

# VET in Europe: Cyprus 2009





# VET in Europe

## Cyprus 2009



**CEDEFOP**

European Centre  
for the Development  
of Vocational Training

**REFERNET**

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## **FOREWORD**

This report was initiated by Cedefop, the European Centre for the Development of Vocational Training, and has been prepared by the Human Resource Development Authority of Cyprus, HRDA, which is the nominated National Coordinator of the European network ReferNet in Cyprus.

Cedefop established ReferNet as the European network of reference and expertise in vocational education and training. The aim of this network is to meet the growing demand for information on policies and developments in the area of vocational education and training in the European Union.

The report has been prepared as part of a series of reports on vocational education and training in European Union countries. The reports follow a common structure, which has been provided in the form of guidelines by Cedefop. The reports are updated annually and reports from past years are available to the public through Cedefop's VET-Bib. They aim to provide stakeholders in Europe with a description of the national VET systems in Europe to feed into research work, policy initiatives, peer reviews, best practices and projects at national and European levels.

This report aims to provide essential background information and statistical data on vocational education and training in Cyprus. It situates the Cyprus education and training system within a broad political, social, economic, and labour market framework.

ReferNet is made up of national consortiums, each comprising organisations, which are representative of the interests of vocational education and training within each EU Member State, plus Norway and Iceland. ReferNet provides a forum for exchanging information through a decentralised approach based on the contribution of the national consortia. The HRDA, as the National Coordinator of ReferNet in Cyprus, wishes to acknowledge the invaluable contribution of the other members of the Cyprus consortium in the preparation of this report.



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**Theme 1: General context – framework for the knowledge society**

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**1.1 Political and socio-economic context**

Cyprus became an independent sovereign Republic in 1960 with a presidential system of government. The 1960 constitution institutionalised communal dualism between the Greek and Turkish communities on the island in all spheres of government activity. In 1974 a Turkish invasion of the island led to the occupation, until today, of 37% of the island's territory and the displacement of 200.000 Greek Cypriots.

Executive power is vested in the President of the Republic. The president exercises executive power through a Council of Ministers (Ypourgiko Symvoulío) appointed by him. The House of Representatives (Vouli ton Antiproson) exercises legislative authority. Cyprus is divided into six administrative districts. Each district is headed by a district officer, who is essentially the local representative of the central government.

The Planning Bureau, PB (Grafeio Programmatismou, GP), a coordinating and policy-making body, in cooperation with all Governmental Services, collects and analyses information on the economy and proposes measures for future action, including the overall planning of education.

The Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP) has the overall responsibility for the development and implementation of educational policy. The Ministry of Labour and Social Insurance, MLSI (Ypourgeio Ergasias kai Koinonikon Asfaliseon, YEKA) has the overall responsibility for labour and social policy.

The Human Resource Development Authority, HRDA, (Archi Anaptyxis Anthropinou Dynamikou, AnAD) plays an important role in vocational training. The HRDA is a semi-government organisation whose mission is to create the necessary prerequisites for the planned and systematic training and development of the human resources of Cyprus.

Cyprus' economy is small, open and flexible. It is characterised by conditions of near full employment with high employment rate (70,9% in 2008), relatively low unemployment rate (3,7% in 2008) and high economic growth (3,8% in 2008) (more information is provided in section 1.3). Human resources are characterised by a high level of educational attainment (more information is provided in section 1.4). Since the early 1990s, the labour market has been confronted with labour shortages mainly in low-skilled occupations. The low fertility rate is gradually aggravating the problem. This has led to the need for employment of foreign workers. According to Social Insurance data, in 2008 foreign workers, including EU-27 nationals, represented 25,6% of total employment. Thus there is significant potential for attracting inactive women into the labour market, though the possibilities are somewhat limited for middle-aged and older women.

**1.2 Population and demographics**

Cyprus is an island located in the Eastern Mediterranean sea. It covers a total area of 9.250 square kilometers. According to the Statistical Service of Cyprus (Statistiki Ypiresia Kyprou), the population of the government-controlled area is 789.300 (end of 2007) and has risen by around 1,6% per year since 1980. The Turkish-Cypriot population was estimated to be 88.300 (end of 2007).

The low fertility rate (1,4 in 2007) is gradually aggravating the existing labour shortages and bottlenecks. The population over 60 years of age, as shown in Table 1, is estimated to reach 25,8% in 2027 in comparison to 17,4% in 2007. In an effort to tackle pressing demand for labour, a policy for the employment on a temporary basis of foreigners was implemented since the early 1990s in occupations or economic sectors facing labour shortages.

Table 1: Age-specific demographic trends  
(end of year population estimates for government-controlled area)

Age group	1995	2000	2005	2006	2007	2027 <sup>(1)</sup>
0-24	39,3%	38,1%	34,2%	33,5%	32,9%	24,3%
25-59	45,7%	46,5%	49,1%	49,5%	49,8%	49,9%
60+	15,0%	15,4%	16,7%	17,0%	17,4%	25,8%
<b>Total</b>	656,3	697,5	766,4	778,7	789,3	845,5

<sup>(1)</sup> Projections

Source: Statistical Service of Cyprus

Table 2 presents the old age dependency ratio projections (number of persons aged 65 and over expressed as a percentage of the number of persons aged between 15 and 64). This ratio is increasing from 18,0% in 2010 to 44,5% in 2060, however it remains lower than the average EU27 ratio which is projected to be 53,5%.

Table 2: Projected old-age dependency ratio %

	2010	2015	2020	2025	2030	2035	2040	2045	2050	2055	2060
<b>EU27</b>	25,9	28,3	31,1	34,2	38,0	42,1	45,4	48,0	50,4	52,5	53,5
<b>Cyprus</b>	18,0	19,9	22,3	25,0	27,4	29,0	30,8	33,3	37,7	41,4	44,5

Source: Eurostat

The need to increase participation in the labour market, especially of target groups that are lagging behind such as women and older persons, is a central challenge for Cyprus. Moreover, further promotion and improvement of continuing training activities is expected to contribute to the adaptation and improvement of the knowledge and skills of the labour force and to productivity increases.

### 1.3 Economy and labour market indicators

Cyprus has experienced strong economic growth ever since independence in 1960. The average GDP growth rate in real terms, which was 3,8% during 1995-2000, fell to 3,5% during 2000-2007, reaching 4,4% in 2007 and declining to 3,8% in 2008. The importance of the tertiary sector has grown while the shares of the secondary and the primary sectors have declined. Table 1 presents GDP by sector in 2008, while Table 2 presents employment shares by sector in 2008 for Cyprus and EU27. As shown in Table 1, the sectors of Distribution and transport and Business and other services each contributed 31,2% to the GDP in 2008. As shown in Table 2, Cyprus compared to the EU has lower percentage of employment in Manufacturing and higher in Services and particularly in Distribution and transport and in Business and other services.

Table 1: Gross Domestic Product by sector 2008

<b>Economic Sector</b>	<b>Cyprus</b>
Primary sector and utilities (A_B_C_E) <sup>1</sup>	4,9%
Manufacturing (D)	7,7%
Construction (F)	8,0%
Distribution and transport (G_H_I) <sup>2</sup>	31,2%
Business and other services (J_K_O_P_Q) <sup>3</sup>	31,2%
Non-marketed services (L_M_N) <sup>4</sup>	17,0%
<b>Total</b>	<b>100,0%</b>

(<sup>1</sup>) A\_B\_C\_E: Agriculture, hunting and forestry, Fishing, Mining and quarrying, Electricity, gas and water supply.

(<sup>2</sup>) G\_H\_I: Wholesale and retail trade, Hotels and restaurants, Transport, storage and communication.

(<sup>3</sup>) J\_K\_O\_P\_Q: Financial intermediation, Real estate, renting and business activities, Other community, social and personal service activities, Private households with employed persons, Extra-territorial organisations and bodies.

(<sup>4</sup>) L\_M\_N: Public administration and defence, Education, Health and social work.

Source: Statistical Service of Cyprus

Table 2: Employment shares (persons) aged 15+ by sector 2008 2<sup>nd</sup> quarter

<b>Economic Sector</b>	<b>EU27</b>	<b>Cyprus</b>
Primary sector and utilities (A_B_C_E) <sup>1</sup>	5,2%	5,1%
Manufacturing (D)	15,5%	9,5%
Construction (F)	7,3%	11,8%
Distribution and transport (G_H_I) <sup>2</sup>	22,2%	30,5%
Business and other services (J_K_O_P_Q) <sup>3</sup>	17,1%	23,6%
Non-marketed services (L_M_N) <sup>4</sup>	21,2%	19,5%
<b>Total</b>	<b>100,0%</b>	<b>100,0%</b>

(<sup>1</sup>) A\_B\_C\_E: Agriculture, hunting and forestry, Fishing, Mining and quarrying, Electricity, gas and water supply.

(<sup>2</sup>) G\_H\_I: Wholesale and retail trade, Hotels and restaurants, Transport, storage and communication.

(<sup>3</sup>) J\_K\_O\_P\_Q: Financial intermediation, Real estate, renting and business activities, Other community, social and personal service activities, Private households with employed persons, Extra-territorial organisations and bodies.

(<sup>4</sup>) L\_M\_N: Public administration and defence, Education, Health and social work.

Source: Eurostat (LFS)

The employment rate has shown a stable increase during the period 2000-2008, with the exception of 2005 and 2008. The total employment rate of 70,9% in 2008 compares favourably with the EU-27 average (65,4% in 2007). During the period 2000-2008 the employment rate of men remained rather stable whereas the employment rate of women increased significantly from 53,0% in 2000 to 62,9% in 2008, a result of the introduction of specific policy measures for increasing female participation.

Table 3: Employment rates for the population 15-64 years

	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>Men</b>	78,6%	79,4%	78,8%	78,8%	80,0%	79,2%	79,4%	80,0%	79,2%
<b>Women</b>	53,0%	57,1%	59,0%	60,2%	59,0%	58,4%	60,3%	62,4%	62,9%
<b>Total</b>	65,4%	67,9%	68,5%	69,2%	69,1%	68,5%	69,6%	71,0%	70,9%

Source: Statistical Service of Cyprus (LFS)

Table 4 shows employment rates by age groups and highest level of education. From the table it can be seen that employment rates in Cyprus are higher for the age group 25-49 (84,6% in 2008) while employment rates increase with higher educational attainment.

Table 4: Employment rates by age groups and highest level of education

	EU27 2007			Cyprus 2007			Cyprus 2008		
	15-24	25-49	50-64	15-24	25-49	50-64	15-24	25-49	50-64
<b>Total</b>	37,4%	80,0%	55,6%	37,4%	84,8%	64,1%	38,0%	84,6%	63,7%
<b>ISCED 0-2</b>	25,3%	67,5%	44,2%	16,1%	74,6%	58,6%	17,2%	72,7%	55,3%
<b>ISCED 3-4</b>	48,9%	81,4%	59,2%	48,5%	84,2%	65,1%	48,9%	84,3%	65,7%
<b>ISCED 5-6</b>	62,0%	89,0%	74,9%	74,9%	90,7%	75,1%	74,5%	90,5%	76,9%
<b>No answer</b>	5,1%	74,6%	6,6%	-	-	-	-	-	-

Source: Eurostat, Statistical Service of Cyprus (LFS)

The unemployment rate, 3,9% in 2007, compares favourably with the EU-27 average (7,1% in 2007). The unemployment rate in Cyprus declined slightly (3,7%) in 2008, while it is higher for women compared to men. The unemployment rate for the young people under 25 was 9,0% in 2008 and compares favourably with the EU-27 average (15,4% in 2007).

Table 5: Unemployment rates

	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>Total</b>	5,0%	4,0%	3,3%	4,1%	4,7%	5,3%	4,5%	3,9%	3,7%
<b>Men</b>	3,2%	2,7%	2,6%	3,8%	3,5%	4,4%	3,9%	3,4%	3,2%
<b>Women</b>	7,3%	5,7%	4,2%	4,6%	6,2%	6,5%	5,4%	4,6%	4,2%
<b>&lt;25</b>	10,2%	8,4%	7,9%	8,9%	10,7%	13,9%	10,2%	10,2%	9,0%

Source: Statistical Service of Cyprus (LFS)

Table 6 shows unemployment rates by age groups and highest level of education in Cyprus in 2008. From the table it can be seen that unemployment rates are higher for the age group 15-24 (9,0% in 2008) while unemployment rates usually decrease with higher educational attainment.

Table 6: Unemployment rates by age groups and highest level of education

	EU27 2007			Cyprus 2007			Cyprus 2008		
	15-24	25-49	50-64	15-24	25-49	50-64	15-24	25-49	50-64
<b>Total</b>	15,4%	6,4%	5,5%	10,2%	3,3%	3,3%	9,0%	3,3%	2,9%
<b>ISCED 0-2</b>	19,9%	10,3%	6,9%	12,3%	4,6%	4,1%	9,2%	5,7%	3,7%
<b>ISCED 3-4</b>	13,3%	6,1%	5,8%	9,0%	3,3%	3,0%	8,3%	3,2%	2,4%
<b>ISCED 5-6</b>	11,3%	3,7%	3,2%	10,7%	2,9%	2,3%	10,1%	2,4%	2,4%
<b>No answer</b>	20,1%	-	-	-	-	-	-	-	-

Source: Eurostat, Statistical Service of Cyprus (LFS)

Public expenditure on education has increased from 5,6% of the GDP in 2000 to 7,4% in 2008.

Table 7: Expenditure on education

	2000	2005	2007	2008
<b>Public expenditure on education (% of budget)</b>	14,8%	16,0%	16,3%	16,8%
<b>Public expenditure on education (% on GDP)</b>	5,6%	7,0%	7,0%	7,4%
<b>Total expenditure on education (% on GDP)</b>	9,2%	8,8%	8,7%	8,7%

Source: Statistical Service of Cyprus

#### 1.4 Educational attainment of population

Human resources in Cyprus are characterised by a high level of educational attainment. There is one state university operating since 1992, while two other state universities commenced their operations in 2006 and 2007. Three private universities started to operate in 2007 and there are also other public and private tertiary education colleges/institutions. The percentage of people aged 25-64 with tertiary education was 33% in 2007 and increased to 35% in 2008, while the EU-27 average was 10 percentage points lower (23% in 2007).

There is a strong cultural trend among the Cypriot population in favour of general secondary education followed by higher education. Family plays a significant influence in encouraging and supporting young people to continue to higher education. A large proportion of young persons that continue to higher education are enrolled in education institutions abroad. High education attainment is also driven by economic reasons, as tertiary education graduates usually receive higher remuneration.

Table 1: Educational attainment of the population aged 25 to 64 by ISCED level

	<b>EU 27 2007</b>	<b>Cyprus 2007</b>	<b>Cyprus 2008</b>
<b>ISCED 0-2</b>	29%	28%	26%
<b>ISCED 3-4</b>	47%	39%	39%
<b>ISCED 5-6</b>	23%	33%	35%
<b>Total</b>	99%	100%	100%

ISCED 0-2: Pre-primary, primary and lower secondary education

ISCED 3-4: Upper secondary and post-secondary non-tertiary education

ISCED 5-6: Tertiary education

Source: Eurostat (LFS)

The percentage of early school leavers has decreased from 18,5% in 2000 to 13,2% in 2008. The EU-27 average in 2007 was 14,8% and the Lisbon target was 10% by 2010. However, Cypriot students abroad and soldiers aged 18-20 are not included in the LFS sample, while temporary foreign workers usually of low educational attainment are included. If students abroad, soldiers and foreign workers are taken into account the estimated percentage drops to around 10%.

Table 2: Percentage of the population aged 18-24 with at most lower secondary education and not in education or training

	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>
	%	%	%	%	%	%	%	%	%
<b>Early School Leavers</b>	18,5	17,9	15,9	17,4	20,6	18,1	16,0	12,6	13,2

Source: Statistical Service of Cyprus (LFS - 2<sup>nd</sup> quarter)

The youth education attainment level, the percentage of the population aged 20 to 24 having completed at least upper secondary education, shown in Table 3, was 85,2% in 2008, higher than the EU27 which was 78,1% in 2007. This percentage was higher in women than in men (89,5% compared with 80,1% respectively).

Table 3: Youth education attainment level - the percentage of the population aged 20 to 24 having completed at least upper secondary education

	<b>EU 27 2007</b>	<b>Cyprus 2007</b>	<b>Cyprus 2008</b>
<b>Male</b>	75,5%	79,8%	80,1%
<b>Female</b>	80,8%	91,0%	89,5%
<b>Total</b>	78,1%	85,8%	85,2%

Source: Eurostat (LFS)

Table 4 presents the number of graduates in ISCED 3-6 by field of education and sex. The number of graduates in ISCED 3 (Technical upper secondary education) has decreased from 1.337 in 2002 to 1.210 in 2006, while the number of graduates in ISCED 5-6 (tertiary education) has increased from 3.110 in 2002 to 3.858 in 2006.

Table 4: Graduates in ISCED 3-6 by field of education and sex

	2002			2004			2006		
	ISCED 3vpv	ISCED 4vpv	ISCED 5-6	ISCED 3vpv	ISCED 4vpv	ISCED 5-6	ISCED 3vpv	ISCED 4vpv	ISCED 5-6
<b>Male</b>	1.128	-	1.410	969	:	1.428	978	:	1.485
<b>Female</b>	209	-	1.700	230	:	2.119	232	:	2.373
<b>Total</b>	1.337	-	3.110	1.199	:	3.547	1.210	:	3.858

ISCED 3 vpv: Upper secondary vocational and pre-vocational

ISCED 4 vpv: Post-secondary non-tertiary education vocational and pre-vocational

ISCED 5-6: Tertiary education

Source: Eurostat

According to the LFS, the percentage of the population aged 25-64 participating in education and training over the four weeks prior to survey was 9,5% in 2008, compared to 8,4% in 2007 (lower than EU27 which was 9,5% in 2007). The participation of women is significantly higher than that of men (10,2% compared to 8,8% in 2008), as shown in Table 5.

Table 5: Lifelong Learning (adult participation in education and training) - percentage of the population aged 25-64 participating in education and training over the 4 weeks prior to survey

	EU 27 2007	Cyprus 2007	Cyprus 2008
<b>Male</b>	8,6%	8,1%	8,8%
<b>Female</b>	10,3%	8,6%	10,2%
<b>Total</b>	9,5%	8,4%	9,5%

Source: Eurostat (LFS)

Finally, according to the Foundation for the Management of the European Lifelong Learning Programmes, during 2008 303 persons participated in Leonardo da Vinci mobility programmes.

## 1.5 Definitions

The terms concerning education and training are not legally defined in Cyprus and in most cases they are not even clearly identified. Therefore, the terms used do not differ from the European or international definitions.



In the case of the Apprenticeship System (Systema Mathiteias), the Apprenticeship Law of 1966 (No 13/66) provides the framework for the operation of the Apprenticeship System. Specifically, the law refers to the training of persons over 14 years old while working and stipulates that the Apprenticeship Board (Symvoulío Mathiteias) is responsible for supervising the operation of the Apprenticeship System.

As far as Vocational and Technical Education (epaggelmatiki kai techniki ekpaidefsi) is concerned, it is only clearly identified in the upper secondary level, as it is provided in the Technical Schools (Technikes Scholes).

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## **Theme 2: Policy development – objectives, frameworks, mechanisms, priorities**

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### **2.1 Objectives and priorities of the national policy development areas of VET**

#### **2.1.1 National LLL strategy**

The promotion of access to lifelong learning for all, including the provision of access to education and entry/re-entry to the labour market is a strategic objective. The Lifelong Learning Strategy, LLL Strategy (Ethniki Stratigiki dia Viou Mathisis) for 2007-2013 contains many policy priorities for VET. The LLL strategy has four priority pillars:

- Promoting access to lifelong learning for all.
- Enhancing lifelong learning infrastructure and systems.
- Promoting research and development to support lifelong learning.
- Effective governance of lifelong learning.

The main actions to achieve the objectives of the LLL Strategy include amongst others lifelong guidance and counselling services, the development of National Qualifications Framework (NQF) and the promotion of actions outlined in the Education Reform (Ekpaideftiki Metarithmisi), which have specific impact on VET such as creating new VET pathways and facilitating horizontal and vertical movement in education.

A National Lifelong Learning Committee and a Technical Committee to support it have been appointed in order to monitor, coordinate and promote all necessary actions for the realisation of the LLL Strategy, as well as the issuing of the Annual Progress Report. The lifelong learning measures are being implemented by several competent authorities.

#### **2.1.2 Policy development in the main VET policy areas**

The elaboration of a Lifelong Learning Strategy, LLL Strategy (Ethniki Stratigiki dia Viou Mathisis) for Cyprus has been one of the main developments towards implementing changes in VET. A major challenge included in the LLL strategy is to improve efficiency in governance of LLL systems, with the active participation of all social partners. For promoting the participation of the citizens of Cyprus in the European Programme for Lifelong Learning a Foundation for the Management of the European LLL Programmes has been established.

As far as funding is concerned, the main change to funding arrangements for VET concerns the financing provided by the European Social Fund, ESF (Evropaiko Koinoniko Tamio, EKT), which complements the financing of VET through public funds, the funds of the Human Resource Development Authority, HRDA, (Archi Anaptyxis Anthropinou Dynamikou, AnAD), and direct funding from enterprises.

