

Identification of employment and training needs

POLICY DEVELOPMENT **PRACTICAL MEASURE/INITIATIVE**  **CYPRUS**

Timeline

2016 **Implementation** 2017 **Implementation** 2018 **Implementation**
2019 **Implementation** 2020 **Implementation** 2021 **Implementation**
2022 **Implementation** 2023 **Implementation** 2024 **Implementation**
2025 **Implementation**

ID number 28075

Description

The Human Resource Development Authority of Cyprus (HRDA) provides:

- (a) 10-year employment forecasts every 2 to 3 years;
- (b) an annual study on the identification of employment and training needs. This study provides estimates for the number of persons required for specific occupations and the needs for specific skills. Based on these estimates, suggestions are put forward for the implementation of training programmes. In the study, the views of social partners, other stakeholders and enterprises are collected and analysed;
- (c) ad-hoc studies, providing forecasts on various sectors of the economy

The results of the HRDA's studies on anticipation of skill needs are utilised by policy makers for the development of strategies and policies in education, training and lifelong learning. They are also used at operational level for the development of programmes of study in education, including the study programmes of technical schools and the post-secondary institutes of vocational education and training of the education ministry. They are also used by people involved in counselling, such as secondary education vocational guidance teachers and employment counsellors and by the public. For this purpose, all research studies are disseminated upon completion to a wide audience of prominent stakeholders. Special presentations are organised for secondary school guidance counsellors and employment counsellors, students and parents.

The HRDA studies on employment forecasts are an important tool for planning HRDA's activities. Based on these research studies and following consultations with stakeholders, the HRDA prepares documents every 2 years that contain the themes for the continuing training programmes it subsidises. The findings of the research studies are also considered by the HRDA in selecting the standards of vocational qualifications that are being developed.

2016 Implementation

The study Identification of blue skill needs in the Cyprus economy 2016-26 was

published in May 2016 (HRDA). The main aim of the study was to examine and analyse the blue economy and blue occupations, to map out the blue economy of Cyprus and to identify blue skill needs in the Cyprus economy for the period 2016-26.

The annual study on the identification of employment and training needs for 2016, was published in April 2016.

2017 Implementation

The study on forecasts of employment needs in the Cyprus economy 2017-27 was published in October 2017 (HRDA). The aim of the study was to provide forecasts of employment needs in all economic sectors and in all occupations. The forecast covered 309 occupations in 52 economic sectors in Cyprus.

The annual study on the identification of employment and training needs for 2017, was published in February 2017.

2018 Implementation

The study Identification of green skill needs in the Cyprus economy 2017-27 was published in March 2018 (HRDA). The main aim of the study was to examine and analyse the green economy and green occupations, to map out the green economy of Cyprus and to identify green skill needs in the Cyprus economy for the period 2017-2027.

The annual study on the identification of employment and training needs for 2018, was published in February 2018.

The annual study on the identification of employment and training needs for 2019, was published in December 2018.

2019 Implementation

In 2019, HRDA started drafting the 10-year employment forecasts for the period 2020-30.

The annual study on the identification of employment and training needs for 2020, was published in December 2019.

2020 Implementation

In 2020, although the employment forecasts for the period 2020-30 were finalised and ready to be published, due to the drastic changes and effects on the economy and the labour market from the COVID-19 pandemic, it was finally decided that they should be revised again.

2021 Implementation

Due to the continuation of the COVID-19 crisis, the study with the revised forecasts, which was planned to be completed by December 2021, was delayed.

2022 Implementation

In December 2022, the study 'Forecasts of labour demand and supply in the Cyprus economy 2022-32' was completed. The study provided forecasts of both labour demand and supply in the Cyprus economy covering the period 2022-32. Labour demand forecasts were provided in economic sectors (3 broad sectors, 21 main sectors and 52 sectors) and in 309 occupations (173 high level occupations, 130 middle level occupations and 6 low level occupations), whereas the labour supply forecasts were provided for the total workforce, by gender and by education level. It was the first time that the HRDA provided forecasts for the labour supply.

