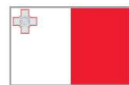


Operational Programme II

Investing in Human Capital to Create More Opportunities and Promote the Well-being of Society

Monitoring Committee
14th November, 2019



European Union
European Structural and Investment Funds



Overview

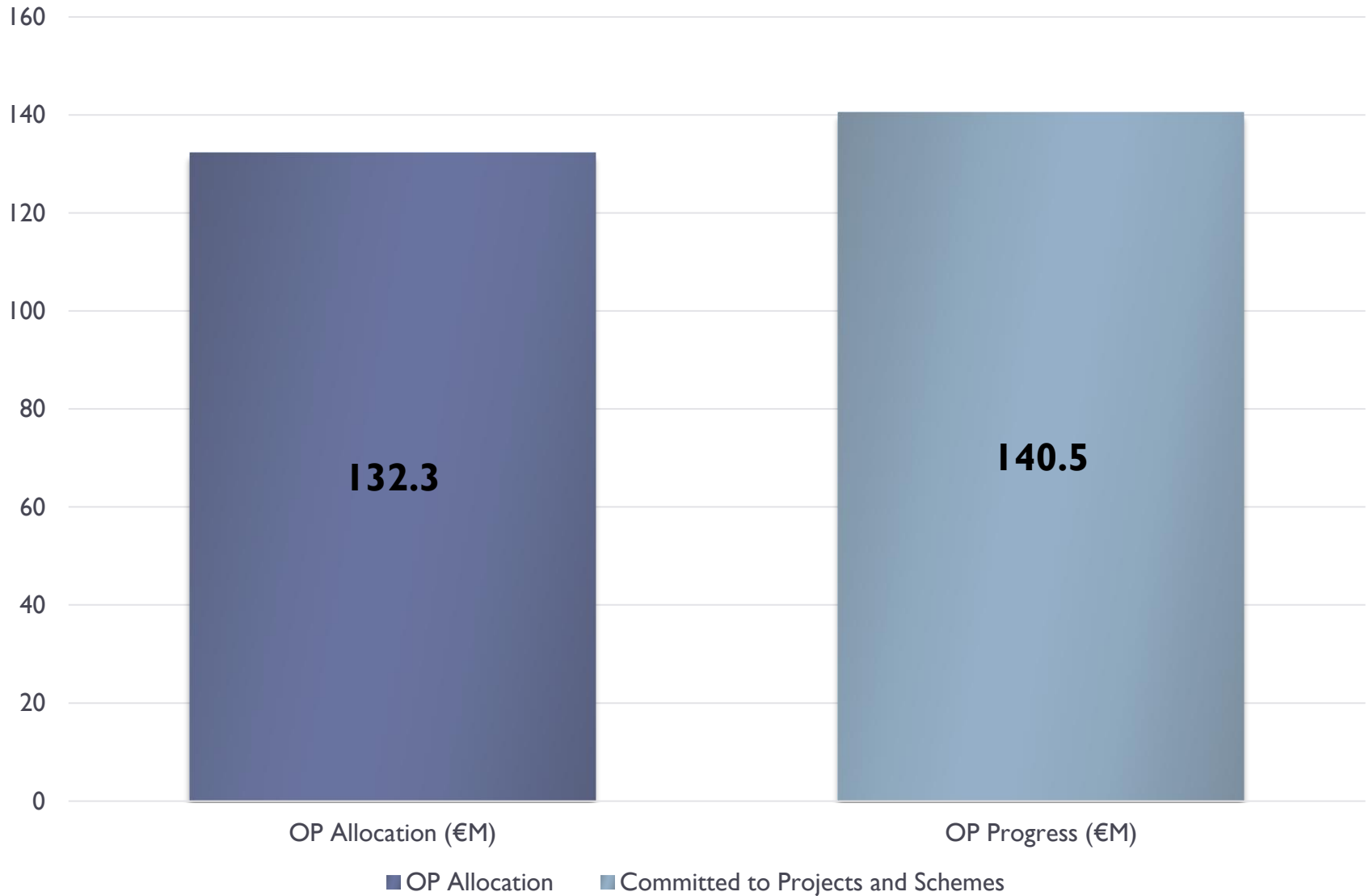
- Overview of Operational Programme II implementation
- Programme Commitment Table
- Update by PA on progress in achieving Specific Objectives
- Horizontal Priorities
- Use of Simplified Cost Options under OP II
- Monitoring
- Communication Activities undertaken
- Audits
- Concluding Remarks

Overview of Operational Programme II Implementation

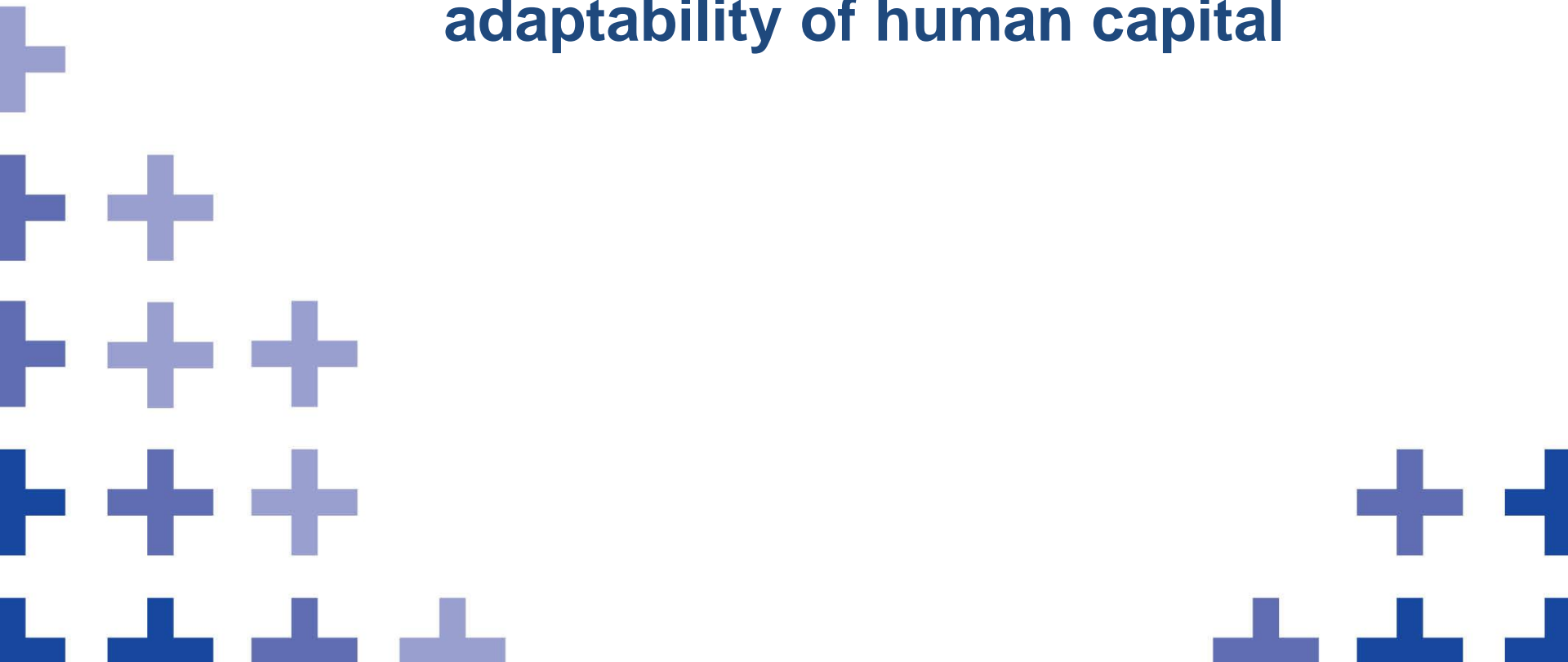
By Quarter 3 of 2019:

- Programme was fully committed
- 39 projects and 2 Aid schemes were under implementation
- Over 23,116 persons benefitted/benefitting from ESF (52% women)
 - 27% attended capacity building activities
 - 50% vulnerable persons trained

Programme Commitment Table



PA 1 - Investing in the employability and adaptability of human capital



Priority Axis 1 - Investing in the employability and adaptability of human capital

Allocation	Investment Priority	Projects Approved incl. Schemes	Total Commitment
EUR26M	IP8i - Access to employment for job seekers and inactive people	2	EUR21.5M
	IP8ii - Sustainable integration of young people in employment	1	EUR5.9M
	Total	3	EUR27.4M

Output Indicators for PA 1 (IP8i)

Indicator	Target Value	Committed	Actual			
			T	M	F	O
CO07. Above 54 years of age	100	75	141	80	61	0
O1. Persons supported	2,900	5,978	3,336	1,534	1,801	1
O2. Capacity building measures for PES and EURES support services	2	n/a	n/a	n/a	n/a	n/a
O3. Persons supported through family friendly measures including through financial support	100	n/a	n/a	n/a	n/a	n/a
O4. Persons participating in entrepreneurship related measures	180	n/a	n/a	n/a	n/a	n/a

Result Indicators for PA 1 (IP8i)

Indicator	Target Value	Committed	Actual			
			T	M	F	O
R1. Participants in employment upon leaving	75%	75%	37%	36%	38%	0
R2. Increase in the number of participants and employers using PES and EURES services	1,700	n/a	n/a	n/a	n/a	n/a
R3. Older workers in employment upon leaving	86%	86%	28%	31%	25%	0
R4. Women in employment upon leaving	75%	n/a	n/a	n/a	n/a	n/a
R5. Participants successfully developing a business plan and create an enterprise	35%	n/a	n/a	n/a	n/a	n/a

Access to Employment for Jobseekers and Inactive People

Jobsplus through TFE and A2E contributes to the Specific Objectives of IP 8i by:

- Promoting the recruitment of the more challenged amongst job seekers, unemployed and inactive persons;
- Facilitating the integration into the labour market by enhancing opportunities to access the labour market and providing training and work experience to those furthest away from gainful employment, including older workers.

Access to Employment Scheme

Main Actions and Results

- 175 grant signed in 2019
- a total of 1,187 unique participants supported
- 552 (unique) undertakings participating

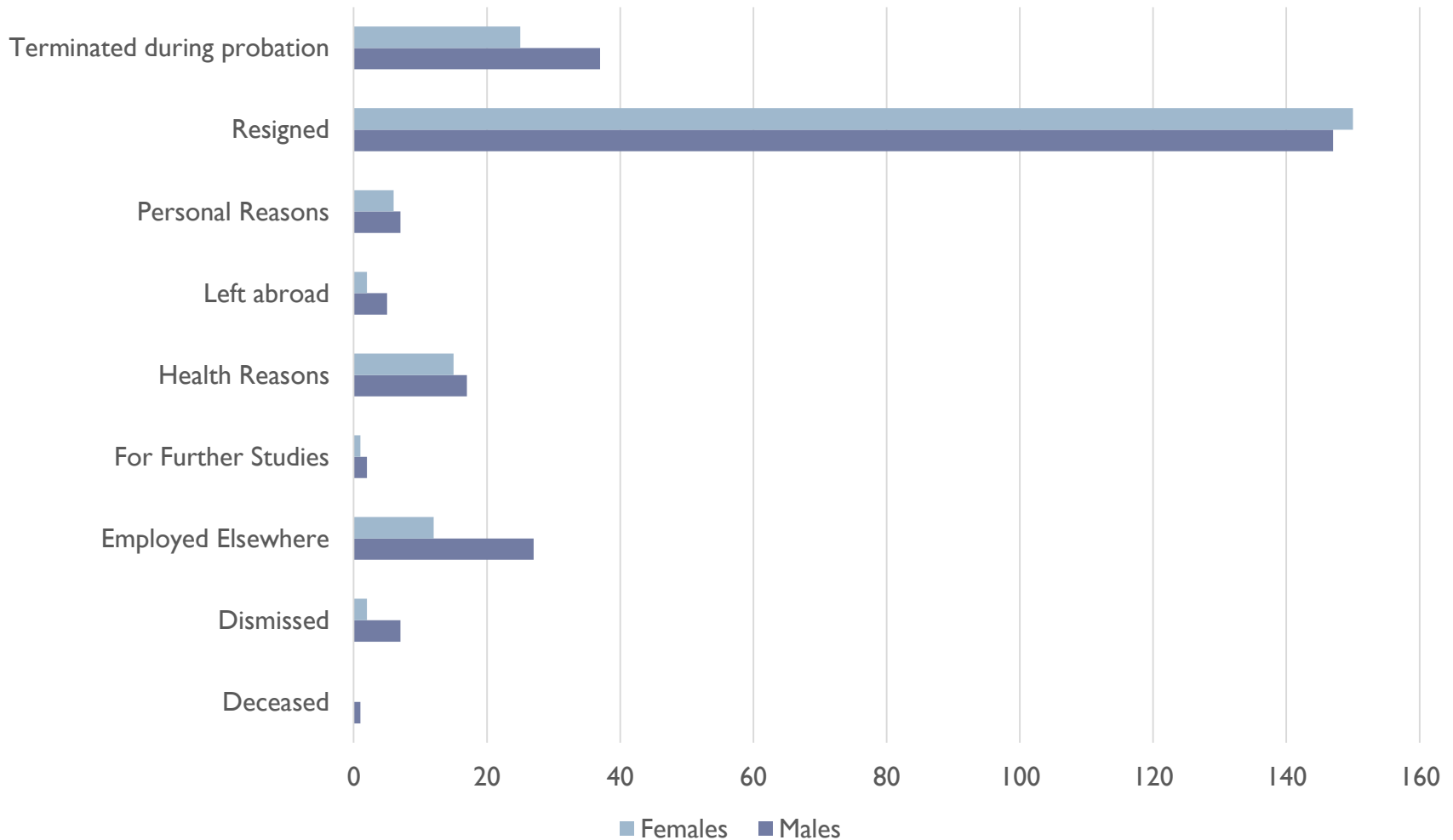
- As at end September 2019, 662 (76%) were still in employment upon leaving