One of the main goals of the Counselling and Career Education Services, CCES (Ypiresia Symvouleftikis kai Epaggelmatikis Agogis, YSEA) of the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP) is the issue of lifelong guidance which is also promoted at European level through the European Lifelong Guidance Policy Network (ELGPN), where Cyprus participates as a member. The CCES has designated to the hierarchy of the MoEC the priority areas in order to better promote the goal of lifelong guidance. Specifically, the CCES has proposed the operation of regional Centres of Counselling and Guidance, which will operate at convenient to the general public hours.

The government is promoting major reforms focusing on the re-organisation and curriculum development of technical and vocational education within the context of the Education Reform (Ekpaideftiki Metarithmisi). A public dialogue was held with the involvement of social partners and VET stakeholders and a number of working groups have prepared suggestions on concrete measures to be implemented. The Council of Ministers has approved the formation of committees that deal with various issues relevant to the Educational System.

An effort to upgrade the Apprenticeship System (Systema Mathiteias, SM) is currently underway and the establishment of the New Modern Apprenticeship is being promoted, in order to increase attractiveness of the system.

The ongoing assessment of the economy's labour market needs is a policy issue which features prominently in various national programming documents and is considered to be a priority in Cyprus. The main formal mechanism in place for the assessment of skill needs is operated by the HRDA, which examines and analyses developments in the labour market. The employment forecasts cover a period of 10 years and refer to the whole spectrum of the Cyprus labour market. Employment forecasts cover a very detailed level of analysis, providing forecasts for 43 economic sectors and around 200 occupations.

In Cyprus frameworks and bodies validating non-formal and informal learning have not been established yet. However, various efforts are made towards that broad direction. The main initiatives towards the broad direction of accumulating, accrediting and validating non-formal and informal learning are:

- The Cyprus Productivity Centre, CPC (Kentro Paragogikotitas, KEPA), a dedicated centre of the Ministry of Labour and Social Insurance, MLSI (Ypourgeio Ergasias kai Koinonikon Asfaliseon, YEKA) was set as the National Europass Center (NEC).
- The HRDA has responsibility for the establishment and operation of a System of Vocational Qualifications.
- Cyprus supported the initiative for establishing a European Qualifications Framework (EQF) and a national committee has been set up for the establishment of a National Qualifications Framework (NQF).

### 2.1.3 Current debates

The government is promoting major reforms in the educational system, within the context of the Education Reform. A public dialogue was initiated in 2005 and a number of working groups, where all major stakeholders were represented, have prepared suggestions on concrete measures to be implemented. The Council of Ministers has approved the formation of committees that deal with various issues relevant to the Educational System and promote priorities such as:

- In-service training of newly appointed teachers.
- Establishment of an Educational Research and Evaluation Centre.
- Expansion and Improvement of Zones of Educational Priorities.
- Expansion of voluntary "All-day" Pre-Primary Schools.
- Establishment of Medical School in the University of Cyprus.

- Organisation of short-term language classes for foreign students.

## **2.2 The latest developments in the field of European tools**

In Cyprus until recently there has been relatively limited implementation of frameworks and mechanisms regarding the comparability, transfer and accumulation of qualifications. Cyprus however is committed towards introducing relevant EU tools in the national scene.

### Quality assurance and process to transfer and accumulate the learning outcomes

At present, there are no procedures or national guidelines for the recognition of prior learning, including non-formal and informal learning. Individual higher education institutions may allocate at their own discretion a number of credits for prior learning when evaluating entry or transfer requirements.

The Cyprus Council for the Recognition of Higher Education Qualifications, KYSATS (Kypriako Symvoulío Anagnorisis Titlon Spoudon), an independent body, is the competent authority responsible for the recognition of diplomas, which were awarded from institutions of higher education, recognised in the country they operate. A recent modification of the Law of the KYSATS allows the Council to recognise, at its discretion, transfer credits based on previous work experience as part of a formal degree title. The general issue of recognising prior learning arose in the context of the discussions amongst numerous public and private stakeholders about the development of an NQF. However, some steps have been taken on the initiative of institutions. For example, the Continuing Education Centre of the University of Cyprus, UCY (Panepistimio Kyprou, PK) has assigned learning outcomes and credits to the modules of some of its lifelong learning programmes.

The Council for Educational Assessment and Accreditation, SEKAP (Symvoulío Ekpaideftikis Axiologisis kai Pistopoiisis) is an independent body that advises the Minister of Education and Culture (Ypourgos Paideias kai Politismou) on issues concerning the establishment, control and operation of tertiary education institutions in Cyprus. It consists of seven senior academics, of international standing, appointed by the Council of Ministers after the recommendation of the Minister of Education and Culture. It is recognised internationally and is a member of the European Network of Quality Association (ENQA), the European University Association (EUA) and the International Quality Assurance Agency in Higher Education (INQAAHE).

A proposal has been put forward regarding the establishment of the Cyprus Quality Assurance and Accreditation (CQAA) Board which will be responsible for the external evaluation of all tertiary education institutions. The CQAA Board is going to replace the existing separate evaluation and accreditation bodies by integrating their responsibilities into one sole body. The aim is to eliminate the weaknesses of the existing system such as duplication and contradictory decisions and to extend its responsibilities to cover, in addition to private tertiary education institutions, the state ones, as well as to cover institutional and also internal evaluation and accreditation, in addition to programme quality assurance conducted under the present system. The CQAA Board will also incorporate the functions that are currently performed by the KYSATS.

## Implementation of an NQF, System of Vocational Qualifications and ECVET

Following discussions amongst government departments in October 2005, Cyprus initiated a debate amongst numerous public and private stakeholders in the field of lifelong learning, including the social partners. The European Qualifications Framework (EQF) initiative was presented, analysed and discussed in early January 2006 and the participants were then asked to prepare and submit their proposals, on the basis of which, Cyprus developed and submitted its position to the EU, thus contributing to the shaping and introduction of the EQF. The European Parliament has formally adopted an EQF in February 2008.

At the same time, the stakeholders have started discussing and debating about the development of a National Qualifications Framework (NQF). The development of a NQF for promoting the recognition of academic and vocational qualifications that have been acquired in Cyprus is a priority of the government. As a result, the Council of Ministers has set up a high level national committee comprising of the Director General of the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP), the Ministry of Labour and Social Insurance, MLSI (Ypourgeio Ergasias kai Koinonikon Asfaliseon, YEKA) and the Human Resource Development Authority, (Archi Anaptyxis Anthropinou Dynamikou, AnAD), to formulate the general framework and the policies for the design and implementation of a NQF. To that purpose a working committee has been established.

The development of a Competence-Based System of Vocational Qualifications, which will constitute an integral part of a future NQF is a high priority objective for Cyprus. The System is being established and implemented in two phases. During the 1st phase in the period 2006-2009, 5 Standards of Vocational Qualifications at level 2 have been developed in the 3 economic sectors of Hotel and Restaurants, Construction and Retail trade for the occupations of waiter, cook, receptionist, construction mason and sales person. Opportunities for access are provided to employees only.

During the 2nd phase, which covers the period 2007 – 2013, the development of 72 new standards in priority occupations at various levels is envisaged and opportunities for access are expected to be provided to employees, unemployed and economically inactive persons. The standards will cover a broader range of occupations in the sectors of Retail and Wholesale Trade, Repairs of Motor Vehicles, Hotels and Restaurants, Construction, Manufacturing, Systems and Networks of Communication and Computers and Hairdressing as well as the occupation of Trainer of Vocational Training. Furthermore, it will be examined how the System will incorporate the branches / specialisations of Technical and Vocational Schools and the Apprenticeship System as well as other initial vocational training programmes. In this way it is expected to bridge the various qualifications acquired via formal, non-formal and informal learning and strengthen the ties between initial and continuing vocational education and training. The 2nd phase of the System of Vocational Qualifications is included in the projects to be co-financed by the European Social Fund, ESF (Evropaiko Koinoniko Tameio, EKT) during the period 2007-2013.

Regarding the regulated professions, Cyprus is at the final stages of fully implementing the New Directive 2005/36/EC into national law by introducing eight different specific laws, one for the General System of recognition of regulated professions and seven others for the seven Sectoral Professions (nurse responsible for general care, dental practitioner, veterinary surgeon, midwife, architect, pharmacist and doctor).

ECVET is part of the overall project for developing European cooperation in the field of vocational education and training and constitutes one of its operational tools. In this regard, ECVET complements the EQF. The European Commission has prepared a document to serve as a basis for consultation, which involves, in particular the policy-makers, the social partners, the stakeholders and experts in qualifications systems and vocational education and training in Europe. As decided by the European Commission, the MoEC in Cyprus initiated a process of national consultation with all VET stakeholders and has submitted to the EU the outcome of the national consultation. The relation between ECVET and EQF is such that the adoption of EQF would facilitate the establishment of ECVET, and vice versa. Cyprus does not have its own NQF. The establishment of the NQF includes many prerequisites such as legislative changes, influencing the working and social life in Cyprus. Furthermore, the validation and recognition of non-formal and informal learning, which is an element of ECVET, is not considered to be main priority of Cyprus. Nevertheless, Cyprus will continue to follow the developments concerning ECVET both at the European and national level of member states.

### Geographical Mobility in VET

The Cyprus Productivity Centre, CPC (Kentro Paragogikotitas, KEPA) an institution of the MLSI was appointed as the Cyprus National Europass Centre and thus:

- Is responsible for the coordination, management and promotion of all the activities related to Europass documents.
- Provides information to individuals, education and training providers, guidance operators, employers and anybody requiring information and guidance on Europass documents.
- Cooperates with other related organisations that operate in the same field of mobility and qualification transparency.

The Cyprus NEC launched a new website with more information on both the Europass Documents and the role of the Cyprus NEC ([www.kepa.gov.cy/europass](http://www.kepa.gov.cy/europass)). The new website is constantly updated with relevant articles, links, events, publications and announcements.

The Cyprus NEC in cooperation with the Foundation for the Management of European LLL Programmes in Cyprus is encouraging all organisations participating in mobility programmes to issue the Europass Mobility document and during 2008, 215 documents were issued.

Additionally, in 2008, the Cyprus NEC managed to contact almost all interested organisations both private and public, in order to promote the Europass Documents and make them accessible to all citizens. Around 75% of the Higher Educational Institutes automatically issue the Europass Diploma Supplement to their graduates. Furthermore, the Europass Certificate Supplement has been given to all the 2008 Technical Schools' graduates.

The introduction of EU tools is expected to facilitate geographic mobility within VET whereas the participation of Cyprus in the European Programme for Lifelong Learning helps towards creating a culture of transnational mobility. For promoting the participation of the citizens of Cyprus in this Programme, a Foundation for the Management of the European Lifelong Learning Programmes has been established. According to the Foundation, during 2008 303 persons participated in Leonardo da Vinci mobility programmes.

## **2.3 Possible projections of the financial crisis on VET policies**

### **2.3.1 The foreseen consequences of the crisis on VET**

Cyprus economy continued to expand, despite the negative external environment. However, economic growth is expected to slow down significantly as a consequence of the world economic crisis. There is no evidence yet that the current economic crisis has affected the willingness of companies to provide work-based training for VET-learners. However, the measures taken, apart from preventing unemployment will also stimulate work-based training opportunities for employees and thus help towards improving the level of VET provided in Cyprus.

VET in Cyprus is envisaged to have a significant role in dealing with the effects of the economic crisis on the labour market. Towards that purpose it has been redirected in order to respond in a flexible and effective way to the crisis with specific measures which are described in 2.3.2.

### **2.3.2 The measures already taken or envisaged to be taken as response to the crisis**

In view of the intensified world economic recession and with the aim of minimising its effects on the labour market in Cyprus, the Human Resource Development Authority of Cyprus (HRDA), in close partnership with the Ministry of Labour and Social Insurance, MLSI (Ypourgeio Ergasias kai Koinonikon Asfaliseon, YEKA), implements a special Prevention-Action Plan, comprising the following measures:

- In-company/ On-the-job training programmes for employees who are faced with the risk of lay-offs, as a preventive measure against unemployment, while at the same time helping them to achieve vocational qualifications.
- Training programmes for upgrading the skills of unemployed persons in order to increase their employability, in accordance with identified needs in the labour market.
- Accelerated Initial Training Programmes for newcomers and other unemployed persons.
- Job placement and training of unemployed tertiary education graduates.

These measures were supported by a targeted promotional campaign utilising all mass communication media. A description of these four measures is provided below.

The HRDA will continue its close cooperation with the MLSI and through the continuous monitoring of developments in the labour market will respond flexibly and swiftly to the emerging needs, with particular emphasis on the prevention of unemployment.

#### **Measure 1 (Preventive Measure): In-company/ On-the-job training programmes**

Under this measure the HRDA helps employers to retain their employees instead of laying them off, by utilising their idle time through training. In particular, the HRDA helps employers to design and implement training programmes that meet their specialised needs and subsidises their eligible costs, including the wages of the participants for the duration of the training.

The promotion of these in-house training programmes has been suitably adjusted to focus on the sectors of the economy which are mostly affected by the economic recession and where the possibility of employee lay-offs is imminent. Such sectors are Hotel and Catering, Retail Trade and Construction. The HRDA has organised information seminars for employers in all districts and visited numerous individual employers to explain how they could benefit from the training schemes. Furthermore, the HRDA explained to employers how they can link training programmes to the achievement of vocational qualifications through the System of Vocational Qualifications, which the HRDA is implementing.

As a result of these efforts, many employers who are facing difficulties related to the effects of the world economic recession, have organised in-company/on-the-job training programmes, which were submitted to the HRDA for approval and subsidisation.

#### Measure 2 (Corrective Measure): Training programmes for upgrading the skills of unemployed persons

The HRDA, in partnership with the Public Employment Service, PES (Dimosies Ypiresies Apascholis, DYA), the Cyprus Productivity Centre, CPC (Kentro Paragogikotitas, KEPA) and the Higher Hotel Institute of Cyprus, HHIC (Anotero Xenodocheiako Institutouto Kyprou, AXIK), organised upgrading training programmes for unemployed persons which are being implemented as from May 2009. These programmes cover important horizontal skills, which will help people to return to productive employment. They are offered free of charge to unemployed persons. Such skills are for example information technology skills, languages and health and safety issues. In addition, under this scheme, a variety of technical training programmes are offered to unemployed persons, giving them the opportunity to enrich their existing skills or to be retained and qualify for jobs which demand these skills (examples are training programmes in the maintenance of hotel electromechanical equipment, specialised welding and specialised cuisine). For the duration of these programmes participants are entitled to training allowances from the HRDA.

As a result of these efforts, during the period May-August 2009 41 programmes have been implemented, for the training of about 630 unemployed persons.

#### Measure 3 (Corrective Measure): Accelerated Initial Training Programmes for newcomers and other unemployed persons

Under this measure, the HRDA organised accelerated initial training courses to be implemented by the CPC and the HHIC, which aim at providing theoretical and practical training in occupations where shortages are expected. These courses will be offered free of charge to persons who want to become plumbers, welders, air conditioning and refrigerator technicians, cabinet makers / carpenters, builder electricians, aluminium technicians, cooks and waiters. The participants of the programmes will receive training allowances from the HRDA.

As a result of this measure, five accelerated initial training courses have commenced in May 2009 and seven more will be implemented during the second half of 2009.



Measure 4 (Corrective Measure): Job placement and training of unemployed tertiary education graduates

This measure aims at strengthening the management capacity of enterprises and organisations through the employment and training of young university and other tertiary education graduates. The measure provides incentives to enterprises to provide employment, practical training and work experience to graduates. The HRDA provides subsidies to employers for the delivery of in-house training programmes to young graduates (6 or 12 months duration). The in-house training of graduates is enhanced by their participation in complementary training courses, aiming at specialising and upgrading their knowledge.

Currently, emphasis is given on the publicity of the measure by providing information to unemployed tertiary education graduates as well as employers in order to improve the employment prospects of the unemployed young graduates.

The results, up to now, show satisfactory interest among employers and young graduates in participating in the measure.

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## **Theme 3: Legislative and Institutional framework – provision of learning opportunities**

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### **3.1 Legislative framework for IVET**

All activities on the provision of initial vocational education and training are legitimised by decisions of the Council of Ministers (Ypourgiko Symvoulío) and/or Acts passed by the House of Representatives (Vouli ton Antiprosonon). There are no collective agreements for IVET. The main laws governing the provision of IVET are mentioned below.

#### Upper secondary vocational education

The legislative provisions for education are scattered through many pieces of legislation. The set of laws, which cover pre-primary, primary, secondary general and secondary technical and vocational institutions, are Nos 5/71, 56/83, 123/85 and 154 (I)/99.

#### Apprenticeship

The Apprenticeship Law of 1966 (No 13/66) governs the operation of the Apprenticeship System (Systima Mathitias, SM). The Council of Ministers with decision 62.037 in May 2005, assigned the responsibility for the System to the Cyprus Productivity Centre, CPC (Kentro Paragogikotitas Kyprou, KEPA).

#### Post-secondary education

In 1963 a special agreement was made between the Government of Cyprus and the International Labour Office, regarding the establishment of the CPC aiming at the provision of initial and continuing technical and vocational training to adults. In 1974, the Council of Ministers decided on placing the CPC within the competence of the Ministry of Labour and Social Insurance, MLSI (Ypourgeio Ergasias kai Koinonikon Asfaliseon, YEKA).

The Human Resource Development Law of 1999 (No 125 (I)/99) replaced the Law of 1974 for the Industrial Training Authority, which was renamed to Human Resource Development Authority, HRDA (Archi Anaptyxis Anthroponou Dynamikou, AnAD). The HRDA is a semi-government organisation whose mission is to create the necessary prerequisites for the planned and systematic training and development of the human resources of Cyprus. Civil servants and the self-employed are excluded from the HRDA's sphere of competence. The HRDA finances initial training schemes.

#### Tertiary education

Higher education in Cyprus was mainly developed after independence in 1960. Law 1/1987 provided the basis for non-university higher education, both public and private. The Law was substituted by laws 67 (I) 1996 to 1 (I) 2004 for the Establishment, Control and Operation of Institutions of Tertiary Education, both public and private, at the non-university level.

Two state universities have been established, namely the Open University of Cyprus (Anikto Panepistimio Kyprou, APKy) by Law 234 (I)/2002 and the Cyprus University of Technology (Technologiko Panepistimio Kyprou, TEPAK) by Law No 198 (I)/2003.

Private universities have been established by Law No 109 (I)/2005. The accreditation body is the Council for Educational Assessment and Accreditation, CEAA (Symvoulío Ekpaideftikis Axiologisis kai Pistopiisis– SEKAP) whose powers derive from Law No 67 (I)/96.

### **3.2 Institutional framework: IVET**

The roles of the European Union, the Central Government and the Social Partners in Initial IVET are discussed below. It must be noted that regional/local government does not play any significant role in IVET.

#### Role of European Union

The European Union has a role in policy making by setting relevant guidelines and policy priorities. Cyprus prepared the National Lisbon Programme (Ethniko Schedio Drasis gia ti Stratigiki tis Lissavonas), as envisaged by the European Council in order to advance the targets set out in the Lisbon strategy.

Additionally, the European Structural Funds finance projects relating to education and employment. The Cyprus National Strategic Reference Framework for Cohesion Policy 2007-2013 (NSRF) presents the development strategy framework for the utilisation of the resources of the Structural Funds and the Cohesion Fund.

The government has established the Foundation for the Management of European Programmes for Lifelong Learning, following decision 64.892/2007 in order to promote the participation of Cypriot citizens and organisations in the European Lifelong Learning Programme 2007-2013. It is governed by a tripartite Governing Board comprising of nine members, who serve a four year-term, appointed by the Council of Ministers.

#### Role of Government bodies

The government plays an important role in the promotion and provision of IVET. The Planning Bureau, PB (Grafeio Programmatismou, GP), a directorate under the authority of the Minister of Finance, is a coordinating and policy-making body responsible for the overall planning for education. All proposals for education reforms have to be endorsed by the PB in order to be considered for approval by the Council of Ministers (Ypourgiko Symvoulío) and the House of Representatives (Vouli ton Antiprosopon).

The dominant actors responsible for governing IVET and implementing policy are the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP), the Ministry of Labour and Social Insurance, MLSI (Ypourgeio Ergasias kai Koinonikon Asfaliseon, YEKA), the Human Resource Development Authority, HRDA (Archi Anaptyxis Antrhopinou Dynamikou, AnAD) and public institutions of tertiary education.

The MoEC has the overall responsibility for the enforcement of education laws, the implementation of education policy and the administration of education. The MoEC is advised on its policies by the Education Council, a widely representative body. Moreover, all private sector institutions, which offer school leaving or other certificates or diplomas are registered and approved by the MoEC.

There are other ministries or departments, which are also active in the provision of education and training. The MLSI has overall responsibility for labour and social policy including training and human resource development and has taken initiatives to set up professionally

oriented education and training institutions. A small number of vocational and post-secondary institutions come under several other ministries. A list of these ministries is provided in section 4.7.

Furthermore, the HRDA is a semi-government organisation whose mission is to create the necessary prerequisites for the planned and systematic training and development of the human resources. The HRDA refers to the government through the Minister of Labour and Social Insurance. The HRDA is not a training provider itself, but it approves and subsidises training programmes implemented by public and private institutions.

### Role of social partners

In Cyprus there has been a long-standing tradition of tripartite consultation (government, trade unions and employers associations) and social dialogue. This is reflected in the active participation of social partners in the various bodies and committees. Participation ranges from policy development to the design of training programmes and curricula.

