

# Eurostat

## Labour market policy statistics

### Qualitative report

Malta, 2017

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## A - Introduction

## Introduction

The Eurostat Labour Market Policy (LMP) database collects information on labour market interventions implemented by each of the EU Member States and Norway. Data are collected according to a comprehensive methodology, which classifies interventions into three main types – services, measures and supports – and into nine detailed categories according to the type of action (see below). Readers are recommended to refer to the LMP methodology <sup>1</sup> for details of this classification scheme and definitions of terms used in this report.

The LMP database collects quantitative data on expenditure and participants for each intervention. These are published annually and are available online from the Eurostat website <sup>2</sup>. The quantitative data are complemented by a set of qualitative information describing each intervention. This represents an invaluable source of reference to support a harmonised approach to the classification of national interventions and to help interpret the detailed figures on expenditure and participants. These qualitative data are compiled into a series of **Labour market policy statistics: Qualitative Reports** and produced as separate volumes for each country/year.

The reports all have the same structure:

- Part A Introduction

- Part B Inventory of interventions - a list of all interventions reported for the relevant year, grouped by type of action and including a national language version of the intervention name.

- Part C Qualitative information by intervention - presents the available information about each intervention in three sections: *Identification*, *Description*, and *Supplementary information*. The *Description* contains seven sub-sections: Aim, Beneficiaries/participants, Action/instrument, Financing/support, Eligibility, Legal basis, and Recent changes. The *Supplementary information* contains eight sub-sections describing the breakdown of expenditure, target groups, the treatment of unemployment spells, receipt of benefits, planned duration and other characteristics of the intervention. Together, these items summarise the qualitative information collected through the LMP questionnaire.

- Part D Reference data - provides a description of the populations considered as reference data within the LMP database, giving national definitions of those considered as registered unemployed and other groups registered with the public employment services (PES).

- Part E Abbreviations

The qualitative information in the LMP database is updated annually with the contribution of delegates from each country and Eurostat cannot take responsibility for the validity of the content. The reports are published annually by Eurostat in English and reports for other years that are not currently in the online library can be produced on request.

### Classification of interventions by type of action

#### *LMP services*

1. Labour market services

#### *LMP measures*

2. Training
4. Employment incentives
5. Supported employment and rehabilitation
6. Direct job creation
7. Start-up incentives

*LMP supports*

- 8. Out-of-work income maintenance and support
- 9. Early retirement

<sup>1</sup>

[http://epp.eurostat.ec.europa.eu/portal/page/portal/product\\_details/publication?p\\_product\\_code=KS-GQ-13-002](http://epp.eurostat.ec.europa.eu/portal/page/portal/product_details/publication?p_product_code=KS-GQ-13-002)

<sup>2</sup> [http://epp.eurostat.ec.europa.eu/portal/page/portal/labour\\_market/labour\\_market\\_policy](http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/labour_market_policy)

## B - Inventory of interventions

Category, intervention number and name (English/National language)

|    |   |   |
|----|---|---|
| 1  | Labour market services  |   |
| 24 | [Component] General PES - Client Services                                     | [Component] - Servizzi għall-klijenti   |
| 68 | [Component] Youth Guarantee Scheme - NEET Activation Scheme                   | [Component] Garanzija għaż-żgħażaġh -   |
| 24 | [Component] General PES - Administration of LMP Measures                      | [Component] - Amministrazzjoni ta' mizuri għas-suq tax-xogħol                         |
| 24 | [Component] General PES - Administration of LMP Supports                      | [Component] -   |
| 24 | [Component] General PES - Other Services/ Activities                          | [Component] - Servizzi jew Attivitàjiet oħra  |
| 2  | Training  |   |
| 17 | Training courses provided by Jobsplus   | Korsijiet provduti mill- Jobsplus   |
| 19 | Training provided by specialised organisations                                |   |
| 68 | [Component] Youth Guarantee Scheme - MATSEC Revision Classes                  | [Component] Garanzija għaż-żgħażaġh - Klassijiet ta' Prevenzjoni tas-SEC              |
| 68 | [Component] Youth Guarantee Scheme - MCAST Remedial Classes                   | [Component] Garanzija għaż-żgħażaġh -   |
| 68 | [Component] Youth Guarantee Scheme - Youth Guarantee Summer ICT Classes (ALP) | [Component] Garanzija għaż-żgħażaġh -   |
| 65 | Traineeship Scheme  | Traineeship   |
| 4  | Employment incentives   |   |
| 8  | Bridging the Gap (BTG)  |   |
| 64 | WTES for Gozitan Registering Clients  | WTES for Gozitan Registering Clients  |
| 66 | Mature Workers Scheme   | Mature Workers Rules  |
| 70 | Tapering of Benefits Scheme   | Tapering tal-beneficcju soċjali   |
| 74 | Tax Incentive - Apprenticeship and Work Placements (LN 179 of 2014)           | Tnaqqis fit-taxxa rigward Apprendistat u Pjazzament ta' Xogħol –Avviz Legali 179/2014 |
| 75 | Work Programme Initiative   |   |
| 76 | Work Exposure Scheme  |   |
| 79 | Document Management Initiative  |   |
| 80 | Work Placement Scheme   |   |
| 83 | Access to Employment Scheme (A2E)   |   |
| 5  | Supported employment and rehabilitation                                       |   |
| 84 | LSF Headstart Programme   |   |
| 59 | Job Bridge Programme  |   |
| 62 | Sheltered Employment Training   | Sheltered Employment  |

|       |  |                            |  |
|-------|--|----------------------------|--|
| 6     | Direct job creation                        |                            |  |
| 78    | Community Inclusive Employment Scheme      |                            |  |
| 81    | Work Exposure Scheme Gozo - 2016           |                            |  |
| 7     | Start-up incentives                        |                            |  |
| 8     | Out-of-work income maintenance and support |                            |  |
| 28    | Unemployment benefit                       | Benefiċċju għal Dizimpjieg |  |
| 29    | Unemployment assistance                    | Assistenza għal Dizimpjieg |  |
| 9     | Early retirement                           |                            |  |
| Mixed | \$\$353                                    |                            |  |
| 68    | Youth Guarantee Scheme                     | Garanzija għaż-żgħażaġh    |  |

*Number of measures:* **56**



## C - Qualitative information by intervention

## Identification

Country Malta 2017 Category 1 - Labour market services

Intervention n°/name 24 General PES

Type of action: 1.1 - Client services  
1.2.1 - Administration of LMP measures  
1.2.2 - Administration of LMP supports  
1.2.3 - Others services / activities

## Description

Aim:

To provide and ensure an equitable access to training programmes and employment services to contribute towards the social and economic development of the community.

Jobsplus' mission is to enhance accessibility to the labour market through modernised and targeted services, whilst facilitating labour mobility and promoting investment in human capital

Beneficiaries:

Employers who would like to benefit from schemes or training grants.

Employees and inactive persons requiring employment services and training activities.

Registered job seekers who have access to all Jobsplus employment services.

Action/Instrument:

The provision of services provided by Jobsplus include:

- a) registration services
- b) guidance and counselling services
- c) placement services
- d) training services
- e) vacancy services
- f) other information services (including EURES)

Component 1.2.3 consists of other costs incurred by the PES not relating to direct implementation of LMP measures or wages of client-facing employees. Component 1.2.3. amongst others, includes wages of employees in labour market information unit, research unit, eu affairs unit, finance units, HR units, staff dealing with back-office operations, and similar.

Financing/Support:

Central government funding

Eligibility:

Legal basis:

Employment and Training Services Act 1990

Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)  
Other registered jobseekers (All)  
Not registered (All)  
Employed (All)

Treatment of unemployment spells: Not relevant

|                             |                            |      |                    |         |
|-----------------------------|----------------------------|------|--------------------|---------|
| Receipt of benefits:        | None                       |      |                    |         |
| Planned duration:           | Continuously available     |      |                    |         |
| Responsible institution(s): | Public employment services |      |                    |         |
| Area of application:        | National                   |      |                    |         |
| Implementation:             | <i>Year started:</i>       | 1990 | <i>Year Ended:</i> | Ongoing |

## Identification

Country Malta 2017 Category 2 - Training

Intervention n°/name 17 Training courses provided by Jobsplus

Type of action: 2.1 - Institutional training

## Description

### Aim:

The aim behind Jobsplus' courses was to help people acquire the necessary knowledge, skills and competences required for a particular occupation, hence increasing participants' employability.

