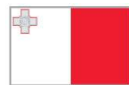


Operational Programme II Cohesion Policy 2007- 2013

*Empowering People for More Jobs and a
Better Quality of Life*

Final Implementation Report



European Union
European Structural and Investment Funds



Malta and the European Social Fund

The main objectives of the European Social Fund (ESF) as set out in Article 3 of Regulation (EC) No. 1081/2006 are:

- ▶ (i) increasing the adaptability of workers, enterprises, and entrepreneurs;
- ▶ (ii) enhancing access to employment;
- ▶ (iii) reinforcing the social inclusion of disadvantaged groups;
- ▶ (iv) enhancing human capital;
- ▶ (v) strengthening institutional capacity; and (vi) promoting partnerships.

In the case of Malta, these were broadly grouped in two Operational Objectives and four Priority Axis.

Lisbon / EU 2020 Objectives

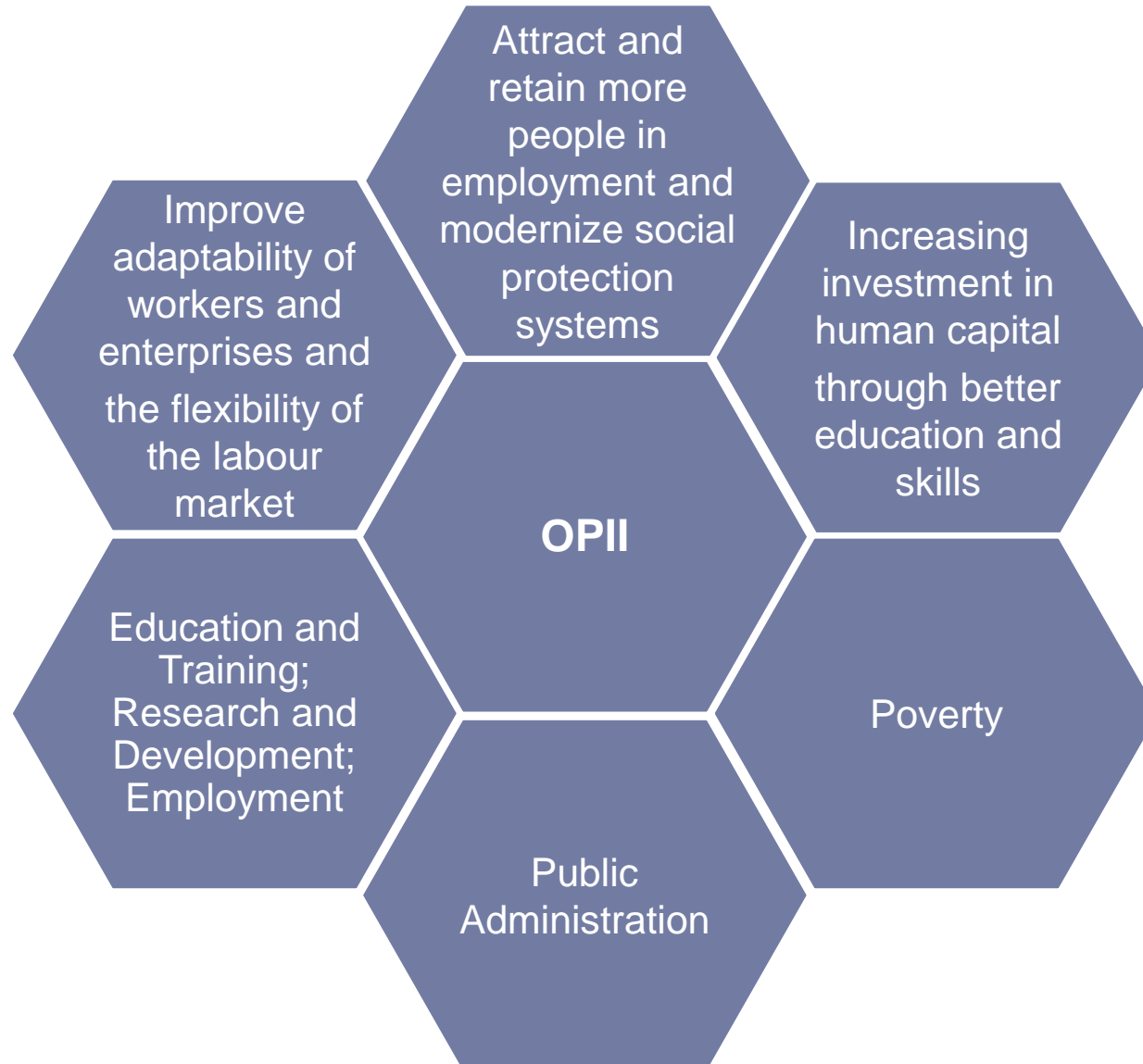
The Lisbon Strategy, launched in 2000, and then followed by the Europe 2020 Strategy in 2010, aimed for the European Union to:

- ▶ Become more dynamic and competitive knowledge-based economy, capable of sustainable and inclusive economic growth;
- ▶ Create more and better jobs;
- ▶ Boost productivity;
- ▶ Create greater social cohesion; and
- ▶ Respect the environment.

OP towards Lisbon/EU 2020 Objectives

- 86% of the OP allocation contributed towards the Lisbon earmarked categories
- The amount invested towards the Lisbon Agenda (Community amount) summed up to €94M with investment focusing on:
 - ▶ Investing in Human capital;
 - ▶ Sustaining a growing and knowledge based competitive economy;
 - ▶ Addressing Gozo regional distinctiveness;
 - ▶ Improving Malta's attractiveness and the quality of life.

ESF programmes: Coherence and Concentration/NRP



OP contribution towards ESF Horizontal Themes

Article 10 of Council Regulation (EC) No 1081/2006 (1)

Gender Mainstreaming

Research

Curricula
development

Identification
of different
needs

Migrants

Training offered
in various
areas including:
Basic skills,
Hospitality, ICT,
Management &
Administration
Practices,
Financial
Services and
Furniture

Minorities & Disadvantaged groups

Improvement of
employment
skills amongst
disadvantaged
groups including
youths in
difficulty aged
16-24 years,
disabled
persons, ex-
convicts,
substance
abusers, asylum
seekers,
unemployed and
women in
difficulty

OP contribution towards ESF Horizontal Themes

Article 10 of Council Regulation (EC) No 1081/2006 (2)

Environment Sustainability

The use and uploading of video-recorded training sessions to reduce the carbon footprint

The use of electronic mail and training material so as to reduce paper use

Equal Opportunities

NCPE and KNPD were consulted by Beneficiaries to ensure that active measures are incorporated within the projects

Selection of training premises fully equipped and accessible to persons with mobility problems

Partnership

Provision of advice and support in the development of activities

OP contribution towards ESF Horizontal Themes

Article 10 of Council Regulation (EC) No 1081/2006 (3)

Innovative Activities

Training for public officers using innovative methods such as e-learning coaching, mentoring as well as modular accredited courses

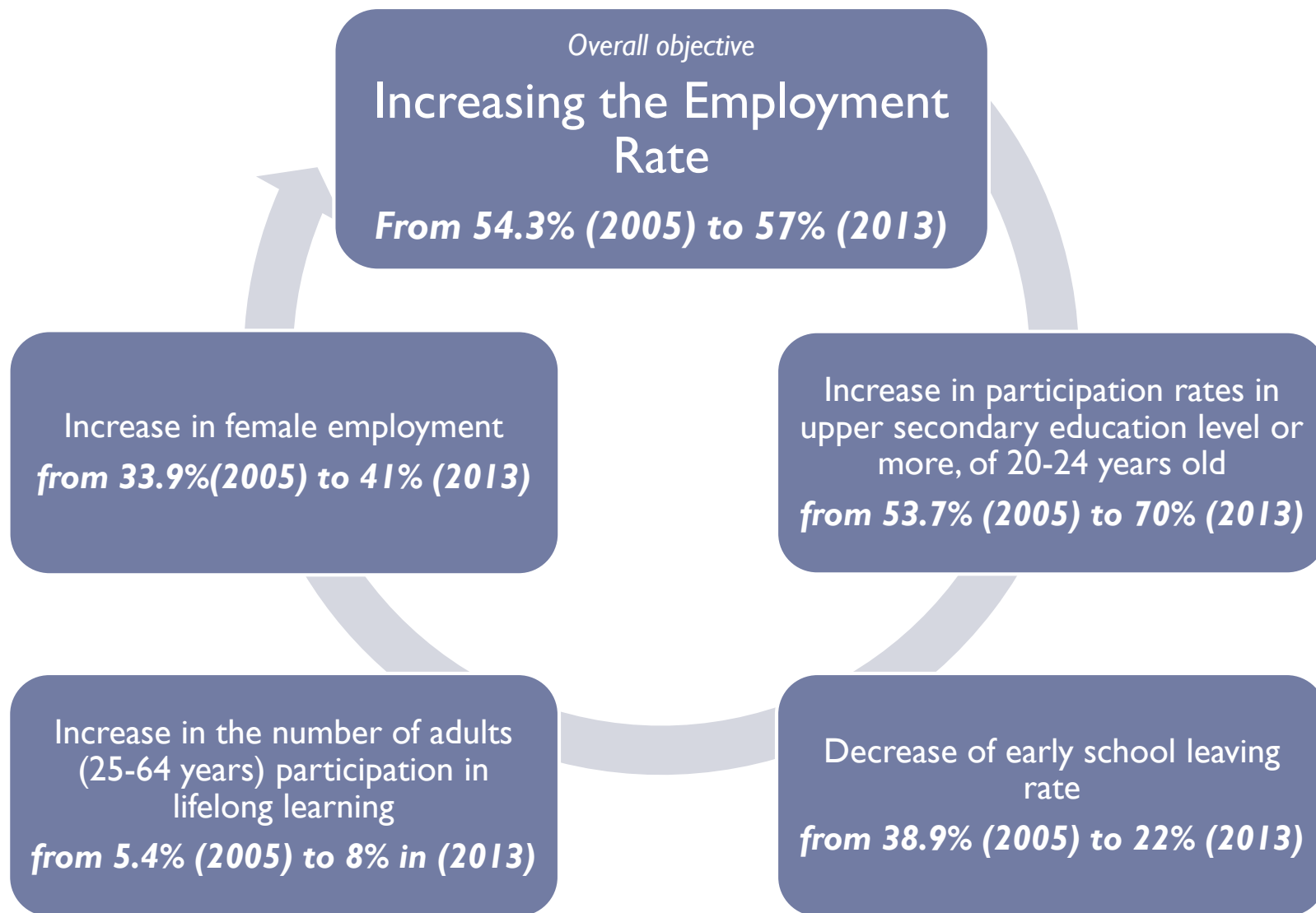
The setting up of an IP and KT framework at the UoM

Transnational Actions

Sharing knowledge and exchanging best practices

Provision of expertise

Programme Impact



Territorial Earmarking :

Progress on Implementation of the 10% commitment for Gozo

- The amount of ERDF and Cohesion Funds invested in Gozo activities totals to circa € 105M i.e. 11% of OP II and OPI.
- 5 ESF Gozo-based projects and 77 ESF projects with a Gozo component.
- 22 ERDF Gozo-based projects and 25 ERDF projects that have been implemented in Malta but have had a direct impact on the socio economic environment of Gozo and the Gozitian population.
- 1 CF Gozo-based project and 3 CF projects with a Gozo component.
- The JEREMIE financial instrument through which € 4.8M were invested by SMEs in Gozo.

Complementarity with ERDF

Achievements under OP II are interlinked with investments under OPI.

ERDF 164

- ESF MCAST Projects

ERDF 045

- ESF 2.201
- ESF 2.4

ERDF 159

- ESF 1.123

ERDF 164

- ESF 4.175

Complementarity with ERDF

In addition, some ESF projects included ERDF investment in equipment strongly linked to the initiatives funded under ESF.

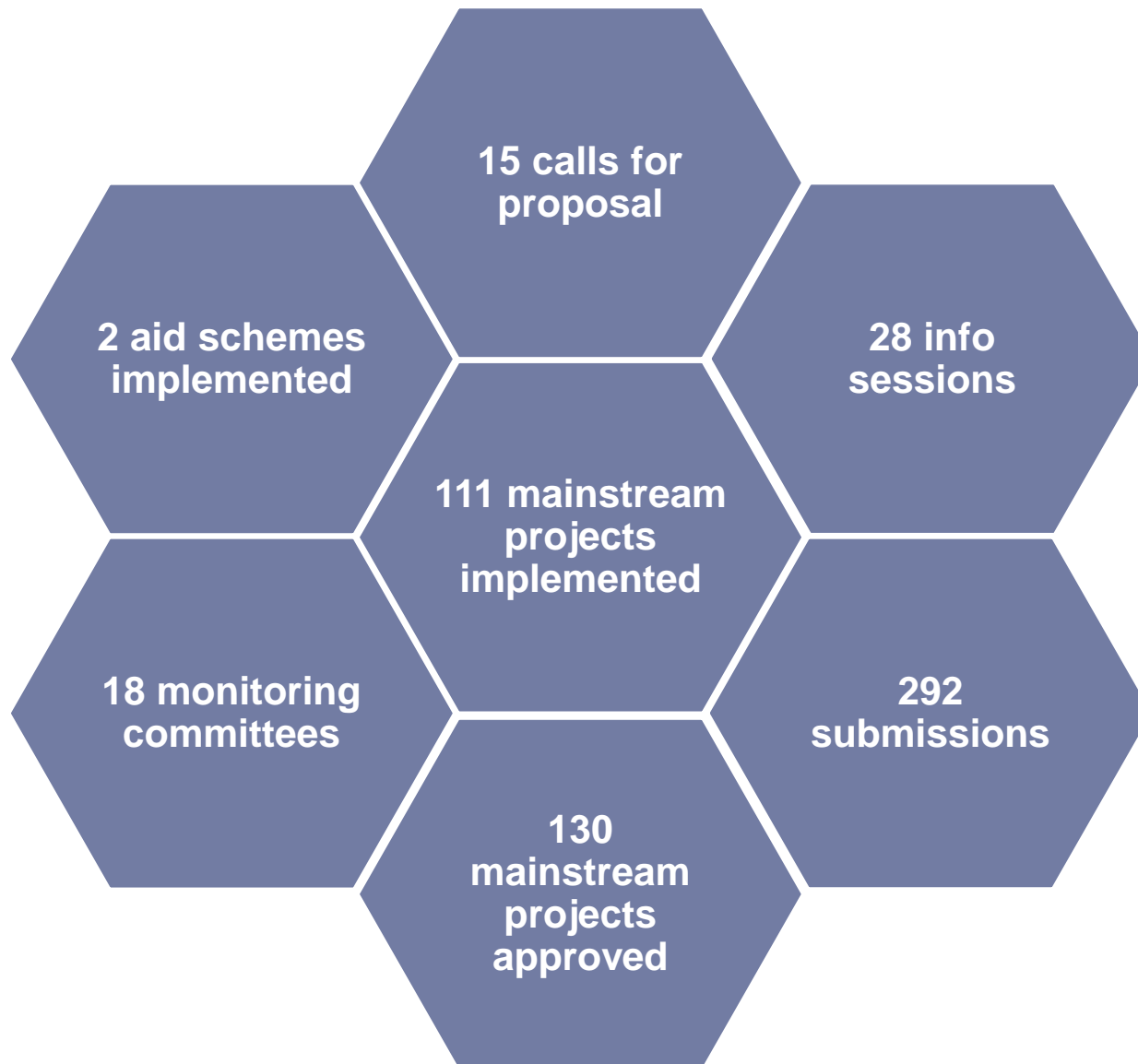
ESF 3.102 - Resources and aids in order to make learning more appropriate for the targeted cohort – students/youths (**€1.3M**)

ESF 1.34 - Equipment in relation to training in the aviation industry (**€0.34M**)

ESF 1.228 - Resources and equipment to complement and support the implementation of LoF in schools in different subject areas (**€1.1M**)

ESF 1.130 - Equipment to complement MCAST training at MQF level 4 - 6 (**€1.4M**)

What has been done?



