

## HRDA Scheme for Job Placement and Training of Tertiary-Education Graduates

Σχέδιο Στελέχωσης Επιχειρήσεων με Απόφοιτους Τριτοβάθμιας Εκπαίδευσης

### Description

**Focus area****KEY TRAINING POLICY MEASURE**

*HRDA contributes towards minimising the effects of the economic crisis on the Cyprus labour market by tackling unemployment among tertiary-education graduates. This programme does not directly target skills mismatch. However, in the individual training programmes set for each candidate, there is in-company practical training and acquisition of work experience and participation in selected seminars on various subjects.*

**Link**

<https://www.cedefop.europa.eu/en/tools/matching-skills/all-Reference/weblinkinstruments/hrda-sch...>

**Implementation level****NATIONAL****At what level is the initiative implemented?****Legal base****Legal base (E.g. Law, regulation, implementing provision, other)**

THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA) The law founded by the 21 Law of 1974 under the name of Cyprus Industrial Tr Law no. 125 (I) of 1999. The HRDA refers to the Government through the c Insurance. Managed by 13 Board of Directors with a tripartite character, in HRDA is to create the prerequisites for planned and systematic training an needs of the economy within the framework of the social and economic po file/2020%2010%2020%20CE%A0%CE%B5%CF%81%CE%B9%CE%B3%

**Starting period** 2009-2012**TIMESPAN: In what year did the initiative commence?**

**Perspective** No  
**PERSPECTIVE:**  
is the initiative  
based on  
evidence  
derived from  
skill forecasts  
or foresight  
activities?

**Policy area**  
To which  
**POLICY**  
**AREAS(s)** does  
the initiative  
apply?

**EDUCATION**

**TRAINING**

**EMPLOYMENT**

**Funding**  
**How it is**  
**funded?**

**FUNDED BY NATIONAL GOVERNMENT**

*The Scheme is funded solely by the HRDA through its Human Resource Development Fund. The source of the Fund is a levy that is imposed by law on the payroll of all the employers in Cyprus, irrespective of size or sector of the economy.*

## Skill mismatch

**Skill mismatch**  
**target**  
**What type(s)**  
**of skills**  
**MISMATCH**  
**does the**  
**initiative aim**  
**to addresses?**

**UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)**

**SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)**

**SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)**

**Skills matching focus**  
**How does the initiative address skills mismatches?**

**MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET**

*Minimising the effects of the economic crisis on the Cyprus labour market by tackling the unemployment issue among tertiary-education graduates helping them match their skills to labour market demand*

**UPSKILL OR RESKILL NON-EMPLOYED ADULTS**

*Design training programmes to activate unemployed*

**FACILITATE JOB / CAREER TRANSITIONS**

*Through the job opportunities the program facilitates job and career transitions; Inform job-search decisions of unemployed*

**ADDRESS MISMATCH BROADLY**

*Evaluation and certification of skills/skills assessment*

**OTHER**

*Inform decisions on course funding/provision*

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**Skills delivered**  
**What types of skill does the initiative deliver?**

**GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)**

**JOB SEARCH SKILLS**

**CAREER MANAGEMENT SKILLS**

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# Methods

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**Methods  
What methods  
of undertaking  
skills  
assessments  
and / or skills  
anticipation  
does the policy  
instrument  
utilise?**

**EMPLOYER SURVEYS**

*the employers will monitor the progress of graduates to the labour market skills demands*

**GRADUATE TRACING**

*The program is tracing graduates in order to find the suitable candidates to include them in the labour market and develop their skills*

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**Use of skills  
intelligence  
How is labour  
market  
information /  
skills  
intelligence  
used within  
the initiative?**

**DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED**

*HRDA, through its Research and Planning Directorate, studies the economy and the labour market needs and decides where to place emphasis for meeting the identified urgent needs. High unemployment among tertiary-education graduates was and still is a serious issue that requires HRDA to intervene with appropriate measures to combat it. Therefore the program designs training programs to activate the graduates*