### Beneficiaries:

Courses are available for jobseekers, inactive individuals as well as employed persons.

### Action/Instrument:

Registering jobseekers were normally referred to courses through the direct intervention of the employment advisors or communication issued by the Training Services arm of Jobsplus. Inactive and employed persons applied for courses through the Job Centres or via email or telephone to one of the Training Services staff.

The request for courses can be triggered either by a request coming directly from an employer or by the number of trainees that showed interest to follow the course. Once demand is created Training Coordinators schedule the course and prepare all the necessary documentation for the course to begin.

The duration of the course varies from two days to nine months. Persons who attend at least 80% of the course and successfully complete the course are entitled for a Certificate of Achievement. Over 85% of Jobsplus courses are accredited and are pegged between MQF/EQF levels 1 to 4.

Details of the course instances and trainees invited to attend courses are inputted on Jobsplus' database, which is kept updated. During the implementation of a course Jobsplus reserves the right to perform quality visits to monitor the delivery of training. The attendance of trainees is logged. The scope of the attendance sheets is to log and monitor trainees' attendance as well as to process trainers' remuneration.

Registering unemployed in receipt of social benefits continue receiving their benefits throughout the course, whereas unemployed and inactive trainees attending Jobsplus courses are not entitled for any remuneration. On the other hand employed persons whose salary did not exceed €300 (basic) per week could benefit from the Average Wage Earners Scheme.

### Financing/Support:

Since January 2016 the trainers' remuneration and the purchasing of training material (applicable for trade and technical courses) was funded through National Funds.

The Average Wage Earners Scheme payable to employed trainees earning less than €300 (basic) per week was totally funded through National Funds.

### Eligibility:

Training courses are available to jobseekers, inactive persons as well as employed individuals. The eligibility criteria to follow courses varied depending on the course chosen by participants.

### Legal basis:

The implementation of courses was governed by the Employment and Training Services Act (CH. 343) and the Legal Notice 296 of 2012.

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)  
Other registered jobseekers (All)  
Not registered (All)  
Employed (All)

Treatment of unemployment spells: Continuous/Continuous

Source: Eurostat LMP database. Date of extraction: 18 June 2019

Receipt of benefits: Cash benefits (Source: Unemployment benefit)  
Planned duration: Variable  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 1990 *Year Ended:* Ongoing

## Identification

Country Malta 2017 Category 2 - Training

Intervention n°/name 19 Training provided by specialised organisations

Type of action: 2.1 - Institutional training

## Description

### Aim:

The objective of these agreements is to assist Jobsplus in placing disadvantaged persons into employment and to offer specialist staff training to Jobsplus. Participants are offered training during their Rehabilitation Programme. Such training focuses on the individual's personal skills and talents and includes training on independent skills, social skills, employability skills, life skills and self management.

### Beneficiaries:

The scheme is mainly targeted towards vulnerable jobseekers (including registered persons with disability).

### Action/Instrument:

The organisations are responsible for the search of job placements of clients who are undergoing a process of rehabilitation and training within the same organisation and provide regular support to place clients. Jobsplus subsidises the project by providing a lump sum based on performance and also pays the organisation for each client placed in employment. The payment is processed at the presentation of monthly reports and related invoices. The duration of the agreements can last up to a calendar year.

### Financing/Support:

Central Government Budget

### Eligibility:

Vulnerable jobseekers and individuals (in employment who are looking for alternative employment) who are participating in a rehabilitation programme with Caritas/OASI (NGOs committed to assisting people in their continuous life-long education to enhance their self-awareness and help treat vulnerable individuals with the disease of addiction or alcoholism) are eligible to participate in such training programmes.

### Legal basis:

Employment and Training Services Act, 1990 - Chapter 343

Governing Law & Arbitration: The Agreement shall be governed by and construed in accordance with the Laws of Malta. In the event of any dispute between the parties arising out of or in connection with the agreement including any matter or relating to the breach, termination or invalidity thereof or failure to comply therewith shall refer the dispute to the Malta Centre of Arbitration for the resolution in accordance with the Arbitration Act, Cap. 387.

The rights arising under this Agreement cannot be assigned.

The agreement does not confer on the organisations any authority to bind Jobsplus vis-à-vis third parties and shall not constitute a contract in terms of Title X of Part I of Book Two of the Civil Code.

Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (Disabled, Public priorities and Other)  
Other registered jobseekers (Disabled, Public priorities and Other)  
Not registered (Disabled, Public priorities and Other)  
Employed (Disabled, Public priorities and Other)

Treatment of unemployment spells: Continuous/Continuous

|                             |                            |                    |         |
|-----------------------------|----------------------------|--------------------|---------|
| Receipt of benefits:        | None                       |                    |         |
| Planned duration:           | Maximum: 1 Years           |                    |         |
| Responsible institution(s): | Public employment services |                    |         |
| Area of application:        | National                   |                    |         |
| Implementation:             | <i>Year started:</i> 1998  | <i>Year Ended:</i> | Ongoing |

## Identification

Country Malta 2017 Category 2 - Training  
Intervention n°/name 65 Traineeship Scheme  
Type of action: 2.3 - Alternate training

## Description

### Aim:

The scheme offered work experience with the public sector and training opportunities offered by Jobsplus for those registering on part 1 or inactive. Through this scheme, registrants are being given a work exposure and a real life working experience. Through this initiative registrants are encouraged to enter the labour market. A number of trainees have entered in formal employment following their experience at Jobsplus.

### Beneficiaries:

Individuals registering on part 1 or inactive.

### Action/Instrument:

The scheme was an internal Jobsplus Scheme to attract trainees to assist the PES in the "Cleaning of Data Exercise—Employers" that was conducted on a national basis. Grants to trainees were funded directly by Jobsplus. It started on the 3rd November 2014 and is still ongoing.

Participants who were registered unemployed prior to participation in the intervention are still considered as 'registered unemployed' during their participation in the intervention. Registrants are exempted from the weekly registration (i.e. exempted from visiting one of the PES' job centres to 'confirm' their registration on a weekly basis) but not 'stricken off' the unemployment register (hence the continuous unemployment spell during participation in the intervention).

### Financing/Support:

Other: Scheme was financed directly from the PES Budget.

### Eligibility:

Individuals who are registering on Part 1 as Clerks or are looking for a job linked to clerical duties are eligible for the scheme.

### Legal basis:

Employment and Training Services Act- Chapter 343

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (All)  
Other registered jobseekers (All)  
Not registered (All)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Maximum: 2 Years

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2014 *Year Ended:* 2017



## Identification

Country Malta 2017 Category 4 - Employment incentives  
Intervention n°/name 8 Bridging the Gap (BTG)  
Type of action: 4.1 - Recruitment incentives

## Description

### Aim:

This scheme is specifically designed to support disadvantaged registering unemployed persons in the transition period from unemployment to employment.

### Beneficiaries:

The scheme is mainly targeted towards unemployed individuals who are either registered disabled persons or other persons in disadvantaged situations.

### Action/Instrument:

This scheme is designed to support the client in the transition period from unemployment to employment. It allows the employer to evaluate the performance of the client in the workplace, prior to proper engagement. The employer and Jobsplus enter into an agreement regarding the work exposure period, whereby the client is placed on the scheme with the prospect of employment. Clients receive a weekly allowance of 80% of the minimum wage from Jobsplus. The client will have to renounce the rights to any social security benefits if the work exposure period exceeds the twenty-eight weeks. Employers participating in this scheme are exempted from social security contributions, wages and sick leave benefits. Throughout this work exposure phase, the employer can benefit from the support of Jobsplus officials.

### Financing/Support:

Central government budget

### Eligibility:

Registered unemployed persons who are:

- Registered disabled persons;
- Other people in disadvantaged situations.

### Legal basis:

Employment and Training Services Act, 1990 - Chapter 343

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (Disabled, Public priorities and Other)  
Not registered (Public priorities and Other)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: Cash benefits (Source: Current intervention, Unemployment benefit)

Planned duration: Typical: 8 Weeks, Maximum: 8 Weeks, Maximum extended: 12 Weeks

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 1998 *Year Ended:* Ongoing

## Identification

Country Malta 2017 Category 4 - Employment incentives  
Intervention n°/name 70 Tapering of Benefits Scheme  
Type of action: 4.1 - Recruitment incentives

## Description

### Aim:

The Tapering of Benefits Scheme is intended to introduce persons in receipt of Unemployment Assistance (UA), Social Assistance (SA) and Social Assistance for Single Unmarried Parents (SUP) to employment.

