

Active Labour Market Measures financed through the European Social Fund 2014-2020

Jobsplus
INFORM EU Network Delegates

Malta
24th May 2022



TRAINEESHIP & WORK EXPOSURE SCHEMES.....

YOUR GATEWAY TO EMPLOYMENT

ARE YOU UNEMPLOYED?
GAIN **WORK EXPERIENCE** AND RECEIVE A **TRAINING ALLOWANCE** PAYABLE BY **JOBSPLUS**



Traineeship Scheme

Enjoy a work experience whilst following an 18-hour accredited course at Jobsplus.

- 282 hours of work placement within a maximum period of 12 weeks.

Work Exposure Scheme

Benefit from valuable hands-on training at the employer's premises.

- 240 hours of work placement within a maximum period of 12 weeks.

For more information contact Jobsplus on:

- ✉ training.jobsplus@gov.mt
- 🌐 www.jobsplus.gov.mt
- ☎ 2220 1635 / 6 / 7 / 8



GOVERNMENT OF MALTA
MINISTRY FOR FINANCE AND EMPLOYMENT
PARLIAMENTARY SECRETARIAT FOR EU FUNDS



TRAINING PAYS SCHEME

THE ENHANCED TRAINING PAYS SCHEME

For more information visit

jobsplus.gov.mt/trainingpays

Project's Activities



Work Exposure
Scheme (WES)



Traineeship
Scheme (TRN)



Work Placement
Scheme (WPS)



Developing Skills
Scheme (DSS aka
Training Pays)



Occupational
Handbook



Research study on
Arduous and
Hazardous Jobs

The implementation of WES, TRN and WPS started in 2016, while DSS was launched in 2017.
The Occupational Handbook and the research study have been completed.

Contracted and disbursements as at 16/05/2022

Activity	Budget	Contracted	Disbursement
Work Exposure Scheme	€3,583,272.10	€3,796,399.90	€3,472,528.60
Traineeship Scheme	€1,613,425.45	€1,625,521.40	€1,611,811.40
Work Placement Scheme	€266,253.20	€276,512.35	€246,860.85
Developing Skills Scheme	€2,851,979.15	€2,382,553.15	€1,301,327.20
Occupational Handbook	€283,200.00	€283,200.00	€283,200.00
Study on Arduous Jobs	€133,880.44	€133,880.44	€133,880.44
Flat Rate on Indirect Costs	€817,264.90	€817,264.90	€817,264.90
Grand Total	€9,549,275.24	€9,315,332.14	€7,866,873.39

Work Exposure Scheme

The scope of this scheme:

To give first-hand work experience to jobseekers (unemployed or inactive) in a real work environment.

Scheme's conditions:

Placement hours - 240

Maximum number of weeks - 12

Maximum weekly placement hours - 40

Training Allowance - The ESF.01.001 Project assists the trainee by paying a training allowance for every hour attended, which is calculated on the national minimum wage.

Traineeship Scheme

The scope of this scheme:

To give first-hand work experience to jobseekers (unemployed or inactive) in a real work environment in addition to formal training provided by Jobsplus in employability skills.

Scheme's conditions:

Total hours - 300 (On-the-job placement 282hrs, Employability Skills Training 18hrs)

Maximum number of weeks - 12

Maximum weekly placement hours - 40

Training Allowance - The ESF.01.001 Project assists the trainee by paying a training allowance for every hour attended, which is calculated on the national minimum wage.

Work Placement Scheme

The scope of this scheme:

To give first-hand work experience to unemployed persons following a Jobsplus course in Care.

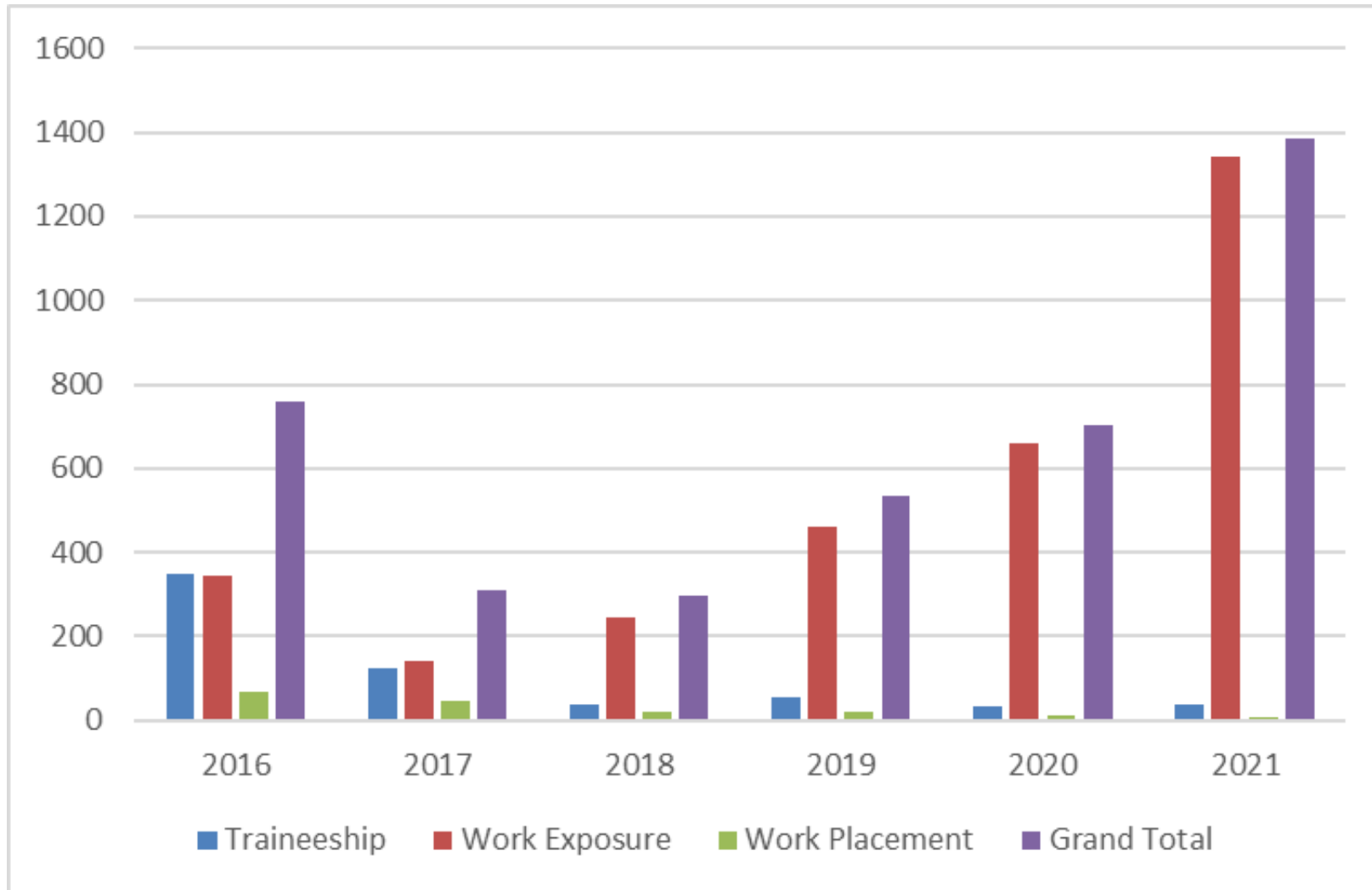
Participants perform the following hours depending on the course:

- VET Award in Childcare (0-3 years): 500
- VET Award for Care Workers for the Elderly: 100
- VET Award for Care Workers for Persons with Disability: 71

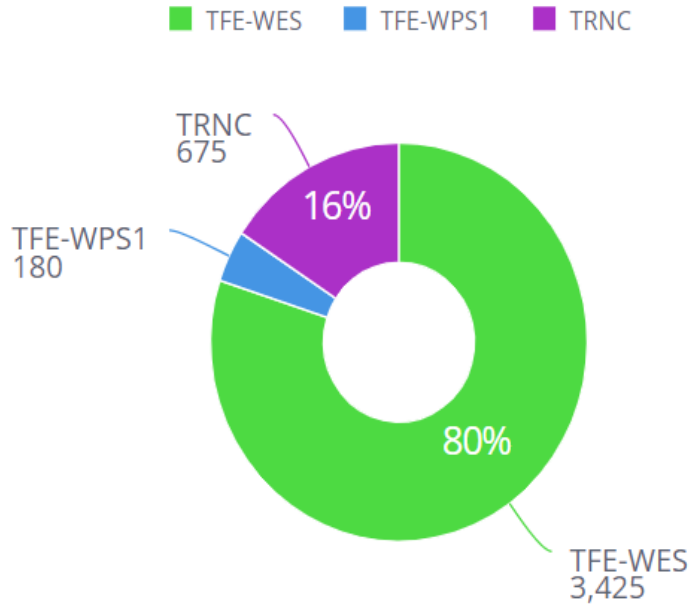
Training Allowance - The ESF.01.001 Project assists the trainee by paying a training allowance for every hour attended, which is calculated on the national minimum wage.



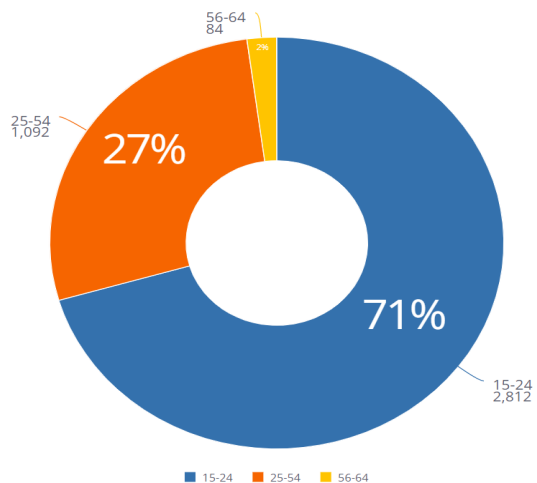
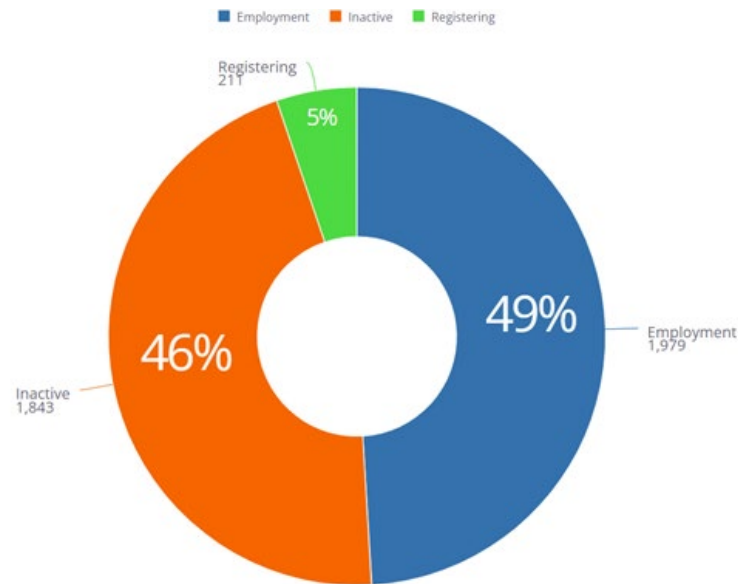
Trainees placed over the years



Profile of WES, TRN and WPS participants

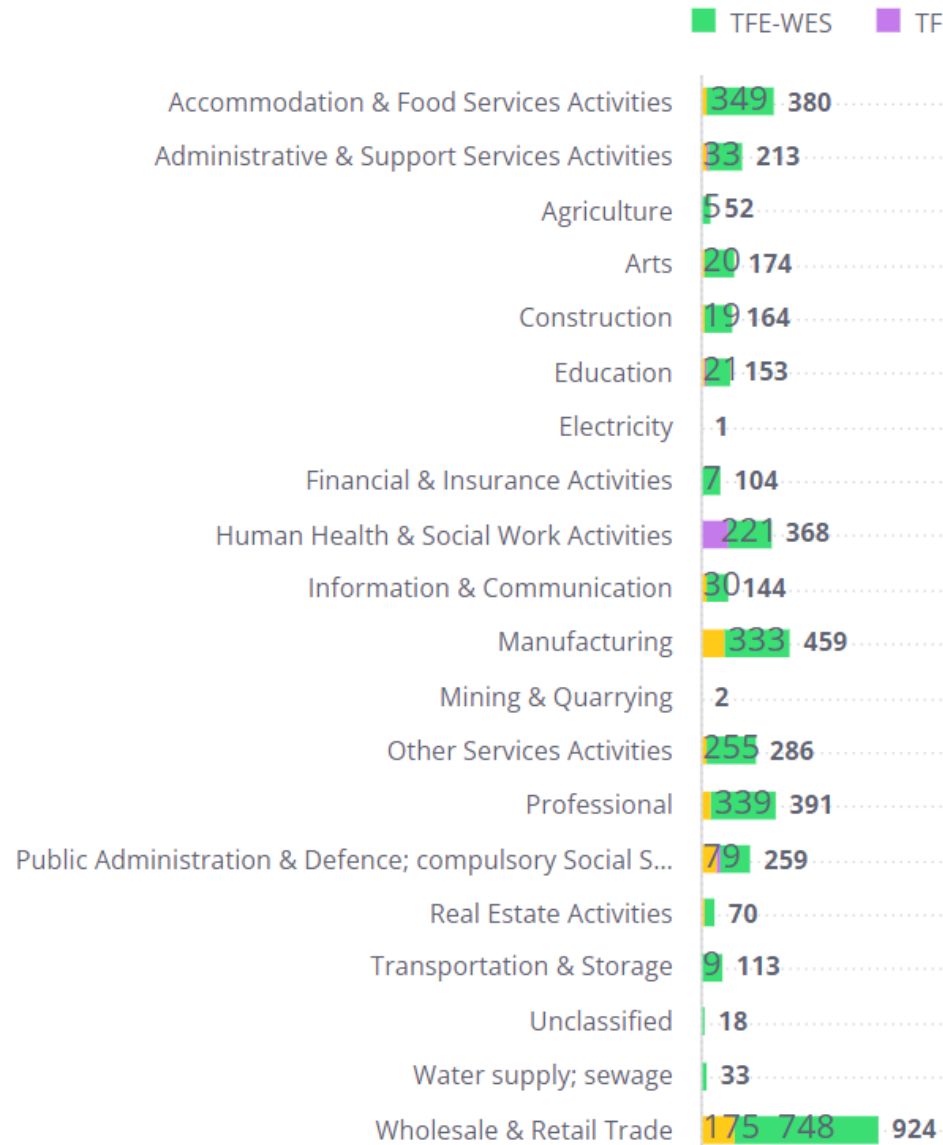
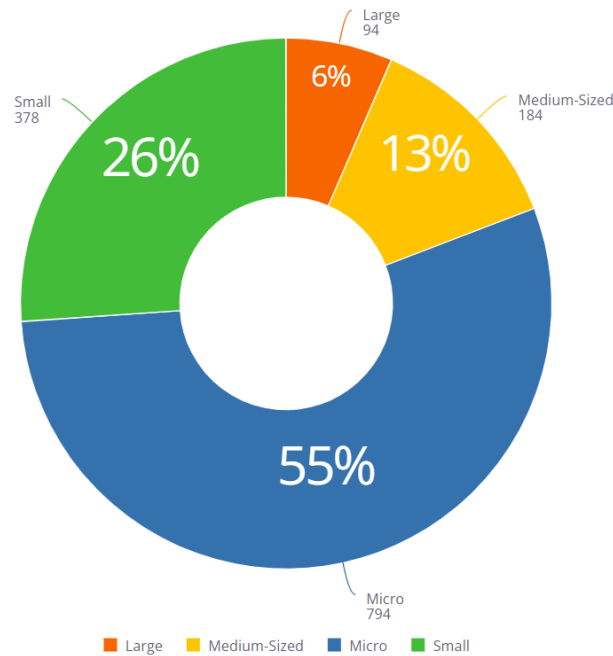


