



GOVERNMENT
OF MALTA



Monitoring Committee Meeting December 2024

- Access to Employment (A2E)
- Investing in Skills (IIS)
- Youth Guarantee
- Training for Employment

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Access to Employment (A2E) Scheme ESF+.01.S1



Launch 24th January 2023

ESF+ Priority **Priority 1: Enhancing employability and labour market resilience**

Specific Objective ESO4.1. Improving access to employment and activation measures of all jobseekers, in particular youth people, especially through the implementation of the Youth Guarantee, long-term unemployed and disadvantaged groups on the labour market, and of inactive people, as well as through the promotion of self-employment and the social economy; (ESF+)

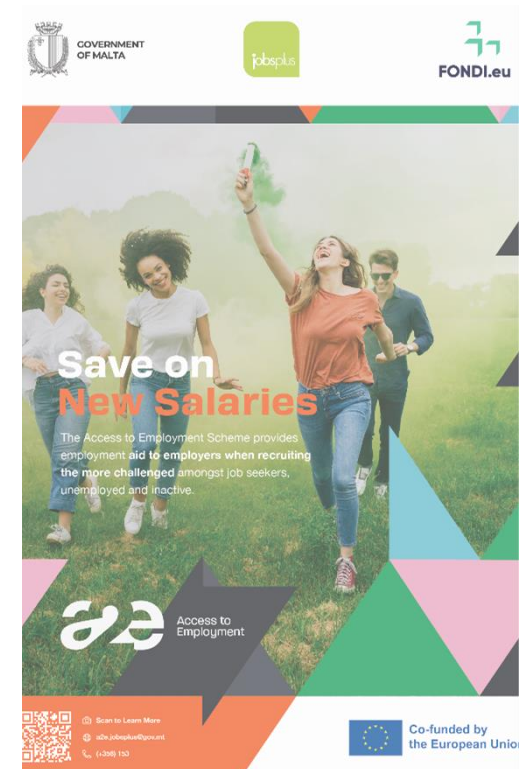
Eligibility Disadvantaged, Severally Disadvantaged and Disabled Persons

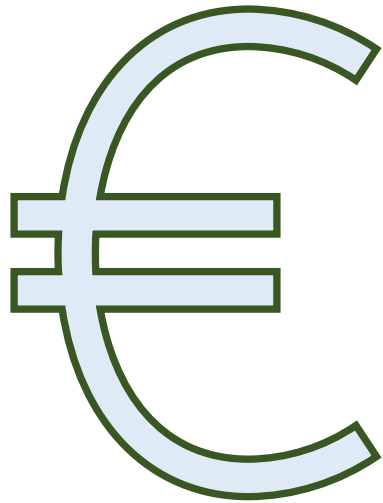
Budget €12 million

Eligible Participants and Employers

1. Individuals aged 24+ who have been unemployed or inactive for the past 6 months.
2. Unemployed individuals aged 15-24 who previously completed any Jobsplus Schemes and are recruited for the first time after completion.
3. Single adults with one or more dependents, who are not in full-time employment.
4. Individuals aged 24+ without an upper secondary or vocational qualification (ISCED 3) who are unemployed.
5. Individuals over 50 years old who are unemployed.
6. Individuals who have been unemployed or inactive for the past 12 months and belong to disadvantaged target groups (categories 3 to 5).
7. Individuals aged 24+ who have been unemployed or inactive for the past 24 months.
8. Registered persons with disabilities under national law.

All employers, regardless of legal form, except local councils, public entities, Government departments, and entities where the Government holds a majority (over 50%) shareholding.





Employers benefit from:

- A subsidy of €186 per week for full-time employees (€93 for part-time) for up to 52 or 104 weeks, depending on the target group.
- An enhanced subsidy of €278 per week for full-time employees (€139 for part-time) for registered persons with disabilities, available for up to 156 weeks.
- These rates will be reviewed annually to reflect cost-of-living adjustments.

Current Status of A2E scheme as at end November 2024

- ▶ A total of 1,348 applications with 1,469 participants have been received.
- ▶ 837 grants have been awarded for the total value of €8.6 million to 591 different employers.
- ▶ Grants awarded as per Target Group:
 1. Unemployed for 6 months – 12%
 2. Youths which participated in another Jobsplus Scheme – 1%
 3. Single Adults Looking after Dependants – 2%
 4. Low Skilled – 18%
 5. Over 50 years – 25%
 6. Unemployed for 12 months – 9%
 7. Unemployed for 24 months – 18%
 8. RDP – 15%
- ▶ 1,783 invoices were processed and disbursed to beneficiaries, amounting to €2.9 million.