### Beneficiaries:

Scheme is open to persons availing themselves of unemployment assistance, social assistance or single unmarried parent benefit for the previous 36 months.

### Action/Instrument:

The awarded Tapering of Benefits rate is a percentage of the last Social Benefit rate awarded excluding bonuses:

- 65% of the benefit rate for the first year
- 45% of the benefit rate for the second year
- 25% of the benefit rate for the third year

25% of the benefit rate paid to the employer for a period of 3 years (in the case of single parents, 25% of the benefit rate is paid to the employer in the circumstance of full-time employment and 12.5% in the circumstance of part-time employment for a period of 3 years).

Beneficiaries are paid in arrears every 4 weeks, while employers are paid in arrears every 12 weeks.

### Financing/Support:

Central government budget

### Eligibility:

Applicants must fulfil one of the following criteria:

- An applicant who is engaged in full-time employment and earning not less than the National Minimum Wage, and should have been in receipt of a non-contributory benefit for a period of 1 year in the last 3 years.
- Applicants who are in receipt of Unemployment Assistance or Social Assistance for 1 year in the last 3 years and the spouse is gainfully occupied earning the weekly National Minimum Wage or more.
- Applicants who are in receipt of Social Assistance or Unemployment Assistance or Single Unmarried Parent Assistance or Special Unemployment Benefit Social Assistance for 1 year in the last 3 years prior to their date of marriage or civil union or cohabiting and the spouse is gainfully occupied earning the weekly National Minimum Wage or more.
- Single parents who are in receipt of Social Assistance, Unemployment Assistance or Single Unmarried Parent Assistance and engage in a gainful occupation working for at least 10 hours per week and earning more than €42.44 weekly.

### Legal basis:

Social Security Act (Att dwar is-Sigurta' Socjali Cap. 318)

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments), Transfers to employers (Periodic cash payments)  
Target groups: Registered unemployed (All)  
Not registered (All)  
Treatment of unemployment spells: Broken  
Receipt of benefits: Cash benefits (Source: Current intervention)  
Planned duration: Maximum: 3 Years  
Responsible institution(s): Central government  
Area of application: National

Source: Eurostat LMP database. Date of extraction: 18 June 2019

Implementation:

*Year started:* 2014

*Year Ended:* Ongoing

## Identification

Country Malta 2017 Category 4 - Employment incentives  
Intervention n°/name 75 Work Programme Initiative  
Type of action: 4.1 - Recruitment incentives

## Description

### Aim:

Jobsplus in collaboration with the private sector is assisting long-term unemployed individuals to re-enter into the labour market. The Work Programme Initiative's (WPI) main objective is that of re-integrating the long-term unemployed into the labour market. This initiative consists of three phases: profiling, training and job placements.

### Beneficiaries:

The scheme is mainly targeted for long-term unemployed individuals and inactive persons, who are 25 years and older.

### Action/Instrument:

Jobsplus is working together with three Service Providers to help long-term unemployed individuals to re-insert themselves in the labour market. The Work Programme Initiative (WPI) is based on one main objective which is that of finding and retaining employment as much as possible. This objective will be implemented through the three main stages of the WPI which are profiling, training and placing individuals into sustainable employment. The duration of the intervention is up to a maximum of 4 years from the signing of the WPI contract.

Participants will be given training courses to improve their employability skills and to be finally placed in employment. As regards expenditure, Service Providers are paid upon submission of deliverables under each phase as set in the tender.

### Finanacina/Support:

The intervention is financed as per the below:

Profiling and Job Placement are financed through the Centrall Government Budget allocated for the Work Programme Initiative.

The training part of the intervention is financed by the European Social Fund based on a co-financing rate of 80% ESF and 20% Central Government Budget.

The Work Programme Initiative is administered by Jobsplus. The unit is made up of a project leader and four senior executives who are responsible for the administration and operational support of the intervention.

### Eligibility:

This initiative is targeted for long-term unemployed individuals aged 25 years and over, who are seeking full or part-time employment. These individuals need to be either:

- Registering for 12 months over the last two years (not necessarily consecutive);
- Inactive individuals not registering during the past 12 consecutive months.

### Legal basis:

The intervention is regulated by the Public Procurement Regulations, 2010 (Legal Notice 296/2010) as amended by Legal Notices 47, 104, 255 and 312 of 2012, and 65 and 397 of 2013 and the contract agreement signed between the Service Provider and the Central Government Authority highlighting the regulations for the intervention.

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to service providers  
Target groups: Registered unemployed (LTU)  
Other registered jobseekers (Public priorities and Other)  
Not registered (Public priorities and Other)  
Treatment of unemployment spells: Continuous/Continuous

|                             |  |      |                         |
|-----------------------------|--|------|-------------------------|
| Receipt of benefits:        | Cash benefits (Source: Unemployment benefit) |      |                         |
| Planned duration:           | Maximum: 4 Years                             |      |                         |
| Responsible institution(s): | Public employment services                   |      |                         |
| Area of application:        | National                                     |      |                         |
| Implementation:             | <i>Year started:</i>                         | 2015 | <i>Year Ended:</i> 2019 |

## Identification

Country Malta 2017 Category 4 - Employment incentives  
Intervention n°/name 79 Document Management Initiative  
Type of action: 4.1 - Recruitment incentives

## Description

**Aim:**

This scheme is specifically designed to help registered persons with disability find employment.

**Beneficiaries:**

The scheme is mainly targeted towards unemployed individuals who are registered persons with disability.

**Action/Instrument:**

Through a contract of service that Jobsplus has with Maltapost in Gozo, persons with disability are employed with Maltapost's subsidiary company to carry out document management tasks. The contract's duration is of five years, extendable to another five years.

**Financing/Support:**

Central government budget

**Eligibility:**

Participants must be registered persons with disability (includes both registered and unregistered jobseekers)

**Legal basis:**

Employment and Training Services Act (CH. 343)

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to service providers  
Target groups: Registered unemployed (Disabled)  
Treatment of unemployment spells: Broken  
Receipt of benefits: None  
Planned duration: Unlimited  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2016 *Year Ended:* Ongoing

## Identification

Country Malta 2017 Category 4 - Employment incentives  
Intervention n°/name 83 Access to Employment Scheme (A2E)  
Type of action: 4.1 - Recruitment incentives

## Description

### Aim:

Access to Employment (A2E) Scheme provides employment aid to enterprises in Malta and Gozo to promote the recruitment of the more challenged amongst jobseekers and inactive persons.

This scheme facilitates the integration of job seekers and inactive people in the labour market by:

- Enhancing opportunities to access the labour market and providing work experience to those furthest away from gainful occupation;
- Bridging the gap between labour market supply and demand;
- Increasing social cohesion.

### Beneficiaries:

The scheme is mainly targeted towards vulnerable persons in the labour market and registered disabled persons.

### Action/Instrument:

Scheme Budget and Allocation

The Scheme is managed on a demand driven basis meaning that Undertakings can apply whenever they identify a recruitment need within the company. Grant awards will be provided on a first-come first-served basis and subject to calendar year total ceilings. The total available budget for this scheme is €12 million, with an indicative annual calendar year ceilings of c. €2.4 million per annum. The scheme commenced in 2015 and will be active till 2020.

### Eligibility of Applications

All applications for funding will be assessed against the eligibility criteria and will proceed for funding subject to availability of funds as well as subject that the employment is effected within the eligible period. For the recruitment to be eligible, the Undertaking must send a duly completed A2E application form before the end of August 2019. Recruitment must take place no later than September 2019 to be considered eligible for the subsidy.

### Payment Process

The applicant undertaking must pay from own funds the total expenditure incurred. Once the operation has been successfully completed, the Undertaking is to provide the necessary documentation. The subsidy will be paid to the Undertaking twice annually upon completion of every twenty-six week period; or once, following premature termination of the grant agreement. Reasonable care will be taken by the Intermediary Body's A2E Unit to ensure that the payment process is not unduly delayed. Requests for reimbursement are expected to be processed by Jobsplus within a timeframe of three months from receipt of complete reimbursement documentation and any clarifications sought. Following processing of the claim for reimbursement from Jobsplus, the Treasury Department will conduct further checks before execution of payment.

