



Erasmus+



ERASMUS+ KA2 STRATEGIC PARTNERSHIP FOR YOUTH

YOUTH TALENT TO MARKET

CY Needs Analysis Report on artist-artisan entrepreneurial training

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1. Artist/artisan entrepreneurial training needs in terms of common skills and competencies, and incidence of any better practice in partner nations.

In 1975 the Ministry of Commerce, Industry and Tourism undertook the responsibility for the preservation of Cyprus Folk Art, its development and encouragement into modern cottage industry and handicrafts. It has therefore created with a specific focus on the training needs of the artisans, the **Cyprus Handicraft Service**, whose continuous aim is to promote and improve many of the traditional folk art skills, by helping artisans to improve their techniques and maintain the quality of their products.

The Cyprus Handicraft Service provides training and retraining program of individuals or groups who wish to improve the standard of their work or learn a particular craft. This center has a basic aim the revitalization of traditional folk art and its gradual development into the modern handicraft.

The Cyprus Handicraft Service has since 1979 created the Handicraft Centre in the capital city of Cyprus, Nicosia with a number of experimental workshops such as Embroidery, Weaving, Woodcarving, Pottery, Metalwork, Basketry/General Handicrafts, Leatherwork and Garments. All the experimental workshops are with specialized craftsmen under the guidance and supervision of the responsible instructors in each section. Here the visitors have the opportunity to watch live presentations of how the Cyprus handicrafts are made. This has established the Cyprus Handicraft Centre in Nicosia as a major tourist attraction. Apart from this the Service has the district Centers and shops in Larnaka, Limassol and Pafos and organized workshops in weaving in refugee settlements at Latsia and Tsiakkilero. These organized workshops offer the opportunity to those interested to come and work on the basis of piecework and produce for the Cyprus Handicraft Service.

The Human Resources Development Authority of Cyprus has a funding scheme for young secondary and technical school graduates which opens 2 times per year and provides practical training opportunities and work experience for unemployed young graduates. The objective of this fund is to improve their employability and also to enable enterprises /organizations to use appropriate workforce.

The Plan aims to integrate in 2015, 1000 unemployed young secondary and technical school graduates with a total budget of approximately € 4,0 million.

The duration of the work experience programs is 6 (six) months (26 weeks).

No official sources were found but it is true that in Cyprus, the gap between the entrepreneurial training needs for artisans and the available training is big. Most enterprises offer the training themselves as the vocational education regarding craft sector is limited in Cyprus.

Craftsmen through the ages created a wealth of traditions in folk art. The Cypriot artisan through his work expresses his inside world and feelings. His knowledge and inspiration as well as the experiences and ideas survived through the ages as they were passed on from one generation to the other. Nowadays, as more young people follow studies in the higher education, the craft sector is threatened with exclusion from the labor market.



According to the **Cyprus Pottery and Ceramics Association** prior to 1974, the main ceramic workshops were in Kyrenia and the surrounding area, as well as in Famagusta and the province.

After the Turkish invasion in July 1974, all these potters, now refugees, who were displaced in the south re-built new workshops while others left the profession. Many young people went abroad and studied the art of pottery and when they returned to Cyprus, opened their own workshops. They brought new ideas, new techniques and developed a new concept for ceramic art in purely artistic trends.

With the development of tourism in Cyprus, workshops have increased and a large part of ceramics was bought by foreign tourists. Some workshops were making and still make small exports mainly in Europe. Today we have about 40 ceramic workshops which most of them are small unit, employing one or two people. There are few workshops that employ more than two people.

The Cyprus Pottery and Ceramics Association organizes various activities (events, exhibitions) and participates in international festivals in order to promote the Cyprus pottery and support the Cypriot artisans.



2. An outline of the entrepreneurial skills offered by institutions and business support services, having regard to accessibility

VET institutions

Colleges of Art: These colleges provide to the students who want to study or design at degree level at university or art school, Foundation Courses in Art and Design. This is a validated university entrance qualification, accredited by the British validation agency WJEC. These training programs introduce the students to contemporary methods, techniques, approaches and practices of the fine art field through systematic exploration and work development primarily in the art studio through the courses of Studio Practice. The students can opt to take a variety of classes in different media and disciplines such as drawing, two-and three-dimensional design, painting, cultural studies, fashion design, creation of portfolio, printmaking, sculpture and art marketing.

