

Use of e-learning methods in training programmes

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 CYPRUS

Timeline

2020 Implementation 2021 Implementation 2022 Implementation
2023 Implementation 2024 Implementation 2025 Implementation

ID number 38951

Background

In response to the COVID-19 pandemic and to help contain its spread, the HRDA needs to develop a mode of operation which allows shift to the use of other learning formats that substitute for physical presence in classrooms has promoted the utilisation of e-learning methods by the organisers of subsidised training programmes.

Objectives

To help contain the spread of COVID-19.

Description

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) or at the premises of the enterprise, while Internet connectivity and ability to use e-learning tools is a precondition for all participants (organiser, trainers, trainees).

For increased flexibility, the HRDA does not specify the e-learning tools that can be used but requires a learning environment ensuring real time synchronous e-learning with simultaneous participation of the trainer and trainees.

This 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.

This measure supports VET for adults and also the integration of unemployed (including low skilled individuals) or inactive (including NEETs and other disadvantaged groups) in employment (by attending training programmes that cater for the acquisition of work-related, basic and social skills).

2020 Implementation

The HRDA prepared a supplement to the relevant policy and procedures guides (titled *Using e-learning methods in training programmes*), which entered into force on 26 March 2020 and was updated in November 2020.

2021 Implementation

In 2021, the HRDA continued to support the use of e-learning methods in the subsidised training programmes for unemployed and employed individuals.

2022 Implementation

In 2022, the use of e-learning methods in subsidised by HRDA training programmes for both employed and unemployed were operational and ran as a regular practice.

2023 Implementation

In 2023, the use of e-learning methods in subsidised by HRDA training programmes for both employed and unemployed were operational and ran as a regular practice.

2024 Implementation

In 2024, the use of e-learning methods in subsidised by HRDA training programmes for both employed and unemployed were operational and ran as a regular practice.

2025 Implementation

Since 2021, the HRDA systematically used synchronous e-learning in subsidised programmes, delivered wholly or partially online, to improve accessibility for participants facing mobility or geographical constraints. The approach was applied across all sectors and thematic priorities.

In 2025, 1 619 e-learning programmes were implemented, with 18 369 successful participants (17 569 employed; 800 unemployed). E-learning accounted for 17.5% of all 9 243 programmes delivered in 2025, and 17.7% of the 103 782 successful participants that year.

Bodies responsible

- Human Resource Development Authority of Cyprus (HRDA)

Target group

Learners

Unemployed and jobseekers

Persons in employment, including those at risk of unemployment

Learners from other groups at risk of exclusion (minorities, people with fewer opportunities due to geographical location or social-economic disadvantaged position)

Education professionals

Trainers

Entities providing VET

Companies

VET providers (all kinds)

Thematic categories

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

Subsystem

CVET

Further reading

[Description of the initiative](#)

[ReferNet news item](#)

Related policy developments

2025 Implementation

Lifelong learning for the employed

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

 CYPRUS

Type of development

Practical
measure/Initiative

Subsystem

CVET

2025 Implementation

Integration of the unemployed and inactive into employment

HRDA implements the following activities/schemes:

Scheme for the employment and training of tertiary education graduates

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Type of development

Practical
measure/Initiative

Subsystem

CVET

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