### Financing/Support:

Co-financed: European Social Fund and Central Government Budget

Co-financing Rates: 80% EU Funds and 20% National Funds

### Eligibility:

#### Target Groups

1. Any person of age 24 and over who has been unemployed/inactive for the previous 6 months;
2. Any person of age 24 and over who has been unemployed for the previous 12 months during which he/she participated in a traineeship with the applicant undertaking;
3. Any person who is living as a single adult who has one or more dependants and is not in full-time employment;
4. Any person of age 24 and over who has not attained an upper secondary educational or vocational qualification (ISCED 3) and who does not have a job;
5. Any person older than 50 years who does not have a job;
6. Any person who has been unemployed/inactive for the previous 12 months during which he/she has not benefited

Source: Eurostat LMP database. Date of extraction: 18 June 2019

from a traineeship with the applicant undertaking and who belongs to either category (3) to (5);

7. Any person of age 24 and over who has been unemployed/inactive for the previous 24 months during which he/she has not benefited from a traineeship with the applicant undertaking;

8. Any person who is a registered disabled person under national law and is not in full-time employment.

#### Undertakings

a. Complete documentation: an Undertaking must present a fully completed application form together with all the requested supporting documentation.

b. All Undertakings: all Undertakings (including a partnership, company, association, individual self-employed or other body of persons) having an economic activity and recruiting new employees are eligible to participate in the Scheme subject to criterion (c) below. Such definition implies that there must be at least one person in the Employer's organization who is engaging a different person through the A2E Scheme. A definition of an Undertaking can be found in the 'Definition of Term Section' of these Guidance Notes, whilst a more detailed definition can be found in Annex 1 of the Commission Regulation (EC) 651/2014.

c. The specific recruitment must represent a net increase in the Undertaking staff as at acknowledgment date of the A2E application form, compared with the average of the twelve months preceding the received date; any post/s reduced must have fallen vacant following voluntary departure, disability, retirement on grounds of age, voluntary reduction of working time or lawful dismissal for misconduct and not as a result of redundancy.

d. Incentive effect: as long as the Undertaking has submitted a written application prior to engaging the new recruit, aid should be considered to have an incentive effect.

e. Project implemented within/for the direct benefit of the eligible territory: The eligible territory for this scheme is the whole legal territory of the Maltese Islands.

f. The Jobsplus will be checking that every applicant Undertaking is financially sound; any one of the following circumstances would render it 'an undertaking in difficulty' (as more fully described in the 'Definition Terms' section) ineligible for funding:

i. In the case of limited liability companies (with a few exceptions relating to SMEs), if more than half of the subscribed share capital has been absorbed by losses.

ii. In the case of companies with partners' partial limited liability, as in (a) above.

iii. Involvement in any collective insolvency proceedings.

iv. Where any rescue aid has not been repaid.

v. Where non-SMEs have had for the last two years a book debt to equity ratio greater than 7.5 or an EBITDA coverage ratio of below 1.0.

#### Legal basis:

This scheme is in line with the Commission Regulation (EU) No 651/2014 of 17 June 2014 declaring certain categories of aid compatible with the common market in application of Articles 107 and 108 of the Treaty on the Functioning of the European Union (TFEU) (General Block Exemption Regulation).

#### Recent changes:

### Supplementary information

|                                   |   |
|-----------------------------------|---|
| Breakdown of expenditure:         | Transfers to employers ( Reimbursements)  |
| Target groups:                    | Registered unemployed (LTU, Older, Disabled, Immigrants/ethnic minorities, Re-entrants/lone parents, Public priorities and Other)<br>Other registered jobseekers (Older, Disabled, Immigrants/ethnic minorities, Re-entrants/lone parents, Public priorities and Other)<br>Not registered (Older, Disabled, Immigrants/ethnic minorities, Re-entrants/lone parents, Public priorities and Other)<br>Employed (Disabled, Re-entrants/lone parents) |
| Treatment of unemployment spells: | Broken  |
| Receipt of benefits:              | Non-cash benefits   |
| Planned duration:                 | Typical: 12 Months, Maximum: 36 Months  |
| Responsible institution(s):       | Public employment services  |
| Area of application:              | National  |
| Implementation:                   | <i>Year started:</i> 2015 <i>Year Ended:</i> 2020   |

Source: Eurostat LMP database. Date of extraction: 18 June 2019



## Identification

Country Malta 2017 Category 4 - Employment incentives  
Intervention n°/name 64 WTES for Gozitian Registering Clients  
Type of action: 4.1.2 - Temporary

## Description

### Aim:

The scheme offered work experience with the public sector and training opportunities offered by Jobsplus for those registering on part 1 or inactive. Through this scheme, registrants are being given a work exposure and a real life working experience. Through this initiative registrants are encouraged to enter the labour market. A number of trainees have entered in formal employment following their experience at Jobsplus.

### Beneficiaries:

Individuals registering on part 1 or inactive.

### Action/Instrument:

The scheme was an internal Jobsplus Scheme to attract trainees to assist the PES in the "Cleaning of Data Exercise—Employers" that was conducted on a national basis. Grants to trainees were funded directly by Jobsplus. It started on the 3rd November 2014 and is still ongoing.

Participants who were registered unemployed prior to participation in the intervention are still considered as 'registered unemployed' during their participation in the intervention. Registrants are exempted from the weekly registration (i.e. exempted from visiting one of the PES' job centres to 'confirm' their registration on a weekly basis) but not 'stricken off' the unemployment register (hence the continuous unemployment spell during participation in the intervention).

### Finanacina/Support:

Other: Scheme was financed directly from the PES Budget.

### Eligibility:

Individuals who are registering on Part 1 as Clerks or are looking for a job linked to clerical duties are eligible for the scheme.

### Legal basis:

Employment and Training Services Act- Chapter 343

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (All)  
Not registered (All)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Maximum: 2 Years

Responsible institution(s): Public employment services

Area of application: Regional

Implementation: *Year started:* 2014 *Year Ended:* 2017

## Identification

Country Malta 2017 Category 4 - Employment incentives  
Intervention n°/name 66 Mature Workers Scheme  
Type of action: 4.1.2 - Temporary

## Description

### Aim:

Employers, including self-employed individuals, who as from 2014 employ persons aged between 45 and 65, and who have been registering for work on Parts 1 and 2 of the Unemployment Register for the preceding six months, will have their income tax deducted pro-rata. Hence, the main aim of the scheme is to motivate employers to engage older unemployed persons.

### Beneficiaries:

The scheme is mainly targeted for registered unemployed persons aged between 45 and 65.

### Action/Instrument:

The employer fills in an application form and Jobsplus confirms the eligibility of the employee or otherwise. At the end of each year a list of eligibility applications is sent to the Inland Revenue Department to disburse payment to the respective employer. The sum is calculated pro-rata; €5,800 for each 365 days (a year), thus the sum is calculated on the number of days in that year covering period of employment (X days multiplied by €5,800 divided by 365 days). If the same employee is still in the same employment, then the following year the lump sum is again calculated by the same workings.

### Financing/Support:

Central Government Budget

### Eligibility:

- Employers must employ individuals who are 45+ years old;
- Have been on the unemployment register for the preceding 6 consecutive months prior to employment;
- The gap between last registration date and engagement form must not exceed 15 days.

### Legal basis:

Legal Notice 180 of 2014- Availability of tax deductions in respect to Employees engaged after 1st January 2014, aged between 45 and 65, together with the Employment and Training Services Acts- Chapter 343

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Reduced taxes)  
Target groups: Registered unemployed (Older)  
Treatment of unemployment spells: Broken  
Receipt of benefits: None  
Planned duration: Maximum: 24 Months  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: Year started: 2014 Year Ended: Ongoing

## Identification

Country Malta 2017 Category 4 - Employment incentives  
Intervention n°/name 74 Tax Incentive - Apprenticeship and Work Placements (LN 179 of 2014)  
Type of action: 4.1.2 - Temporary

## Description

### Aim:

With the Tax Incentive Scheme employers can benefit from €600 deduction from taxable income for each hands-on-training placement with duration of 26 weeks or more. This incentive is aimed at motivating employers to offer placements to individuals participating in the Youth Guarantee Scheme, Traineeships, Work Exposure and Work Placement Schemes to gain hands-on experience in the labour market thereby enhancing their employability profiles and prospects.