Access to Employment Scheme

Overview with regards to Size of Undertaking:

Size of Undertaking	No. of participants	Value of Grant Agreement
Micro	504	€ 2,665,442
Small	334	€ 1,782,584
Medium	205	€ 1,726,723
Large	187	€ 1,019,415
Total	1,230	€ 7,194,163

A2E – Reasons for Terminations



ESF's Impact on People's Lives

Enrico, a 52 year old, was unemployed for nearly two years; through the scheme he is now employed with a Pharmaceutical company through which the scheme subsidised his wages for a year. *He has now been employed for 2 and a half years with the same company.*

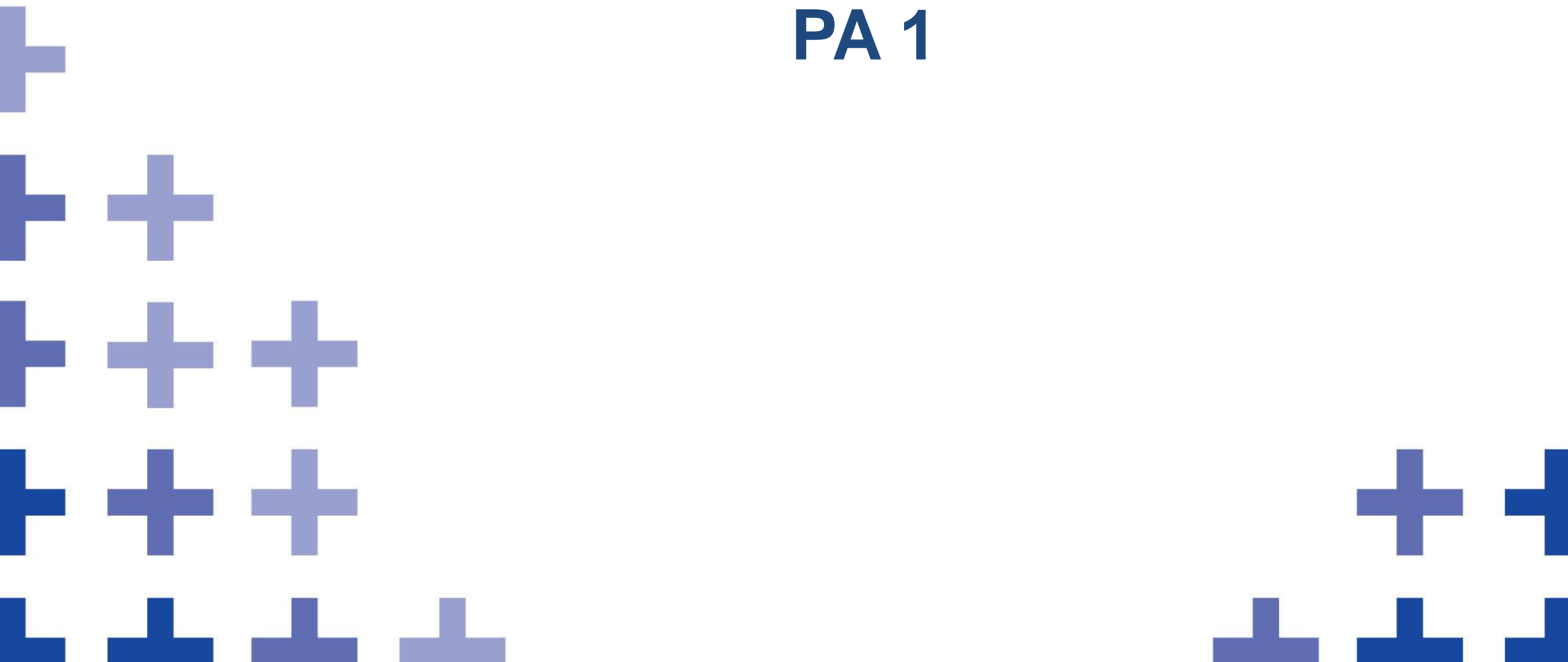
Output Indicators for PA 1 (IP8ii)

Indicator	Target Value	Committed	Actual			
			T	M	F	O
CO06. Below 25 years of age	2,700	6,107	3,346	1,802	1,533	11
O5. Persons participating in up-skilling and re-training Programmes	25	35	26	8	18	0

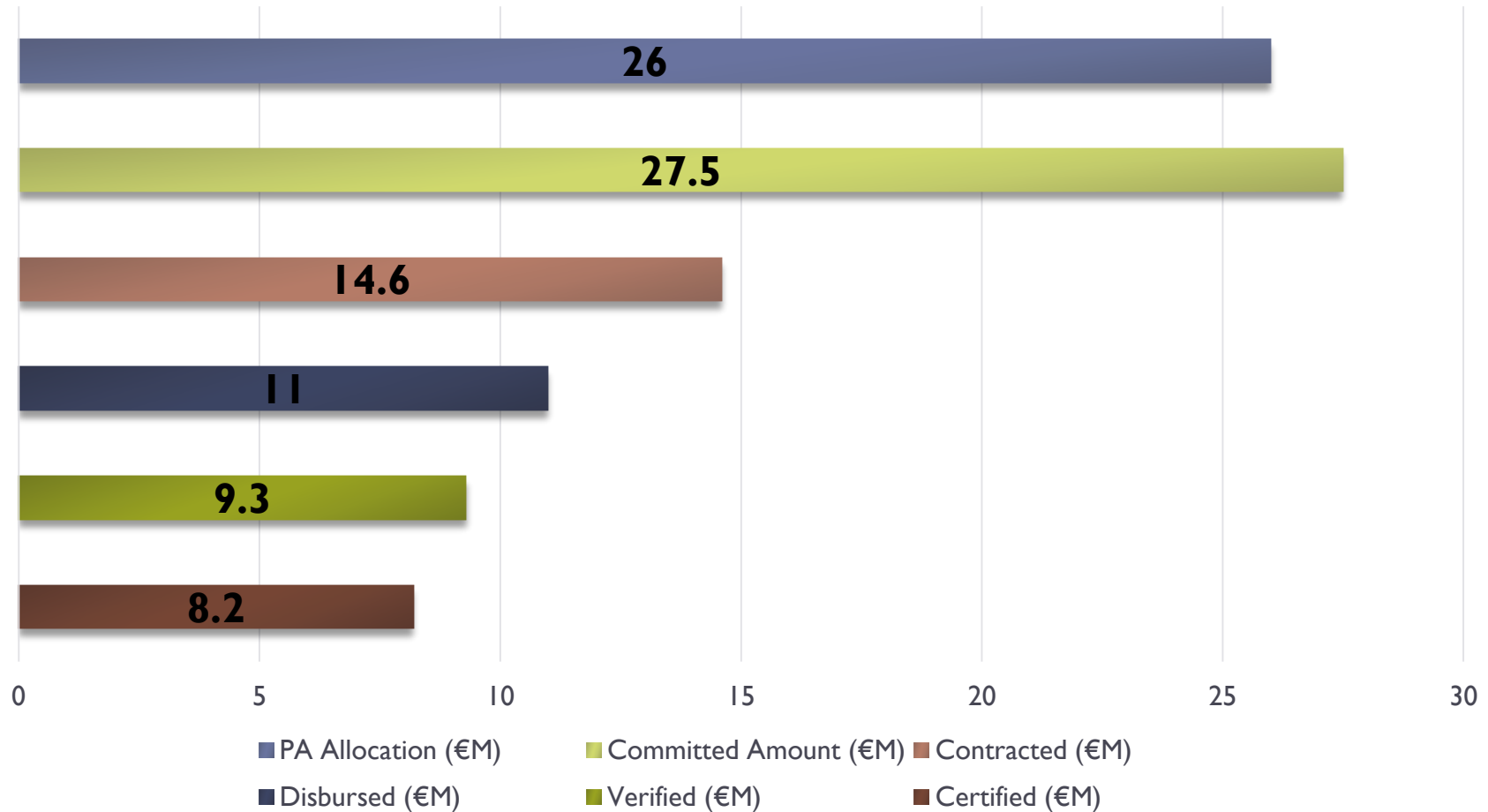
Result Indicators for PA 1 (IP8ii)

Indicator	Target Value	Committed	Actual			
			T	M	F	O
R6. Participants below 25 who are in education/training, gaining a qualification/certification or are in employment, including self-employment, upon leaving	70%	70%	61%	62%	60%	82%
R7. Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	87%	87%	100%	100%	100%	0

Financial Update PA 1



Implementation Progress – PA 1



Presentation by Clyde Caruana Jobsplus

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

PA 2 - Towards a more inclusive society



Priority Axis 2: Towards a more inclusive society

Allocation	Investment Priority	Projects Approved incl. Schemes	Total Commitment
EUR40M	IP9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability	9	EUR34.5M
	IP9iv - Enhancing access to affordable, sustainable and high quality services, including health care and social services of general interest	3	EUR7.6M
	Total	12	EUR42.1M

Output Indicators for PA 2 (IP9i)

Indicator	Target Value	Committed	Actual			
			T	M	F	O
O6 Persons participating in training/support measures	8,500	6,764	4,862	2,714	2,145	3
O7 Persons supported towards the deinstitutionalisation through the provision of skills and support services	30	n/a	n/a	n/a	n/a	n/a
O8 Research activities and campaigns focusing on vulnerable groups	6	13	5	n/a	n/a	n/a
O9 Persons participating in up-skilling and re-training including partners	1,200	2,111	745	173	570	2

Result Indicators for PA 2 (IP9i)

Indicator	Target Value	Committed	Actual			
			T	M	F	O
R10 Persons equipped with skills to empower them to move towards deinstitutionalisation	50%	n/a	n/a	n/a	n/a	n/a
R11 Improved and introduced support programmes targeting vulnerable groups	6	18	4	n/a	n/a	n/a
R7 Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	85%	86%	79%	81%	78%	100%
R8 Participants in employment/further study six months after leaving	45%	45%	17%	20%	12%	33%
R9 Participants gaining a qualification/certification upon leaving	50%	53%	50%	48%	52%	67%

Active Inclusion, to promote Equal Opportunities and Active Participation, and Improving Employability



EU funds | 2014
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The Specific Objective under Investment Priority 9i focuses on *Enhancing active inclusion by creating opportunities for all*

Projects implemented under this IP focus mainly on targeting the challenge to **empower the most vulnerable** so as to increase their skills and competences **to become economically independent**.

This is being done mainly through tailor made education as well as training and support services to support vulnerable groups.

Active Inclusion, to promote Equal Opportunities and Active Participation, and Improving Employability

Both the VASTE and INK initiatives support persons with disabilities and other vulnerable groups by providing opportunities to maximise their abilities.

This is being achieved through skills audit assessments, tailor-made training as well as work placements in the open labour market

The VASTE Programme

ESF.02.048

Main Actions and Results

- **1,139 unique** participants (of which **48%** were females) have benefitted from the services offered including pre-employment training, sheltered employment training (SET), basic ICT skills and LSF job coaching.
- **46%** were in employment six months after leaving the project activities.
- In addition, **115** staff have participated in upskilling training such as Award in ADHD Coaching and Mental Health First Aid Training Course.
- Assistance is also being offered to employers during the recruitment and the employment stage.



The advertisement features a young girl in a green shirt looking down at a table. The text is overlaid on a red and orange geometric background. Logos for EU funds for Malta, Jobplus, and the Ministry for Education and Employment are at the top. The bottom includes the Maltese flag, a small text block, and the European Union flag.

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Operational Programme I – European Structural and Investment Funds 2014-2020
“Investing in human capital to create more opportunities and promote the well-being of society”
Project co-financed by the European Social Fund
Co-financing rate 85% European Union, 10% National Funds

INK: Person Focused Inclusion

ESF.02.054

Main Actions and Results

- Multiple training and support, such as employability training, independent living and digital literacy training with the use of Assistive Technologies, including job coaching during the work placement and transition phases
- 186 unique participants have benefitted from the services offered
- Mentoring services through psycho social well being officers and psychologist throughout the training and employment phases



INK: Person Focused Inclusion Project ESF.02.054

Main Actions and Results

- 185 unique participants have benefited from upskilling training (parents/front liners/employers)
- In 2019, an MOU was signed with the Malta Employer's Association in order to maximize outreach with employers for upskilling training



ESF.02.048 VASTE and ESF.02.054 INK

The two projects will now be implementing a number of complementarity measures as an outreach of the project and project activities.

The complementarity measures include:

- Re-Assessment of clients at the ATC/Resource centres within Agenzija Support;
- Identification of students who throughout their school years benefitted from an LSA;
- The use of LSF Job coaches within the VASTE project to INK to assist participants during their transition from work placement to and during employment; and
- Re-assessment of the training offered under both projects

ESF's Impact on People's Lives

Success Stories:

Joanne is a 36 year old woman with cerebral palsy and depressive disorder. She has physical limitations. She worked as a receptionist, however she had to leave due to health issues. Through the VASTE she attended the Sheltered Employment Training programme as well as the Pre-Employment Training. In time, **Joanne gained new confidence in her abilities and greatly increased her self-efficacy.** She is now **working as an Archivist and is still receiving support** by LSF job coaches.

Roderick is a 26 year old man with a learning impairment and anxiety. He attended the Sheltered Employment Training Programme. Through his participation, **Roderick improved his interviewing skills and increased his confidence in using public transport.** Roderick **started working as an Assembler.**

Knowledge, Training, Communications and Support Measures in Support of Vulnerable Groups ESF.02.063

The main objective of the project is in line with the specific objective to enhance active inclusion by creating equal opportunities for all. The measures implemented under the project seek to combat poverty and promote social inclusion.

Through the **Home Based Therapeutic Services (HBTS)**, an outreach service offering therapeutic support and parenting to multi-stressed families within their communities is being offered.

During the first three quarters of 2019, HBTS received 131 referrals.

