

IDENTIFICATION OF BLUE SKILL NEEDS IN THE CYPRUS ECONOMY 2016 - 2026

The **economic sectors that comprise the blue economy** can have a **significant contribution to the economy**, particularly in the case of an island like Cyprus. The sea has always been important to Cyprus as a source of growth and progress with the development of sectors such as maritime and coastal tourism, merchant shipping, fishing and aquaculture, and more recently with the emerging prospects of the development of sectors such as offshore extraction of oil and natural gas.

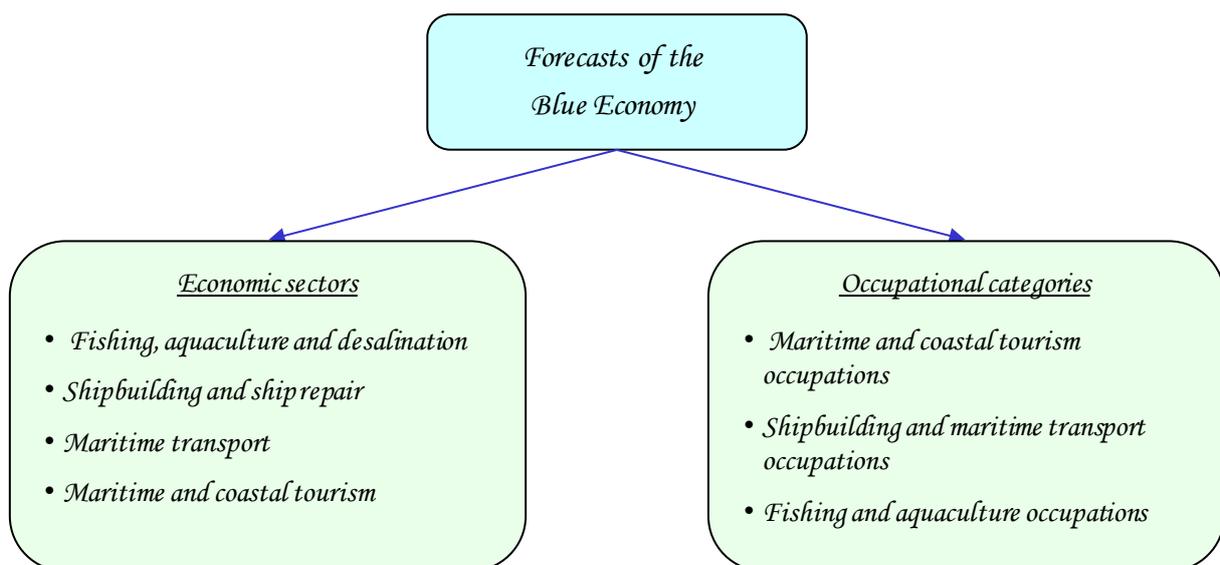
The **Human Resource Development Authority of Cyprus (HRDA)** aligning its planning with the priorities of government policy and recognising the promising prospects of the blue economy for economic growth and job creation, **included this sector in its priorities**. In this context, the HRDA **conducted this study**.

A. Aim of the study

The main aim of the study is to **examine and analyse the blue economy and blue occupations, to map out the blue economy of Cyprus and to identify blue skill needs in the Cyprus economy for the period 2016-2026**.

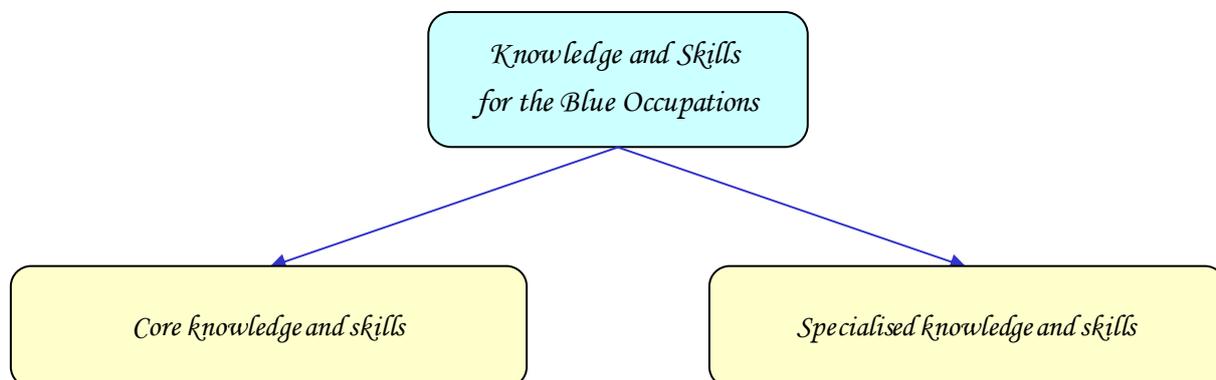
B. Scope of the study

The study provides forecasts for **employment demand in economic sectors¹ and occupations** which are part of the blue economy for the period **2016-2026**. To produce the employment forecasts, the strategic objectives of Cyprus as well as the views of competent bodies were taken into account. As a consequence, specific assumptions and working scenarios were adopted.