Almost half of the participants find employment within 6 months from scheme end date



Highest placements are amongst youth aged 15 to 24

Size and sector of employers offering placements





Developing Skills Scheme

The scope of this scheme:

To assist individuals to develop their skills by participating in further education and training by means of a training grant.

Application process:



Developing Skills Scheme

Eligibility - All persons who completed compulsory schooling up to 64 years irrespective their employment status (excluding self-employed)

Training - The course needs to be pegged between MQF Level 1 to 5 or an Award at MQF level 6 or 7 and non-accredited but industry recognised courses related to Aviation, Maritime and ICT

The course is not offered by Jobsplus

The course is offered by a licensed Training Institution or a self-accredited body or an approved provider in the case on non-accredited courses

Grant - Calculated at 75% of the training cost capped at €1,000 for courses up to MQF level 4 and €3,000 for the other qualificatio

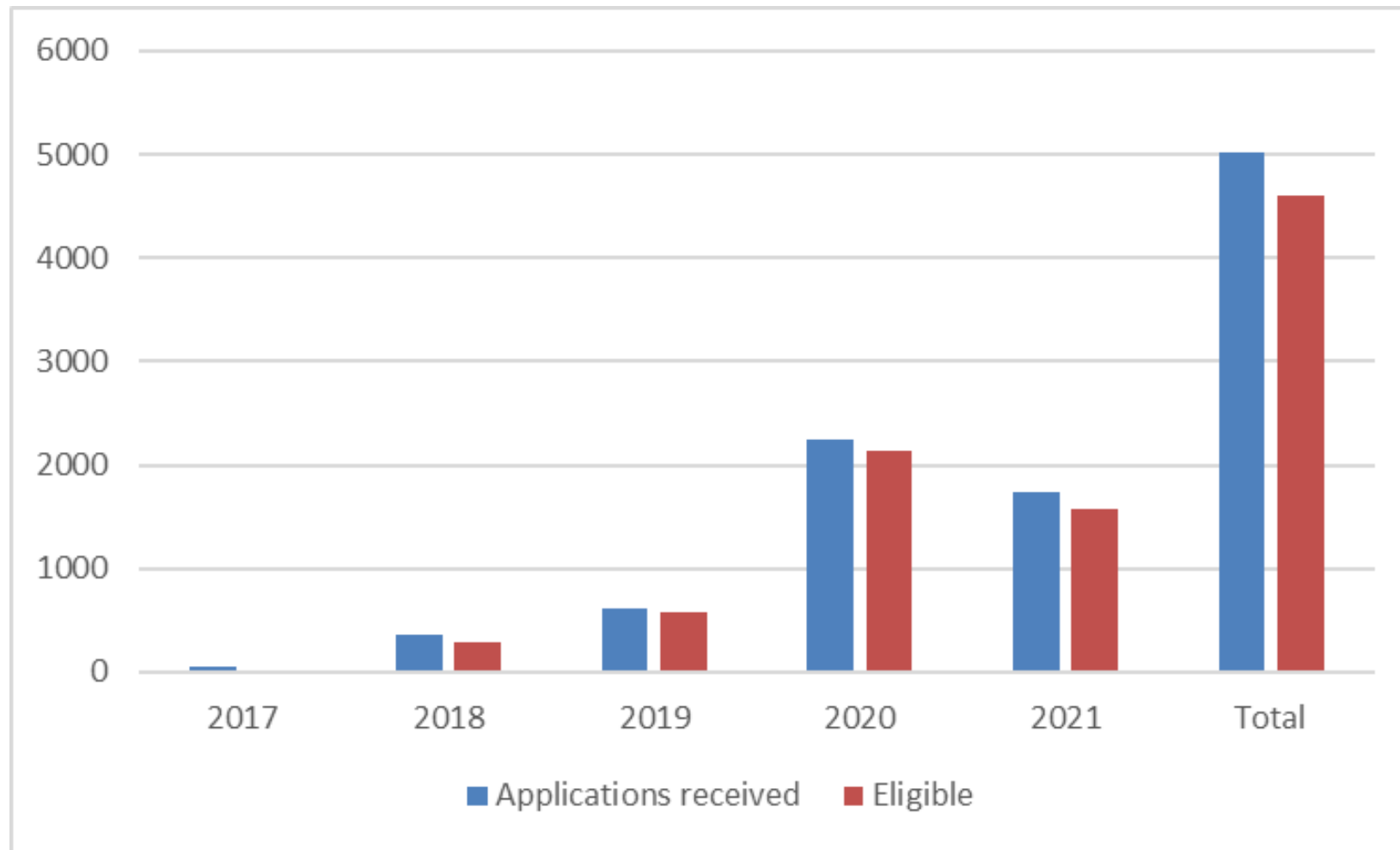


SKILLS
YOU NEED

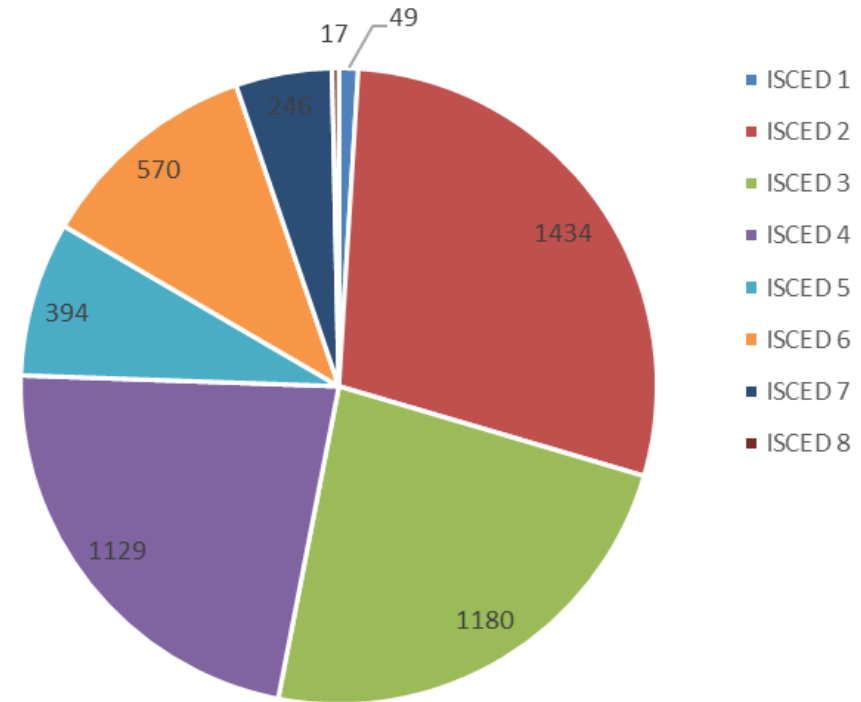
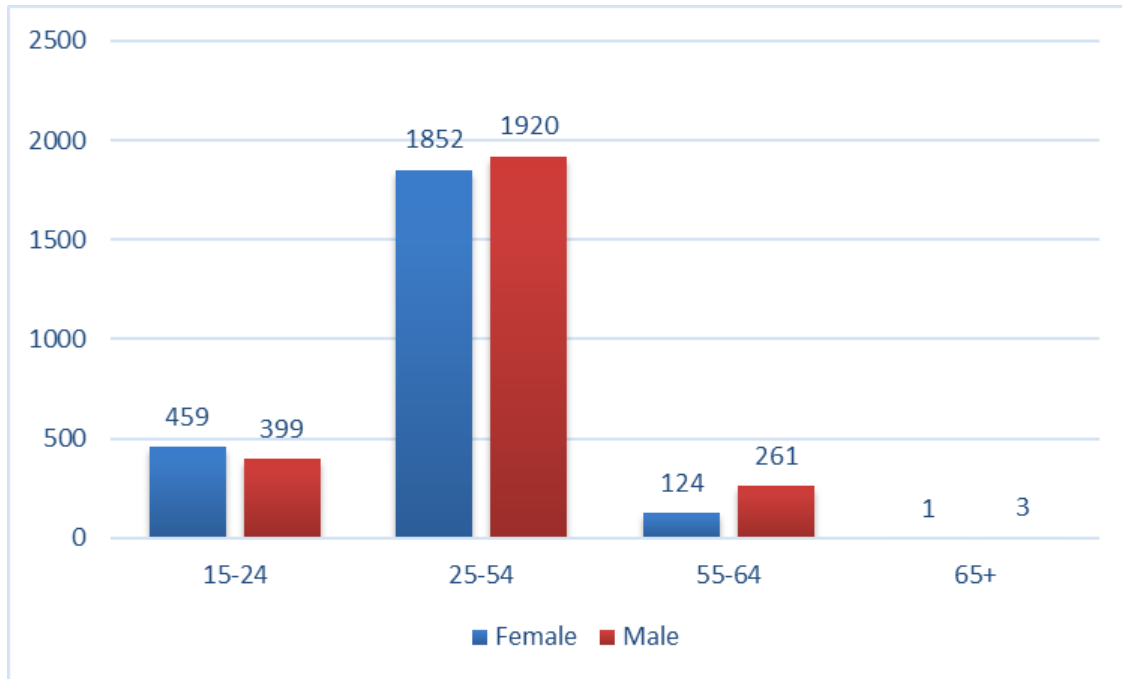


JOB YOU
WANT

Applications received and approved over the years



Profile of TPS applicants since 2017



- This scheme attracts mainly persons who are employed and aged between 25 to 54
- Most of the participants have ISCED levels 2, 3 and 4 at application stage

Closed Activities

Occupational Handbook:

- The occupational handbook outlines in detail 246 occupations;
- It outlines the employment trends and mean salary of these occupations;
- It was disseminated amongst career guidance teachers and Jobsplus' employment advisors.

Research Study on Arduous and Hazardous Jobs:

- The scope of this study was to define arduous and hazardous jobs;
- To determine which occupations fall under this definition;
- To identify the profile of these workers;
- To recommend the type of services the PES should offer to these workers

The logo for the Access to Employment (A2E) scheme, featuring the letters 'A2E' in a stylized, bold font. The '2' is smaller and positioned between the 'A' and 'E'.

A2E

**ACCESS TO
EMPLOYMENT**

3RD CALL

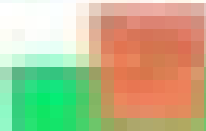
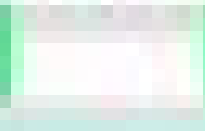
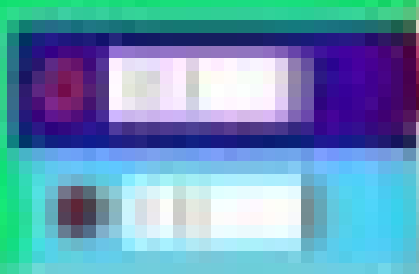
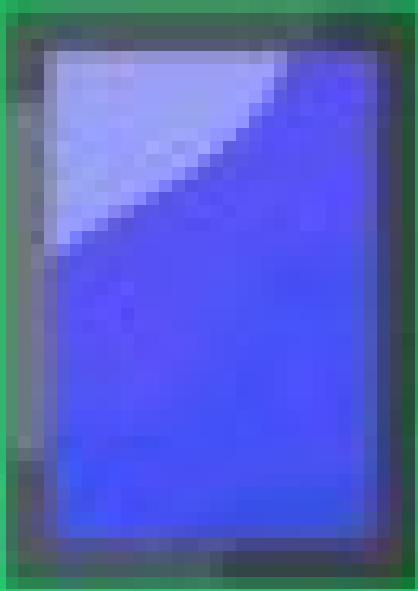
REMOVING BARRIERS
TO EMPLOYMENT