### Beneficiaries:

The scheme is targeted for employers who offer placements to registered unemployed, inactive individuals and NEETs in line with the schemes mentioned above.

### Action/Instrument:

- Jobsplus maintains details of each work-placement offered through official schemes and programmes eligible for the Tax Incentive (except Apprenticeships).
- Monitoring of these placements during implementation is also performed by Jobsplus.
- A full list of employers and details of each work placement of duration 26 weeks or more is sent to the Inland Revenue Department who confirm employer eligibility.
- Each eligible employer is subsequently provided with a certificate endorsed by Jobsplus, containing details of each work placement satisfying criteria of the Legal Notice, which is redeemed against Income Tax on Profits for the particular year of assessment.
- There is no expiry date for this intervention.

Participants who were registered unemployed prior to participation in the intervention are still considered as 'registered unemployed' during their participation in the intervention. Registrants are exempted from the weekly registration (i.e. exempted from visiting one of the PES' job centres to 'confirm' their registration on a weekly basis) but not 'stricken off' the unemployment register (hence the continuous unemployment spell during participation in the intervention).

### Financing/Support:

Central Government Budget

### Eligibility:

- Duly registered employers who have a valid active P.E. number with the Inland Revenue Department;
- Placements offered through the Youth Guarantee, Traineeships, Work Exposure and Work Placement schemes.

### Legal basis:

Legal Notice 179 of 2014: Deduction (Apprentices and Work Placements) Rules, 2014

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Reduced taxes)  
Target groups: Registered unemployed (All)  
Other registered jobseekers (All)  
Not registered (All)  
Treatment of unemployment spells: Continuous/Continuous  
Receipt of benefits: Cash benefits (Source: Unemployment benefit)  
Planned duration: Typical: 12 Weeks, Maximum: 26 Weeks  
Responsible institution(s): Public employment services  
Area of application: National

Source: Eurostat LMP database. Date of extraction: 18 June 2019

Implementation:

*Year started:* 2015

*Year Ended:* Ongoing

## Identification

Country Malta 2017 Category 4 - Employment incentives  
Intervention n°/name 76 Work Exposure Scheme  
Type of action: 4.1.2 - Temporary

## Description

### Aim:

The Work Exposure Scheme is intended to facilitate transition into employment by providing jobseekers with initial hands on training that would help individuals obtain the knowledge, skills and competences required to find and retain employment. This scheme is designed to mirror contemporary labour market demand, whereby the job preferences of the jobseekers were matched with employers' requests.

### Beneficiaries:

The scheme was available to registered unemployed persons and inactive jobseekers.

### Action/Instrument:

Jobsplus promotes its Work Exposure Scheme with both employers and potential trainees (i.e. registering jobseekers and inactive jobseekers). Those interested in the scheme submitted their application form and Jobsplus' role is to match the employers' needs with the job preferences identified by potential trainees. Trainees' details are sent to the respective employers, for selection process. Following confirmation of selection by employers, Jobsplus enters into a written agreement with both the employer and the trainee.

The duration of the scheme is of 12 weeks, where a trainee has to attend 20 hours per week at the workplace. Jobsplus performs unannounced visits during the implementation of the Work Exposure Scheme. Besides performing administrative checks on the documentation retained by employers in relation to the scheme, Jobsplus monitoring officers also seek feedback from trainees and employers to evaluate their learning experience.

During the participation in the scheme, trainees receive a training allowance payable by Jobsplus, which in 2016 was set at €4.20 per hour attended, while in 2017 it was set at €4.24 per hour attended (the hourly rate was based on the National Statutory Minimum Wage applicable at the time). To claim the reimbursement, trainees have to submit original attendance sheets that highlights the time when they started and concluded the on-the-job training for each day. The attendance sheets have to be endorsed by the employer representative. Once the attendance sheets are verified and computation is confirmed correct, a reimbursement request form is generated and trainee is paid accordingly. Payments are issued on the 20th day of each month.

Those trainees receiving social benefits prior to the scheme, continue to receive part of their benefits throughout the scheme since the remuneration triggered through the scheme is based on part-time employment instead of full-time employment.

### Financing/Support:

The training allowance payable to trainees is co-financed by the European Social Funds (80% through ESF and 20% through National Funds).

Jobsplus, which is Malta's public employment agency, is responsible for administering the ESF funded project, named 'Training for Employment'

### Eligibility:

- Trainees: The Work Exposure Scheme is available for both registered unemployed persons and inactive job seekers
- Employers: All public and private entities, including NGOs.

### Legal basis:

The general framework for this scheme is set by the Employment and Training Services Act (Chapter 343).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (LTU, Youth, Older, Disabled, Immigrants/ethnic minorities,

Source: Eurostat LMP database. Date of extraction: 18 June 2019

|                                   |   |
|-----------------------------------|---|
|                                   | Re-entrants/lone parents)                         |
|                                   | Other registered jobseekers (All)                 |
|                                   | Not registered (All)                              |
| Treatment of unemployment spells: | Continuous/Continuous                             |
| Receipt of benefits:              | Cash benefits (Source: Current intervention)      |
| Planned duration:                 | Typical: 12 Weeks, Maximum: 12 Weeks              |
| Responsible institution(s):       | Public employment services                        |
| Area of application:              | National  |
| Implementation:                   | <i>Year started:</i> 2015 <i>Year Ended:</i> 2020 |

## Identification

Country Malta 2017 Category 4 - Employment incentives  
Intervention n°/name 80 Work Placement Scheme  
Type of action: 4.1.2 - Temporary

## Description

### Aim:

The Work Placement Scheme is aimed at providing training to participants following a course offered by Jobsplus, which includes a practical component. The Work Placement Scheme gives Jobsplus' trainees the opportunity to acquire both theoretical and practical training. The on-the-job training takes place at the employer's premises with whom the trainee is placed. The classroom training programmes are recognised by the National Commission for Further and Higher Education (NCFHE) and pegged at respective levels with the Malta Qualifications Framework (MQF).

### Beneficiaries:

The scheme is available to registered unemployed persons and inactive jobseekers.

### Action/Instrument:

Jobsplus promotes its Work Placement Scheme with both employers and potential trainees (i.e. registering jobseekers and inactive jobseekers). When it comes to trainees promotion is done with those trainees who follow one of the care courses. With regards to employers, marketing takes place amongst registered centres offering services to elderly persons, persons with disability and childcare centres. Those interested in the scheme submit their application form and Jobsplus' role is to match the employers' needs with those of the trainee. Trainees' details are sent to the respective employers, for selection process. Following confirmation of selection by employers, Jobsplus enters into a written agreement with both the employer and the trainee.

The placement duration is as follows: Childcare Workers 500 hours, Care Workers for the Elderly 100 hours and Care Workers for Persons with Disability 71 hours. Trainees have to attend up to 40 hours per week until they accumulate the required placement hours. Placement cannot be initiated unless trainees successfully pass from the course. During the on-the-job training, trainees have to fill in a handbook. The handbook, which is countersigned by the employers, serves as a showcase for the trainees to illustrate the knowledge, skills and competences acquired through the on-the-job training.

Trainees participating in this scheme are awarded a certificate pegged at MQF level 3 or 4 depending on the chosen course. Jobsplus performs unannounced visits during the implementation of the scheme. Besides performing administrative checks on the documentation retained by employers in relation to the scheme, Jobsplus monitoring officers also seek feedback from trainees and employers to evaluate their learning experience.

During the participation in the scheme, trainees (entitled for social benefits) have to renounce their right to claim social benefits as they become eligible for the scheme's training allowance. In 2016 the training allowance payable by Jobsplus was set at €4.20 per hour attended, while in 2017 the training allowance was set at €4.24 (the hourly rate was set on the National Statutory Minimum Wage applicable at the time). Trainees have to submit original attendance sheets that highlight the time when they started and concluded the on-the-job training for each day. The attendance sheets have to be endorsed by the employer representative. Once the attendance sheets are verified and computation is confirmed correct, a reimbursement request form for trainees is generated and trainee is paid accordingly. Payments are issued on the 20th day of each month.

### Financing/Support:

The reimbursements payable to trainees is co-financed by the European Social Funds (80% through ESF and 20% through National Funds).