The social partners participate in an advisory and consultative capacity in the planning process. Furthermore, the social partners usually participate in the Board of Governors of institutions dealing with human resources. Finally, the social partners participate in consultative committees (Consultative Committee of Technical and Vocational Education, ad hoc committees for curriculum development).

Table 1: Administrative Government Bodies and Social Partners responsibilities in IVET

<b>Bodies</b>	<b>Responsibilities</b>
<b>European Union</b>	Set guidelines and priorities
<b>Central Government:</b>	
Planning Bureau	Coordinating, policy-making body
Ministry of Education and Culture	Overall responsibility for education
Ministry of Labour and Social Insurance	Labour and human resource development matters
Human Resource Development Authority	Planned and systematic training and development of the human resources
<b>Social Partners</b>	Participation in the Strategic Development Plan
	Participation in the: National Lisbon Programme National Lifelong Learning Strategy National Strategic Reference Framework for Cohesion Policy 2007-2013 CIP "EQUAL"
	Members of Board of Governors of: Human Resource Development Authority Cyprus Productivity Centre Higher Technical Institute Higher Hotel Institute of Cyprus
	Consultative committees, boards, councils

### **3.3 Legislative framework for CVET**

All activities on the provision of CVET are legitimised by decisions of the Council of Ministers (Ypourgiko Symvoulío) and/or Acts passed by the House of Representatives (Vouli ton Antiprosopon). In certain sectors, leave of absence for education and training purposes is included in the collective agreements. The main laws governing the provision of CVET are mentioned below.

The set of laws, which cover pre-primary, primary, secondary general and secondary technical and vocational institutions, are Nos 5/71, 56/83, 123/85 and 154 (I)/99.

The laws that govern the provision of VET by the Cyprus Productivity Centre, CPC (Kentro Paragogikotitas Kyprou, KEPA), the Human Resource Development Authority, HRDA (Archi Anaptyxis Anthropinou Dynamikou, AnAD) and higher education are mentioned in section 3.1.

In 1991, the Council of Ministers, with Decision No. 35.582 decided on the establishment of the Cyprus Academy of Public Administration, CAPA (Kypriaki Akademia Demosias Dioikisis, KADD), which operates under the supervision of the Ministry of Finance, MoF (Ypourgeio Oikonomikon, YO) and offers courses for civil servants.

The Decision of the Council of Ministers no. 11330 13 a-d governs the establishment of the Pedagogical Institute, PI (Pedagogiko Instituto, PI) which is supervised by the MoEC and offers training to secondary school teachers.

#### Collective agreements

In certain sectors, leave of absence for education and training purposes is included in the collective agreements. Such sectors are the Hotel Industry, Banking Sector, Cabinet making and Carpentry Industry and Private Clinics. This is a measure that guarantees a certain level of education and training.

Also in the collective agreements of specific sectors (Hotel Industry, Textile Industry, Footwear Industry, Luggage and Handbags Industry, Publishing, Banking Sector, Cabinet making and Carpentry Industry, Construction Industry and Printing Industry, Private Clinics) leave of absence for trade unionists for trade union matters is mentioned explicitly and this includes the participation in training programmes.

### **3.4 Institutional framework: CVET**

The roles of the European Union, the Central Government, the Social Partners and the Private Sector in CVET are discussed below. It must be noted that regional/local government does not play any significant role in CVET.

#### Role of European Union

The European Union has a role in policy making by setting relevant guidelines and policy priorities. Cyprus prepared the National Lisbon Programme (Ethniko Schedio Drasis gia ti Stratigiki tis Lissavonas), as envisaged by the European Council in order to advance the targets set out in the Lisbon strategy. The Lifelong Learning Strategy for Cyprus LLL

Strategy (Ethniki Stratigiki Dia Viou Mathisis) was one of the prominent measures contained in the National Lisbon Program. Additionally, the European Structural Funds finance projects relating to education and employment. The European Programmes for Lifelong Learning support mobility and development projects in the vocational training sector.

### Role of Government bodies

The dominant actor responsible for governing CVET is the Human Resource Development Authority, HRDA (Archi Anaptyxis Anthropinou Dynamikou, AnAD) as it approves and subsidises training programmes implemented by public and private institutions and enterprises.

Other important actors involved both at decision-making and implementation of CVET are:

- The Ministry of Education and Culture, MoEC, (Ypourgeio Paideias kai Politismou, YPP), which is responsible for the Evening Technical School (Esperini Techniki Scholi), the Afternoon and Evening Classes of Technical Schools (Ekpaideftika Programmata Apogevmatinon kai Vradinon Tmimatou Technikis Ekpaidefsis), the Adult Education Centres (Epimorfotika Kentra) and the Pedagogical Institute, PI (Paidagogiko Institutouto, PI).
- The Ministry of Labour and Social Insurance, MLSI (Ypourgeio Ergasias kai Koinonikon Asfaliseon, YPP), which is responsible for public institutions of tertiary education and public training institutions.
- The Ministry of Agriculture, Natural Resources and Environment, MoA (Ypourgeio Georgias, Fysikon Poron kai Perivallontos, YGFPP), which administers the Forestry College (Dasiko Kolegio) and organises seminars to farmers.
- Other ministries responsible for the training of employees in specific economic sectors such as health, public administration and defence.
- The Ministry of Finance, MoF (Ypourgeio Oikonomikon, YO), which has the responsibility for the training and development of civil servants.

### Role of Social Partners

The role of social partners in CVET is the same as in IVET. More information on the role of social partners in VET is provided in section 3.2.

### Role of private sector

Apart from the above promoters of CVET in the broad public sector, there exists a large variety of private provision of CVET. Private institutions offer a variety of courses for adults, including many that are not subsidised by the HRDA. It must be noted that most of this provision is directed towards the needs of both enterprises and individuals, mainly employees. The most prominent private providers of continuing training opportunities are:

- Private colleges
- Private training institutions
- Consultancy firms
- Enterprises

Table 1: Administrative Government Bodies and Social Partners responsibilities in CVET

<b>Bodies</b>	<b>Responsibilities</b>
<b>European Union</b>	Set guidelines and priorities European Structural Funds European Programmes for Lifelong Learning
<b>Central Government:</b>	
Planning Bureau	Coordinating, policy-making body
Ministry of Education and Culture	Overall responsibility for education
Ministry of Labour and Social Insurance	Labour and human resource development matters
Human Resource Development Authority	Planned and systematic training and development of the human resources
<b>Social Partners</b>	Participation in the Strategic Development Plan
	Participation in the: National Lisbon Programme National Lifelong Learning Strategy National Strategic Reference Framework for Cohesion Policy 2007-2013 CIP "EQUAL"
	Members of Board of Governors of: Human Resource Development Authority Cyprus Productivity Centre Higher Technical Institute Higher Hotel Institute of Cyprus
	Consultative committees, boards, councils
<b>Private Sector</b>	Provision of CVET directed towards the needs of both enterprises and individuals

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## **Theme 4: Initial vocational education and training**

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### **4.1 Background to the initial vocational education and training system and diagram of the education and training system**

Compulsory education lasts for ten years and covers pre-primary education, primary education, grades one to six, and lower secondary education in the gymnasium (gymnasio), grades seven to nine. Students are accepted at the pre-primary school at the age of four years and eight months. At the end of the gymnasium, they receive a certificate. Most students in primary and secondary education (89,5% in 2007, according to the Statistical Service of Cyprus) attend public-sector schools, which are set up and funded by the government. The rest attend private-sector schools, which are mainly self-funded.

Upper secondary education lasts for three years, grades 10 to 12. There are two types of upper secondary schools, namely, the unified lyceum (eniaio lykeio) and technical schools (Technikes Scholes, TS). The unified lyceum provides general upper secondary education. The unified lyceum curricula aim to provide a wide knowledge base and flexibility in the selection of subjects. More information is provided in section 4.3. Upper secondary education is also provided by the Evening Secondary General Schools and one Evening Technical School (Esperini Techniki Scholi) of the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP).

General Education and Technical and Vocational Education share a number of common objectives, since both aim at providing students with the opportunity to develop their individual skills, aptitudes and unique personalities. They also aim at assisting students to develop their communication and learning skills so as to enhance self-confidence and therefore empower them to deal successfully with the diverse roles they are expected to play in life.

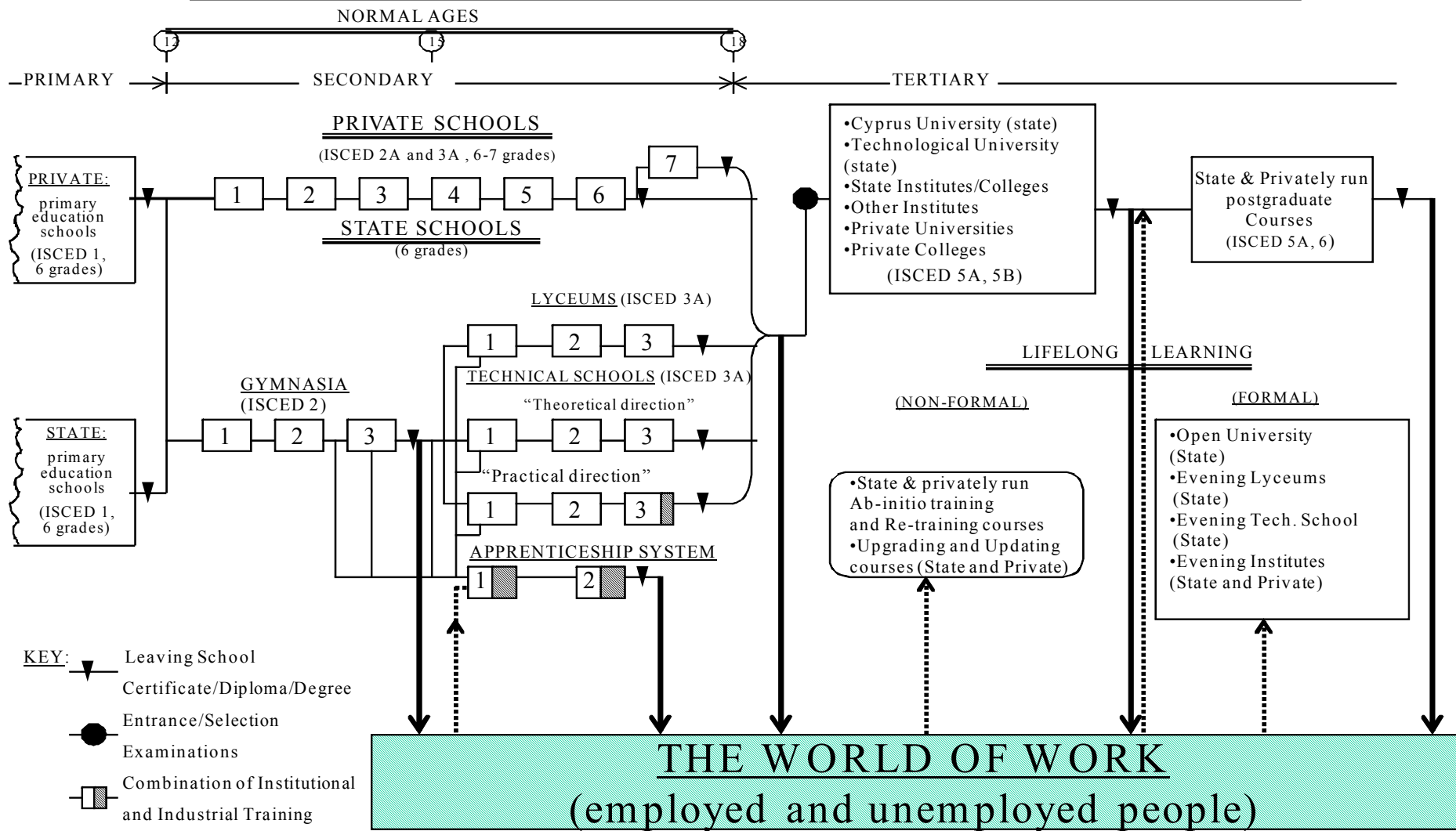
The main general objectives of the Secondary Technical and Vocational Education, STVE (Mesi Techniki kai Epaggelmatiki Ekpaidefsi, MTEE) are to help society achieve its goals for social, cultural and economic growth; to contribute to the improvement of the quality of life of students; to enable society to utilise economic, scientific and technological advances; to provide students with better opportunities for vertical and horizontal movement across the upper secondary educational system; to offer solid knowledge and broad technological training, thus contributing towards the development of students' talents, interests and skills; and finally to enhance the understanding of the technological dimensions of modern civilisation and their impact on the environment.

Upon completion all students receive an upper secondary school-leaving certificate (Apolytirio), following the Pancyprian Examinations. The objective of the Pancyprian Examinations is twofold: the acquisition of the Apolytirio, and the acquisition of eligibility for admission to the Higher Education Institutions in Cyprus and Greece, based on the Average Allocating Score.

The respective Inspector of each branch is responsible for the proper implementation of the IVET curricula, therefore each Inspector supervises the work of educators and ensures that the teaching material is adequately covered, through the use of effective teaching methods. Furthermore, constant assessment of the progress of learners carried out throughout the entire school year, as well as final examinations, are instrumental in evaluating the outcome of the educators' work. In addition, Inspectors of each branch are responsible for making sure that the infrastructure of technical and vocational schools is used in the best possible and most effective way.



**TABLE 1: THE FORMAL AND NON-FORMAL EDUCATION AND TRAINING SYSTEM OF CYPRUS**



*Note:* Most of the Ab-initio, Re-training, Updating and Upgrading courses are subsidised by the Human Resource Development Authority.

Measures taken in order to render STVE more attractive to students and therefore promote participation were the operation of the Evening Technical School in 1999, the introduction of new specialisations, which was one of the major innovations included in the recent revision of the STVE curricula and an arrangement for foreign students who have language difficulties to attend as observers in order to be entitled to enrol in the next class if they succeed in special entrance exams.

Formal education in the form of initial education and training is available through the Apprenticeship System (Systima Mathiteias, SM), which accepts students who leave formal education between grades eight and ten. More information is provided in section 4.4. Responsibility is shared between the MoEC and the Cyprus Productivity Centre, CPC (Kentro Paragogikotitas, KEPA), a dedicated centre of the Ministry of Labour and Social Insurance, MLSI (Ypourgeoio Ergasias kai Koinonikon Asfaliseon, YEKA). Inspectors are appointed every year by the Minister of Labour and Social Insurance (Ypourgos Ergasias kai Koinonikon Asfaliseon). The inspectors appointed are teachers in the technical and vocational schools and they are obliged to visit on a regular basis the trainees at their place of work. Apprentices can apply to inspectors in order to discuss and solve all the problems that might arise from their education in the schools or their training in the workplaces.

Public tertiary education is provided at the University of Cyprus, UCY (Panepistimio Kyprou, PK), the Cyprus University of Technology (Technologiko Panepistimio Kyprou, TEPAK) and the Open University of Cyprus (Anikto Panepistimio Kyprou, APKy). In addition, there are three private universities and several private institutions. IVET at tertiary level is provided at six institutes/colleges, which come under the jurisdiction of various ministries. All public education in Cyprus is free of charge, including studying at the public universities and public institutes/colleges. Education in accredited private institutions is subsidised in the form of a grant, as is tertiary education abroad.

Finally, the Human Resource Development Authority, HRDA (Archi Anaptyxis Anthropinou Dynamikou, AnAD) approves and subsidises multi-company initial training programmes organised in cooperation with training institutions, enterprise-based initial training and the practical training of students of certain specialisations in public secondary and tertiary education institutions. These programmes are directed towards persons that have completed upper secondary education. The HRDA officers perform site inspections to ensure the quality of the programmes. After completion of the programmes, participants receive a certificate of attendance.

## **4.2 IVET at lower secondary level**

There is no provision of VET at the lower secondary level in Cyprus.

## **4.3 IVET at Upper Secondary level (school-based and alternance)**

IVET programmes begin to be provided at the upper secondary level of the education system. Upon completion of their compulsory lower-secondary education, successful lower secondary education graduates are eligible to enrol either in the theoretical or in the practical direction offered by technical schools (Technikes Scholes, TS), grade 11 of the education system. The typical age of students at the technical schools is between 15 and 18 years of age.

Secondary Technical and Vocational Education, STVE (Mesi Techniki kai Epaggelmatiki Ekpaidefsi, MTEE) provides a broad range of technical/vocational education, initial training programmes to gymnasium leavers and adults.

Technical Schools offer two distinct secondary school programmes free of charge: the Theoretical Direction (Theoritiki Katefthinsi) and the Practical Direction (Praktiki Katefthinsi). The duration of studies is three years for each direction. The first year of studies is common for the branch in each direction and students select a specialisation offered in the branch of their choice in the second and third year of their studies. The Theoretical Direction is completely school-based and combines general education subjects with technological and workshop subjects. The first and second year of the Practical Direction are also completely school-based and combine general education subjects with technological and workshop subjects, while the third year of studies in the Practical Direction combines a school-based environment with a real workplace as final-year students are placed in industry for one day per week, where they follow a practical training programme.

The programmes provided include a variety of branches in both the Theoretical and Practical Directions. Examples include mechanical engineering, electrical engineering, building and civil engineering, hotel and catering, fashion design, graphic arts and interior design and other branches. The great majority of branches are offered in both the Theoretical and Practical Directions.

The Theoretical Direction offers courses in a variety of specialisations with emphasis on general subjects and science, which take up 58% of the total programme. The rest of the time (42%) is allocated to technology and workshops.

In the Practical Direction courses, special emphasis is given to technology and workshop skills with a 57,5% time allocation. The remaining 42,5% is devoted to general education subjects. Following a supervised practical training programme, final-year students of the Practical Direction are placed in approved enterprises for one day per week throughout their final year. Instructors who maintain continuous contact with the employers closely monitor their progress and performance.

The respective Inspector of each branch is responsible for the proper implementation of the IVET curricula, therefore each Inspector supervises the work of educators and ensures that the teaching material is adequately covered, through the use of effective teaching methods. Criteria to assess students include class participation, workshop and laboratory work, written assignments, projects, tests and a final examination.

School leaving certificates (apolytiria), equivalent to those of secondary general education schools, are awarded upon successful completion of either programme. Therefore, TVE school leavers are eligible for admission to universities and other tertiary education institutions in Cyprus and abroad. Qualifications provide access to regulated occupations. Each employer decides about the competence of the employees since there is not an official skill accreditation body.

According to the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP), about 53% of the graduates of the Theoretical Direction pursue successfully studies at Institutions of Higher and Tertiary Education, either in Cyprus or abroad. The vast majority of the graduates of the Practical Direction enter the labour market and only about 15% pursue successfully studies at Institutions of Higher and Tertiary Education, either in Cyprus or abroad.

The 2007/2008 enrolments in TVE include students in the theoretical direction and students in the practical direction as well as evening classes. Only 12,6%, one of the lowest percentages among European countries, were students in technical/vocational schools. Cyprus has a low percentage of students in technical schools, as most students prefer to continue into higher education, and the path to follow for most tertiary education institutions is the general direction. Additionally, the economy is characterised by a thriving services sector and a declining manufacturing sector. This has led to a decline, over the years, of the number of persons employed in technical occupations and consequently to a decline in the number of students in technical schools, which are mainly catering to those occupations.

Table 1: Students in upper secondary education by programme orientation (general/vocational)

	2006/2007 EU27	2006/2007 Cyprus	2007/2008 Cyprus
<b>Upper secondary education pre-vocational and vocational programmes (%)</b>	52,0%	13,0%	12,6%
<b>Upper secondary education general programmes (%)</b>	48,0%	87,0%	87,4%

Source: Eurostat, Statistical Service of Cyprus

Curriculum development is a collective effort involving qualified STVE staff, experts from other training institutions, STVE Advisory Committee members, trade unions and employer's representatives. The STVE curriculum is subject to approval by the Council of Ministers (Ypourgiko Symvoulío) before being implemented.

During the previous reform and modernisation of the curricula offered by STVE in Cyprus, the implementation of which was completed in 2004, all the stakeholders involved, i.e. the Advisory Committee for STVE, the Branches and Specialties Advisory Committees for STVE, the Employers' Organisations, the Employees' Organisations and the HRDA, agreed on the definition of the term «curriculum», which includes the training objectives, the content, the teaching material, the student's profile and suggested approaches and methods in order to achieve the training objectives.

An action aiming at strengthening the quality and attractiveness of STVE and improving the organisation of STVE was co-financed by the European Social Fund, ESF (Evropaiko Koinoniko Tameio, EKT) and the MoEC. The action involved a study focusing on the organisation of the STVE that was completed in July 2008. Within the context of the Education Reform and based on the findings of the study, the MoEC formed various Working Groups who have revised the Technological and Laboratory Curricula of the Practical Direction. The objective of the curricula revision was to reduce the number of the specialties offered by the STVE, thus providing the students with the opportunity to acquire the key competences needed to make them more competitive when they enter the labour market. The revised curricula of the Practical Direction are expected to be implemented by the end of 2009. Their implementation will be evaluated and will form the basis for the revision of the curricula of the Theoretical Direction.

Furthermore, in order to improve both the quality and attractiveness of STVE, the MoEC continues its policy of developing the infrastructure of technical schools and also of introducing Modern Technology in the STVE curricula.