**INFORMING DECISIONS ON COURSE FUNDING/PROVISION**

*the program helps the unemployed/graduates to be informed on course/funding provision*

**INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED**

*the program helps the unemployed/graduates to be informed of job-search decisions*

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## Stakeholders

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**Main responsible body**  
**Main body or organisation with overall responsibility for the initiative.**

**NATIONAL AGENCY**

*THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA)*

**Other involved organisations**  
**Which other organisations have a role in the initiative?**

**NATIONAL AGENCY**

*THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA)*

**SOCIAL PARTNER: TRADE UNION**

*The Social Partners are actively involved in all the HRDA initiatives. Employers' and workers' organisations are directly involved in policy and strategy formulation through their representation on HRDA's Board of Governors. In direct partnership, they also implement training activities that satisfy specialised needs, within the framework set by HRDA. As part of the Board, they receive reports about the scheme's progress and, if necessary, they carry out modifications to bring the scheme up-to-date. They also influence policy decisions.*

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## Sustainability

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**Success factors** Compulsory minimum salary for the graduates (€1,100 per month for the 6-month version and €1,150 per month for the 12-month version of the scheme).  
**SUCCESS FACTORS in the implementation** Generous subsidy level for the employer (up to €1,600 per month) for the whole period of training (either 6 or 12 months). The subsidy took into account the graduate's salary and the employer's cost of providing the training. This provides the necessary resources to keep graduates in the programme.

**Barriers**  
**BARRIERS in the implementation** The basic barrier was the effects of the economic crisis, which caused businesses to shrink in overall numbers and size, and as a consequence the labour market to follow suit. Instead of recruiting more people, businesses were letting people go and the interest in the scheme diminished.

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**Monitoring and evaluation** HRDA carries out evaluation studies focusing on the impact on the participants of the scheme to whom a subsidy was granted with regular follow-ups. Within this policy, the HRDA developed an integrated evaluation system on the impacts in general on the national economy of HRDA's social interventions and activities.

**MONITORING and EVALUATION:**

**Is progress measured regularly?**

**What are the indicators used to measure progress of the policy instrument?**

**Have any evaluations been conducted?**

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**Updates**

**UPDATES:**

**whether there have been any major updates of the initiative since it has been implemented?**

NO

**Effectiveness**

**EVIDENCE ON EFFECTIVENESS:**

**How effective is the policy instrument?**

HRDA completed an evaluation study regarding the impact on the participants of the Scheme. Impact of the instrument is high. While the target for 2012 was to have 670 participants, the actual participants reached 709 persons. The success of this measure has led to its inclusion as an active labour market policy in the Special Prevention-Action Plan that was introduced by HRDA in close cooperation with the Ministry of Labour and Social Insurance in 2009, for combating unemployment. The scheme, over the years, has been well received by employers.

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**Sustainability**

**SUSTAINABILITY:**

**How sustainable is the policy instrument? Do you expect the instrument to continue over the next few years and why?**

Over the years, the specific scheme has proved to be very successful and very useful for both employers and tertiary-education graduates. The scheme, which is currently in use, has undergone over the years modifications to reflect the prevailing market and economic conditions. There are no plans of discontinuing it.

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# Communication Network with Employers for Technical Occupations' platform

Δίκτυο Επικοινωνίας με Εργοδότες για Τεχνικά Επαγγέλματα - ΔΕΕΤΕ

## Description

### Focus area

#### KEY TRAINING POLICY MEASURE

*The Communication Network with Employers for Technical Occupations' platform is an electronic platform for connecting graduates of Technical and Vocational Schools of Education and Training as well as graduates of the Public School of Higher Vocational Education and Training with employers, who are looking for technically qualified staff. Through the platform, graduates, but also employers, have the opportunity to create their personal / corporate professional profile, store and modify data and search for resumes and jobs by province.*