A2E Scheme's Indicators

Output Indicator

- **EECO02** – *Unemployed, Including Long-Term Unemployed - Target 910 person*
Milestone: 260 person (Achieved 436)
- **EECO04** – *Inactive - Target 840 person*
Milestone: 240 person (Achieved 368)
- **EECO01** – *Total Number of Participants - Target 2520 person*
Milestone: 760 person (Achieved 814)
- **PSO01** - *Total Number of Participants below 30 years of age - Target 400 person*
Milestone: 125 person (Achieved 156)

Result Indicator

- **EECR05** - *Participants in employment six months after leaving*
Target of 65%
- **EECR01** - *Participants engaged in job searching upon leaving*
Target of 2.4%

Investing in Skills (IIS) Scheme ESF+.03.S1



Launch	18 th September 2023
ESF+ Priority	Priority 3 - Quality and inclusive education and enhanced lifelong learning for growth
Specific Objective	ES04.7 - Promoting lifelong learning, in particular flexible upskilling and reskilling opportunities for all taking into account entrepreneurial and digital skills, better anticipating change and new skills requirements based on labour market needs, facilitating career transitions and promoting professional mobility.
Eligibility	All employers and their direct employees excluding the Public Sector.
Budget	€10 million



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IIS
INVESTING IN SKILLS

The Investing in Skills Scheme promotes the training of persons actively participating in the Maltese Labour Market, with the aim to increase productivity and enhance adaptability.



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Eligibility:

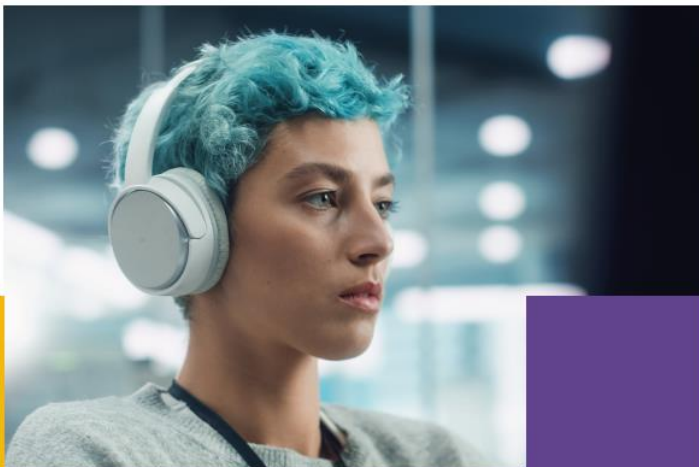
The Investing in Skills scheme covers formal and non-formal learning with training which can be accredited or non-accredited.

Participants:

- Trainees must be employed with the applicant entity.
- Self-employed persons.

Employers:

- All employers, regardless of legal form, except local councils, public entities, Government departments, and entities where the Government holds a majority (over 50%) shareholding.



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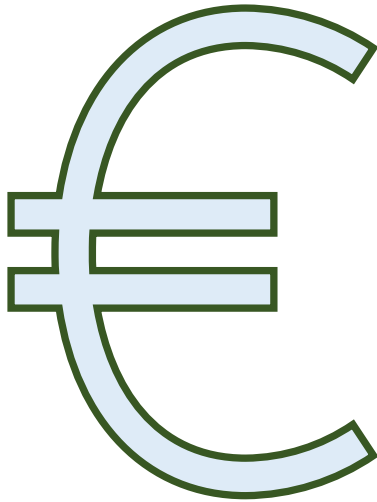


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Ineligible Training Activities:

- Training that is mandatory by law.
- Any training provided by a linked company (over 50% shareholding) and Internal Training.
- Information Sessions, Meetings, Conferences, Seminars, Team Building Events and Internal training.
- Training that is delivered by entities where subcontracted trainees are deployed.
- Time taken to undertake Exams/Tests including Assessments, Training Needs Analysis & Work Placements including SEC/MATSEC courses.

Subsidy Rates



Employers benefit from:

- Training Costs at €29.70 per trainee per hour.
- Wage Costs at €9.25 per trainee per hour.
- Air Travel subsidy as per Erasmus + rates.
- A 7% flat rate on all eligible costs is added to the grant to cover general indirect costs.

These rates will be reviewed annually to reflect cost-of-living adjustments and the rate of inflation.