The service is currently actively working with 165 families consisting of 478 individuals.

A total of 4,728 interventions were implemented.

Adding Value: Nurturing Learning Journeys at the MCAST Foundation College ESF.02.058



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One of the aims of this IP is to target vulnerable persons with the aim to empower them and help them become ***more active contributors to the economy through employment***, hence improving their life prospect.

This project aims to:

- Set up support structures for students with ***learning difficulties*** and individuals pertaining to ***vulnerable groups***;
- Identify the typical ***barriers to training*** which socially excluded individuals encounter.

Activities

- 32 skills kits were offered to students targeting MCAST internal students, students from secondary schools and walk-in students.
- A research study was carried on **Gamification** to determine which game techniques would suit MCAST students in order to improve motivation and level of engagement within the classroom

ESF's Impact on People's Lives

Students who attended the skills kits:

“I like that we did not have traditional lessons only but more hands-on lessons instead”

“We learned how to face new challenges”

“We learnt how to restore stone and how to dedicate ourselves to finishing a course”

“The teacher helped me to advance in English”

“Thanks to this course, I now feel that I can understand the Maltese language far better”

Output Indicators for PA 2 (IP9iv)

Indicator	Target Value	Committed	Actual			
			T	M	F	O
O10 Information activities relating to healthier lifestyles as well as health and safety at work	3	5	-	-	-	-
O5 Persons participating in up-skilling and re-training programmes	300	6,809	1,204	448	749	7

Result Indicators for PA 2 (IP9iv)

Indicator	Target Value	Committed	Actual			
			T	M	F	O
R12 Increase in awareness in relation to healthier lifestyles and health and safety at work	50%	50%	-	-	-	-
R7 Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	85%	85%	55%	52%	57%	100%

Enhancing access to affordable, sustainable and high quality services, including Healthcare and Social Services of general interest

The Ministry for Health contributes to the Specific Objectives of IP 9iv by:

- Advancing the delivery of the health care;
- Providing the necessary training for the health and care workers/professionals;
- Reducing health inequalities through actions that promote healthier lifestyles.

Enhancing access to affordable, sustainable and high quality services, including Healthcare and Social Services of general interest

ESF.02.052 and ESF.02.053 are two projects which are currently being implemented by the Ministry for Health under this IP.

- ESF.02.052 focuses mainly on providing training for healthcare personnel in non-technical skills;
- ESF.02.053 is specifically responsible in providing specialized training in medical sectors, mainly in the areas of orthoptics, optometry and genetic counselling.

As a result both projects are contributing to address the *emerging needs* of the health sector in Malta with a view to ensuring a healthy society where everybody is given the opportunity to contribute to the socio-economic welfare of the country.

Enhancing access to affordable, sustainable and high quality services, including Healthcare and Social Services of general interest

Main Actions and Results

ESF.02.053

- ▶ Currently 8 students have been successfully promoted to their second year of studies. 6 new trainees started a 3-year course in this scholastic year (2019/2020).

ESF.02.052

- ▶ 952 healthcare personnel trained with 429 successfully completing the course

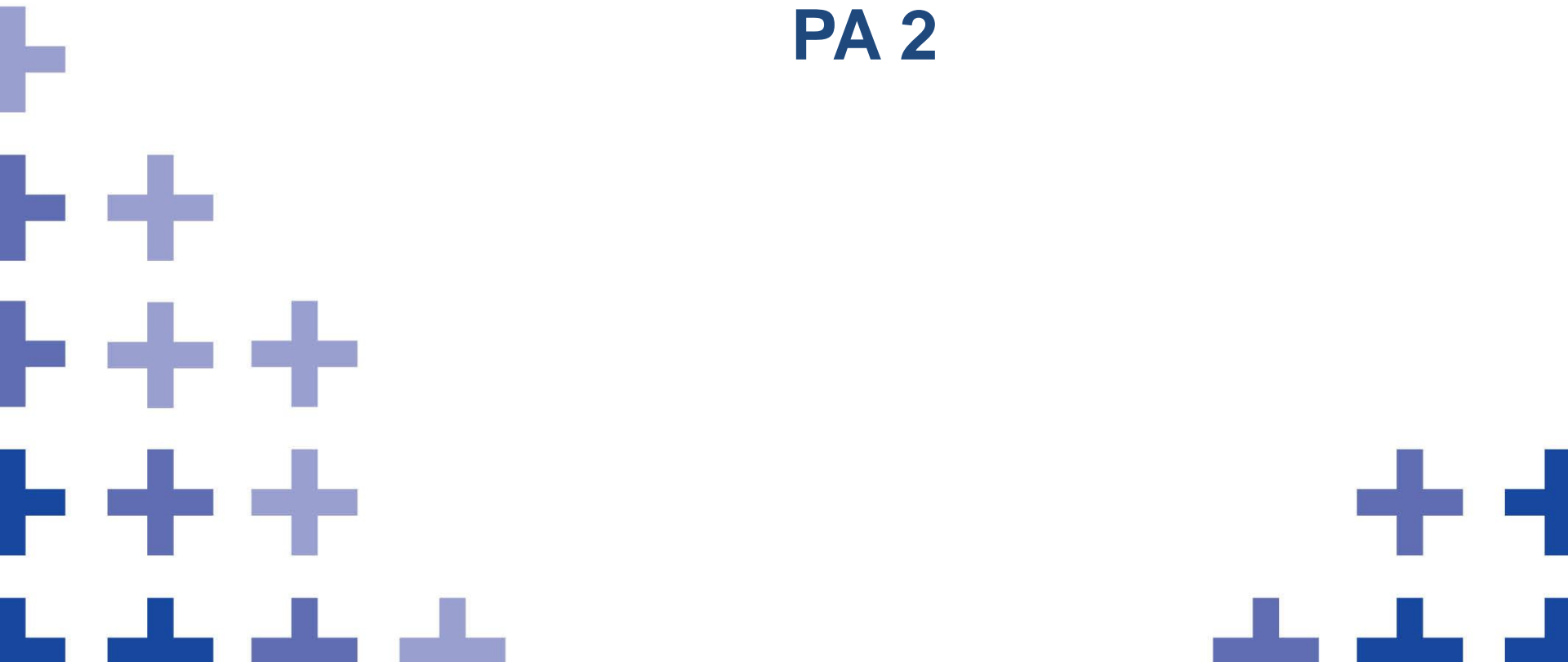


Progress report by the Academic Unit of Ophthalmology & Orthoptics University of Sheffield

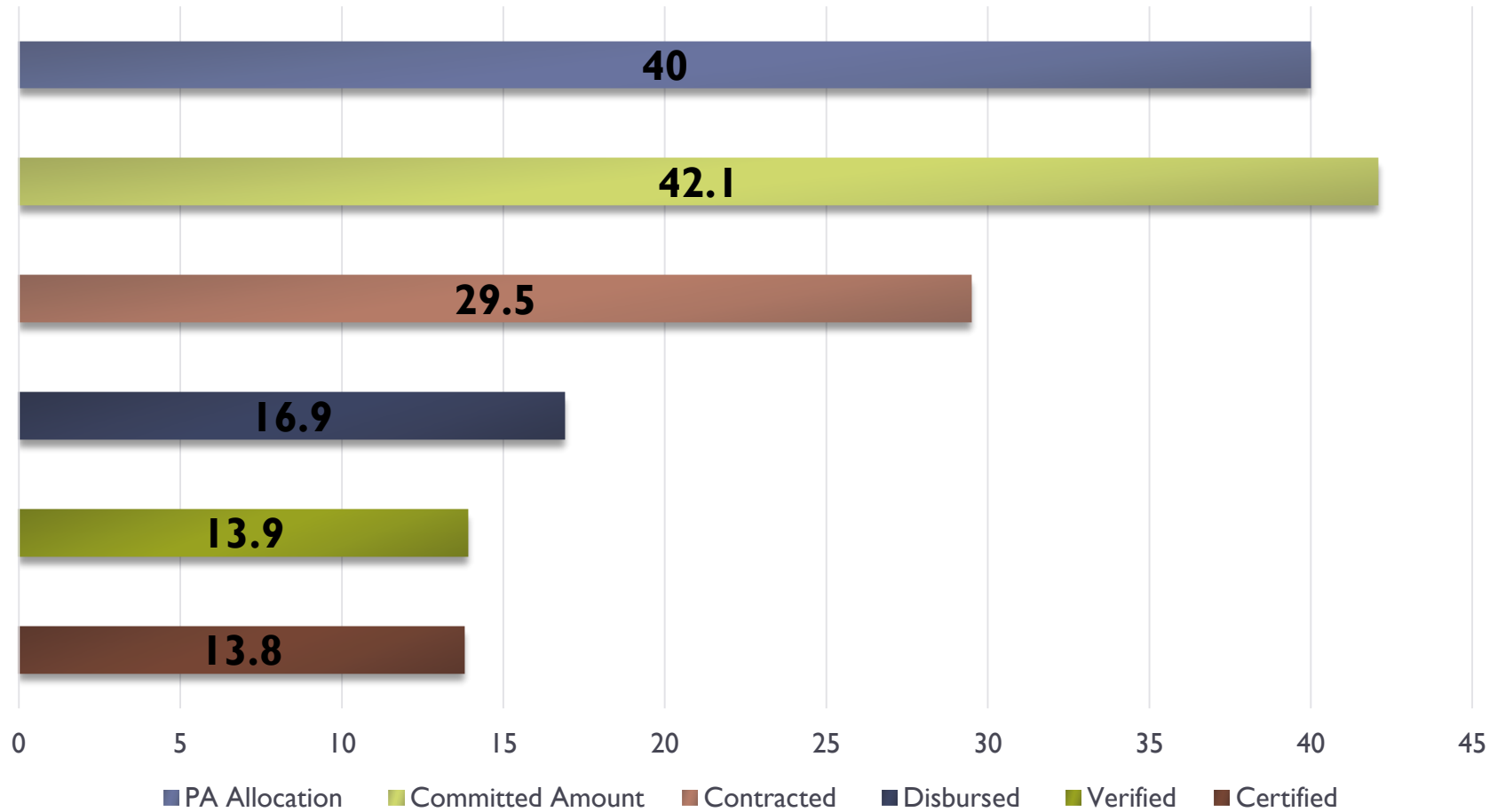
“All three students have shown a genuine interest in orthoptics, are motivated to do well and, mostly, achieve excellent results. This shows their real commitment to the course. They are reliable and accountable, and all of them have strived to do their best.”

Financial Update

PA 2



Implementation Progress – PA 2



PA 3 - Investing in people through Education, Training and Life Long Learning



Priority Axis 3 - Investing in people through Education, Training and Life Long Learning

Allocation	Investment Priority	Projects Approved incl. Scheme	Total Commitment
EUR47.4M	IP10i - Reducing and preventing ESL; promoting equal access to good quality education	1	EUR11.2M
	IP10ii – Better access to tertiary education, increasing participation and attainment levels	3	EUR16.6M
	IP10iii – Lifelong learning for all age groups and promoting flexible learning pathways	3	EUR10.3M
	IP10iv – Improving the labour market relevance of education and training systems and strengthening vocational education and training systems and their quality	4	EUR10.1M
	Total		11

Output Indicators for PA 3 (IP10i)

Indicator	Target Value	Committed	Actual			
			T	M	F	O
O11 The provision of digital technologies to students	12,000	11,400	11,479	5,797	5,682	0
O5 Persons participating in up-skilling and re-training programmes	4,500	1,772	1,788	234	1,552	2
O12 Pupils/students supported through monitoring and preventive early school leaving measures	200	n/a	n/a	n/a	n/a	n/a

Result Indicators for PA 3 (IP10i)

Indicator	Target Value	Committed	Actual			
			T	M	F	O
R13 Teaching time using digital technologies	50%	50%	21%*	n/a	n/a	n/a
R 7 Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	87%	96%	98%	99%	98%	100%
R14 Improved pupils/student performance upon receiving support	40%	n/a	n/a	n/a	n/a	n/a

*Work in progress

Reducing and preventing ESL; promoting equal access to good quality education

IP10i aims at enhancing the education experience through the provision of electronic tablets – One Tablet Per Child (OTPC) Project

- OTPC goes beyond tablet distribution, giving access to educators to create more innovative and creative lessons
- ESF serves as an enabler to stimulate the use of digital technologies for learning
- OTPC is addressing IP10i objective to improve literacy outcomes by developing the students' literacy and digital literacy skills

One Tablet Per Child ESF.03.059

- Education and training are a key priority in several flagship initiatives of the Europe 2020 strategy. In this regard this project is contributing to the fruition of the set goals through employing learning initiatives in the primary educational system;
- Besides the provision of tablets, the project encourages the use of appropriate software accompanying the hardware.
- Through this project a Maltese digitised reading programme is also being implemented
- Equipment was purchased to enhance the network infrastructure in state schools.
- A pilot study for secondary students is a planned activity within this project to test and possibly introduce portable computer devices in secondary schools in Malta and Gozo in the near future.

One Tablet Per Child ESF.03.059

Through the introduction of a new activity, MEDE aims to further invest in capacity building of education systems and structures through:

- The up-skilling and re-skilling of educators by offering continuous development training;
- A core policy review across education as a whole including the introduction of applied subjects in the national curriculum in order to address ESL and improve the educational experience for all, encompassing equal access, focusing on the different abilities of students.

Output Indicators for PA 3 (IP10ii)



EU funds
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Indicator	Target Value	Committed	Actual			
			T	M	F	O
O13. Persons participating in tertiary education	700	1,258	956	524	431	1
O14. Persons within tertiary education Institutions participating in up-skilling and re-training Measures	50	n/a	n/a	n/a	n/a	n/a

Result Indicators for PA 3 (IP10ii)

Indicator	Target Value	Committed	Actual			
			T	M	F	O
R9. Participants gaining a qualification/certification upon leaving	85%	90%	52%	51%	53%	0
R7. Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	87%	n/a	n/a	n/a	n/a	n/a

Better access to tertiary education, increasing participation and attainment levels

Specific Objective and Investment Priority 10ii: Facilitating access to tertiary education through grants and other forms of assistance and actions to improve the quality of tertiary education programmes with the aim of increasing participation and attainment levels at the tertiary level.