### Link Reference/weblink

<https://deete.gov.cy/Account/Login?ReturnUrl=%2F>

### Implementation level At what level is the initiative implemented?

NATIONAL

### Legal base Legal base (E.g. Law, regulation, implementing provision, other)

THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA) The Resource Development Authority of Cyprus (HRDA) is body governed by pt founded by the 21 Law of 1974 under the name of Cyprus Industrial Trainin 1 of November 1999 entered into force on Human Resource Development (l) of 1999. The HRDA refers to the Government through the competent Mi under the above law, is the Minister of Labour and Social Insurance. Manag Board of Directors with a tripartite character, involving representatives of t Government, Employers and Trade Unions. Mission of the HRDA is to creat prerequisites for planned and systematic training and development of the l potential of Cyprus at all levels and in all areas to meet the needs of the ec the framework of the social and economic policy of the state.<https://eseka.anad.org.cy/images/media/assetfile/2020%2010%2020>

### Starting period TIMESPAN: In what year did the initiative commence?

2017

**Perspective** If yes, please explain how.  
**PERSPECTIVE:**  
**is the initiative**  
**based on**  
**evidence**  
**derived from**  
**skill forecasts**  
**or foresight**  
**activities?**

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**Policy area**  
**To which**  
**POLICY**  
**AREAS(s) does**  
**the initiative**  
**apply?**

**EMPLOYMENT**

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**Funding**  
**How it is**  
**funded?**

**FUNDED BY NATIONAL GOVERNMENT**

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# Skill mismatch

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**Skill mismatch target**  
**What type(s) of skills MISMATCH does the initiative aim to addresses?**

**UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)**

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**Skills matching focus**  
**How does the initiative address skills mismatches?**

**MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET**

*The initiative (platform) support young graduates to recognize the labour market needs (demand). Also support employers to understand young graduates skills (supply)*

**FACILITATE JOB / CAREER TRANSITIONS**

*the platform facilitates job and career transitions by using the online platform and looking for employers and job opportunities*

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**Skills delivered**  
**What types of skill does the initiative deliver?**

**JOB SEARCH SKILLS**

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## Methods

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**Methods  
What methods  
of undertaking  
skills  
assessments  
and / or skills  
anticipation  
does the policy  
instrument  
utilise?**

**SKILLS FORESIGHT**

*The initiative recognize the labour market skills demand and help the graduates develop their skills*

**Use of skills  
intelligence  
How is labour  
market  
information /  
skills  
intelligence  
used within  
the initiative?**

**DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED**

*by designing trainings and job opportunities for graduates*

## Stakeholders

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**Main  
responsible  
body  
Main body or  
organisation  
with overall  
responsibility  
for the  
initiative.**

**NATIONAL AGENCY**

*THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA)*

**Other involved  
organisations  
Which other  
organisations  
have a role in  
the initiative?**

**NATIONAL AGENCY**

*THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA)*

## Sustainability

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**Success factors** The platform is successful and can be used for a wide range of interested stakeholders connecting the graduates of the Technical and Vocational Schools of Education and Training as well as the graduates of the Public School of Higher Vocational Education and Training (MIE).  
**SUCCESS FACTORS in the implementation** Through the platform, for the first time, graduates, but also employers, have the opportunity to create their personal / corporate professional profile, store and modify data and search for resumes and jobs by province. In addition, the platform provides the ability to communicate between members / users, create and save a list of favourite posts (jobs and companies), as well as access to a bulletin board.