Current Status of IIS scheme as at end November 2024

- A total of 2,149 applications have been received.
- 1,115 grants have been awarded for the total value of over €2M to 444 different employers.
- 562 grants with a value of over €0.68M have already been disbursed to beneficiaries supporting the training of over 4,300 trainees.

Size of Enterprise	No of Grants Paid	Value
Large - Co-Financing Rate = 50%	216	€378,210.86
Medium - Co-Financing Rate = 60%	123	€124,868.44
Small - Co-Financing Rate = 70%	102	€122,130.72
Micro - Co-Financing Rate = 70%	121	€57,097.32
Totals	562	€682,307.34

IIS Scheme's Indicators

Output Indicator

- **EECO05** – Number of employed, including self-employed trained -
Target 53,000 trainees
Milestone: 7,500 trainees (Achieved approx. 7,900)
- **EECO19** - Number of supported micro, small and medium-sized enterprises including cooperative enterprises and social enterprises -
Target 675 unique enterprises.
Milestone: 95 unique enterprises (Achieved more than 180)

Result Indicator

- **EECRO3** - Participants gaining a qualification upon leaving.
 - *Target of 92%.*
- **PSR01** - Participants gaining a certification upon leaving.
 - *Target of 92%.*

Youth Guarantee 3.0 ESF+.01.194

Project Application Approved	18 th November 2024 to be completed by 31 st December 2028
ESF+ Priority	Priority 1: Enhancing employability and labour market resilience
Specific Objective	ESO4.1. Improving access to employment and activation measures of all jobseekers, in particular youth people, especially through the implementation of the Youth Guarantee, long-term unemployed and disadvantaged groups on the labour market, and of inactive people, as well as through the promotion of self-employment and the social economy; (ESF+)
Eligibility	Youth NEETs between 15 – 29 years of age
Budget	€10,096,837

Work Packages

Empower YOUth Program:

- Targets inactive and unemployed youth below 29 years.
 - Phase 1 (Start-up Phase): profiling sessions, practical training and assessments
 - Phase 2 (Employer Visits): a minimum of 2 study visits within employers' premises tailored to participant interests.
 - Phase 3 (Technical Training): modular training aligned with emerging sectors; 50 hours of sectorial training, followed by 270 hours of binary learning, online learning, or on the job

Education Support:

- SEC Revision Classes
- MCAST Remedial Classes

Work Packages cont...

ALMA Mobility Scheme:

- Training for mobility, profiling, work placement in EU Country

Transnational Component:

- Capacity building for staff incl. study visits, international training, and focus on active labour market schemes.

Research:

- Conducts a NEETs census to identify barriers and improve targeted policies.

International Partnerships:

- Collaboration with global partners to share best practices in employment policies and establish a knowledge-sharing platform fostering structured cooperation.

Youth Guarantee Indicators

2024 Sec Revision Classes

- 849 youths applied
- 626 youths attended
- 72% improved their grades in their resits 47% improved to grades 4 & 5.
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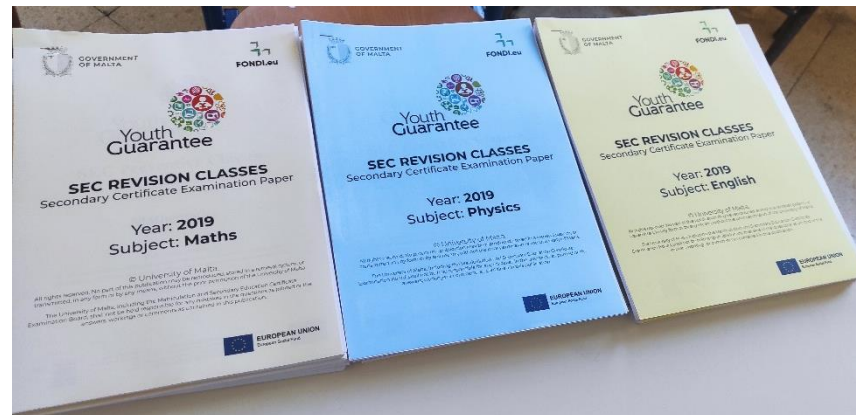
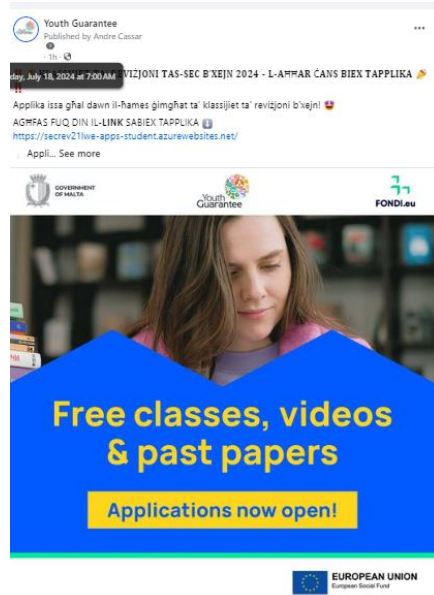
Output Indicator

