

**CYPRUS PRESIDENCY CONFERENCE ON
JOB CREATION AND YOUTH
EMPLOYMENT**

***JOB PLACEMENT AND TRAINING OF
TERTIARY – EDUCATION GRADUATES***

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Investing in People!

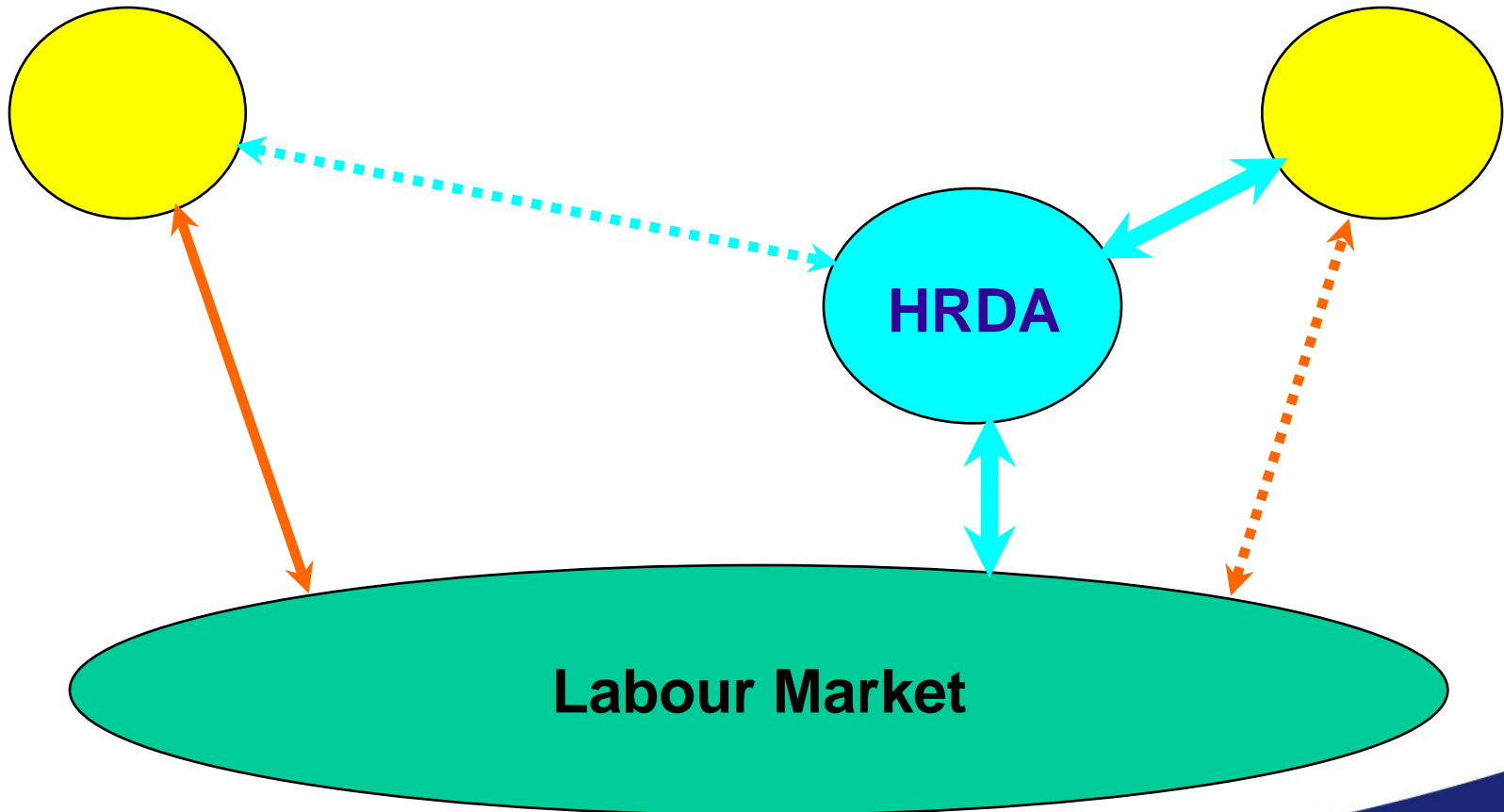
CONTENT OF PRESENTATION

- 1. THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS**
- 2. CONTRIBUTION TO MINIMISE THE EFFECTS OF THE ECONOMIC CRISIS**
- 3. SCHEME FOR THE JOB PLACEMENT AND TRAINING OF TERTIARY-EDUCATION GRADUATES**
- 4. EVALUATION AND PEER REVIEW CONCLUSIONS**

