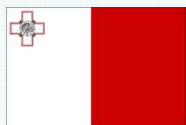


TRAINING AID FRAMEWORK

PROPOSED CHANGES IN ELIGIBILITY CRITERIA

17th November 2010



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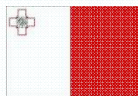
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Current eligibility criteria of trainer

- The current eligibility criteria of trainers as approved by the Monitoring Committee states that trainers need to be qualified and/or experienced in the subject matter by either being a graduate in the subject area in which training is being provided or trainer must have an aggregate of at least 4 years work experience in the subject/area in which training is being provided.



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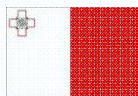
Proposed Change

1. Change in eligibility conditions of trainer

It is being proposed that the first paragraph of criteria H be changed as follows:

“H. Trainer

- 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 i.e. an employee of the employer applying for the training aid.”
- The applicant undertaking needs to provide documentary evidence that trainer is competent in the field in which s/he is providing training. The trainer must have academic/professional qualifications in the area being taught or at least have 6 months work experience in the subject/area in which training is being provided.



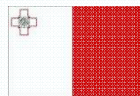
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Justification

- A good number of applications being received involve trainers who in ETC's experience (based on 20 years of training delivery and training monitoring experience) are competent but who may not have a degree or at least four years work experience in the subject. This is resulting in a substantial number of TAF applications (21%, i.e. 93 out of 441 rejected applications) being turned down because of the ineligibility of the trainer.



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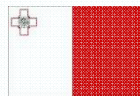


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Current eligibility criteria for trainees

Current eligibility criteria I of the TAF establishes that:

- **“The trainee needs to be employed with the applicant organisation – the trainee must be either:**
 - employed with the undertaking on an indefinite contract;
- **Or**
- employed with the undertaking for a definite contract of employment, in which case the following criteria shall apply:
- in cases of **General** Training: a definite contract of employment must be for a period exceeding three months.
- in cases of training of a **Specific** nature: a definite contract of employment must be of at least twelve months duration.
- **Or**
 - employed with the applicant organisation as an employee with a part-time contract as primary employment and working for at least for twenty hours a week.”



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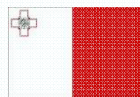
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Proposed Change

It is being proposed that criteria I is changed as follows:

“I. Trainee status

- The trainee needs to be legally employed with the applicant organisation.”**



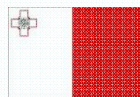
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Justification

- Persons who are employed on definite contracts or on part-time basis need assistance to improve their employability and potential transitions to more stable forms of employment;
- The criteria must support the national priority of investing in HRD and upskilling of the workforce which priority also features as one of the country specific recommendations that the European Council regularly makes to Malta;
- Any training provided always benefits the individual receiving this training through acquisition of new skills.



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THANK YOU

Prepared by: **Felix Borg**

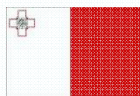
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