Jobsplus, which is Malta's public employment agency, is responsible for administering the ESF funded project, named 'Training for Employment'.

### Eligibility:

- Trainees: Persons who are unemployed or inactive can apply for this scheme. Other entry requirements may be requested depending on the chosen vocational course;
- Employers: All public and private entities, including NGOs.

### Legal basis:

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Source: Eurostat LMP database. Date of extraction: 18 June 2019

The implementation of courses is governed by the Employment and Training Services Act (CH. 343) and the Legal Notice 296 of 2012.

Recent changes:

### **Supplementary information**

|                                   |  |      |                         |
|-----------------------------------|--|------|-------------------------|
| Breakdown of expenditure:         | Transfers to individuals (Periodic cash payments)  |      |                         |
| Target groups:                    | Registered unemployed (LTU, Youth, Older, Disabled, Immigrants/ethnic minorities, Re-entrants/lone parents)<br>Other registered jobseekers (All)<br>Not registered (All) |      |                         |
| Treatment of unemployment spells: | Continuous/Continuous  |      |                         |
| Receipt of benefits:              | Cash benefits (Source: Current intervention)   |      |                         |
| Planned duration:                 | Variable   |      |                         |
| Responsible institution(s):       | Public employment services   |      |                         |
| Area of application:              | National   |      |                         |
| Implementation:                   | <i>Year started:</i>   | 2016 | <i>Year Ended:</i> 2020 |



## Identification

Country Malta 2017 Category 5 - Supported employment and rehabilitation

Intervention n°/name 84 LSF Headstart Programme

Type of action: 5.1 - Supported employment

## Description

### Aim:

The aim of the Head Start Programme is to serve as a launch pad into employment. The programme is aimed at replicating employment in order to support individuals in increasing skills and employability.

### Beneficiaries:

Registered persons with a disability (RDP) seeking employment and registered with Malta's Public Employment Service.

### Action/Instrument:

Quality and production outputs of participants are measured and opportunities of employment are targeted accordingly. A job coach assists the group in order to support in the attainment of their personal goals and a quality coach is on board to ensure quality levels are achieved according to expectations.

Candidates enrolled in this programme should attend at least 80% of the overall programme. Failure to do so without reasonable justification may lead to dismissal from the programme. Participants are given a stipend of €90/month\*. Prior to enrolment in the programme, candidates will need to undergo a 'selection week' where their employability standards and production targets are measured and assessed. Eligibility depends on the outcome of this 'selection week'. Referrals for Head Start are done through the LSF Profiling and Guidance Executives.

Head Start aims to ensure that a) the individuals fit within the employers' needs and b) are supported until such time that they are fully included into the workforce.

\*NB: the stipend is applicable for candidates who are not in receipt of social benefits. The only exception is for candidates receiving a disability pension.

### Finanacina/Support:

Other – LSF is responsible for administration and organizational support. The latter together with the stipends, are funded by LSF through funds recovered from production and materials of the same programme.

### Eligibility:

Registered persons with a disability (RDP – confirmed by Jobsplus medical doctor) who are seeking employment and are actively registering on any of the parts within Jobsplus' register.

### Legal basis:

No – prior to recruitment clients attend an induction to show them the modus operandi. A trial week follows the induction meeting during which individuals who meet the minimum required performance are selected. An acceptance letter is sent with all relevant detail pertinent to the programme and other documentation collated on that day.

### Recent changes:

Yes – Duration of programme was moved down to four months (instead of 6) because the skills attained required less than what was originally expected. Furthermore, more flexibility with specific clients requiring a different structure from the main programme was introduced.

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments), Transfers to service providers

Target groups: Registered unemployed (Disabled)  
Other registered jobseekers (Disabled)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: Cash benefits (Source: Current intervention, Unemployment benefit)  
Planned duration: Typical: 4 Months, Maximum: 6 Months  
Responsible institution(s): Trade union or similar  
Area of application: National  
Implementation: *Year started:* 2016 *Year Ended:* Ongoing

## Identification

Country Malta 2017 Category 5 - Supported employment and rehabilitation

Intervention n°/name 59 Job Bridge Programme

Type of action: 5.2 - Rehabilitation

## Description

### Aim:

The Job Bridge Programme is a pre-employment programme based on the Supported Employment Method. Jobseekers participate in a structured programme that caters for the acquisition of skills in three main areas: Employability Skills, Social Skills and Independent Living Skills. During the programme, jobseekers are provided with various job tasters and on-the-job work exposure with the provision of job coaching services as necessary.

### Beneficiaries:

The scheme is targeted for jobseekers particularly those with intellectual disability. Applicants participate in a structured programme which will introduce them to a number of job experiences that cater for the acquisition of skills in three main areas:

- Employability Skills
- Social Skills
- Independent Living Skills

The aim of the training is to assist disabled jobseekers to acquire pre-employment skills in order to adapt to labour market changes and requirements.

### Action/Instrument:

Assistance was provided from first day of the programme by supporting the participants with transport training, followed by support during the delivery of the pre-employment training at Job Bridge. Participants are also supported during Job Tasters and Work Experiences by an Employment Support Worker. Once employed through an engagement letter, on-the job support is also provided according to needs of each individual.

### Finanacina/Support:

Central Government and ESF Funding (co-financing 80% ESF and 20% central government budget)

### Eligibility:

The Job Bridge Programme is a pre-employment programme targeting individuals with a disability (particularly intellectual disability) who have completed compulsory education.

### Legal basis:

Employment and Training Services Act, 1990 - Chapter 343

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (Disabled)  
Other registered jobseekers (Disabled)  
Not registered (Disabled)  
Employed (Disabled)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Maximum: 52 Weeks

Responsible institution(s): Public employment services

Area of application: National

Implementation:

*Year started:* 2013

*Year Ended:* Ongoing

## Identification

Country Malta 2017 Category 5 - Supported employment and rehabilitation

Intervention n°/name 62 Sheltered Employment Training

Type of action: 5.2 - Rehabilitation

## Description

### Aim:

The Sheltered Employment Training (SET) is a one year programme aimed at preparing individuals with mental, physical and/or intellectual disabilities for employment. The objective of this initiative is to offer a simulated working environment within groups, supported by job coaches. The job coaches' role is to emphasize punctuality, work ethics, independent living, communication and social skills in order to increase the client's ability to move from a sheltered to a supported to an open employment.

### Beneficiaries:

All persons with disability from the age of 16 up who are in a possession of either Jobsplus' Registered Person with Disability card and/or ir the National Commission for Persons with Disability yellow card are eligible for such training. The scheme is targeted towards registered disabled persons with severe/ multiple disabilities.

### Action/Instrument:

The Sheltered Employment Training offers the possibility to participants to receive a hands-on approach to employment training.

Training categories available for participants include; Back-office, Catering and Assembly. Training takes place at the Msida Training Workshops, Job Bridge Centre Pembroke and at the employers' workplace for the work exposure period.

Transport is provided to all participants from their meeting point to their training premises and vice-versa. Job coaches are always present to provide training assistance for groups of participants, usually up to 6 participants per group.

Upon starting the Sheltered Employment Training each participant undergoes an eight week probationary period in which his / her progress is monitored so as to determine whether the Sheltered Training will be of a benefit to the client. A multidisciplinary team will assess the clients and a decision is taken if the programme is to be continued or not.

### Direct expenditures related to the Sheltered Employment Training are:

- Transport Services – which involves a tender process and payments are issued monthly after invoices had been checked and verified correct
- Job Coaches Salaries – Issued by Jobsplus and reimbursed accordingly if ESF project will be accepted
- Training courses provided to the participants or the job coaches - involves tender process and payments are issued to service providers accordingly.

Indirect expenses incurred are related to the daily operations for the proper functioning of the Sheltered Employment Training initiative. Such expenditures include:

- Administrative Staff Salaries
- Advertising
- Purchasing of equipment

### Finanacina/Support:

Central Government and ESF Funding (co-financing 80% ESF and 20% central government budget)

### Eligibility:

All persons with disability from the age of 16 up who are in a possession of either the ETC Registered Person with Disability card and/or ir the National Commission for Persons with Disability yellow card are eligible for such training.

