

Skills anticipation in Cyprus

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Overview of the Cypriot approach

Skills anticipation in Cyprus



Key actors

Governance	Human Recourse Development Authority (HRDA)				
Stakeholders	Government (via HRDA and relevant ministries)	Education and training providers	Social partners		
	Education institutions (public and private schools at all levels, both general education and VET, universities & colleges)	Young people and graduates	Social partners	Policy makers, HRDA, Ministry of Education and Ministry of Labour	Citizens



Types of skills anticipation

Quantitative forecasting	Long-term employment trends and forecasting by the HRDA	Annual research studies identifying employment and training needs (social partners involved)
	Skills assessments: None	
Foresight	None	
Other	Studies on specific sectors (blue economy, green skills, natural gas, nursing)	



Dissemination

Channels	HRDA website	Press conferences (HRDA)	Special lectures for school guidance and employment counsellors	Mass media
	Use	By stakeholders for better matching of qualifications and labour market needs	By stakeholders for the planning of education and training activities	

Description

Cyprus has long experience of providing forecasts of skills needs. Skills anticipation activities in Cyprus include:

- Analysis of long term employment trends and forecasting;
- Annual research studies on the identification of employment and training needs with the involvement of the social partners; and
- Studies on skills needs in specific sectors (e.g. in the blue economy, green economy, natural gas, nursing).

The main formal mechanism in place for the assessment of skill needs is operated by the HRDA. The Ministry of Finance provides projections for the growth of the economy, which include forecasts of value added, productivity and employment. The aforementioned projections are utilised by the HRDA to produce detailed employment forecasts, disaggregated by economic sector and occupation and include estimates of both expansion and replacement demand.

Furthermore, the MoEC has responsibility (enshrined in legislation) for the identification of educational and special skill needs.

Aims

The aim of skills anticipation in Cyprus is the identification of skills gaps and the planning and implementation of education and training activities. Skills anticipation outputs cover all sectors of the Cypriot economy and labour market, and all relevant occupations.

Legal framework

There is no specific regulation governing skills anticipation in the country. It is of interest to highlight that the law governing the operations of HRDA ('Part I ■: Establishment and Powers of the Authority of the HRDA') sets as one the Authority's main responsibilities the collection, analysis, and distribution of information about the development of human capital (including statistical data and forecasts).

Governance

The HRDA, which reports to the government through the Minister of Labour, Welfare and Social Insurance, is governed by a 13-member Board of Directors comprising five government, four employer, and four trade union [representatives](#).⁽¹⁾ The two main government actors in skills anticipation, MoEC and MLWSI, are represented on the Board.

The role of stakeholders

Stakeholders are mostly involved in the use of skills intelligence. The main stakeholders in the process of skills anticipation are:

- Public and private organisations involved in human resource planning, such as:
 - The [Public Employment Service](#) (Δημόσια Υπηρεσία Απασχόλησης, PES);
 - MoEC;
 - Social partners (such as employers' organisations and trade unions).
- Representatives of education and training institutions (including universities, colleges, VET providers);
- The [Directorate General for European Programmes, Coordination and Development](#) (Γενική Διεύθυνση Ευρωπαϊκών Προγραμμάτων, Συντονισμός και Ανπτυξής), which has responsibility for European Funds and Programmes (such as the European Investment and Structural Funds, the EU Competitive Programmes, and the grants provided by countries in the European Economic Area and Switzerland); and development and horizontal issues, such as research, technological development and innovation, lifelong learning, and the "Europe 2020" Strategy.

As mentioned above, HRDA is governed by a 13-member Board of Directors comprising five government, four employer, and four trade union representatives. All stakeholders arguably therefore have a clear overview of the operation, functions and results of skills anticipation studies that take place in the country at the strategic plan and goals of the HRDA, but their role in the design of the skills anticipation measures is consultative only.

Target groups

In Cyprus, skills intelligence stemming from the HRDA's studies is published and accessible online [\(2\)](#) and presented to a targeted audience via events and lectures with the aim of communicating and disseminating information.

Funding and resources

There are no specific funds in the HRDA's budget for skills anticipation. Skill anticipation studies are funded from the HRDA's overall annual budget [\(3\)](#).

Methods and tools

Skills assessment

There are no skills assessment activities currently conducted in Cyprus.

Skills forecasts

- The HRDA produces 10-year employment forecasts every two to three years. The latest set of employment forecasts for Cyprus, completed in 2014, covered the period 2014-24 and provides forecasts of employment levels, expansion demand and replacement demand for 52 sectors of economic activity and around 300 occupations, thereby covering the entire labour market. It must be noted that the forecasts only cover employment demand and not the respective supply.
- The skills forecasting methodology has been developed by the HRDA based on its extensive experience

- The skills forecasting methodology has been developed by the HRDA based on its extensive experience in forecasting, as well as on similar methodologies which have been developed in Europe and the USA. In order to produce the employment forecasts, the country's strategic objectives, as expressed in various governmental programming documents, are taken into account. As a consequence specific assumptions and working scenarios about the future are developed based on these documents.
- The HRDA also produces annual research studies for the identification of employment and training needs, with the involvement of the social partners. These studies provide annual estimates for the number of persons required in specific occupations and the need for specific skills. The aforementioned identification is based on labour market research, using data collected via questionnaires sent to social partners and other stakeholders including employers, trade unions and the public employment services through the District Labour Offices. On the basis of these estimates, suggestions are put forward for the implementation of training programmes.

Skills foresight

There is no skills foresight activity currently undertaken in Cyprus.

Other skill anticipation exercises

In addition to the forecasts, the HRDA also conducts qualitative and quantitative studies on specific sectors (e.g. the blue economy, the green economy, natural gas, and nursing). These studies examine and analyse a specific sector in order to identify their skill needs, taking into consideration forecasts of employment demand.

Dissemination and use

Use of skills anticipation in policy

The HRDA outputs are disseminated in a number of ways:

- The HRDA organises press conferences for the presentation of its forecasts and other studies;
- Special lectures are organised for secondary school guidance counsellors in collaboration with the MoEC, and for employment counsellors in collaboration with the PES;
- Findings of the forecast studies are disseminated to the public through the media such as articles in newspapers and participation in relevant radio and television programmes;
- Detailed forecasts of employment demand for around 300 occupations are provided on the [HRDA website](#). Users may search for information on occupations of interest.

Studies are also sent to government officials, the social partners (employers' organisations and trade unions), education and training providers, organisations involved in human resource planning, careers counsellors, etc. Policymakers use these forecasts to develop appropriate policy responses for adapting to projected future change.