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**Barriers** There are no barriers concerning the platform  
**BARRIERS in the implementation**

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**Monitoring and evaluation** The HRDA, within the framework of its consistent quality assurance policy in the implementation of the programs it approves, evaluates and takes all necessary measures for the monitoring of the program. These measures include program implementation controls through face-to-face visits. Control visits are carried out on the basis of an approved procedure.  
**MONITORING and EVALUATION: Is progress measured regularly? What are the indicators used to measure progress of the policy instrument? Have any evaluations been conducted?**

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**Updates** **UPDATES: whether there have been any major updates of the initiative since it has been implemented?**

NO

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**Effectiveness EVIDENCE ON EFFECTIVENESS:** In order to ensure the effectiveness of the implementation of the program, the HRDA exercises control in the applications, criteria and conditions of the program as well as the guidelines and control at the stage of implementation to assess its effectiveness and reliability, the stage of trainings and payments

**How effective is the policy instrument?**

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**Sustainability SUSTAINABILITY:** HRDA has a specialized computerization system of its work in order to ensure sustainability. The system, which records all the details of the training activities and criteria and greatly facilitates the control and monitoring of the progress of programs and payments through appropriate reports. The program is expected to continue smoothly within the next years as it is funded by the government and provide employability and upgrading of skills.

**How sustainable is the policy instrument? Do you expect the instrument to continue over the next few years and why?**

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## **Scheme for the Vocational Training of the Unemployed in Organisations of the Public and broader Public sector, Local Government Authorities, Non-Governmental Organisations and Non-Profit Institutions**

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Ειδικό Σχέδιο Επαγγελματικής Κατάρτισης Ανέργων σε Οργανισμούς του Δημόσιου και ευρύτερου Δημόσιου τομέα, Αρχές Τοπικής Αυτοδιοίκησης, Μη Κυβερνητικούς Οργανισμούς και Ιδρύματα Μη Κερδοσκοπικού Χαρακτήρα

### **Description**

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**Focus area**

**KEY TRAINING POLICY MEASURE**

*The Scheme aims to provide vocational training and work experience to the unemployed and provide opportunities to organisations in the public and broader public sector, local government authorities, non-governmental organisations and non-profit institutions, to utilise human resources through the implementation of appropriate vocational training and work experience programmes*

**Link Reference/weblink** <https://eseka.anad.org.cy/>

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**Implementation level**  
**At what level is the initiative implemented?**

NATIONAL

**Legal base (E.g. Law, regulation, implementing provision, other)** THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA) The law founded by the 21 Law of 1974 under the name of Cyprus Industrial Training Law no. 125 (I) of 1999. The HRDA refers to the Government through the Ministry of Insurance. Managed by 13 Board of Directors with a tripartite character, its HRDA is to create the prerequisites for planned and systematic training and needs of the economy within the framework of the social and economic policy

**Starting period** 2021  
**TIMESPAN: In what year did the initiative commence?**

**Perspective** No  
**PERSPECTIVE: is the initiative based on evidence derived from skill forecasts or foresight activities?**

**Policy area**  
**To which POLICY AREAS(s) does the initiative apply?**

OTHER

*vocational training and work experience to the unemployed*

**Funding**  
**How it is funded?**

FUNDED BY NATIONAL GOVERNMENT

# Skill mismatch

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**Skill mismatch target**  
**What type(s) of skills MISMATCH does the initiative aim to addresses?**

**UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)**

**OTHER**

*upgrading existing or acquiring new knowledge and skills*

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**Skills matching focus**  
**How does the initiative address skills mismatches?**

**MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET**

*The scheme facilitates the transition of young graduates to the labour market demand and skills and aims to develop their skills and job experience and opportunities*

**UPSKILL OR RESKILL NON-EMPLOYED ADULTS**

*The scheme aims to upskill and reskill unemployed adults*

**FACILITATE JOB / CAREER TRANSITIONS**

*The scheme facilitates job and career transitions*

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**Skills delivered**  
**What types of skill does the initiative deliver?**

**GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)**

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## Methods

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**Methods  
What methods  
of undertaking  
skills  
assessments  
and / or skills  
anticipation  
does the policy  
instrument  
utilise?**

**SKILLS FORESIGHT**

*The scheme has specialized skills foresight and evaluation of skills of the participants in the scheme with frequent visits to their place of employment and also with evaluation tests at the end of their placement*