The MoEC, in an effort to include ICTs within all formal public education, materialises the DIA.S (ΔΙΑ.Σ.) project (Digital School). The DIA.S project as a digital application is a dynamic educational tool which promotes the communication, within and out of the class, between teachers, students and parents. It is a Virtual Learning Environment in which Digital Educational Content is hosted, available to be used during working or non working hours from all involved in the educational process. It is one of the most important educational innovations applied to the Cyprus Educational System and will be the starting point for the total reformation of the educational practice and school experience, as well as the reformation of the roles of teachers and students. The Digital School is at the beginning of a pilot implementation phase, involving eight primary and secondary public schools throughout Cyprus.

Table 2: Characteristics of IVET at upper secondary level by programme

Type of educational programme	Main economic sectors	Corresponding ISCED level/ orientation	Balance between general and vocational subjects	Balance between school-based and work-based training	Average duration of studies	Transfer to other pathways
Theoretical Direction	Primary sector and utilities, Manufacturing, Construction, Distribution and Transport, Business and other services.	3	58% general, 42% vocational		3 years	53% to Higher and Tertiary Education
Practical Direction	Primary sector and utilities, Manufacturing, Construction, Distribution and Transport, Business and other services.	3	42,5% general, 57,5% vocational	One day per week in industry in final year	3 years	15% to Higher and Tertiary Education

#### 4.4 Apprenticeship training

The Apprenticeship System (Systima Mathiteias, SM) is a two-year initial vocational education and training programme providing practical and theoretical training to young people who have not successfully completed their lower-secondary compulsory education and wish to be trained and employed in technical occupations. Students must be at least fourteen to be accepted in the Apprenticeship System and must not be over eighteen at the time of graduation.

Responsibility is shared between the Cyprus Productivity Centre, CPC (Kentro Paragogikotitas, KEPA), a dedicated centre of the Ministry of Labour and Social Insurance, MLSI (Ypourgeio Ergasias kai Koinonikon Asfaliseon, YEKA) and the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP), while the Human Resource Development Authority, HRDA (Archi Anaptyxis Anthropinou Dynamikou, AnAD) compensates employers for wages paid to apprentices while attending classes at technical schools.

The Apprenticeship Board (Symvoulío Mathiteias) is responsible for supervising the operation of the Apprenticeship System. This Board has a tripartite character with representation of the government (MLSI, MoEC, CPC, Planning Bureau), technical schools, employers' and employees' organisations and the HRDA, thus ensuring the effective and coordinated effort of all interested parties. The members of the Board are appointed by the Minister of Labour and Social Insurance for a 2-year period. The Board examines issues that arise, takes decisions on the specialisations that will operate the following year and consults the CPC.

The Joint Apprenticeship Committees are responsible for monitoring the operation of the Apprenticeship System for each specialisation in each district. These committees also have tripartite character and their terms of reference are among others, to submit suggestions to the Apprenticeship Board concerning the problems arising from the operation of the System, for example the revision of curricula, the monitoring of the training of the apprentices and the information to the public of

the aims and goals of the System. The members of the Committees are appointed for a 2-year period.

An apprenticeship contract is signed between the employer, the apprentice and his/her parent/guardian where the employer is committed to provide practical experience, according to the terms specified in the contract. During the two days spent at school apprentices take the following subjects for both years of their study: 1 period in Greek language, 1 period in English language, 2 periods in mathematics, 3 periods in technology, 2 periods in drawing and 5 periods in workshops/laboratory work.

Apprentices are trained in occupations such as: builders, plumbers/welders, sheet metal workers/welders, auto mechanics, auto electricians, furniture makers/carpenters, electricians, domestic appliances repairers and aluminium technicians. As of the school year 2009-2010 the specialisation of hairdresser is expected to operate.

Assessment in technical schools follows the rules of the education system with regular tests and final examinations. In industry the apprentices are assessed by their supervisors and their grade appears on the certificate which is issued by the CPC, for the apprentices who successfully complete the course.

The Apprenticeship Certificate allows access to a number of regulated occupations (e.g. building contractors, electricians), provided that all the other requirements of the relevant legislation are being observed.

Participants who wish to enter the Labour Market may apply to the District Labour Offices, DLO (Eparchiaka Grafeia Ergasias, EGE) and co-operate with the competent Officers in order to find suitable employment. A significant proportion of the apprentices tend to stay with their employer, after completing their training.

The Apprenticeship System is not compulsory and attendance is free of charge. However, there are not, at present, any direct and visible academic progression routes from the System.

The Apprenticeship System is associated with the low educational attainment and with failure at school. In addition, no girls have participated in the System during the last few years, although girls constitute about 25% of dropouts.

### **Redesign of the Apprenticeship System**

The Council of Ministers assigned the responsibility for the operation of the Apprenticeship System to the CPC. In August 2005, the CPC, in cooperation with the Planning Bureau has prepared a document that provided for a study and implementation of the project for modernisation of the apprenticeship System in two phases:

- Short term improvements, through:
  - a. Upgrading the Apprenticeship System, with co-financing by the European Social Fund, by reviewing the analytical programmes, training the teaching staff, and by acquiring software and other support material, which is undertaken by the MoEC, and
  - b. Improving the administration and management of the system, including the monitoring and the supervision of both the in-class and the in-company training process, which is undertaken by the CPC.

- Long term radical improvements, through the design of a New Modern Apprenticeship (NMA) with significant changes in the philosophy, the structures, systems and processes, in order to provide an alternative education and training pathway to young persons who reject / drop out of the formal education system, including the possibility of widening the coverage to accommodate possible needs of young people of wider age ranges. Also the NMA aims at attracting a greater number of girls and broadening the range of skills.

The proposal for the establishment of the NMA was approved by the Council of Ministers in November 2007. The implementation of the proposal has not started yet. When implementation starts there will be a transitional period of two years during which parts of the current apprenticeship scheme will coexist with parts of the new apprenticeship. The NMA will become fully operational in 2012.

The main strategic objectives of the NMA are:

- To provide a learning pathway for young persons who withdraw from the education system early and persons who complete secondary education, so that they are able to learn how to learn, acquire and/or upgrade their skills, and become more employable and more able to progress in their career.
- To ensure mobility between education, apprenticeship system and employment, and minimise the danger of social exclusion.
- To increase the supply of labour with persons qualified to meet the needs of the economy.

The NMA will embrace young people between 14 and 25 at three apprenticeship levels (preparatory, core and post-secondary), will be supported by an internal research and development centre, and will be linked to the national System of Vocational Qualifications established and implemented by the HRDA.

The proposal for a NMA is being promoted for inclusion in the programmes that are co-financed by the EU within the framework of the new programming period 2007-2013.

Table 1: Characteristics of the Apprenticeship System

<b>Type of educational programme</b>	<b>Main economic sectors</b>	<b>Corresponding ISCED level/orientation</b>	<b>Balance between general and vocational subjects</b>	<b>Balance between school-based and work-based training</b>	<b>Average duration of studies</b>	<b>Transfer to other pathways</b>
Apprenticeship System	Primary sector and utilities, Manufacturing, Construction, Distribution and Transport.	-	4 periods general, 10 periods vocational	Two days school-based, three days work-based	2 years	No other pathways

#### 4.5 Other youth programmes and alternative pathways

There is no provision of other youth programmes and alternative pathways in Cyprus.

## **4.6 Vocational education and training at post-secondary (non tertiary) level**

There are three types of initial training schemes that are financed by the Human Resource Development Authority, HRDA (Archi Anaptyxis Anthropinou Dynamikou, AnAD) and refer mostly to upper secondary education graduates. These are the accelerated initial training scheme, the enterprise-based initial training and the schemes that are co-financed by the European Social Fund, ESF (Evropaiko Koinoniko Tamio, EKT).

### Accelerated Initial Training Scheme

The Accelerated Initial Training Scheme is a multi-company initial training scheme operated by the HRDA and aims to train mainly new entrants into the labour market, unemployed school-leavers and also persons who wish to change their occupations through retraining. The aim of this scheme is to meet the needs in occupations where there are significant labour shortages. Training programmes are organised in cooperation with the Cyprus Productivity Centre, CPC (Kentro Paragogikotitas, KEPA), a dedicated centre of the Ministry of Labour and Social Insurance, MLSI (Ypourgeio Ergasias kai Koinonikon Asfaliseon, YEKA), the Higher Hotel Institute of Cyprus, HHIC (Anotero Xenodocheiako Institutou Kyprou, AXIK) and other institutions.

The duration of this type of training programmes ranges from 12 to 24 weeks, depending on the requirements of each occupation. They include theoretical and workshop sessions at a training institution and practical training in industry.

During 2008, training programmes were implemented for Construction Workers, Plumbers, Welders, Cabinet Makers/Carpenters, Builder Electricians and Sheet Metal Workers.

The HRDA covers all costs for the institutional training. In addition, trainees receive a weekly allowance. Enterprises employing these trainees receive subsidies for the duration of the practical training depending on the size of the enterprise and the salary of trainees.

The types of programmes that are offered are published in a prospectus twice a year for the technical occupations and once a year for other occupations. The occupations, the training centres, the districts, the number of trainees and other relevant information about the programmes are provided together with application details and dates of selection interviews.

The number of programmes is limited due to limitations in the training facilities and the instructors. The number of places is also limited, usually ranging from 12 to 15 places.

Candidates must be at least 16 years of age. Candidates choose to apply to the specialisation they prefer. All candidates pass through a selection interview, which is carried out jointly by the HRDA and the relevant institution for each specialisation. Access to each programme is limited depending on the number of places available by district for each programme.

The access requirements or criteria for selecting trainees for these programmes are the following:

- Knowledge – It is preferable to have completed upper secondary education, although candidates with lower secondary education are not always excluded, especially if they attend Evening schools leading to upper secondary education.
- Abilities – Based on the requirements of each occupation, the physical and mental abilities of each candidate are evaluated.



- Social and Economic status – Candidates are given priority if they are unemployed, if they do not have anyone to support them financially, if they have to support a family, if they belong to a divorced family etc.
- Interest and level of commitment of the candidate - An important criterion is the interest of the candidate in the chosen specialisation.

After the completion of the practical training at the industry, the employer and the instructor assess the participants and the resulting assessment form is given to the HRDA together with the training logbook.

The participants who successfully complete the programme are granted a Training Certificate, which specifies the subject of specialisation, the duration and the content of the training and it certifies that the person who possesses the certificate has successfully completed the requirements of the training.

According to the HRDA, in 2008, 129 persons participated in accelerated initial training programmes.

#### Enterprise-Based Initial Training Scheme

The Enterprise-Based Initial Training Scheme consists of single-company training programmes subsidised by the HRDA. It aims at the design, organisation and implementation of training programmes by the enterprises themselves for meeting their own training needs at all staff levels. These programmes are mainly designed for meeting the needs for initial training of newly recruited employees. These training programmes can be conducted by trainers that are company employees or by other trainers from Cyprus or abroad. The subsidies granted by the HRDA are calculated according to the cost of the trainer, the duration of the programme and the number of participants.

The curricula and the duration of the programme vary according to the trainee, the occupation and the needs of the enterprise. The duration of programmes however usually ranges between 4-12 weeks.

During the execution of the course the trainer assesses the trainee and at the end the trainer performs a final evaluation to ensure that the programme has achieved its targets.

These programmes do not provide a certificate or a recognised qualification since the knowledge received is specific to the requirements of the trainee, the occupation and the needs of the enterprise concerned.

#### Schemes co-financed by the ESF

The HRDA implemented during the period 2006-2008 three schemes that were co-financed by the ESF. Each of these schemes aimed to promote the training and employability of Young Secondary School-leavers (with a priority given to general education graduates who were less than 25 years old and who had not gained work experience of more than 9 months after graduation), the Unemployed (with emphasis on women, the young unemployed persons of 15-24 years of age with no qualifications and on groups that were in danger of social exclusion) and the Economically Inactive Women. In addition, a scheme for the enhancement of computer literacy of the unemployed (with priority attached to young unemployed, women unemployed as well as groups of unemployed threatened by social exclusion) was implemented.

The schemes include the following operations:

- Organisation of vocational training programmes, covering subjects such as communication and interpersonal relations, group work, development of negotiating techniques, problem solving, computer literacy and learning of languages and training activities for the acquisition of specialised vocational skills. The duration of the programmes varied depending on the specialisation, the level and the subject.
- Programmes for the acquisition of work experience through their placement in enterprises. The duration of the placement/ training was about 3 months, according to the complexity of activities of the company.

During the period 2006-2008, 1.739 persons participated in training programmes and 478 persons participated in work experience programmes. The total expenditure for the schemes was €6.500.000.

During the programming period 2007-2013, schemes are being promoted for improving the employability of the unemployed and the economically inactive women.

Table 1: Characteristics of Initial training schemes at post-secondary level

Type of educational programme	Main economic sectors	Corresponding ISCED level/ orientation	Balance between general and vocational subjects	Balance between school-based and work-based training	Average duration of studies	Transfer to other pathways
Accelerated Initial Training Scheme	Manufacturing, Construction, Distribution and Transport			16 weeks institutional and 8 weeks practical training	12-24 weeks	
Enterprise-Based Initial Training Scheme					4-12 weeks	

#### 4.7 Vocational education and training at tertiary level

Public tertiary education is provided by the University of Cyprus, UCY (Panepistimio Kyprou, PK), the Cyprus University of Technology, CUT (Technologiko Panepistimio Kyprou, TEPAK) and the Open University of Cyprus (Anikto Panepistimio Kyprou, APKy) as well as by the Public Institutions of Tertiary Education. In addition to the public provision of tertiary education, there are three private universities and around 25 Private Institutions of Tertiary Education. IVET at tertiary level is provided by six Public Institutions of Tertiary Education, which come under the jurisdiction of various ministries.

All public education in Cyprus is free of charge, including studying at the public universities and institutes/colleges. Education in accredited private institutions is subsidised in the form of a grant, as is tertiary education abroad.

According to Table 1, the majority of persons in higher education (76%) participate in tertiary programmes that are practically oriented and occupationally specific, while 22% participate in tertiary programmes that are largely theoretically based and are intended to provide sufficient

qualifications for gaining entry into advanced research programmes and professions with high skill requirements. However, just 1% participate in the second stage of tertiary education, leading to an advanced research qualification.

It must be noted that large numbers of Cypriot students are enrolled in educational institutions abroad. During 2006 there were 20.969 Cypriot students abroad (ISCED levels 5-6) compared to 20.587 students in Cyprus.

Table 1: Participation rates in HE by programme orientation – 2006/2007

	Total ISCED 5-6	ISCED 5a		ISCED 5b		ISCED 6	
		Number	%	Number	%	Number	%
<b>Cyprus</b>	20.587	4.559	22	15.726	76	302	1

ISCED 5a: Tertiary education programmes that are largely theoretically based and are intended to provide sufficient qualifications for gaining entry into advanced research programmes and profession with skill requirements

ISCED 5b: Tertiary education programmes practically oriented and occupationally specific, which do not provide direct access to advanced research programmes

ISCED 6: Second stage of tertiary education, leading to an advanced research qualification

Source: Eurostat

#### Public Institutions of Tertiary Education

There are six Public Institutions of Tertiary Education (non university level) offering programmes in Forestry, Culinary Arts and other vocations. These institutions operate under a relevant ministry or organisation as following:

- Ministry of Labour and Social Insurance:
  - Higher Technical Institute.
  - Higher Hotel Institute of Cyprus.
- Ministry of Agriculture, Natural Resources and Environment:
  - Cyprus Forestry College.
- Cyprus Tourist Organisation:
  - Tourist Guides School.
- Ministry of Justice and Public Order:
  - Police Academy.
- Ministry of Health:
  - School of Nursing.

The School of Nursing and the Higher Technical Institute (HTI) do not accept new students since 2007 since they were integrated in CUT and they will cease their operation as soon as their last students graduate. However, in the case of the Higher Hotel Institute of Cyprus (HHIC), one of its programmes - the Hotel and Catering Operations (three-year course) was integrated in the CUT (in 2007), while its other programme -Culinary Arts (another three-year course) will continue to be offered by the HHIC. The Tourist Guides School operates whenever there is a need.

The main aim of these institutions is to provide tertiary education and produce high-calibre professionals in each field. The objective is to provide education and training according to the needs of the Cyprus labour market. The programmes are technically-professionally oriented, and they are designed to offer students the necessary knowledge, skills and attitudes, which will enable them to work either in the public sector or in industry.

The basic admission requirement for public tertiary education institutions is the completion of 12 years of primary and secondary education, which is certified by the lyceum or technical school leaving certificate (apolytirio). The selection of candidates is based on the applicants' success in the Pancyprian Examinations and in some cases, passing an oral interview is also required.

Cypriot and EU students pay no fees. In some institutions, all students receive free accommodation and board. International students are required to pay fees to attend these institutions. The student tuition fees range from about €3.700 to €8.500 per year. All fees are paid to the institution. The means of financing for HE institutions is described in section 9.1.

Studies are organised in diploma programmes, which include different specialisations. The competent ministry of each institution has to approve each programme, but, to a large extent, the institutions themselves design the curricula. The diploma programmes consist of basic professional studies and practical training. The academic year commences in mid-September or early October and ends in May/June. It often consists of two semesters, with significant time spent on practical training.

Students are assessed, by taking part in semester, and often mid-term, examinations. Workshop and laboratory assignments are marked individually, with this mark forming a percentage of the final mark in the given subject. Project work and industrial training are also assessed and taken into consideration when assigning final marks. Successful completion of the programme, which lasts 2-3 years, leads to the institution's diploma or higher diploma. Following law 68 (I)/96, which regulates the procedure for the recognition of higher education qualifications, the diplomas awarded by the public tertiary education institutions are recognised by the competent authorities of the state.

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## **Theme 5: Continuing vocational education and training for adults**

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### **5.1 Formal education**

#### 5.1.1 General background (administrative structure and financing)

An important actor in the field of CVET is the Ministry of Education and Culture, MoEC (Ypourgeoio Paideias kai Politismou, YPP), which offers formal education programmes through the Evening Technical School (Esperini Techniki Scholi). The programmes offered by the Evening Technical School are equivalent to the mainstream upper secondary IVET programmes. Therefore, the material taught in each branch and specialty is the same as the material taught in the branch/specialty offered in mainstream IVET, adapted, however, to the particular characteristics and needs of the students who attend evening classes.

The programmes offered by the Evening Technical School aim at providing CVET to Technical School graduates who wish to follow a specialty other than their original one. Moreover, Upper Secondary General Education graduates who wish to obtain Technical and Vocational Education and Training can attend the Evening Technical School (Esperini Techniki Scholi).

Information on legislation and financing of CVET is provided in sections 3.3 and 9.2 respectively.

#### CVET and the labour market

The Evening Technical School, which is a form of formal CVET, leads to the acquisition of a Leaving Certificate (Apolyterio), which has the same legal status as that awarded by the unified lyceum (Eniaio Lykeio) and mainstream Technical Schools. The curricula in each branch/specialisation are the same as the curricula in the respective branch/specialisation of the morning classes, adapted, however, to the particular characteristics and needs of the students who attend evening classes. This means that graduates of the Evening Technical School can either enter the labour market or pursue further studies in institutions of higher and tertiary education in Cyprus or abroad.

The future development of a National Qualifications Framework (NQF) that will incorporate the System of Vocational Qualifications is expected to contribute to the further improvement of knowledge, skills and competences through lifelong learning. The transparency of Vocational Qualifications, that is an important part of the European Qualifications Framework (EQF), is expected to improve the vocational education and training systems. As a result, the persons involved will acquire the knowledge, skills and competences that are needed in the labour market both at National and European level.

#### Bringing learning closer to learners

Initiatives related to VET with regard to new learning environments include research projects made under the Leonardo da Vinci Programme that promote new learning tools. Furthermore, educational leave schemes (paid and unpaid) are applied in the public sector, which have been adjusted to cater for distance learning, eLearning and the use of new technologies.

Efforts to introduce eLearning into the Cyprus Educational System have been already made. A more organised and comprehensive effort, was co-funded by the European Social Fund, ESF (Evropaiko Koinoniko Tamio, EKT) and aimed at reforming the curricula of all subjects with activities using ICT, providing schools with suitable ICT equipment and completing the infrastructure installations.

### 5.1.2 Major characteristics of formal CVET

The Evening Technical School offers CVET to Technical School graduates who wish to follow a specialty other than their original one or upper secondary general education graduates who wish to obtain technical vocational education. It operates under the supervision of the Directorate of Secondary Technical and Vocational Education, (Diefthinsi Mesis kai Teknikis Ekpaidefsis, DMTEE) of the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP).

The duration of studies varies from one to four years, depending on the educational background of the students. The Evening Technical School offers courses in the branches of Mechanical Engineering, Electrical Engineering, Civil Engineering/Architecture and Hotel and Catering. However, it has the capacity to offer courses covering all the branches that are offered by Technical Schools of morning tuition, provided that at least 8 students have shown interest in attending each course.

The curricula that are created for the programmes offered by the Evening Technical School are in line with the curricula that are implemented in mainstream IVET. The respective Inspector of each branch is responsible for the proper implementation of both IVET and CVET curricula.

Attendance is free and leads to the acquisition of a Leaving Certificate (Apolyterio), which has the same legal status as that awarded by Eniaio Lykeio and mainstream Technical Schools. Hence, graduates of the Evening Technical School can either enter the labour market or pursue further studies in institutions of higher and tertiary education in Cyprus or abroad.

Constant assessment of the progress of learners, in the form of tests carried out by the Schools and final examinations organised centrally by the MoEC, is instrumental in order for Inspectors to evaluate the outcome of the educators' work. In addition to the above, learners are asked to fill in questionnaires, in order to assess the content of the programmes they attended.

