

System of vocational Qualifications (SVQ)

Σύστημα Επαγγελματικών Προσόντων (ΣΕΠ)

POLICY INSTRUMENT

 Cyprus

Description

Country

 **Cyprus**

Focus area

KEY TRAINING POLICY MEASURE

The SVQ is designed for the assessment and certification of a person's competences in real or/and simulated working conditions. The Vocational Qualifications Standards (VQS) define the framework for the training and development of the individual. The SVQ constitutes an integral part of the Cyprus Qualifications Framework (CyQF), which is linked to the European Qualifications Framework (EQF). The SVQ provides the opportunity for interested persons to obtain a certificate in one or more professional qualifications depending on the qualifications and/or experience they have.

Link

http://www.hrdauth.org.cy/easyconsole.cfm/page/project/p_id/82/pc_id/17154

Implementation level

NATIONAL

Legal base

THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA) The Human Resource Development Authority of Cyprus (HRDA) is body governed by public law founded by the 21 Law of 1974 under the name of Cyprus Industrial Training Authority. 1 of November 1999 entered into force on Human Resource Development Law no. 125 (I) of 1999. The HRDA refers to the Government through the competent Minister who, under the above law, is the Minister of Labor and Social Insurance. Managed by 13 Board of Directors with a tripartite character, involving representatives of the Government, Employers and Trade Unions. Mission of the HRDA is to create the prerequisites for planned and systematic training and development of the human potential of Cyprus at all levels and in all areas to meet the needs of the economy within the framework of the social and economic policy of the state. <https://eseka.anad.org.cy/images/media/assetfile/2020%2010%2020%20CE%A...>

Starting period 2020

Perspective No

Policy area

EDUCATION

TRAINING

EMPLOYMENT

Funding

FUNDED BY THE EU

ESF

Skill mismatch

Skill mismatch target

OVERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE ABOVE THEIR JOB'S NEEDS)

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

Skills matching focus

UPSKILL OR RESKILL EMPLOYED ADULTS

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

Skills delivered

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

MORE ADVANCED DIGITAL SKILLS

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

GREEN SKILLS

Methods

Methods

SKILL AUDITS

SVQ evaluates and assess the skills of persons and certificates their competences using skills forecasting control systems and skills audits with auditors, evaluations and visits

Use of skills intelligence

DESIGNING STANDARDS AND ACCREDITATION

SVQ has standards and accreditation in order to evaluate and assess persons skills and competences

INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

SVQ has also training career guidance and counsellors in order to assess the skills mismatch of adults, employers and employees

Stakeholders

Main responsible body

NATIONAL AGENCY

THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA)

Other involved organisations

NATIONAL AGENCY

THE HUMAN RESOURCE DEVELOPMENT AUTHORITY OF CYPRUS (HRDA)

TRAINING PROVIDERS

Training providers can organize shorten training program to the participants

Beneficiaries

ADULTS WITH LOW BASIC SKILLS

SVQ aims to evaluate adults with low basic skills and assess their

competences

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

SVQ aims to evaluate adults in employment with upskilling potential

ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

SVQ aims to evaluate adults with reskilling potential and give certification on their competences and the level of their advanced skills and knowledge

Sustainability

Success factors

The SVQ constitutes an integral part of the Cyprus Qualifications Framework (CyQF), which is linked to the European Qualifications Framework (EQF). The SVQ fills a prior gap by providing the opportunity for interested persons to obtain a certificate in one or more professional qualifications depending on the qualifications and/or experience they have.

Barriers

N/A

Monitoring and evaluation

Quality Assurance for Professional Qualifications concerns the reliability, objectivity, consistency and independence of the results. For this purpose, quality criteria / controls have been defined and applied, as well as for the process of evaluation and certification of professional qualifications, in order to ensure that the evaluation is in accordance with the Standards, is reliable and objective and is applied consistently, regardless of the CAPs and the Assessors involved in the process.

Updates

NO

Effectiveness

The development of the Professional Qualifications Standards must be characterized by precision and clarity and must include all the tasks determined by the Technical Qualifications Committees and approved by the Board of HRDA to meet the needs of the economy. Evaluators should use the defined evaluation methods and be characterized by responsibility, objectivity, transparency and consistency. The dispute resolution process should be done in accordance with the established procedures and the principles of meritocracy and equal treatment.

Sustainability

In the context of the continuous upgrade of human resources, the Government has set high in its priorities the operation of the SVQ in Cyprus. SVQ will bring about very significant changes in the whole institution of the original and continuing training and in general the development and utilization of human resources in Cyprus. Certification of professional qualifications is evidence that the person

has the necessary knowledge and skills of a specific level of profession that meet the real needs of the labor market. This implies recognition of professional qualifications and ease of finding work as well as increased development prospects.

Other instruments in Cyprus

- [Communication Network with Employers for Technical Occupations' platform](#)
Δίκτυο Επικοινωνίας με Εργοδότες για Τεχνικά Επαγγέλματα – ΔΕΕΤΕ
- [HRDA Scheme for Job Placement and Training of Tertiary-Education Graduates](#)
Σχέδιο Στελέχωσης Επιχειρήσεων με Απόφοιτους Τριτοβάθμιας Εκπαίδευσης
- [Scheme for the Training of the Long-term Unemployed in Enterprises/Organisations](#)
Σχέδιο Κατάρτισης Μακροχρόνια Ανέργων σε Επιχειρήσεις/Οργανισμούς
- [Scheme for the Vocational Training of the Unemployed in Organisations of the Public and broader Public sector, Local Government Authorities, Non-Governmental Organisations and Non-Profit Institutions](#)
Ειδικό Σχέδιο Επαγγελματικής Κατάρτισης Ανέργων σε Οργανισμούς του Δημόσιου και ευρύτερου Δημόσιου τομέα, Αρχές Τοπικής Αυτοδιοίκησης, Μη Κυβερνητικούς Οργανισμούς και Ιδρύματα Μη Κερδοσκοπικού Χαρακτήρα