¹ The sector of Offshore extraction of oil and natural gas is not included in the forecasts for two reasons. The first is the conduct in 2012 of a specific study to identify employment and training needs for the effective management of natural gas in Cyprus, while the second is the relative uncertainty in the sector concerning the identification of deposits, their size and the methods of extracting and exploiting.

The **knowledge and skills areas** that have been identified as particularly important for exploiting the potential provided by the blue economy **fall into two categories**. The identification of skills **focused on maritime, shipping, fishing and maritime and coastal tourism occupations**, which entirely belong to the blue economy. For the selection of occupations, the policies of Cyprus, the views of competent bodies, and the forecasts for employment needs were considered.

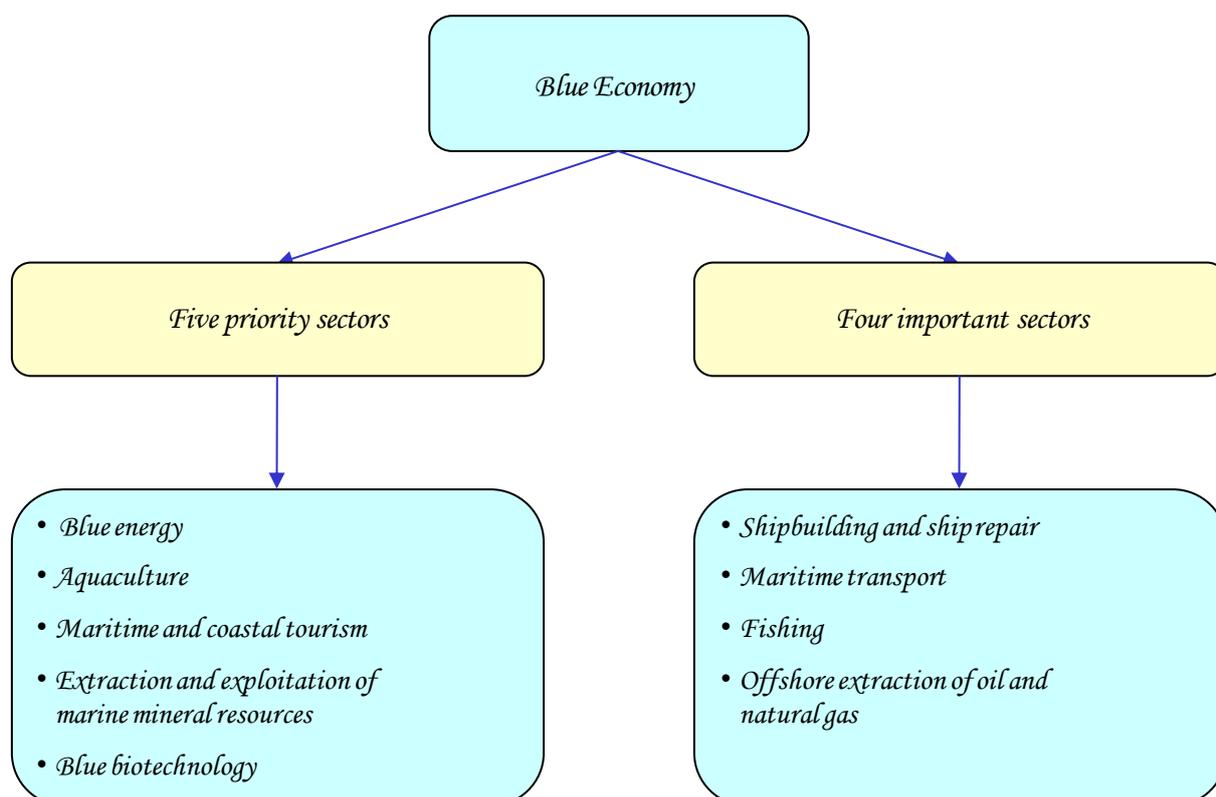


C. Blue economy in the European Union

According to the **definition** used in the **European Union**:

