

# VET in Cyprus and Quality Assurance

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# Human Resources

Human Resources is the most significant factor for the whole economy in Cyprus

Cyprus does not possess any significant wealth producing natural resources and thus its human resources is the most significant factor of production in the economy and the only means of success in this era of globalisation, rapid technological development and increased competitiveness.

Education and training of human resources

Education and training of the human resources is considered to be a critical success factor for the enhancement of competitiveness, productivity and innovation.

# Policy development for education & training

## Key actors

Planning  
Bureau

Ministry of  
Education &  
Culture

Ministry of  
Labour &  
Social  
Insurance

Human  
Resource  
Development  
Authority

# Policy development for education & training

- Policy framework decisions in the field of VET in Cyprus are taken by the Council of Ministers following policy proposals by the responsible ministries or departments after a process of consultation with the social partners and VET stakeholders. The laws regulating the provision of VET are passed by the House of Representatives

# Policy priorities in Cyprus in the field of VET

Implementation of the comprehensive LLL Strategy	Promotion of the education reform in all levels of education
Continuous upgrading of skills to match labour market needs	Increasing female participation
Upgrade of training	Improving the quality of training
Development of a National Qualifications Framework	Implementation and operation of the System of Vocational Qualifications and EU tools

# New technologies in the education & training systems

- In order to improve the quality and attractiveness of Secondary Technical & Vocational Education, the Ministry of Education & Culture introduced Modern Technology in the curricula. This action aimed at reforming the curricula of all subjects with activities using ICT, providing schools with suitable ICT equipment and completing the infrastructure installations

# New technologies in the education & training systems

- Another action was implemented aiming at ensuring that secondary education teachers will become digitally literate and will acquire skills to implement the new ICT oriented curricula
- The operation of the Open University of Cyprus has promoted LLL and established distance learning programmes that are mainly based on eLearning

# New technologies in the education & training systems

- As far as training is concerned, the Human Resource Development Authority (HRDA) has increased the number of training courses in the field of ICT that receive a subsidy and has further promoted the adoption of eLearning methods and approaches
- Furthermore, a scheme for the enhancement of computer literacy of the unemployed was implemented
- Finally, the scheme 'Training Infrastructure Support' of the HRDA aims to strengthen the training infrastructure of companies, training institutions and organisations in order to provide training more effectively by the use of modern technologies



# Strengthening the links between VET and the labour market

- Identifying and anticipating skill needs

Studies are carried out every year for the identification of initial training needs as well as for the identification of employment forecasts in occupations and sectors of economic activity and educational training needs

# Strengthening the links between VET and the labour market

- Integrating skill needs of the labour market into VET provision

HRDA employment forecast studies are utilised by policy makers in order to develop tailor-made action plans. The findings of the research are also taken into account by HRDA for choosing the standards of Vocational Qualifications to be developed in the system and incorporated into the National Qualifications Framework.

# Strengthening the links between VET and the labour market

- Involvement of social partners in the planning process at national level

Social partners and other VET stakeholders are involved in the determination of thematic priority training programmes subsidised by the HRDA. These priorities are communicated to all training institutions/providers. By law, companies pay 0.5% of their payroll to the HRDA fund and may receive subsidy from HRDA for approved training activities

# Financing VET

- In Cyprus, VET is primarily financed through public funds and the funds of the HRDA. Important also is the funding provided by the European Social Fund (ESF). ESF has supported the implementation of the main VET reforms in Cyprus as well as many other related projects

# Tax incentives

- All expenditure on human resource development is tax deductible in the same way that other production expenses are treated



# Quality Assurance in Cyprus

- The establishment as of January 2013 of a system for the assessment and certification of training providers, will improve the quality of the vocational education & training in Cyprus

The system will involve the following:

- only certified training centres will be able to offer multi-company vocational training subsidised by HRDA
- only certified structures of vocational training will be allowed to apply multi and single-company vocational training programmes subsidised by HRDA
- only certified trainers of vocational training will be approved as instructors at single and multi-company vocational training programmes subsidised by HRDA



# Quality Assurance in Cyprus

- One of the main objectives and targets of the National Qualifications Framework of Cyprus is the quality assurance of education and training programmes
- Through the National Qualifications Framework, quality assurance can be promoted according to the following principles

Quality assurance policies and procedures should underpin all levels of the NQF

Quality assurance should be an integral part of the internal management of education and training institutions

Quality assurance should include regular evaluation of institutions, their programmes or their quality assurance systems by external monitoring bodies or agencies

External monitoring bodies or agencies carrying out quality assurance should be subject to regular review

Quality assurance should include context, input, process and output dimensions, while giving emphasis to outputs and learning outcomes

Quality assurance initiatives at national level should be coordinated in order to ensure overview, coherence, synergy and system-wide analysis





THANK YOU FOR YOUR ATTENTION