Finally, Inspectors of each branch are responsible for making sure that the infrastructure of Technical Schools that offer CVET programmes is used in the best possible and most effective way.

#### Statistical data

As shown in Table 1, 1,2% of the population participated in formal upper secondary education in 2003, a low percentage compared to 5,2% in the EU. The respective percentages for the employed and inactive are 0,9% and 2,6%. Meanwhile, 5,5% of the population participated in tertiary formal education, compared to 8,5% in the EU, while the unemployed and inactive did not participate in formal higher education.

Table 1 - Participation in formal education by educational attainment and working status, 2003 [%]

	ISCED 3				ISCED 5_6			
	population	employed	unemployed	inactive	population	employed	unemployed	inactive
<b>EU25</b>	5,2	3,8	7	10,3	8,5	7,3	15,1	14,3
<b>Cyprus</b>	1,2	0,9	:	2,6	5,5	5,4	:	:

Source: Eurostat (LFS ad hoc module)

## 5.2 Non-formal education

### 5.2.1 General background (administrative structure and financing)

A mix of public and private sector provision of continuing training exists which has been encouraged and strengthened primarily through the approval and subsequent subsidisation of training activities provided by the Human Resource Development Authority, HRDA (Archi Anaptyxis Anthropinou Dynamikou, AnAD). The HRDA is a semi-government organisation whose mission is to create the necessary prerequisites for the planned and systematic training and development of the human resources of Cyprus. The HRDA's main source of income comes from the Human Resource Development Levy paid by all companies in the private sector and semi-government organisations. The levy corresponds to 0,5% of the payroll of each contributing company. Civil servants and the self-employed are excluded from the HRDA's sphere of competence.

Moreover, private institutions such as colleges, training institutions, consultancy firms and enterprises offer a variety of courses for adults, including many that are not subsidised by the HRDA.

The private training market is complemented by traditional promoters of CVET such as the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP), the Ministry of Labour and Social Insurance, MLSI (Ypourgeio Ergasias kai Koinonikon Asfaliseon, YEKA) and other ministries and public institutions.

Information on legislation and financing of CVET is provided in sections 3.3 and 9.2 respectively.

### 5.2.2 Major characteristics of non-formal CVET

There is a plethora of providers of non-formal CVET, both public such as the Secondary Technical and Vocational Education, STVE (Diefthinsi Mesis Technikis kai Epaggelmatikis Ekpaidefsis, DMTEE) of the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP) and public training institutions, as well as private, such as colleges, training institutions and enterprises. The public and private sector provision has been encouraged and strengthened primarily through the approval and subsequent subsidisation of training activities provided by the Human Resource Development Authority, HRDA (Archi Anaptyxis Anthropinou Dynamikou, AnAD). The Ministry of Labour and Social Insurance, MLSI (Ypourgeio Ergasias kai Koinonikon Asfaliseon, YEKA) and other ministries also play a role in the provision of non-formal learning.

#### The CVET activities of HRDA include:

- Single-company Continuing Training Programmes in Cyprus.

The aim of these programmes is the provision of in-company training to the employees, for meeting specific needs of the enterprise for the effective utilisation of its personnel through its appropriate training and development. The minimum duration of these programmes is 6 hours. The maximum limit of training per day is 8 hours.

- Single-company Continuing Training Programmes Abroad.

The aim of the single-company continuing training programmes abroad is the training and development of employees of an enterprise abroad, in order to meet specific enterprise needs for the effective utilisation of its personnel through its appropriate training and development. The minimum duration of these programmes is 2 days whereas their maximum duration is 130 days.

- Standard Multi-company Continuing Training Programmes.

The aim of the multi-company programmes is the provision of continuing training for meeting training needs of employees through their participation in training programmes implemented by public or private training institutions and organisations.

The programmes cover a wide spectrum of areas in all business operations and all occupations. Public and private training institutions provide the multi-company training programmes. Public training institutions cater mostly for technology and craft programmes while private institutions cater mostly for business, management, IT and service-oriented programmes. The training institution/organisation that provides the training has to give a certificate of attendance, which specifies that the HRDA has approved the programme. The minimum duration of these programmes is 6 hours. The maximum limit of training per day is 8 hours.

- High-Priority Multi-company Continuing Training Programmes.

High-Priority Multi-company Training Programmes provide continuing training for meeting training needs of employees through their participation in training programmes implemented by public or private training institutions and organisations on specific high-priority issues.

The minimum duration of the institutional part of these programmes is 12 hours (excluding breaks). The minimum duration for the practical training in the enterprise is 4 hours. The maximum duration of training per day is 8 hours.

- Multi-company Continuing Training Programmes Abroad.

The Multi-company Training Programmes Abroad are aiming to improve and enrich the knowledge and skills of senior personnel of the enterprises on various aspects of business organisation, administration and equipment by acquiring practical knowledge and experience from similar successful business units abroad.

- Training programmes for newly employed tertiary education graduates.

The training programmes for newly employed tertiary education graduates are aiming to meet the need for strengthening the management capacity of enterprises through the employment and training of unemployed university and other tertiary education graduates.

The MoEC is responsible for the:

- Afternoon and Evening Classes of Technical Schools (Apogevmatina kai Vradina Tmimata Technikis Ekpaidefsis), which offer continuing education and training to adults. The Directorate of STVE issues circulars, which regulate the types of programmes offered, their duration, fees, the remuneration of trainers and the various certificates awarded upon successful completion of the programmes. The objective of the Afternoon and Evening Technical and Vocational Education Programmes is to offer continuing education and training to adults working in industry, in order to be able to respond more efficiently to the contemporary demands of the labour market, as well as training aiming at the re-integration of unemployed individuals into the labour market, in areas where there is shortage of skilled workers.
- Adult Education Centres (Epimorfotika Kentra), which offer a wide range of short or medium length courses that cover several interest areas and all adults can attend.



- Vocational Schools of Lifelong Learning, (Epaggelmatikes Scholes Dia Viou Ekpaidefsis, ESDE) being planned by the MoEC, which will offer all types of initial or continuing technical and vocational education and training.
- Pedagogical Institute, PI (Paidagogiko Institutouto, PI), which offers in-service training to secondary education teachers.
- The University of Cyprus, UCY (Panepistimio Kyprou), which offers pre-service training to secondary education teachers.

The MLSI is responsible for public institutions of tertiary education and public training institutions comprising:

- Cyprus Productivity Centre, CPC (Kentro Paragogikotitas, KEPA), which offers short modular programmes for employees that focus on technical occupations and management.
- Higher Technical Institute, HTI (Anotero Technologiko Institutouto, ATI) and Higher Hotel Institute of Cyprus, HHIC (Anotero Xenodocheiako Institutouto Kyprou, AXIK), which offer upgrading courses for employees in their respective fields.

Other ministries are responsible for training for the civil servants and for enterprises in specific economic sectors:

#### Farmers

The Ministry of Agriculture, Natural Resources and Environment, MoA (Ypourgeio Georgias, Fysikon Poron kai Perivallontos, YGFPP) is responsible for the training of farmers provided by the Department of Agriculture Training Centres.

#### Civil servants

Continuous training and development of the civil servants is offered through the Cyprus Academy of Public Administration, CAPA (Kypriaki Akadimia Dimosias Dioikisis, KADD) of the Ministry of Finance, MoF (Ypourgeio Oikonomikon, YO). Continuous training for civil servants is also being promoted by the Public Administration and Personnel Service, PAPS (Ypiresia Dimosias Dioikisis kai Prosopikou).

There are specific training programmes and seminars offered by public authorities to specific groups of civil servants:

- Public sector nurses

The Ministry of Health, MoH (Ypourgeio Ygeias) is responsible for the training of public sector nurses provided by the School of Nursing (Nosileftiki Scholi).

- Police officers and sergeants

The Ministry of Justice and Public Order, MJPO (Ypourgeio Dikaiosynis kai Dimosias Taxis, YDDT) promotes the training of police officers and sergeants provided by the Cyprus Police Academy (Astynomiki Akadimia Kyprou). The Police Academy also offers part-time training in the use of computers for police members. To this end, two forty-five minute sessions are run on two afternoons per week, one for members attending an elementary course while the other is a more advanced programme. The lessons are taught by qualified teachers appointed by the MoEC and they

take place at the Computer Lab of the Police Academy. The courses ran from autumn until summer of next year.

- Foresters and forestry graduates

The Ministry of Agriculture, Natural Resources and Environment, MoA (Ypourgeio Georgias, Fysikon Poron kai Perivallontos, YGFPP) is responsible for the training of foresters and forestry graduates provided by the Forestry College (Dasiko Kolegio).

As presented in Table 1, participation in non-formal education/training in Cyprus is lower than the EU25 average for people with lower educational attainment levels (3,6% compared to 6,5% in the EU25 in 2003), while it is higher than the EU25 average for people with higher educational attainment levels (44,7% compared to 30,9% in the EU25), especially for employed people (48,7% compared to 33,7%). This is expected as the HRDA subsidises non-formal training mainly for employees.

Table 1 - Participation in non-formal education/training by educational attainment and working status, 2003 [%]

	ISCED 0_2				ISCED 3_4				ISCED 5_6			
	Pop.	Empl.	Un.	Inact.	Pop.	Empl.	Un.	Inact.	Pop.	Empl.	Un.	Inact.
<b>EU25</b>	6,5	9,0	7,6	2,8	16,4	18,9	14,8	6,7	30,9	33,7	22,7	13,0
<b>Cyprus</b>	3,6	4,3	-	2,0	17,0	19,9	14,5	4,8	44,7	48,7	17,8	10,6

Pop.: Population, Empl.: Employment, Un.: Unemployment, Inact.: Inactive

ISCED 0-2: Pre-primary, primary and lower secondary education

ISCED 3-4: Upper secondary and post-secondary non-tertiary education

ISCED 5-6: Tertiary education

Source: Eurostat (LFS ad hoc module)

### 5.3 Measures to help job-seekers and people vulnerable to exclusion from the labour market

The full utilisation of human resources to promote social cohesion and equity is a priority as has been described in the National Strategic Reference Framework for Cohesion Policy 2007-2013, NSRF (Ethniko Stratigiko Plaisio Anaforas gia tin Politiki Synoxis, ESPA). Furthermore, specific measures for the unemployed and other groups vulnerable to exclusion from the labour market are described in the National Lisbon Programme (Ethniko Schedio Drasis gia ti Stratigiki tis Lissavonas) and in the Community Initiative Programme “EQUAL”, CIP EQUAL.

#### Schemes co-financed by the ESF

The Human Resource Development Authority, HRDA (Archi Anaptyxis Anthropinou Dynamikou, AnAD) implemented during the period 2006-2008 three schemes that were co-financed by the ESF. Each of these schemes aimed to promote the training and employability of Young Secondary School-leavers (with a priority given to general education graduates who were less than 25 years old and who had not gained work experience of more than 9 months after graduation), the Unemployed (with emphasis on women, the young unemployed persons of 15-24 years of age with no qualifications and on groups that were in danger of social exclusion) and the Economically Inactive Women. In addition, a scheme for the enhancement of computer literacy of the unemployed (with priority attached to young unemployed, women unemployed as well as groups of unemployed threatened by social exclusion) was implemented.

The schemes include the following operations:

- Organisation of vocational training programmes, covering subjects such as communication and interpersonal relations, group work, development of negotiating techniques, problem solving, digital literacy and learning of languages and training activities for the acquisition of specialised vocational skills. The duration of the programmes varied depending on the specialisation, the level and the subject.
- Programmes for the acquisition of work experience through their placement in enterprises. The duration of the placement/ training was about 3 months, according to the complexity of activities of the company.

During the programming period 2007-2013, schemes are being promoted for improving the employability of the unemployed and economically inactive women.

#### Special Training Scheme for the Unemployed

The HRDA, in partnership with the Public Employment Service, PES (Dimosies Ypiresies Apascholis, DYA), the Cyprus Productivity Centre, CPC (Kentro Paragogikotitas, KEPA) and the Higher Hotel Institute of Cyprus, HHIC (Anotero Xenodocheiako Institutouto Kyprou, AXIK), organised upgrading training programmes for unemployed persons which started to be implemented as of May 2009 and are offered in all districts.

These programmes cover important horizontal skills, which will help people to return to productive employment. They are offered free of charge to unemployed persons. Such skills are for example information technology skills, languages and health and safety issues.

In addition, under this scheme, a variety of technical training programmes are offered to unemployed persons, giving them the opportunity to enrich their existing skills or to be retained and qualify for jobs which demand these skills (examples are training programmes in the maintenance of hotel electromechanical equipment, specialised welding and specialised cuisine). For the duration of these programmes participants will be entitled to training allowances from the HRDA.

The duration of the programmes ranges between 30 and 90 hours. A certificate of attendance is provided.

About 20 programmes are to be implemented, for the training of around 300 unemployed persons, whereas through regular monitoring of developments in cooperation with the Public Employment Service, additional programmes will be implemented as needed.

#### Programmes by the Ministry of Education and Culture

The Upper Secondary General and Vocational Education of the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP) provides programmes that are not specifically directed towards the unemployed, however all adults can attend. These programmes have been analysed in sections 5.1 and 5.2 and are the following:

- The Evening Technical School (Esperini Techniki Scholi).
- The Afternoon and the Afternoon and Evening classes of Technical Schools (Ekpaideftika Programmata Apogevmatinon kai Vradinon Tmimatou Technikis Ekpaideftisis).
- The Adult Education Centres (Epimorfotika Kentra).

### Scheme for the Enhancement of Women's Entrepreneurship

The scheme has been in operation since 2002. It aims at encouraging women to develop entrepreneurial activities in various sectors of the economy with state subsidisation. The Programme is run by the HRDA and the Ministry of Commerce, Industry and Tourism, MCIT (Ypourgeio Emporiou, Viomichanias kai Tourismou, YEVT). The MCIT selects candidates for grants given to start up new businesses, while the HRDA organises and subsidises training programmes provided by private training institutions with the aim to train the candidates to run their new business effectively.

### Scheme for the vocational training and employment of public assistance recipients

Public assistance recipients who belong to vulnerable groups of the population are entitled to supplementary public assistance even if fully employed (provided they meet eligibility criteria). Vulnerable groups include persons with disabilities, single-parent families, parents with at least four dependent children below eighteen years of age, and persons who, due to extremely serious family circumstances, need financial support in order to prevent the risk of family dissolution.

The rates of public assistance allowances are indexed annually to a special consumer price index for selected goods and services that cover basic needs. The Public Assistance and Services Law (95(I)/2006), contains several provisions targeting the persons mostly in need (the term single parent becomes broader), whereas it introduces further employment incentives to encourage labour market integration and independence from public funds. Additionally, public assistance continues during the first 12 months of taking up employment and the lump sum grant for vocational training and purchase of tools and equipment for their occupation increased from €854 to €1.709.

The Social Welfare Services, SWS (Ypiresies Koinonikis Merimnas) implemented the project “Vocational Training and Promotion of Public Assistance Recipients in the Labour Market” (Measure 1.3.1), which was launched in 2005 and completed in 2008. The project contributed to the activation of public assistance recipients, thus assisting their social and employment integration. During the period 2006 – 2008, 382 public assistance recipients (PARs) had successfully completed the communication and the self development courses, 308 had undertaken basic computer classes and 70 had undertaken specialised classes in the fields of customer service / sales skills, office organisation / office personnel and English language. 53 public assistance recipients were employed in subsidised jobs, within the framework of the Scheme for the Subsidisation for PARs Employment Positions and 100 public assistance recipients were employed in non subsidised jobs.

Within the same policy scope, the SWS are planning the project “Employment and Social Integration of Persons from Vulnerable Groups” in the context of the new programming period 2007-2013, which will aim at training a wider group of vulnerable persons (e.g. young persons under the care of the Director of SWS, families in psycho-social difficulties, substance users etc).

### Training scheme for the disabled

The Centre for the Vocational Rehabilitation of the Disabled (Kentro Epaggelmatikis Apokatastasis Anapiron, KEAA) provides specialised programmes for acquisition of professional skills for disabled persons promoted by the MLSI. The Centre provides vocational training in accordance with the needs of the labour market, which takes into account the employability prospects of each individual person. In addition, the centre provides services to the trainees, which aim to promote their skills, to become independent and to face any psychosocial problems.

The Centre provides training and offers employment opportunities in the following specialisations: leather goods/shoemaking, furniture industry/carpentry, brooms making, knitting and sewing embroidery. The Centre provides a special allowance on top of the regular training allowance.

The average duration of each training course in most cases is about 12 months, while in some other cases the duration depends on how severe the disability is. Three laboratories are operating at the Centre, each of which has a capacity of 12 trainees.

Another scheme of the National Strategy for Social Inclusion NAP/Incl. 2006-2008 concerns Training Persons with Disabilities in occupations for which training is not available at the Centre. The scheme provides for a grant of up to €1.709 for fees paid by people with disabilities attending a course of vocational training that would facilitate their employment and improve their career prospects. During 2008 1 person participated in the scheme.

Additionally, during the period 2007-2008 five vocational training programmes were undertaken for persons with severe disabilities concerning visual, audio and motor disability impairments. These were co-financed by the ESFD and the Cyprus government on an equal basis. During this period 186 persons participated in these schemes.

#### Programmes of professional training to prisoners

The Ministry of Justice and Public Order, MJPO (Ypourgeio Dikaiosynis kai Dimosias Taxis, YDDT) in cooperation with the MoEC and the private sector offers classes and other programmes of professional training to the prisoners, on a voluntary basis.

#### Measure for asylum seekers

In the Community Initiative Programme “EQUAL” it is aimed to help the integration of asylum seekers. The measure aims at supporting interventions for asylum seekers who temporarily stay in the Reception Centre for Asylum seekers or in other forms of temporary accommodation until the final assessment of their application. In addition, the aim is to enhance their skills in order to be better qualified to enter the labour market in Cyprus or to be better equipped for their integration in their home country if their application is rejected.

The objective is to provide to these persons the necessary psychological support, guidance and training in order for them to become self-sufficient and to be integrated socially and professionally in the Cyprus society and the labour market until the final assessment of their application. The promotion of programmes for asylum seekers include individualised services such as psychological support, legal counselling, provision of information for employment seeking and Greek language classes to enable rapid integration combined with training to develop their skills. Childcare facilities for those whose family responsibilities prevent them from working and educational programmes for children could also be promoted.

Table 1 shows that during 2006, the unemployed participated mostly in non-formal education programmes (26,7%).

Table 1 - Participation rate of unemployed in education and training, 2006

	<b>Formal and non-formal education</b>	<b>Formal education</b>	<b>Non-formal education</b>
<b>Cyprus</b>	31,1%	4,4%	26,7%

Source: Eurostat (Adult Education Survey 2006)

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## Theme 6: Training VET teachers and trainers

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### 6.1 Types of teacher and trainer occupations in VET

#### 6.1.1 Teaching and training occupations in VET

There has not been a clear distinction between teachers and trainers in VET in Cyprus. Usually the term “teacher” refers to educators at all levels of the formal educational system thus persons working mainly in the formal part of the VET system, whereas the term “trainer” refers to persons providing training in the well-established training system in Cyprus, thus persons working mainly in the non-formal part of the VET system.

The distinctions amongst teachers and trainers in IVET and CVET are shown in Table 1.

Table 1: VET Teachers and trainers by type of occupation and place of work

<b>Teachers/ Trainers</b>	<b>Type of occupation</b>	<b>VET</b>	<b>Place of work</b>
<b>Teachers</b>	Teachers in Upper Secondary Technical and Vocational Education (STVE)	IVET	Public Vocational and Technical Secondary Schools
			Apprenticeship System
		CVET	Evening Technical School
			Afternoon and Evening Classes of Technical Schools
			Adult Education Centres
	Teachers in Public Institutions of Tertiary Education	IVET	Public Institutions of Tertiary Education
		CVET	
	Teachers in Private Colleges	IVET	Private Colleges
CVET			
<b>Trainers</b>	Trainers in Public Training Institutions	IVET	Cyprus Productivity Centre
		CVET	
		CVET	Cyprus Academy of Public Administration
	Trainers in Private Training Institutions	IVET	Private Training Institutions & Enterprises
		CVET	
	Trainers in Enterprises	IVET	Enterprises
		CVET	

## Teachers and trainers qualifications

Teachers, according to the job specifications, must hold an appropriate diploma in their subject area or a degree relevant to the subject they will teach. In the case of the teachers in public institutions of tertiary education and teachers of technological or workshop practice subjects in STVE, work experience in their area of specialisation is also required. Teachers in private colleges usually hold the same or higher qualifications than the level of the subjects they are teaching.

Trainers in the Cyprus Productivity Centre, CPC (Kentro Paragogikotitas, KEPA), a dedicated centre of the Ministry of Labour and Social Insurance, MLSI (Ypourgeio Ergasias kai Koinonikon Asfaliseon, YEKA), according to job specifications, must hold either a diploma from a tertiary institution or a degree relevant to the subject they will teach. Additionally, they must have work experience, the length of which varies according to the position.

The minimum requirement for trainers in the Cyprus Academy of Public Administration, CAPA (Kypriaki Akadimia Dimosias Dioikisis, KADD) is a degree or an equivalent qualification or a master's degree or a relevant title in specific areas determined by the CAPA.