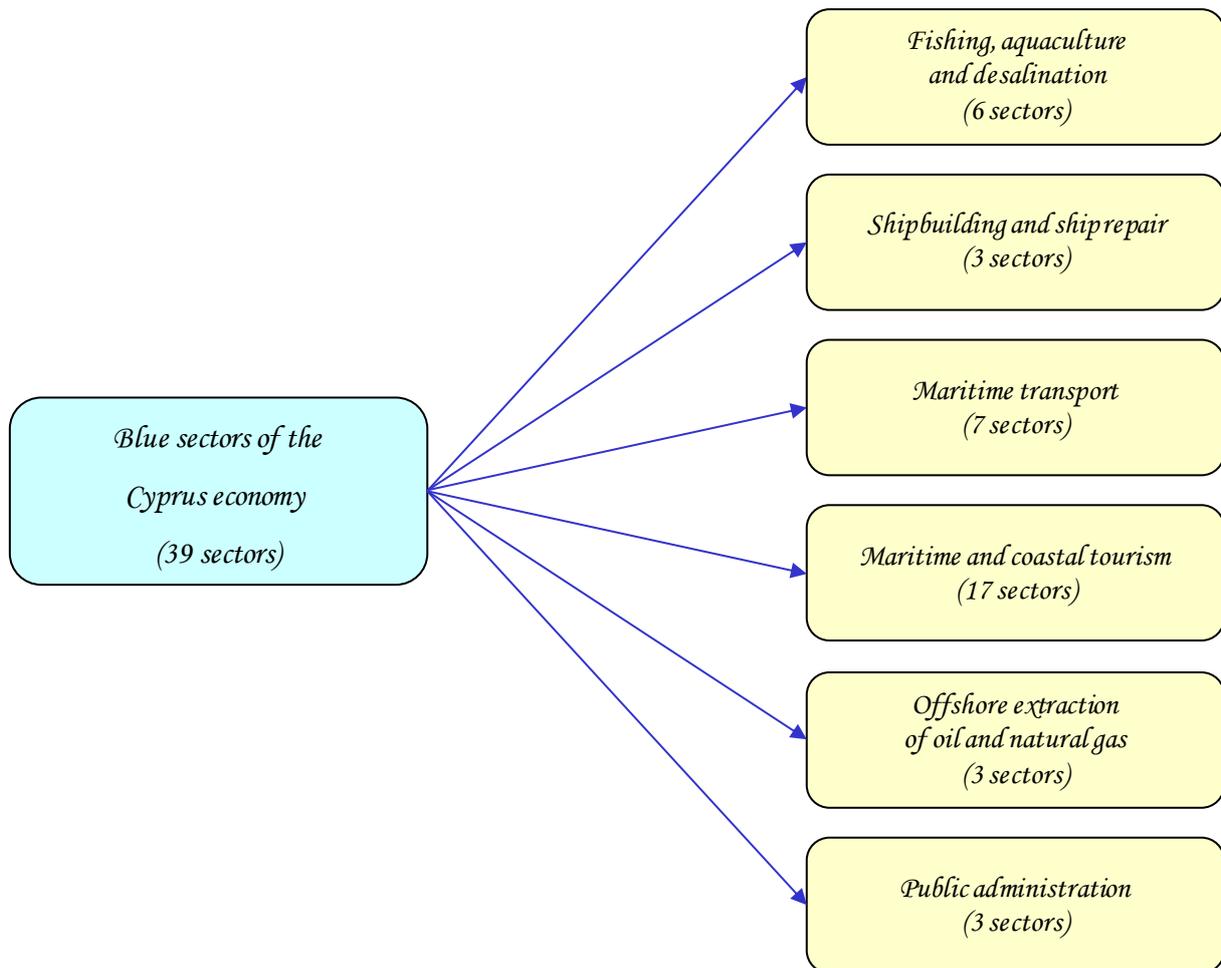
The blue economy is all economic activities related to the oceans, seas and coastal areas. It also includes activities that provide direct or indirect support to the functioning of the blue economic sectors which are not necessarily located in coastal areas.

The **European Commission has defined nine sectors** (five priority sectors and four other important sectors) **covering a wide range of economic activities** related to the oceans, seas and coastal areas, which entirely belong to the blue economy. However, it is noted that there are also other sectors which either largely belong to the blue economy or support the operation of blue economic sectors.