Although, the rate of the population aged 30-34 years old having completed tertiary education has reached 34% in 2018, it is still low when compared to the EU rate of 40%.

A spectrum of projects are being implemented under this IP, to further attract students to pursue their studies further and achieve higher qualifications.

Better access to tertiary education, increasing participation and attainment levels

ENDEAVOUR Scholarships Scheme provides financial assistance to those that want to pursue their studies at MQF level 7 and 8.

- To date **780 persons** were awarded a grant of which **495 concluded their studies**.
- A **financial Instrument** was established following an ex-ante study which confirmed the existence of a market failure, with respect to access to finance for students in Malta
- The Further Studies Made Affordable (FSMA) compliments the ENDEAVOUR Scheme as it seeks to support students wanting to pursue a study programme for accredited courses in MQF Levels 5, 6, 7 and 8, as well as other internationally-recognised certificates. The FSMA is providing support to students in the form of a bank loan

Better access to tertiary education, increasing participation and attainment levels

MCAST is further enhancing the attractiveness of the vocational graduate programmes by ***giving the possibility to students to continue their vocational education journey at MQF Level 7***. Through this project, the quality of tertiary education programmes will continue to improve, resulting in more individuals pursuing a course at this level.

176 persons have started one of the 8 masters courses.

In April 2019, 6 Master Programmes were launched:

- Environmental Engineering
- High Performance Building
- Water Resource Management
- Product Design
- Mechatronic
- Exercise and Sports Science



ESF Impact on People's Lives

Testimonial from person reading Masters in Information Technology & Systems:

“I started this masters programme 10 years after reading for my bachelor’s degree because I felt that it was the right time to explore different areas of IT other than software, which is what I do everyday. This programme has helped me to understand areas that I was never exposed to, for example networks. Thanks to lectures, notes, class discussions and then personal research, I have managed to grasp subjects that I had never researched before. It is challenging, especially with a full-time job but not impossible thanks to the support provided. Overall, I am very glad that I chose this masters programme”. (Svetlana)

Output Indicators for PA 3 (IP10iii)



EU funds
for Malta

2014
2020

Indicator	Target Value	Committe d	Actual			
			T	M	F	O
O15. Persons participating in second chance education programmes	50	n/a	n/a	n/a	n/a	n/a
O16. Number of Post Doctoral research and fellowships	10	10	16	8	8	0
O6. Persons participating in training/support Measures	6,000	6,200	4,196	2,358	1,838	0

Result Indicators for PA 3 (IP10iii)

Indicator	Target Value	Committed	Actual			
			T	M	F	0
R15. Second chance participants gaining a qualification/certification upon leaving	75%	n/a	n/a	n/a	n/a	n/a
R16. Annual average number of research hours as at 2020	17,200	27,520	74,533	37,840	36,693	n/a
R9. Participants gaining a qualification/certification upon leaving	87%	87%	98%	99%	98%	0

Enhancing equal access to lifelong learning

The Specific Objective under Investment Priority 10iii focuses on *Enhancing equal access to lifelong learning for all age groups in formal, non formal and informal settings, upgrading the knowledge, skills and competences of the workforce, and promoting flexible learning pathways including through career guidance and validation of acquired competences*

Projects and scheme implemented under this IP focus mainly on upgrading the knowledge, skills and competences of the workforce.

This is being done through investing, through training, in the private sector and support the upskilling of workers to prepare for the challenges of tomorrow.

Main Actions and results



- 7 intakes were rolled out
- 112 participants started training out of which 43 participants completed to-date.
- Participants feel that the training programme will help them with their current job and business ventures.
- Participants stated that the course provided them with valuable knowledge and insights that they felt were lacking in order to move forward with their eCommerce project.

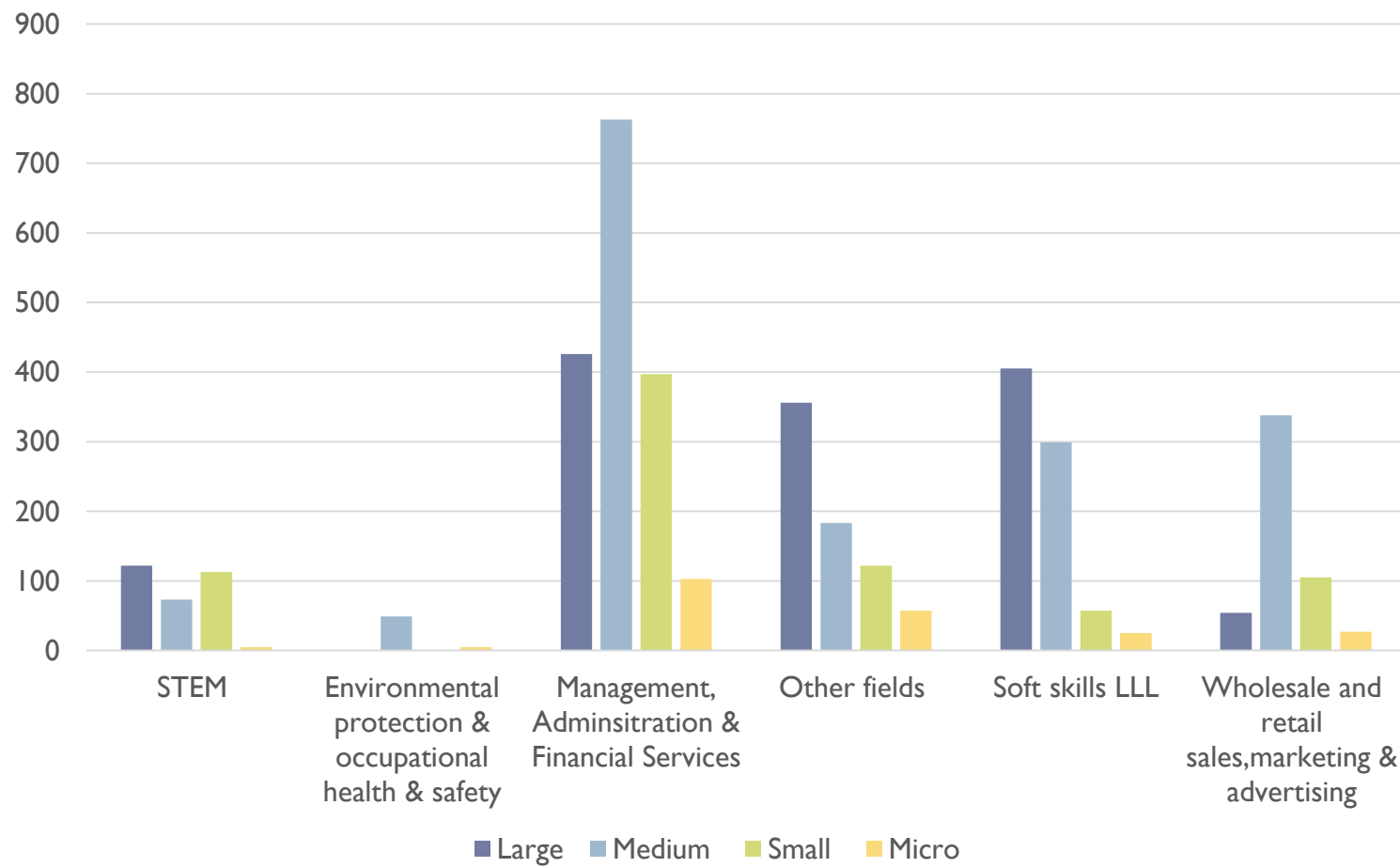
Investing in Skills

Investing in Skills is intended to promote access to the training of persons actively participating in the Maltese labour market, with a view to **increasing productivity and enhancing their adaptability**.

To date a total of **2,017 applications** were received (out of which 51% received in 2019).

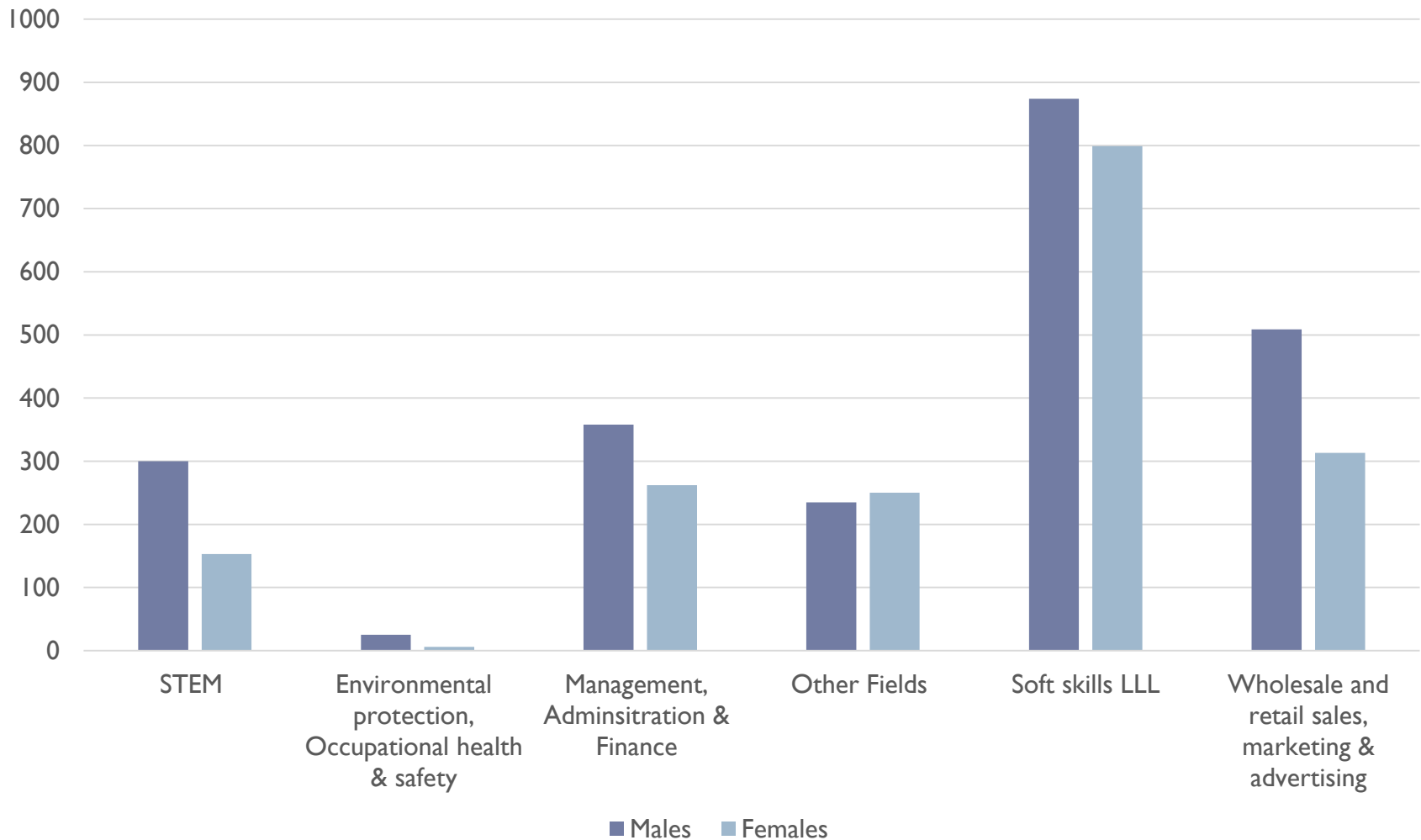
1,285 grants were signed amounting to around **€ 2.7M**.

Investing in Skills (categories of training)



Investing in Skills (categories of training and no. of participants)

EU funds | 2014
for Malta | 2020



Improving the labour market relevance of education and training systems and strengthening their quality

The Specific Objective under Investment Priority 10iv focuses on Strengthening vocational education & training systems to increase participation in higher education & addressing the dropout rate from VET institutions whilst reducing labour market mismatches

Projects implemented under this IP by MCAST and the Ministry for Health focus mainly on: updating the study programmes aimed at providing relevant skills for industry and professional development of new curriculum; and capacity building measures at VET.

Enhancing Vocational Excellence Through Enhanced Work Based Learning ESF.03.081

In line with the specific objective, this project is aimed at consolidating MCAST's Work-Based Learning dimension with the aim of **making VET more attractive to students**, whilst providing a more competent workforce that can cater for current and future industrial requirements.