**SAVE
ON NEW
SALARIES**

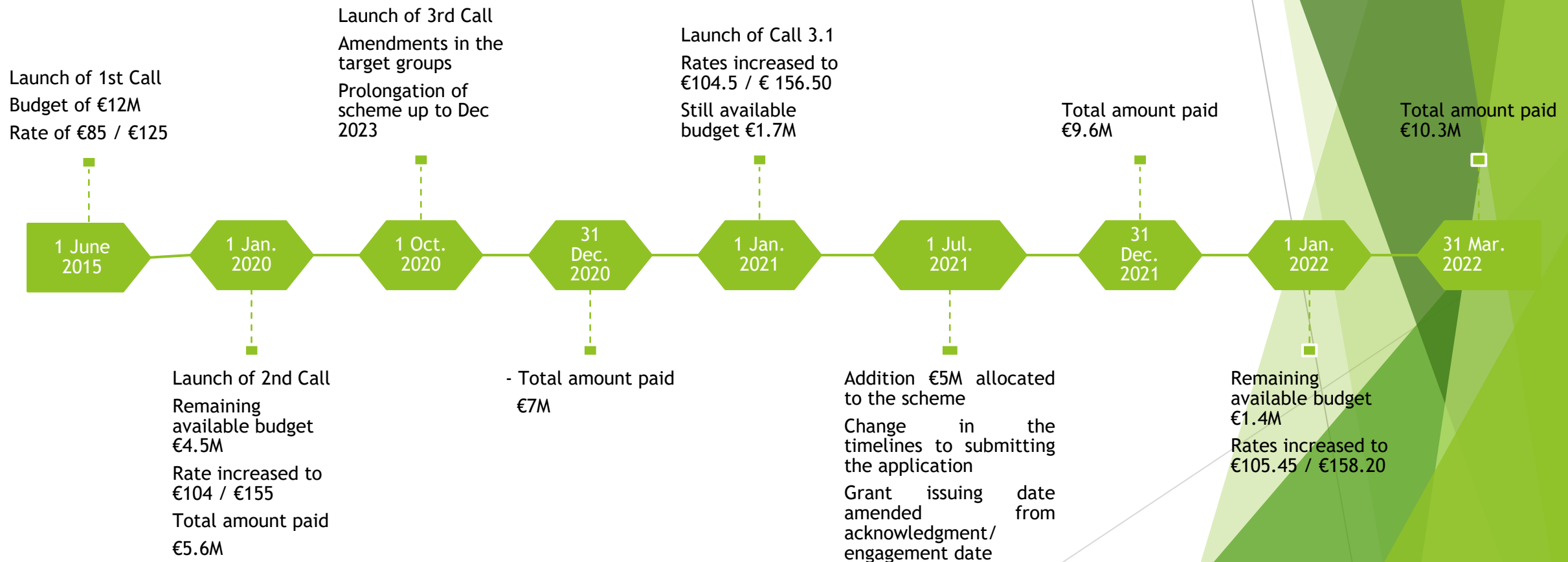
The A2E Scheme has been
re-designed to make it simpler to benefit from
Employment Aid.



Access to Employment (A2E) Scheme

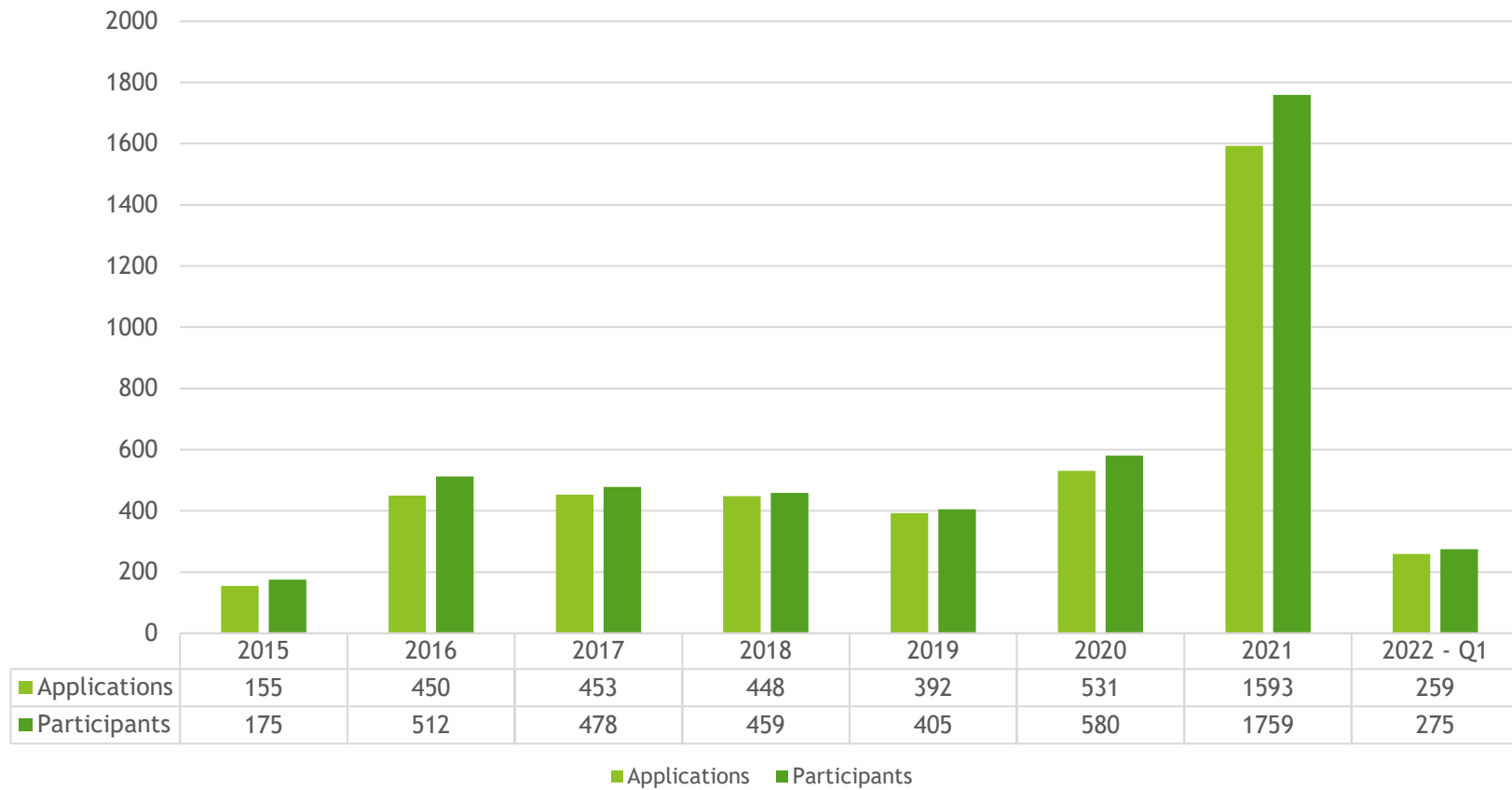


Timeline Logic of the A2E Scheme till Mar. 2022



A2E Scheme - *changes introduced during 2021*

- Simplified Cost Options subsidy rates were revised to reflect the increase in the COLA;
- Discussions were held between Jobsplus and the MA; to provide the full eligible subsidized amount to the beneficiaries due to double funding with Wage Supplement Initiative;
- Employers can submit an A2E application within one month from the engagement date;
- Grant Agreements are being issued from the date of acknowledgement/employment date whichever is last rather than from the Acceptance Letter;
- This year, Jobsplus and CfR worked together with the approval of the MA, to provide us with the necessary information re: confirmation that employers are in line with the CfR without requested any information from the employers.



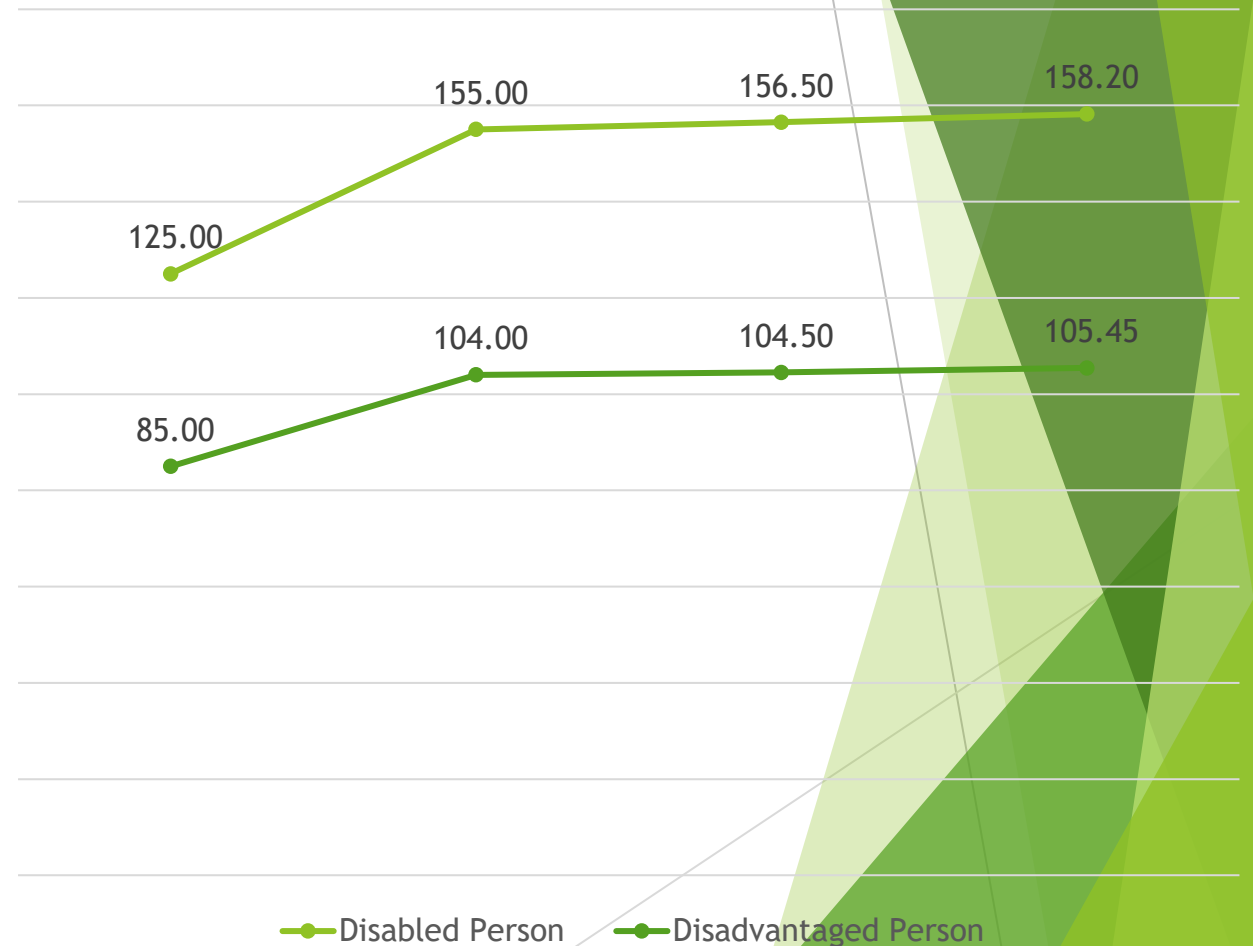
A2E Scheme: No of Applications & Participants Applied

A2E Scheme: *Subsidy rate per week from 2015*

AN INCREASE IN THE
SUBSIDY COST
FROM €85 TO €104.50 AND
FROM €125 TO €156.50



*Cost of Living Allowance will
increase annually*



Target Groups



Unemployed for the previous 6 months / 12 months / 24 months

Youths (15 to 24 years) who completed the Youth Guarantee / Work Exposure / Traineeship Scheme

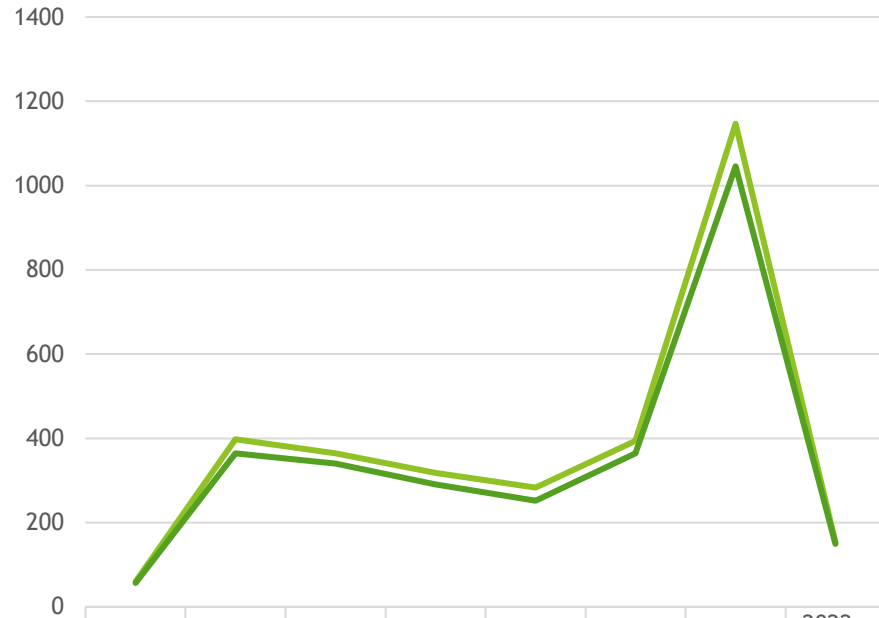
Single Adults looking after Dependents

Individuals who have not attained an upper secondary level education

Over 50 years of age

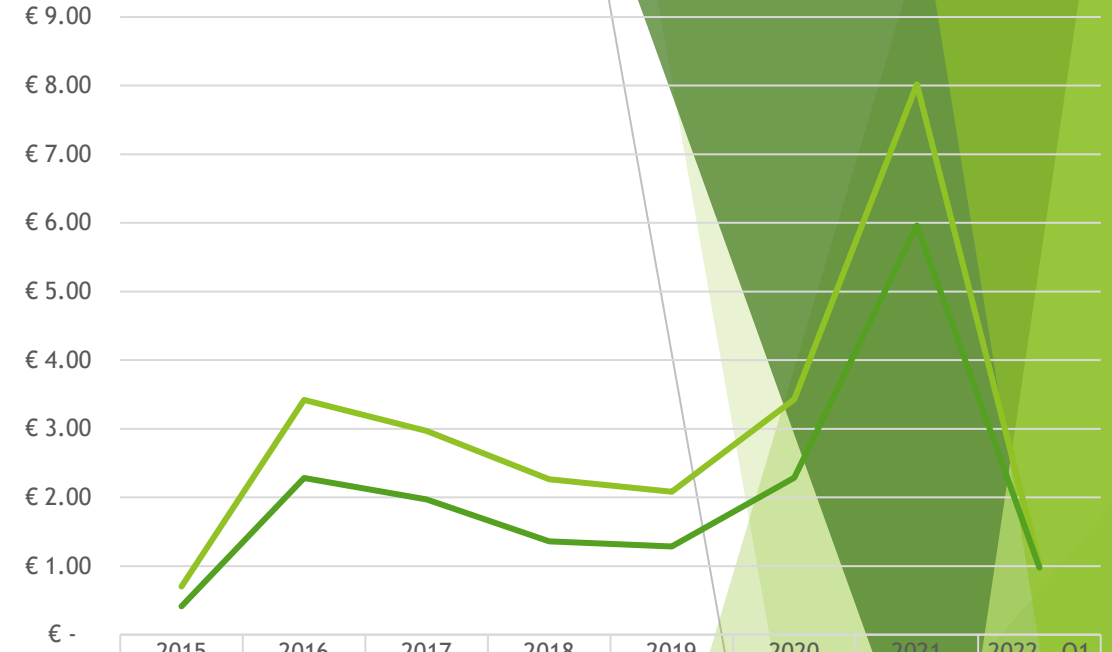
Registered Disabled Persons

No of Grant Agreements



	2015	2016	2017	2018	2019	2020	2021	2022 - Q1
GA Issued	60	398	364	318	283	394	1147	153
GA Still Active	57	364	340	291	252	364	1046	149

