of 144 189 people, 12 095 legal entities and 339 vocational training providers were registered and approved. In addition, the total number of vocational training facilities increased to 527, while the total number of lifelong learning trainers remained stable.

Bodies responsible

- Human Resource Development Authority of Cyprus (HRDA)

Target group

Learners

Adult learners
Unemployed and jobseekers

Entities providing VET

VET providers (all kinds)

Thematic categories

Modernising VET infrastructure

Improving digital infrastructure of VET provision

European priorities in VET

Osnabrück Declaration

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

Subsystem

CVET

Further reading

[The Ermis digital platform](#)

“ … ” Cite as

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