Stakeholders involved

European
Commission

Certifying
Authority

Managing
Authority

Monitoring
Committee

Accountant
General

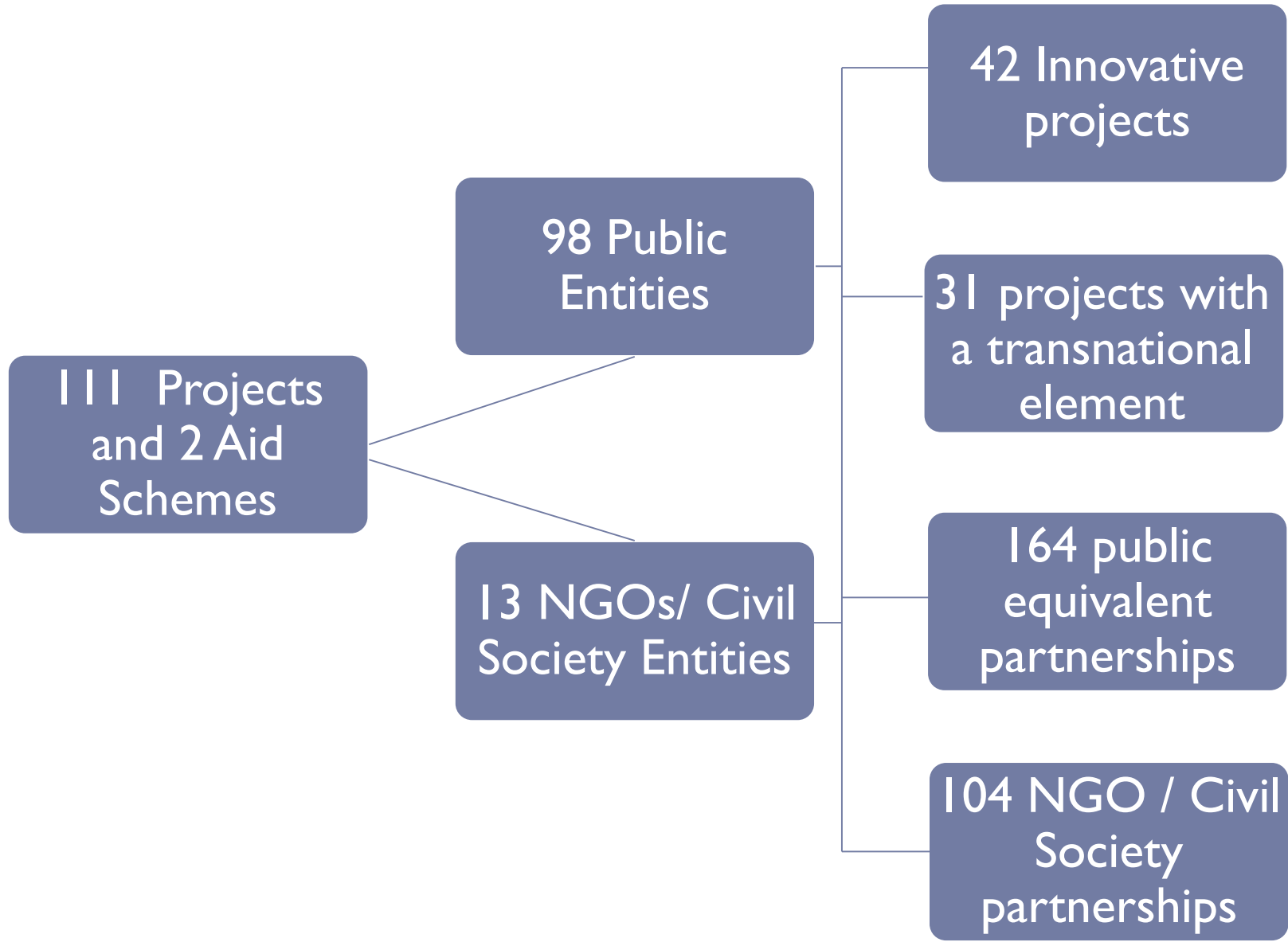
Line
Ministries

IAID

Treasury

NAO

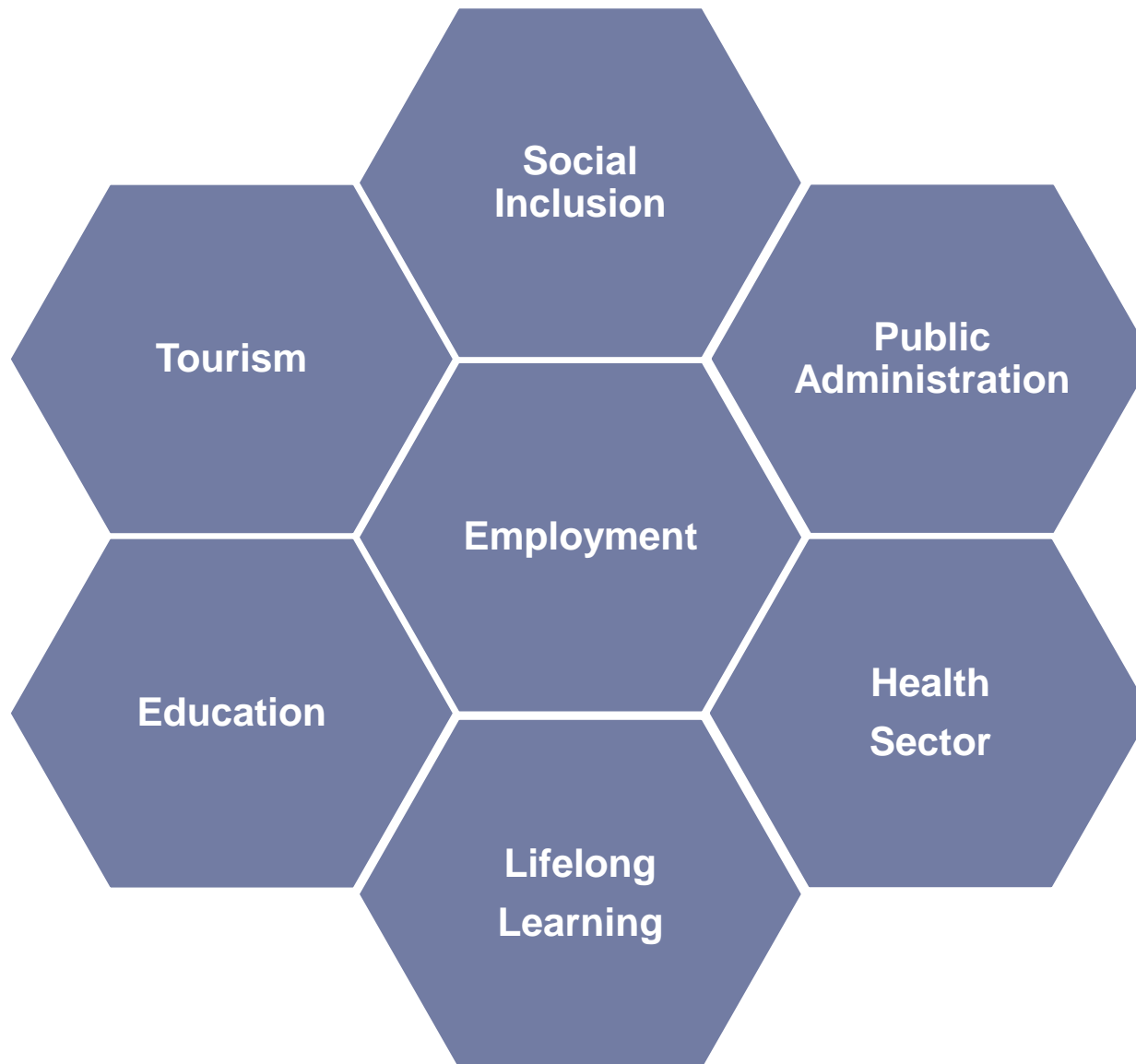
Beneficiaries and Partnerships



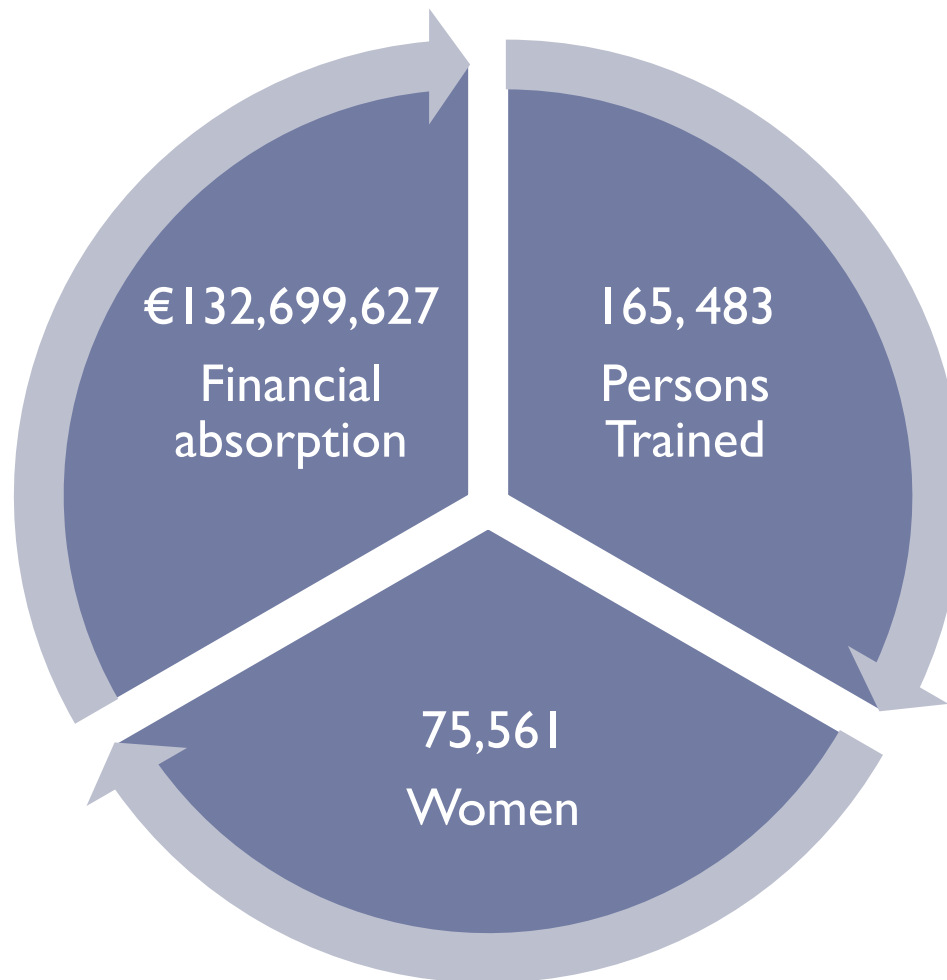
Added value of ESF – macro level

- ▶ Considerable added value was generated by ESF in terms of the volume of investments in human capital in a short period of time which would otherwise not be possible.
- ▶ ESF provided a significant contribution to national employment and social policies as well as broadened the scope of existing national interventions.
- ▶ ESF has been used to test and implement new and innovative activities, and provides EU added value through the introduction of new ways of cooperation between various stakeholders.

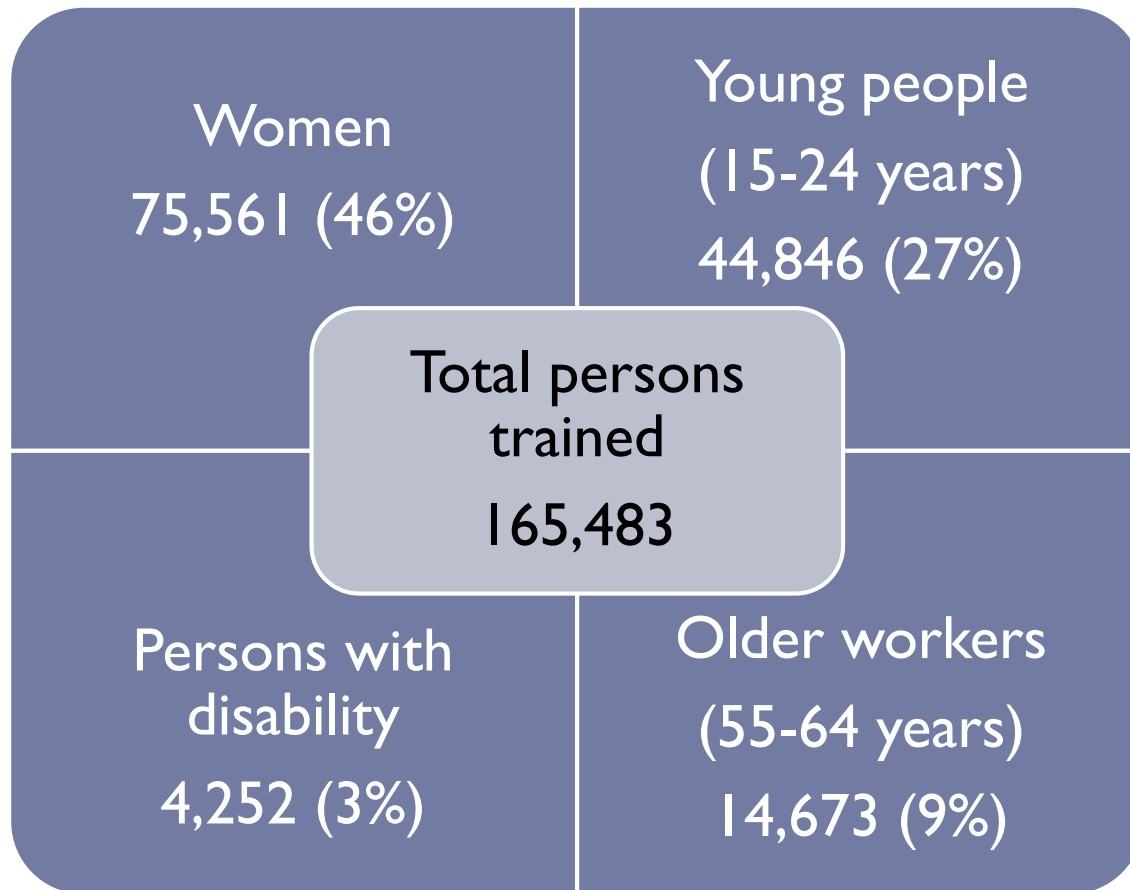
Themes/sectors supported



Main achievements



Added value of ESF – micro level



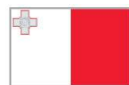
102,594
Achieved a
qualification/certificate

41,351
In education or
employment 6 months
after ESF intervention

Assistance by Target Group - Annex XXIII

2015		People Entering		People Leaving	
		Total	Women	Total	Women
Status in the Labour Market	Total Number of participants	165,483	75,561	165,483	75,561
	Employed	105,839	50,904	105,839	50,904
	Self Employed	3,093	935	3,093	935
	Unemployed	34,367	12,372	34,367	12,372
	Long Term Unemployed	11,645	3,091	11,645	3,091
	Inactive	25,277	12,285	25,277	12,285
	Inactive in Education and Training	11,257	5,066	11,257	5,066
Age	Young People (15-24 years)	44,846	22,170	44,846	22,170
	Older Workers (55-64 years)	14,673	5,940	14,673	5,940
Vulnerable Groups	Minorities	0	0	0	0
	Migrants	1,895	475	1,895	475
	Disabled	4,252	1,356	4,252	1,356
	Other Disadvantaged People	5,070	1,867	5,070	1,867
Education Attainment	Primary or Lower secondary education (ISCED 1 & 2)	82,699	34,065	82,699	34,065
	Upper Secondary education (ISCED 3)	25,250	11,884	25,250	11,884
	Post-secondary non-tertiary education (ISCED 3)	15,386	7,422	15,386	7,422
	Tertiary Education (ISCED 5 & 6)	42,148	22,190	42,148	22,190

Indicators



European Union
European Structural and Investment Funds



Indicators by Priority Axis

Priority Axis 1

Progress in achieving the programme indicators

Output Indicator	Target	Actual
Number of persons participating in further or higher education & training programmes	600	812
Number of persons participating in S&T or ICT in further or higher education & training programmes	3,000	3,135
Number of persons participating in S&T or ICT capacity building education & training	250	82
Number of S&T or ICT actions/studies/campaigns/research activities carried out	10	8
Number of persons trained through capacity building courses	750	1,667
Number of persons trained through supplementary courses, modules or credits for better skills matches	3,000	17,302
Number of actions supporting educational quality, relevance, structures, systems, campaigns and research	20	33
Result Indicators	Target	Actual
% of participants gaining a further or higher education & training qualification	75%	92%
% of participants gaining a further or higher education & training qualification in S&T or ICT	75%	80%
% of participants gaining a qualification/certification in capacity building education/training	80%	96%
% of participants gaining a qualification/certification	80%	89%

Priority Axis 2

Progress in achieving the programme indicators

Output Indicator	Target	Actual
Number of persons trained/supported	45,000	62,054
Number of actions supporting educational structures, systems, campaigns and research	5	11
Number of undertakings supported	700	4,045
Result Indicators	Target	Actual
% of participants in employment or further study 6 month after receiving assistance	20%	48.4%
% of participants gaining a qualification/certification	60%	83%
% of participants gaining a qualification/certification	60%	98%

Priority Axis 3

Progress in achieving the programme indicators

Output Indicator	Target	Actual
Number of actions supporting a lifecycle approach to work	10	5
Number of women trained/supported	2000	1,002
Number of families benefiting from childcare	1600	0
Number of vulnerable persons trained/supported	6500	14,921
Number of persons trained capacity building courses	600	1,696
Number of studies, actions, campaigns, research activities carried out	10	39
Number of civil society projects	50	4
Result Indicators	Target	Actual
% of participants in employment or further study 6 months after receiving assistance	20%	39.50%
% of participants gaining a qualification/certification	50%	84.88%
% of vulnerable persons in employment or further study 6 months after receiving assistance	20%	73.37%
% of participants in capacity building gaining a qualification/certification	80%	94.70%

Priority Axis 4

Progress in achieving the programme indicators

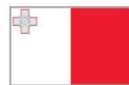
Output Indicator	Target	Actual
Number of persons participating in training	9,000	26,957
Number of studies/ actions/campaigns/ research activities carried out	30	53
Number of projects supporting partnership	7	10
Result Indicators	Target	Actual
% of participants gaining a qualification/certification	80%	92%
% increase in the technical capacity (secretariat) at MCESD to support Council (and sub-committees) in reaching informed opinions in policy issues	50%	50%

Priority Axis 5

Progress in achieving the programme indicators

Output Indicator	Target	Result
Number of Persons Trained	350	486
Number of evaluations carried out	4	4
Number of Publicity measures undertaken	15	36
Number of studies/research activities carried out	5	5
Result Indicators	Target	Result
% Reaching N+3/N+2 targets	80%	100%

Impact Indicators



European Union
European Structural and Investment Funds



Europe 2020 strategy target on education

Early leavers from education and training EU-28 2002-2015



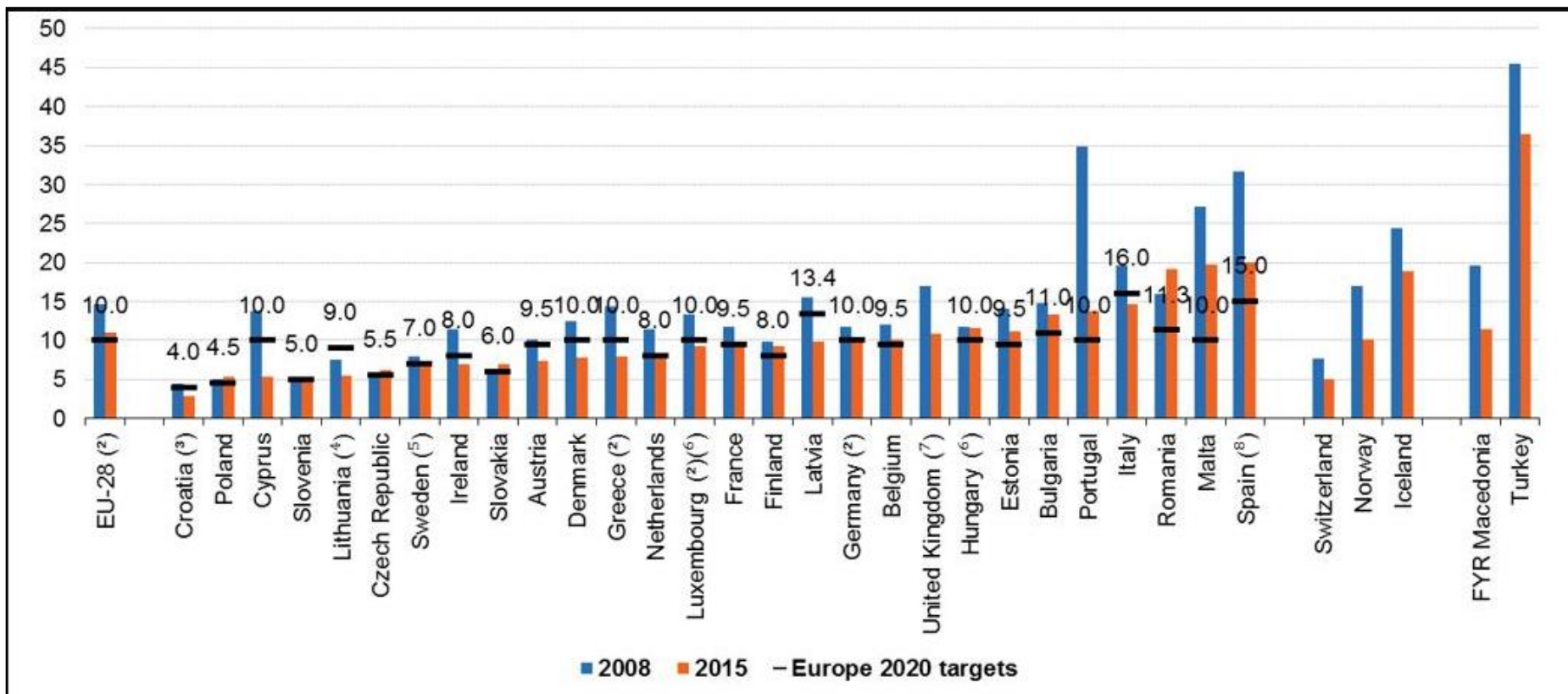
Source: http://ec.europa.eu/eurostat/statistics-explained/index.php/File:Early_leavers_from_education_and_training,_EU-28_2002-2015.JPG

- ▶ In 2015, 58.2 % of 18 to 24 year old early leavers from education and training were either unemployed or inactive.
- ▶ Of the total population of 18 to 24 year olds, 19.1 % were neither in employment nor in any further education or training (NEET) and thus at risk of being excluded from the labour market.

Malta EU 2020 Targets & Achievements

- ▶ Malta experienced a strong fall in early leaving from education and training between 2008 and 2015, **from 27.2 % to 19.8 %**.
- ▶ National policy documents such as the Early School Leaving Strategy (2014). Target for Malta is 10%.
- ▶ The reduction of early leavers was a primary target of operations funded under OP II.
- ▶ This is captured in the programme impact indicator.