Main activities:

- Setting up of six Emulative Centres
- Development & delivery of a Mentoring Training programme to MCAST lectures and staff
- Development & Implementation of an Analysis Tool and the Creation of a Comprehensive Competency Framework
- Lead Researcher and Assistant Researcher

Enhancing Post Graduate Medical Training through Training the Trainer ESF.03.089



EU funds | 2014
for Malta | 2020

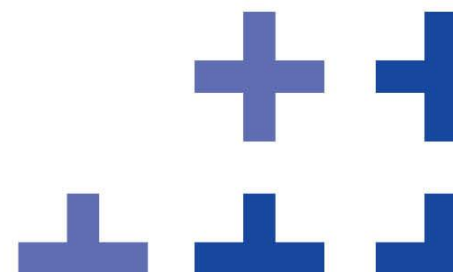
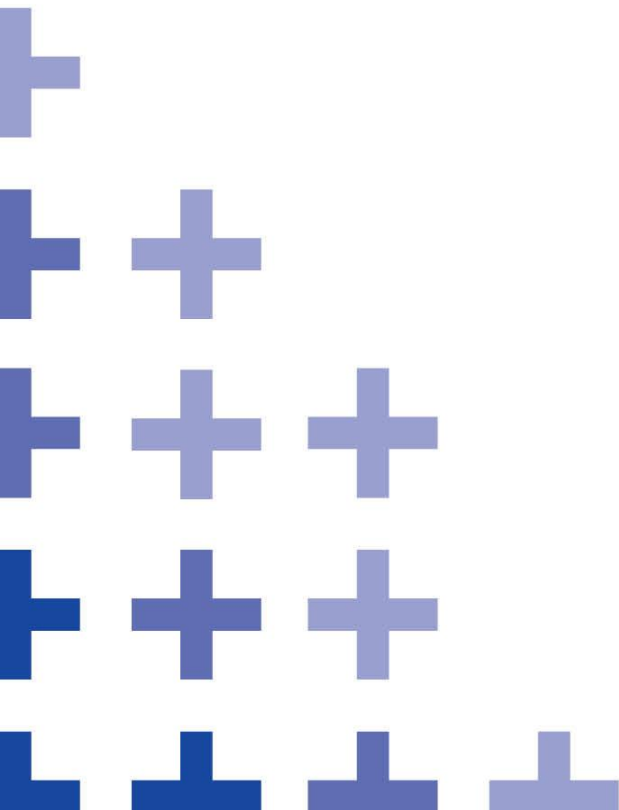
In line with the Specific Objective, the aim of this project is to improve postgraduate medical training; a form of organised apprenticeship; the supervisors of this training being the clinical specialists with whom trainee doctors work.

Main Activities:

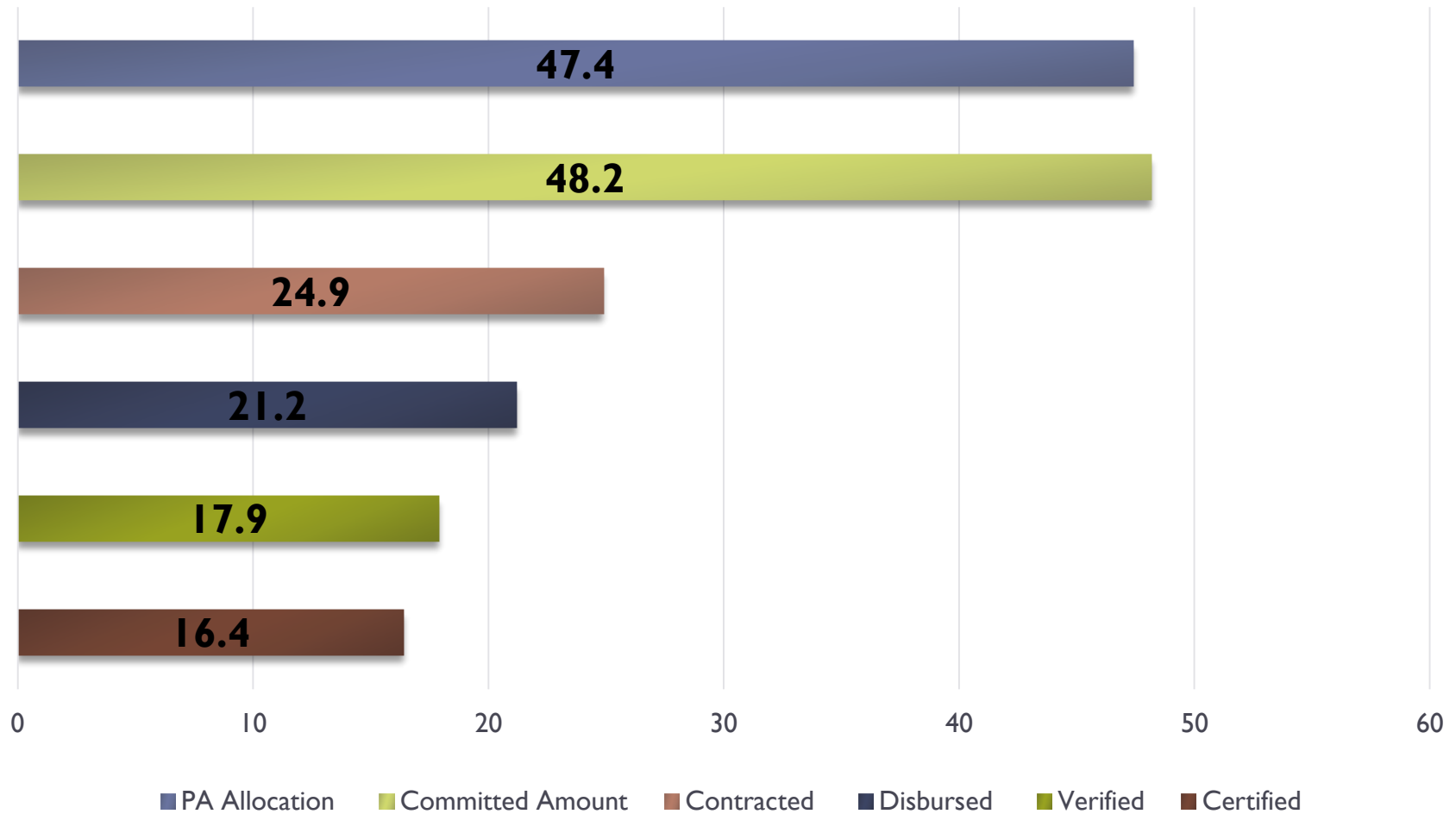
- A train the trainer course
- Shadowing experiences abroad in medical institutions of international repute
- Medical seminars/conferences aimed at all medical doctors specifically focusing on medical education

Financial Update

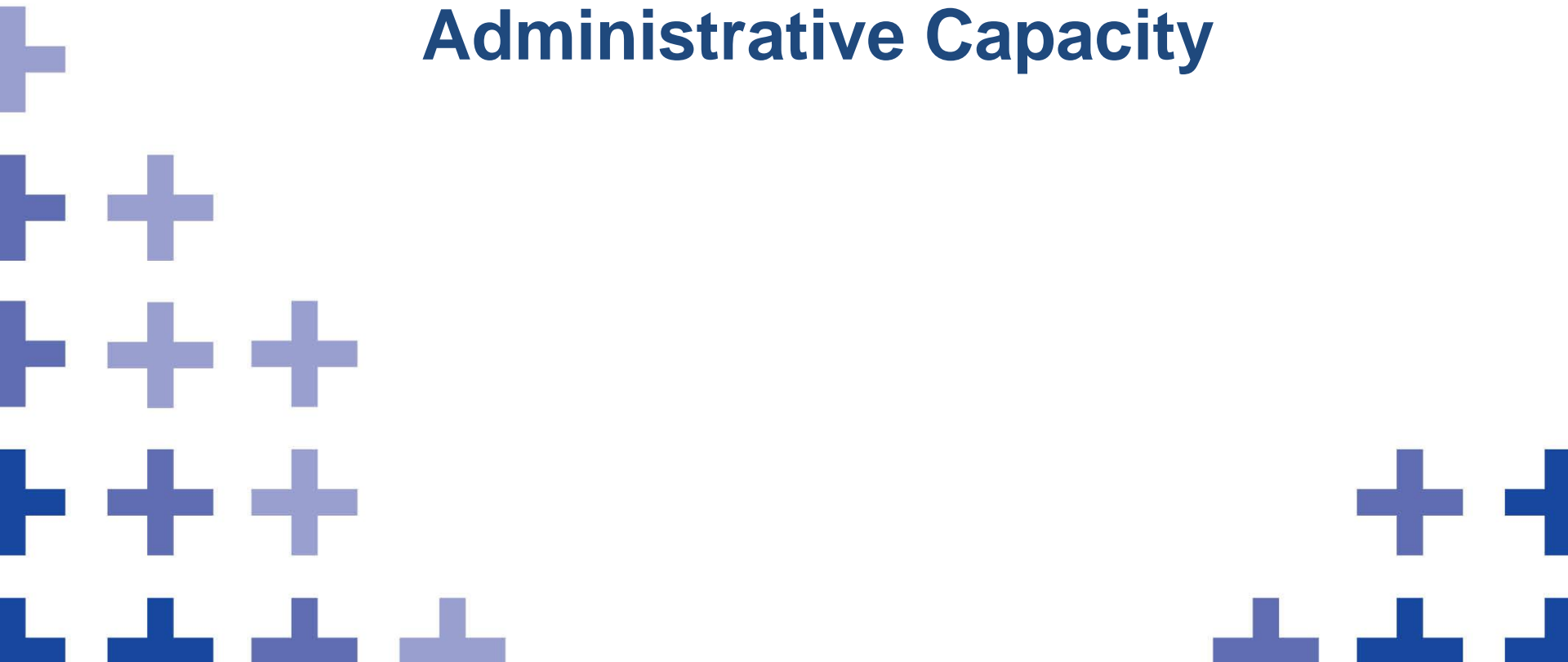
PA 3



Implementation Progress – PA 3



PA 4 - Building the Institutional Administrative Capacity



Priority Axis 4 - Building the Institutional Administrative Capacity

Allocation	Investment Priority	Projects Approved incl. Schemes	Total Commitment
EUR11M	IP11i – Investment in institutional capacity; strengthening the role of public administration	12	EUR14.3M
	IP11ii – Capacity building for stakeholders involved in the delivery of education, employment and social policies	3	EUR360K
	Total	15	EUR14.7M

Output Indicators for PA 4 (IP11i)

Indicator	Target Value	Committed	Actual			
			T	M	F	O
CO22. No of projects targeting public administration or public services at national, regional or local level	3	9	9	n/a	n/a	n/a
O6. Persons participating in training/support measures	3,500	4,563	2,410	1,148	1,262	-
O17. Persons participating in training related to the judicial reform	500	n/a	n/a	n/a	n/a	n/a

Result Indicators for PA 4 (IP11i)

Indicator	Target Value	Committed	Actual			
			T	M	F	0
R17. Number of public bodies/departments with improved processes	13	102	1	n/a	n/a	n/a
R9. Participants gaining a qualification/certification upon leaving	90%	90%	83%	86%	80%	0
R18. Participants gaining a qualification/certification in training related to the judicial reform	85%	n/a	n/a	n/a	n/a	n/a

Investment in institutional capacity; strengthening the role of public administration

Projects implemented by the public administration aim to improve the efficiency of public service delivery through:

- improved leadership;
- better utilization of public resources;
- simplification; and
- better regulation.

Investment in institutional capacity and in the efficiency of public administration

- The role and capacity of public administration are being strengthened through various training initiatives implemented by Planning Authority under SpatialTrain Scholarship Scheme and PA+.
- Moreover, by identifying shortfalls and providing recommendations to the customer facing departments of the public administration, the Mystery shopper project is addressing inefficiencies and increasing simplification.
- Ultimately, the overall improvement of the public administration will in turn contribute to more effective and efficient implementation of policy on both a national and European level.
- Such projects are also leading to change in policy approach since this project is supporting the shift to place-based policy making.

PA+ ESF.04.073 and SpatialTRAIN Scholarship Scheme ESF.04.071

 EU funds
for Malta | 2014
2020

Main Actions and Results

Through PA + **155 people** were trained in various areas, facilitating the implementation of the reform including:

- Customer Care
- Media and Communications
- Operational Management
- EU Affairs
- ICT.

Furthermore through SpatialTRAIN **89 persons** participated in training courses and scholarships in the field of geospatial technology (Geomatics) and Spatial Planning complementing an ERDF project.

PAplus



Create 2020 – ESF.04.079

The provision of tailor-made training programmes for public sector employees and local government involved in the cultural and creative sectors, under this project are contributing towards the **Create 2020 Strategy and National Priorities**. Through this investment, the Maltese artistic scene will be able to achieve higher levels of excellence including the attraction of larger-scale events and increased cultural tourism.



Main Actions and Results

- **46 were trained in cultural management** which course targeted Intellectual Property Rights, Marketing for the Arts, Project Management, International Collaboration, Fundraising and Sponsorships, Cultural Entrepreneurship and Community Development.
- **53** persons undertook training in **physical wellbeing**, which training demonstrated how the human body functions during musical performance and understand ways to help manage problems.
- During this year, **50 mobility grants** were awarded to participants who attended events on Arts and Culture and performing arts.

Mystery Shopper ESF.04.078

Main Actions and Results

The Mystery shopper exercise continued specifically in;

- **19 locations** within the **Education** sector
- **31 locations** within the **Social Welfare** sector
- **34 public service sites** within the **Ministry for Gozo**
- **7 locations** towards the **achievement of the Quality Label Award** by prospective department/entity candidates.



A total of **475 recommendations** have been reported in 2019, out of which **51% have already been resolved**, the remaining recommendations being at various stages of implementation.

A total of **400 recommendations** have been resolved to date, **238 of which have been resolved during the first three quarters of 2019.**

ESF's Impact on People's Lives

Testimonials: The training has been well received and expectations on the quality of content delivered have been met and exceeded.

“Many times on-the-job training helps employees by giving new answers, perspectives or approaches to recurrent questions or issues. The Training in Cultural Management has done even more than this by providing new skills, knowledge and good practices that enhance my continuing professional development in the field of cultural management.”

Christopher Muscat, Director, Pjazza Teatru Rjal

Output and Result Indicators for PA 4 (IP11ii)

Indicator	Target Value	Committed	Actual			
			T	M	F	0
O18. Participants within stakeholder organisations delivering ESF related policies	500	242	106	73	32	1
R19. Participants within stakeholder organisations delivering ESF related policies gaining a qualification/certification upon leaving	40%	88%	78%	82%	72%	0

Capacity building for stakeholders involved in the delivery of education, employment and social policies

The Specific Objective of IP11ii is to strengthen the capacity of stakeholders involved in the delivery of education (including lifelong learning and training), employment and social policies.

This is being achieved through 3 projects which are currently being implemented by MEUSAC, GRTU and GWU with a total public eligible value of circa €0.4M.

The overall aim of these projects is to carry out training, research and capacity building events.

