

Developing the apprenticeship system

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 CYPRUS

Timeline

2015 Implementation 2016 Implementation 2017 Implementation

2018 Completed

ID number 28072

Description

Based on the 2015-20 strategic plan for technical and vocational education and training, a proposal for upgrading the apprenticeship system, in cooperation with the apprenticeship board, was approved in August 2015. The reform affects both the preparatory and core programmes;

- at preparatory apprenticeship level: to respond to the needs of students from different academic backgrounds, two different classes (A and B) are offered. Assessment criteria have been developed for students wishing to attend this programme. For example, students who have been examined by a psychiatrist or a psychologist, and who need special psychiatric or psychological treatment, are not accepted to enrol if they have not completed their treatment successfully. Also, students who are drug users or traffickers cannot be accepted. Other criteria include serious conduct and behavioural problems, serious kinetic/disability problems and intellectual disability. Learners below the age of 15 have the option to return to the first cycle of lower secondary education;
- at core apprenticeship level: improving the cooperation between apprenticeship system programmes and industry, through meetings with representatives of employers' organisations, is a continuous process. Apprenticeship programmes have been linked with the formal education programmes offered by the evening schools of technical and vocational education (second chance schools). Graduates of the apprenticeship scheme are entitled to attend the upper secondary programme offered at these evening schools with part of their acquired education and training being recognised (they can complete upper secondary education in one or two years instead of three).

The flexibility of the apprenticeship system is gradually being increased through the development of new specialisations, such as graphic design, cooking - preparation of food - and retail sales. About 40 new specialisations are envisaged, which will be offered alternately based on apprentice demand, labour market needs and the readiness of organised employers to cooperate with the Ministry of Education, Culture, Sport and Youth by offering industrial placements to apprentices. Several are already offered in fields in high demand in the labour market.

2015 Implementation

The decision of August 2015 on the upgrading of the apprenticeship system included

The decision of August 2015 on the upgrading of the apprenticeship system included measures to provide suitable training for apprenticeship in-company trainers. A training programme was developed for preparatory apprenticeship in-company trainers to assist them in addressing the needs of apprentices. It also covered the continuing training of VET school teachers and counsellors.

The decision also included measures for improving cooperation with industry and providing suitable continuing professional development (CPD) training to all in-company trainers, teachers and counsellors involved in apprenticeships. The training programme that was developed for preparatory apprenticeship staff to assist them in addressing the needs of apprentices also covered the continuing training of in-company trainers.

2016 Implementation

2017 Implementation

In April 2017 the Cypriot government started a joint project with Cedefop. The objective was to carry out a comprehensive analysis of the national apprenticeship system. Interviews were conducted with apprentices and the companies involved and exchange forums were held. This joint project intended to help national stakeholders plan further development of the national apprenticeship system.

2018 Completed

The project with Cedefop ended in October 2018. The areas identified for reform included:

- the updating of the legislation;
- expanding the role of the apprenticeship board;
- introducing more structure into the system through, for example, the development of clear guidelines and handbooks, improving the quality of training delivered in the workplace, and making apprenticeship more attractive to employers.

Bodies responsible

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

Target group

Learners

Young people not in employment, education or training (NEETs)

Learners at risk of early leaving or/and early leavers

Low-skilled/qualified persons

Education professionals

Teachers

Trainers

Guidance practitioners

Entities providing VET

Companies

Small and medium-sized enterprises (SMEs)

Other stakeholders

Social partners (employer organisations and trade unions)

Thematic categories

Governance of VET and lifelong learning

Optimising VET funding

Engaging VET stakeholders and strengthening partnerships in VET

Modernising VET offer and delivery

Modernising VET standards, curricula, programmes and training courses

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

Subsystem

IVET CVET

Further reading

[Cedefop \(2019\). Apprenticeship review: Cyprus. Adding value: rethinking apprenticeships. Luxembourg: Publications Office. Thematic country reviews](#)

[Decision of the Council of Ministers no 79.274, dated 19 August 2015, with which the measures for the upgrading of the apprenticeship system were approved.](#)

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

2018 Completed

Apprenticeship helpdesk for SMEs

From October 2016 to September 2018, the Erasmus+ project Apprenticeship helpdesk for

small and medium sized enterprises in Cyprus (and Poland) aimed to build the capacity of key intermediary bodies to support those SMEs (small- and medium-sized enterprises) offering training places for apprentice

 CYPRUS

Type of development

Practical
measure/Initiative

Subsystem

IVET

“ ... ” **Cite as**

Cedefop, & ReferNet. (2025). Developing the apprenticeship system: Cyprus. In Cedefop, & ReferNet. (2025). *Timeline of VET policies in Europe* (2024 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28072>