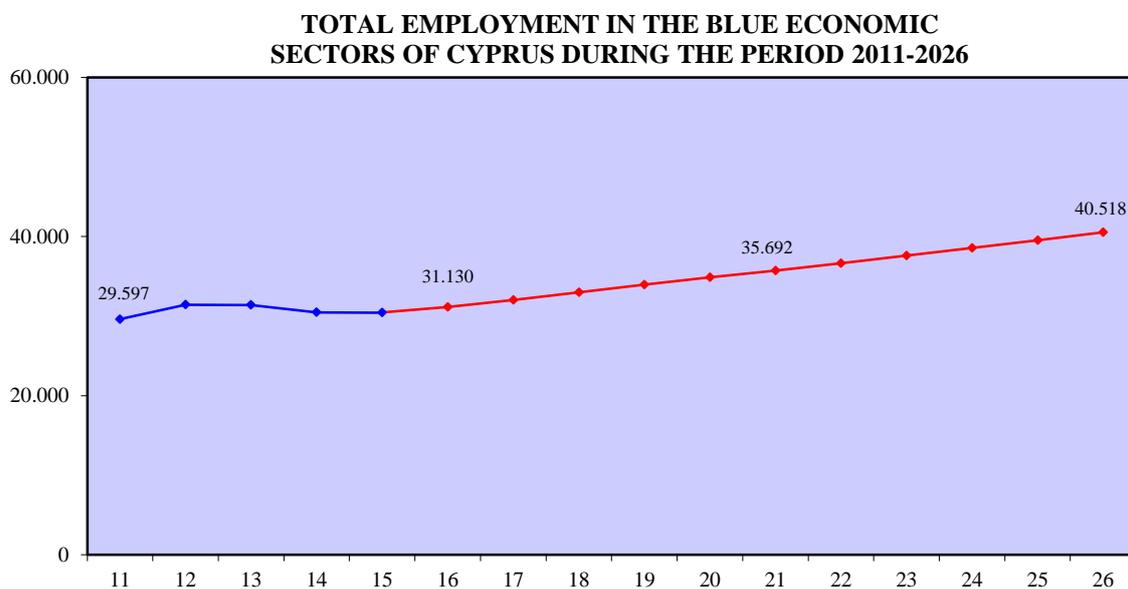


D. Blue economy in Cyprus and forecasts for employment demand

The **blue economy of Cyprus** consists of **39 economic sectors** which are **grouped into six main categories**.