### Legal basis:

Chapter 210 Persons with Disability (Employment) Act, articles 21 and 24 detail the provision of facilities for persons with disability and the functions of the Corporation (Jobs Plus) respectively – link:

<http://www.justiceservices.gov.mt/DownloadDocument.aspx?app=lom&itemid=8718&l=1>

As stated in article 24;

"It shall be the function of the Corporation to advise and assist the Minister in matters relating to the employment or training of, or to the undertaking of work on their own account by, persons with disability, and to perform any functions required to be performed by the Corporation under this Act....."

This scheme is also compliant with the Employment and Training Services Act- Chapter 343

Recent changes:

### **Supplementary information**

|                                   |   |      |                            |
|-----------------------------------|---|------|----------------------------|
| Breakdown of expenditure:         | Transfers to service providers  |      |                            |
| Target groups:                    | Registered unemployed (Disabled)<br>Other registered jobseekers (Disabled)<br>Not registered (Disabled) |      |                            |
| Treatment of unemployment spells: | Continuous/Continuous   |      |                            |
| Receipt of benefits:              | None  |      |                            |
| Planned duration:                 | Maximum: 52 Weeks, Maximum extended: 56 Weeks   |      |                            |
| Responsible institution(s):       | Public employment services  |      |                            |
| Area of application:              | National  |      |                            |
| Implementation:                   | <i>Year started:</i>  | 2014 | <i>Year Ended:</i> Ongoing |

### Identification

Country Malta 2017 Category 6 - Direct job creation  
Intervention n°/name 78 Community Inclusive Employment Scheme  
Type of action: 6 - Direct job creation

### Description

**Aim:**

This scheme is specifically designed for registered persons with disability to be employed within Local Councils (Malta and Gozo).

**Beneficiaries:**

The scheme is mainly targeted towards unemployed individuals who are registered disabled persons.

**Action/Instrument:**

Attracting and helping to integrate persons with disability into productive employment with the assistance of Local Councils in Malta and Gozo.

**Financing/Support:**

The scheme is financed through Local Government budget.

**Eligibility:**

Participants must be registered persons with disability.

**Legal basis:**

Employment and Training Services Act (CH. 343) and the Legal Notice 296 of 2012

**Recent changes:**

### Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)  
Target groups: Registered unemployed (Disabled)  
Treatment of unemployment spells: Broken  
Receipt of benefits: None  
Planned duration: Typical: 3 Years, Maximum: 3 Years  
Responsible institution(s): Local government, Public employment services  
Area of application: National  
Implementation: *Year started:* 2016 *Year Ended:* Ongoing

## Identification

Country Malta 2017 Category 6 - Direct job creation  
Intervention n°/name 81 Work Exposure Scheme Gozo - 2016  
Type of action: 6 - Direct job creation

## Description

### Aim:

A scheme offering work exposure opportunity to Part 1 Registrants with specific job preferences, aimed to attract participants into the active labour market. Work exposure placement is found and provided by the Ministry for Gozo.

### Beneficiaries:

Individuals registering on part 1, 24 years and over, and not participating in other schemes, such as the WPI.

### Action/Instrument:

Jobsplus administers the scheme, processes the applications, checks the eligibility. The scheme started in 2016 (03/02/2016) and is still active. Participants are entitled for a maximum of €145.00 per 40hrs weekly (reducing Social Security Benefits where applicable).

### Finanacina/Support:

The scheme is financed through Central Government Funding

### Eligibility:

Individuals registering on part 1, 24 years and over, and not participating in other schemes, such as the WPI.

### Legal basis:

Employment and Training Services Act – CH343

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)  
Target groups: Registered unemployed (All)  
Treatment of unemployment spells: Continuous/Continuous  
Receipt of benefits: Cash benefits (Source: Current intervention)  
Planned duration: Maximum: 4 Weeks, Maximum extended: 12 Weeks  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2016 *Year Ended:* 2017



## Identification

Country Malta 2017 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 28 Unemployment benefit

Type of action: 8.1.1 - Unemployment insurance

## Description

### Aim:

Provide income support for the unemployed.

### Beneficiaries:

Unemployment Benefit may be awarded to any person who has paid Class 1 Social Security Contributions and is registering with Jobsplus under Part I of the Unemployment Register.

### Action/Instrument:

A number of criteria must be fulfilled in order for a person to be able to receive the unemployment benefit (a contributory short-term benefit). These criteria are outlined below:

- a) the person must be registering for work with the ETC - this implies regular registration at the district office
- b) the person must be over 16 but under 61 years old.

If the criteria for social assistance are satisfied the Unemployment Benefit is increased and converted to, a Special Unemployment Benefit (SUB). Should the SUB not be sufficient for the unemployed person, this is complemented by additional social assistance. The criteria which are considered for eligibility to SUB are related to whether the beneficiary is the head of household and the access to capital:

- a) In case of a single person capital is not to exceed Lm 6000 per annum. In case of a married person Lm10,000 per annum
- b) The income should not exceed the lowest rate of assistance payable for Special Unemployment Benefit
- c) The request for Special Unemployment Benefit should be raised by the unemployed person at the district office and this application is then forwarded to the head office of the Social Security Department for subsequent assessment.

In order to be eligible for the contributory Unemployment Benefit or the Special Unemployment Benefit, a person must have at least 52 monthly social security contributions of which 20 should have been contributed in the benefit year. The UB or SUB is given for a maximum of 156 days to employees only and depends on the number of contributions made. Self-employed persons who become unemployed are not entitled to UB or SUB but may qualify for Unemployment Assistance if they satisfy the means test criteria.

### Financing/Support:

Social Security fund

### Eligibility:

- A person must be registering for employment under Part 1 of the Unemployment Register kept by Jobsplus
- Claimant has paid a minimum of 50 Class 1 Social Security Contributions since being registered under the Social Security Act (Cap. 318.) and also has 20 paid Class 1 or credited Social Security Contributions during the last 2 consecutive complete years prior to the year of unemployment
- To be entitled for the full 156 days of Unemployment Benefit, claimant must satisfy the Social Security Contributions Tests indicated above and also have a minimum of 156 Social Security Contributions paid

A person may be deprived of the Unemployment Benefit or the Special Unemployment Benefit, should s/he fail to:

- a) attend interviews for potential jobs indicated by ETC and/or decline any offer for employment
- b) attend any training which the ETC deems suitable for increasing the unemployed's chances of finding a job
- c) is found working whilst registering for work

### Legal basis:

Employment and Training Services Act (Att dwar l-Impjegji u Tahrig) (Cap. 343).  
Employment Commission Act (Att dwar il-Kummissjoni ghall-Impjegji) (Cap. 268).  
Social Security Act (Att dwar is-Sigurta' Socjali) (Cap. 318).

### Recent changes:

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Source: Eurostat LMP database. Date of extraction: 18 June 2019

### Supplementary information

|                                   |   |      |                            |
|-----------------------------------|---|------|----------------------------|
| Breakdown of expenditure:         | Transfers to individuals (Periodic cash payments) |      |                            |
| Target groups:                    | Registered unemployed (All)                       |      |                            |
| Treatment of unemployment spells: | Continuous/Continuous                             |      |                            |
| Receipt of benefits:              | Cash benefits (Source: Current intervention)      |      |                            |
| Planned duration:                 | Maximum: 156 Days                                 |      |                            |
| Responsible institution(s):       | Social security funds                             |      |                            |
| Area of application:              | National  |      |                            |
| Implementation:                   | <i>Year started:</i>                              | 1965 | <i>Year Ended:</i> Ongoing |

## Identification

Country Malta 2017 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 29 Unemployment assistance

Type of action: 8.1.2 - Unemployment assistance

## Description

### Aim:

Provide income support for the unemployed.

### Beneficiaries:

Unemployment Assistance may be awarded to a head of household who is registering under Part 1 of the Unemployment Register with Jobsplus for more than 156 days.

### Action/Instrument:

Unemployment assistance is given to employees when the 156 days of unemployment benefit or special unemployment benefit have elapsed. Unemployment Assistance is paid on a weekly basis. Unemployment Assistance is awarded to a Head of Household and other eligible members forming part of the household. Unemployment Assistance is awarded in full if the applicant is single and is living on his own. However, if the applicant is living with someone else who is a relative (excluding parent/s), s/he becomes entitled to 75% of the Unemployment Assistance rate.

Unemployment Assistance is given for an indeterminate period or until the head of household stops registering for work with the public employment office or when capital and income means test is exceeded through changes in the family's financial situation.