Capacity building for stakeholders involved in the delivery of education, employment and social policies

- In order to strengthen the internal capacity of each organisation, training to MEUSAC employees and GWU members was provided through ESF.04.086 - *'Engage: Enhancing Stakeholder Participation in Social Dialogue'* and ESF.04.076 - *'Improving General Worker's Union Capacity for Better Social Dialogue'* respectively.
- 3 training programmes: 'Project Management', 'Stakeholder Engagement' and 'Effective Communication' were offered to MEUSAC staff.
- GWU provided 'Industrial Relations' and 'Management and Leadership Skills' training to its members.

Capacity building for stakeholders involved in the delivery of education, employment and social policies

- Moreover, the Specific Objective linked to IP11ii is also being achieved through the capacity building 'HR in Public Relations' implemented by GRTU.
- ESF.04.086 also carried out the research 'Stakeholder Engagement Analysis' whilst ESF.04.093 executed the 'GRTU in 2020 Study'. These studies both centred upon analysing the current status of each entity and identified how the services provided can be ameliorated.



ESF's Impact on People's Lives

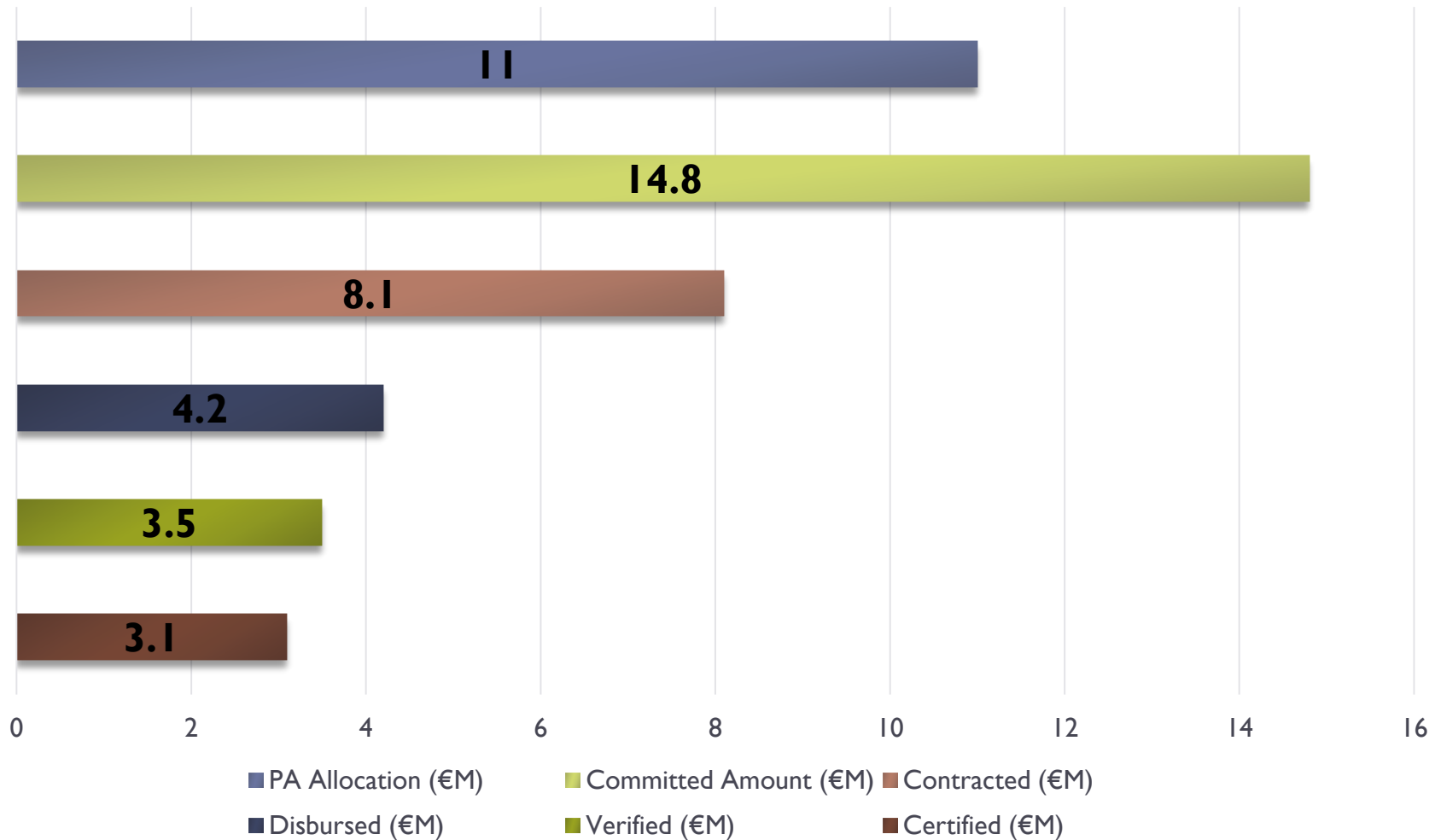
*One of GWU shop stewards attended and completed the Award in Industrial relations course. After a few months a vacancy for the post of Secretary at the GWU had become vacant and a call was issued. The said applicant applied and was elected by our delegates and she is now a Secretary at the GWU. **This has further strengthened the GWU's gender equality since now we have another female official within the Senior Structure of the GWU.***

Financial Update

PA 4



Implementation Progress – PA 4



Horizontal Priorities



Gender Equality, Equal Opportunities, Non-discrimination including accessibility



EU funds | 2014
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The promotion of equal opportunities and gender equality is at the heart of Operational Programme II.

The MA considers the importance of the involvement of NCPE and CRPD to provide support in the implementation of ESF projects.

Measures undertaken to address Equal Opportunities include:

- Youth Guarantee is giving access to NEETs to a number of psycho social professionals including clinical and educational psychologists, psychotherapists and youth workers according to their individual needs
- Job coaching services for persons with disability and increased introduction of e-services in an effort to overcome barriers posed by mobility
- The purchase of specialised equipment and tools in line with occupational therapists recommendations
- Provision of transport to persons with disability to get to the workplace
- Provision of additional support to persons who are undergoing full time studies, such as child allowance to awardees undergoing scholarships and having children.

Sustainable Development

Protection of the environment: A number of measures are being implemented to ensure that any negative effect on the environment is kept to a minimum. Some of the measures include:

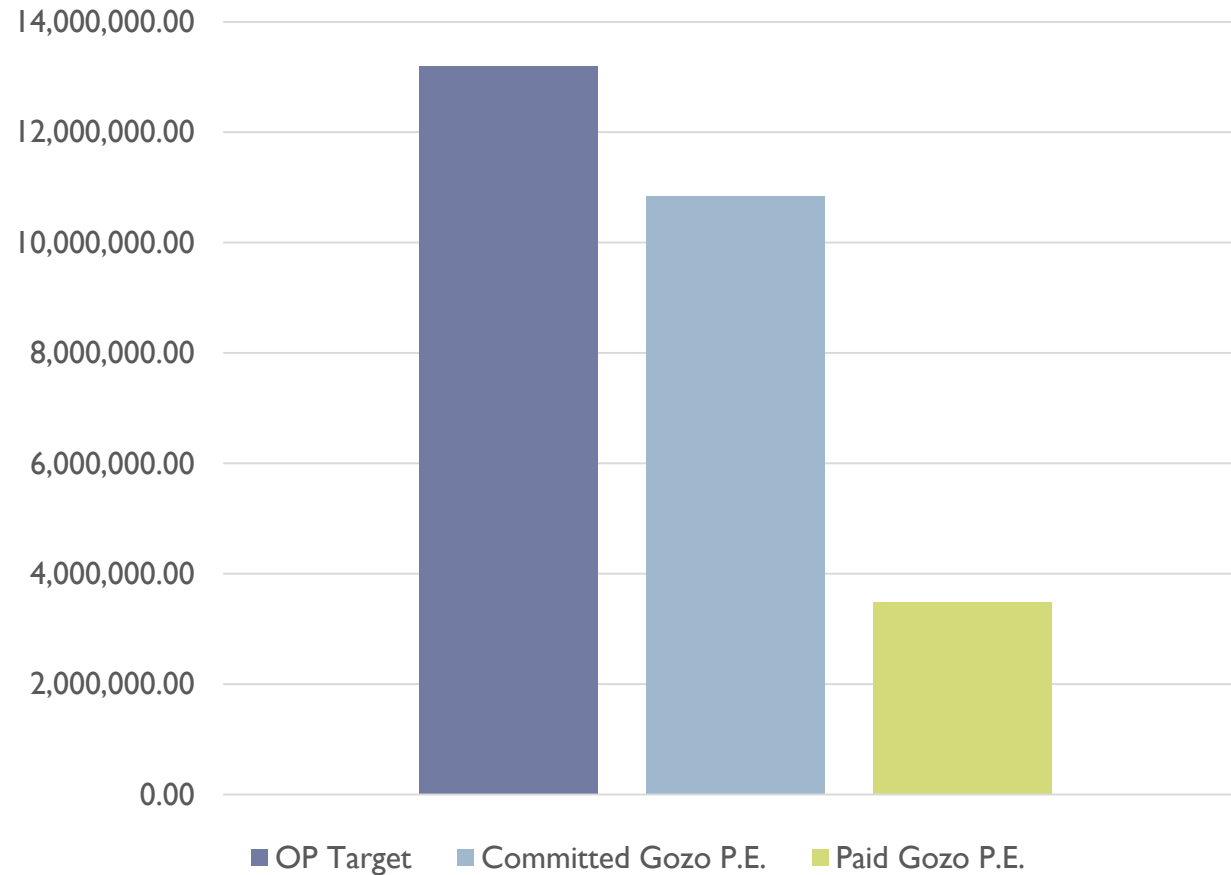
- Ensuring that training rooms and offices are environment-friendly, equipped with energy saving lighting and equipment with full use of natural light;
- Use of USBs for training materials to avoid unnecessary and excessive printing of paper.
- Implementation of scholarships focusing on environmental issues such as Renewable energy and environmental energy.

In the area of **economic growth** and **social cohesion**, projects are supporting actions which are considered to be crucial for establishing a skilled workforce able to sustain economic and social growth as well as increase productivity

Territorial Earmarking



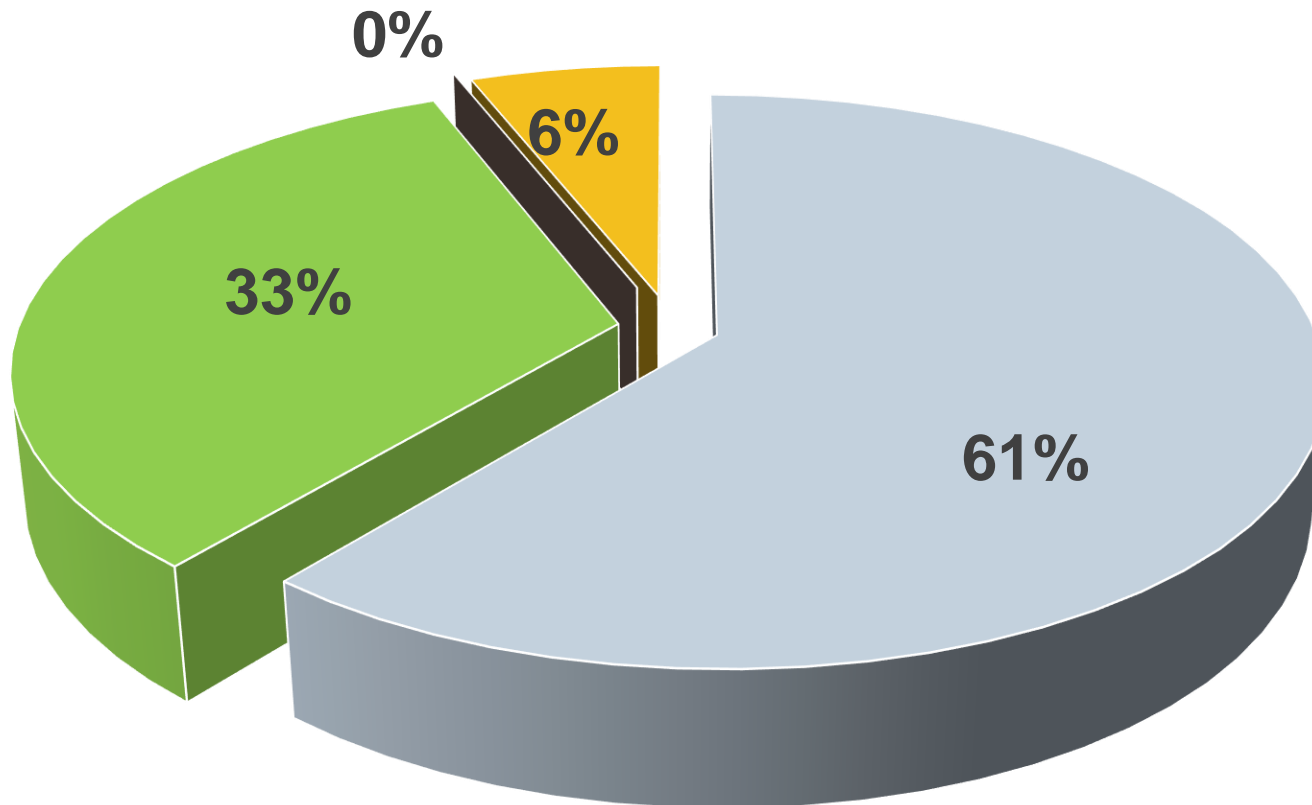
Territorial Earmarking (Gozo)



