


Financing adult learning database

Name of the instrument - Local language	Ταμείο Ανάπτυξης Ανθρώπινου Δυναμικού-Αρχή Ανάπτυξης Ανθρώπινου Δυναμικού Κύπρου - Μονοεπιχειρησιακά Προγράμματα στο Εξωτερικό
Name of the instrument - English translation	Human Resource Development Fund- Human Resource Development Authority of Cyprus (HRDA)- Single-Company Training Programmes Abroad
Scheme ID	35
Country	 Cyprus
Reporting year	2015
Type of instrument	Training fund
Type of entry	Single instrument

Short description	All companies in Cyprus are obliged to contribute a fixed share of their payroll costs (0.5%) to a training fund and in return may receive contributions to their training costs. This scheme represents a specific funding scheme within this fund. Companies receive a grant to cover part of their costs for VET programmes as well as for specific thematic funding programmes abroad.
Short description of the related instruments	nap

Level of operation	National
Name of a part of the country	nap
Name of the region (for regional instruments)	nap
Name of the sector (for sectoral instruments)	nap
Legal basis	Industrial Training Law (1974), Human Resource Development Law 125(1)/1999
Objective(s) and target(s)	To create the necessary prerequisites for the planned and systematic training and development of Cyprus's human resources, at all levels and in all sectors, for meeting the economy's needs, within the overall socio-economic policies.

Year of implementation	1979
Year of latest amendment	2007
Operation/management	The Human Resource Development Authority of Cyprus (HRDA) is a semi-governmental organisation. Its mission is to "create the conditions for the planned and systematic training and development of human resources of Cyprus, at all levels and in all sectors, for meeting the economy's needs in the context of social and economic policies". The main source of income comes from the Human Resource Development levy of 0.5% on the payroll of all employers, excluding the government. Civil servants and the self-employed are excluded from the HRDA's sphere of competence. The HRDA is governed by a 13-person strong Board of Directors, which has a tripartite character; the Board includes 5 representatives of the government and 8 representatives of the most significant employer organisations and trade unions.
Eligible group(s)	All companies/organisations that pay the levy; the levy is mandatory, so essentially, all employers but the government.
Group(s) with preferential treatment	SMEs
Education and training eligible	HRDA funds IVET and CVET programmes (single and multiple-company ones) that take place in Cyprus or abroad. The Authority also funds and runs initiatives to tackle unemployment (such as funding of training of the unemployed, economically inactive women etc.). Under specific schemes, HRDA also funds placement of unemployed graduates in companies.
Source of financing and collection mechanism	<p>Levy on companies EU funds Other sources of funding (e.g. loans, donations, fines, grants etc.)</p> <p>The companies are obliged to contribute 0,5% of their total payroll costs to the fund (the law allows to set up the rate up to 1%). The rate is the same for all contributors (all companies except government organisations and self-employed). The money is collected via the social insurance mechanism.</p>
Financing formula and allocation mechanisms	<p>Each beneficiary/employer can receive a subsidy that is calculated as the lesser amount between "authorised aid" and "maximum grant". The authorised aid is calculated = "aid intensity" (%) x total accepted eligible expenses.</p> <p>For single-company training abroad, the aid intensity is 80% for all companies.</p> <p>Maximum grants per trainee are calculated based on the duration of the training. For single-company training abroad these are: 2 days EUR 1 850; 2.5-3 days: EUR 2 550; 3.5-4 days: EUR 3 100; 4,5-5.0 days: EUR 3 700; 5.5-7.0 days: EUR 4 500; 7.5-10.0 days: EUR 5 450.</p> <p>Following the de minimis aid Council Regulation</p>