Technical/vocational schools: In the secondary education students have the option of a technical and vocational education in which they can attend carpentry-furnishing courses, silversmith, goldsmith, wood working and design courses. The study areas and specializations of the school are concentrated under two directions: Theoretical Studies and Practical Studies.

More specifically technical schools work like this: YEAR 1: All first-year students follow common courses of study that fall under both the theoretical and practical direction.

YEAR 2 and 3: Second-year students follow the specific subject stream they have chosen and are now in a position to select a course of specialisation in which they will continue to the end of their third year of studies.

The apprenticeship system: This system is mainly addressed to students who are not going to continue their studies after the Third Grade class and lasts two years (during 2nd & 3rd grade). It provides both practical and theoretical training. The practical training takes place in an industry, three days per week, where apprentices work and get paid. The theoretical training is provided in the school 2 days per week. The specializations provided by the apprenticeship system are: Construction, car engineers, metal workers, carpenters, cutting and sewing.

Business Support Services

Cyprus Handicraft Service: The Cyprus Handicraft Service offers organized training courses in various crafts. These courses take place in the experimental workshops in the Cyprus Handicraft Service in Nicosia and they are open to everybody interested in learning a craft. Training programmes are also organized in rural areas for groups of people who wish to learn a particular craft or to produce on the basis of piecework for the Service. Cooperation with the private sector is also a very important extension of the activities of the Service. This cooperation is divided mainly towards the improvement of standards, techniques and the design of their production and the use of raw materials and equipment.



Genuine handicraft articles, representing the traditional crafts of the island are exhibited and are on sale at the shop. Their superior quality and aesthetic value attract many local and tourists visiting the Centre.

The marketing of Cyprus handicrafts is another important activity of the Cyprus Handicraft Service. In this regard it endeavors to promote the handicrafts to both Cypriots and tourists and improve the quality and aesthetic value of the handicrafts as a whole. Also market research is carried out and the development of the cottage and small scale industries are supported. The production and marketing do not constitute the main targets of the Service. These activities contribute actively to the development of Cottage / Handicraft Industry.

The sales of genuine and high quality handicrafts through the retail shops of the Service in all towns and through selected private shops, the gift trade with organizations and enterprises, the participation in trade and cultural exhibitions in Cyprus and abroad, the small scale exports, the publicity and promotion campaign, assist the craftsmen to promote and sale their products.

Human Resource Development Authority: The Human Resource Development Authority of Cyprus (HRDA) is the national agency responsible for human resource training and development. The HRDA of Cyprus is governed by a tripartite Board of Directors, comprising government, employer, and trade union representatives. HRDA refers to the Government through the Minister of Labour and Social Insurance, who bears the political responsibility for human resource training and development.

Through its training activities, HRDA seeks to achieve: The formulation of an integrated vocational training and human resource development policy in accordance with the priorities of national socio-economic policies, on the basis of which appropriate training activities are promoted and training costs are distributed; the upgrading of management standards and the adjustment of enterprises to the new realities emanating from the imminent accession of Cyprus to the European Union; The modernization of the training system with the creation of the necessary infrastructure; the systematization and certification of training and the introduction of standards of vocational qualifications, the provision of special skills to employees in order to improve product and service quality, and to increase productivity; The provision of skills and knowledge to young people in order to make them productively employable.

Cyprus Productivity Centre: The Cyprus Productivity Centre (a Ministry of Labour and Social Insurance department), CPC through the Technical Vocational Training (TVT) offers accelerated initial training and continuing training for technical personnel in industry and technical advice to businesses for solving specific problems. Training programs are organized in specially equipped laboratories in Nicosia, Limassol and Larnaca by qualified instructors. Training Programs are offered in technical vocations like Carpentry and Cabinetmaking and Design and production of Clothes.



3. An outline of any opportunities for recognition and certification of development entrepreneurial skills

The educational program of the secondary technical schools includes a vocational training where the students have the opportunity to learn and develop their technical skills in the labour market. At the end of the 3 year program they take a school diploma/certificate which allows them to enter in the labour market or follow higher education studies.