Simplified Cost Options



Uptake of SCOs



■ Direct Cost Incurred ■ Standard Scale of Unit Cost ■ Flat Rate ■ Lump Sum

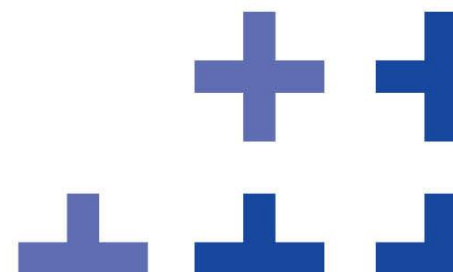
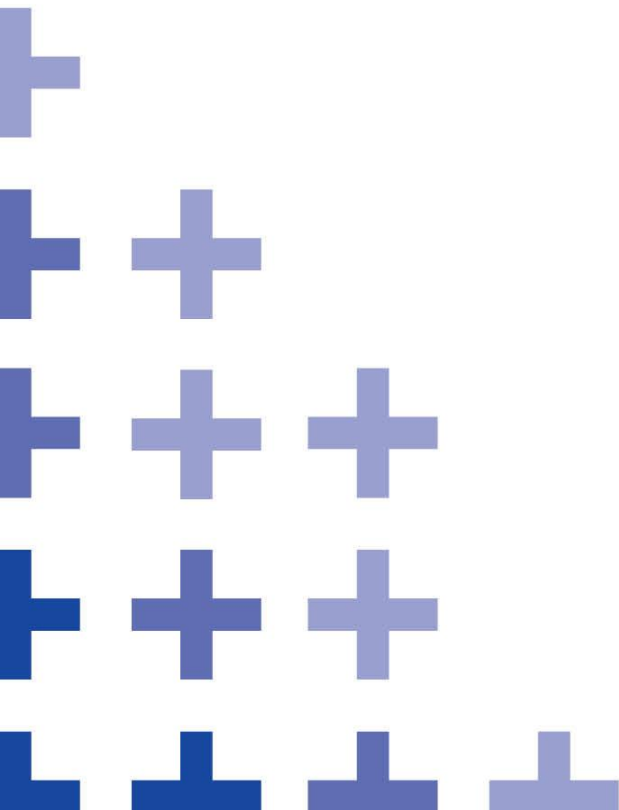
Delegated Acts

- 7th amendment to Delegated Regulation 2015/2195 was published on the Official Journal on 7 May 2019 – covered **lump sums covering indirect costs under ESF** for Malta
- Submitted two Delegated Act applications covering scholarship rates at MQF Level 7 and updated the *Youth Guarantee 2.0* unit costs
- On 27th September 2019, the Commission adopted the 8th amendment to Delegated Regulation 2015/2195 which includes the unit costs for scholarships as well as the updated unit costs for Youth Guarantee. **This amendment is expected to enter into force in December 2019**

Other simplification aspects

- Continuous participation in meetings abroad to increase and share experience on the use of simplified cost options and other simplification measures that can be applied on the ground
- ESF Thematic Network on Simplification: main meetings + sub-group meetings
- Bi-lateral meetings with the Audit Authority
- Tri-lateral meetings with the Audit Authority and Commission Services

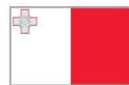
Monitoring (2014-2020)



Monitoring of projects'/schemes

- Day-to-day monitoring of project implementation on the basis of commitments undertaken in the Preliminary Agreements and Grant Agreements signed between the MA and the Beneficiaries.
- MPSC meetings between the MA, Line Ministries and the Beneficiaries with the participation of relevant stakeholders to address issues related to procurement and progress in the implementation.
- Use of Structural Funds Database (SFD14-20) to monitor projects on an ongoing basis.
- Checks on the procurement and on-the-spot checks to verify progress of the implementation of the approved projects (112 procurement checks for payments certified in 2019 and 361 physical checks).
- Regular meetings with Jobsplus (IB) to monitor progress on Aid Schemes.

Communication Activities (2014-2020)



European Union
European Structural and Investment Funds



Promotion of ESF interventions

In 2019, ESF interventions were given great visibility on a national level through:

- Communication activities carried out by the MA
- National Campaigns aimed towards the general public
- Project Based activities targeted towards a more specific cohort.

MA Activities: Participation in Regio Stars

- Malta nominated the LEAP and SIntegraM projects for the RegioStars 2019 awards.
- The Maltese public was encouraged to like these projects by means of social media posts in order to encourage the Maltese public to like these 2 projects.
- Unfortunately, even though public engagement was very encouraging these 2 projects were not chosen by the jury panel to be part of the finalists.



MA Activities: Greater Presence on Social Media

EU funds
for Malta | 2014
2020

- Outreach of 93,408 unique persons, almost one fifth of Malta's population.
- Just under 8,000 people engaging with the posts, or perform actions such as liking a post, clicking on a link, sharing a post or commenting on an image.
- A post on the *LEAP* project had a reach of 6,574. The engagement on it was 462.
- Besides appearing on Facebook, these boosted ads appeared also on Instagram, thus reaching a younger audience.

Investing In Your Future
3 October

#eufundsformalta #europeansocialfund #investinginyourfuture

EU funds for Malta
Jobsplus
MINISTRY FOR EDUCATION AND EMPLOYMENT
REGULATORY SECRETARIAT
FOR EUROPEAN FUNDS AND SOCIAL DIALOGUE

TRAINING PAYS SCHEME
Get a training grant worth up to €1,000

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

Jobsplus
3 October

Like Page

Investing In Your Future
15 October at 11:06

#eufundsformalta #europeansocialfund #investinginyourfuture #MaltaYouthGuarantee

EU funds for Malta 2014-2020
Youth Guarantee
Jobsplus

WE WILL HELP YOU GET THERE

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

Youth Guarantee
Government organisation

Send Message

Investing In Your Future
3 October

Launch of the BOV Studies Plus+, a new financing solution for students seeking further studies. This is the first EU funded project being undertaken by the Malta Development Bank, guided by two principles: removing financial obstacles to social mobility, and addressing a gap in the private market.
Photo Credit: Department of Information (Malta)
#eufundsformalta #europeansocialfund #investinginyourfuture

PHOTO: DOI - Jason Borg

MA Activities: Open Day Event 2019

Open Day at MUŻA and Grand Master's Palace



H

Open Days

MUŻA & Grandmaster's Palace
2 November
Free admission 09.00 – 17.00 hrs*

State Rooms Conservation Tours free of charge by prior booking
* last admission 16.30 hrs

 Operational Programme I – European Structural and Investment Funds 2014-2020
"Fostering a competitive and sustainable economy to meet our challenges"
Project part-financed by the European Regional Development Fund
Co-financing rate: 80% European Union Funds; 20% National Funds

 PARLIAMENTARY SECRETARIAT
FOR EUROPEAN FUNDS AND SOCIAL DIALOGUE



On Saturday 2nd November, Heritage Malta opened two of its sites: MUŻA & the Grandmaster's Palace (State Rooms and Armoury) as a means to publicize the use of EU funds in Malta.

MA Activities: Open Day Event 2019 (2)

- A limited edition puzzle was given to all those who visited the GMP, while a publication about MUŻA was given to all those who visited the museum.
- Information about ESF projects was also disseminated together with promotional items that sought to sensitize the general public regarding sustainability.



MA Activities: Open Day Event 2019 (3)

This event also served as an educational opportunity for both adults and children:

- 4 art classes (2 for 5-10 year olds and 2 for 11-15 year olds) at the MUŻA
- 4 conservation tours at the State Rooms at the Grandmasters Palace to learn about the Restoration process of the affrescoes that is supported through EU Funding

The aim was to reach out to the community in order to create interest in art and restoration techniques and a general appreciation towards the country's cultural heritage.



MA Activities: Promotional Items 2019

➤ As part of an attempt to increase public awareness in relation to sustainability the MA procured and distributed:

- vegetable reusable bag,
- bamboo toothbrush,
- bamboo straws,
- reusable cups.

Also, as part of an ESF awareness outreach, information leaflets will be distributed to different ministries and government departments for them to make them available to the general public in their front end operations.



MA Activities: Newspaper inserts

- ▶ The MA is also preparing inserts for two prominent English and Maltese language newspapers in order to mark the 15th anniversary of EU Membership
- ▶ The theme will centre around “What has Europe done for us?” and will give prominence to how EU membership has made an impact to the life of each and every citizen in ways that may perhaps be overlooked, but with interventions and investments that are definitely all around us!

National Campaigns: Youth Guarantee 2.0 - ESF.01.002

To reach and engage as many young people as possible, multiple outreach activities were carried out under Youth Guarantee 2.0.

This outreach included

- multiple social media promotion and awareness campaigns, comprising content in the form of posts and videos on the Youth Guarantee Malta Facebook and Twitter pages; and
- Radio, TV and billboard advertising.

Furthermore, a team of youth and social workers were tasked with carrying out door-to-door visits to maximise outreach potential.



YOUTH GUARANTEE
ICT SUMMER COURSES

- Gain valuable ICT skills over 3 weeks in summer
- Free course (60 hours) - ECDL or Level 2
- Free lunch included
- Allowance (80% obligatory attendance)
- First come first served basis

Youth Guarantee
www.youthguaranteemalta.edu.mt
www.youthguaranteemalta.gov.mt
T: 2028 96102
@youthguaranteemalta



APPLY FOR THE
NEET ACTIVATION SCHEME II

- 80 hours of training
- 240 hours of work placement or vocational training at MCAST, ITS or other accredited institutions
- Free daily lunch included
- Allowance of 1,440 EUR
- Ongoing support

To apply visit: www.edu.gov.mt/needs

Youth Guarantee
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@youthguaranteemalta



EU Funds for Malta 2014-2020
Youth Guarantee
jobs4u

**FIRST STEP?
GET TRAINED**

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



EU Funds for Malta 2014-2020
Youth Guarantee
jobs4u

**THARREG,
AHDEM
U THALLAS!**

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

National Campaigns: Support Measures for Vulnerable Groups – ESF.02.063

Awareness Campaign on Financial Literacy and Retirement Income

- A targeted knowledge, communication and behavior changing awareness campaign on retirement and financial capability towards different groups.
- In 2019, the campaign targeted persons in **low income employment, teenagers, unemployed persons and post-secondary students.**



 EU funds
for Malta
2014-2020


MINISTRY FOR THE FAMILY,
CHILDREN'S RIGHTS AND SOCIAL SOLIDARITY

BECOME RETIREMENT AND
FINANCIALLY CAPABLE

KNOW. PLAN. ACT.
THE FACTS FOR YOUR FUTURE TODAY

GEMMA.GOV.MT

 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 Union
Co-financing rate: 80% EU Funds; 20% National Funds

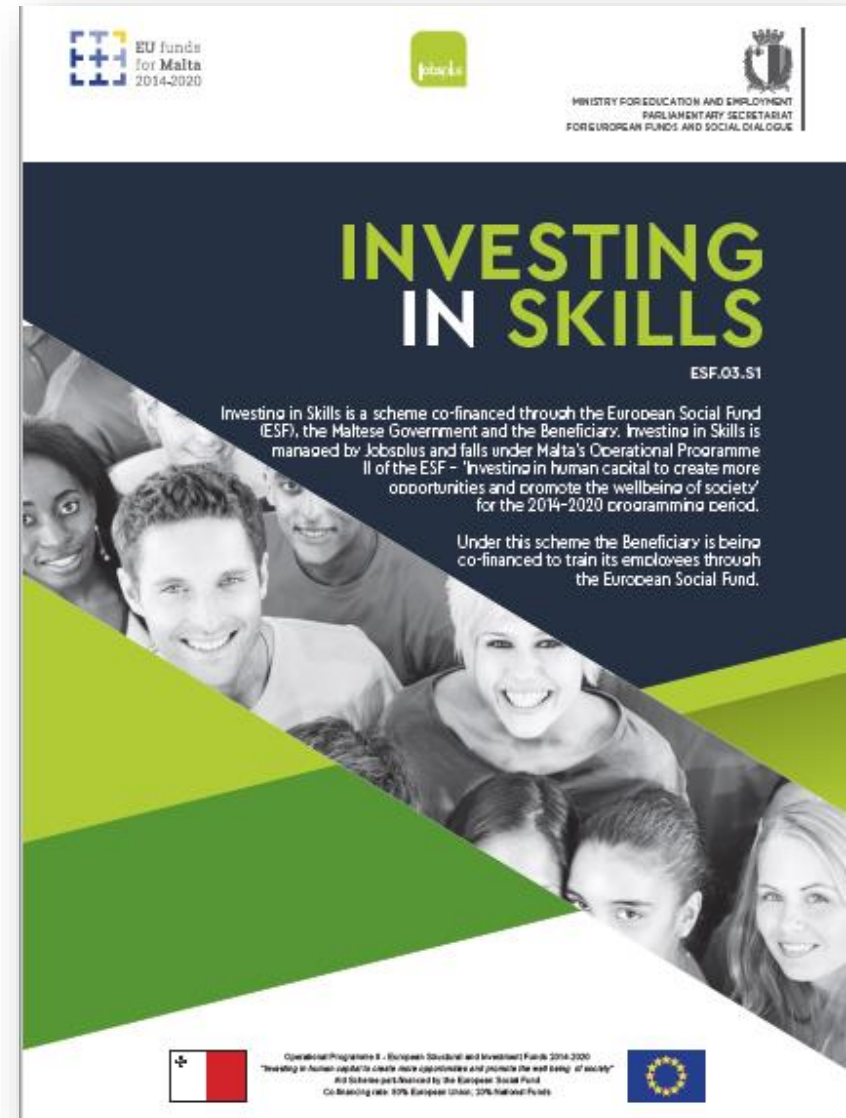


 **GEMMA**
know, plan, act.

National Campaigns: Investing in Skills – ESF.03.S1

EU funds
for Malta | 2014
2020

- Multiple outreach activities were carried out under the Investing in Skills Scheme. These included: Radio Adverts, Newsletters, distribution on social media and posters. **Scheme uptake increased as a result of such outreach.**



National Campaigns: PA+ - ESF.04.073

2 Awareness raising campaigns were completed in 2019

- 'PA in Numbers' - to inform the public about the Planning Authority's responsibilities stemming from the reform, plans and procedures



'Buildings that Matter' - aimed at fostering a better appreciation of Malta's architectural cultural heritage.



