

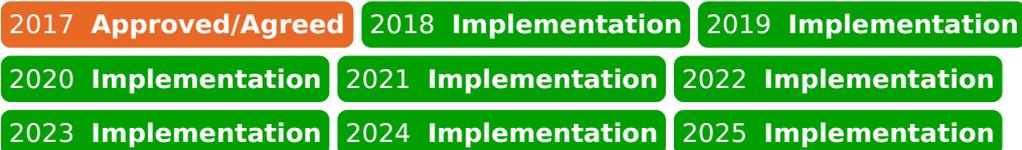
Digital skills training for employees and the unemployed

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 CYPRUS

Timeline



ID number 28085

Objectives

The primary objective is to improve digital skills at national level (Cyprus). Secondary objectives are:

- (a) to improve productivity in private and public sectors;
- (b) to aid the entrance in the labour market of unemployed people;
- (c) to assist senior citizens to make the most of the digital world in their daily routines.

Description

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. Both schemes aim at providing continuing training to meet the training needs of employees as well as the unemployed who are registered with PES (i.e., in multi-company training programmes). The Cyprus Productivity Centre (CPC) of the Ministry of Labour, Welfare and Social Insurance (MLWSI), in cooperation with the department of electronic communications of the Deputy Ministry of Research, Innovation and Digital Policy, offer free training programmes at national level in digital skills such as workshops on e-government systems, training courses on basic digital competences, internet security and digital skills to persons over 60+ (Windows, Android, IOS) as well as training programmes in Word, Excel, PowerPoint, Access, Social Media and Website design.

2017 Approved/Agreed

In September 2017, the CPC of the labour ministry, in cooperation with the department of electronic communications of the transport ministry, offered workshops on e-government systems and training courses on basic digital skills, with emphasis on the use of internet and its basic applications for free to adults. The project budget was taken from the annual budget of the department of electronic communications.

2018 Implementation

The CPC, in addition to workshops on e-government systems and training courses on basic digital skills, offered training programmes to senior citizens (60+) on Windows, Android/IOS and training programmes on internet security.

In 2018, consultancy services to municipalities, community councils and other bodies for the purpose of improving their e-business level were offered. For the same purpose, public presentations on e-government services took place in municipalities and communities across Cyprus in 2018.

2019 Implementation

The CPC, in addition to workshops on e-government systems and training courses on basic digital skills and internet security, offered training programmes to senior citizens (60+) on Windows and Android/IOS.

In 2019, training programmes were introduced in Microsoft Word, Excel and Powerpoint for employees in the private and the public sector and the unemployed between the ages of 20-55.

2020 Implementation

Workshops and training courses were implemented in 2020 by the CPC. However, due to COVID-19 restrictions most of the programmes were offered in the form of webinars. In 2020, in addition to the existing programmes, training programmes were introduced in social media, website design with the use of Wordpress & Wix, SQL programming, search engine optimisation, Microsoft Access, Microsoft Project and Powersoft accounting.

2021 Implementation

In 2021, the HRDA subsidised programmes for the acquisition of basic digital skills for all employees, irrespective of age, under its single and multi-company training programmes (in the case of the multi-company training programmes unemployed individuals were also eligible for participation).

In 2021, CPC implemented workshops and training courses. Due to COVID-19 restrictions, as in 2020, 90% of the CPC programmes were offered in the form of webinars. In 2021, the training programmes had as subject areas:

- digital skills;
- Word;
- Excel;
- PowerPoint;
- Microsoft Access;
- Powersoft Accounting;
- Social Media Marketing;
- Internet Security.

In 2021, training programmes in cybersecurity, tools for distance learning and work and Internet & Outlook were also introduced.

2022 Implementation

In 2022, the HRDA continued to subsidise programmes for the acquisition of basic digital skills for all employees, irrespective of age, under the single and multi-company training programmes (in the case of the multi-company training programmes unemployed individuals were also eligible for participation).

For the period March 2022 - December 2022, within the framework of the Recovery and Resilience Plan for Cyprus, workshops and training programmes on digital skills were offered by the CPC.

A total of 84 programmes, with 868 participants (general public, employees, the unemployed and senior citizens), were provided on various topics (e.g. Basic knowledge of using a smart phone or a personal computer, Basic computer skills, Office applications and Collaboration tools, Electronic Government and Secure Electronic Transactions, Social Media Marketing, Internet Security and Computerised Accounting).

2023 Implementation

In 2023, the HRDA continued to subsidise programmes for the acquisition of basic digital skills for all employees, irrespective of age, under the single and multi-company training programmes (in the case of the multi-company training programmes unemployed individuals were also eligible for participation).

As of December 2023, training programmes for the acquisition of digital skills are also available through a scheme of the HRDA which was included in the Cyprus Recovery and Resilience Plan (RRP). 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 implemented by accredited vocational training centres.

2024 Implementation

In 2024, the HRDA continued to subsidise basic digital-skills programmes for employees of all ages under single-company and multi-company schemes (the latter also open to unemployed individuals), as well as through training programmes under the National Recovery and Resilience Plan (RRP) for the acquisition of digital skills.

2025 Implementation

In 2025, 909 digital-skills programmes were implemented under HRDA's subsidised schemes (664 regular HRDA activities and 245 under the National Recovery and Resilience Plan), with 8 806 (7652 employed and 1154 unemployed) participants successfully completing their training. These results supported the policy objectives by:

- strengthening national digital competences, reflecting a sustained expansion of basic digital skills provision;
- enhancing productivity in private and public sectors through workforce upskilling;
- improving employment prospects for unemployed individuals through digital upskilling and reskilling; and
- advancing the digital inclusion of older people, enabling fuller participation in an increasingly digitalised society.

Bodies responsible

- Human Resource Development Authority of Cyprus (HRDA)
- Cyprus Productivity Centre (CPC)
- Deputy Ministry of Research, Innovation and Digital Policy

Target group

Learners

Adult learners

Older workers and employees (55 - 64 years old)

Unemployed and jobseekers

Persons in employment, including those at risk of unemployment

Other stakeholders

Thematic categories

Modernising VET offer and delivery

- Modernising VET standards, curricula, programmes and training courses
- Diversifying modes of learning: face-to-face, digital and/or blended learning; adaptable/flexible training formats
- Acquiring key competences
- Reinforcing work-based learning, including apprenticeships

Supporting lifelong learning culture and increasing participation

- Providing for individuals' re- and upskilling needs
- Ensuring equal opportunities and inclusiveness in education and training

Subsystem

CVET

Further reading

[Lifelong learning of the employed \[?????u??? ?????????? ??? ??????????u????? ?????????????/?????????u??](#)

[Standard multi-company training programmes](#)

[Cyprus Productivity Centre- e-Gnosis platform](#)

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:

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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

 CYPRUS

Type of development

Practical
measure/Initiative

Subsystem

CVET

2025 Implementation

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

Four HRDA training schemes were included in the RRP:

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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/28085>