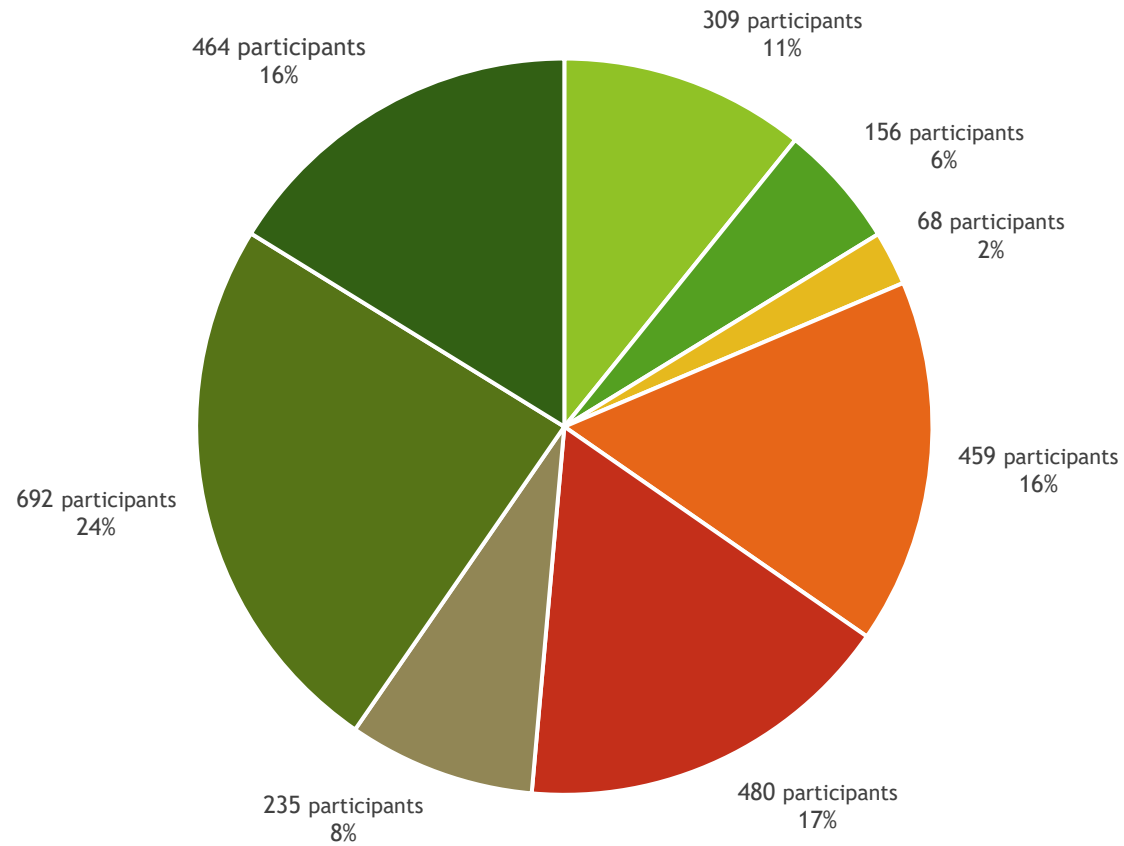
Value of Grant Agreements



	2015	2016	2017	2018	2019	2020	2021	2022 - Q1
Amount Committed	€ 702,681.	€ 3,419,52	€ 2,969,81	€ 2,264,77	€ 2,083,17	€ 3,429,72	€ 8,019,50	€ 1,028,90
Amount Still Active	€ 412,198.	€ 2,281,36	€ 1,969,85	€ 1,362,26	€ 1,284,09	€ 2,289,42	€ 5,960,14	€ 979,075.

A2E Scheme:
Grant Agreement Issued & Still Active & their values

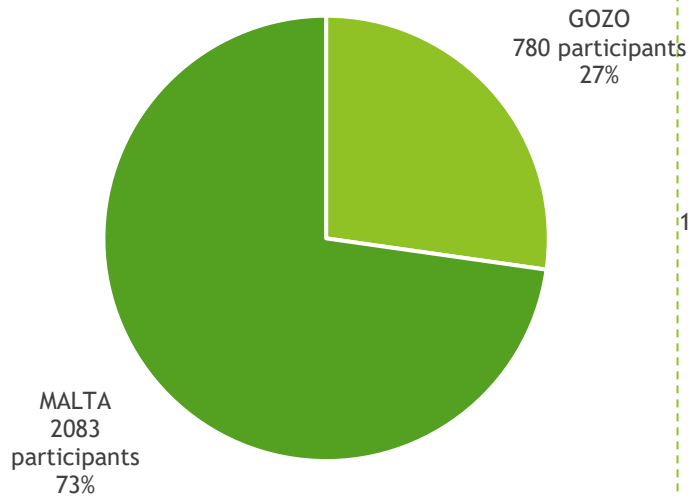
- 1. Unemployed for 6 months
- 2. Youths
- 3. Single Adults
- 4. Low skilled
- 5. Over 50 years
- 6. Unemployed for 12 months
- 7. Unemployed for 24 months
- 8. RDP's



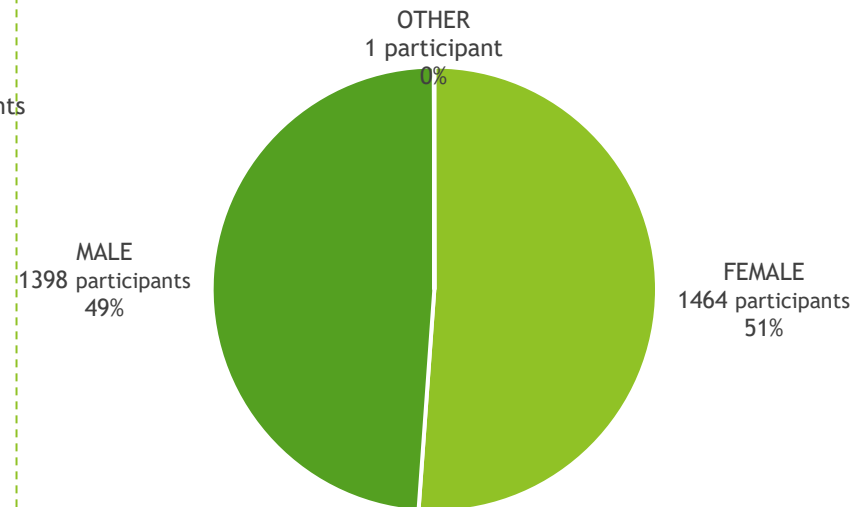
A2E Scheme: *no. of participants per target group*