There are no set requirements for trainers in private training institutions or enterprises but each training institution or enterprise sets these on an individual basis. In case the private training institutions or enterprises wish to submit training programmes to be approved and subsidised by the Human Resource Development Authority, HRDA (Archi Anaptyxis Anthropinou Dynamikou, AnAD), then their trainers need to conform to the HRDA pre-set criteria concerning their educational background, work experience and teaching experience.

The most common training programme trainers attend regardless of the subject they teach is the "Training of Trainers". This programme is organised by HRDA with the assistance of overseas collaborators and it is also provided by private training institutions. The body that defines the curricula of the "Training of Trainers" is the training institution that provides the training programme.

### 6.1.2 Responsible bodies

As far as the Pre-service Training Programme, PTP (Programma Proypiresiakis Katartisis) for teachers is concerned (more information is provided in section 6.2), the bodies that define the curricula are:

- The Coordinating Committee (Epitropi Syntonismou), comprising the Director of Secondary General Education, the Director of Secondary Technical and Vocational Education, the Director of the Pedagogical Institute, PI (Pedagogiko Institouto, PI), two representatives from the University of Cyprus, UCY (Panepistimio Kyprou, PK), one representative from the Association of Secondary School Teachers of Cyprus, (Organosi Ellinon Leitourgon Mesis Ekpaidefsis Kyprou, OELMEK) and one representative from the Association of Teachers of Technical Education in Cyprus, (Organosi Leitourgon Technikis Ekpaidefsis Kyprou, OLTEK). This committee observes and assesses the PTP and submits suggestions on its structure, content and operation to the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP) and the UCY.
- The Teaching Practice Committee (Epitropi Scholikis Empirias), comprising four officers of the MoEC and one representative from the UCY. In this committee one representative from the Association of Secondary School Teachers of Cyprus and one representative from the Association of Teachers of Technical Education in Cyprus participate as observers. This committee coordinates and promotes necessary actions for the implementation of the teaching

practice experience programme, which is part of PTP, in schools and approves the coordinators and mentors in each school, based on suggestions from the Headmasters of schools involved.

According to the Teaching Practice Experience, TPE (Scholiki Embiria), the trainees have to participate in a number of lessons and are also required to teach in a real school environment. Essential and indispensable parts of the TPE are school involvement and the assignment of a mentor for each trainee. Therefore, trainees are encouraged to participate in all school activities and have to keep a portfolio of their teaching practice experience, according to the directions of their assigned mentor.

The UCY is responsible for the assessment and quality of the PTP programme, while the PI is responsible for the in-service training of teachers in STVE.

Concerning the Cyprus Police Academy (Astynomiki Akadimia Kyprou) the assessment and quality monitoring of teachers pre-service training is the sole responsibility of the Cyprus Police Academy.

The HRDA examines and approves the “Training of Trainers” programmes that are developed by the training institutions and submitted to the HRDA for subsidisation.

### Role of teachers and trainers in the VET system

#### *Teachers in upper secondary technical and vocational education*

Apart from being responsible for teaching their subject and ensuring the progression of their learners, teachers of public secondary education play a very significant role in VET, since they are also responsible for carrying out the following tasks:

- Draw up the analytical programmes of the curricula and also the profiles of the graduates, under the supervision of the respective inspector of each of the branches offered by Secondary Technical and Vocational Education.
- Write and/or revise textbooks.
- Develop audiovisual aids for the classroom.
- Develop and implement modern methods of teaching and learning.
- Assess their learners’ coursework and prepare and mark final exam papers.
- Participate in the planning of the annual budget for their specialty. Teachers also undertake to draw up the specifications of the equipment for their specialty and evaluate the tenders for the purchase of that equipment.

#### *Teachers in public institutions of tertiary education*

Teachers in public institutions of tertiary education are involved in the design of the curricula of programmes of their institutions based on their experience, regular contacts with enterprises and knowledge of relevant research.

#### *Teachers in private colleges*

Teachers in private colleges are involved in the design of the curricula of the analytical programmes of their institutions based on their experience, regular contacts with enterprises and knowledge of relevant research.



### Trainers in public training institutions

Trainers in the Cyprus Academy of Public Administration, CAPA (Kypriaki Akadimia Dimosias Dioikisis, KADD) and the Cyprus Productivity Centre, CPC (Kentro Paragogikotitas, KEPa) are involved in the design of the curricula of vocational training courses their organisation provides. This is done based on trainers' experience and knowledge of relevant research.

### Trainers in private training institutions and enterprises

Trainers in the private training institutions and enterprises have a significant part in the development of training activities. In cooperation with the managers of the training institutions and the management of their enterprises respectively, they plan the training activities and then they proceed with the identification of target groups, the development of the curricula, the selection of suitable training tools and the organisation of the programmes. In the case of the programmes that will be submitted to the HRDA for approval and subsidisation, these have to conform to the annual thematic priorities (for multicompany training programmes) and to satisfy the requirements of the HRDA.

#### 6.1.3 Recent reforms to VET teacher/trainer training

The dominant players in the development of policies for VET teachers and trainers are the public Secondary Technical and Vocational Education, STVE (Mesi Techniki kai Epaggelmatiki Ekpaidefsi, MTEE) and the HRDA.

The most recent and significant development in teacher training has been the introduction of the PTP in 2000, which is an obligatory requirement for all new appointments to the Educational Service. This programme provides the opportunity to prospective teachers to acquire psycho-pedagogical knowledge, develop teaching skills and enhance their personal development. In an effort to upgrade the pre-service training, the course has been undertaken by the University of Cyprus UCY (Panepistimio Kyprou, PK) in collaboration with the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP) as of the academic year 2007-2008.

The Pedagogical Institute, PI (Paidagogiko Institouto, PI) introduced for the year 2008/2009 in-service Induction Programmes for the newly qualified teachers, including secondary vocational education teachers. The aim of these programmes is to enable the induction of newly appointed teachers by providing support to their personal / emotional needs, their professional and practical needs / solving problems and the development of their critical thinking in relation to their teaching practice. The satisfaction of the novice teachers needs is also succeeded through the support they get from their mentor who works with them at the same school. The mentors attend special training programmes offered by the PI.

An important development with regard to trainers is the gradual introduction of a system for the assessment and certification of training providers including trainers, which is one of the strategic objectives of the HRDA. The project is expected to be completed in 5 stages over a period of thirty-six months. In August 2007 a draft paper of the system was extensively discussed with key stakeholders in VET and in July 2008 the Board of Governors of the HRDA decided to accept the proposed system and proceed with the next stage of the project, which is the preparation of a specification for the computerisation of the system. In this context, a call for tenders for the development and implementation of the computerisation of the system is expected to be published soon.

## 6.2 Types of teachers and trainers in IVET

### 6.2.1 Types of teachers, trainers and training facilitators in IVET

The different types of teachers and trainers in IVET and their place of work are shown in Table 1.

Table 1: Teachers and trainers in IVET by type of occupation and place of work

<b>Teachers/ Trainers</b>	<b>Type of occupation</b>	<b>Place of work</b>
<b>Teachers</b>	Teachers in Upper Secondary Technical and Vocational Education (STVE)	Public Vocational and Technical Secondary Schools Apprenticeship System
	Teachers in Public Institutions of Tertiary Education	Public Institutions of Tertiary Education
	Teachers in Private Colleges	Private Colleges
<b>Trainers</b>	Trainers in Public Training Institutions	Public Training Institutions
	Trainers in Private Training Institutions	Private Training Institutions & Enterprises
	Trainers in Enterprises	Enterprises

### 6.2.2 Pre-service and in-service training of IVET teachers and trainers

#### Teachers in public upper STVE

##### Pre-service Training

In 2000 the Pre-service Training Programme, PTP (Programma Proypiresiakis Katartisis) was introduced and was made an obligatory requirement for all new appointments of teachers in the public Educational Service. Candidate teachers are required to attend a series of pedagogical lessons, participate in the prescribed and specified teaching practice and succeed in the systematic evaluation which incorporates a final written examination, coursework in the form of papers and projects and the appraisal of the trainees' performance during their practical training at school. The general performance of the trainees is assessed through both written examinations and project assignments. Upon successful completion of the programme, participants are issued with a certificate of attendance.

##### In-service Training

Continuing training for public upper Secondary Technical and Vocational Education STVE (Mesi Techniki kai Epaggelmatiki Ekpaidefsi, MTEE) teachers consists of the following training programmes and developmental activities:

- Compulsory training of Deputy Headmasters and Headmasters of Technical and Vocational Education Schools, organised by the Pedagogical Institute, PI (Paidagogiko Institutouto, PI).
- Optional continuing training and development programmes for teachers.
- Special developmental activity: Change agent teams, which organised extensive in-service training workshops focused on student-centred teaching approaches to support the implementation of the new curricula in their own schools.

All these series of courses include sessions dealing with EU priority issues as, for example, new technologies in education, intercultural education, the European dimension in education and action research.

Additionally, PI introduced for the year 2008/2009 in-service Induction Programmes for the newly qualified teachers, including secondary vocational education teachers. (More information is provided in section 6.1.3.).

### Teachers in public institutions of tertiary education

#### *Pre-service Training*

Only in the Police Academy (Astynomiki Akadimia Kyprou), pre-service training is a requirement. The teachers in the Police Academy are police officers with work experience in the police force who are transferred from their post in order to teach. Police officers who want to teach must at least have the position of sergeant. Usually teachers in the Police Academy are sergeants and inspectors. In order to be able to teach they must attend the course “Train of Trainers” which is organised by the Police Academy.

#### *In-service Training*

In-service, continuing training of IVET teachers in public institutions is common practice. It is voluntary in all public institutions and incentives to attend continuing training programmes have still to be introduced to increase participation. The majority of in-service training programmes attended by the teachers in the public institutions are related to the institutions’ areas of interest as well as to the teachers’ training needs. The teachers in the Higher Technical Institute, HTI (Anotero Technologiko Institutouto, ATI) and in the Higher Hotel Institute of Cyprus, HHIC (Anotero Xenodocheiako Institutouto Kyprou, AXIK) tend to participate in the training programme “Training of Trainers”. All public institutions participate in multinational exchange programmes for IVET teachers.

### Teachers in private colleges

#### *Pre-service Training*

Previous work experience and pre-service training are not usually required although colleges will consider them as an advantage when hiring teachers.

#### *In-service Training*

In-service, continuing training of teachers in private colleges is voluntary. The majority of in-service training programmes attended by the teachers in private colleges are related to the colleges’ areas of interest as well as to the teachers’ training needs. Private colleges participate in multinational exchange programmes for IVET teachers.

## Trainers in public and private training institutions and in enterprises

### Pre-service Training

There is no pre-service training requirement for trainers in public and private training institutions and in enterprises but each training institution sets these on an individual basis. In case the training institutions wish to submit training programmes to be approved and subsidised by the HRDA, through its initial training schemes, then their trainers need to conform to the HRDA pre-set criteria concerning their educational background, their work experience as well as their teaching experience. Pre-service training of IVET trainers is mandatory only in cases where they do not have any previous teaching experience.

### In-service Training

In-service, continuing training for trainers is voluntary and therefore it is up to the training institutions and the enterprises and their trainers to invest in upgrading their knowledge and skills. The HRDA implements and funds specialised training programmes for trainers aimed at:

- Trainers with little or no experience.
- Upgrading trainers' competencies to support the implementation of the training programmes which the HRDA approves and funds.
- Managing of training centres.

On completion of the programmes, either organised by HRDA or private training providers, participants are issued with a certificate of attainment. An incentive to participate in such training programmes is the upgrading of knowledge and skills to provide a more competitive product in a highly competitive training market.

## **6.3 Types of teachers and trainers in CVET**

### 6.3.1 Types of teachers, trainers and training facilitators in CVET

The different types of teachers and trainers in CVET and their place of work are shown in Table 1.

Table 1: CVET Teachers and trainers by type of occupation and place of work

<b>Teachers/ Trainers</b>	<b>Type of occupation</b>	<b>Place of work</b>
<b>Teachers</b>	Teachers in Upper Secondary Technical and Vocational Education (STVE)	Evening Technical School
		Afternoon and Evening Classes of Technical Schools
		Adult Education Centres
	Teachers in Public Institutions of Tertiary Education	Public Institutions of Tertiary Education
	Teachers in Private Colleges	Private Colleges

<b>Trainers</b>	Trainers in Public Training Institutions	Cyprus Productivity Centre
		Cyprus Academy of Public Administration
	Trainers in Private Training Institutions	Private Training Institutions & Enterprises
	Trainers in Enterprises	Enterprises

### 6.3.2 Pre-service and in-service training of CVET teachers and trainers

The pre-service and in-service training requirements for CVET teachers and trainers are the same as those that apply for IVET teachers and trainers and have been described in section 6.2.2.

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## Theme 7: Matching VET provision with labour market needs

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### 7.1 Systems and mechanisms for the anticipation of skill needs (in sectors, occupations, education level)

Cyprus is at the forefront of countries providing forecasts for skills needs with a long experience in this field. Employment forecasts in economic sectors and occupations are provided at a detailed level of analysis, including both expansion and replacement demand.

The main formal mechanism in place for the assessment of skill needs is operated by the Human Resource Development Authority, HRDA, (Archi Anaptyxis Anthropinou Dynamikou, AnAD). The Ministry of Finance, MoF (Ypourgeio Oikonomikon, YO) provides projections for the growth of the economy, which include forecasts for different sectors. The Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP) is responsible for the identification of educational and special skill needs.

#### Human Resource Development Authority

For the systematic employment forecasting and the identification of skills gaps, the HRDA conducts the following research studies, which can be found in the webpage [www.hrdauth.org.cy/dep/index.htm](http://www.hrdauth.org.cy/dep/index.htm):

- Long term employment trends and forecasting in Cyprus

The provision of long-term employment forecasts in sectors of economic activity and occupations has become an established activity of the HRDA. The Research and Planning Directorate of the HRDA provides 10-year employment forecasts on a regular basis every 2 to 3 years. The latest set of employment forecasts for Cyprus cover the period 2008-2018. Thus, forecasts of employment, expansion and replacement demand are provided for 43 sectors of economic activity and for around 200 occupations, which cover the whole spectrum of the Cyprus labour market. Furthermore, the HRDA participates actively in initiatives and actions that are promoted at European level in the framework of the European network Skillsnet for skill needs forecasting.

- Annual investigations for the identification of skill needs with the involvement of the Social Partners

This study provides annual estimates for the number of persons required for specific occupations by district. On the basis of these estimates suggestions are put forward for the implementation of Multicompany Initial Training Programmes. In the study, the views of Employers' organisations, Trade Unions, District Labour Offices of the Ministry of Labour and Social Insurance, MLSI (Ypourgeio Ergasias kai Koinonikon Asfaliseon, YEKA) and the Cyprus Tourism Organisation, CTO (Kypriakos Organismos Tourismou, KOT) are collected and analysed through a specially designed questionnaire.

- Employment forecasts for specific groups:
  - Forecasts of Employment Needs for Nurses: The study provided forecasts for both expansion and replacement demand for Nursing Staff during the period 2005-2015.
  - Forecasts of Employment Needs for Foreign Labour: This study provided employment forecasts of foreign labour in Cyprus for the period 2004-2007.

- Thematic Priorities setting

The HRDA prepares on an annual basis a document that contains next year's thematic priorities for multi-company programmes. This document is communicated to all training institutions/providers. The HRDA examines various programmes submitted by organisations, which follow the thematic priorities, and subsidises the provision of continuing training.

### Ministry of Finance

The MoF provides projections for the growth of the economy, which include forecasts of value added, productivity and employment for all sectors, and submits proposals for the required policy changes.

### Ministry of Education and Culture

The MoEC and more specifically the Directorate of the Secondary Technical and Vocational Education, STVE (Diefthinsi Mesis Technikis kai Epaggelmatikis Ekpaidefsis, DMTEE) is responsible for the introduction of new branches and specialisations, the determination of the numbers of students who will be enrolled in each branch and specialisation, the design of curricula and the identification of special skills needed with the participation of the social partners.

In order to carry out these tasks, whilst considering the developmental needs of the Cyprus economy and the latest scientific and technological advances, the STVE has developed close cooperation with all major stakeholders. The curriculum is revised whenever such a need is identified. The previous reform was completed in 2004 whereas in 2009 a revision in the curricula is underway within the context of the Education Reform, based on a study focusing on the reorganisation of the STVE (more information is provided in section 4.3).

For the introduction of new branches and specialisations, the views of all major stakeholders are taken into account and the teachers of STVE provide their suggestions every year. Furthermore, the desires of lower secondary education graduates to follow a branch and specialisation are also taken into consideration when determining the number of available places at each branch and specialisation.

## **7.2 Practices to match VET provision with skill needs**

The research studies conducted by the Human Resource Development Authority, HRDA, (Archi Anaptyxis Anthropinou Dynamikou, AnAD), upon completion are disseminated to a wide audience of prominent stakeholders in a variety of ways, utilising both traditional and electronic channels of communication:

- The studies are sent to government officials, employees' and employers' organisations, education and training providers, consultancy firms, organisations involved in human resource planning, counseling officers and other interested organisations and persons. Policy makers use these forecasts in order to develop appropriate policy responses for adapting to the forecasted situation in the labour market.
- Special lectures are organised for secondary school guidance counsellors in collaboration with the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP) and for employment counsellors in collaboration with the Ministry of Labour and Social Insurance, MLSI (Ypourgeio Ergasias kai Koinonikon Asfaliseon, YEKA).
- The HRDA presents the findings of its research studies anticipating skill needs through lectures to parents and to students in secondary schools in all districts. Lectures are also organised during the HRDA's participation in the "Annual Careers Fair".

- The findings of the research studies providing forecasts are also disseminated to the public through the mass media. This is mainly achieved through articles in newspapers and through participation in relevant radio and television programmes.
- The HRDA maintains a website ([www.hrdauth.org.cy](http://www.hrdauth.org.cy)) with information on approved training opportunities. The HRDA also displays its research studies in a downloadable form. A special section in the website contains the latest available occupational employment forecasts for all the occupations of the labour market in Cyprus.

The main users of the research studies providing sectoral and occupational forecasts are the following:

- Policy makers, such as the Planning Bureau, PB (Γραφείο Προγραμματισμού, GP), the Ministry of Finance, MoF (Υπουργείο Οικονομικών, YO), the MoEC and the MLSI, use these forecasts in order to develop appropriate policy responses for adapting to the forecasted situation in the labour market.
- Public and private organisations involved in human resource planning such as the Public Employment Service and the social partners (employers' organisations and trade unions) use these forecasts in their line of work.
- People involved in counselling such as secondary education vocational guidance teachers and employment counsellors use these forecasts as a tool in the provision of advice and counselling.
- Finally, these forecasts are widely used by the public in general and more specifically parents and students wishing to choose an occupation or to pursue further studies.

The findings of the research studies are also taken into account by the HRDA for choosing the Standards of Vocational Qualifications to be developed. The System of Vocational Qualifications, which is the responsibility of the HRDA, is based on Standards of Vocational Qualifications, which are developed by technical Sectoral Committees of Vocational Qualifications. These consist of representatives of the social partners (government, employers' and employees' organisations) and other professionals. The Standard is finally approved by the Board of Governors of the HRDA, which has a tripartite character where representatives of the Government, the Employers' organisations and the Trade Unions participate. The System is being established and implemented in 2 phases (1st phase: 2006 – 2008 during which 5 standards were developed and 2nd phase: 2007-2013 during which 72 new standards are being developed).

The MoEC and more specifically the Directorate of the Secondary Technical and Vocational Education, STVE (Διεύθυνση Μέσης Τεχνικής και Επαγγελματικής Εκπαίδευσης, DMTEE) is responsible for the introduction of new branches and specialisations, the determination of the numbers of students who will be enrolled in each branch and specialisation, the design of curricula and the identification of special skills needed.

In order to carry out these tasks, whilst considering the developmental needs of the Cyprus economy and the latest scientific and technological advances, the STVE has developed close cooperation with all major stakeholders, such as Ministries and the PB, the Social Partners (Employers' and Employees' Organisations), teachers and their associations, the University of Cyprus, UCY (Πανεπιστήμιο Κyprou, PK), the Pedagogical Institute, PI (Παιδαγωγικό Ινστιτούτο) and the HRDA. The findings of the research studies of the HRDA are also taken into account for the design of curricula. Furthermore, the desires of lower secondary education graduates to follow a branch and specialisation are also taken into consideration when determining the number of available places at each branch and specialisation.



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## Theme 8: Guidance and counselling for learning, career and employment

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### 8.1 Strategy and provision

Enhancing the provision of guidance and counselling services to all population groups is a policy priority, as outlined in the Lifelong Learning Strategy, LLL Strategy (Ethniki Stratigiki dia Viou Mathisis) for Cyprus. The main actors for Guidance and Counselling in Cyprus are the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP), the Ministry of Labour and Social Insurance, MLSI (Ypourgeio Ergasias kai Koinonikon Asfaliseon, YEKA) and the Human Resource Development Authority, HRDA (Archi Anaptyxis Anthropinou Dynamikou, AnAD).

The Counselling and Career Education Services, CCES (Ypiresia Symvouleftikis kai Epaggelmatikis Agogis, YSEA) of the MoEC offers to the students of public secondary general and technical/vocational schools specialised assistance in developing personal awareness as regards to their interests, needs, abilities, and skills for making suitable decisions about their personal life, education and career. Educational and Vocational Guidance is provided throughout the student's attendance in upper secondary education both through the career education course and through personal and group counselling. The services are provided by qualified guidance counsellors, who have undergone specialised post-graduate education in Counselling and or Career Education / Guidance. The counsellors are placed in schools and at the central offices of the MoEC.