### Financing/Support:

Central government budget

### Eligibility:

- The applicant is the Head of Household
- The applicant must be registering for work under Part 1 of the Unemployment Register
- The applicant must satisfy the Capital Means Test. Capital resources for a couple must not exceed €23,300 and €14,000 for a single person
- Any income deriving from Rents; Bank Interest from Capital, Stocks and Shares; Alimony / Child Maintenance and any other income derived; must not exceed the maximum Unemployment Assistance rate as per household

### Legal basis:

Employment and Training Services Act (Att dwar l-Impjiegi u Tahrig) (Cap. 343).

Employment Commission Act (Att dwar il-Kummissjoni ghall-Impjiegi) (Cap. 268).

Social Security Act (Att dwar is-Sigurta' Socjali) (Cap. 318).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (All)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Unlimited

Responsible institution(s): Central government

Area of application: National

Implementation: *Year started:* 1965 *Year Ended:* Ongoing

Source: Eurostat LMP database. Date of extraction: 18 June 2019

## Identification

Country Malta 2017 Category Mixed

Intervention n°/name 68 Youth Guarantee Scheme

Type of action: 1.1 - Client services  
2.1 - Institutional training

## Description

### Aim:

The Youth Guarantee project provides training and personalised assistance to youth at risk of social exclusion and youth that are at risk of becoming long-term unemployed. The project focuses on both the current stock of NEETs as well as on those at risk of becoming NEETs or young unemployed through a mix of interventions tailor-made for the specific cohorts. Thus the Youth Guarantee is composed of NEET-preventive initiatives (Sec Revision Classes, ALP ICT Summer Course) together with a NEET-corrective initiative (NEET Activation Scheme I).

### Beneficiaries:

The scheme is targeted towards job seekers and inactive youth, including the long term unemployed and youth detached from the labour market. This scheme targets the sustainable integration into the labour market of young people, in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities.

### Action/Instrument:

#### NEETs Activation Scheme I

This initiative attempts to empower youth and re-integrate them into the education system or labour market. This initiative is composed of 2 phases. The first phase involves; profiling, providing psychological-wellbeing courses and other employment-short courses and the second phase consists of providing education or work exposure period.

In the first phase, participants are profiled individually by psychologists. These profiles are then submitted to the youth workers, providing the latter with the necessary framework to deliver continuous support throughout the initiative. In the second phase, each participant receives 80 hours of training that address various topics, including: employment guidance, techniques to improve communication skills, CV-writing skills and other skills to improve interviews. Psychological sessions that address psychological wellbeing are also offered as participants are given motivational and behavioural training. These training modules help participants to develop the basic skills required such that they can improve their employability prospects. Following this, students can choose between either of two streams in phase two: education or work exposure.

Participants applying for one of the accredited educational institutions are instructed on how to file their application.

Participants can choose from a variety of courses available. These include both academic and vocational ones. On the other hand, participants that choose the work exposure stream are provided with the opportunity to work 12 weeks with an employer. This work will be related with the one that the student aspires to perform in the near future. This, not only gives student that job experience, much required by employers, but also gives participants the opportunity to understand whether this employment matches their career aspirations. In both the training and education/work exposure streams, each participant is paid an allowance grant, based on his/her performance and attendance. The total time allocated for each participant is 18 weeks.

A total of 1440 Euros is allocated to every participant that successfully completes the scheme. This allowance is segmented into 4 separate allowances. The first three payments of 240 Euros, and a final payment of 720 Euros. After the first 4 weeks of training, the participant receives the first payment of 240 Euros provided that he/she completes 80% or more of the attendance. After the participant is matched with an employer, the participant is paid 240 euros in the first month and another 240 euros in the second month provided that the participant works for 80% or more of the 20 hours per week. Lastly upon finishing the scheme, the participant receives a final payment of 720 euros provided that he/she attends 80% or more of all the activities of the NEET activation scheme II.

### ALP

Each participant is offered 54 hours of ICT training at one of the available centres depending on the locality of each participant. Provided that each participant attends 80% of tuition, then he/she is paid at a rate of 4.05 euros per hour. Hence a participant attending 80% or more would be paid the amount of 202.50 Euros.

### SEC Revision Classes

Each participant is offered 5 weeks of free SEC revision lessons on the subjects he/she failed to attain a 1-5 classification in

Source: Eurostat LMP database. Date of extraction: 18 June 2019

the May examination session. Each participant receives 6 hours of tuition per week per subject and thus if a student applies for 3 subjects then he/she would receive 18 hours of tuition per week, amounting to 90 hours for the whole scheme. The maximum amount of subjects which the students can attend to are any three subjects from the core subjects, being Maths, Physics, Maltese and English.

Teachers are recruited by the Youth Guarantee team to teach these free SEC Revision classes and coordinators are also recruited by the Youth Guarantee team to assist with needs arising from both teachers and the students. In this case the teachers and coordinators are paid an hourly rate of 12.00 euros. Teachers are paid an additional 12 euros per hour for every hour of preparation work.

Participants who were registered unemployed prior to participation in the intervention are still considered as 'registered unemployed' during their participation in the intervention. Registrants are exempted from the weekly registration (i.e. exempted from visiting one of the PES' job centres to 'confirm' their registration on a weekly basis) but not 'stricken off' the unemployment register (hence the continuous unemployment spell during participation in the intervention).

Financing/Support:

The source of finance comes from the European Social Fund 2007-2013 programming period. The co-financing rate is that of 85% ESF funds while the remaining 15% via national funds.

Eligibility:

6.1. NEETs Activation Scheme

- under 25 years of age at the month prior the issuing of the call for applications , and
- resident in Malta or Gozo, and
- unemployed (both registering with ETC and non-registering)
- not registered with MCAST, University, Junior College, Higher Secondary and ITS, or
- inactive

6.2. Summer SEC Revision classes

- NEETs who were students previously enrolled at State and non-State schools, who do not sit for the May exam session, or who get the grades 6 or 7 or "U" in at least one of the core subjects offered.

6.3. ALP Summer ICT Course

- NEETs who participated in the Alternative Learning Programme during the previous scholastic year.

Legal basis:

A Council Recommendation establishing the Youth Guarantee was endorsed in 2013.

Employment and Training Services Act 1990 - Chapter 343

Recent changes:

### Supplementary information

|                                   |   |      |                            |
|-----------------------------------|---|------|----------------------------|
| Breakdown of expenditure:         | Transfers to individuals (Periodic cash payments, Lump-sum payments), Transfers to service providers  |      |                            |
| Target groups:                    | Registered unemployed (LTU, Youth, Re-entrants/lone parents)<br>Other registered jobseekers (Youth, Re-entrants/lone parents)<br>Not registered (Youth, Re-entrants/lone parents) |      |                            |
| Treatment of unemployment spells: | Continuous/Continuous   |      |                            |
| Receipt of benefits:              | Cash benefits (Source: Current intervention)  |      |                            |
| Planned duration:                 | Typical: 18 Weeks, Maximum: 21 Weeks, Maximum extended: 30 Weeks  |      |                            |
| Responsible institution(s):       | Public employment services  |      |                            |
| Area of application:              | National  |      |                            |
| Implementation:                   | <i>Year started:</i>  | 2014 | <i>Year Ended:</i> Ongoing |

## D - Reference data

**R.1.1 Registered unemployed**

**30 Registered unemployed**

Part 1 - refers to unemployed persons who are either new job seekers who have left school, re-entrants into the labour market, or persons who have lost their job and have been made redundant by their former employers.

Part 2 - refers to unemployed persons who are either workers who have been dismissed from work due to disciplinary action, persons who left work out of their own free will, persons who refused work or training opportunities or who were struck off the register after an inspection by the PES law enforcement personnel.

**37 Other registered jobseekers**

The national unemployment register is split into distinct categories. Other registered jobseekers covers category 3, which includes employed persons seeking an alternative job and anyone seeking temporary, seasonal or part-time employment:

Part 3A - employed persons (16 years and over) who are seeking alternative employment

Part 3B - persons (16 years and over) who are seeking temporary or seasonal employment

Part 3C1 - unemployed persons who are seeking part time employment as their principal job

Part 3C2 - employed persons (16 years and over) who are seeking part time employment

**47 Personal Action Plans**

Registered unemployed and any inactive individuals who are interesting in joining the Unemployment Register with the PES.





# Abbreviations

Abbreviation, Description