A2E Scheme - *Participant Demographics*

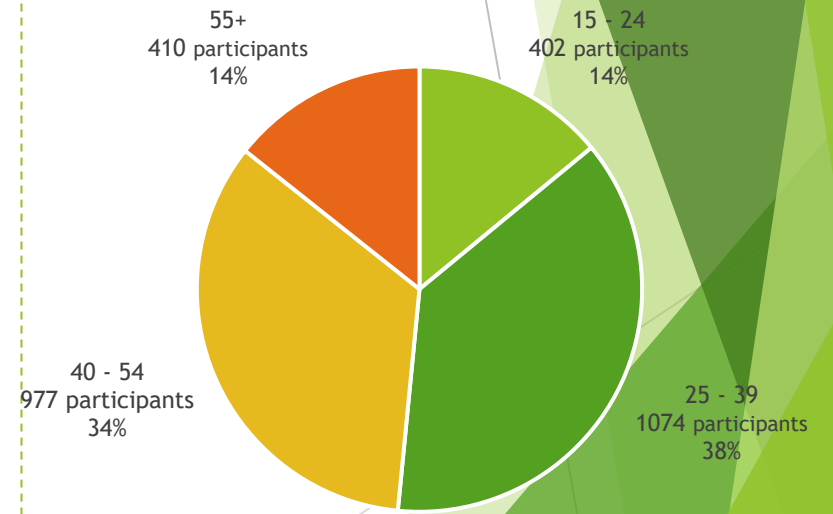
- *Island*



- *Gender*

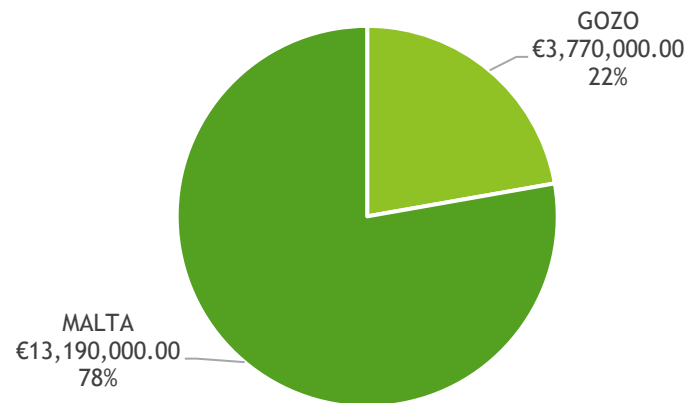


- *Age*

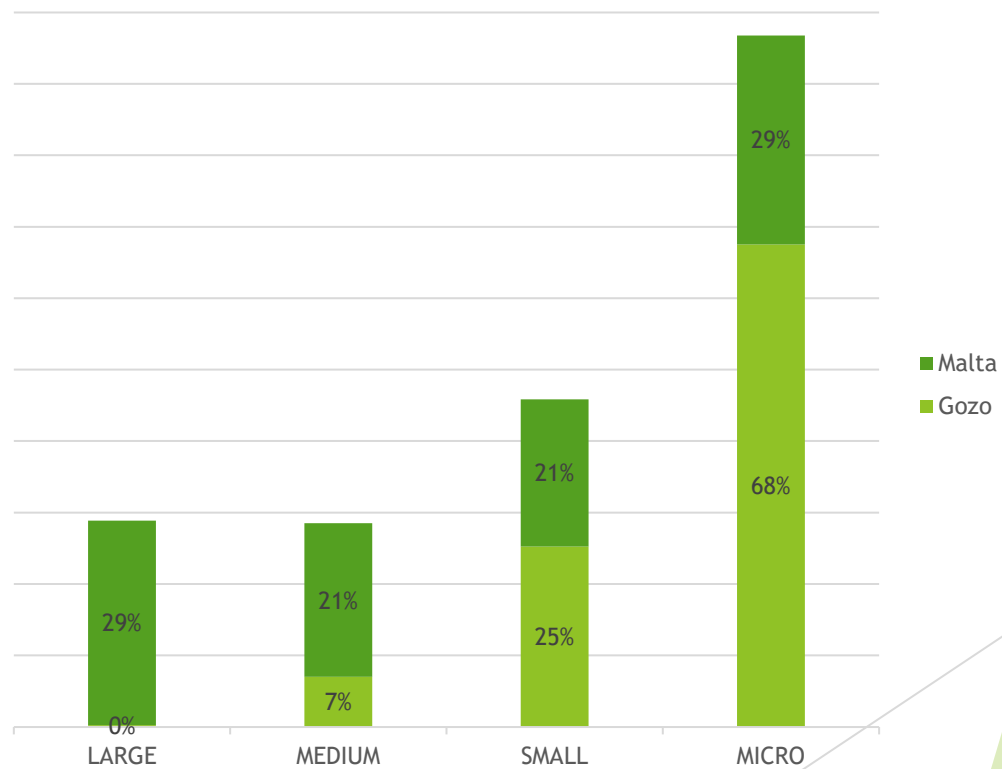


A2E Scheme - Beneficiaries allocation of funds

Amount Allocated

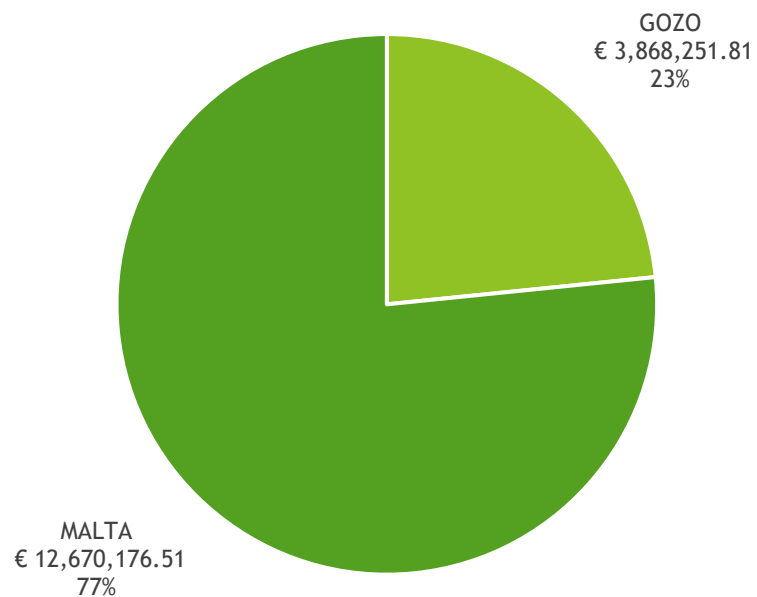


Size of Entity
% of funds

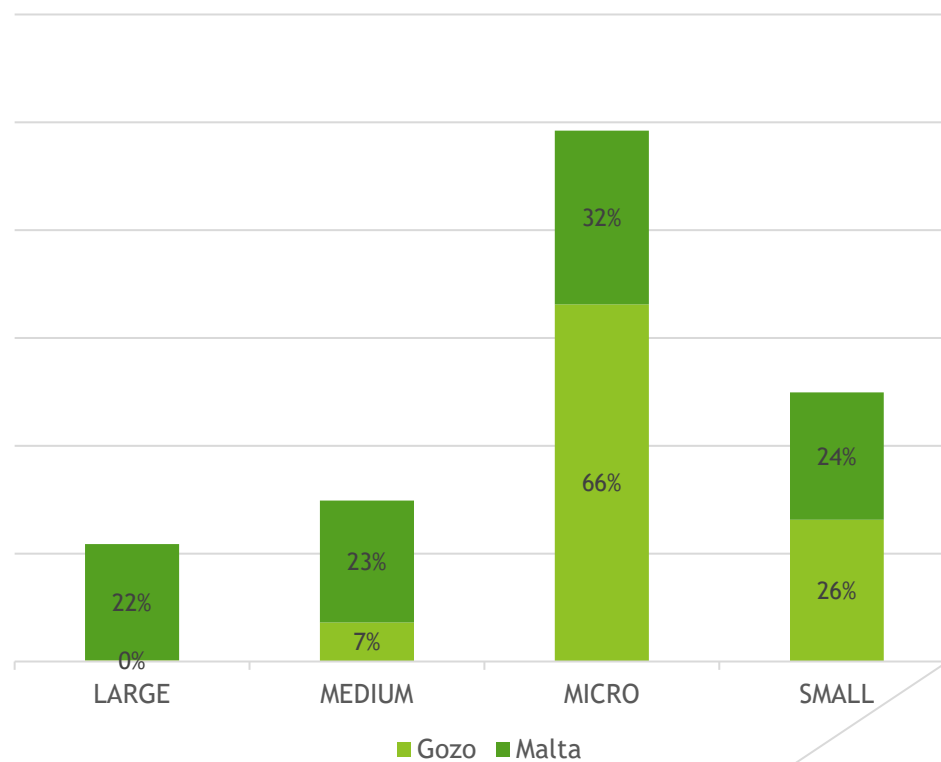


A2E Scheme - Beneficiaries allocation of funds

Amount Allocated



Size of Entity
% of funds

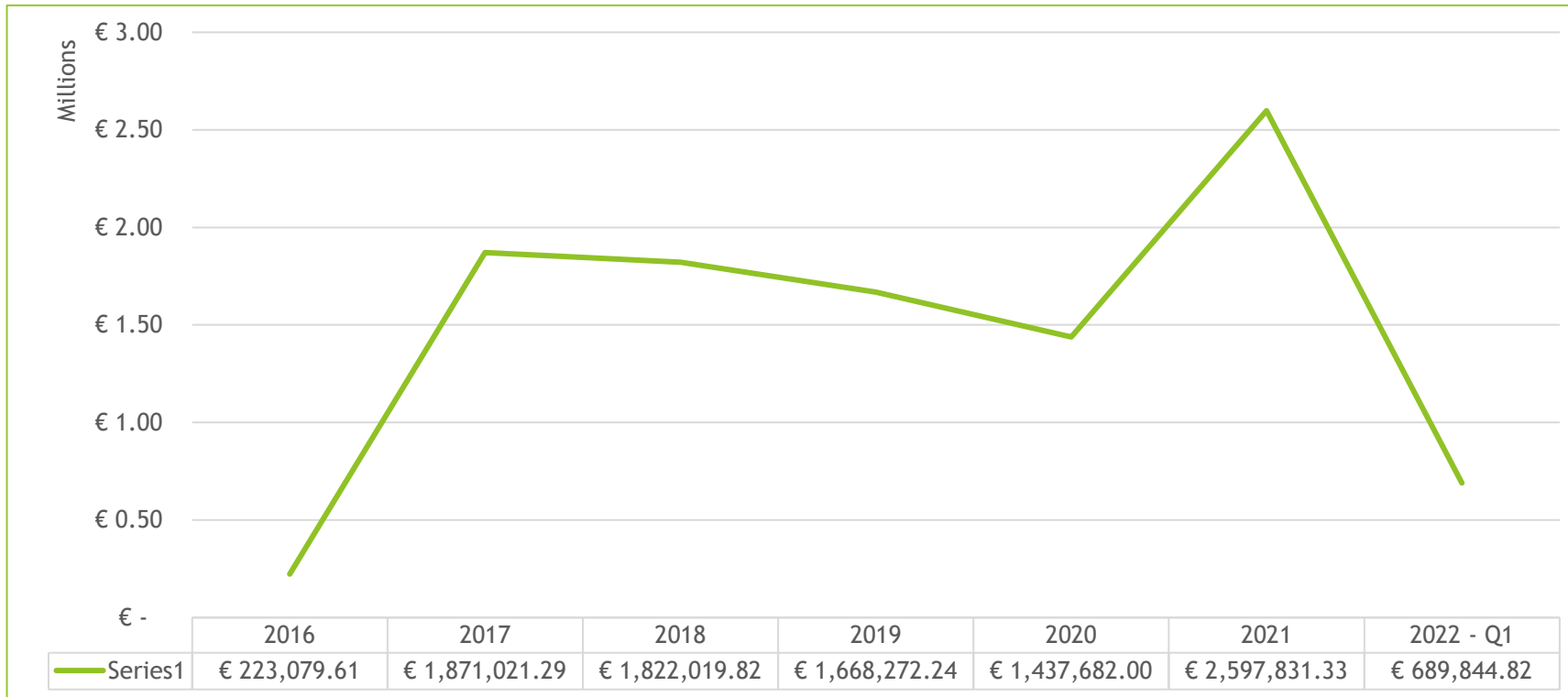




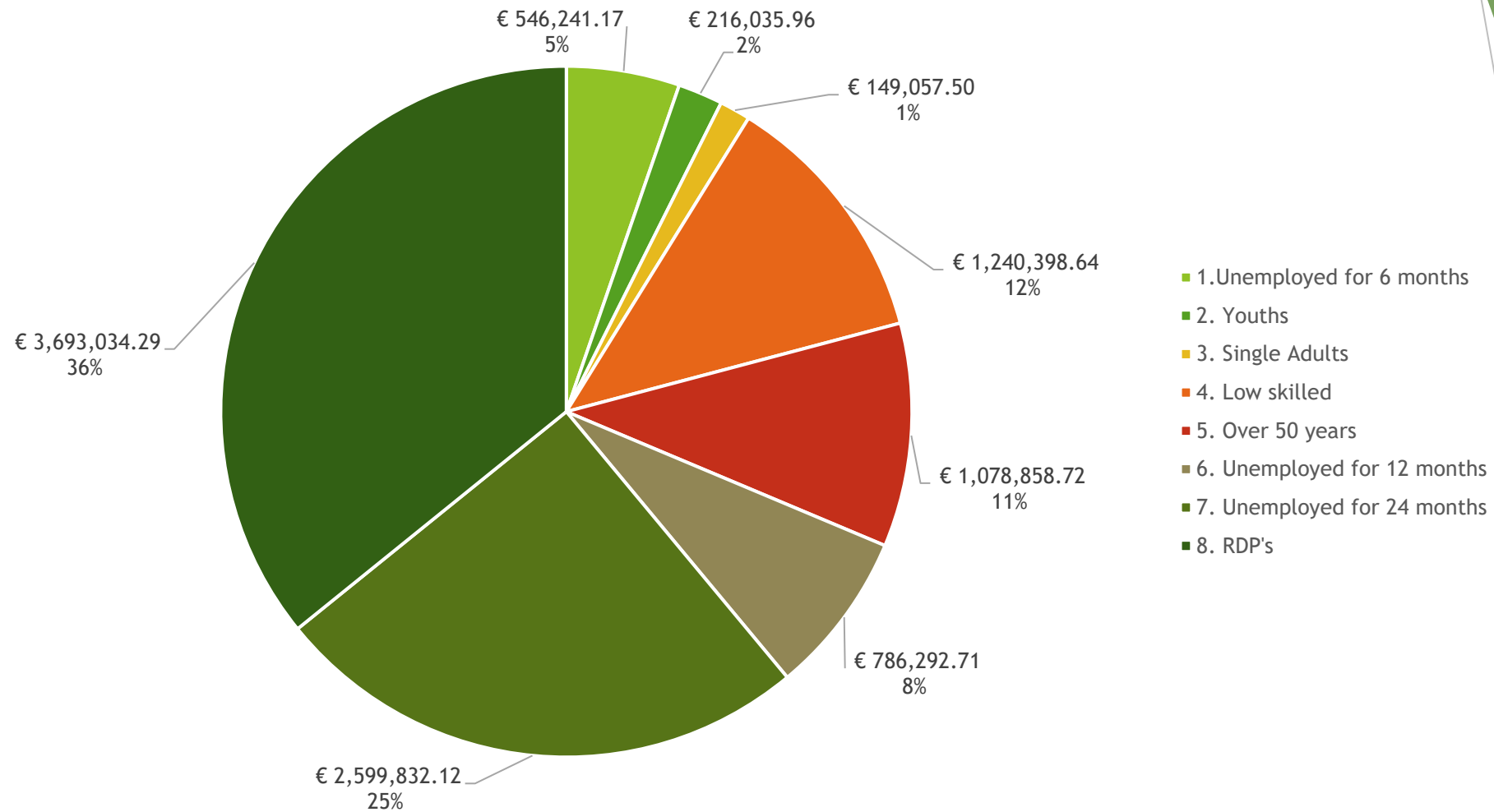
Payment Process for the A2E Claims for Reimbursement

The subsidy (*reimbursement of salaries*) is paid to the Beneficiary:

- ▶ 13 weeks;
- ▶ 26 weeks; or
- ▶ Once **terminated prematurely** from the employment.