Early leavers from education and training, by country 2008 and 2015



ESF 2007 - 2013: Impact indicators

The impact indicators contributing towards the Early School Leaving (ESL) strategy are mainly:

- ▶ % decrease of early school leaving rate; and
- ▶ % increase in participation rates in upper secondary education level or more, of 20-24 years old

The Target & Result

- ▶ % decrease of early school leaving rate

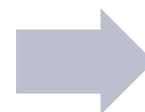
Baseline

- 38.9 %
(2005)



Target

- 22%
(2013)



Achievements

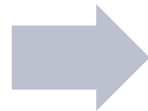
- 19.8%
(2015)

The Target & Result

- ▶ % Increase in participation rates in upper secondary education level or more, of 20-24 years old

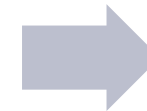
Baseline

- 53 %
(2005)



Target

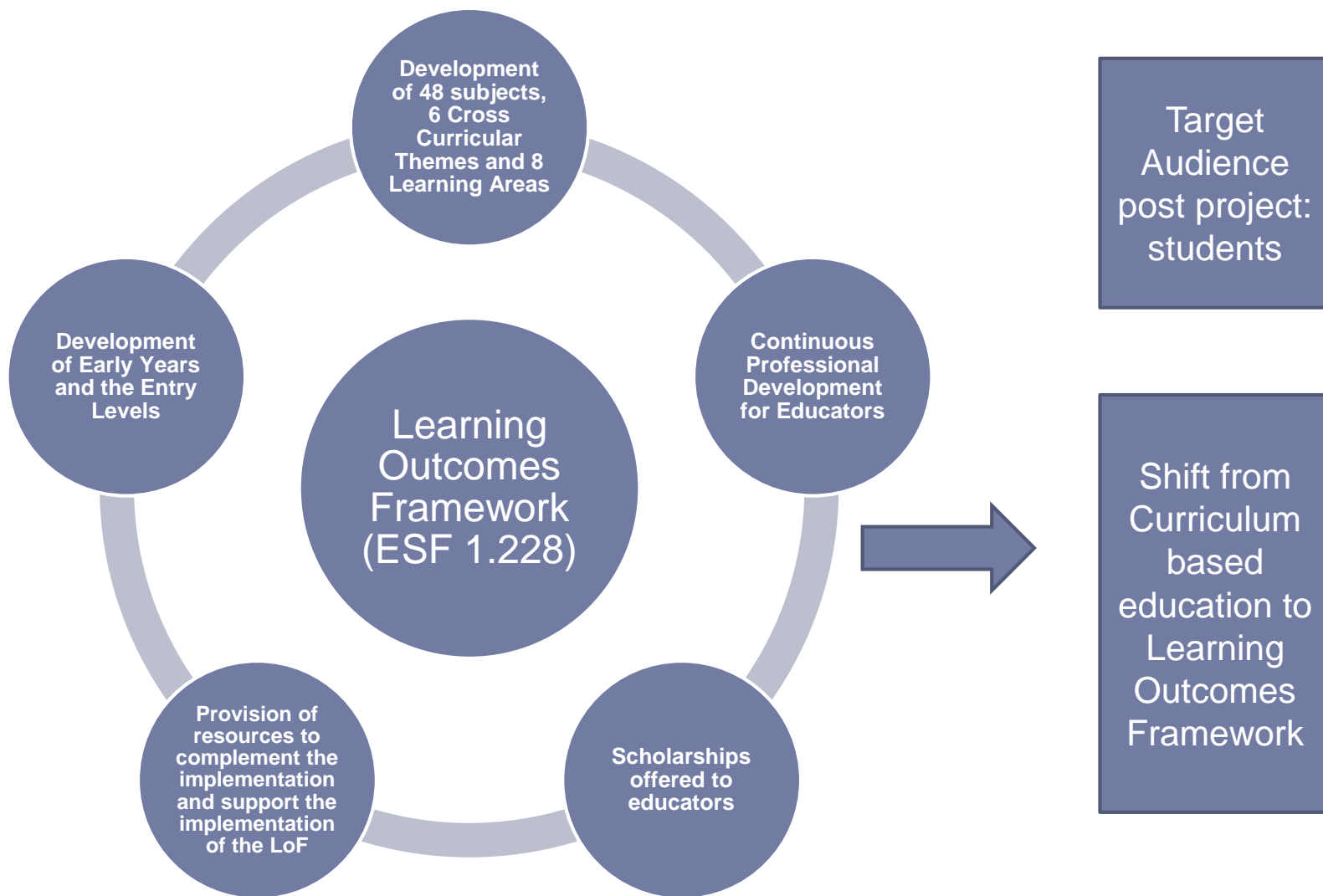
- 70 %
(2013)



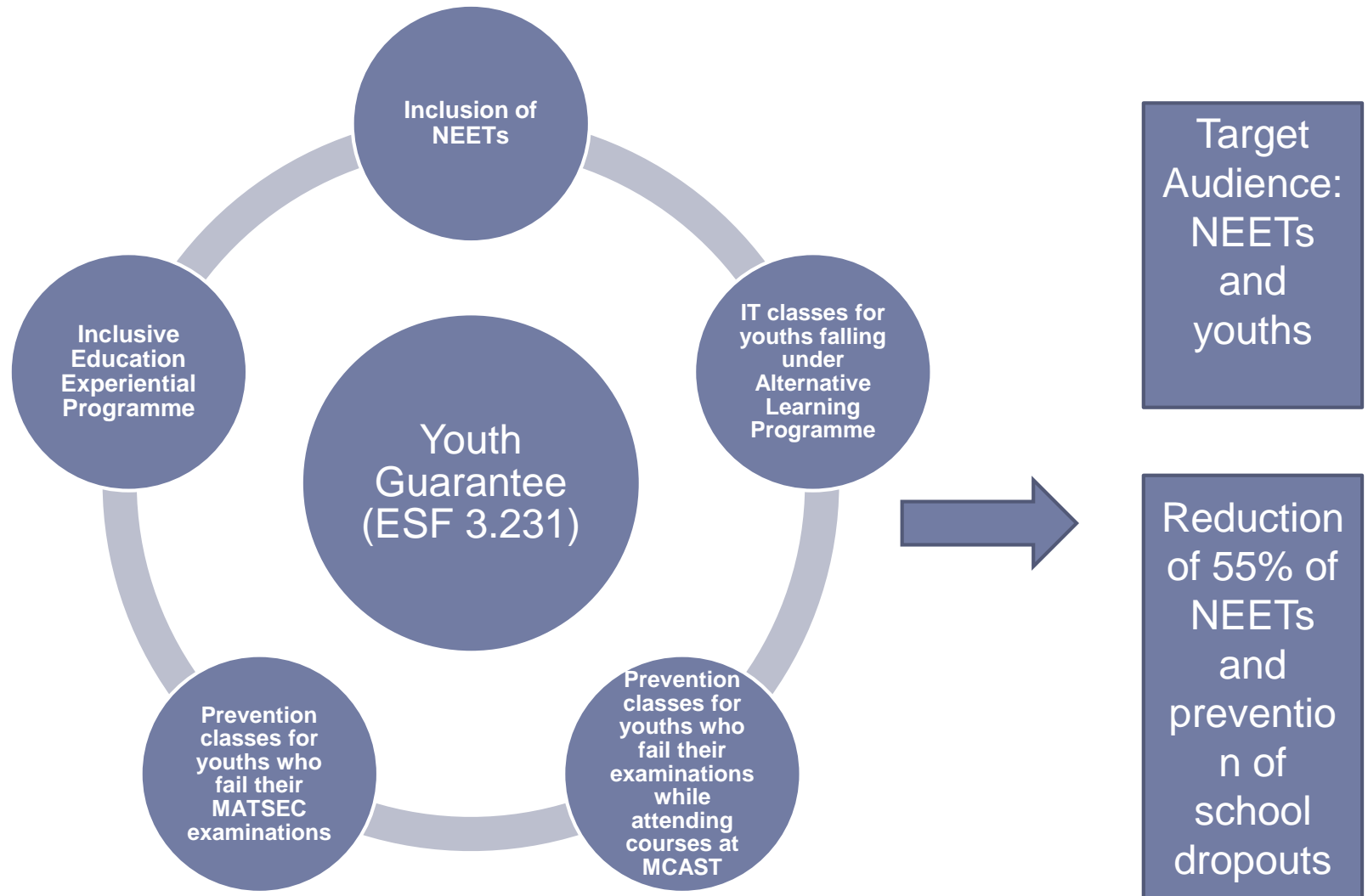
Achievements

- 77.5 %
(2015)

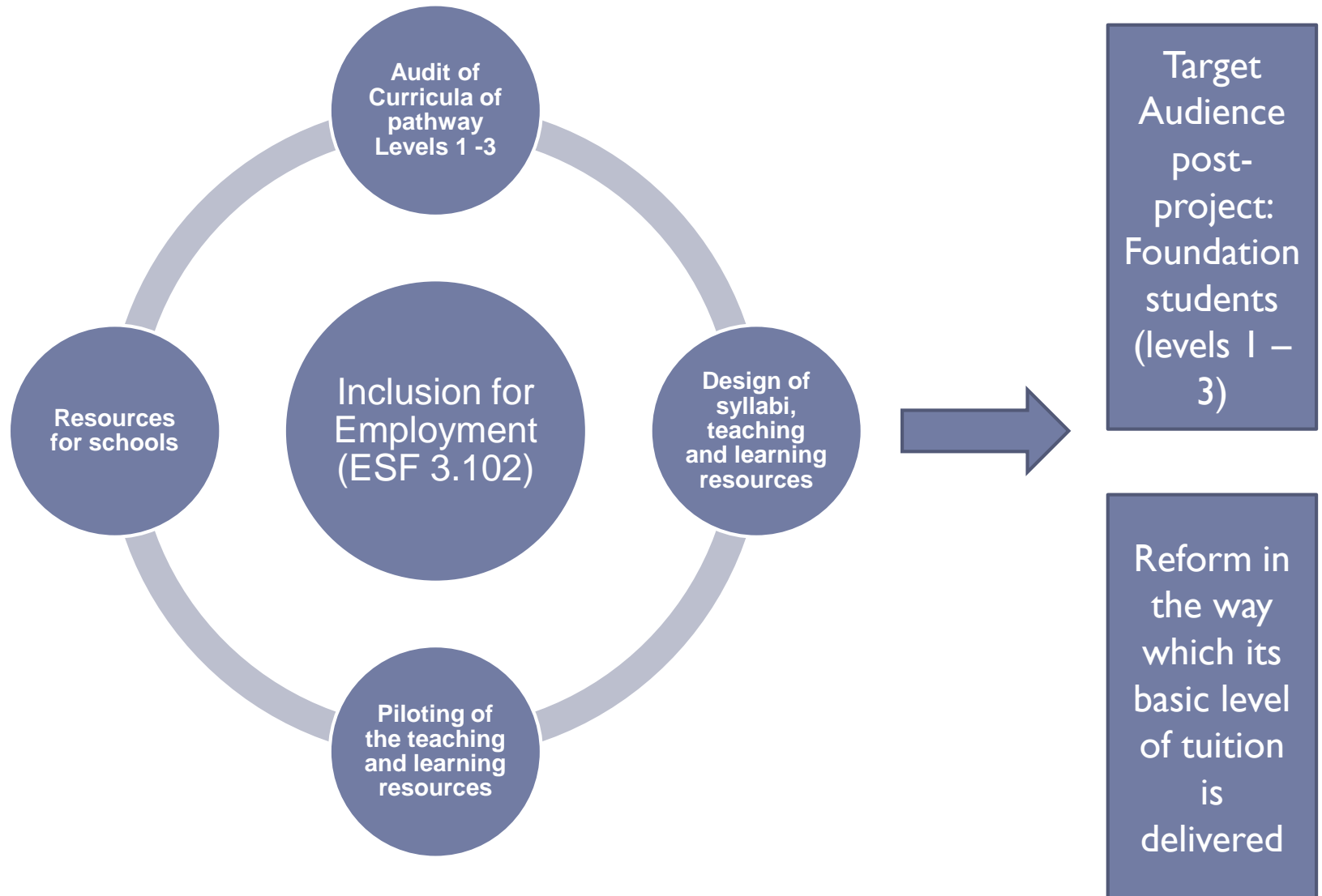
Project contributors



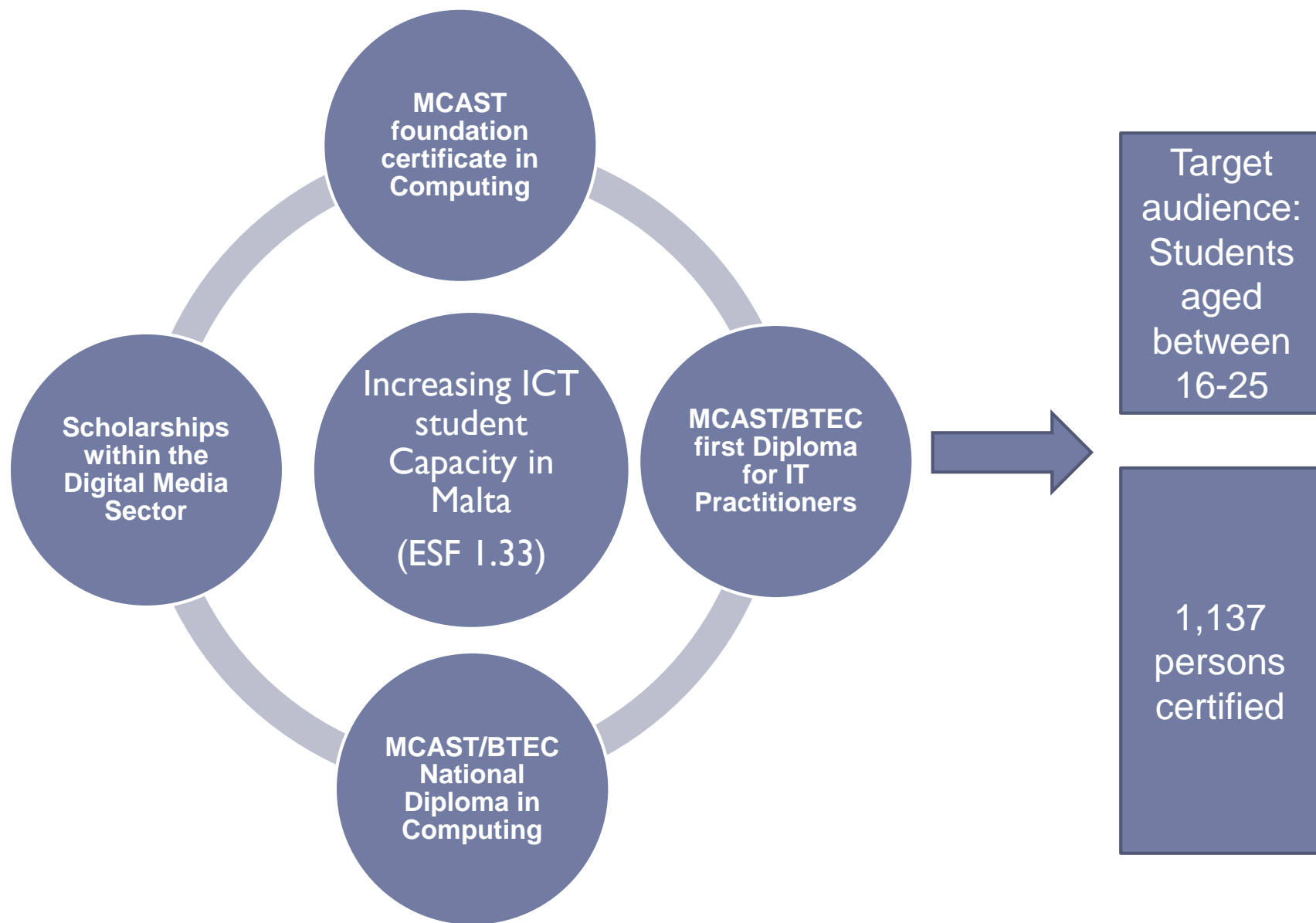
Project contributors



Project contributors



Project contributors



Other project contributors

ESF 1.28

*Accrediting Quality
Vocational Training
(VQPACK)*

ESF1.34

*Addressing Skills
Mismatches in the Aviation
Maintenance Industry*

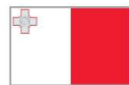
ESF 1.29

*Valuing all Skills for the
Labour Market*

ESF 1.130

*Making VET Education
more Relevant and
Attractive*

ESF contribution and added value to the Maltese Education System



European Union
European Structural and Investment Funds

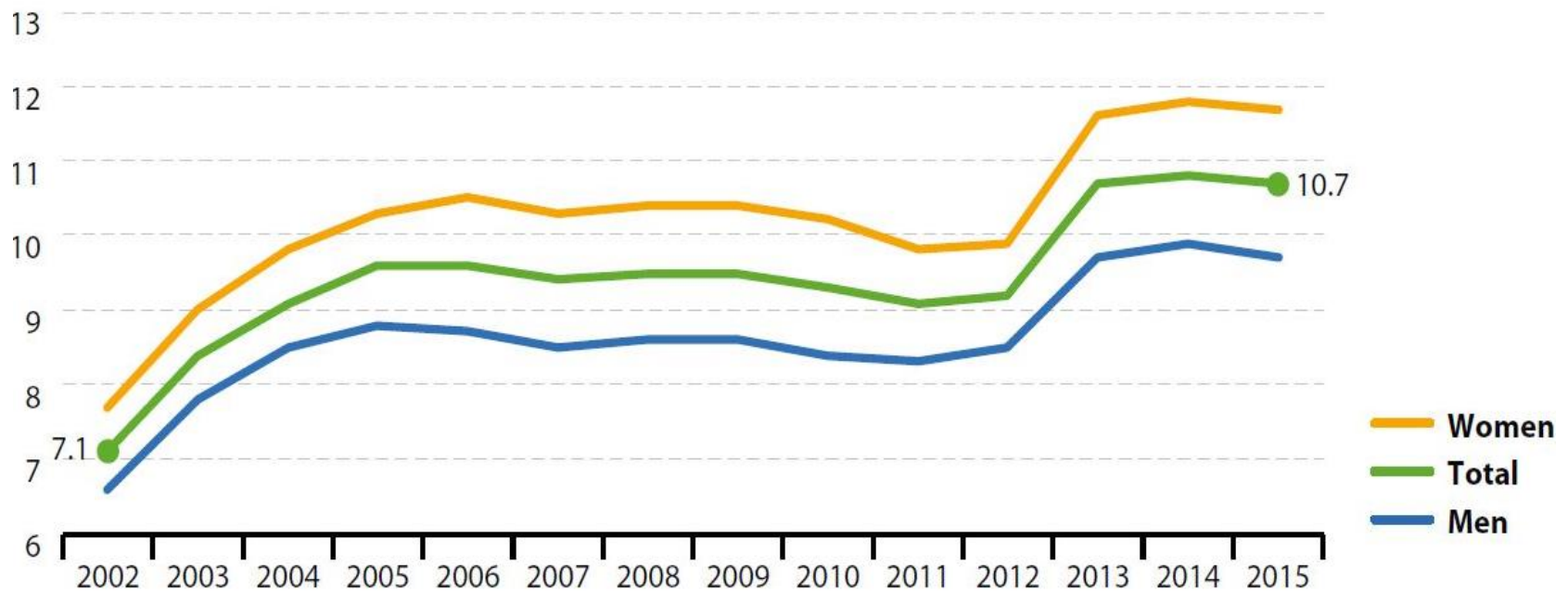


Europe 2020 strategy target on Lifelong Learning (LLL)

- ▶ LLL is crucial for providing a highly qualified labour force by improving and developing skills, adapting to technical developments, advancing careers or returning to the labour market
- ▶ The common EU target for adult participation in LLL has been transposed into National Targets in the Malta National Lifelong Strategy 2020.

Participation in LLL in EU-28 2002-2015

EU funds | 2014
for Malta | 2020



Source: http://ec.europa.eu/eurostat/statistics-explained/index.php/File:Participation_in_lifelong_learning,_EU-28_2002-2015.JPG

Tertiary Education and LLL

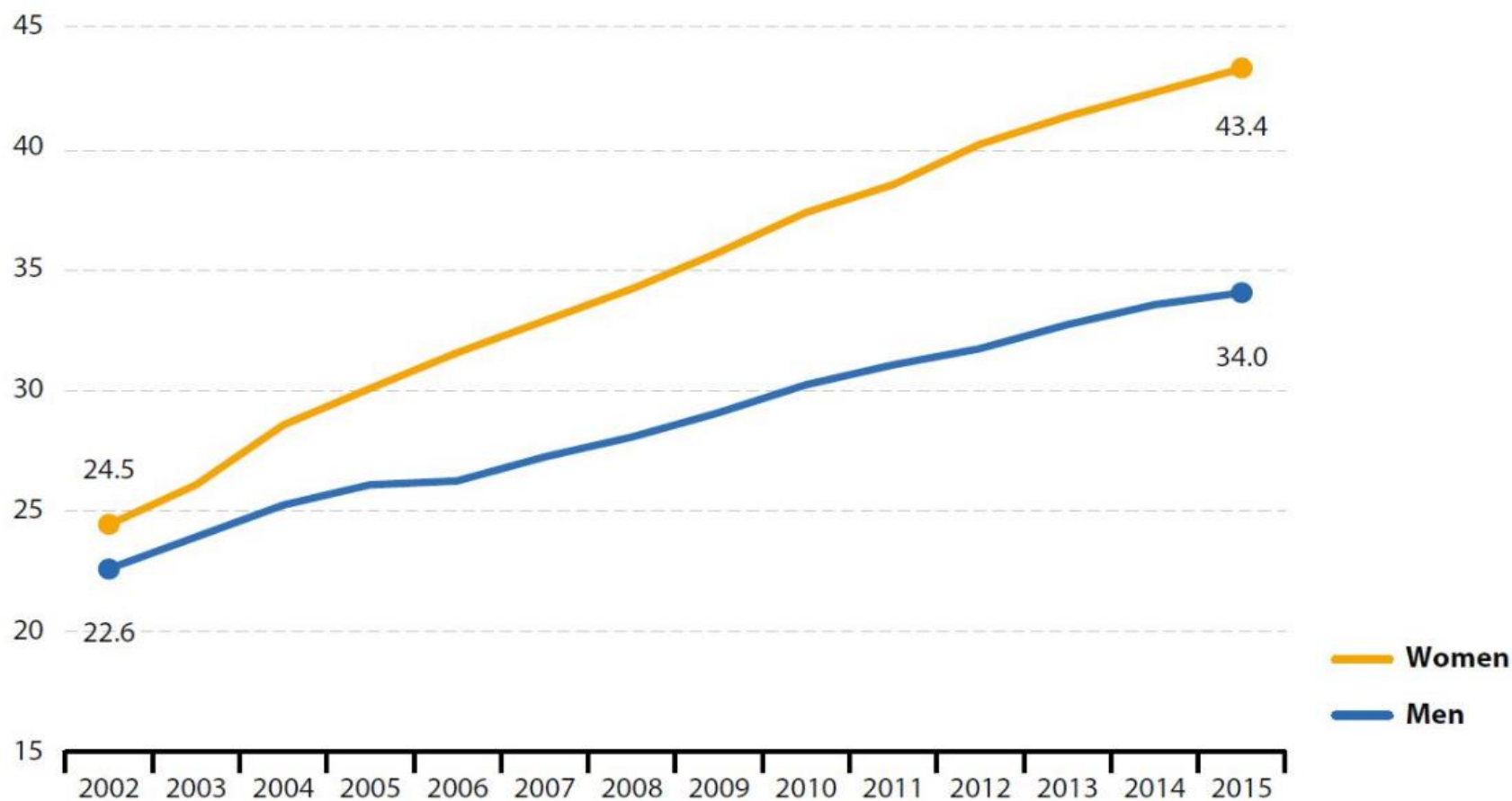
- ▶ In addition to LLL, tertiary education is also very important for the labour force
- ▶ Raising the share of the population aged 30 to 34 that have completed tertiary or equivalent education to at least 40 % is the second of the two Europe 2020 education targets.
- ▶ A steady and considerable growth in the share of 30 to 34 year olds have successfully completed university or other tertiary-level education since 2002. The share of 38.7% in 2015 implied a growth of 15.1% since 2002.
- ▶ While in 2002 the share was similar for both men and women, the increase up to 2015 was almost twice as fast for women.