	<p>1407/2013, a company cannot receive more than EUR 200 000 in a three-year time horizon.</p> <p>Allocation: reimbursement of the costs. Companies that meet the predetermined criteria (set in the HRDA's schemes) receive the grant.</p>
Eligible costs	Fees and other costs related to education and training (such as: cost of staff in training, travel and accommodation)
Frequency of the use	Each year
Volumes of funding	<p>Overall funds disbursed to CVET programmes (including single-company programmes): 2012: EUR 16 349 999 2013: EUR 10 173 321 2014: EUR 6 991 369</p> <p>Overall funds collected: 2012: EUR 29 369 441 (EUR 26 169 814 from Human Development Fee) 2013: EUR 28 577 879 (EUR 23 668 390 from Human Development Fee) 2014: EUR 34 206 639 (EUR 22 742 463 from Human Development Fee)</p> <p>Funds disbursed per size of company:</p> <p>micro companies (1-9 employees) 2011: EUR 6 298 179 2012: EUR 6 660 054 2013: EUR 4 760 000</p> <p>self-employed (1 person) 2011: EUR 656 957 2012: EUR 657 636 2013: EUR 560 532</p> <p>small-medium companies (10-49 employees) 2011: EUR 5 712 611 2012: EUR 6 533 329 2013: EUR 4 294 605</p> <p>medium companies (50-249 employees) 2011: EUR 3 908 566 2012: EUR 4 126 190 2013: EUR 2 815 433</p> <p>large companies (250+ employees) 2011: EUR 3 849 061 2012: EUR 4 222 502 2013: EUR 2 854 275</p> <p>Funds collected from companies:</p> <p>self-employed (1 person) 2011: EUR 1 408 536 2012: EUR 1 372 084 2013: EUR 1 250 082</p> <p>micro companies (1-9 employees) 2011: EUR 6 815 648 2012: EUR 6 554 656</p>

	<p>2013: EUR 5 852 448</p> <p>small-medium companies (10-49 employees) 2011: EUR 6 519 044 2012: EUR 6 262 520 2013: EUR 5 460 597</p> <p>medium companies (50-249 employees) 2011: EUR 6 301 518 2012: EUR 5 947 255 2013: EUR 5 410 582</p> <p>large companies (250+ employees) 2011: EUR 7 202 817 2012: EUR 6 944 048 2013: EUR 6 255 073</p>
Beneficiaries/take up	<p>In 2013, in overall 180 single-company programmes 180 individual trainees (159 male and 21 female) were funded. In 2012, 671 programmes were funded by HRDA, concerning 671 participants (494 men and 177 female).</p> <p>Beneficiaries of HRDA funds per size of company (beneficiaries/eligible companies):</p> <p>micro-companies (1-9 employees) 2011: 2 666/70 151 (3.8%) 2012: 2 620/67 809 (3.9%) 2013: 2 090/63 086 (3.3%)</p> <p>self-employed (1 person-company) 2011: 412/ 44 794 (0.9%) 2012: 411/43 424 (0.9%) 2013: 365/40 496 (0.9%)</p> <p>small and medium companies (10-49 employees) 2011: 1 446/4 050 (35.7%) 2012: 1 472/3 894 (37.8%) 2013: 1 187/3 485 (34.1%)</p> <p>medium companies (50-249 employees) 2011: 469/637 (73.6%) 2012: 443/596 (74.3%) 2013: 394/570 (69.1%)</p> <p>Large companies (250+ employees) 2011: 92/96 (95.8%) 2012: 87/91 (95.6%) 2013: 81/86 (94.2%)</p>
Organisation responsible for monitoring/evaluation	Human Resource Development Authority of Cyprus (HRDA).
Most relevant webpage - in English	http://www.hrdaauth.org.cy/
Most relevant webpage - local language	Human Resource Development Authority of Cyprus (HRDA)
Sources	<p>HRDA 2013 Annual Report</p> <p>http://www.hrdaauth.org.cy/el/%CE%B7-</p>

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HRDA Manual/Guide for Single-Company Training Programmes, September 2014

http://www.hrdauth.org.cy/easyconsole.cfm/page/project/p_id/181/pc_id/1...

Ministry of Labour and Social Insurance: Guide for Employers