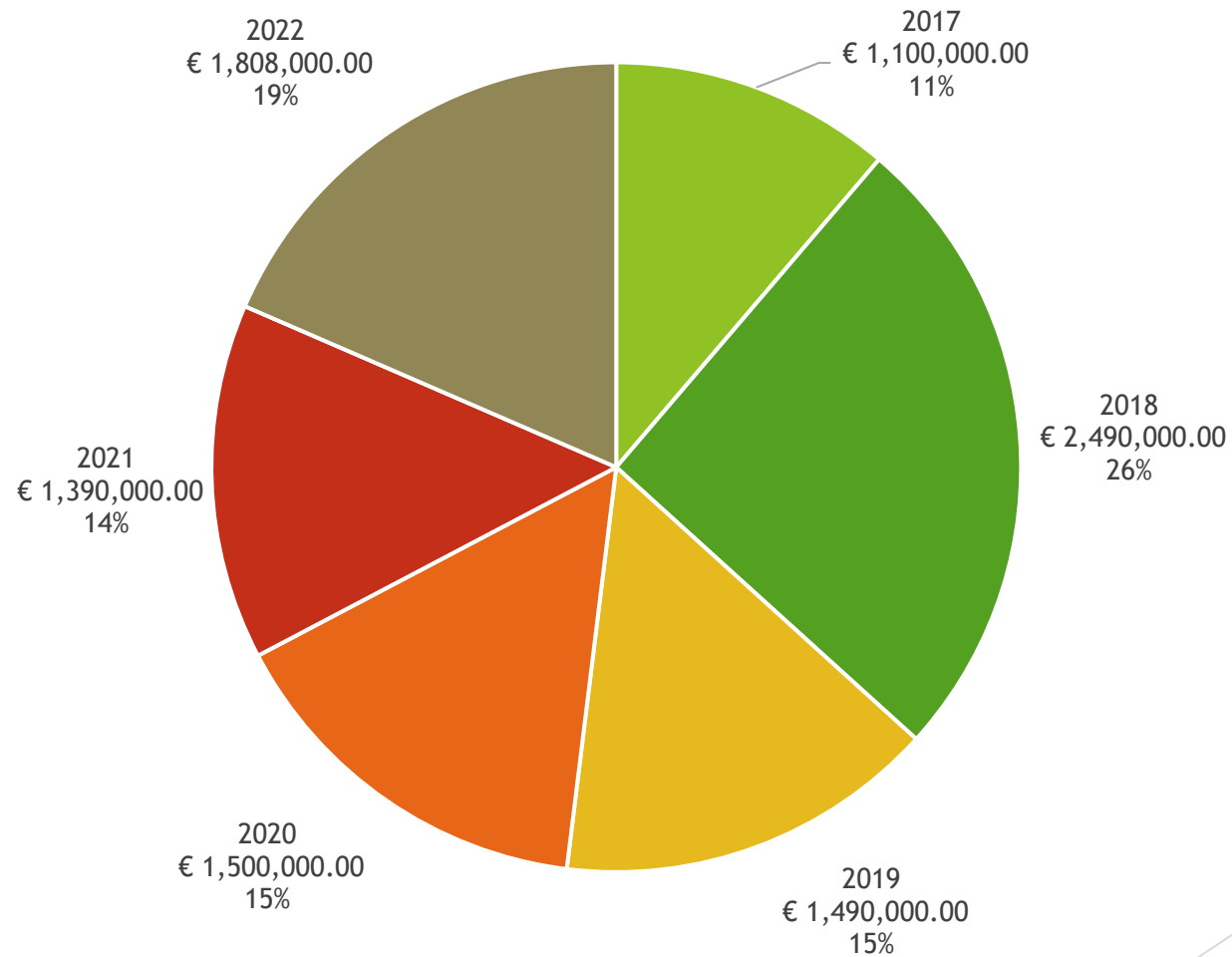


A2E Scheme: *Amount Disbursed*

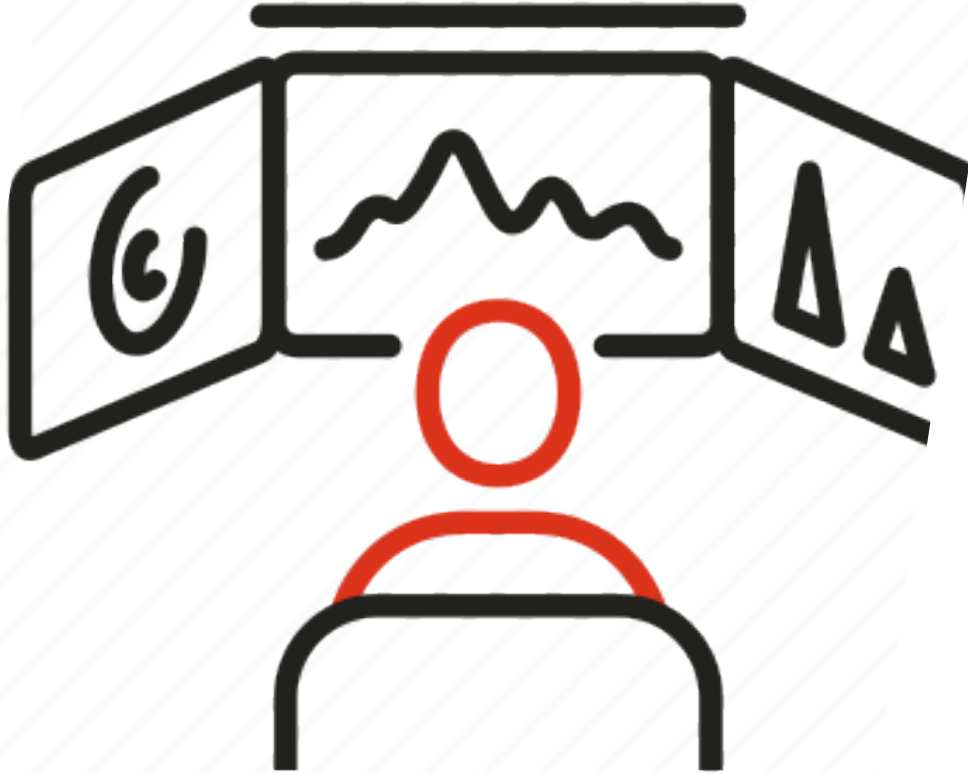


A2E Scheme: *funds paid per target group*

A2E Scheme: *Amounts of SOE raised*



A2E Scheme - *Monitoring Visits:*



Jobsplus has the obligation to conduct 100% monitoring visits in relation to the A2E Scheme. During these visits, the monitoring officers continued to check that the employment of the participant and that the respective employment parameters are being adhered to by the Employer.

New monitoring procedure have been discussed and have been implemented. The new procedure is that one physical monitoring visit and one recorded telephone visit per year of subsidy period, if participant is kin to the Beneficiary a third visit is conducted.

A2E Scheme - *Indicators*



Financial Indicator

	Target till 2021	Actual till Q1 - 2022
Total Contracted	€ 10,894,000	€ 16, 538,428
Total Disbursed	€ 8,946,000	€10,309,751

Output Indicator

	Target till end of Scheme	Actual till Q1 - 2022
O1. Persons supported	1,675	2,453
CO07. Participants above 54 years of age	75	410





MINISTRY FOR FINANCE AND EMPLOYMENT
PARLIAMENTARY SECRETARIAT FOR EUROPEAN FUNDS

UPSKILL YOUR WORKFORCE

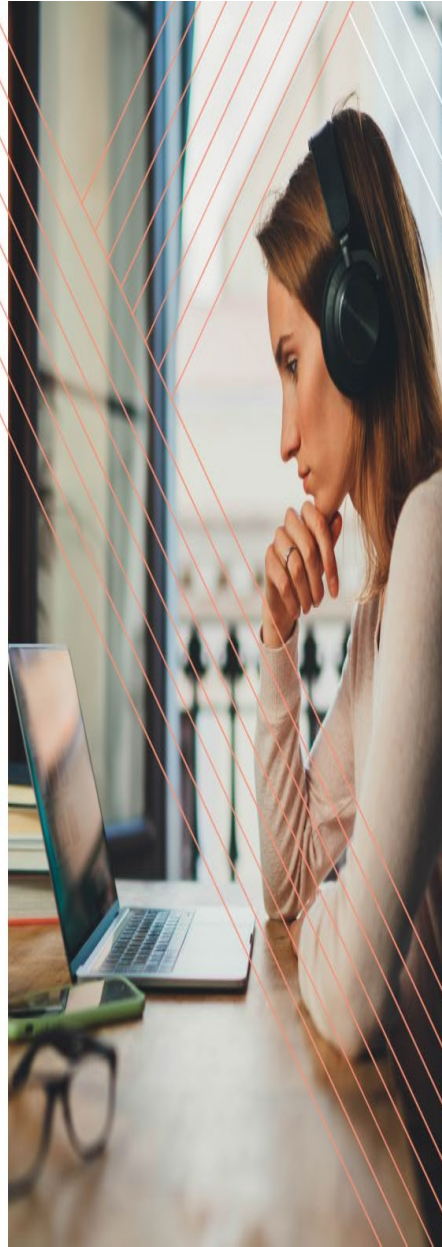
with the Investing in Skills Scheme

 2220 1300

 jobsplus.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"
Aid Scheme part-financed by the European Social Fund
Co-financing rate: 80% European Union, 20% National Funds



Investing in Skills (IIS) Scheme

INCREASED
TRAINING COST
SUBSIDY.





UPSKILL YOUR WORKFORCE

with the Investing in Skills Scheme

The Scheme was launched to promote the training of persons actively participating in the Maltese Labour Market, with the aim to increase productivity and enhance adaptability.



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"
Aid scheme part-financed by the European Social Fund
Co-financing rate: 80% European Union; 20% National Funds



IIS Scheme - changes introduced during 2021 and 2022

- SSUC wage subsidy rate was revised to reflect the increase in COLA;
- SSUC training subsidy rate was revised to reflect the increase in inflation;
- Employers do not have to submit the wage cost calculator any more;
- IIS Docs enhanced with popups to make them more user friendly for employers;
- Jobsplus website enhanced to make it more user friendly;
- Annex 1 records are inputted in the IIS Database which is synchronised to the Jobsplus HRIU database.

IIS Scheme: SSUC Increments since 2017

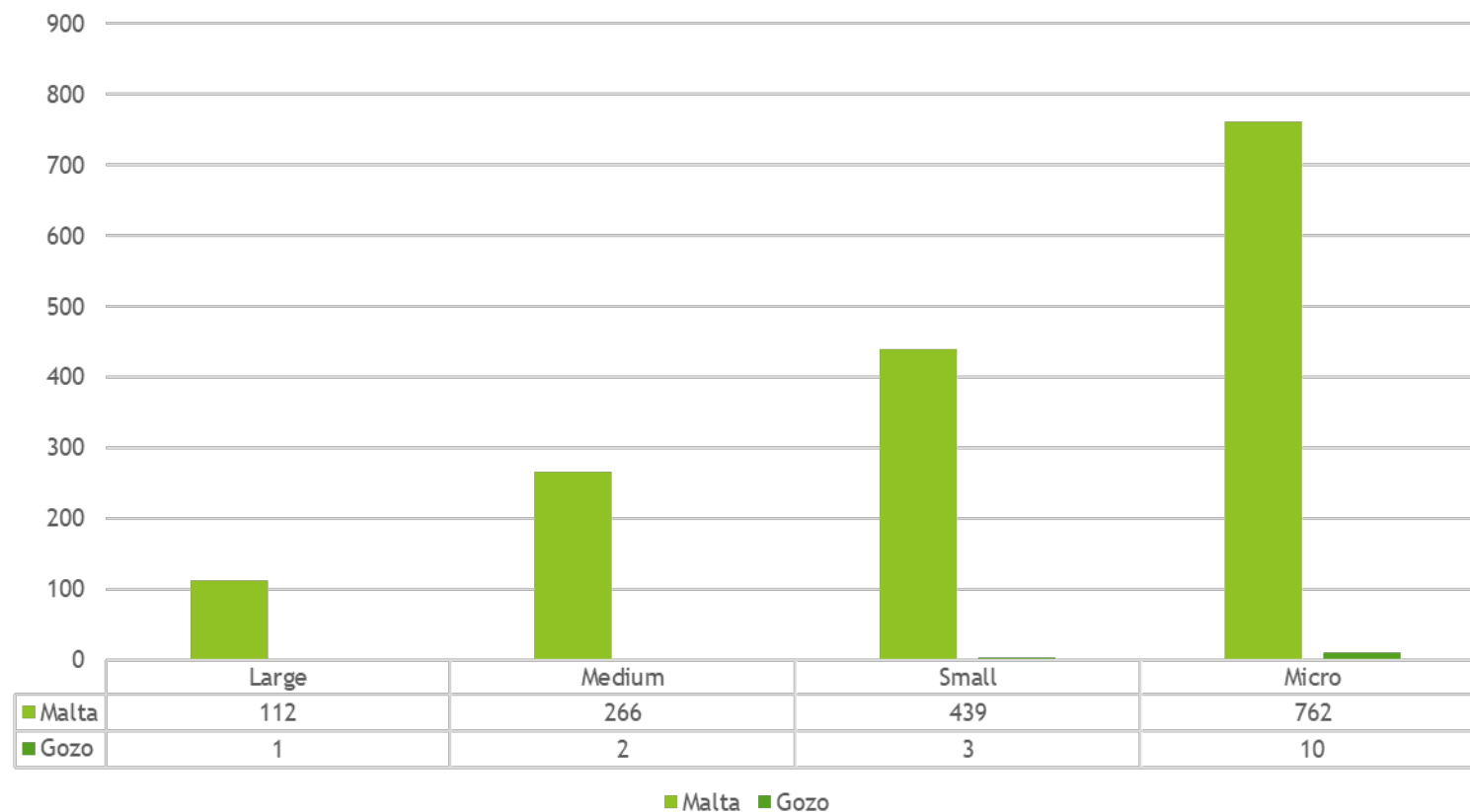
Wage Cost and Training Cost Adjustments



SSUC Increments



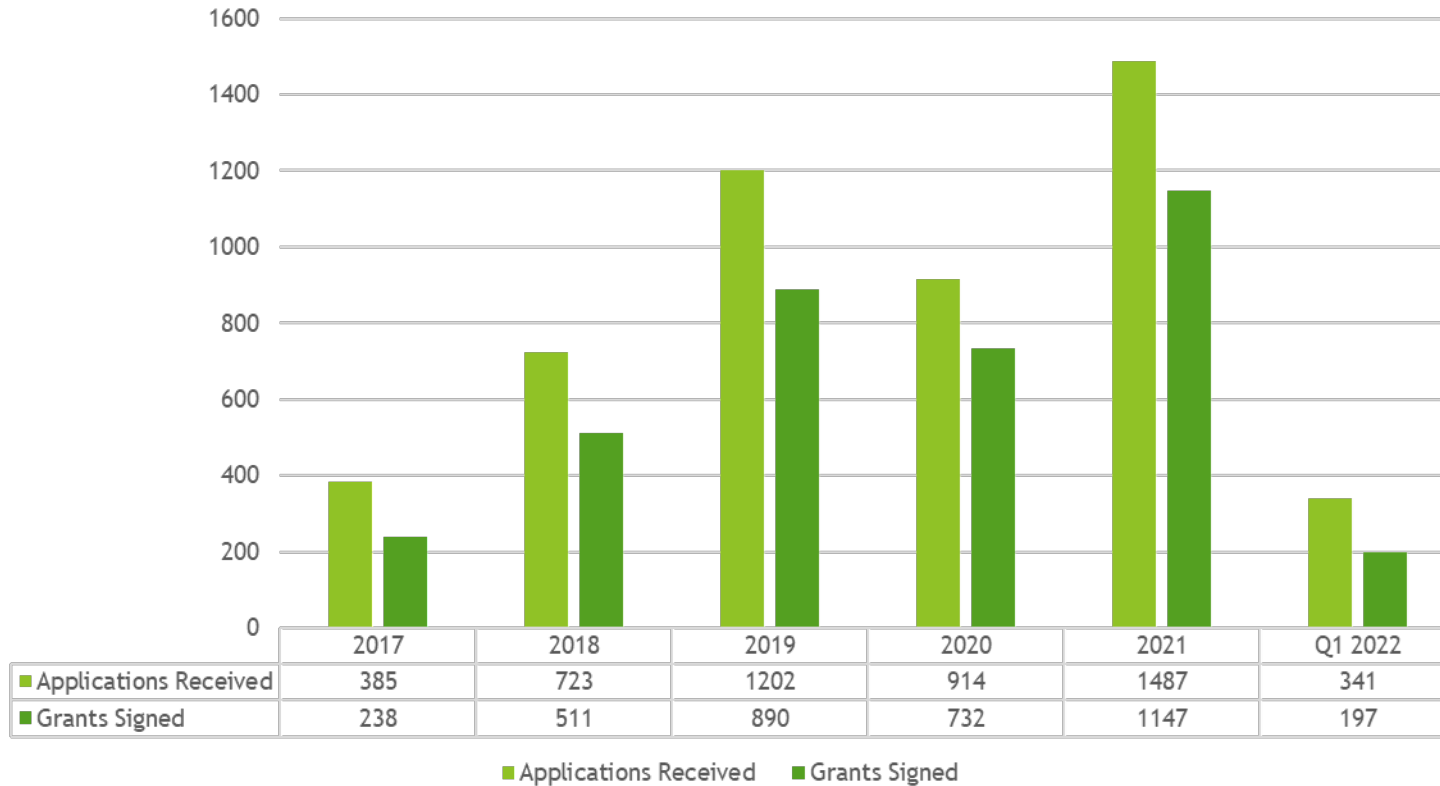
Unique Applicants



IIS Scheme:

From the start of the scheme, a total of 5,052 applications were received till the end of Q1 2022. These were submitted by 1,595 unique applicants who declared the size of their undertaking as indicated above.