Tertiary education and lifelong learning on the rise in the EU



Tertiary Education Attainment by sex EU-28 2002 - 2015

EU funds | 2014
for Malta | 2020



Malta EU 2020

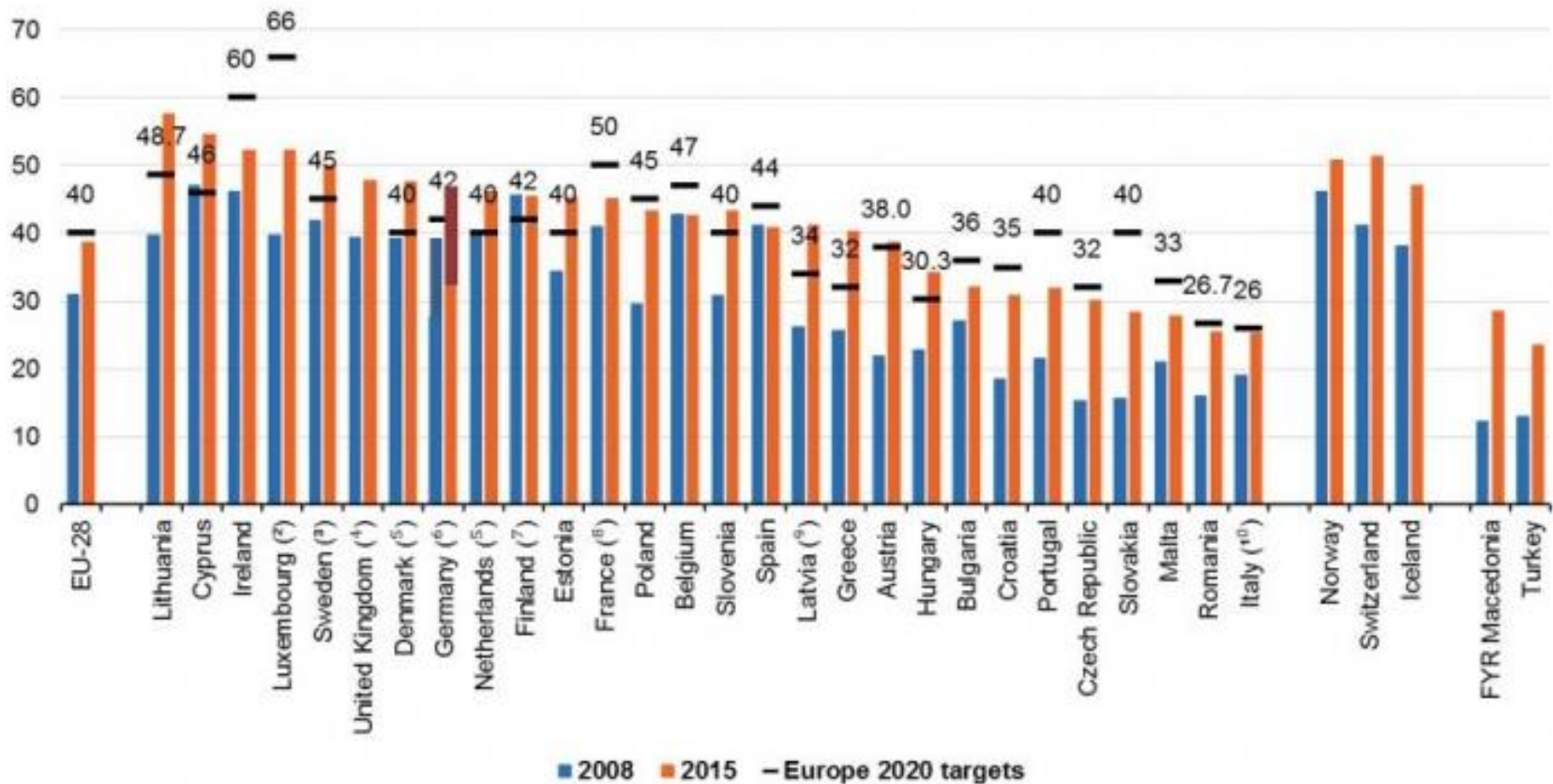
Targets & Achievements

- ▶ The common EU target for adult participation in LLL has been transposed into National Targets in the Malta National Lifelong Strategy 2020
- ▶ The target set for Malta is 15%
- ▶ Malta experienced a steady rise in adult participation in LLL from 5.2% in 2005 to 7.6% in 2015
- ▶ Further initiatives will continue to be undertaken under the 14-20 programming period
- ▶ This is captured in the programme impact indicator

LLL – Tertiary Education

- ▶ National Targets are set at 33%
- ▶ A significant raise from 9.3% in 2002 to 29.8% in 2015 was registered
- ▶ Women significantly outnumber men in tertiary educational attainment with a difference of 8.6%

Tertiary educational attainment, by country 2008 and 2015

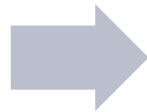


The Target & Result

- ▶ % Increase in the number of adults (25-64 years) participation in lifelong learning

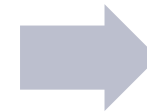
Baseline

- 5.4 %
(2005)



Target

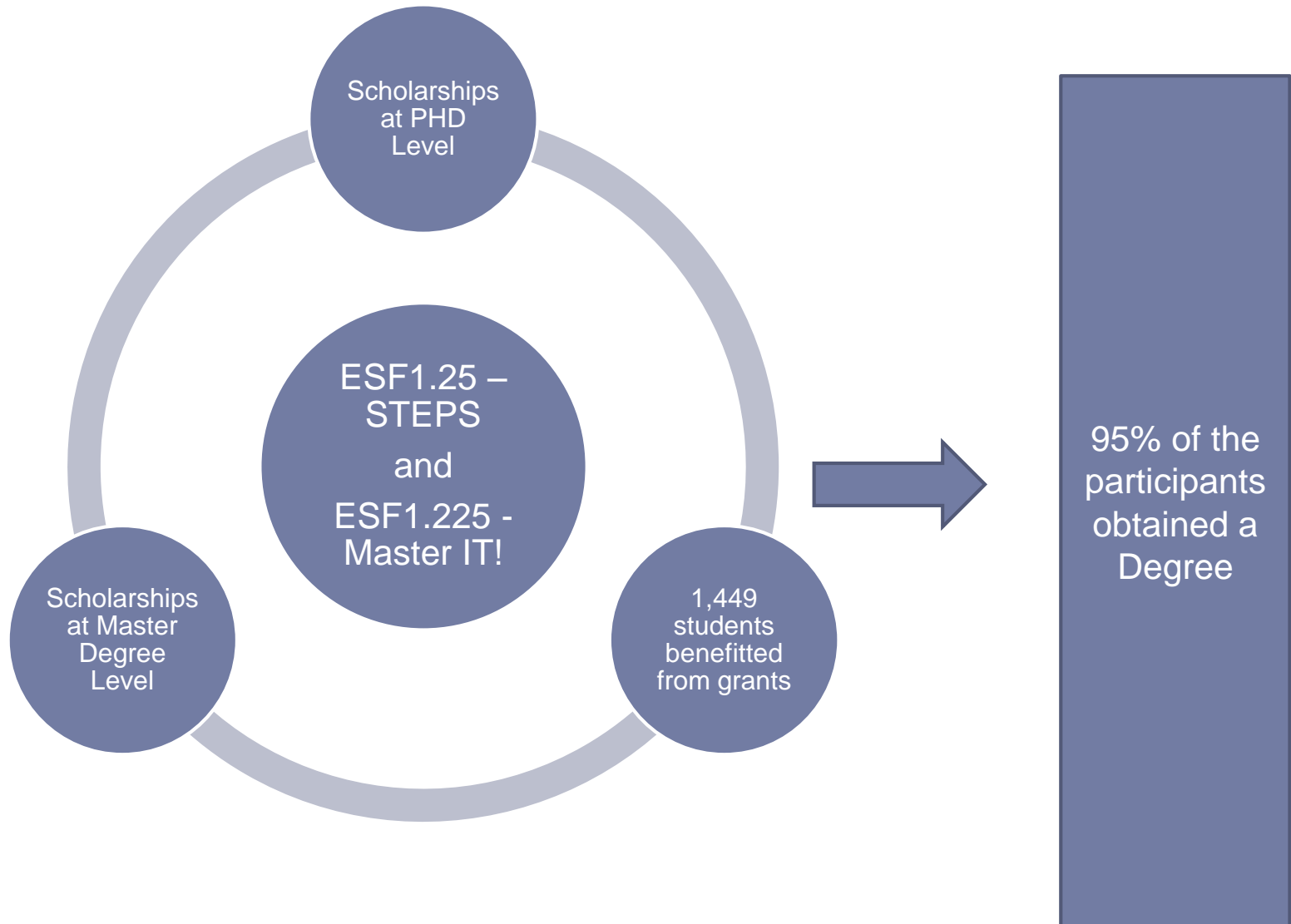
- 8 %
(2013)



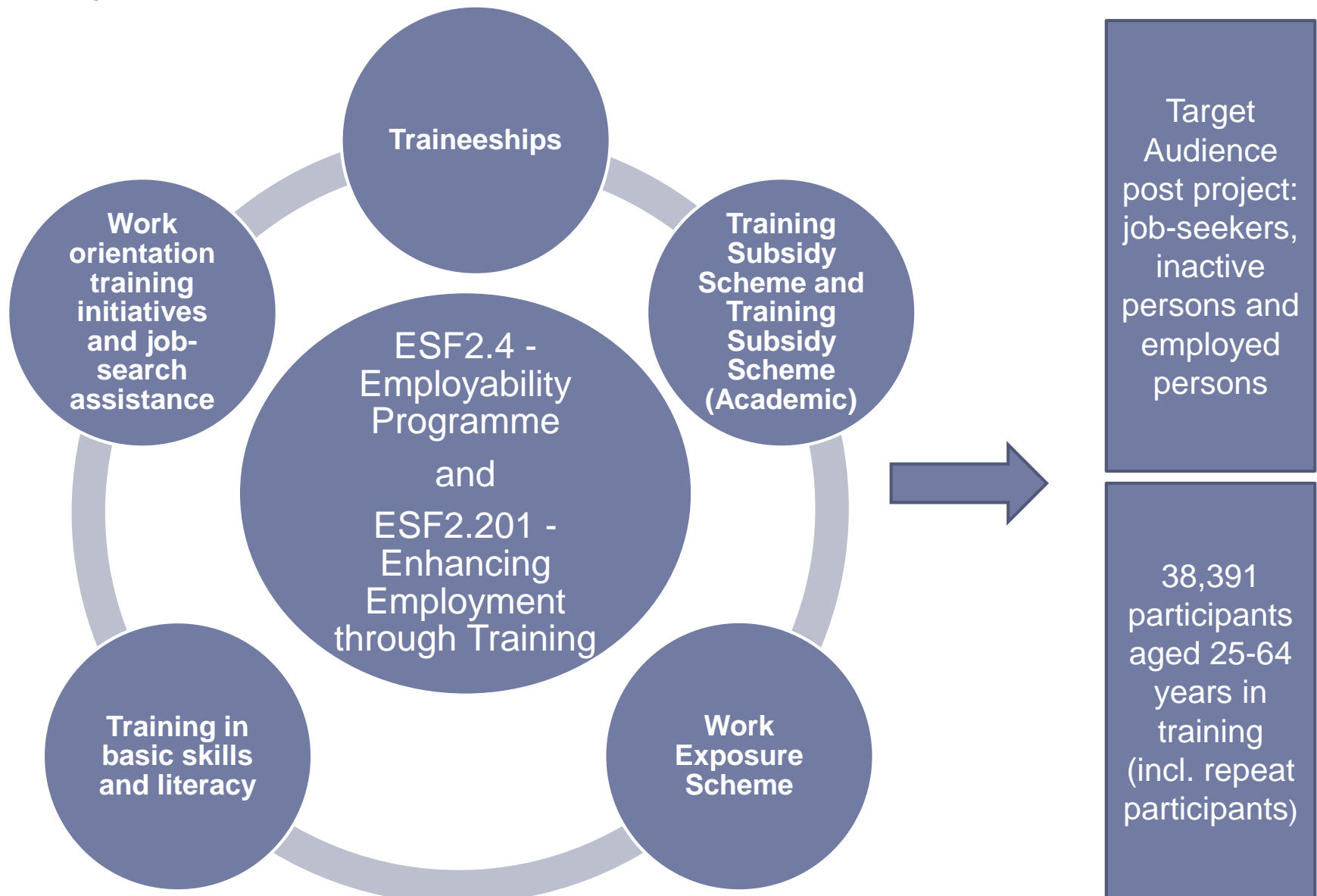
Achievements

- 7.2 %
(2015)