One of the present main goals of the CCES concerns the promotion of Lifelong Guidance. Lifelong Guidance is also promoted at European level through the European Lifelong Guidance Policy Network (ELGPN), where Cyprus participates as a member. Specifically, the CCES is planning to widen access to Guidance to all citizens irrespective of age, gender, religion, race, ethnicity and physical and intellectual capabilities. Special programs will be developed to meet the needs of early schools leavers, persons with special needs, immigrants, etc.

Recently, the proposal of the MoEC to the Council of the Ministers to establish a National Forum on Lifelong Guidance, which is considered as a basic immediate goal for the upgrading of all Guidance and Counselling services in Cyprus, has steered further and substantial cooperation between the MoEC and the MLSI. The two Ministries agreed to assign to a common committee consisting from experts on the field of lifelong Guidance, the task to present by the end of 2009 a detailed proposal to the Council of Ministers about the expected role and structure of the Forum.

Concerning the issue of quality assurance, the MoEC has planned an external evaluation of its CCES in February 2010, by a group of experts in the field from Cyprus, Greece and Europe. It's the first time that such an evaluation is taking place and it is expected that the results will be used for the improvement of the quality of services.

There is scope to improve further the cooperation between education and the labour market, in Cyprus, based on long-term goals and systematic approach.

Currently, the Directorate of the Secondary Technical and Vocational Education, STVE (Diefthinsi Mesis Technikis kai Epaggelmatikis Ekpaidefsis, DMTEE) encourages and uses cooperation with the enterprises for the development and implementation of different technical specialisations offered to students during the three years of their studies in Technical Schools.

Furthermore, the third year of studies in the Practical Direction of Technical Schools combines a school-based environment with a real workplace as final-year students are placed in industry for one day per week, where they follow a practical training programme.

Also, students of the 2<sup>nd</sup> grade of the Lyceum (public upper secondary education) have the opportunity for one week to get acquainted with the world of work and have a practical experience at a work environment of their interest. All programs are supervised and evaluated by the MoEC.

The Vocational Guidance Service of the MLSI delivered through the Public Employment Service, PES (Dimosies Ypiresies Apascholis, DYA) provides information on employment prospects and opportunities or on skills-training possibilities. Furthermore, the PES provide assistance to employers, job-seekers and those in employment who wish to change jobs, through registration and placement services, provision of information on training opportunities and job vacancies. A nationwide candidate placement system is installed to which all PES counsellors have access. The candidate placement system performs a wide range of functions, including: registration and updating of clients history; registration of employers and vacancies; and monitoring clients interviews with employers. A facility for matching candidates against training programmes is currently being developed and a self-service Internet-based facility for clients is planned to become available to the public. Social partner involvement in the PES is well established. Each district labour office maintains a tripartite advisory committee.

The Euroguidance Centre Cyprus (NRCCG-CY) of the Department of Labour of the MLSI, in accordance with the Euroguidance initiative, provides information about private and public education and training opportunities that exist in Cyprus and in the EEA in general.

The HRDA presents the results of studies and information on its schemes and the options available to parents and to secondary school students through presentations and through its website.

Furthermore, the Cyprus Youth Board (Organismos Neoleas Kyprou, ONEK), in cooperation with local youth organisations has developed similar information facilities. Private Counseling and Guidance Services are also expanding their activities.

## **8.2 Target groups and modes of delivery**

Guidance at the present time is directed mainly to students, to the unemployed as well as the employed and the economically inactive. The main bodies of delivering guidance and counselling in Cyprus are the Counselling and Career Education Service, CCES (Ypiresia Symvouleftikis kai Epaggelmatikis Agogis, YSEA) of the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP), the Public Employment Services, PES (Dimosies Ypiresies Apascholis, DYA) and the Euroguidance Centre Cyprus (NRCCG-CY) of the Ministry of Labour and Social Insurance, MLSI (Ypourgeio Ergasias kai Koinonikon Asfaliseon, YEKA), the Human Resource Development Authority, HRDA (Archi Anaptyxis Anthropinou Dynamikou, AnAD) and certain private organisations.

It is important to note that the CCES of the MoEC has already recognized the need to provide counselling / guidance targeted specifically to the special needs group of students / young people. The CCES has provided some in-service training to its staff about counselling special-need group, but more emphasis needs to be given on the training of its staff and on the development of exclusive measures towards this group.

### **Students and Young Persons**

Guidance and counselling to students is provided mainly by the MoEC, the NRCCG-CY of the MLSI and the HRDA.

## Ministry of Education and Culture

Guidance and Counselling services are provided by the MoEC to all the students of secondary education (lower and upper level) through the Career Education Course (offered at the 3<sup>rd</sup> grade of lower secondary level) and through personal and / or group Counselling.

Specifically during Educational / Vocational Counselling, the students are helped with the ultimate goal to be equipped with the necessary skills in order to make a satisfactory educational / career choice:

- to explore their interests, abilities, personality characteristics and needs,
- to get informed about the courses offered at upper secondary education, both at general and technical/ vocational schools,
- to receive information about the future prospects of graduates from the various options in terms of immediate employment and / or further study possibilities.
- to get informed about Universities' entrance requirements, scholarships, programs of studies, etc.
- to familiarise themselves with the nature of different professions and about qualifications needed for exercising them.

Recent innovative methods used by the CCES for the development of Guidance and Counselling mechanisms/practices involve the use of a psychometric interest test (Career Gate Test k.17). This test was acquired through funding from the MoEC and the European Social Fund, ESF (Evropaiko Koinoniko Tamio, EKT). The test helps the students / other interested persons to explore their interests and personality types and, as a result, make an effective choice. The counsellors use the test during counselling intervention, as an additional scientific tool for the effective provision of help to interested persons.

The CCES has also prepared a special educational film on different job profiles (vocational jobs included) and qualifications needed to enter them. The film is shown to interested persons during the Cyprus International Educational Fair and additionally is used for the purposes of the Career Education Course.

Besides the Counselling and Guidance offices which operate within the public secondary education system, the CCES also operates Central Offices at the MoEC which do not only serve the needs of students but provide services to all citizens. Furthermore, the Central Offices have an administrative role.

The MoEC organises annually the International Education Fair where the students and other interested young people receive educational information about Universities' study programs, entrance requirements, fees, scholarships, etc. Usually, participants in the fair are over 200 Higher Education Institutions and Universities from 35 countries, as well as the National Universities and Colleges.

The Guidance and Counsellors Association (part of the Association of Secondary School Teachers of Cyprus) also organises the "Annual Careers Fair". More than 150 organised professional bodies and organisations take part.

Educational Fairs are additionally organized by the British Council and the Fulbright Commission with the participation of different Universities and Colleges from the UK and the USA respectively in order to provide information to prospective students for further studies in these countries.

### Ministry of Labour and Social Insurance - The Euroguidance Centre Cyprus

A website ([www.nrcg.dl.mlsi.gov.cy](http://www.nrcg.dl.mlsi.gov.cy)) has been set up by the NRCG-CY, in accordance with the Euroguidance initiative. Among others, it provides information about education and training opportunities that exist in Cyprus, private and public, it provides information about living and studying in Cyprus as well as information about the Cyprus education system, for the benefit of interested people in the EU countries, including expatriate Cypriots as well as local people (early school leavers, workers, unemployed and adult learners).

The Euroguidance network is the European network of the National Resource Centres for Vocational Guidance and currently includes 65 centres that are co-financed by the European Commission and by the relevant National Authorities. In Cyprus, the National Authority is the Department of Labour of the MLSI. Other activities of the NRCG-CY include:

- Publications containing information of the Euroguidance network, NRCG-CY and PLOTEUS.
- Organisation of seminars and workshops for guidance counsellors.
- Participation in education and career fairs in Cyprus.
- Provision of counselling services to citizens about career options.

The target groups of the NRCG-CY are guidance counsellors, individuals and organisations in need of counselling and guidance, especially students and parents seeking information on tertiary education.

### Human Resource Development Authority

The HRDA maintains a web page with information and advice on approved training opportunities. The HRDA also displays its research studies in a downloadable form. A special section in the web page contains occupational employment forecasts in all the occupations of the labour market in Cyprus. Another section contains the latest available trends of human resources indicators for the labour market and education and training in Cyprus. More information on the HRDA's dissemination of these studies is provided in section 7.2.

### **Adults: Employed, Unemployed and Inactive**

Guidance to adults is provided by the MLSI through the PES and certain private organisations. Furthermore, the CCES of the MoEC is planning to widen access to guidance for other groups of people besides students / young people and thus promote the goal of Lifelong Guidance.

### Ministry of Labour and Social Insurance - Public Employment Services

The Vocational Guidance Service of the PES of the MLSI provides information to adults and secondary-school graduates on employment prospects and opportunities or on skills-training possibilities. These services also cater for school dropouts, who may be interested in joining the apprenticeship system.

Furthermore, the PES provide assistance to employers, job-seekers and those in employment who wish to change jobs, through registration and placement services, provision of information on training opportunities and job vacancies.

A nationwide candidate placement system is installed to which all PES counsellors have access. The candidate placement system performs a wide range of functions, including: registration and updating of clients history; registration of employers and vacancies; and monitoring clients interviews with employers. A facility for matching candidates against training programmes is currently being developed and a self-service Internet-based facility for clients is planned to become available to the public.

The enhancement and modernisation of the PES was one of the priorities of the National Lisbon Programme (Ethniko Schedio Drasis gia ti Stratigiki tis Lissavonas). The measure over the period 2005-2008 was co-financed by the ESF. It is expected that the enhancement and modernisation of the PES will pave the way for a preventive deal towards unemployment and better utilisation of the labour force as well as increasing access to training through an individualised approach. This provision of individualised supportive and monitoring services consists of counselling, identification of skills, training, adaptation and integration to the working environment. This individualised guidance is mainly targeted towards the unemployed, the economically inactive women and young secondary education graduates.

#### Private

Private employment services and consultancy organisations in Cyprus have expanded in recent years, particularly in the recruitment of managerial or highly qualified specialised staff and in the recruitment of foreign workers. Private employment services act as human resource advisers to firms that do not have their own human resource department. It can be expected that, in the future, the role of private employment services will be very significant.

Through the enactment and application of the Law providing for the Establishment and operation of Private Employment Offices, 1997, and the relevant regulations, every such office, existing or new, is required to apply and obtain a licence from the MLSI. The licence is issued to eligible physical or legal entities under certain conditions and for a specified period of time.

#### Ministry of Education and Culture

As it has been mentioned before the MoEC is working towards the promotion of Lifelong Guidance. The CCES has already identified the priority areas that need to be given emphasis.

Although, the CCES has designated the urgent need of operation of district Centres of Counselling and Guidance, which will be easily accessible to the public, the MoEC is still working to get financial support from the Ministry of Finance, MoF (Ypourgeio Oikonomikon, YO) in order to proceed with the implementation of this goal. The Centres will be accessible to all European citizens and emphasis will be given on the provision of counselling / guidance to all citizens, irrespective of age, gender, religion, race, ethnicity and disability. The qualified counsellors, who will serve in these Centres, will have in-service training with special consideration on helping their clients to develop appropriate career managing skills over their lifetime. Additionally, special emphasis is going to be given to the provision of effective counselling to specific groups of people depending on their needs, as well as on the formal evaluation of the services provided, on the provision of appropriate in-service training to the staff of the Service, and on scientific research on areas of special interests to CCES.

It is important to note that a political decision has been taken by the Minister of Education and Culture (Ypourgos Paideias kai Politismou) to proceed with the external evaluation of CCES, with the ultimate goal of improving the provided services.

In addition, the CCES currently promotes the goal of the establishment of a National Forum on Lifelong Guidance, which is considered as a basic immediate goal for the upgrading of all Services, which provide guidance and counselling in Cyprus.

### **8.3 Guidance and counselling personnel**

The minimum qualifications needed to be employed at the Counselling and Career Education Service, CCES (Ypiresia Symvouleftikis kai Epaggelmatikis Agogis, YSEA) of the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP) is a first University degree in a subject taught at Secondary General and / or Secondary Technical / Vocational Education, and a post-graduate degree (Diploma and / or Master) in Counselling and or Career Education / Guidance. The CCES operates Counselling and Guidance Offices in all Public Secondary Schools, as well as Central Offices opened to public at the MoEC. The head of CCES has the position of the Chief Education Officer.

The CCES provides continuous in-service training to guidance counsellors in the areas of Counselling, Career Education / Guidance, and in other areas of interest for the Service eg. Psychology – since Counsellors are also providing help to the students for their personal, family, and social problems. The in-service training offered by the CCES is targeted specifically to its staff. However, many times after request, a special permission is given to guidance counselors from the educational private sector to attend these seminars.

The Vocational Guidance Service of the Public Employment Services, PES (Dimosies Ypiresies Apascholis, DYA) provides information to adults and secondary-school graduates on employment prospects and opportunities or on skills-training possibilities. The PES functions from labour offices in all districts in Cyprus. The development of PES network during the period 2005-2008 was a measure co-financed by the European Social Fund, ESF (Evropaiko Koinoniko Tamio, EKT).

Through the measure eight new Local Labour Offices were developed and six existing were upgraded (four district labour offices and two local ones). Furthermore, 18 qualified persons were recruited and trained as counsellors, relevant studies have been completed and a dissemination campaign of the project was carried out. During the programming period 2007-2013, further enhancement and modernisation of the PES is being promoted through the upgrading of IT tools for monitoring labour market developments.

The Euroguidance Cyprus (NRCG-CY) was involved in the initial training of the 18 newly appointed PES counsellors, in order to be able to provide information mostly to the unemployed on the training and employment opportunities through the individualised approach. The NRCG-CY has also prepared a Handbook for trainers/guidance counsellors for this matter, which has been disseminated through the guidance community.

The Human Resource Development Authority, HRDA (Archi Anaptyxis Anthropinou Dynamikou, AnAD) organises seminars and lectures for the counsellors, to provide them mainly with the results of the studies providing forecasts for the labour market.

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## **Theme 9: Financing - investment in human resources**

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### **9.1 Funding for initial vocational education and training**

Funding for IVET is grouped into the following categories: Upper secondary level, the Apprenticeship System (Systima Mathiteias, SM), Post-secondary (non-tertiary level) and Tertiary level.

#### IVET at Upper Secondary Level (School-Based and Alternance)

The total public expenditure for Secondary Technical and Vocational Education, STVE (Techniki kai Epaggelmatiki Ekpaidefsi, TEE) was estimated to be €55,1m in 2008 (Statistical Service of Cyprus). The share of secondary technical and vocational public expenditure was estimated to be 4,4% of the total public expenditure on education in 2008.

#### Apprenticeship Training

Attendance at technical schools is free of charge provided by the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP), while the Human Resource Development Authority HRDA (Archi Anaptyxis Anthropinou Dynamikou, AnAD) compensates employers for wages paid to apprentices who attend classes in technical schools. Under this scheme, subsidies were paid to companies employing 156 apprentices in 2008. According to the HRDA, expenditure amounted to the sum of €210.466. Training allowances are calculated on the basis of collective agreements by occupation.

#### Post-secondary (non-tertiary level)

There are three types of initial training schemes that are financed by the HRDA, and mainly targeted at upper secondary education graduates.

During 2008, training programmes were implemented for Construction Workers, Plumbers, Welders, Cabinet Makers/Carpenters, Builder Electricians and Sheet Metal Workers. In 2008, 153 persons participated in accelerated initial training programmes. According to the HRDA, expenditure in 2008 amounted to the sum of €815.571.

The subsidies granted by the HRDA for the single-company training programmes are calculated according to the level and duration of the programme, as well as the place of origin of trainers (i.e. from Cyprus or abroad). In 2008, the HRDA subsidies amounted to €2.264.

The HRDA implemented during the period 2006-2008 three schemes that were co-financed by the ESF. Each of these schemes aimed to promote the training and employability of Young Secondary School-leavers, the Unemployed and the Economically Inactive Women. In addition, a scheme for the enhancement of computer literacy of the unemployed was implemented.

During the period 2006-2008, 1.739 persons participated in training programmes and 478 persons participated in work experience programmes. The total expenditure for the schemes was €6.500.000.

#### Tertiary Level

A government grant is paid to the parents with a child in tertiary education. For each academic year, the grant is €1.709 for all full-time students who complete one academic year, an additional amount

of 50% of fees (with a maximum of €854) if the fees are paid by the family of the student and they do not receive any other subsidy and an additional €854 if the family of the student has 3 or more children.

There are six public tertiary education institutions, which come under the jurisdiction of various ministries, offering associate professional level programmes. The student tuition fees range from about €3.700 to €8.500 per year. Cypriot and EU students pay no fees.

During 2008 the HRDA subsidised the practical training of 64 Higher Technical Institute, HTI (Anotero Technologiko Institutouto, ATI) students and 91 Higher Hotel Institute of Cyprus, HHIC (Anotero Xenodocheiako Institutouto Kyprou, AXIK) students. According to the HRDA, the expenditure for the practical training of the HHIC students was €64.430, while for the HTI students it was €41.118.

## **9.2 Funding for continuing vocational education and training, and adult learning**

### **9.2.1 Funding for publicly provided CVET**

The Human Resource Development Authority, HRDA (Archi Anaptyxis Anthropinou Dynamikou, AnAD) subsidises training programmes implemented by public and private institutions, such as colleges and training institutions, and enterprises. There are more than 160 training providers, which operate primarily within the HRDA's open multi-company training programmes framework. These training providers in general also offer courses to employers and individuals that are not subsidised by the HRDA.

The HRDA activities are financed by a levy amounting to 0,5% of the payroll of eligible employers. In addition to the levy paid to the HRDA, it is estimated that the employers in the private sector spend an additional 1-1,5% of payroll on training measures for their staff.

The Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP) is responsible for the administration of funds of institutions, which cater for adult education.

The Ministry of Agriculture, Natural Resources and Environment, MoA (Ypourgeio Georgias, Fysikon Poron kai Perivallontos, YGFPP) funds the training of farmers provided by the Department of Agriculture Training Centres and the training foresters and forestry graduates provided by the Forestry College (Dasiko Kolegio).

Finally, the government as an employer finances the training and development of civil servants.

#### **Human Resource Development Authority**

The budgeted amount of funding by the HRDA for training and development actions in the period 2007-2013 is €131,6m compared to €57,6m in the period 2000-2006, while for the schemes that are co-financed by the ESF the HRDA's budgeted amount is €65,1m compared to €1,4m in 2000-2006.

The HRDA subsidises single-company training programmes and multi-company training programmes as well as training abroad. In general, for the enterprises with more than 250 employees, the subsidisation by the HRDA covers 50% of the eligible total cost of the proposed training programmes, whereas for enterprises that employ up to 249 persons the subsidisation is 70%. An additional 5% subsidisation is provided to enterprises established in rural areas.

According to the HRDA, during 2008, 35.986 employees were trained in single-company programmes, by Cypriot trainers or trainers from abroad and total expenditure amounted to



€3.764.225. Also, during 2008, 15.055 persons were trained on multi-company (institutional) programmes and total expenditure amounted to €3.947.335.

The HRDA subsidises employers for the costs of participation of the employees to training programmes abroad, both single-company and multi-company programmes. During 2008, the HRDA subsidised the participation of 678 persons in training programmes abroad and total expenditure amounted to €1.129.503.

The HRDA also promotes training programmes in enterprises for newly employed tertiary-education graduates. Monthly subsidies are paid to enterprises in relation to the training costs, including the salaries of graduates during training. In 2008, the HRDA subsidised the training of 126 graduates and total expenditure amounted to €430.124.

### Ministry of Education and Culture

The MoEC is responsible for the administration of funds of institutions for adult education. In 2008 public expenditure on education as a percentage of GDP was 7,4%. It is worth noting that the share of technical and vocational school expenditure was estimated to be 4,4% of the total public expenditure in 2008.

The Evening Secondary General Schools and the Evening Technical School (Esperini Techniki Scholi) of the MoEC provide opportunities for acquiring a recognised Leaving School Certificate. Students pay limited fees ranging from €100-200. In 2008 current expenditure was €7,8m (provisional), including teacher salaries.

The Afternoon and Evening Classes of Technical Schools (Ekpaideftika Programmata Apogevmatinon / Vradinon Tmimatou Technikon Scholon) offer Technical and Vocational Education Programmes as well as preparatory classes for various examinations. Individuals attending the above programmes, pay limited fees, which are approved by the Council of Ministers. In 2008 current expenditure was €625.400 (provisional), including teacher salaries.

The Adult Education Centres (Epimorfotika Kentra) offer, for a small fee, a wide range of short or medium length courses that cover several interest areas. The special classes, which are tailored specifically to meet the needs of various disadvantaged groups of people such as illiterate people, prisoners, senior citizens and people with disabilities such as the deaf, are offered for free.

### Measures to support training for civil servants and for enterprises in specific economic sectors

#### Farmers

The MoA funds the training of farmers provided by the Department of Agriculture Training Centres. During 2008, 26 courses of 63 days duration in total were organised at the Agriculture Training Centres, where 554 farmers participated. In addition, 18 courses on the domestic industry such as basket making, embroidery, weaving etc, were organised and 171 female farmers participated.

Apprenticeship schemes are also organised in a range of subjects. For persons under 40 years of age a daily allowance is granted of €20,49 per day of training. During 2008 6 schemes were implemented of 19 days duration, where 78 young farmers participated. During 2008, expenditure amounted to €7.454.