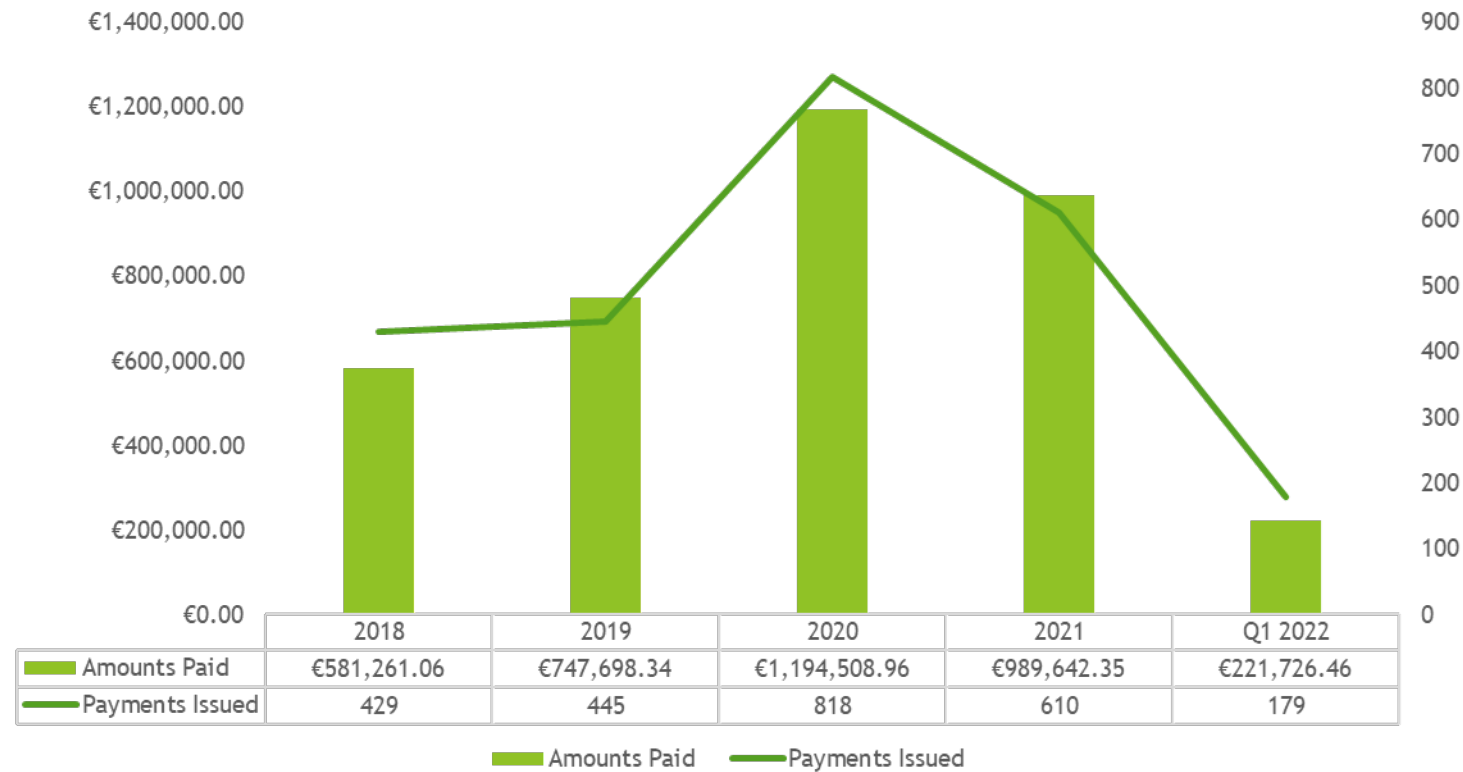
Applications Received and Grants Signed



IIS Scheme:

During 2021, Jobsplus received a new record of 1,487 applications. In 2022 we will embark on a marketing campaign which should ensure that the rate of applications received remains high.

Amounts Paid and Payments Issued

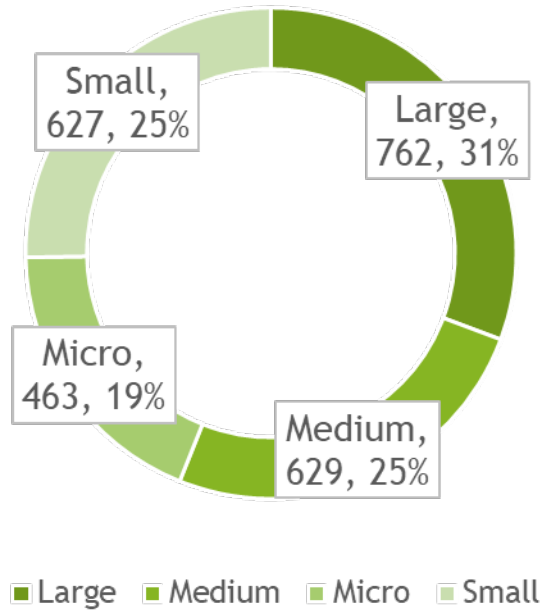


IIS Scheme:

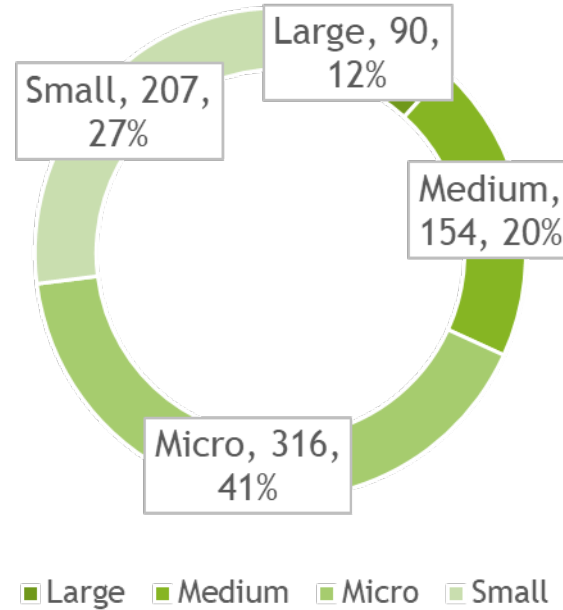
During 2021 Jobsplus issued a total of 610 payments to employers with a value of just under €1m. During the height of the lockdown of the pandemic in 2020 when fewer applications were received, Jobsplus had focused on reimbursements. In 2022 we will also focus on reimbursements.

IIS Scheme - Beneficiary Size Supported From Start of Scheme

Number of Size of Undertakings Supported

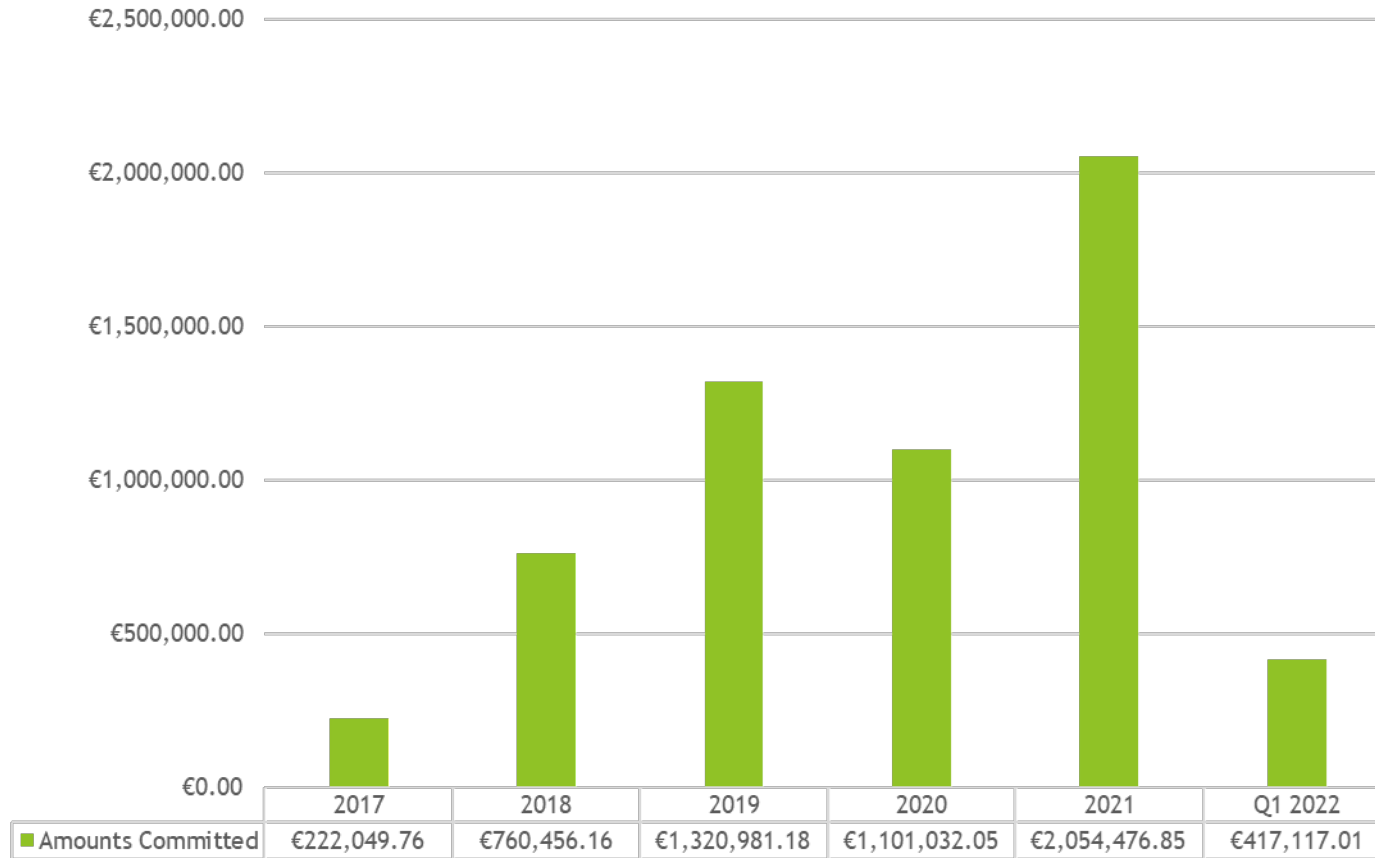


Number of Size of Unique Undertakings Supported



From the Start of Scheme, 2,481 grants were paid out. These grants were awarded to 767 unique Beneficiaries.

Amounts Committed



IIS Scheme:

Following the low take of the scheme during 2017 and 2018, employers continued to show a renewed interest in the IIS Scheme and as at end of Q1 2022 over €5.8m were committed out of the €6.65M budget.

IIS Scheme - Output Indicator

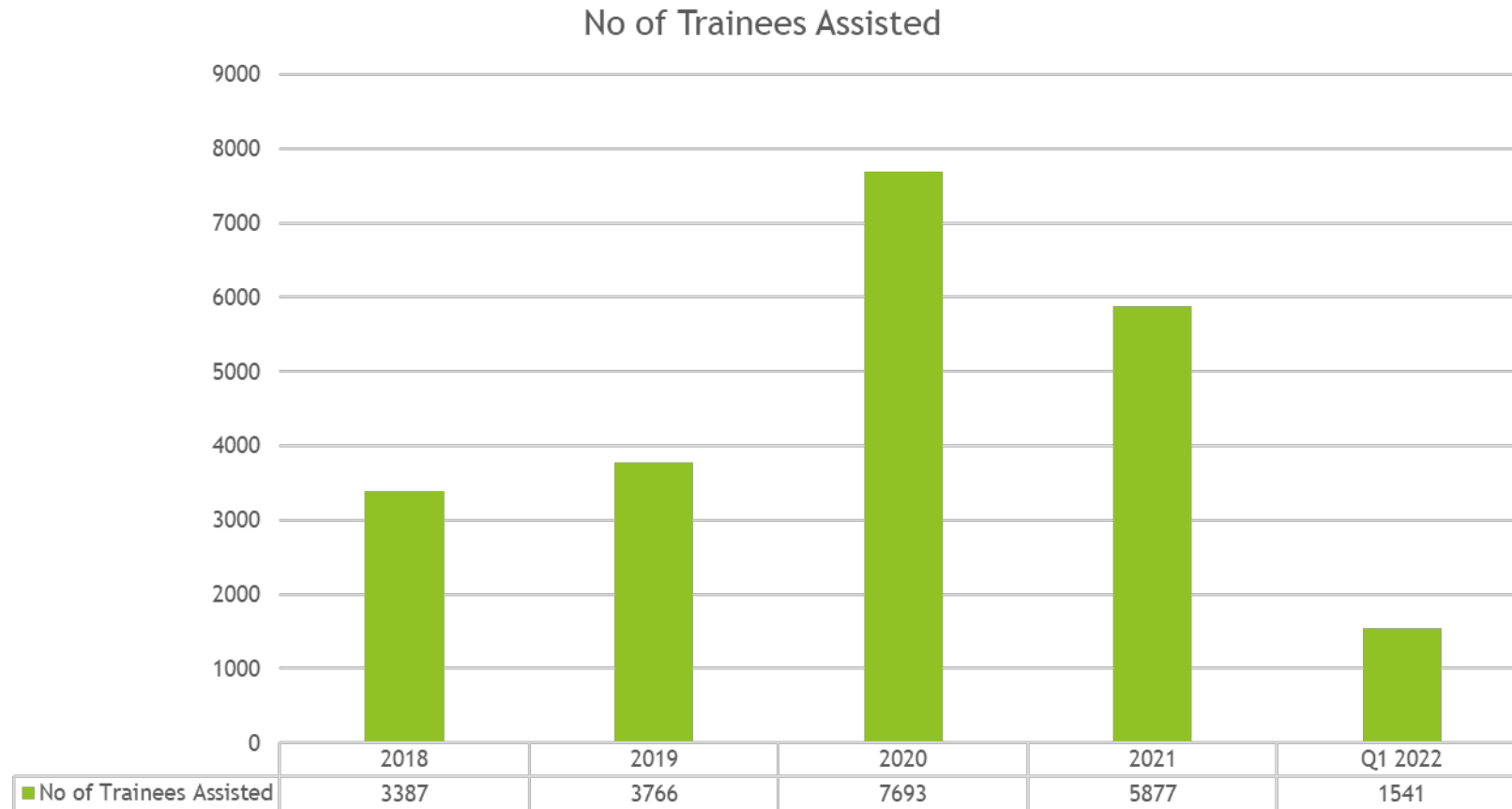


Output Indicator	As at Q1 2022	Target for 2023
01. Persons supported	22,264	36,000

IIS Scheme:

The output indicator till 2023 in relation to the number of persons supported through IIS is set at 36,000. By the end of Q1 2022 Jobsplus has already supported 22,264 trainees of which 12,093 were unique.