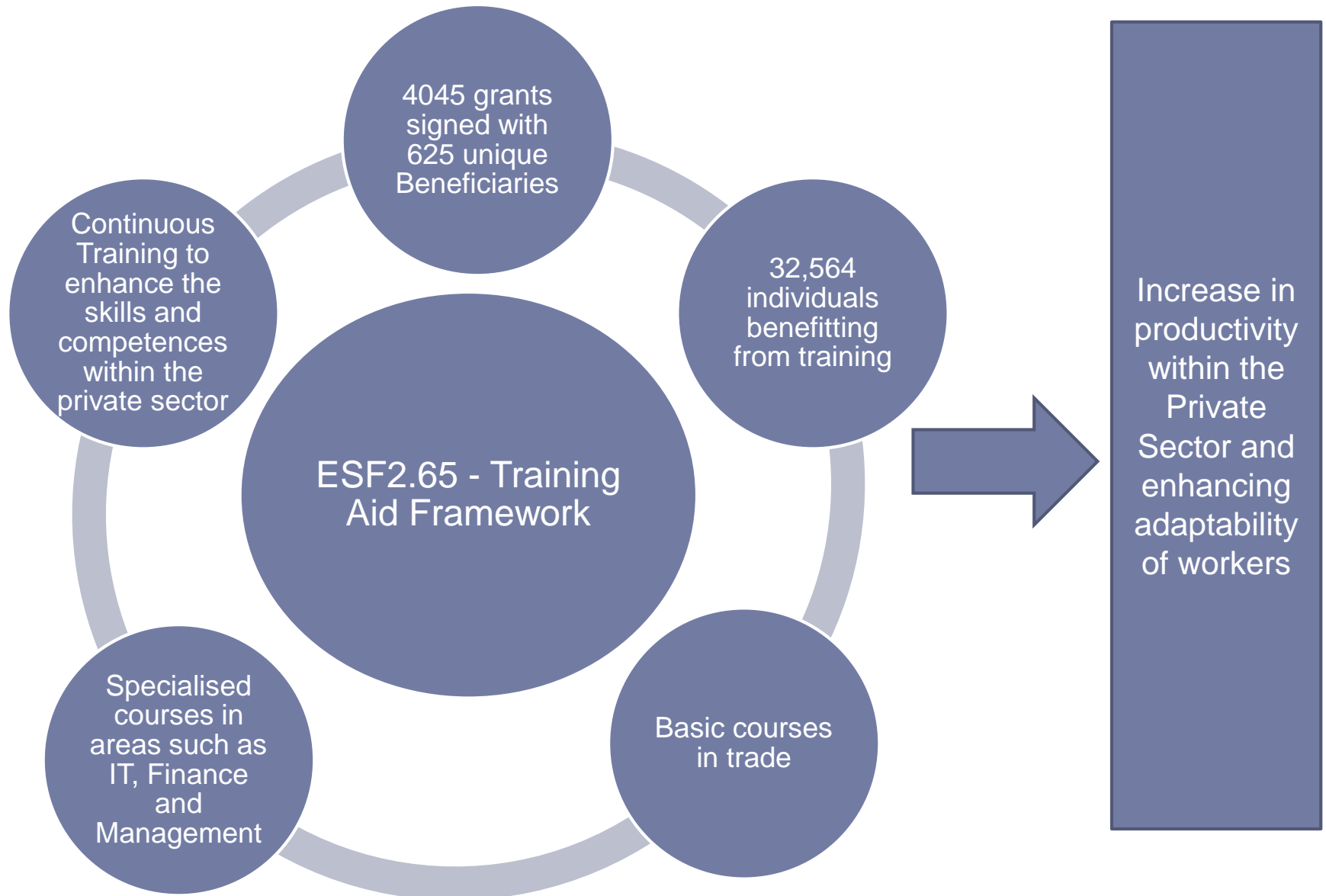
Project contributors



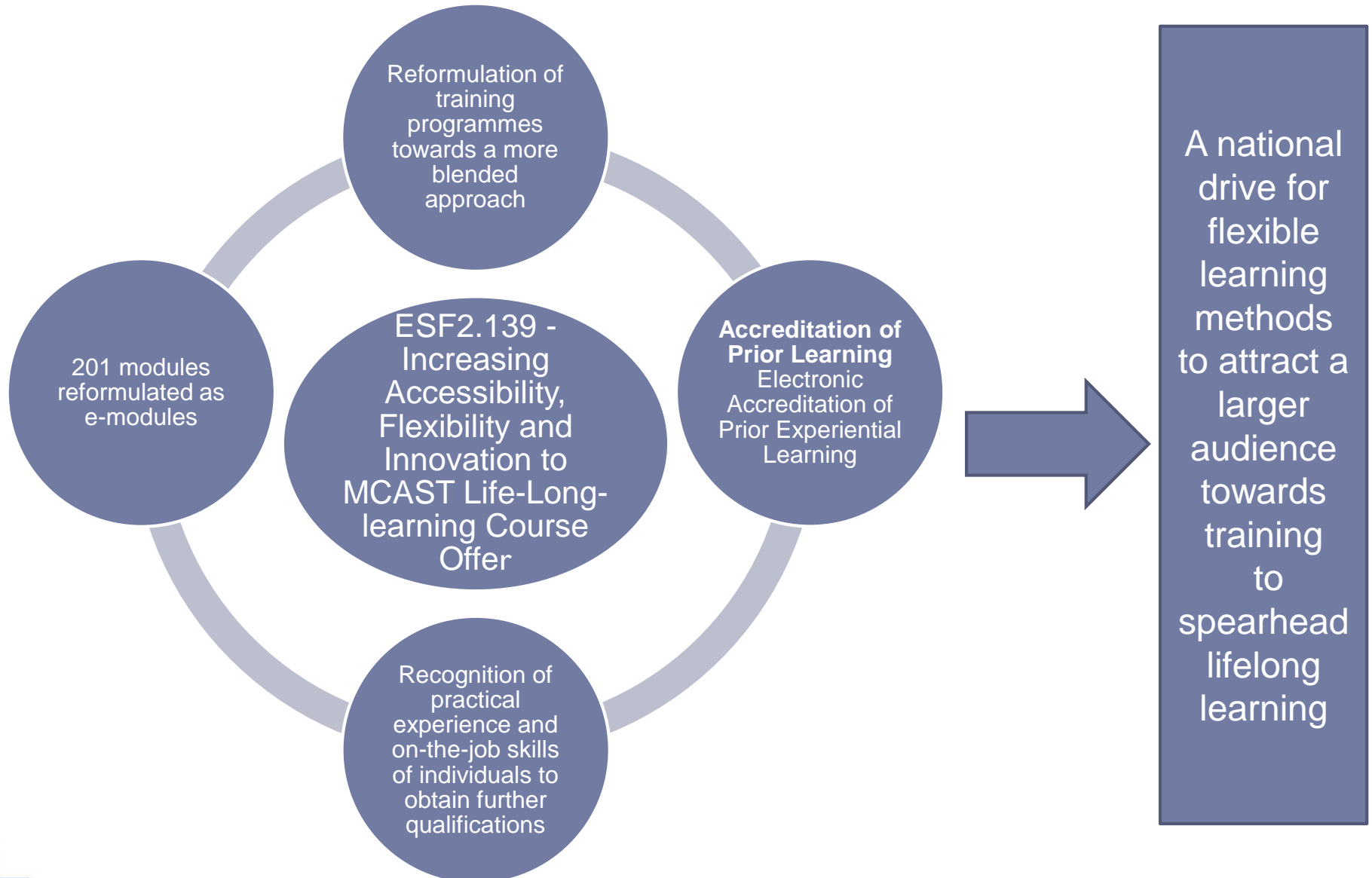
Project contributors



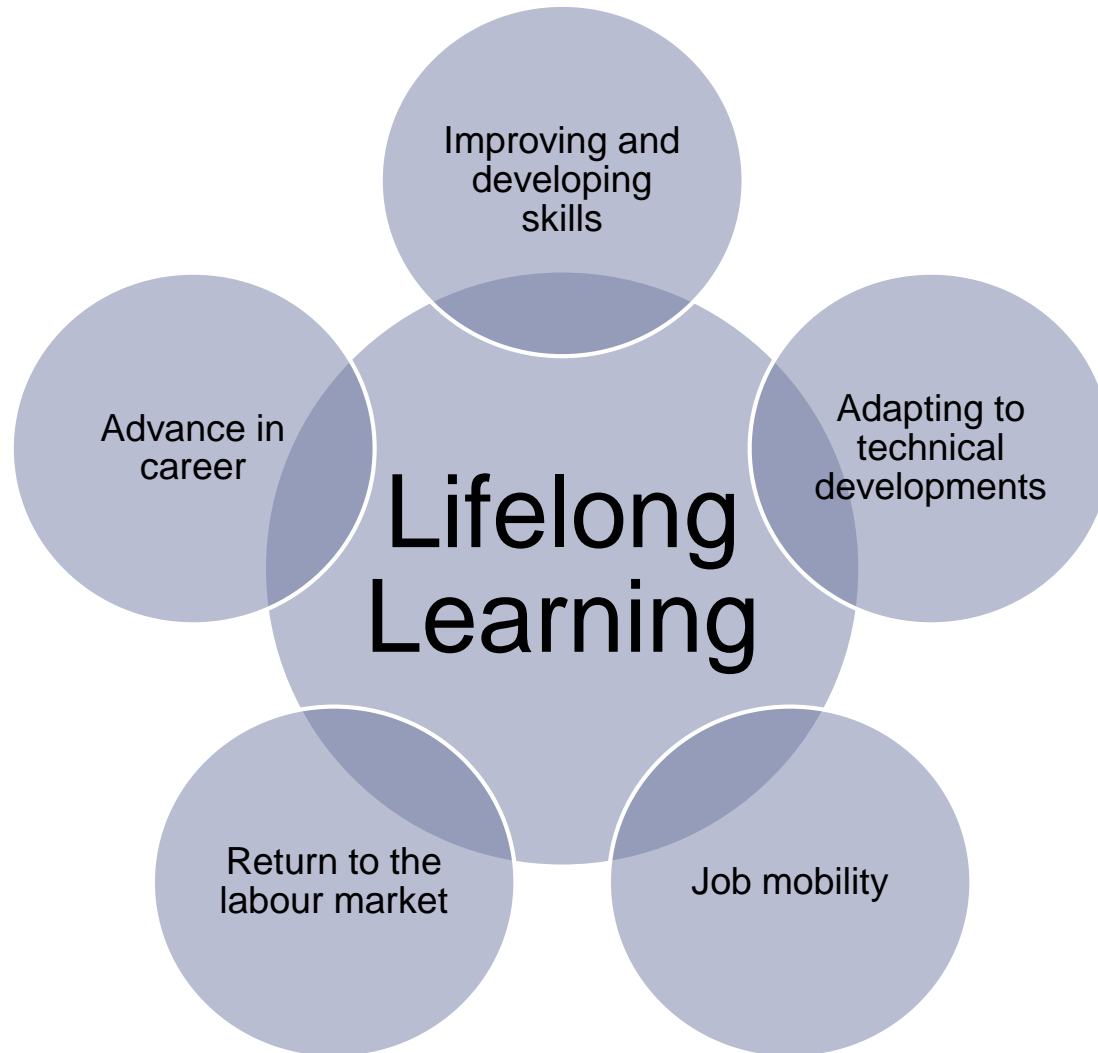
Project contributors



Project contributors



Lifelong Learning Cycle



LLL for educators

ESF 1.24

Career Guidance Capacity Building

ESF1.36

Professional development programmes for MCAST staff & student's top-up degrees

ESF 1.123

Training Support for the e-Learning Programme

ESF 1.131

Training Educators for Diversity

ESF 1.209

Training courses for the educational sector

ESF 1.227

Making Quality Visible

LLL for Public Administration

ESF 4.97

*Employee Support
Programme for Public
Employees*

ESF4.218

*Capacity building for
Transport Malta
Employees*

ESF4.164

Time to Consolidate

ESF 4.174

*Training Health Care
Professionals for
integrating acute and
community care*

ESF 4.175

*Capacity building for
Medical Physics
Services in Malta*

LLL for different sectors

ESF 1.23

*Higher Education
courses to address skills
mismatches in Gozo*

ESF1.31

Wood CPR

ESF 2.11

*Developing leaders for
change and innovation
and tourism*

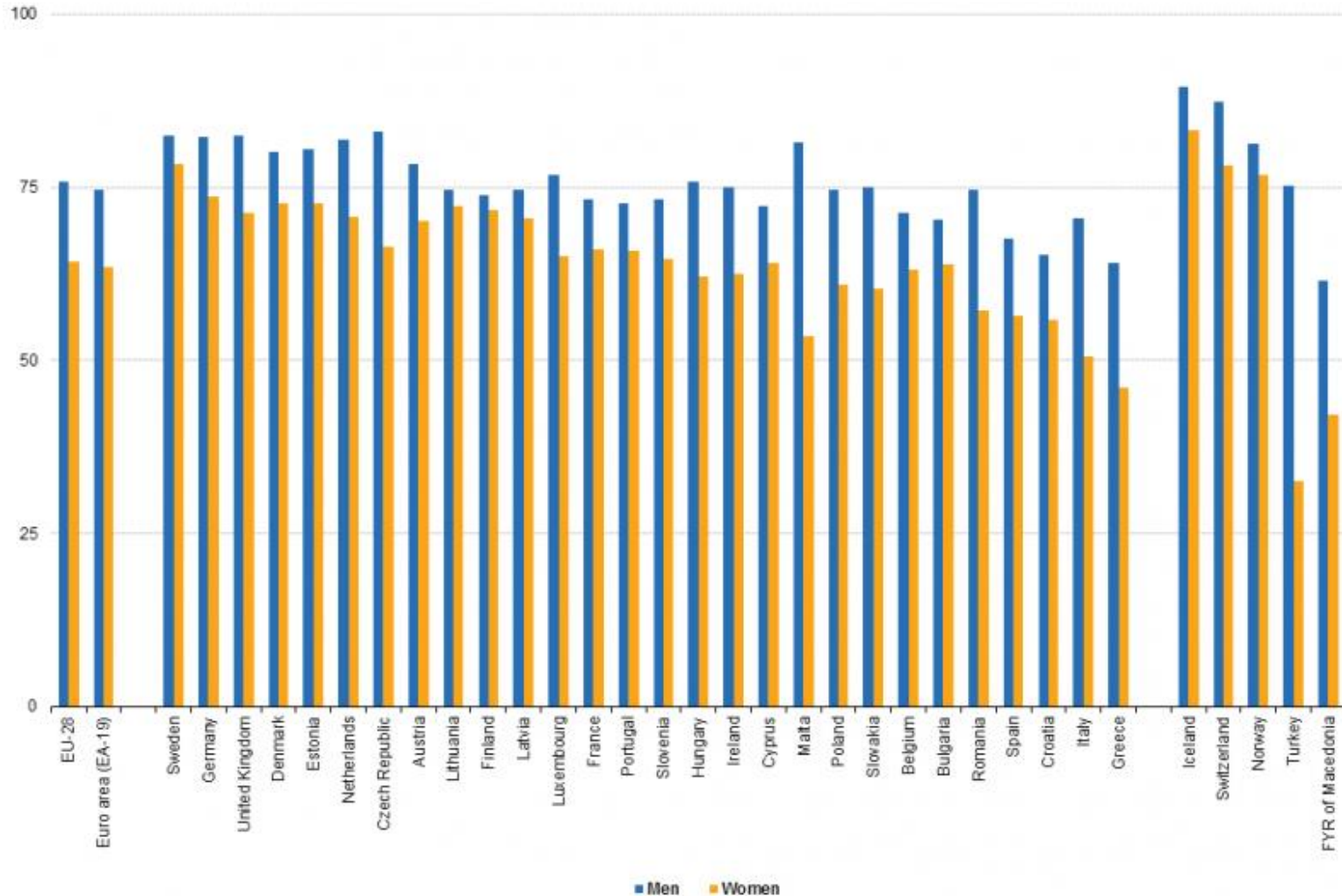
ESF 2.12

Second STEP

Female employment

- ▶ EU employment rates are generally lower among women and older workers.
- ▶ In 2015, the employment rate for women aged 20–64 stood at 64.3%.
- ▶ The EU target is of 75%, whereas the national target is 70%.
- ▶ Further initiatives will continue to be undertaken under the 14-20 programming period.

Employment rates by sex



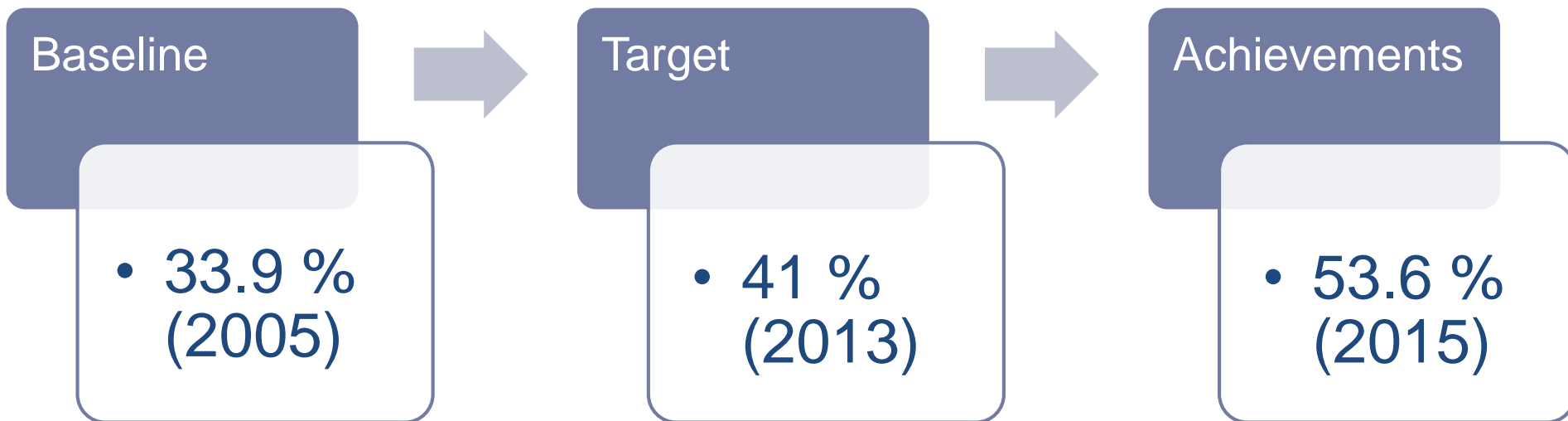
[http://ec.europa.eu/eurostat/statistics-explained/index.php/File:Employment_rates_by_sex,_age_group_20%E2%80%9364,_2015_\(%25\)_YB16_III.png](http://ec.europa.eu/eurostat/statistics-explained/index.php/File:Employment_rates_by_sex,_age_group_20%E2%80%9364,_2015_(%25)_YB16_III.png)

Malta EU 2020 Targets & Achievements

- ▶ A strengthened Maltese labour market structure would facilitate the integration of women.
- ▶ Within this context the PA 3 - Promoting an Equal and Inclusive Labour Market included a specific intervention which aimed to '***Increase in female participation rates***'.
- ▶ The efforts invested in this area through this axis were also complemented with national measures, such as free childcare services.
- ▶ This is captured in the programme impact indicator.

The Target & Result

▶ % Increase in female employment



Project contributors

ESF 3.43 - Implementation of training activities for professionals on the links between domestic violence and the general economic and social well-being of the country

ESF 3.54 – Certification of women were certified on Equal skills and Sage

ESF 3.108 - assisted young women, through training, who due to low education attainment or even teenage pregnancies, limited their chances to find gainful employment.

Project contributors

ESF 3.47 and **ESF 3.49** - studies and awareness campaigns with the specific aim of identifying and understanding the reasons underlying the inactivity of women in Malta and Gozo; increasing sensitivity on gender issues and promoting the adoption of family friendly measures in work environment

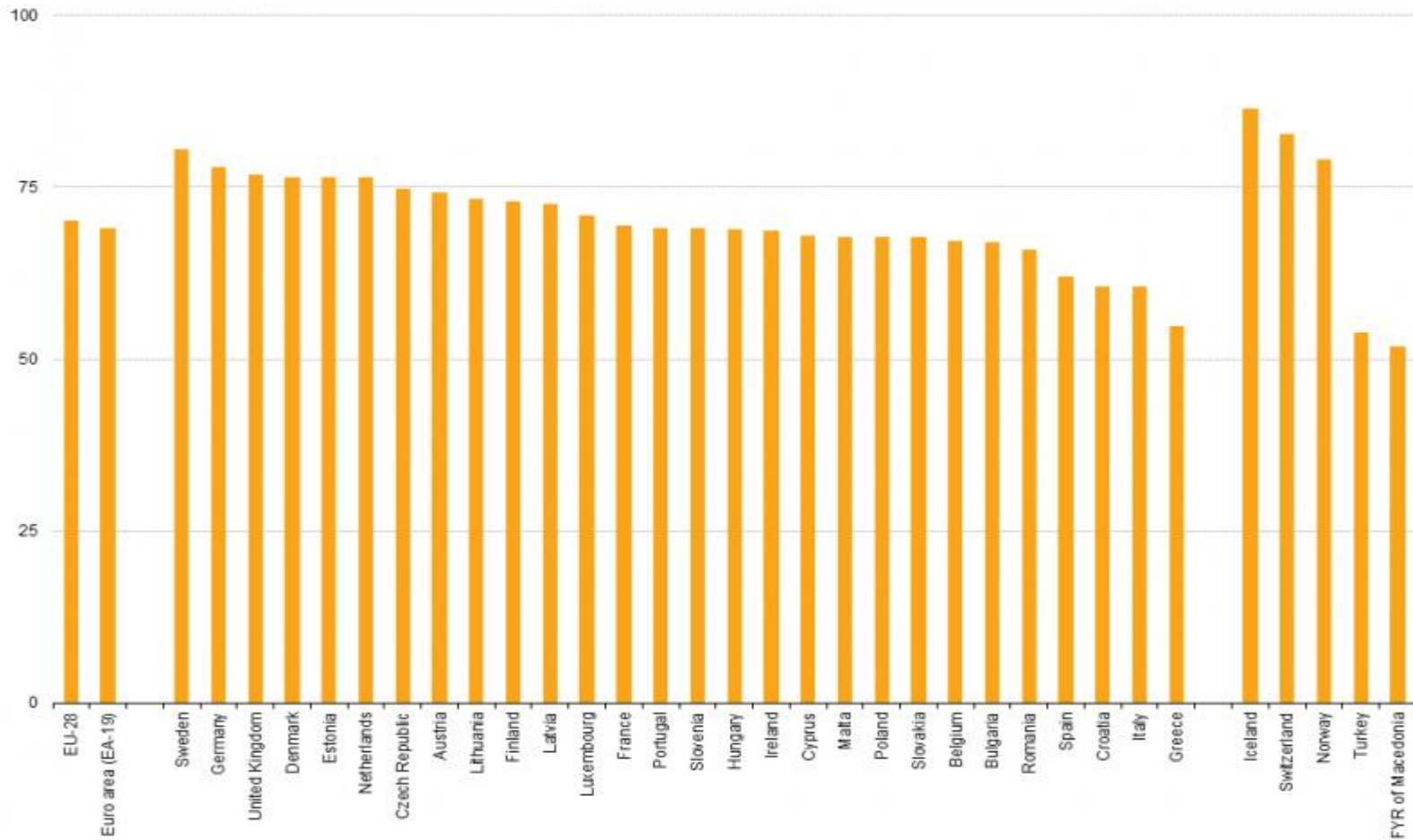
ESF 3.59 *Nista'* - The benefits of sharing life's responsibilities were promoted

Europe 2020 strategy target on Employment

- ▶ Employability is the ultimate aim of the ESF.
- ▶ In 2015, the EU-28 employment rate for persons aged 20 to 64, as measured by the EU's labour force survey stood at 70.1%.
- ▶ Poverty reduction is a key policy component of the Europe 2020 strategy. Achieving the target to reduce the number of people at risk of poverty and social exclusion depends on the successful implementation Europe 2020 strategy priorities, such as providing better opportunities for employment and education.

Employment rate: age group 20-64

EU funds
for Malta | 2014
2020



Source: [http://ec.europa.eu/eurostat/statistics-explained/index.php/File:Employment_rate,_age_group_20%E2%80%9364,_2015_\(%25\)_YB16_III.png](http://ec.europa.eu/eurostat/statistics-explained/index.php/File:Employment_rate,_age_group_20%E2%80%9364,_2015_(%25)_YB16_III.png)

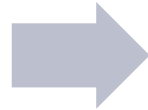
- ▶ Between the start of the financial and economic crisis and 2015 (the latest data available), there were considerable differences in the performances of the individual labour markets. While the overall employment rate for the EU-28 in 2015 had nearly returned to its peak level of 2008, there were 11 EU Member States which reported an increase in their respective rates. **The biggest gains were recorded in Malta (up 8.6%).**
- ▶ The common EU target for employment has been transposed into National Targets. The target set for Malta is 70%
- ▶ This is captured in the programme impact indicator.

The Target & Result

- ▶ % Increase in employment rate

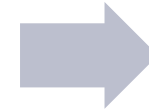
Baseline

- 54.3 %
(2005)



Target

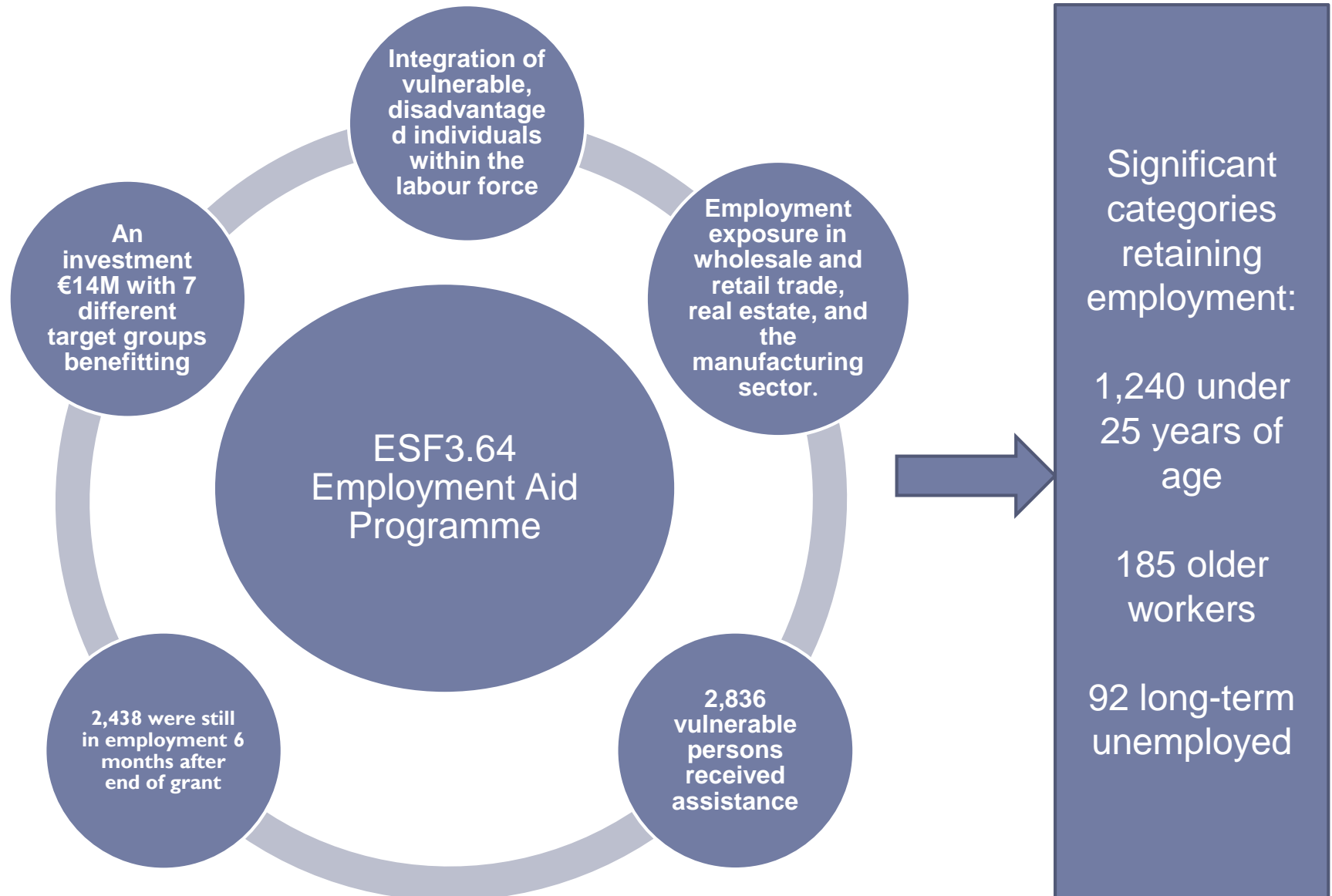
- 57 %
(2013)