OVERVIEW OF THE VET SYSTEM

Education System

Training System



THE HUMAN RESOURCE DEVELOPMENT AUTHORITY STATUS

- ❖ **Semi-government organisation**
- ❖ **Set up by legislation (1974)**
- ❖ **Commenced operations in 1979**
- ❖ **Governed by a 13-member, tripartite, Board of Governors comprising 5 Government, 4 Employer Organisation and 4 Trade Union representatives**
- ❖ **Financed by the HRD levy collected from all employers excluding the Government and the Self-employed (0,5% of payroll)**

THE HUMAN RESOURCE DEVELOPMENT AUTHORITY MISSION

- **To create the necessary prerequisites for the planned and systematic training and development of the island's human resources at all levels and in all sectors, for meeting the economy's needs within the overall national socio-economic policy.**

5 PRIORITY POLICY AIMS

A

**HUMAN RESOURCES
TRAINING & DEVELOPMENT**

B

**SUPPORT TO ENTERPRISES TO
IMPROVE THEIR HR**

C

**HRD INFRASTRUCTURE
& SYSTEMS**

D

**RESEARCH &
DEVELOPMENT**

E

**EFFECTIVE
GOVERNANCE**

OVERVIEW OF HRDA TRAINING SCHEMES

INITIAL TRAINING:

- **Single-company / In-company courses**
- **Multi-company / Institution-based courses**
- **Industrial training of tertiary and secondary education students**
- **Training of tertiary education graduates**
- **Training of the unemployed (ESF co-financing)**
- **Training of economically inactive women (ESF co-financing)**
- **Emergency scheme for developing the skills of the unemployed**

CONTINUING TRAINING:

- **Single-company / In-company courses**
- **Multi-company / Institution-based courses**
- **Training abroad**
- **Emergency scheme supporting employment and in-company individualised training of the long-term unemployed**

CRUCIAL ROLE OF THE SOCIAL PARTNERS

- **The Social Partners are actively involved in all the initiatives.**
- **Employers' and workers' organisations are directly involved in policy and strategy formulation through their representation on HRDA's Board of Governors.**
- **Responsibility and maturity expectedly leads to consensus**
- **In direct partnership, they also implement training activities that satisfy specialised needs, within the framework set by HRDA.**

HRDA CONTRIBUTION TOWARDS MINIMISING THE EFFECTS OF THE ECONOMIC CRISIS ON THE CYPRUS LABOUR MARKET

SPECIAL PREVENTION SCHEME – ACTION PLAN

- **Introduced in February 2009**
- **In close cooperation with the Ministry of Labour and the social partners**
- **Regular review and enrichment for fast response**

SPECIAL PREVENTION SCHEME – ACTION PLAN

3 POLICY INTERVENTIONS FOR A COMPREHENSIVE APPROACH

A

**Prevention of unemployment
through training**

B

**Training to enhance
employability**

C

**Employment & training
support**

TERTIARY-EDUCATION GRADUATES KEY FIGURES FOR CYPRUS

- ❖ **% of secondary school graduates continuing further studies: 76% (2010)**
- ❖ **% of unemployed persons 15+ with Tertiary-level qualifications: 36% in 2011, 30% in 2008**

SCHEME FOR THE JOB PLACEMENT AND TRAINING OF TERTIARY-EDUCATION GRADUATES

AIMS

- ❖ To help young tertiary-education graduates to find productive and suitable employment through acquiring work experience and specialised additional knowledge
- ❖ To upgrade the management and improve the competitiveness of enterprises through the employment of qualified persons, who can develop into key members of their human resources.

SCHEME FOR THE JOB PLACEMENT AND TRAINING OF TERTIARY-EDUCATION GRADUATES

- ❖ **The training programmes include:**
 - **In-company practical training and work experience (6 months)**
 - **Participation in flexibly selected seminars (20 hrs)**
- ❖ **Graduates' minimum salary: €1100 /month,**
- ❖ **Maximum level of subsidy: €1200 /month**
- ❖ **Aid intensity: 80% (Small), 70% (Medium), 60% (Large enterprise)**
- ❖ **Application for participation can be submitted any time during the year.**
- ❖ **Application submitted within 4 months of employment**