Publicity at Project level: Developing Allied Health Capacity to Sustain Health Care Needs - ESF.02.053

- The Ministry for Health organized 2 awareness campaigns in 2018 and 2019.
- The campaigns were successful in attracting potential applicants together with increasing awareness on the specialised areas of Orthoptics, Optometry and Genetic Counselling.



Publicity at Project level

INK: Person Focused Inclusion – ESF.02.054

Awareness raising campaign with the objective to:

- encourage persons with disability to enter into employment and to feel empowered
- encourage parents/front-liners to empower their children/clients with disability to seek as much as possible an independent lifestyle and to pursue employability wherever possible
- encourage employers to consider persons with disability as workers who can provide value
- A Facebook page is available at: <https://www.facebook.com/INKprojectmalta/>



INK Project
25 October at 15:05 · 🌐

Sessjonijiet ta' taħriġ b'xejn għall-ġenituri/kuraturi ta' persuni b'diżabilità. Żewġ korsijiet minn fejn tagħżel, wieħed filgħodu u l-ieħor waranofsinar. Ikkuntattjana biex nrriservaw il-post tiegħek.... See more

TAĦRIĠ B'XEJN GĦAL ĠENITURI TA' PERSUNI B'DIŻABILITÀ



Dati (għazel kors wieħed):
L-ewwel kors: **It-Tnejn 4 ta' Novembru u l-Erbgħa 6 ta' Novembru, mid-disgħa sa nofsinhar (09:00 – 12:00), jew**
It-tieni kors: **It-Tlieta 5 ta' Novembru u l-Ħamis 7 ta' Novembru, mill-erbgha sas-sebgha (16:00 – 19:00)**
Post: **Aġenzija Sapport, Professional Development Centre, Triq il-Ħarrub, Santa Venera**

Il-proġett INK huwa mmirat sabieħ jgħin persuni b'diżabilità jidhlu fid-dinja tax-xogħol

Jiġu indirizzati benefiċċji u servizzi li jistgħu jibbenefikaw minnhom uliedkom biex jidhlu fid-dinja tax-xogħol. Nitkellmu wkoll fuq komunikazzjoni, u fuq aspetti ta' stress u burnout u x'servizzi hemm disponibbli għalikom bħala ġenituri / kuraturi.

Il-kors jikkonsisti f'żewġ sessjonijiet ta' 3 siegħat kull darba. Jingħata ċertifikat lil dawk li jattendu għaž-żewġ sessjonijiet.

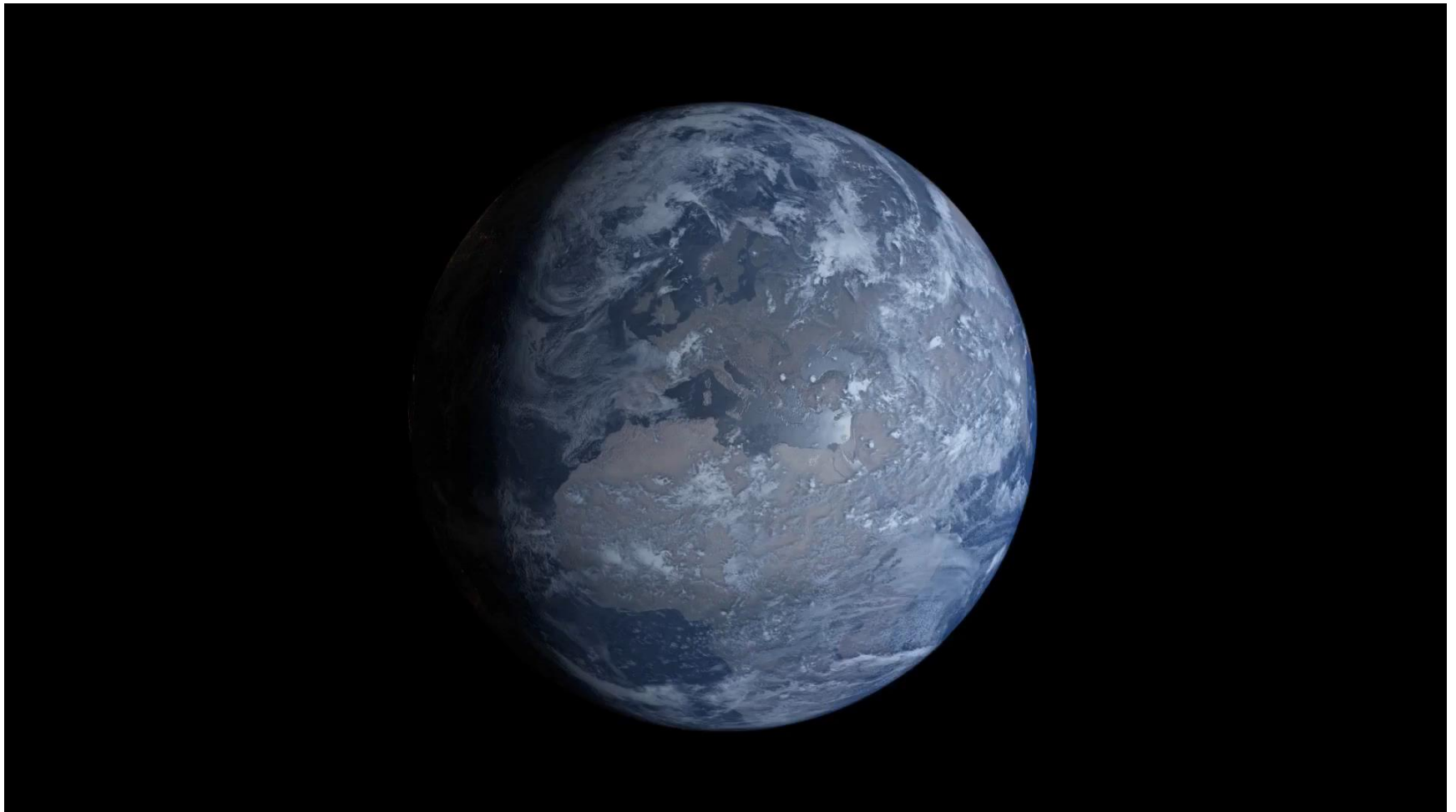
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INK Project
Public & government service

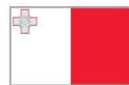


Publicity at Project level: SpatialTRAIN Scholarship Scheme - ESF.04.071

 EU funds | 2014
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Training Activities (2014-2020)



European Union
European Structural and Investment Funds



Training provided by the MA in 2019

- Training on the Structural Funds Database (ongoing basis) with two sessions held in March to ESF and ERDF PLs, and another session held in May 2019 for ESF PLs, PPCD officers also attended;
- Training on Arachne held in February 2019. The training was delivered to staff from PPCD, MSD, FPD and MITA and highlighted how the Arachne tool can be used to help in combating fraud;
- Public Procurement Regulations training sessions held in May and June (2 sessions) 2019 targeting NGOs, Local Councils, Entities and Line Ministries;
- Training on Project Implementation and Monitoring (NGOs and LCs) held in July 2019;
- Training on Common Errors in Public Procurement and Determining Financial Corrections for Non-Compliance with EU Regulations held in September (2 sessions), October (2 sessions), December (2 sessions) held to Project leaders who are directly involved with the project's implementation.

Training provided by the MA in 2019 – internal training

- Training on Grant Agreement (ongoing basis) aimed at MA's officers held in March 2019; and
- Training on Common Errors in Public Procurement and Determining Financial Corrections for Non-Compliance with EU Regulations held on July (2 sessions).
- Upcoming training sessions for PPCD staff will follow:
 - ❑ SFD
 - ❑ SCOs
 - ❑ Indicators
 - ❑ Arachne
 - ❑ PowerPoint
 - ❑ Business English
 - ❑ SharePoint
 - ❑ Training through TAIEX
 - ❑ Tailor-made courses with Lexxion
 - ❑ Induction Training

Audits



Status update - Audits

Systems Audit

Managing Authority (MA)

Audits on KR 1,2,3,4 and 7 are currently ongoing by the Audit Authority.

Follow ups on previous Audits

ESF SCO - Standard scale of Unit costs for Youth Guarantee and Endeavour

Audits conducted in 2018 and finalised in 2019. Applicable recommendations were taken on board and followed up by the MA.

OTPC – Physical Check

Outcomes of such checks are being discussed with the AA, MA and MEDE in order to ensure that the recommendations and follow ups are taken on board.

Department of Contracts

In view of the outcomes of the audits conducted in 2018, the applicable recommendations have been taken on board however some follow ups are currently being reviewed together with AA and DoC.

Jobsplus (IB)

Audit conducted in 2018 and finalised in 2019. The applicable recommendation put forward by the AA were taken on board by the IB.

Audits on Operations

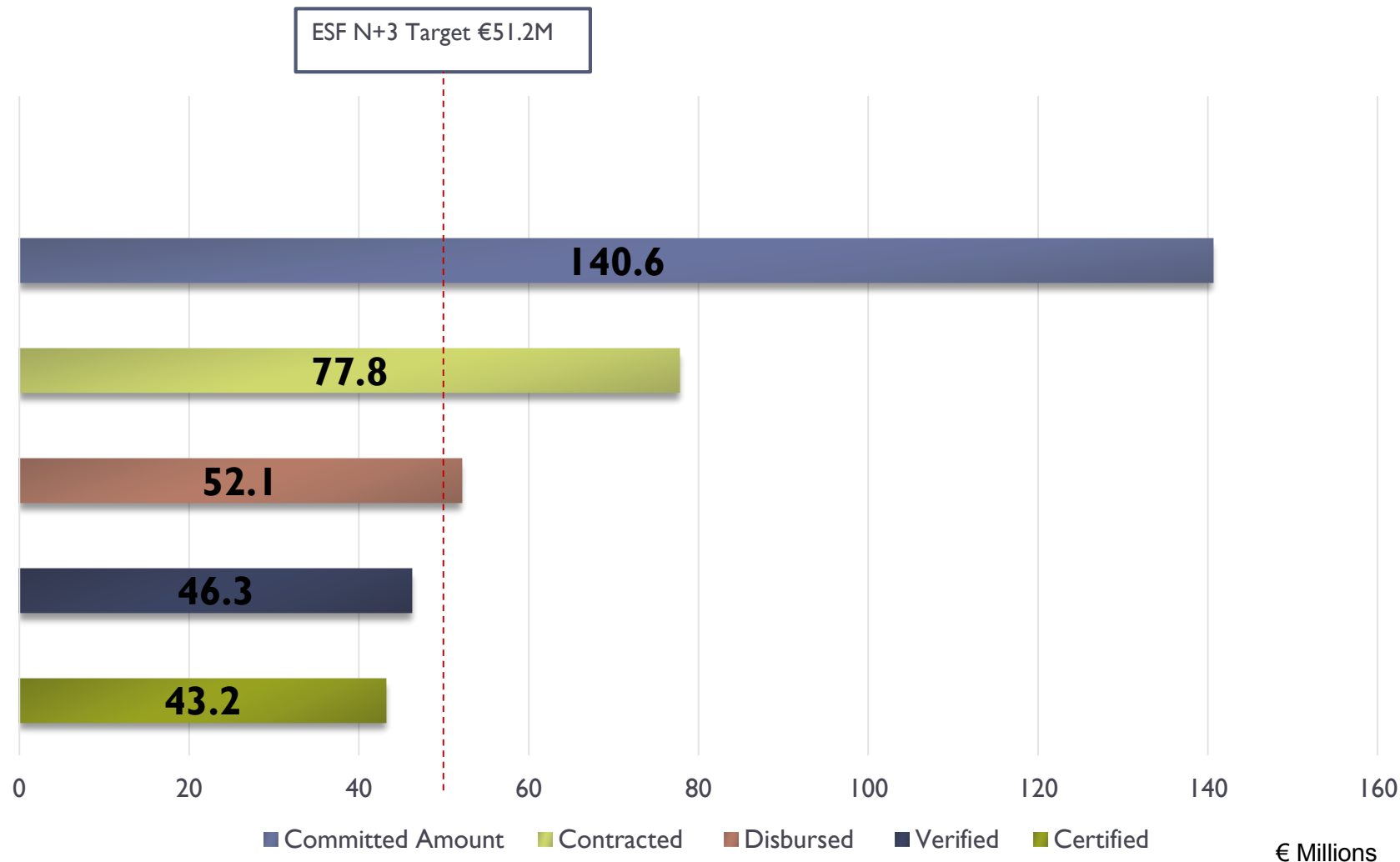
OPII

- Seven projects will be audited, one project under PA1 while 2 projects under PA2, 3 and 4 including:
- ESF01.001 – Training for Employment, ESF02.063 – Knowledge, Training, Communication, and Support measures in support of vulnerable groups; ESF02.048 – The VASTE Programme, ESF03.009 – Reach High Scholars Programme Post – Doctoral Grants, ESF03.059 – One Tablet Per Child, ESF04.086 – Engage: Enhancing Stakeholder Participation in Social Dialogue; ESF 04.094 – Promoting skill development in Public Administration.
- ▶ Under aid schemes 23 beneficiaries whose grant has been financed under ESF 01.S1 – Access to Employment.

Current update:

- Kick of meetings with the Beneficiaries were held during the first week of November.
- Audits on Operations will be ongoing in the coming weeks.

N+3 target for 2019 vs Implementation Progress



Concluding Remarks

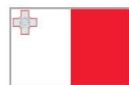
- Significant progress has been achieved in terms committed and contracted.
- The challenge now is in relation to the implementation and effective progress on the ground.
- Monitoring of the project execution at this stage is critical to ensure that we reap the benefits of the implementation and ensuring that the expected results are achieved.
- Efforts are required by all stakeholders to ensure the achievement of the N+3 targets through timely verification and certification of expenditure.
- Cooperation needed from all stakeholders for the upcoming audits on operations.

Contact Details

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European Structural and Investment Funds