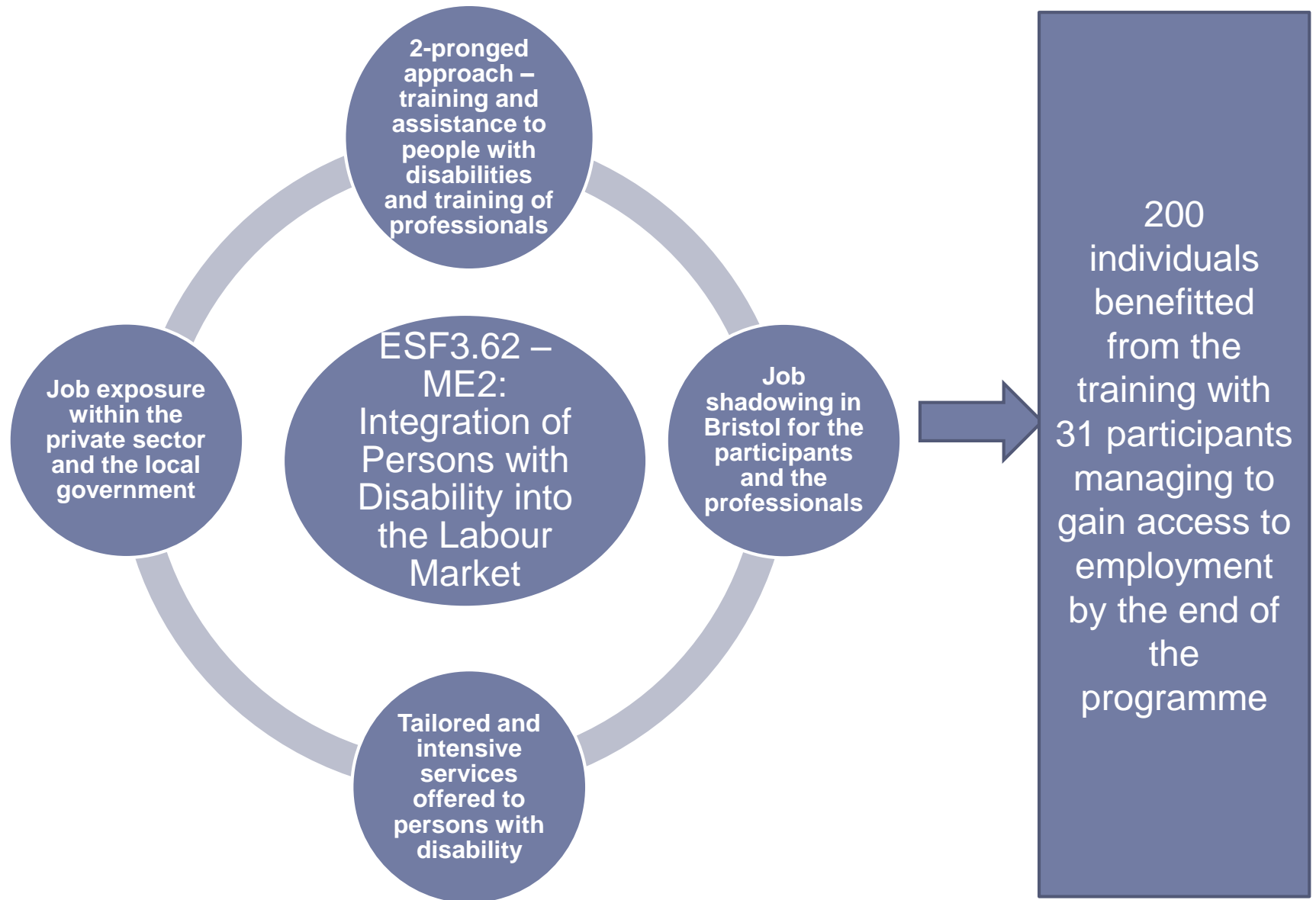
Achievements

- 67.8 %
(2015)

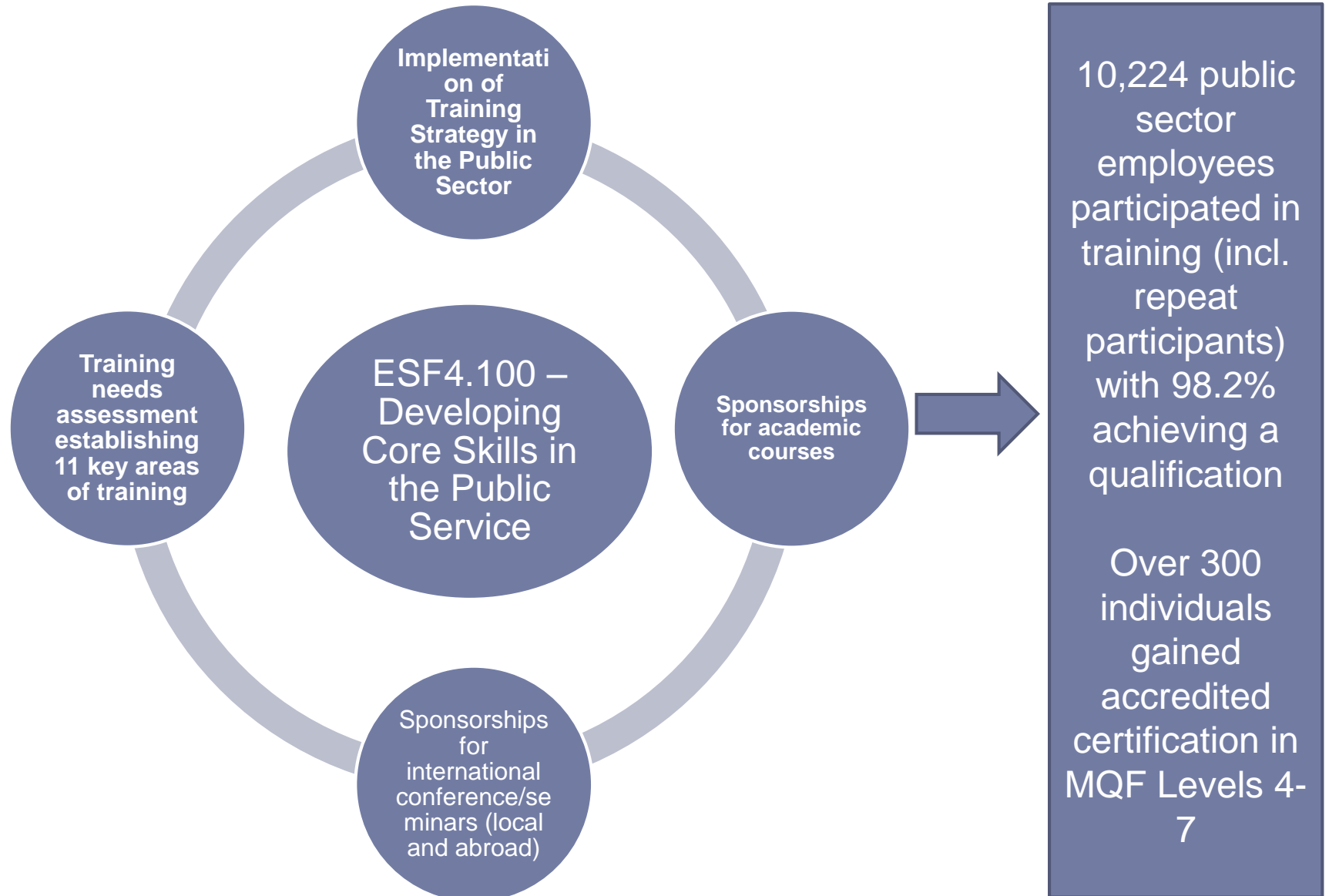
Project contributors



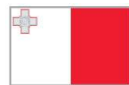
Project contributors



Project contributors



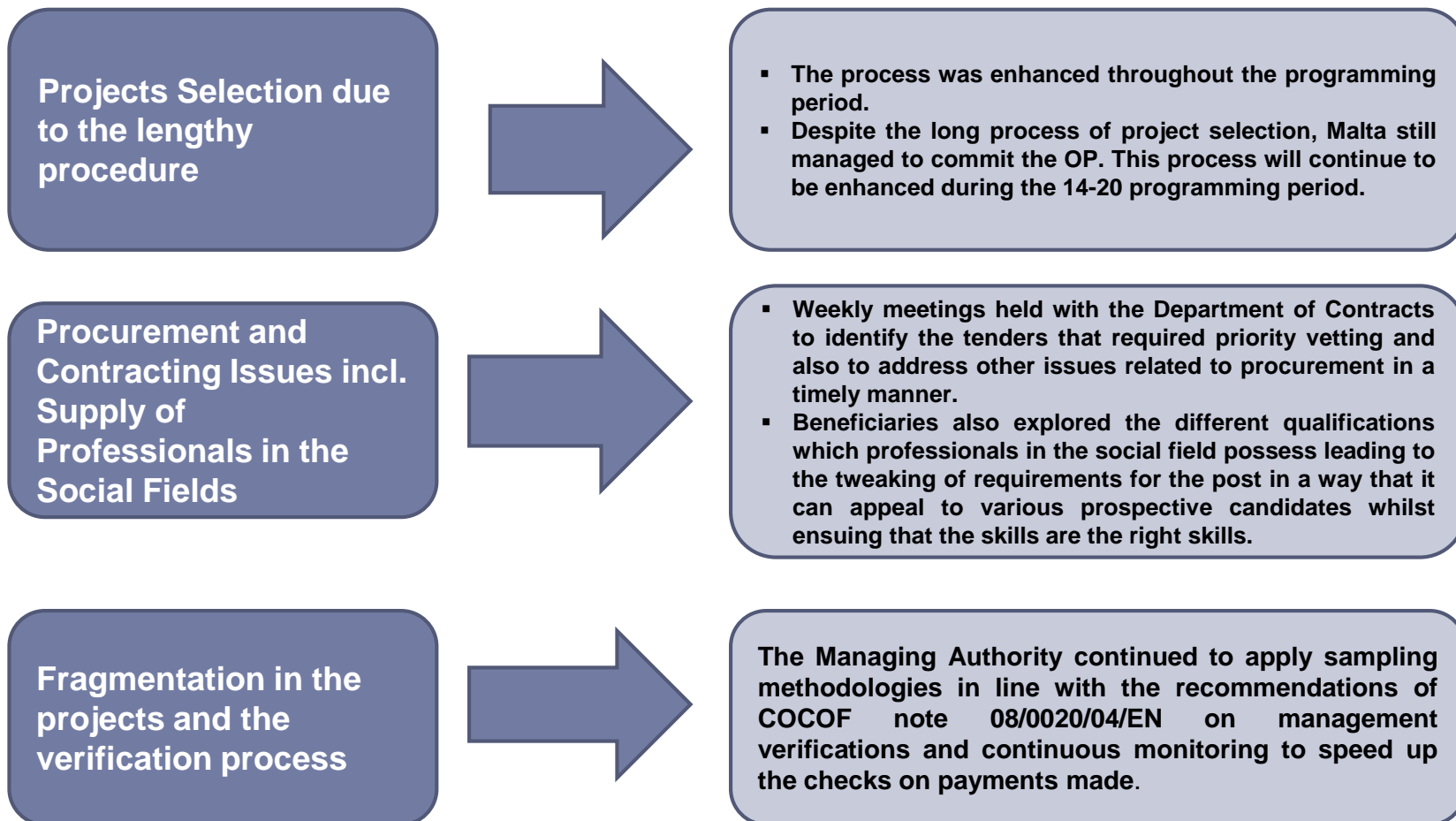
ESF contribution towards employability



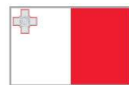
European Union
European Structural and Investment Funds



Problems encountered and measures taken



Audits



European Union
European Structural and Investment Funds



Audits

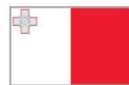
Type of Audits carried out:

1. Operations Audits
2. Systems Audits
3. Thematic Audits
4. Audit on Simplification Measures

Audits – Lessons Learnt

- Use of simplification measures during project implementation;
- Focus on the projects' outputs and results;
- Physical checks, both announced and unannounced;
- Reorientation of implementation and control on performance of operations
- Enhancing (online) monitoring tool;
- Strengthening the effectiveness of the management verifications;

Evaluation



European Union
European Structural and Investment Funds



Evaluation Activities

Evaluation Plan 2007-2013

- ▶ In line with Articles 47-49 of Regulation (EC) No. 1083/2006, an Evaluation Plan was approved in 2008 and updated in 2011.

- ▶ Tasks set out in the Evaluation Plan were carried out at two levels:
 - ▶ Strategic evaluations, e.g. the Thematic Evaluation; and
 - ▶ Operational evaluations, e.g. the Mid-Term Evaluation.

Evaluation Activities

Mid-Term Evaluation

- ▶ **Main Objective:** To report on the progress attained towards the objectives of the Programme, as well as the relevance, efficiency, and effectiveness of the Programme in the light of the progress or status of the implementation as at 31st December 2010.
- ▶ **Timeline:** 2009 till 2010

Evaluation Activities

Recommendations	Follow-up Actions
<p>Prioritising the issue of new calls.</p>	<p>Recommendation was taken on board.</p>
<p>Tailoring calls for applications to attract projects which have still not achieved specific result and output indicators.</p>	<p>Recommendation was taken on board.</p>
<p>A number of recommendations were put forward to simplify the implementation of the programme.</p>	<p>Recommendation was taken on board in the preparation of the 2014-2020 programmes.</p>
<p>Enacting an 'Intellectual Property Framework', utilising ERDF to provide a single source of financing whereby the remaining shortcomings of IP rights in Malta could be addressed, thus unblocking the potential for bottom up research.</p>	<p>Recommendation was not taken on board since 'Intellectual Property Framework' does not fall under the remit of the MA but it is a Governmental Priority. A complementing action was funded through the ESF, which supported the capacity building of an IP office at the University of Malta.</p>

Evaluation Activities

Recommendations	Follow-up Actions
<p>Investing in the culture and creative industries by embarking on an awareness campaign highlighting the need for this industry.</p>	<p>This was done through PA 2 of the 2007-2013 programming period and is further enforced through PA 5 of the 2014-2020 programming period.</p>
<p>Investing in interventions in support of science popularisation initiatives.</p>	<p>This was done through PA 1 of 2007-2013 programming period and further enforced in OPII.</p>
<p>Making applicants aware of the extent of time required and associated responsibility to plan ahead and have effective time and resource management within the beneficiary organisation.</p>	<p>This was done through the 'Guidance Document' issued with each Call for Applications.</p>
<p>For Aid Schemes dealing with thousands of applications, introduce a web-based front-end interface which facilitates data entry by the beneficiaries.</p>	<p>This was taken on board during the 2014-2020 programming period.</p>

Evaluation Activities

Recommendations	Follow-up Actions
<p>Broadening the pool of people who can sit on the Project Selection Committee (PSC) to at least eight persons so as to minimise postponement and delays due to availability issues. Multiple PSCs can also be set up to handle project application submissions in relation to the different concurrent calls.</p>	<p>The PSC members increased to four.</p>
<p>Introducing an automated process in the SFD which does not rely on manual date stamping input for the six levels involved in the invoice payment process.</p>	<p>This recommendation was taken on board.</p>
<p>Exploiting the opportunity to utilise a central Database and Document Management System which would act as the single repository for all documents to be submitted by the beneficiaries upon approval and verification by the MA/IB. This would enable faster monitoring and reporting and relieve a part of the administrative burden associated with documents submission and compliance.</p>	<p>This was taken on board during the 2014-2020 programming.</p>

Evaluation Activities

Recommendations	Follow-up Actions
<p>Ten percent commitment of fund allocation to Gozo should not be tied at Programme level (treating OP I and OP II separately) but should be binding on the total allocation of all three funds (CF, ERDF and ESF).</p>	<p>The MA reported on the Cohesion Policy allocation to the socio-economic development at the level of the policy rather than at the level of the Programme.</p>
<p>Recommendations were put forward on the quality of the information provided at application stage and in the implementation of the approved projects.</p>	<p>Recommendation was taken on board for the 2014-2020 programming period with detailed and targeted information session to project applicants as well as more target training for approved project beneficiaries.</p>
<p>Having a more consultative approach to the scheduling of SOEs and the workflow planning resulting from such issues, could contribute towards minimising the risk of schedule clashes.</p>	<p>Coordination and consultation between the two authorities were strengthened in the second half of the programming period.</p>

Evaluation Activities

Thematic Evaluation

- ▶ **Main Objective:** To carry out a thematic evaluation, on two different phases, to assess the extent by which OPI's interventions have contributed towards: (i) education and lifelong learning, and (ii) enhancement of employability and adaptability of the workforce.
- ▶ **Timeline:** 2012 – 2015

Evaluation Activities

Recommendations	Follow-up Actions
<p>Enhanced central Government support and training for project leaders, project managers and administrators.</p>	<p>A series of training sessions are being held (e.g. project implementation, procurement, monitoring, etc.) in order to address the needs of the MA and its stakeholders.</p>
<p>Consider whether proposed projects should also include post-delivery interventions to assess the realization of the intended project outcomes. This approach will in itself also improve the quality of project output and outcome indicators. The Cohort Study being carried out by the MA could be developed further in this regard.</p>	<p>During the 2014-2020 programming period, the Cohort Study will be improved in line with the monitoring requirements and after discussions with the National Statistics Office. Internal discussions already took place in this regard in order to incorporate lessons learnt.</p>

Evaluation Activities

Recommendations	Follow-up Actions
<p>More guidance could be provided to project applicants especially in those areas where successful project applications were low. This was particularly the case for projects directly targeting the training of women and for civil society projects aimed at contributing towards the integration, retention and progression of disadvantaged groups in the labour market.</p>	<ul style="list-style-type: none"> ▪ Prior to every call for projects applications, the MA is organising Information Sessions wherein guidance on procurement, project implementation, indicators, etc. will be provided. ▪ Besides the Information Sessions, the MA has an open door policy for all those who would like to seek further guidance. ▪ During the Monitoring Committee, the MA will be highlighting those areas where project applications are still low and therefore the achievements of the Programme's objectives still lack behind. ▪ The MA will be monitoring the Programme's targets from the initial stages, and will therefore take the necessary actions should there be a deficiency in reaching the milestones.

Evaluation Activities

Recommendations	Follow-up Actions
<p>From a monitoring point of view, targets should be set in a way, which allows more detailed analysis of results to be made. This would make it possible to have a more detailed and meaningful analysis of achieved results.</p>	<ul style="list-style-type: none"> ▪ Beneficiaries will be obliged to keep record of micro-data, and tracking participants in line with Annex I of Regulation (EU) 1304/2013. ▪ The MA will also be asking such data from the Beneficiaries for evaluation purposes.
<p>With regard to reporting requirements, more synergies are needed so as to avoid repetitive work in different formats.</p>	<ul style="list-style-type: none"> ▪ During the 2014-2020 programming period, the e-cohesion will emphasise the importance of inputting data in a timely and coherent manner online for better accessibility and reporting. ▪ The main aim of SFD14-20 will be to reduce the administrative burden of the MA, Line Ministries, as well as Beneficiaries.

Evaluation Activities

Recommendations	Follow-up Actions
<p>A greater emphasis (for e.g. consultations with applicants) needs to be placed on the horizontal priorities for the next programming period, with more interventions aimed towards concretely addressing these priorities.</p>	<ul style="list-style-type: none">▪ The NCPE, as the equality body, provides the necessary arrangements throughout the preparation and implementation of programmes. The NCPE also works closely with the MA and will be attending future Information Sessions.▪ NCPE will also provide advice and guidance to applicants and beneficiaries on the implementations and applications of gender equality in their projects.▪ A written declaration by NCPE and NCPD has to be annexed to project application, stating that the respective organisation has been consulted.