In addition, a new scheme was implemented in 2006, in order to promote the vocational training of young farmers, which involved the implementation of programmes with duration 300 and 150

hours. During 2008, 88 young farmers participated, who were granted a daily allowance about €68,29. In 2008, expenditure amounted to €182.000 for the vocational training of young farmers.

### Civil servants

Continuous training and development of the civil servants is offered through the Cyprus Academy of Public Administration, CAPA (Kypriaki Akadimia Dimosias Dioikisis, KADD) of the Ministry of Finance, MoF (Ypourgeio Oikonomikon, YO). The CAPA budgeted amount for 2008 was €1.036.738. Continuous training for civil servants is also being promoted by the Public Administration and Personnel Service, PAPS (Ypiresia Dimosias Dioikisis kai Prosopikou).

There are specific training programmes and seminars offered by public authorities to specific groups of civil servants such as public sector teachers, public sector nurses, police officers and sergeants as well as foresters are funded by the ministry responsible.

- Public sector teachers

The MoEC is responsible for funding the training of public sector teachers provided by the Pedagogical Institute, PI (Pedagogiko Institutouto, PI).

- Public sector nurses

The Ministry of Health, MoH (Ypourgeio Ygeias) funds the training of public sector nurses provided by the School of Nursing (Nosileftiki Scholi).

- Police officers and sergeants

The Ministry of Justice and Public Order, MJPO (Ypourgeio Dikaiosynis kai Dimosias Taxis, YDDT) funds the training of police officers and sergeants provided by the Cyprus Police Academy (Astynomiki Akadimia Kyprou).

- Foresters and forestry graduates

The MoA funds the training foresters and forestry graduates provided by the Forestry College.

### 9.2.2 Funding for CVT in enterprises

The Human Resource Development Authority, HRDA (Archi Anaptyxis Anthropinou Dynamikou, AnAD) subsidises training programmes implemented by public and private institutions, such as colleges and training institutions, and enterprises. Moreover, private institutions such as colleges, training institutions, consultancy firms and enterprises offer a variety of courses for adults, including many that are not subsidised by the HRDA. The social partners (employers' organisations and trade unions) also organise training programmes for their members mainly subsidised by the HRDA. Enterprises organise training programmes for their employees that are not subsidised by the HRDA.

### Statistical data

According to Continuing Vocational Training Survey (CVTS3) results of 2005, the total cost of CVT courses was 1,3% of total labour cost of all enterprises. This is slightly less than the EU27 average of 1,6%.

By size group, the total cost of CVT courses as a percentage of total labour cost was about the same as the EU27 average for enterprises employing 10-49 persons (1,0% compared to 1,1%), the same for enterprises employing 50-249 persons (1,4%) and lower for enterprises employing 250 or more (1,6% compared to 1,9%).

Table 1: Total cost of CVT courses as % of total labour cost (all enterprises)

	Total	Size class (number of employees)		
		10-49 (%)	50-249 (%)	250 or more (%)
<b>EU27</b>	1,6	1,1	1,4	1,9
<b>Cyprus</b>	1,3	1,0	1,4	1,6

Source: Eurostat (CVTS3, 2005)

### 9.3 Funding for training for unemployed people and other groups excluded from the labour market

Given the low unemployment tradition in the Cyprus economy, there was a tendency for the training system to be oriented mainly towards the lack of skills rather than towards strengthening the employability of the unemployed and the inactive. Training opportunities for the unemployed and other groups vulnerable to exclusion in the labour market are somewhat limited in Cyprus.

The main promoters of training for the unemployed and other groups vulnerable to exclusion in the labour market are:

- Human Resource Development Authority, HRDA (Archi Anaptyxis Anthropinou Dynamikou, AnAD), which is operating schemes aiming to promote the training and employability of the unemployed and of the inactive women which are co-financed by the European Social Fund, ESF (Evropaiko Koinoniko Tamio, EKT).
- Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP), which promotes the following programmes for the unemployed, that are provided by the STVE:
  - The Evening Technical School (Esperini Techniki Scholi).
  - The Afternoon and the Afternoon and Evening classes of Technical Schools (Ekpaideftika Programmata Apogevmatinon kai Vradinon Tmimatou Technikis Ekpaidefsis).
  - The Adult Education Centres (Epimorfotika Kentra).
  - Vocational Schools of Lifelong Learning (Epaggelmatikes Scholes Dia Viou Ekpaidefsis, ESDE).
- Ministry of Labour and Social Insurance, MLSI (Ypourgeio Ergasias kai Koinonikon Asfaliseon, YEKA), which promotes programmes for groups vulnerable to exclusion in the labour market which are provided by:
  - Non-government organisations, which provide programmes for the inactive women that are co-financed by the ESF.

- The Centre for the Vocational Rehabilitation of the Disabled (Kentro Epaggelmatikis Apokatastasis Anapiron, KEAA), which provides vocational training programmes for the disabled.
- The Department of Social Welfare Services, which provides training programmes for public assistance recipients and asylum seekers. An amount of €1.079 may be granted to recipients who wish to enroll in vocational training or buy necessary equipment for their occupation.
- Ministry of Justice and Public Order, MJPO (Ypourgeio Dikaiosynis kai Dimosias Taxis, YDDT) in cooperation with the MoEC, which promote classes to prisoners and other programmes of professional training.

#### **9.4 General funding arrangements and mechanisms**

In Cyprus, vocational education and training is primarily financed through public funds, administered mainly by the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP), the funds of the Human Resource Development Authority, HRDA (Archi Anaptyxis Anthropinou Dynamikou, AnAD), which come from the human resource development levy of 0,5% on the payroll of eligible employers, as well as directly from employers.

In terms of tax incentives, all expenditure on human resource development is tax deductible in the same way that other production expenses are treated. In this way, therefore, it is estimated that about 20-25% of total human resources development expenditure is borne by the state and the rest by private funds.

The main change to funding arrangements for VET concerns the financing provided by the European Social Fund, ESF (Evropaiko Koinoniko Tamio, EKT), which complements the financing of VET through public funds, the funds of the HRDA, and direct funding from enterprises. Public investment in VET has increased and efforts have been made to increase even further private investment in education from enterprises, households and individuals.

The financing provided by the ESF increased the level of funds available and at the same time improved the efficiency of the funding arrangements through the required introduction of appropriate mechanisms and tools emanating from the EU. Public investment in VET has increased and efforts have been made to increase private investment in education.

Specifically, there have been efforts to stimulate private investment from enterprises, households and individuals. A collaboration programme has been implemented between the University of Cyprus, UCY (Panepistimio Kyprou) and the Cyprus Employers and Industrialists Federation. Through this framework, the UCY provides the opportunity to local companies to contribute to the development of a knowledge-based society. The agreement stipulates the provision of specialised counselling services, the organisation of international conferences, specialised seminars and events and the organisation of fundraising campaigns. In addition to the collaboration programme, an increasing number of companies and individuals support the UCY through various donations and at school education level, parents and teachers associations provide financial support for several school activities or help schools with soliciting sponsors for various school events.

## Theme 10: National VET statistics – allocation of programmes

### 10.1 Classification of national VET programmes

#### 10.1.1 Main criteria used to allocate VET programmes

The Statistical Service of Cyprus (Statistiki Ypiresia Kyprou) cooperates with the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP), in order to allocate VET programmes to a particular level of education in national statistics. The allocation is made according to international criteria using the ISCED classification.

It must be noted that the Statistical Service of Cyprus provides data to Eurostat through the UOE (UNESCO Institute of Statistics, OECD and Eurostat) data collection just for formal education. For example, the Apprenticeship System is not allocated in ISCED levels as it is considered as non-formal education.

#### 10.1.2 VET levels in the national educational system

Level	Equivalent in ISCED	Minimum duration	Maximum duration	Average duration	Typical starting age of students
Upper Secondary	3	3 years	3 years	3 years	15
Post Secondary	4	1 year	1,5 years	1 year	18 females 20 males
Higher Education	5b	2 years	3 years	3 years	18 females 20 males

### 10.2 Fields of education and training

Level	ISCED Codes	Fields of education/study
Upper Secondary		<b>Technical / Vocational</b>
		<b>Theoretical Stream</b>
	213	Graphic arts
	214	Fashion Design
	214	Interior design
	521	General engineering
	521	Plumbing, heating and cooling systems
	522	Electrical engineering
	522	Electrical installations
	523	Computer engineering
	523	Electrical machines, automation and control
	523	Electronic communication
	525	Motor vehicle engineering
	525	Car electrics and electronics
	543	Woodcraft and Cabinet Making
	581	Architecture
	582	Civil engineering
	811	Hotel and Tourist Services
	921	Applied arts
958	General Civil Eng./Architecture	

Level	ISCED Codes	Fields of education/study
Upper Secondary		<b>Practical Stream</b>
	213	Graphic design
	214	Fashion Design
	214	Interior design
	215	Jewellery
	346	Secretarial studies
	521	General engineering
	521	Machine tools and production
	521	Plumbing, heating and cooling systems
	521	Welding and metal construction
	521	Maintenance of hotel electromechanical equipment
	522	General electrical engineering
	522	Electrical installations
	522	Domestic appliances, refrigeration and air conditioning
	523	Electrical machines, automation and control
	523	Electronic communication
	525	Motor vehicle engineering
	525	Car electrics and electronics
	525	Motorecycles and boat engines
	543	Woodcraft and cabinet making
	582	Building
	582	Drafting
	621	Agricultural studies
	811	Hotel and tourist services
	811	Hotel and Catering Stream
	811	Cooks and waiters
	815	Beuticians and hairdressing
921	General applied arts	
958	Civil engineering/Architecture	
981	Services	
Tertiary		<b>Higher Technical Institute</b>
	525	Marine Engineering
	522	Electrical Engineering
	521	Mechanical Engineering
	481	Computer Science
	582	Civil Engineering
		<b>Nursing School</b>
	723	General Nursing
	345	Postgraduate in Nursing Administration
	345	Postgraduate in Mental Health Administration
	723	Postgraduate in Mental Health Nursing
		<b>Higher Hotel Institute of Cyprus</b>
	811	Cooking
	345	Hotel and Catering
	811	Reception
		<b>Police Academy</b>
861	Policeman	
	<b>Forestry College</b>	
623	Forestry	

### **10.3 Links between national qualifications and international qualifications or classifications**

Cyprus does not have its own NQF. However, the development of a NQF for promoting the recognition of academic and vocational qualifications that have been acquired in Cyprus is a priority of the government. As a result, the Council of Ministers has set up a high level national committee comprising of the Director Generals of the Ministry of Education and Culture, MoEC (Ypourgeio Paideias kai Politismou, YPP), the Ministry of Labour and Social Insurance, MLSI (Ypourgeio Ergasias kai Koinonikon Asfaliseon, YEKA) and the Human Resource Development Authority, (Archi Anaptyxis Anthropinou Dynamikou, AnAD), to formulate the general framework and the policies for the design and implementation of a NQF. To that purpose a working committee has been established.

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Cyprus Employers and Industrialists Federation, [www.oeb.org.cy](http://www.oeb.org.cy)

Cyprus Productivity Centre, [www.kepa.gov.cy](http://www.kepa.gov.cy)

Cyprus Workers Confederation, [www.sek.org.cy](http://www.sek.org.cy)

Europa [www.ec.europa.eu](http://www.ec.europa.eu)

Forestry College of Cyprus – Ministry of Agriculture, Natural Resources and Environment [www.moa.gov.cy/fc](http://www.moa.gov.cy/fc)

Foundation for the Management of European Lifelong Learning Programmes [www.llp.org.cy](http://www.llp.org.cy)

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Higher Technical Institute, [www.hti.ac.cy](http://www.hti.ac.cy)

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### 11.3 List of acronyms and abbreviations

ACRONYMS	NAME	EN TRANSLATION	EN ACRONYM	COUNTRY
APKy	Anikto Panepistimio Kyprou	Open University of Cyprus	OUC	Cyprus
ATI	Anotero Technologiko Institutouto	Higher Technical Institute	HTI	Cyprus
AXIK	Anotero Xenodocheiako Institutouto Kyprou	Higher Hotel Institute of Cyprus	HHIC	Cyprus
	Apolytirio	School Leaving Certificate		Cyprus
	Astynomiki Akadimia Kyprou	Cyprus Police Academy		Cyprus
AnAD	Archi Anaptyxis Anthropinou Dynamikou	Human Resource Development Authority	HRDA	Cyprus
DK	Dasiko Kollegio	Forestry College		Cyprus
DMTEE	Diefthinsi Mesis Technikis kai Epaggelmatikis Ekpaidefsis	Directorate of Secondary Technical and Vocational Education	Directorate of STVE	Cyprus
DYA	Dimosies Ypiresies Apascholis	Public Employment Services	PES	Cyprus
	Ekpaideftika Programmata Apogevmatinon kai Vradinon Tmimatou Technikis Ekpaidefsis	Afternoon and Evening Classes of Technical Schools		Cyprus
	Ekpaideftiki Metarithmisi	Education Reform		Cyprus
EL	Eniaio Lykeio	Unified Lyceum		Cyprus
ESDE	Epaggelmatikes Scholes Dia Viou Ekpaidefsis	Vocational Schools of Lifelong Learning		

<b>ACRONYMS</b>	<b>NAME</b>	<b>EN TRANSLATION</b>	<b>EN ACRONYM</b>	<b>COUNTRY</b>
	Epaggelmatiki Ekpaidefsi kai Katartisi	Vocational Education and Training	VET	Cyprus
EGE	Eparchiaka Grafeia Ergasias	District Labour Offices	DLO	Cyprus
	Epimorfotika Kentra	Adult Education Centres		Cyprus
	Epitropi Scholikis Empirias	Teaching Practice Committee		Cyprus
	Epitropi Syntonismou	Coordinating Committee		Cyprus
EED	Erevna Ergatikou Dynamikou	Labour Force Survey	LFS	Cyprus
	Esperini Techniki Scholi	Evening Technical School		Cyprus
	Ethniki Stratigiki Dia Viou Mathisis	Lifelong Learning Strategy	LLL Strategy	Cyprus
	Ethniko Schedio Drasis gia ti Stratigiki tis Lissavonas	National Lisbon Programme		Cyprus
ESPA	Ethniko Stratigiko Plaisio Anaforas gia tin Politiki Synoxis	National Strategic Reference Framework for Cohesion Policy	NSRF	Cyprus
EKT	Evropaiko Koinoniko Tameio	European Social Fund	ESF	
GP	Grafeio Programmatismou	Planning Bureau	PB	Cyprus
KEAA	Kentro Epaggelmatikis Apokatastasis Anapiron	Centre for the Vocational Rehabilitation of the Disabled		Cyprus
KEPA	Kentro Paragogikotitas	Cyprus Productivity Centre	CPC	Cyprus
KADD	Kypriaki Akadimia Dimosias Dioikisis	Cyprus Academy of Public Administration	CAPA	Cyprus
KOT	Kypriakos Organismos Tourismou	Cyprus Tourism Organisation	CTO	Cyprus
KYSATS	Kypriako Symvoulío Anagnorisis Titlon Spoudon	Cyprus Council for the Recognition of Higher Education Qualifications		Cyprus
MTEE	Mesi Techniki kai Epaggelmatiki Ekpaidefsi	Secondary Technical and Vocational Education	STVE	Cyprus
	Nosileftiki Scholi	School of Nursing		Cyprus
ONEK	Organismos Neoleas Kyprou	Cyprus Youth Board		Cyprus

<b>ACRONYMS</b>	<b>NAME</b>	<b>EN TRANSLATION</b>	<b>EN ACRONYM</b>	<b>COUNTRY</b>
OELMEK	Organosi Ellinon Leitourgon Mesis Ekpaidefsis Kyprou	Association of Secondary School Teachers of Cyprus		Cyprus
OLTEK	Organosi Leitourgon Teknikis Ekpaidefsis Kyprou	Association of Teachers of Technical Education in Cyprus		Cyprus
PI	Paidagogiko Institutouto	Pedagogical Institute	PI	Cyprus
PK	Panepistimio Kyprou	University of Cyprus	UCY	Cyprus
	Praktiki Katefthinsi	Practical Direction		Cyprus
	Programma Proypiresiakis Katartisis	Pre-service Training Programme	PTP	Cyprus
	Statistiki Ypiresia Kyprou	Statistical Service of Cyprus		Cyprus
SEKAP	Symvoulío Ekpaideftikis Axiologisis kai Pistopoiisis	Council for Educational Evaluation-Accreditation	CEEA	Cyprus
SM	Systima Mathiteias	Apprenticeship System		Cyprus
	Symvoulío Mathiteias	Apprenticeship Board		Cyprus
TEPAK	Technologiko Panepistimio Kyprou	Cyprus University of Technology		Cyprus
TS	Technikes Scholes	Technical Schools		Cyprus
	Theoritiki Katefthinsi	Theoretical Direction		Cyprus
	Vouli ton Antiprosopon	House of Representatives		Cyprus
	Ypiresia Dimosias Dioikisis kai Prosopikou	Public Administration and Personnel Service	PAPs	Cyprus
	Ypiresia Koinonikis Evimerias	Social Welfare Services	SWS	Cyprus
YDDT	Ypourgeio Dikaiosynis kai Dimosias Taxis	Ministry of Justice and Public Order	MJPO	Cyprus
YSEA	Ypiresia Symvouleftikis kai Epaggelmatikis Agogis	Counselling and Career Education Service	CCES	Cyprus
YEVT	Ypourgeio Emporiou, Viomichanias kai Tourismou	Ministry of Commerce, Industry and Tourism	MCIT	

<b>ACRONYMS</b>	<b>NAME</b>	<b>EN TRANSLATION</b>	<b>EN ACRONYM</b>	<b>COUNTRY</b>
YEKA	Ypourgeio Ergasias kai Koinonikon Asfaliseon	Ministry of Labour and Social Insurance	MLSI	Cyprus
YGFPP	Ypourgeio Georgias, Fysikon Poron kai Perivallontos	Ministry of Agriculture, Natural Resources and Environment	MoA	Cyprus
YO	Ypourgeio Oikonomikon	Ministry of Finance	MoF	Cyprus
YPP	Ypourgeio Paideias kai Politismou	Ministry of Education and Culture	MoEC	Cyprus
	Ypourgiko Symvoulío	Council of Ministers		Cyprus
	Ypourgos Ergasias kai Koinonikon Asfaliseon	Minister of Labour and Social Insurance		Cyprus
	Ypourgos Paideias kai Politismou	Minister of Education and Culture		Cyprus
		European Lifelong Guidance Policy Network	ELGPN	
		European Network of Quality Association	ENQA	
		European University Association	EUA	
		European Qualifications Framework	EQF	
		International Quality Assurance Agency in Higher Education	INQAAHE	
		National Europass Centre	NEC	
		National Qualifications Framework	NQF	
		Euroguidance Centre Cyprus	NRCG-CY	Cyprus
		UNESCO Institute of Statistics, OECD and Eurostat	UOE	

## **ANNEX 1: MEMBERS OF THE CYPRUS CONSORTIUM**

### **1. NATIONAL COORDINATOR**

1.1. Human Resource Development Authority of Cyprus ([www.hrdauth.org.cy](http://www.hrdauth.org.cy))

### **2. MINISTRIES/GOVERNMENT DEPARTMENTS**

2.1. Planning Bureau ([www.planning.gov.cy](http://www.planning.gov.cy))

2.2. Ministry of Labour and Social Insurance/Department of Labour ([www.mlsi.gov.cy/dl](http://www.mlsi.gov.cy/dl))

2.3. Ministry of Education and Culture ([www.moec.gov.cy](http://www.moec.gov.cy))

2.4. Statistical Service of Cyprus ([www.mof.gov.cy/cystat](http://www.mof.gov.cy/cystat))

2.5. Cyprus Academy of Public Administration (CAPA) ([www.mof.gov.cy](http://www.mof.gov.cy))

2.6. Pedagogical Institute ([www.pi.ac.cy](http://www.pi.ac.cy))

2.7. Cyprus Productivity Centre ([www.mlsi.gov.cy/kepa](http://www.mlsi.gov.cy/kepa))

### **3. SOCIAL PARTNERS: EMPLOYER AND TRADE UNION ORGANISATIONS**

3.1. Cyprus Employers and Industrialists Federation ([www.oeb-eif.org](http://www.oeb-eif.org))

3.2. Cyprus Chamber of Commerce and Industry ([www.ccci.org.cy](http://www.ccci.org.cy))

3.3. Cyprus Workers' Confederation ([www.sek.org.cy](http://www.sek.org.cy))

3.4. Pancyprian Federation of Labour ([www.peo.org.cy](http://www.peo.org.cy))

3.5. Democratic Labour Federation of Cyprus ([www.deok.org.cy](http://www.deok.org.cy))

3.6. Cyprus Union of Bank Employees ([www.etyk.org](http://www.etyk.org))

### **4. OTHER ORGANISATIONS/NON-PROFIT MAKING ORGANISATIONS**

4.1. University of Cyprus ([www.ucy.ac.cy](http://www.ucy.ac.cy))

4.2. Research Promotion Foundation ([www.research.org.cy](http://www.research.org.cy))

### **5. NATIONAL AGENCIES/UNITS FOR MANAGING EUROPEAN PROGRAMMES/INITIATIVES**

5.1. Foundation for the Management of European Lifelong Learning Programmes ([www.llp.org.cy](http://www.llp.org.cy))

5.2. National Eurydice Unit ([www.eurydice.org](http://www.eurydice.org))