

# MONITORING COMMITTEE for Operational Programme II

*Empowering People for More Jobs and a Better Quality of Life*  
Cohesion policy (2007-2013)

**Training Aid Framework 2007-2013**



Employment and Training Corporation  
Ministry of Education, Youth and Employment

## Rationale

The TAF is designed to :

- support the private sector to respond to the continuous challenges to remain competitive in the global economy;
- increase the pool of skilled workers, therefore improving the competitiveness of industry.



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## Objectives

### The Training Aid Framework (TAF) is to:

- promote access to training of persons actively participating in the Maltese Labour Market;
- increase and/or improve the skills of persons employed;
- enable undertakings to become more competitive through the adaptation of skills and knowledge.



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## General Information

- **Intermediate Body** – Employment and Training Corporation
- **Funding** – Priority Axis 2 '*Investing in Employability and Adaptability of the Workforce*' under the ESF Operational Programme
- **Duration** – 7 years: 2008 – 2014\*
- **State aid regulation** – Training Aid Block Exemption

\* ETC reserves the right to refuse applications, once funds allocated for aid are exhausted



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## Eligible Actions

- **General Training** – training involving tuition which is not applicable only or principally to the employee's present or future position in the assisted undertaking, but which provides skills that are largely transferable to other firms or fields of work and thereby substantially improve the employability of the employee.
- **Specific Training** – shall mean training involving tuition directly and principally applicable to the employee's present or future position in the assisted undertaking and providing skills which are not or only to a limited extent transferable to other firms or fields of work.
- Training can be delivered either on-the-job and or off-the-job, i.e. at a training institution.



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## Training Aid Intensity

Aid intensity will depend on the size of the undertaking and category of training

Size	General	Specific
Small or Medium	80%	45%
Large Enterprise	60%	35%



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## Selection Process

- Applications will be approved on a demand driven basis;
- The scheme will be promoted amongst prospective beneficiaries through various forms of media, namely, but not exclusively, notices in the government gazette, advert in newspapers and radio spots.
- An application form and guidance notes will be available;
- Information sessions will be held;
- ETC will be accepting and processing applications.



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## Eligibility Criteria

The eligibility criteria for the TAF are:

**a. Complete documentation**

- at the application stage, the applicant must present an application form filled in with all the relevant details and documentation

**b. Fits within the definition of undertaking**

- an undertaking is defined as an entity carrying out an economic activity irrespective of its legal form excluding public sector entities but inclusive of self employed persons (self employment being the primary employment), non government organisations and professional bodies.



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## Eligibility Criteria ...

**c. Project implemented within / for the direct benefit of the eligible territory**

- the beneficiary (the undertaking) and the trainee must be located on the Maltese Islands and the trainee must have a regular engagement form with the employer.

**d. The training objectives are in line with the needs of the undertaking**

- the training objectives need to be in line and relevant to the needs of the undertaking.



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## Eligibility Criteria ...

**e. Training Programme relevant to the training needs of the trainee**

- the training programme needs to have a detailed account of the knowledge and skills that are relevant to the training needs of the trainee that will participate in the programme.

**f. Training Programme needs to deliver the desired learning outcomes**

- at the application stage, the undertaking must provide the planned detailed learning outcomes of the training programme.



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## Eligibility Criteria ...

**g. Trainers need to be qualified and/ or experienced in subject matter to be taught** - a trainer can be an external trainer or an in-house trainer. Trainers must be either:

- a graduate in the subject area for which training is being provided and ideally have successfully completed the "Train the Trainers" programme or equivalent;
- Or**
- have an aggregate of at least two years' work experience in the subject/area for which training is being provided, and must have successfully completed a "Train the Trainers" programme or equivalent.



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## Eligibility Criteria ...

**h. The trainee needs to be employed with the applicant organization** – the trainee must be either:

- employed with the undertaking on an indefinite contract;
- Or**
- must be employed with the applicant organisation on a definite contract of more than 3 months duration;
- Or**
- must be employed with the applicant organisation as an employee with a part-time contract as primary employment and working at least for 8 hours a week.



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## Eligibility Criteria ...

### i. Maximum Aid grant allowable in any one year

- The maximum public aid (EU and Malta) paid to an undertaking in any one calendar year should not exceed EUR 250,000.

**All the above mentioned eligibility criteria must be met**



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## THANK YOU

Joseph Cutajar

**Employment and Training Corporation  
Training Services**

[joseph.l.cutajar@gov.mt](mailto:joseph.l.cutajar@gov.mt)  
[taf.etc@gov.mt](mailto:taf.etc@gov.mt)

[www.etc.gov.mt](http://www.etc.gov.mt)  
tel : 22201301  
fax : 22201822



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