Evaluation Activities

Recommendations	Follow-up Actions
<ul style="list-style-type: none">▪ A greater emphasis needs to be placed on innovation for the next programming period, with more interventions aimed towards concretely addressing this area.▪ Most projects in the current programme related to training activities. More innovative ideas/projects should be encouraged for new programme.	<p>Further marks at selection stage will be given to projects which include innovative ideas.</p>

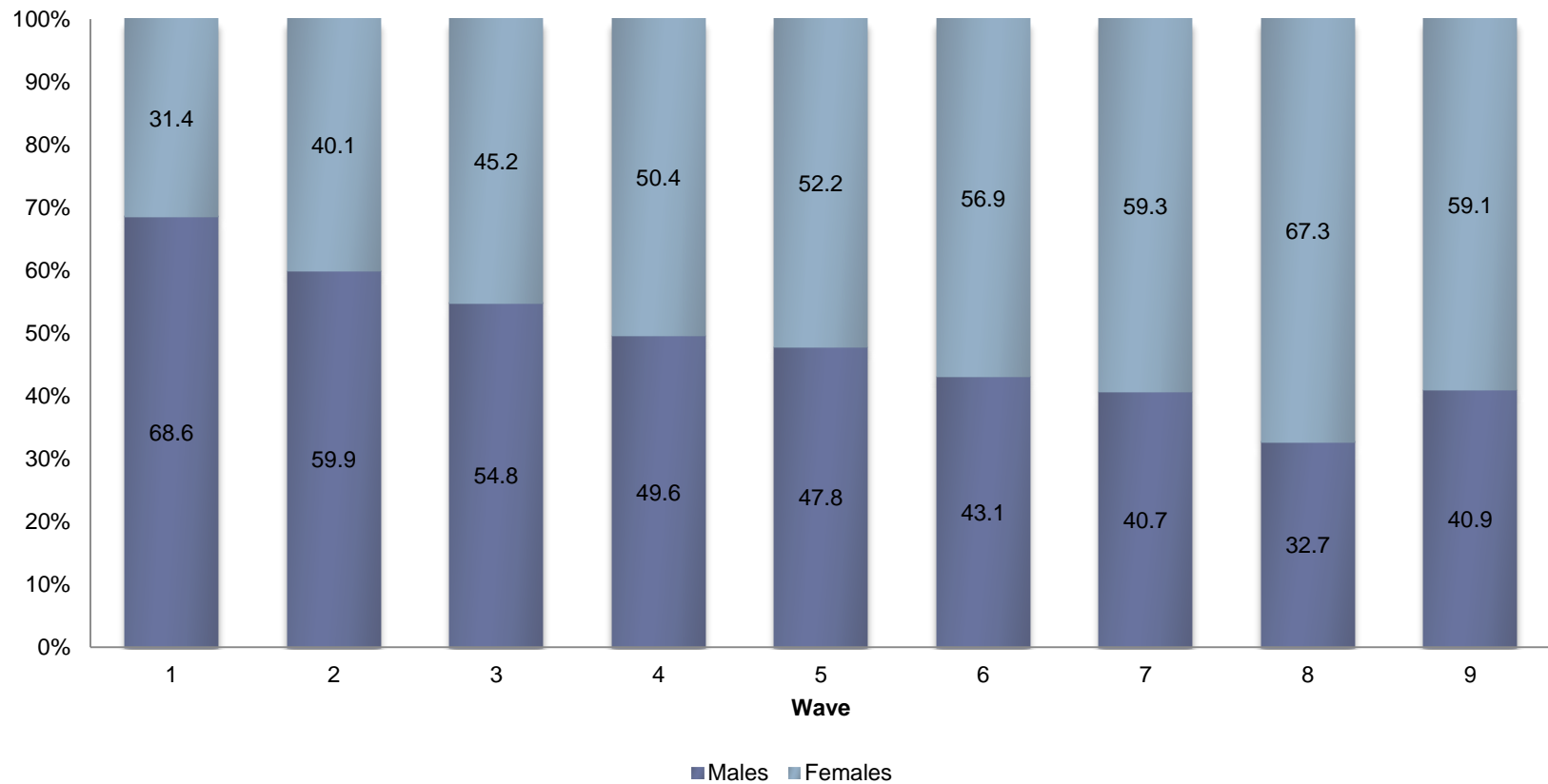
Evaluation Activities

ESF Cohort Study

- ▶ **Main Objective:** To assess the professional and educational end of persons participating in training/course up to a year after its successful completion. It served to bring about real short to medium term observations about the improvement to individuals' lives and opportunities brought by ESF projects.
- ▶ **Timeline:** 2011 – 2015 (The study was longitudinal and included nine Waves for training under different projects in diverse periods.)

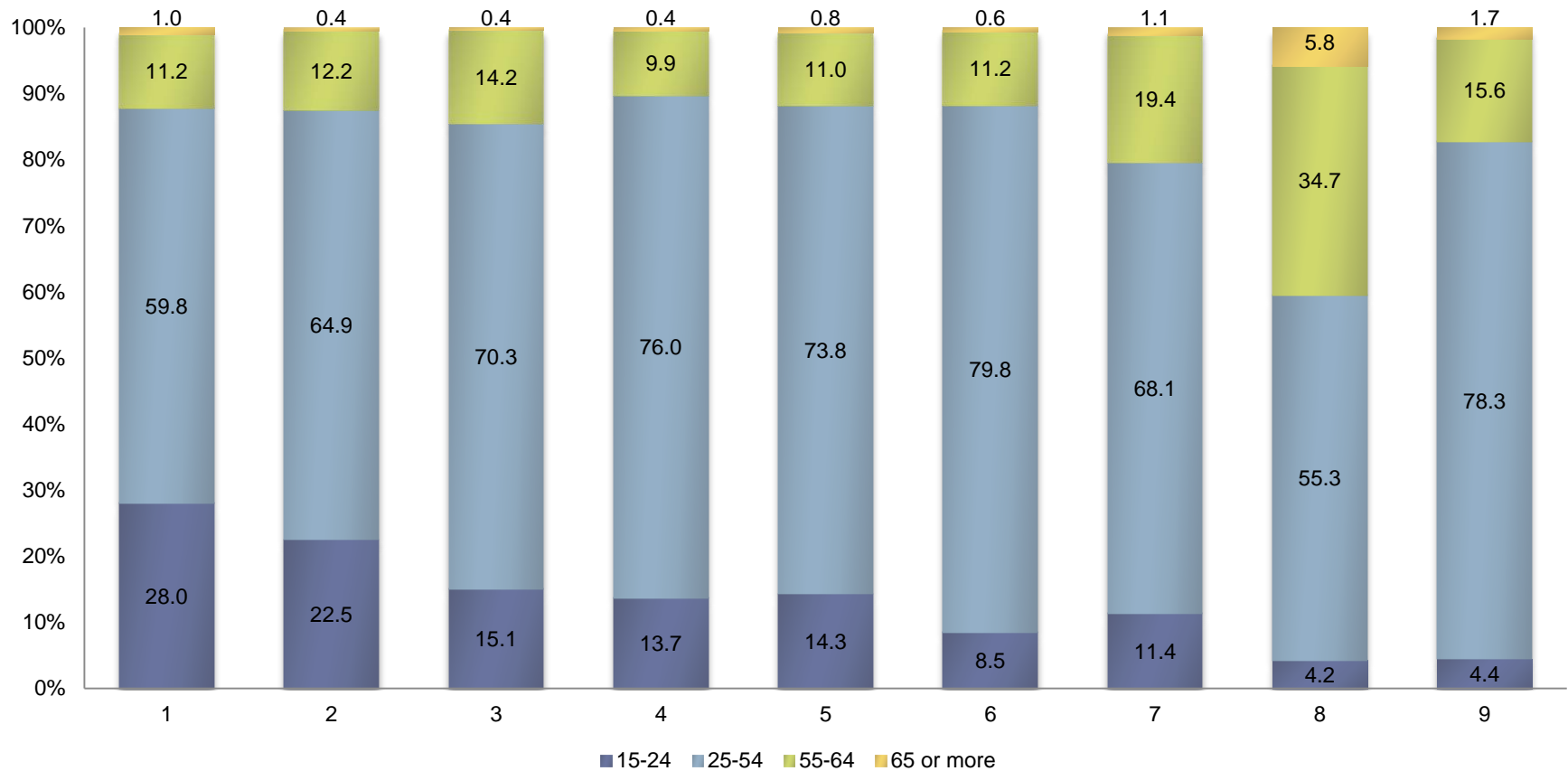
Evaluation Activities

Distribution of Trainees by Gender



Evaluation Activities

Distribution of Trainees by Age Group



Evaluation Activities

▶ **Main Findings:**

Change in Labour Status After Completion of Training

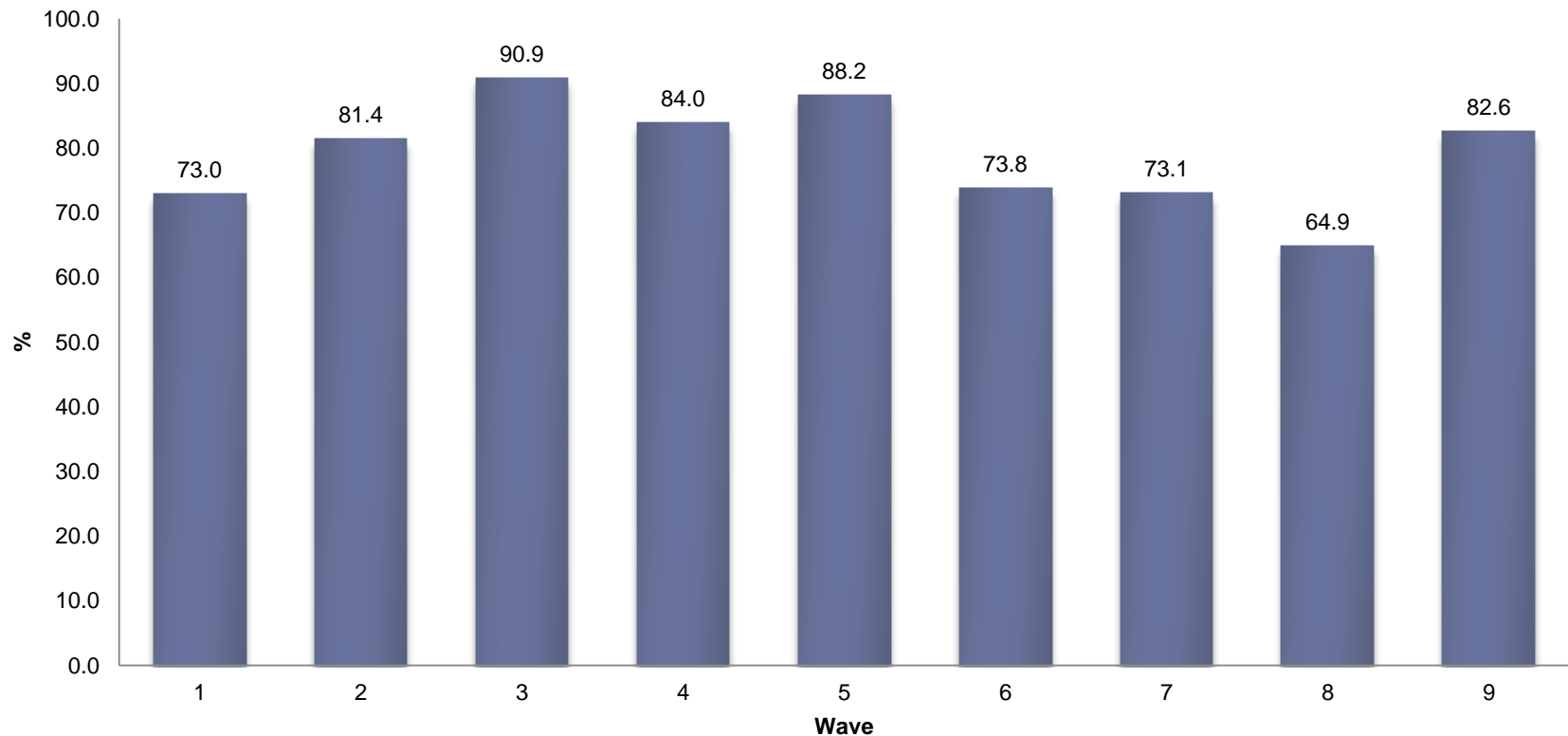
- ▶ In all nine Waves, the majority of trainees did not perceive any change in their labour status, particularly in Waves 8 and 9 with 85.6 per cent and 84.7 per cent respectively claiming that they did not perceive a change.
- ▶ In general, a very small percentage of participants indicated a negative change in labour status, with the highest percentage of persons perceiving a change for the worse being recorded in Wave 2 (5.8 per cent).

Contribution of ESF Training (at present)

- ▶ ESF training was considered as causative of a positive change in labour status by at least 64.9 per cent of respondents in each Wave. The lowest percentage (64.9 per cent) was observed in Wave 8 while the highest was recorded in Wave 3 (90.9 per cent).

Evaluation Activities

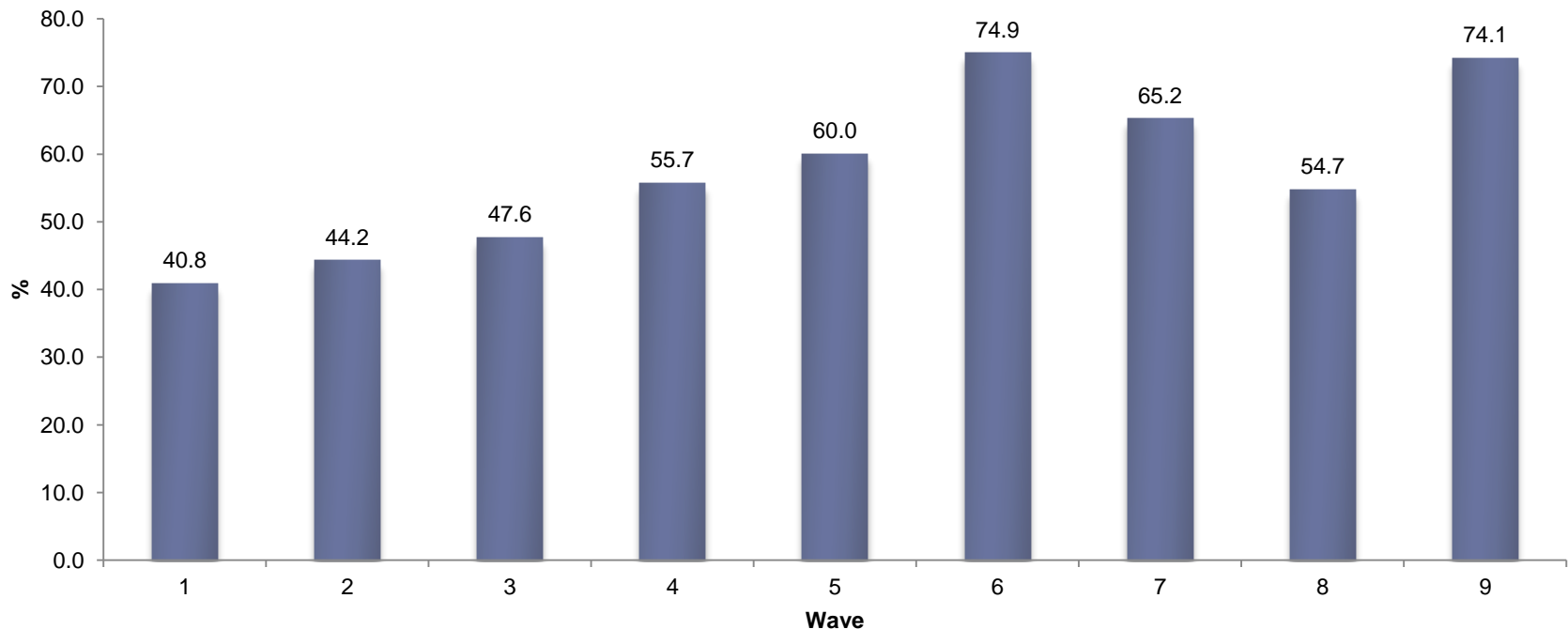
Distribution of Trainees Experiencing a Change for the Better in Labour Status by Contribution of the ESF Training



Evaluation Activities

Contribution of ESF Training/Courses to Maintaining and/or Enhancing Employability

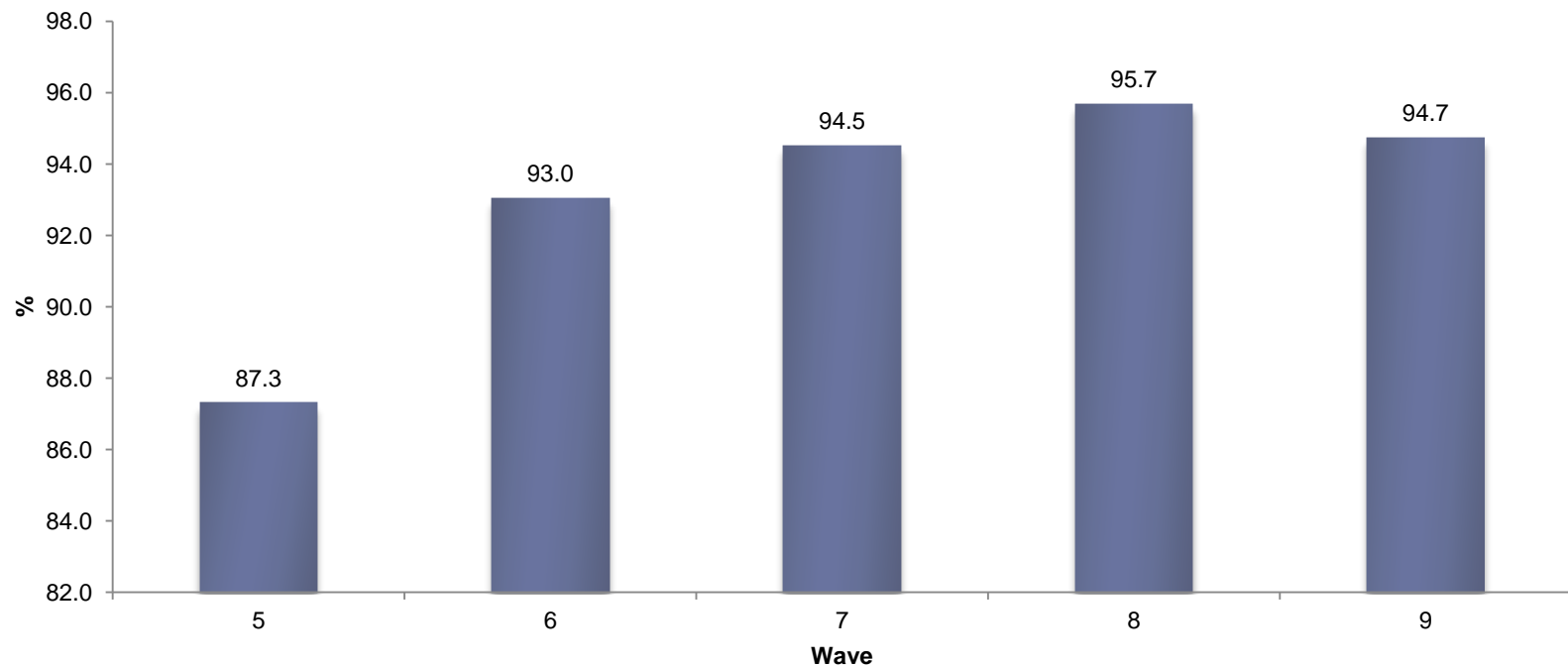
- Over the first four Waves, the percentage of persons who believed that ESF Training maintained and/or enhanced their employability constantly increased. It stood at 55.7 per cent in Wave 4 while the highest rate was recorded in Wave 6 (74.9 per cent) and lowest in Wave 8 (54.7 per cent).



Evaluation Activities

Contribution of ESF Training/Courses to Improving Skills and Knowledge

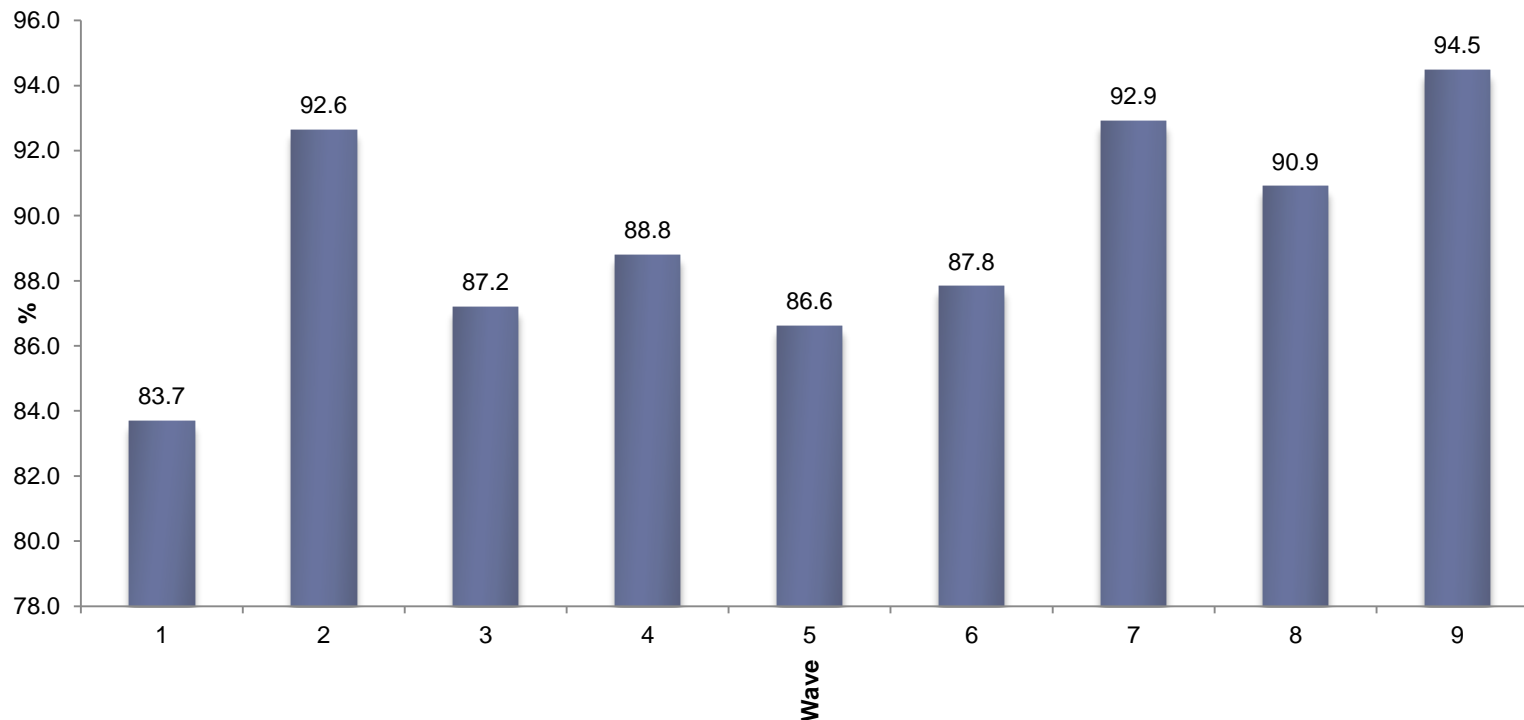
- Improvement of skills and knowledge resulting from the training received was assessed from Wave 5 onwards. Of all five Waves under study, more than eight out of every ten trainees whose labour status did not worsen believed that ESF training improved their skills and knowledge.