IIS Scheme - Persons Trained & Reimbursed



The number of trainees paid in 2021 is in ratio to the number of trainees supported in 2020 when keeping in mind the number of payments issued in both years.

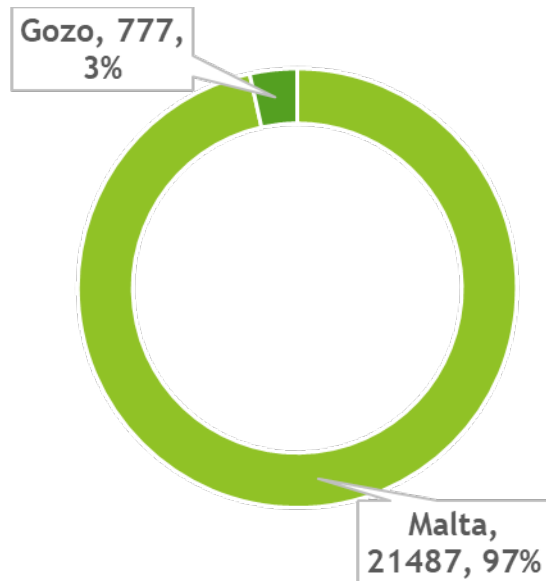
IIS Scheme - Trainees by Undertaking Size



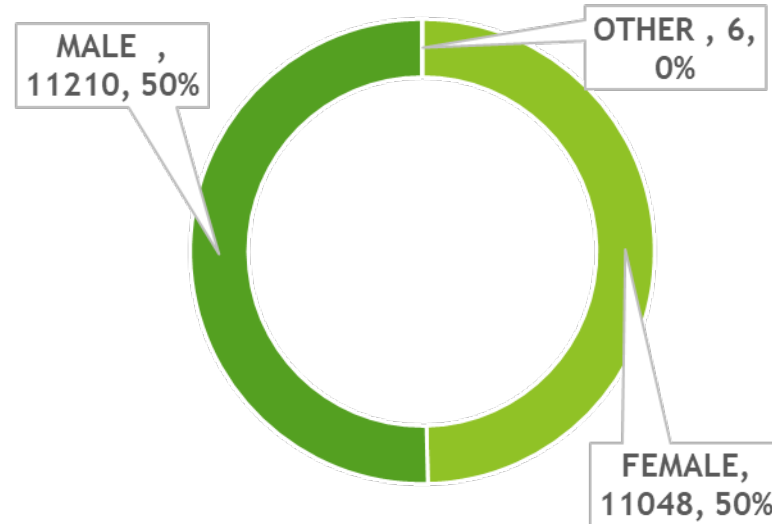
From start of scheme the participation of trainees from large and medium undertakings remained high.

IIS Scheme - Participant Demographics

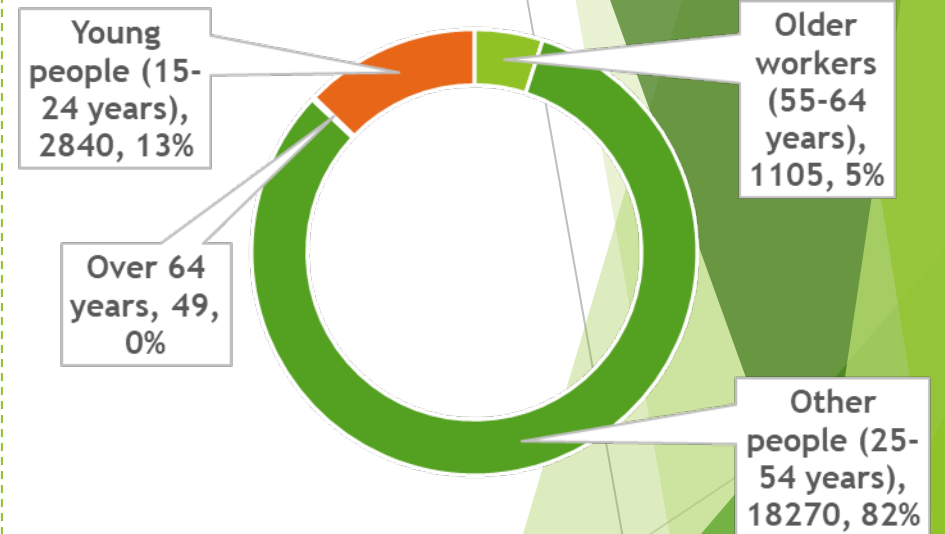
- Island



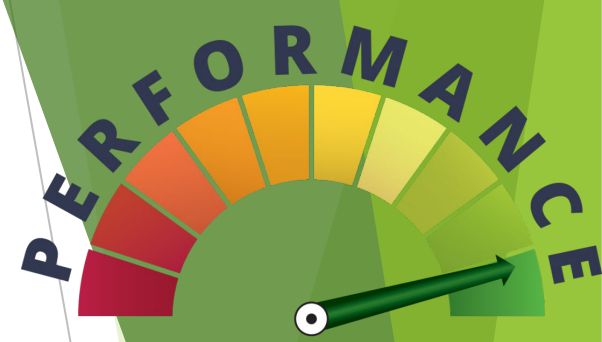
- Gender



- Age



IIS Scheme - Result Indicator



Result Indicator	As at Q1 2022 from Start of Scheme	Target for 2023
R9. Participants obtaining a qualification/certification leaving	98%	87%

IIS Scheme:

The result indicator for IIS also remained positive, since the percentage of trainees that obtained a certificate or qualification after training stood at 98%, vis-à-vis the 2023 target of 87%.

IIS Scheme - Result Indicator

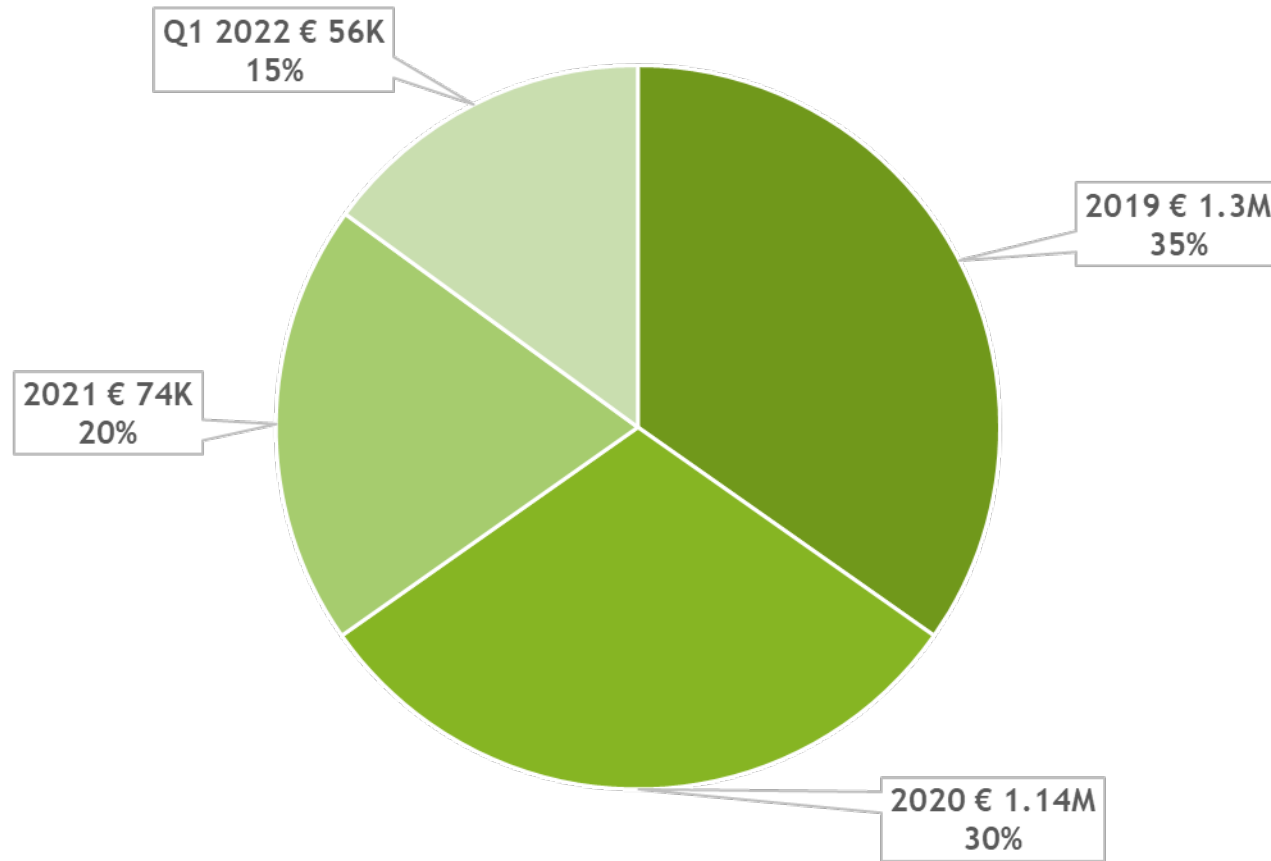
Year	% Successful Rate on a Yearly Basis
2018	99%
2019	99%
2020	99%
2021	97%
Q1 2022	99%

IIS Scheme:

Since the beginning of the scheme, the successful completer percentage has been an average 99%. Hence, Jobsplus is confident that the target of 87% will be reached by the end of the scheme.



IIS Scheme - Statement of Expenditure



100% of the total amount paid till end of Q1 2022 was raised.



Monitoring Visits

- ▶ Jobsplus has an obligation to carry out 10% monitoring visits for the IIS Scheme
- ▶ From the start of Scheme till end Q1 2022 Jobsplus carried out 2,047 visits.
- ▶ Out of the 2,047 visits, 1,893 remain valid due to rejections or withdrawals of the applications/grants.

IIS Scheme Back Log as at end Q1 2022

1

Applications to be processed:

- 11 applications (IIS Unit)
- 64 applications (Mapping & Evaluation Unit)

2

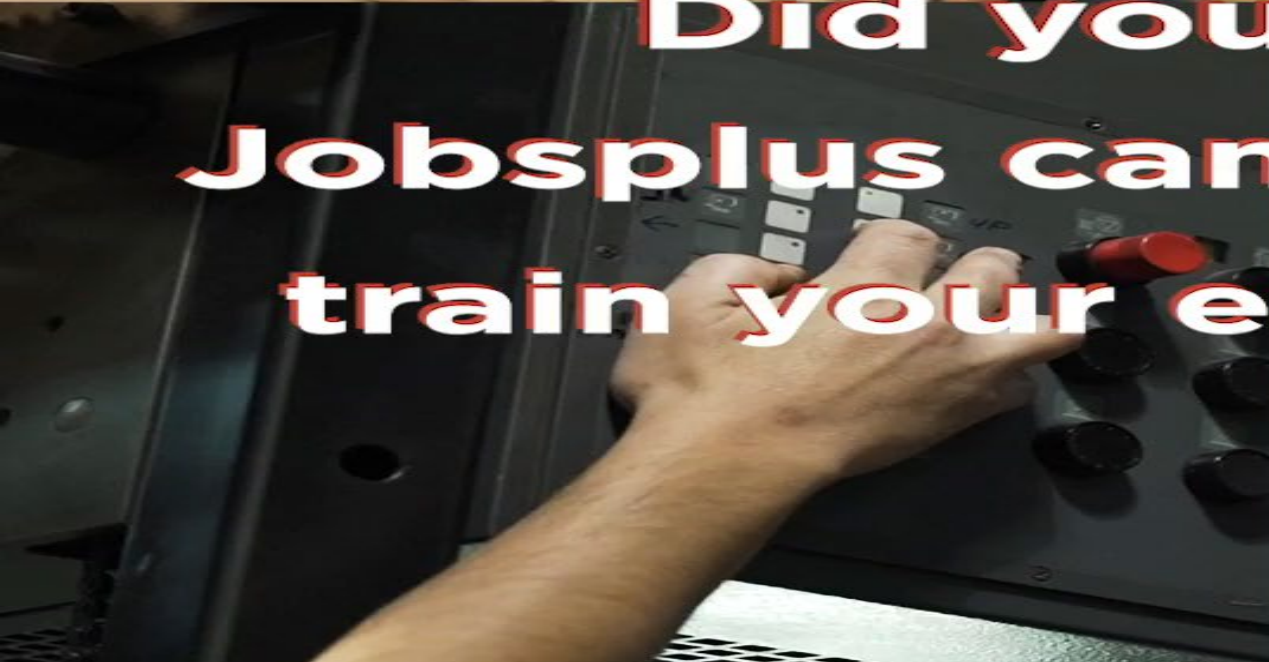
Pending Grants to be finalised:

- 34 grants (to be issued)
- 70 grants (to be endorsed by the Beneficiary)

3

Pending Claims to be processed:

- 294 claims



**Did you know
Jobsplus can pay you to
train your employees?**

QUESTIONS

Q & A

ANSWERS

Contact Details:



Raphael Scerri



Raphael.p.scerri@gov.mt



Generic Phone@ 00356 222 01 301



Generic Email: jobsplus@gov.mt



Mobile No: 00356 79 000 490



www.jobsplus.gov.mt