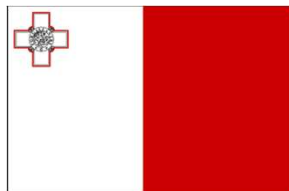


ESF 01.001 Training for Employment
ESF 01.002 Youth Guarantee
ESF 02.056 Work Programme Initiative

Clyde Caruana
Project Leader
November 2019



Operational Programme II – European Structural and Investment
Funds 2014-2020
“Investing in human capital to create more opportunities and promote
the well-being of society”
The profiling and training components of this project are part financed
by the European Social Fund
Co-financing rate: 80% European Union; 20% National Funds





EU funds
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ESF Monitoring Committee: Training for Employment ESF.01.001.

jobsplus

- ▶ Address the unemployed/inactive through active labour market policies which include both a work placement and related training.
- ▶ This Project aims to facilitate the access to developing the knowledge, skills and competences of the working age population. The scope behind it is to offer training assistance to jobseekers needing to improve their skills to enter the labour market, find alternative employment and/or acquire new skills to meet the labour market demands.



Operational Programme II - European Structural and Investment Funds 2014-2020
"Investing in human capital to create more opportunities and promote the well-being of society"



Project part-financed by the European Social Fund
Co-financing rate: 80% European Union; 20% National Funds



Individuals supported (unique)

Scheme	Supported in 2019 (as at end September)	Total supported from Jan 2016 till Sept 2019
Work Exposure Scheme	441	1,109
Traineeship	57	550
Work Placement Scheme	15	130
Total	513	1,789

As of April 2019, the Work Exposure and the Traineeship Schemes have been re-designed to be made more flexible for participants.

Scheme	No. of approved applications in 2019 (as at end September)	Total number of approved applications from March 2017 till Sept 2019
Developing Skills Scheme	351	647



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Occupational Handbook

Aims to provide relevant information to describe how the labour market will look like in the future.

It is a source of information related to 246 occupations found in the Maltese labour market which cover more than 90% of employees.

The Occupational Handbook provides information on the following variables: i) number of employees, ii) employment growth, iii) employment forecast, and iv) median wages. The book also provides information about the skills required to access the relevant job.



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PROJECT RESULTS SUMMARY

Scheme	MQF 1	MQF 2-3	MQF 4-5	MQF 6	Total supported from Jan 2016 till Sept 2019
Work Exposure Scheme	4	630	331	144	1,109
Traineeship	4	358	138	50	550
Work Placement Scheme	-	81	48	1	130
Total	8	1,069	517	195	1,789

The overall retention rate of employment for the above schemes after 6 months stands at 56.5%.

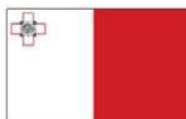
► Situation now in comparison to start of implementation

YOUTH UNEMPLOYMENT RATE - 15-24

TIME	2013	2014	2015	2016	2017	2018
European Union - 28 countries	10.00%	9.30%	8.50%	7.80%	7.00%	6.30%
Malta	6.80%	6.20%	6.00%	5.50%	5.60%	5.10%

NEET RATE - 15-24

TIME	2013	2014	2015	2016	2017	2018
European Union - 28 countries	13.00%	12.50%	12.00%	11.60%	10.90%	10.50%
Malta	9.90%	10.30%	10.50%	8.80%	8.60%	7.30%

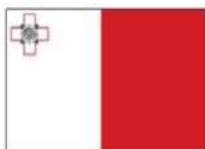


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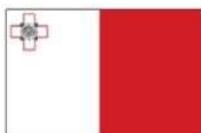
► Key achievements

	YG: main achievements
Partnerships	<ul style="list-style-type: none"> - Set up of consultative committee to review efficacy or schemes - Partnered up with secondary school guidance teams - Formal agreement with Vocational Institutions - This made it possible to have better outreach and knowledge about the schemes that are on offer to those who are at risk of becoming NEETs.
Outreach	<ul style="list-style-type: none"> - Youth: letters, door-to-door, social media - Guidance / Educators: creation of database, targeted newsletters and information meetings - Employers: newsletters, FAQ's booklet, Employers' relations unit - Digitisation of all application forms



► Key achievements cont.

	YG: main achievements
Activation	<ul style="list-style-type: none"> - Initiatives that build potential through holistic support - Lowering eligibility age from 16 to 15 years (to target school leavers). - Increased guidance and psychosocial support - Support offered over and above scheme timeframes - Upskilling course for professionals working with youth (26 professionals have been trained)
Quality	<p>Regular & Systematic monitoring across all YG initiatives:</p> <ul style="list-style-type: none"> - Monitoring visits (Announced & unannounced) - In-depth evaluations and survey - Standard Monitoring Operating Procedures

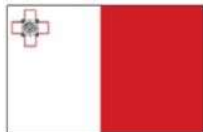


► Major policy developments in last two years

Introduction of consultative committee / increased psychosocial support / increased outreach campaigns / widening eligibility criteria / adjustment of initiatives based on response to surveys and questionnaires

► Future policy initiatives and status

Introduction of better market-driven training modules / exploring better outreach solutions / Impact evaluation of initiatives (Q2 2020)



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Work Programme Initiative

- ▶ The WPI draws a lot of resemblance to a similar scheme in the UK. The idea is to have the private sector help the PES deal with its workload and offer better work offers to registrants.

- ▶ Objectives:
 - ▶ To up-skill long term unemployed jobseekers
 - ▶ To place them in the labour market
 - ▶ To help them retain their employment

Phase I: Profiling Assessment

- ▶ The Service Provider was requested to carry out an in-depth assessment of the participant on a one-to-one basis;
- ▶ This assessment helped determine skills, experience, motivation and training needs of participants

Phase II: Training

- ▶ The Service Provider coordinated the necessary training for the Participants, after which the job seekers were then expected to be placed in employment.
- ▶ Mandatory courses:
 - ▶ Work Ethics and Employability Skills
 - ▶ Applied Basic English
 - ▶ Applied Basic Maltese
 - ▶ Applied Basic Numeracy
- ▶ Participants were to follow at least one of the mandatory courses above and other optional courses, if necessary.



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ESF Monitoring Committee: Work Programme ESF.02.056.



Project Summary of Results

Profiling	Training	Work Placement
1,613	1,088	279

In all 2,884 individuals to participate in the WPI. Out of these, 507 individuals started employed as soon as they were notified of the initiative or received the letter to attend the profiling.

LTU duration of those who started employment	Per cent
Less than 3 years	12.6
3 - 5 years	31.1
6 - 10 years	26.2
More than 10 years	30.1
Total	100.0

- ▶ The WPI four year programme came to an end in September 2019.
- ▶ Nevertheless, those placed in employment by the service providers will have to be followed for 36 months.
- ▶ Around 500 individuals who still remain long-term unemployed will be transferred again to Jobsplus.
- ▶ The caseloads will be handled by new employment advisors.