Also in April 2022, the annual study on the identification of employment and training needs for 2022 was published.

2023 Implementation

During 2023, the study 'Forecasts of labour demand and supply in the Cyprus economy 2022-32' was promoted to the public and policy makers.

An event for the presentation of the main findings of the study was organised in March 2023, with the presence of the labour minister, representatives of other ministries, journalists, and other stakeholders. The event was registered under the European Year of Skills.

A media campaign was designed and implemented to make persons and in particular young persons aware of the results of the study. The campaign included interviews to various media, presentations to stakeholders, such as counsellors, employer's organisations, trade unions and others and an extensive advertisement to social media and radio carried out by an advertising agency.

In May 2023, the annual study on the identification of employment and training needs for 2023 was published. These actions aim to inform stakeholders and the general public about labour market forecasts, supporting the planning and implementation of education and training programmes.

2024 Implementation

In July 2024 the study on the 'Identification of green occupations and skill needs in the Cyprus economy 2024-30' was completed. The study provides employment and labour demand forecasts for the economic sectors and occupations with participation in the green economy for the period 2024-30. Additionally, it identifies the green skill needs for specific occupations of the green economy of Cyprus.

Promotion of the study 'Forecasts of labour demand and supply in the Cyprus economy 2022-32' continued in 2024. The study 'Identification of green occupations and skill needs in the Cyprus economy 2024-30' is used by VET stakeholders to adapt education and training programmes to the emerging needs of the labour market, thereby enhancing the development of green skills and supporting the transition to a sustainable economy. This action aligns with the NIP objectives for VET, which include aligning training with labour market needs, enhancing employability, and supporting the green and digital transition.

2025 Implementation

The HRDA is revising the databases to support the implementation of the *Forecasts of labour demand and supply in the Cyprus Economy 2027-2037* study.

HRDA's skills anticipation studies are widely used to strengthen the labour-market relevance of VET provision and to support informed choices by learners and adults. Their findings inform the design of education, training and lifelong learning measures and are actively used by secondary education vocational guidance teachers, employment counsellors and the general public. The annual study on employment and training needs complements long-term forecasting and enables timely identification of emerging occupational and skill needs. This evidence is used to update and expand training programmes in line with priority fields such as digital and green skills. The published data also support enterprises and individuals in making well-informed training decisions.

Bodies responsible

- Human Resource Development Authority of Cyprus (HRDA)

Target group

Learners

Learners in upper secondary, including apprentices
Young people (15-29 years old)
Adult learners

Education professionals

Teachers
Guidance practitioners

Entities providing VET

VET providers (all kinds)

Thematic categories

Governance of VET and lifelong learning

Establishing and developing skills intelligence systems

European priorities in VET

Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible VET

Sustainability - a green link in VET

Subsystem

IVET CVET

Further reading

[Forecasts of labour demand and supply in the Cyprus economy 2022- 32](#)

[Forecasts of employment needs in the Cyprus economy 2017-27 \[?????????? ??????? ?????????????? ??? ?????????? ???????u?? 2017-27 \(?????????? 2017\)\].](#)

[Identification of green skill needs in the Cyprus economy 2017-27 \[?????????u?? ??????? ?? ?????????? ??????????? ?????? ?????????? ???????u?? 2017-27 \(????????? 2018\)\].](#)

[Identification of blue skills needs in the Cyprus Economy 2016-2026](#)

[Annual study on the identification of employment and training needs for 2022](#)

[Annual study on the identification of employment and training needs for 2023](#)

[Identification of green skills and occupations in the Cypriot economy 2024-30 \(data July 2024\) \[?????????u?? ??????? ?? ??????? ??????????u?? ?? ??????????? ?????? ?????????? ???????u?? 2024-203](#)

“ ... ” **Cite as**

Cedefop, & ReferNet. (2026). Identification of employment and training needs: Cyprus. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28075>