- **EECO01** - Total number of participants
-Target 3256
Milestone: 567 participants (Achieved 626)
- **EECO02** - Unemployed incl. long-term unemployed - Target 203
- **EECO04** - Inactive - Target 3,003
Milestone: 567 participants (Achieved 626)
- **PSO01** – Total number of participants below 30 years of age – Target 3,206
Milestone: 567 participants (Achieved 626)

Result Indicator

- **EECR01** - Participants engaged in job searching upon leaving - 46%
- **EECR03** - Participants gaining a qualification upon leaving - 53%
- **EECR05** - Participants in employment six months after leaving - 40%

Sec Revision Classes 2024



Training for Employment ESF+.01.195

**Application
Approved**

18th November 2024 to be completed by 31st December 2029

ESF+ Priority

Priority 1: Enhancing employability and labour market resilience

Specific Objective

ESO: 4.1 - Improving access to employment and activation measures of all jobseekers, in particular youth people, especially through the implementation of the Youth Guarantee, long-term unemployed and disadvantaged groups on the labour market, and of inactive people, as well as through the promotion of self-employment and the social economy; (ESF+)

Eligibility

Persons who are of working age and are not in employment. The project includes a specific activity that will also be available for persons in employment.

Proposed Budget

€12,123,611

Training for Employment – Work Exposure Scheme

- Objective is for unemployed and inactive individuals to acquire hands-on training in a real working environment.
- Duration and payable training allowance to trainees will vary according to the chosen occupation:

ISCO code – Classification of occupation	Hourly Rate	Duration according to occupation
3, 4, 5	€7.50	280 hours over a maximum period of 14 weeks
6, 7, 8, 9	Minimum wage	200 hours over a maximum period of 10 weeks

- A specific call will be issued for students following higher education studies and would like to have a work exposure.
 - Duration – 200 hours over a period of 10 weeks
 - Payable training allowance - €7.50 per hour

Training for Employment – Traineeship Scheme

A generic one:

- Career Essentials Traineeship Programme (320 hours)

Specific ones:

- Childcare Educators Traineeship (958 hours)
- Health Care Workers Traineeship (273 hours)

Training allowance to trainees will vary according to the chosen occupation (as per previous slide)



Training for Employment – Other activities

Activity	Objective
Training Pays Scheme	<p>Scope: To encourage more persons to take up formal training with the ultimate intend of gaining new skills or enhancing their existing skills.</p> <p>Eligible training programmes:</p> <ul style="list-style-type: none">- Accredited courses up to MQF level 7; and- Non-accredited courses that are related to Maritime, Aviation, ICT, Environmental Sustainability and Green Skills and Technologies. <p>Grant computation:</p> <ul style="list-style-type: none">- 80% of the cost of training for accredited courses- 100% of the cost of training for non-accredited courses
Gen Z and Alpha Occupation Outlook Research Study	Aimed at preparing economic industries and educational institutions for the new realities which characteristics the Z and Alpha generations. The scope will be to anticipate their impact on the labour market, training and education.

Training for Employment – Budget, Targets and Status

Activity	Budget	Targets	Status
Work Exposure Scheme	€4,413,264.00	2620	To be launched soon
Traineeship Scheme	€797,625	240	To be launched soon
Training Pays Scheme	€3,780,000	5400	Finalising scheme's eligibility criteria
Gen Z and Alpha Occupation Outlook Research Study	€708,000	N/A	Work on this activity is scheduled to start next year

Training for Employment Indicators

Output Indicator

- **EECO01** – *Total Number of Participants (8,260 persons)*
- **EECO02** – *Unemployed, Including Long-Term Unemployed (660 persons)*
- **EECO04** – *Inactive (1,239 persons)*
- **PSO01** – *Total Number of Participants below 30 years of age (3,717 persons)*

Result Indicator

- **EECR01** - *Participants engaged in job searching upon leaving – 2,891 participants*
- **EECR05** - *Participants in employment six months after leaving*
- **EECR03** - *Participants gaining a qualification upon leaving – 6,195 participants*
- **PSR01** - *Participants gaining a certification upon leaving – 6,195 participants*

*These indicators are subject to further discussions.