ELIGIBILITY CRITERIA FOR PARTICIPATION

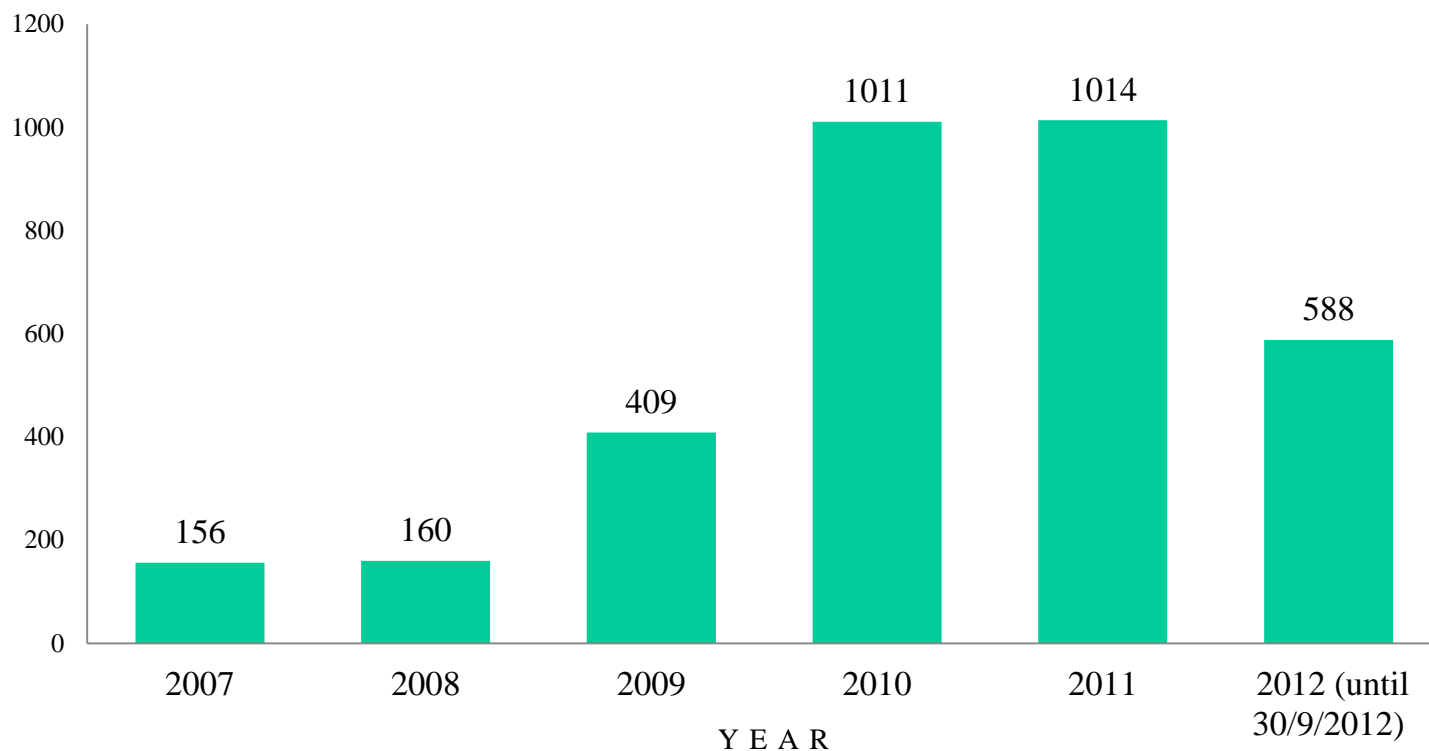
○ **Graduates**

- **Completed at least a 3 -year academic course of any discipline**
- **Have no more than 12 months relevant work experience**
- **Have completed academic studies up to 3 years before employment**

○ **Employers**

- **From any economic sector**
- **Have a need for recruiting and training a graduate to a position requiring higher qualifications**
- **Suitable in-house trainer / coach**
- **Appropriate company structure for the training and employment of the graduate**

APPLICATIONS RECEIVED PERIOD: 2007 – September 2012



SCHEME EVALUATION

- ❖ **Results of ex-post evaluation conducted in 2011-12 by independent consultants:**
 - **90% of graduates were employed after completion of the programme**
 - **77% of them were employed by the initial enterprise**
 - **High level of satisfaction among graduates for:**
 - **Training service, Work experience, HRDA procedures**

PEER REVIEW ON THE SCHEME

- **The Scheme was selected as a case of Good Practice for a Peer Review Activity under the Mutual Learning Programme 2011.**
- **In October 2011 government representatives and experts from 10 European countries and representatives of the European Commission discussed the Scheme in Larnaca, Cyprus.**

MAIN CONCLUSIONS OF PEER REVIEW ON THE SCHEME

- ❖ **HRDA's unique position in the system as national tripartite body is a crucial success factor**
- ❖ **Flexibility and simplified procedures allow good coverage of individual and company needs**
- ❖ **Effective combination of different interventions (training and wage subsidies)**
- ❖ **Effective combination of training with real work experience ensures smooth transition into the labour market**

MAIN CONCLUSIONS OF PEER REVIEW ON THE SCHEME

- ❖ **Targets young unemployed graduates, an increasingly important target group**
- ❖ **Cost-sharing arrangement (public-private) ensures commitment from the employers**
- ❖ **Positive differentiation of funding levels in favour of smaller companies**
- ❖ **Supported by regular follow-up and evaluation**

CONTACT DETAILS

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Thank you for your attention!