**SKILL AUDITS**

*The scheme has specialized skills foresight and evaluation of skills of the participants in the scheme with frequent visits to their place of employment and also with evaluation tests at the end of their placement*

**OTHER**

*Promoting employment and reducing unemployment by improving the employability of the unemployed*

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**Use of skills  
intelligence  
How is labour  
market  
information /  
skills  
intelligence  
used within  
the initiative?**

**INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS**

*the scheme facilitates career guidance and counsellors to all unemployed participating in the scheme*

**INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED**

*the scheme facilitates job search decisions to all unemployed people*

## Stakeholders

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**Main  
responsible  
body  
Main body or  
organisation  
with overall  
responsibility  
for the  
initiative.**

**NATIONAL AGENCY**

*THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA)*

## Sustainability

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**Success factors** Promoting employment and reducing unemployment by improving the employability of the unemployed. Providing opportunities for the unemployed to enter/re-enter employment by upgrading existing or acquiring new knowledge and skills. Encouraging organisations to offer suitable training programmes to the unemployed.

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**Barriers** N/A  
**BARRIERS in the implementation**

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**Monitoring and evaluation** HRDA issues a Certificate of Training and Acquisition of Work Experience, for each unemployed person who has successfully completed the training program (at least at least 75% of the total duration of the program, corresponding to at least 60 of the 80 total training days). The absences of the unemployed during the four-month training should not exceed 20 days. There is also an evaluation and monitoring form for each employee at the end of the training scheme. The HRDA monitors on a continuous basis the implementation of the training program of the unemployed in the service / organization to ensure quality during its implementation. The monitoring is done through appropriate forms submitted to the HRDA, as well as on-site visits of HRDA officials or representatives to the service / organization, if deemed necessary

**MONITORING and EVALUATION: Is progress measured regularly? What are the indicators used to measure progress of the policy instrument? Have any evaluations been conducted?**

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**Updates**  
**UPDATES: whether there have been any major updates of the initiative since it has been implemented?**

NO

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**Effectiveness** In order to ensure the effectiveness of the implementation of the program, the HRDA exercises control in the following stages, in accordance with the procedures provided by the Plan, criteria and conditions:

**EVIDENCE ON EFFECTIVENESS: How effective is the policy instrument?**

- (i) Control at the application stage by the interested unemployed and services / organizations.
- (ii) Control at the stage of implementation of the vocational training program and gaining work experience.
- (iii) Control at the stage of payment of training allowances.
- (iv) Check at the certification stage of the participants' vocational training and work experience.

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**Sustainability** HRDA has a specialized computerization system of its work. The **SUSTAINABILITY:**system, which records all the details of the training activities, **How sustainable** including this Plan, allows the electronic processing of the entire **is the policy** process of approval and granting of programs and greatly **instrument? Do** facilitates the control and monitoring of the progress of programs **you expect the** and payments through appropriate reports. The program is **instrument to** expected to continue smoothly within the next years as it is **continue over** funded by the government and provide employability to many **the next few** unemployed people. **years and why?**

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## Scheme for the Training of the Long-term Unemployed in Enterprises/Organisations

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Σχέδιο Κατάρτισης Μακροχρόνια Ανέργων σε Επιχειρήσεις/Οργανισμούς

### Description

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**Focus area**

**KEY TRAINING POLICY MEASURE**

*The Scheme offers opportunities to the long-term unemployed (LTU) in order to reintegrate them into the labour market with the acquisition of necessary knowledge and skills. The HRDA provides incentives to employers in order to design, organise and implement in-company training programmes to cover the training needs of newly employed persons who were long-term unemployed. Beneficiaries / participants: Long-term unemployed, under the age of 60 who are registered to Public Employment Service (PES) for over a 6-month continuous period and have less than 8 months of work experience, relevant to the job they will be trained for.*

