

Recruitment system for VET teachers



Timeline



ID number 28087

Background

Public schools of higher vocational education and training (MIEEK) offer high quality two-year education and training programmes, accredited by the Cyprus Agency of Quality Assurance and Accreditation in Higher Education (CYQAA). To maintain high quality VET provision, qualified teaching personnel is needed.

Objectives

The objectives are:

- (a) teaching provision in specific subjects;
- (b) the offer of services according to the content and schedule of each study programme;
- (c) the preparation of examination material and assessment of student performance.

Description

A law designed to make teacher recruitment more effective was adopted in July 2015. Teacher appointments have since then been based on:

- examination results;
- extra qualifications;
- seniority.

The new teacher recruitment system applies to VET teachers (VET school teachers are referred to as 'trainers' in the national context). Improving the quality and competences of teachers and trainers through specialised training programmes is one of the main measures of the strategic plan for technical and vocational education and training that was approved in April 2015 (2015-20).

MIEEK offer programmes of study that cover growing sectors of the economy, aiming to meet the high demand in the labour market for modern occupations. Therefore, there is a great need for cooperation with instructors from industry with knowledge of specific subjects compatible with the requirements of each sector: there are subjects relevant to the

study programmes, Culinary arts, Maritime studies, Computer and communication networks, Electrical installations, and Organic crops. To provide best services to students (adult learners, as only graduates of upper secondary VET may enrol in MIEEK programmes) and to hire highly qualified teaching staff, the department of STVET purchases services from education specialists, using a registry of qualified instructors as a pool. These instructors not only teach their subjects but also cover other needs in relation to teaching, e.g., checking and ensuring compliance with guidelines, time schedules and other requirements, preparing examination topics/questions, evaluating student performance.

As part of the ESF project, Further development of technical and vocational education and training, the Development of a Secondary Technical and Vocational Education and Training (STVET) since 2021, purchases services from education specialists, using a registry of qualified instructors from industry.

2015 Approved/Agreed

2021 Implementation

In 2021, a register of instructors from industry and with knowledge in specific educational subjects was created (valid until 2023). These instructors offer their services in the Public Schools of Higher Vocational Education and Training (MIEEK).

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This measure is part of the Further development of technical and vocational education and training ESF project and is therefore related to other measures of this project, such as the External evaluation of the public schools of higher vocational education and training (MIEEK) and the Development and management of the alumni interconnection platform.

2022 Implementation

In 2022, the education ministry signed one-year contracts with various instructors who are included in the registry.

2023 Implementation

In 2023, the Ministry of Education Sport and Youth decided to keep the register until the end of the 2024/25 academic year. In 2023, the education ministry signed one-year contracts with various instructors who are included in the registry.

2024 Implementation

In 2024, the Ministry of Education, Sports, and Youth has decided to maintain the registry for one more academic year, 2025/26. In the same year, the Ministry signed one-year contracts with various instructors who are included in the registry.

Bodies responsible

- Ministry of Education, Sport and Youth (MESY)
- Ministry of Education, Culture, Sport and Youth (MoECSY) (until 2022)
- Ministry of Education and Culture (MoEC) (until 2019)

Target group

Education professionals

Teachers
Trainers

Thematic categories

Modernising VET offer and delivery

Reinforcing work-based learning, including apprenticeships

Teachers, trainers and school leaders competences

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

Supporting lifelong learning culture and increasing participation

Providing for individuals' re- and upskilling needs

European priorities in VET

Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible VET

Subsystem

IVET

Further reading

[Webpage for the exams of teaching staff \[E????S??S ?????S?O? ?????????????O?\]](#)

[Ministry of Education, Sport and Youth. \(n.d.\). Information webpage on the registers of qualified instructors](#)

Related policy developments

2020 Completed

The 2015-20 strategic plan for technical and vocational education and training

A strategic plan for technical and vocational education and training was approved in April 2015 (2015-20). It aims to reform the public VET system.

 CYPRUS

Type of development

Strategy/Action
plan

Subsystem

IVET CVET

“ ... ” **Cite as**

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28087>