Art colleges provide to the student a validated university entrance qualification, accredited by the British validation agency WJEC.

Moreover, the colleges have special department and well- organized programs with necessary equipment, studios and technical support which allows the student to acquire advanced knowledge and gain a Bachelor degree in fine arts.

The training programs offered by the Cyprus Productivity Centre and the Human Resources Development Authority of Cyprus give certificates to the participants recognized by the Ministry of Labour and Social Insurance.



4. An outline opportunities for developing into the European markets through engaging with European Mobilities (VET Individual Mobility, Erasmus for Young Entrepreneurs Mobilities (VET Individual Mobility into the European markets through engaging with European Mobilities (VET Individual Mobility, Erasmus for Young Entrepreneurs, Youth Exchange and Creative Europe).

Erasmus+ 2014-2020

The Erasmus+ programme is the new EU programme for education, training, youth and sport. It aims to boost skills and employability, as well as modernising Education, Training, and Youth work. The seven year programme will have a budget of €14.7 billion; a 40% increase compared to current spending levels, reflecting the EU's commitment to investing in these areas.

Through Erasmus+ partnerships are created through KA2 **Youth Capacity building** and **Sector Skills Alliances** programs.

Youth Capacity building projects aim to fostering cooperation and exchanges in the field of youth between countries worldwide to promote quality, innovation and cooperation in youth work and informal learning for young people.

Sector Skills Alliances shall aim at tackling skills gaps, enhancing the responsiveness of initial and continuing VET systems to sector-specific labour market needs and demand for new skills with regard to one or more occupational profiles.

Erasmus+ KA1 (learning mobility) provides opportunities to students, graduates, teachers, trainers in VET to undertake a learning experience in another EU country.

KA2 Strategic Partnerships are projects of cooperation in order to promote innovation and exchange of best practices between different types of organizations involved in education and training.

Creative Europe:

Creative Europe is the European Union program for the cultural and creative sectors.

This program supports: Cross-border cooperation projects between cultural and creative organisations within the EU and beyond; Networks helping the cultural and creative sectors to operate transnationally and to strengthen their competitiveness; Platforms of cultural operators promoting emerging artists and stimulating a truly European programming of cultural and artistic works; Capacity building and professional training.

Scheme for funding of Youth Entrepreneurship

Concerns people of up to **40** years old, who are not active in any business operations and are interested in creating their own enterprise, which will be related to processing, e-commerce



and services . The proposed business idea must include the sectors of Manufacturing (maximum grant is € 70.000), Services, Tourism and/or Electronic Commerce (maximum grant is € 50.000). The subsidy is equal to **50%** of the starting cost of the funding with a maximum of up to **€70.000**, depending on the sector of the activities of the proposed business entity. The eligible costs of the scheme include among other: Equipment, Premises, Space Arrangement, Training, Marketing & Promotion costs, Capital and other General and Running Expenses.

5. Summary

Our research showed that the gap between the entrepreneurial training needs for artisans and the available training is obvious. The training and the vocational education on the labor market is limited. Despite the efforts of the business support services to promote and develop the craft sector, the Cyprus handicraft is endangered. The lack of interest by young people for the traditional handicraft to some extent is interpreted by the limited of job opportunities in this domain. As traditional handicrafts in Cyprus, pass from generation to generation we find that the sector is practiced mostly in the rural areas of Cyprus.

Nevertheless, the CY colleges of Arts provide to the students who want to obtain a degree from universities of art, Foundation Courses in Art and Design, which consist a validated university entrance qualification, accredited by the British validation agency WJEC. These training programs offer to the students a good level of knowledge, technical skills and familiarize them with the new technologies (three-dimensional design). Also technical schools give the opportunity to the students of the secondary education to attend lessons under both theoretical and practical direction in order to be able to enter directly in the labour market after the end of their education.

Business support services like the **Human Resource Development Authority and the Cyprus Productivity center** provide vocational training as well as practical training and work experience in businesses which allow young people to adopt skills and knowledge and become productive in the labour market.

In conclusion, we realize that artisans learn within the enterprises as there are specific technical skills that the vocational training doesn't offer them.