

Work-based learning in the public sector

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 CYPRUS

Timeline

2020 Implementation 2021 Implementation 2022 Implementation

2023 Completed

ID number 38947

Background

The Human Resource Development Authority of Cyprus (HRDA), in collaboration with the Ministry of Labour, Welfare and Social Insurance (MLWSI), initiated the scheme in November 2020 to mitigate the effects of the coronavirus SARS-CoV-2 pandemic.

Objectives

The scheme has the following objectives:

- (a) promote employment and reduce unemployment by improving the employability of the unemployed;
- (b) provide opportunities for the unemployed to enter/re-enter employment by upgrading existing or by acquiring new knowledge and skills;
- (c) encourage organisations to offer suitable training programmes to the unemployed.

Description

The Special scheme for the vocational training of the unemployed in organisations of the public and broader public sector, local government authorities, non-governmental organisations and non-profit institutions, caters for the vocational training and work experience of unemployed individuals and is part of HRDA's activities for the integration of the unemployed and inactive persons in employment. The scheme also provides opportunities to organisations to utilise human resources through the implementation of appropriate vocational training and work experience programmes.

The target group is unemployed people registered with the Public Employment Service (PES) who are either tertiary and post-secondary education graduates of at least 3 years of study, or graduates of elementary, lower secondary education, upper secondary general or technical education, apprenticeship system and post-secondary education for up to 2 years. Priority is given to the unemployed with previous work experience in the hotel sector during the last 2 years prior to the call.

The duration of the work experience programme is 16 weeks, with a possible extension of

16 weeks after completion of the initial duration of the programme.

The placement of the unemployed does not constitute employment, therefore the participants do not receive a salary.

Participants receive a training allowance of EUR 125 per week from the HRDA. They also receive a subsidy of EUR 25 per week for travel expenses; if they are placed in a different district from the district of their residence, this amount increases to EUR 40 per week.

The total budget for the scheme is EUR 7 million for 3 000 participants.

2020 Implementation

Following a call and completion of the matching process, 1 032 unemployed individuals were informed that their participation to the scheme was allowed. Due to the measures taken by the government to limit the spread of the pandemic, the placement start date changed from 4 January 2021 to 1 February 2021. In addition, letters were sent to 2 908 registered unemployed whose COVID unemployment benefit expired. They were informed that they needed to apply for participation in the scheme until 18 January 2021. On 23 November 2020, HRDA made a second call for submission of applications which remained open until 14 December 2020. A third call for submission of applications by organisations was open from 17 February 2021 to 3 March 2021.

2021 Implementation

In 2021, the matching procedure was repeated many times for all organisations and participants. Lists of registered unemployed were received from the labour ministry for participation in the scheme.

Participants who completed the first 16 weeks, were offered a 16 week extension, provided that the hosting organisations needed personnel in specific job positions. No further extension is provided to the unemployed after a 32-week placement.

Participants, who were placed in organisations near their place of residence, received a weekly subsidy of EUR 25 for travel expenses. Participants, with a placement in an organisation with a distance of 25 km or more from their place of residence, received a weekly subsidy of EUR 40 for travel expenses.

In 2021, 537 unemployed participated in the scheme and the total expenditure for 2021 amounted to EUR 2 061 400.

2022 Implementation

In 2022, the matching procedure was repeated many times for all organisations and participants. Lists of registered unemployed were received from the labour ministry for participation in the scheme.

Participants who completed the first 16 weeks, were offered a 16-week extension, provided that the hosting organisations had needs in specific job positions. No further extension was provided to the unemployed after a 32-week placement.

Due to increases in the price of petrol, the HRDA decided to increase the amount given to participants for travel and other expenses. Thus, from July 2022, participants who were placed in organisations near their place of residence, received a weekly subsidy of EUR 40 for travel and other expenses. Participants, with a placement in an organisation with a distance of 25 km or more from their place of residence, received a weekly subsidy of EUR 60 for travel and other expenses.

The last unemployed individuals were placed on 27 December 2022.

In 2022, 717 unemployed participated in the scheme and the total expenditure amounted to EUR 1 000 491.

2023 Completed

The scheme expired on 31 December 2022. An amount of EUR 632 143 was paid in 2023 for the participation of 621 unemployed persons who were placed in organisations in 2022.

Bodies responsible

- Human Resource Development Authority of Cyprus (HRDA)

Target group

Learners

Unemployed and jobseekers

Entities providing VET

Companies

Thematic categories

Modernising VET offer and delivery

Reinforcing work-based learning, including apprenticeships

Supporting lifelong learning culture and increasing participation

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

Subsystem

CVET

Further reading

[Special scheme for the vocational training of the unemployed in organisations of the public and broader public sector, local government authorities, non-governmental organisations and non-profit institutions](#)

Related policy developments

2024 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

 CYPRUS

Type of development

Practical
measure/Initiative

“ … ” **Cite as**

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/38947>