Evaluation Activities

Contribution of ESF Training (in the future)

- ▶ Future contribution of ESF training was foreseen by at least 83.7 per cent of participants in each Wave. The highest percentage was recorded in Wave 9 reaching 94.5 per cent, followed by 92.9 per cent in Wave 7.



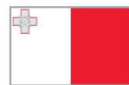
Evaluation Activities

Networking

The evaluation plan included the need for MA evaluation staff to be involved in evaluation networking activities.

- ▶ **Evaluation Steering Group:** The Evaluation Steering Group (ESG) was set up in 2009 and eight sessions were held since then, in order to support the MA in executing the Evaluation Plan, drafting the ToRs of evaluation activities, provide opinion on reports, and presenting the main findings and recommendations of the evaluations.
- ▶ **DG EMPL Evaluation Partnership:** In order to build the MA's capacity and expertise on evaluation matters, a representative from the Evaluation Unit attended the meetings organised by DG EMPL, which are an important source for discussion on issues concerning evaluation and facilitate exchange of experience and good.

Publicity and Information



European Union
European Structural and Investment Funds



Publicity and Information

Communication Plan 2007-2013

- ▶ In accordance with Article 69 of Regulation (EC) 1083/2006 and Implementing Regulation (EC) 1828/2006, the Communication Plan was drafted and approved in 2008 and subsequently revised in 2011.

- ▶ **Publicity Measures included:**
 - ▶ Annual Events
 - ▶ National Conferences
 - ▶ ME&U Festival
 - ▶ Rotta EU: 07-13
 - ▶ Social Media
 - ▶ TV Documentary
 - ▶ Networking

Publicity and Information

- ▶ The main highlights were the Annual Events:

2008: Information Festival

- ▶ An Information Festival in 2008 which consisted of a walk through exhibition, information stands, and a concert to attract to crowds.
- ▶ Success Factor: Outreach to tens of thousand of people and direct engagement with the public.



Publicity and Information

2009: National Conferences

- ▶ Two national conferences held in Malta and Gozo which featured discussion panels on a number of themes of the Programme namely, Education, Employment and Training, Competitiveness (Assistance to Enterprise and Tourism), Quality of Life (Accessibility, Urban Regeneration and Climate Change) at the Malta event and Competitiveness, and Quality of Life at the Gozo event.
- ▶ Success Factor: Engagement with the media, and targeted specific audience (e.g. beneficiaries, business).



Publicity and Information

2010: ME&U Festival

- ▶ The ME&U Festival consisted of a family-oriented activity where citizens visiting the events received information, by visiting the MA and project stands, about what is being implementing in Malta and Gozo through Cohesion Policy 2007-2013, as well as a children's art competition.
- ▶ Success Factor: Outreach to tens of thousand of people, direct engagement with the public, targeted children.



Publicity and Information

2011: Rotta EU: 07-13

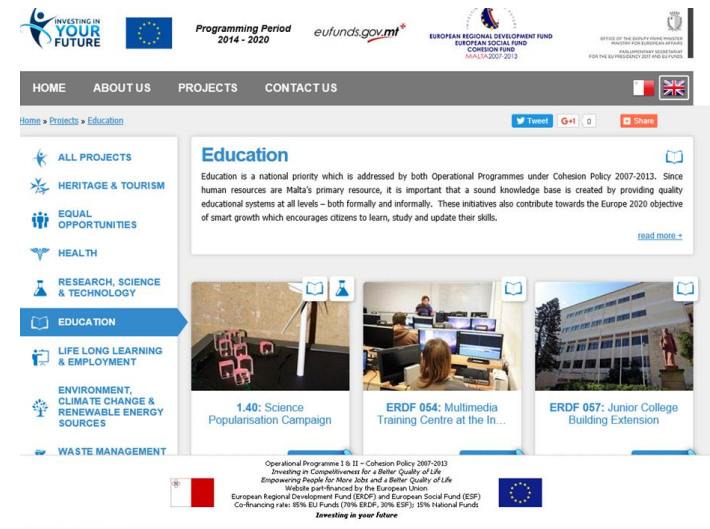
- ▶ Rotta EU: 07-13 consisted of twelve bus tours visiting various projects around Malta and Gozo, whereby participants were given the opportunity to get a first-hand experience and learn more about projects that were at the time being funded through both OPs. The event had five themes: Education, Employment and Training, Science and Technology, Social Inclusion, and Social Dialogue.
- ▶ Success Factor: Direct engagement between the beneficiaries and the public, showcasing and providing information on the projects which would have otherwise gone unnoticed, involved the media.



Publicity and Information

2012: www.investinginyourfuture.gov.mt

- ▶ In 2012, the MA created a new website, www.investinginyourfuture.gov.mt to complement the official MA website. The MA drew up ‘fact sheets’ for each project and gathered photos to publicise co-financed operations. The site avoids the use of technical jargon and is broken down according to themes which are more representative of the OPs’ priorities. By the end of the programming period, there were c. 34,061 unique visitors.
- ▶ Success Factor: Readily available and user-friendly information to the public, especially students.



Publicity and Information

2013-2014: Notte Bianca and Media Campaign

- ▶ During 2013 and 2014, the MA decided to explore the potential of a well-known and well-attended activity, “Notte Bianca” to promote Cohesion Policy 2007-2013 achievements and raise awareness. This was complemented with other publicity means, including advertorials on various themes and social media.
- ▶ Success Factor: Wider dissemination of information, direct engagement with the general public, awareness raising.



EUROPEAN REGIONAL DEVELOPMENT FUND
 EUROPEAN SOCIAL FUND
 COHESION FUND
 MALTA 2007-2013

INVESTING IN YOUR FUTURE

OFFICE OF THE DEPUTY SPEAKER
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 PARLIAMENTARY SECRETARIAT
 FOR THE EU PRESIDENCY 800-400-1000

LIFELONG LEARNING & EMPLOYMENT

©2014 MA in favour of ICT Skills and Development Centre (p.m.a.)

22 

PROJECTS WORTH €23,000,000
THROUGH COHESION POLICY 2007-2013

44% of the total amount worth of courses and structures to re-skill and up-skill the local workforce to increase its employability

Publicity and Information

2015: Tebqa

- ▶ The MA produced a daily 5-minute documentary called “Tebqa”, featuring 55 projects implemented under both of Malta’s OPs. The documentaries were aired on weekdays on Malta’s state television channel TVM and TVM2, prior to the 20:00 news. These slots were chosen in view of the high viewership registered at that time with the news slot registering around 63,800 viewers weekly.
- ▶ Success Factor: Informative and videographic (including also sub-titles), involvement of the Beneficiaries, reaching a wider audience.



Publicity and Information

▶ Online

- ▶ **Social Media:** Through the creation a Facebook page, the MA increased its outreach and targeted audience.
- ▶ **E-Mail Helpdesk:** A total of 878 queries on EU Funding in general and specific projects were received from the general public, students and media.





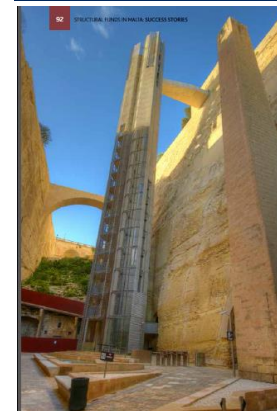
Publicity and Information

► Publication

- **Structural Funds in Malta: Success Stories** features 95 projects, from both OPI and OPII and has the aim to formally commemorate the closure of this Programming Period, and which seeks to promote the contribution made by the Structural Funds. It will be distributed to representatives from the stakeholders involved in the successful implementation of the project.



STRUCTURAL FUNDS IN MALTA
SUCCESS STORIES



Capitalising on Vertical Connections

As part of the Accessibility and Mobility Policy for Valletta, greater access was provided between Valletta Waterfront and the heart of the city through a vertical link connecting the Lower Dock to the Upper Bankside. The project invested more than €2 million in a state-of-the-art structure, encouraging a modal shift towards non-car modes when connecting to Valletta and providing a connection within the fortification, and through the creation of a pedestrian-friendly environment.

The surrounding area has also been enhanced through the development of pedestrian-friendly environments. In fact, this project has reactivated pedestrian routes, walkways and terraces and has activated areas with a potential for great Grand Harbour view points. Ancillary services and facilities, including a ticketing system were also integrated within this development. Finally, this project has also complemented the investment undertaken by the local authority in that it has provided a direct and convenient access to the city centre.

THEME
10
Treating water as a precious resource

The security of water supply and the management of wastewater are two of the major challenges facing Malta. During the period 2009 to 2019, substantial investment was made to address both challenges, with considerable improvement having been registered in both areas. The vulnerability of the Maltese Islands to water scarcity is demonstrated by the fact that the Water Filtration Plant is an investment of €100 million, that Malta is a severely stressed country in terms of water resources. It is therefore critical that the necessary infrastructure is developed so as to provide us with enough water resources without depleting the supply, whilst at the same time implementing other structures and systems which allow us to better manage this precious resource.

Publicity and Information

► Physical Presence

- Participation in other activities organised by the Beneficiaries / stakeholders.



Youth on the Move organised by the European Commission Representation Office in Malta



European Year of Citizens – Citizen's Fair organised by the Malta-EU Steering and Action Committee (MEUSAC)

Publicity and Information

Networking

A number of information and publicity measures to promote the Programme were carried out to foster the exchange of best practices and further reinforce cooperation among the main stakeholders. These include:

- ▶ **Local Informal Information and Publicity Network:** A forum to discuss various methods to promote and provide information on Cohesion Policy, foster the exchange of best practices and further reinforce cooperation between the MA, beneficiaries, and other stakeholders involved in communicating Cohesion Policy objectives and achievements.
- ▶ **INIO and INFORM:** An EU-wide network of communication officers responsible for communicating EU-funded investments in Member States. Its main objective is to improve the visibility of EU part-financed projects by sharing experiences and good practices. It seeks to improve the quality of communication activities, in order to increase awareness among the wider public about the benefits of Regional policy projects.

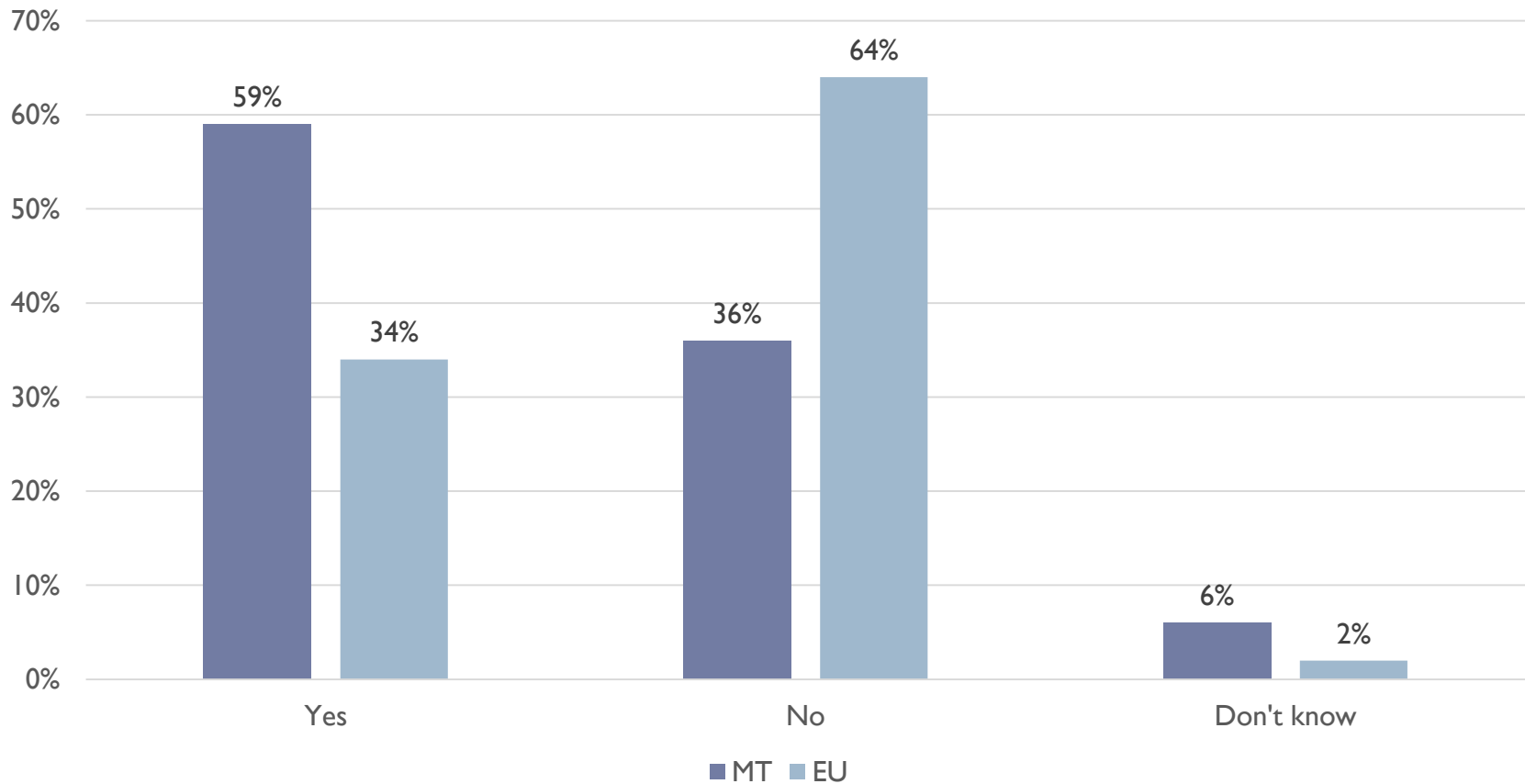
Publicity and Information

The End Result

- ▶ Statistical evidence from Eurobarometer suggests that in Malta only 39% were aware of EU support in 2010.
- ▶ The 2015 Eurobarometer shows that people are not only 59% aware of the EU funded projects but **89%** of them are also recognising a positive impact from them in their lives, compared to the 75% in the EU28.
- ▶ The combination of the results achieved on the ground together with a targeted communication activity at all levels about the rationale and the benefits of EU-funded investments have definitely resulted in an increased awareness of what EU funds can concretely do.

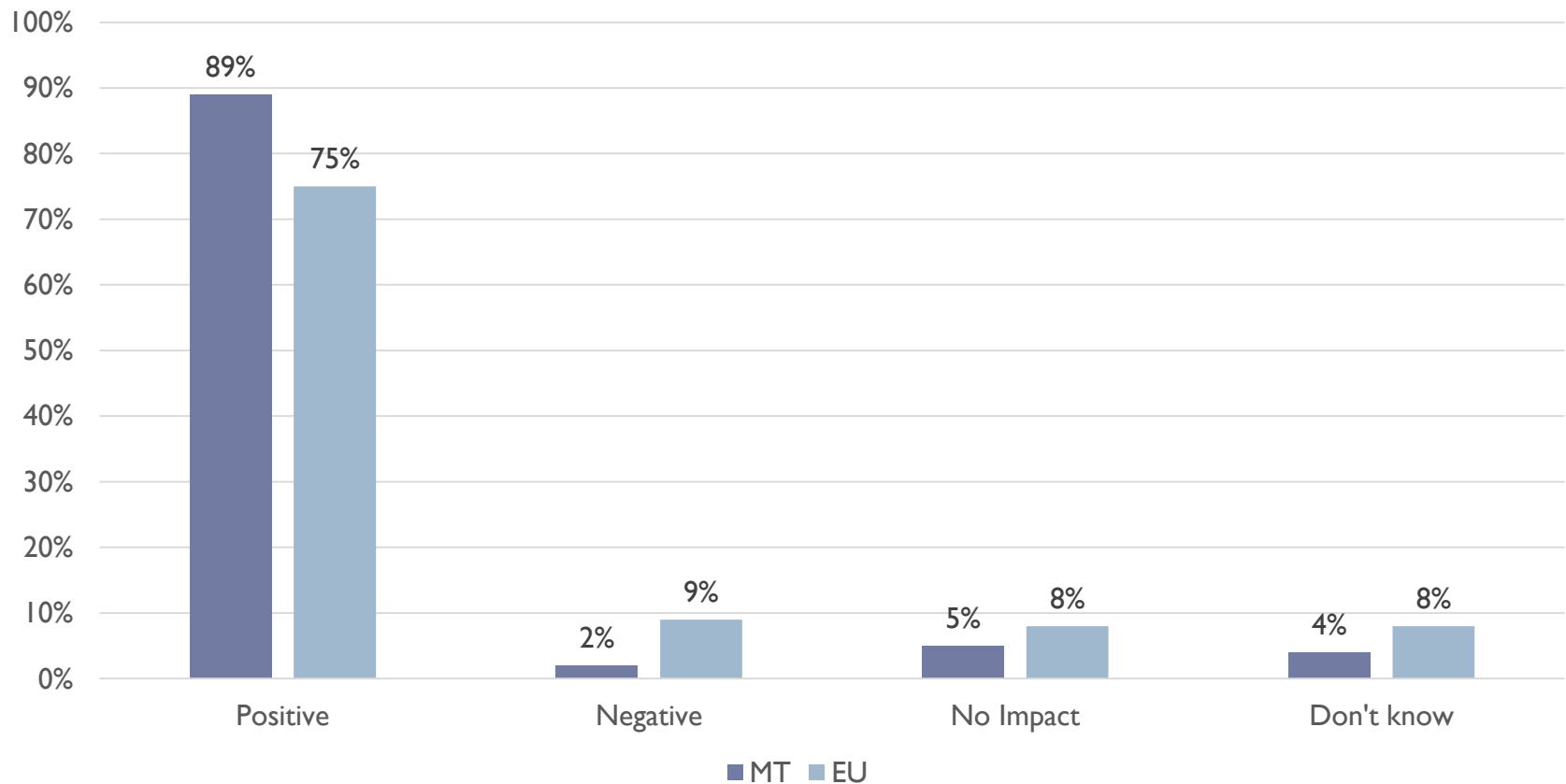
Publicity and Information

Have you heard about any EU co-financed projects?



Publicity and Information

Did the support had a positive or negative impact on the development of your region / country?



Financial Information

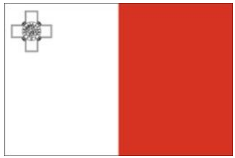
Period of Statement of Expenditure 2007 - 2016	Verified by MA (2007-2013 programming period)	Certified by CA (2007-2013 programming period)	Received from EC (2007-2013 programming period)
	Public Share (€)	Public Share (€)	EU Share(€)
ESF	132,704,217.56	100,365,371.33	95,140,564.75*

* Including advance payments

Conclusion

- ▶ Considering the number of persons trained and supported and the impact is shown in the Maltese citizens' perception of the EU is evident, and are a reflection of the results on the ground achieved through EU funded projects.
- ▶ This positive perception was possible through the efficient and effective use of EU funding to address important gaps in key areas that were identified at the start of the 2007-2013 programming period.

Thank you



Operational Programme II – Cohesion Policy 2007-2013
Empowering People for More Jobs and a Better Quality of Life
Event part-financed by the European Union
European Social Fund (ESF)
Co-financing rate: 85% EU Funds; 15% National Funds



Investing in your future

Contact Details

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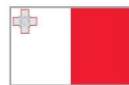
Fax: + 356 22001141

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Website: www.eufunds.gov.mt



EU funds | 2014
for Malta | 2020



European Union
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