**Link**

[http://www.hrdaauth.org.cy/easyconsole.cfm/page/project/p\\_id/306/pc\\_](http://www.hrdaauth.org.cy/easyconsole.cfm/page/project/p_id/306/pc_)

**Reference/weblink**

**Implementation level**

**NATIONAL**

**At what level is the initiative implemented?**

**Legal base**

**Legal base**

**(E.g. Law,**

**regulation,**

**implementing**

**provision,**

**other)**

THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA) The law founded by the 21 Law of 1974 under the name of Cyprus Industrial Tr Law no. 125 (I) of 1999. The HRDA refers to the Government through the c Insurance. Managed by 13 Board of Directors with a tripartite character, in HRDA is to create the prerequisites for planned and systematic training an needs of the economy within the framework of the social and economic po file/2020%2010%2020%20%CE%A0%CE%B5%CF%81%CE%B9%CE%B3%

**Starting period** 2021  
**TIMESPAN: In what year did the initiative commence?**

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**Perspective** No  
**PERSPECTIVE: is the initiative based on evidence derived from skill forecasts or foresight activities?**

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**Policy area To which POLICY AREAS(s) does the initiative apply?**

**OTHER**

*vocational training and work experience to the unemployed*

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**Funding How it is funded?**

**FUNDED BY NATIONAL GOVERNMENT**

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# Skill mismatch

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**Skill mismatch target**  
**What type(s) of skills MISMATCH does the initiative aim to addresses?**

**UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)**

**OTHER**  
*Upgrading existing or acquiring new knowledge and skills*

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**Skills matching focus**  
**How does the initiative address skills mismatches?**

**MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET**  
*the scheme aims to help unemployed people that are long in unemployment to find a job especially young graduates and aims to integrate them in the labour market demands*

**UPSKILL OR RESKILL NON-EMPLOYED ADULTS**  
*the scheme aims to employ unemployed people by upskilling and reskilling adults*

**FACILITATE JOB / CAREER TRANSITIONS**  
*the scheme facilitates job and career transitions as it gives the opportunity to unemployed people to get a job and thus upgrade their skills in order to transit later in another career or job opportunity*

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**Skills delivered**  
**What types of skill does the initiative deliver?**

**GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)**

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# Methods

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**Methods  
What methods  
of undertaking  
skills  
assessments  
and / or skills  
anticipation  
does the policy  
instrument  
utilise?**

**SKILLS FORESIGHT**  
*HRDA as responsible national agency of Cyprus monitors and evaluate the skills gained by the unemployed people during their job placement and has specialized auditors or ways to conduct skills foresight and auditing*

**SKILL AUDITS**  
*HRDA as responsible national agency of Cyprus monitors and evaluate the skills gained by the unemployed people during their job placement and has specialized auditors or ways to conduct skills foresight and auditing*

**OTHER**  
*Promoting employment and reducing unemployment by improving the employability of the unemployed*

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**Use of skills  
intelligence  
How is labour  
market  
information /  
skills  
intelligence  
used within  
the initiative?**

**INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS**  
*the scheme facilitates career guidance and counsellors to all unemployed participating in the scheme*

**INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED**  
*the scheme facilitates job search decisions to all unemployed people*

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# Stakeholders

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**Main responsible body**  
**Main body or organisation with overall responsibility for the initiative.**

**NATIONAL AGENCY**  
*THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA)*

**Other involved organisations**  
**Which other organisations have a role in the initiative?**

**NATIONAL AGENCY**  
*THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA)*

# Sustainability

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**Success factors** The HRDA provides incentives to employers in order to design, organise and implement in-company training programmes to cover the training needs of newly employed persons who were long-term unemployed. This scheme therefore tackles long term unemployment which was otherwise not focused on under existing programmes.  
**SUCCESS FACTORS in the implementation**

**Barriers** N/A  
**BARRIERS in the implementation**

**Monitoring and evaluation**  
**MONITORING and EVALUATION:**  
**Is progress measured regularly?**  
**What are the indicators used to measure progress of the policy instrument?**  
**Have any evaluations been conducted?**

The HRDA, within the framework of its consistent quality assurance policy in the implementation of the programs it approves, evaluates and takes all necessary measures for the monitoring of the program. These measures include program implementation controls through face-to-face visits.