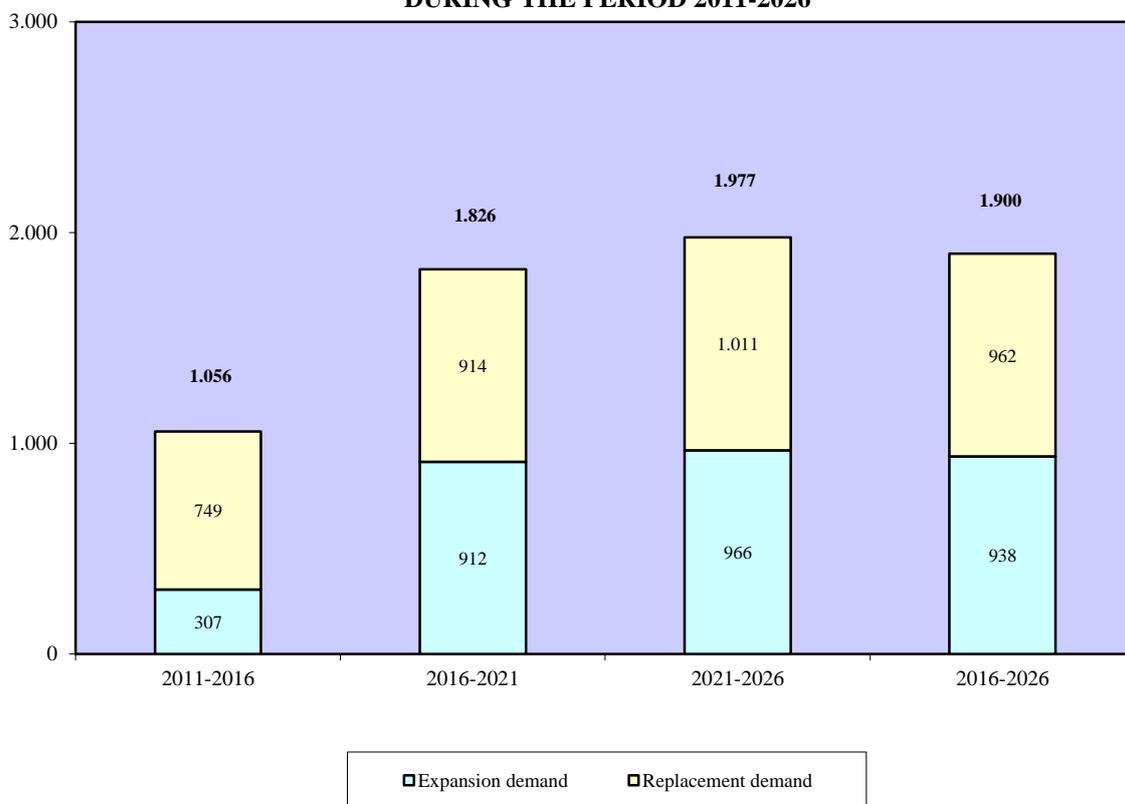


Total employment in the blue economic sectors of Cyprus during the period **2016-2026** is forecasted to exhibit an **upward trend**. As a result in 2026, 40,518 persons or **around 1 out of 10 employed persons** will work in the blue economy.



Total employment demand is estimated at **1.900 persons** or **5,4% per year** which corresponds to **14,3% of total employment demand for the Cyprus economy.**

**ANNUAL AVERAGE TOTAL EMPLOYMENT DEMAND
IN THE BLUE ECONOMIC SECTORS OF CYPRUS
DURING THE PERIOD 2011-2026**



The vast majority of employed persons in the blue economic sectors will continue to work in **Maritime and coastal tourism** showing a **significant upward trend**. **Eight out of ten employed persons** in the blue economy will be in this sector, reflecting the considerable importance of tourism to the blue economy of Cyprus. This sector will exhibit the **highest total employment demand** with 1.615 persons or 5,6% per year during the period 2016-2026 which **corresponds to 85% of total employment demand** of the blue economic sectors.

The **second biggest blue economic sector**, also exhibiting a **significant upward trend**, is **Maritime transport**. **One out of six employed persons** of the blue economy will be working in this sector. **Total employment demand** will reach 253 persons or 4,3% per year during the period 2016-2026 (13% of total employment demand of the blue economic sectors). These trends are related to the strategic objective of Cyprus for **further promotion of merchant shipping** as well as the **pursuit for exploiting hydrocarbon deposits** in the Exclusive Economic Zone of the Republic of Cyprus.

E. Identification of blue skill needs in Cyprus

The **timely acquisition of necessary skills and qualifications by the persons employed** in blue occupations plays an **important role in the utilisation of the prospects created by the blue economy**. Towards this direction, **the core as well as the specialised knowledge and skills of blue occupations were identified.**

The main thematic categories of specialised knowledge and skills which may be used in designing education and training programmes were identified for the **following blue occupations:**

<p>Managers</p> <ul style="list-style-type: none"> ➤ Shipping company director ➤ Port facilities director ➤ Cruise director
<p>Professionals</p> <ul style="list-style-type: none"> ➤ Naval engineer ➤ Maritime lawyer ➤ Specialist for the management and protection of the marine environment
<p>Technicians and associate professionals</p> <ul style="list-style-type: none"> ➤ Captain ➤ Captain of coastal passenger vessels ➤ Ships pilot ➤ Vessel traffic controller ➤ Marine surveyor ➤ Ships engineer ➤ Marine insurance representative ➤ Ship broker ➤ Port and marine police officer ➤ Desalination technician
<p>Service and sale workers</p> <ul style="list-style-type: none"> ➤ Lifeguard
<p>Skilled agricultural, forestry and fishing workers</p> <ul style="list-style-type: none"> ➤ Aquaculture worker ➤ Fishery worker
<p>Craft workers</p> <ul style="list-style-type: none"> ➤ Diver
<p>Plant and machine operators and assemblers</p> <ul style="list-style-type: none"> ➤ Boatswain ➤ Able seaman ➤ Ships security guard ➤ Cranes and gantry cranes operator

F. Suggestions

The study leads to suggestions **aiming for the timely and planned satisfaction of Cyprus's blue economy needs**, in the following areas:

- ❖ Employment and human resource development.
- ❖ Education.
- ❖ Training.

The promotion of various actions and activities with respect to the blue economy of Cyprus entails the **involvement of many services and organisations** depending on the issue concerned. This requires the **development of the best possible cooperation framework** so that interventions can have the **greatest effectiveness with the minimum requirements in financial and human capital**.