

# EUROPEAN ALLIANCE FOR APPRENTICESHIPS

## MEMBER STATES – PLANNED REFORMS/INITIATIVES

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Considering the Council Declaration<sup>1</sup> on the European Alliance for Apprenticeships of 15 October 2013, **Cyprus** will undertake the following measures to increase the quality, supply and attractiveness of apprenticeships.

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### **Main objective**

- A. New Modern Apprenticeship Scheme;
  - B. Skills Enhancement (Apprenticeship type training);
  - C. Reform and upgrading of the element of industrial placement and training in the curricula of initial VET (Work Based Learning).
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### **A. New Modern Apprenticeship Scheme**

#### **Objective**

Apprenticeship in Cyprus is going through an extensive reform with co-funding from the ESF. The new reformed system (New Modern Apprenticeship) has been in effect since the school year 2012/13 on a limited scale. The objective is to build on the results achieved so far and to extend the coverage and enrich the content of New Modern Apprenticeship (NMA). The impact expected is to make Apprenticeship an alternative and innovative learning approach by which apprentices will be able to learn through hands on experience.

#### **Description**

- Provide facilities and infra-structure for the operation of NMA so that it becomes accessible to young people from all districts/areas;
- Extend the range of specializations beyond traditional craft occupations to include new innovative sectors on the basis of forecasts of future needs;
- Use of new and advanced technology in training to facilitate learning and use of

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<sup>1</sup> [http://www.consilium.europa.eu/uedocs/cms\\_data/docs/pressdata/en/lsa/139011.pdf](http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/lsa/139011.pdf)

training methodologies and targeted support, centred at facilitating the participation of young people with fewer opportunities;

- Include Apprenticeships in the implementation of the Youth Guarantee.

### **Added value**

The added value will be that the image of Apprenticeship will improve. For decades, Apprenticeship in Cyprus has been associated with school failure and low achievement. It is important to raise the image and status of Apprenticeship and promote it through an awareness-raising range of activities so that it becomes a strong alternative pathway for students who want to continue their education through Apprenticeship as well as a pathway leading to opportunities for Life Long educational and professional advancement.

### **Partners**

- Ministry of Labour and Social Insurance (Cyprus Productivity Centre / Department of Labour especially regarding the inclusion of Apprenticeships in the implementation of the Youth Guarantee)
- Ministry of Education and Culture
- Apprenticeship Board
- Employers' Associations
- Trade Unions
- European Social Fund
- Social Insurance DG for European Programmes, Coordination and Development.

### **Contact information**

Ministry of Labour and Social Insurance

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## **B. Skills enhancement**

### **Objectives**

- 1) To increase the supply of apprenticeship places;
- 2) To improve the attractiveness of Apprenticeship;

3) To address skills mismatch (in mainly technical professions).

**Description**

This measure which is to be promoted within the framework of Youth Guarantee is targeted to young people aged 15 to 24 who lack the skills to gain a foothold in the labour market. Among the options available, a new action will include vocational training organized in partnership with public and private vocational training institutions. The aim is to increase the apprenticeship places available to unemployed youth and expand the range of occupations for which training is available and at the same time to equip young beneficiaries with the skills required by the labour market and for occupations that are in-demand. Training will lead to a vocational qualification.

Young people will be referred to these training programmes by Public Employment Services on the basis of the results of individualized services provided to beneficiaries, while training providers will be responsible to place apprentices in enterprises for the in company training, follow up and monitor their training. The number of young people to be benefited is 1250.

**Added value**

Promotion of partnership between public and private institutions;

Promotion of apprenticeship type training, provided by private institutions, which will lead to a vocational qualification;

Targeted training programmes with respect to both the beneficiaries and the professions for which training will be provided;

The outcome is expected to be the training of 1250 young people in mainly technical professions for which there is demand in the economy, addressing so skills mismatches

**Partners**

The Public Employment Services

Public and Private vocational training providers

Other stakeholders through the coordination committee which will be responsible to monitor the implementation of Youth Guarantee

**Contact information**

Ministry of Labour and Social Insurance

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### **C. Reform and upgrading of the element of industrial placement and training in the curricula of initial VET**

#### **Objective**

The reform and upgrading of the industrial placement and training of the pupils of initial VET aims at the provision of relevant practical knowledge, skills and competences in the field of studies that pupils have selected to attend, under actual working conditions and according to the approved content of the curricula.

This is deemed necessary as currently there is no formal agreement between the social partners and the government to reinforce work based learning, neither there is a formal commitment to provide a number of training places. The absence of a formal agreement between the social partners and the government is a major weakness that affects in an adverse way the provision of VET in Cyprus. Related to this is the absence of a mechanism of practical support/contribution of the industrial world towards the system of formal VET. As a result, the system of formal VET in Cyprus cannot rely to a great extent on industry and enterprises to provide high-level quality training to VET learners during their industrial placement.

The reform and upgrading of the element of industrial placement and training in initial VET has been proposed to be included in the financial framework LLL strategy **2014-2020**.

#### **Description**

The setting up of a modern training model in industry for enhanced cooperation between technical schools and businesses, by offering incentives to important industrial units or enterprises to employ Technical School pupils as part of their practical training is currently being planned, in order to secure access to modern technical equipment, educational material and infrastructure through industrial placement.

#### **Added value**

The reform will contribute to the following:

- Improvement of vocational training of pupils, safeguarding their smooth transition from school to work;
- Consolidation and implementation of the theoretical knowledge, skills and competences acquired at Technical Schools;
- Development of professional ethics and values which are necessary for the effective and productive integration of pupils in the world of work and in society in general;
- Development of closer ties between the stakeholders involved in school education and industrial training;

- Match-up between skills provided by Technical Schools and employers' needs;
- Access to state-of-the-art equipment and infrastructure.

**Partners**

The Ministry of Education and Culture

Employers' Associations

Trade Unions

The European Social Fund

The Directorate General for European Programmes, Coordination and Development

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