Control visits are carried out on the basis of an approved procedure. Depending on the findings and the severity of the discrepancies identified, measures are taken such as:

- Written remark and warning that, in case of repeated violation of the provisions of the Guide, the HRDA will withdraw the approval.
- Withdrawal of given approval and warning that, in case of repeated violation of the provisions of the Guide, the HRDA will consider the possibility of imposing administrative sanctions

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**Updates**  
**UPDATES:**  
**whether there have been any major updates of the initiative since it has been implemented?**

NO

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**Effectiveness**  
**EVIDENCE ON EFFECTIVENESS:**  
**How effective is the policy instrument?**

In order to ensure the effectiveness of the implementation of the program, the HRDA controls the applications, criteria and conditions of the program as well as the guidelines and control at the stage of implementation to assess its effectiveness and reliability, the stage of trainings and payments

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**Sustainability** HRDA has a specialized computerization system of its work in order to ensure sustainability. The system, which records all the details of the training activities and criteria and greatly facilitates the control and monitoring of the progress of programs and payments through appropriate reports. The program is expected to continue smoothly within the next years as it is funded by the government and provide employability and upgrading of skills.

**SUSTAINABILITY:**

**How sustainable is the policy instrument? Do you expect the instrument to continue over the next few years and why?**

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## System of vocational Qualifications (SVQ)

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Σύστημα Επαγγελματικών Προσόντων (ΣΕΠ)

### Description

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**Focus area**

**KEY TRAINING POLICY MEASURE**

*The SVQ is designed for the assessment and certification of a person's competences in real or/and simulated working conditions. The Vocational Qualifications Standards (VQS) define the framework for the training and development of the individual. The SVQ constitutes an integral part of the Cyprus Qualifications Framework (CyQF), which is linked to the European Qualifications Framework (EQF). The SVQ provides the opportunity for interested persons to obtain a certificate in one or more professional qualifications depending on the qualifications and/or experience they have.*

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**Link Reference/weblink** [http://www.hrdauth.org.cy/easyconsole.cfm/page/project/p\\_id/82/pc\\_i](http://www.hrdauth.org.cy/easyconsole.cfm/page/project/p_id/82/pc_i)

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**Implementation level** **NATIONAL**

**At what level is the initiative implemented?**

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**Legal base (E.g. Law, regulation, implementing provision, other)** THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA) The Resource Development Authority of Cyprus (HRDA) is body governed by pu founded by the 21 Law of 1974 under the name of Cyprus Industrial Trainir 1 of November 1999 entered into force on Human Resource Development (I) of 1999. The HRDA refers to the Government through the competent Mi under the above law, is the Minister of Labor and Social Insurance. Manage Board of Directors with a tripartite character, involving representatives of t Government, Employers and Trade Unions. Mission of the HRDA is to creat prerequisites for planned and systematic training and development of the l potential of Cyprus at all levels and in all areas to meet the needs of the ec the framework of the social and economic policy of the state.<https://eseka.anad.org.cy/images/media/assetfile/2020%2010%2020>

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**Starting period** 2020  
**TIMESPAN: In what year did the initiative commence?**

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**Perspective** No  
**PERSPECTIVE: is the initiative based on evidence derived from skill forecasts or foresight activities?**

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**Policy area To which POLICY AREAS(s) does the initiative apply?**

EDUCATION

TRAINING

EMPLOYMENT

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**Funding How it is funded?**

FUNDED BY THE EU

ESF

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# Skill mismatch

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<b>Skill mismatch target</b> <b>What type(s) of skills MISMATCH does the initiative aim to addresses?</b>	<b>OVERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE ABOVE THEIR JOB'S NEEDS)</b>
	<b>UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)</b>
	<b>SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)</b>
	<b>SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)</b>
	<b>SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)</b>

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<b>Skills matching focus</b> <b>How does the initiative address skills mismatches?</b>	<b>UPSKILL OR RESKILL EMPLOYED ADULTS</b>
	<b>UPSKILL OR RESKILL NON-EMPLOYED ADULTS</b>

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<b>Skills delivered</b> <b>What types of skill does the initiative deliver?</b>	<b>BASIC LITERACY AND NUMERACY SKILLS</b>
	<b>BASIC DIGITAL SKILLS</b>
	<b>MORE ADVANCED DIGITAL SKILLS</b>
	<b>GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)</b>
	<b>GREEN SKILLS</b>

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## Methods

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**Methods  
What methods  
of undertaking  
skills  
assessments  
and / or skills  
anticipation  
does the policy  
instrument  
utilise?**

### **SKILL AUDITS**

*SVQ evaluates and assess the skills of persons and certificates their competences using skills forecasting control systems and skills audits with auditors, evaluations and visits*

**Use of skills  
intelligence  
How is labour  
market  
information /  
skills  
intelligence  
used within  
the initiative?**

### **DESIGNING STANDARDS AND ACCREDITATION**

*SVQ has standards and accreditation in order to evaluate and assess persons skills and competences*

### **INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS**

*SVQ has also training career guidance and counsellors in order to assess the skills mismatch of adults, employers and employees*

## Stakeholders

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**Main  
responsible  
body  
Main body or  
organisation  
with overall  
responsibility  
for the  
initiative.**

### **NATIONAL AGENCY**

*THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA)*

**Other involved  
organisations  
Which other  
organisations  
have a role in  
the initiative?**

### **NATIONAL AGENCY**

*THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA)*

### **TRAINING PROVIDERS**

*Training providers can organize shorten training program to the participants*

# Sustainability

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**Success factors** The SVQ constitutes an integral part of the Cyprus Qualifications Framework (CyQF), which is linked to the European Qualifications Framework (EQF). The SVQ fills a prior gap by providing the opportunity for interested persons to obtain a certificate in one or more professional qualifications depending on the qualifications and/or experience they have.

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**Barriers** N/A  
**BARRIERS in the implementation**

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**Monitoring and evaluation** Quality Assurance for Professional Qualifications concerns the reliability, objectivity, consistency and independence of the results.  
**MONITORING and EVALUATION:** For this purpose, quality criteria / controls have been defined and applied, as well as for the process of evaluation and certification of professional qualifications, in order to ensure that the evaluation is in accordance with the Standards, is reliable and objective and is applied consistently, regardless of the CAPs and the Assessors involved in the process.  
**Is progress measured regularly?**  
**What are the indicators used to measure progress of the policy instrument?**  
**Have any evaluations been conducted?**

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**Updates**  
**UPDATES:**  
**whether there have been any major updates of the initiative since it has been implemented?**

NO

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**Effectiveness EVIDENCE ON EFFECTIVENESS:** The development of the Professional Qualifications Standards must be characterized by precision and clarity and must include all the tasks determined by the Technical Qualifications Committees and approved by the Board of HRDA to meet the needs of the economy. Evaluators should use the defined evaluation methods and be characterized by responsibility, objectivity, transparency and consistency. The dispute resolution process should be done in accordance with the established procedures and the principles of meritocracy and equal treatment.

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**Sustainability SUSTAINABILITY:** In the context of the continuous upgrade of human resources, the Government has set high in its priorities the operation of the SVQ in Cyprus. SVQ will bring about very significant changes in the whole institution of the original and continuing training and in general the development and utilization of human resources in Cyprus. Certification of professional qualifications is evidence that the person has the necessary knowledge and skills of a specific level of profession that meet the real needs of the labor market. This implies recognition of professional qualifications and ease of finding work as well as increased development prospects.

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