



European Employment Policy Observatory (EEPO)

EEPO Review Spring 2015: Upskilling unemployed adults

The organisation, profiling and targeting of training provision

Malta

Written by Manwel Debono
University of Malta
March 2015



EUROPEAN COMMISSION

Directorate DG Employment, Social Affairs and Inclusion

Unit C.1 – Europe 2020: Employment Policies: European Employment Strategy and Governance

E-mail: empl-c1-unit@ec.europa.eu

European Commission

B-1049 Brussels

European Employment Policy Observatory (EEPO)

**EEPO Review Spring 2015:
Upskilling unemployed adults
The organisation, profiling and
targeting of training provision**

Malta

Directorate-General for Employment, Social Affairs and Inclusion
European Employment Policy Observatory (EEPO)

March, 2015

**Europe Direct is a service to help you find answers
to your questions about the European Union.**

Freephone number (*):

00 800 6 7 8 9 10 11

(*) The information given is free, as are most calls (though some operators, phone boxes or hotels may charge you).

LEGAL NOTICE

This document has been prepared for the European Commission however it reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

More information on the European Union is available on the Internet (<http://www.europa.eu>).

Luxembourg: Publications Office of the European Union, **2015**

ISBN **ABC 12345678**

DOI **987654321**

© European Union, **2015**

Reproduction is authorised provided the source is acknowledged.

1. Introduction: Overview of organisation of training for unemployed adults 25-64 (funding, governance, providers)

The national policy framework guiding the provision of training for unemployed adults is set through a number of important documents. The Framework for the Education Strategy for Malta 2014-2024 and the Malta National Lifelong Learning Strategy 2020 propose cohesive objectives and strategies meant to upgrade the employability skills of all people, from children to adults, including those at the margins of society, such as the unemployed. The National Employment Policy, launched in 2014, comprises a compendium of various Government policies, strategies and measures that aim to reduce labour market frictions by among others strengthening the training provision. The National Strategic Policy for Active Ageing 2014-2020 also highlights the importance of training for older unemployed people. The above-mentioned documents represent a fairly smooth continuation of the policies of the previous Government. They are based on needs generated by three main challenges relating to education and training in Malta, namely the high early school-leaving rate, the overall low basic skills attainment, and the insufficient availability of vocational education skills required by the labour market (European Commission, 2014). These needs have over the years been highlighted by the European Commission through Country Specific Recommendations. It is worthwhile noting that while the overall qualification levels of the Maltese population are comparatively low, Malta's unemployment levels are also among the lowest across the EU. This is probably the main reason why no significant policy changes relating to the training for unemployed adults were noted since the start of the international economic crisis in 2008.

Due to the small size of the country, the provision of training for unemployed adults tends to be centralised under the responsibility of the Employment and Training Corporation (ETC), Malta's public employment services organisation. Lifelong learning courses for adults are also carried out by other institutions, such as the Directorate for Lifelong Learning within the Ministry for Education and Employment, the University of Malta, the Malta College of Arts Science and Technology (MCAST), Malta's main vocational educational institution, the Institute of Tourism Studies, and local councils, among others. However, unlike the ETC, these organisations do not normally develop training programmes specifically for unemployed adults.

The ETC was set up through the Employment and Training Services Act (Government of Malta, 1990) and falls under the Ministry for Education and Employment. Its stated objective is that of 'enhancing employability by recommending policies and implementing initiatives aimed at empowering, assisting and training jobseekers to facilitate their entry or re-entry into the active employment market, promoting workforce development through skills and competency development, and by assisting employers in their recruitment and training needs' (ETC Website). Its Board of Directors, appointed by the Minister for Education and Employment, includes representatives of trade unions (the General Workers' Union and the Union *Haddiema Maghqudin*), employers (the Malta Employers Association), and MCAST. These organisations are thus directly involved in the formulation of the ETC's policy and strategy. However, the planning of specific training provision takes place at the operational level and does not involve the Board of Directors. A considerable part of the ETC's resources focus on the training of unemployed adults. Training is offered in both formal and informal ways. The ETC has its own training premises from which it organises a variety of training programmes. Apart from class-based training, the ETC also offers schemes through which participants benefit from hands-on training at specific work places. Indeed, most of the ETC schemes include training elements.

The National Commission for Further and Higher Education (NCFHE) is another important player in lifelong learning in Malta, including the training of unemployed people. The Commission is responsible for the licensing of all further and higher education providers in Malta. Besides, it is also responsible for accrediting training programmes in line with the Malta Qualifications Framework (MQF).

'Malta has been investing significantly in its education and training system in recent years' (European Commission, 2014, p.3). Eurostat data indicates that the country's participation rate in education and training among the population aged from 25 to 64 years increased from 6.1 % in 2009 to 7.5 % in 2013. The figure is, however, still lower than the 2013 EU-28 average of 10.5 %. Adult Maltese women have a slightly higher participation rate in education and training than men (7.7 % and 7.4 % respectively). The participation rate in education and training for unemployed people in 2013 was 7.3 %, compared to a higher rate of 9.9 % across the EU-28. The figure decreased from 11.8 % in 2009, but should be treated with caution due to the small sample size.

2. Targeting provision to specific unemployed groups: detailed description of training provision

The Employment and Training Corporation (ETC) offers a range of training opportunities for all jobseekers, whether or not they are in employment. New jobseekers are issued a registration card and are profiled. During the profiling process, the clients' certification and job preferences are inputted in the IT system. This system includes a Personal Action Plan (PAP) module that assists Employment Advisors in the provision of personalised training programmes, and a Medical application module used among registrants with a disability (National Audit Office, 2014). 'Upon registration, all individuals are assigned an Employment Advisor who will support and guide them in their search for work and for training opportunities. The Employment Advisors meet the individuals to draw up the PAP highlighting the steps one would need to take in order to enhance their employability and job search activity' (NAO, 2014, p.84). During 2013, 2 450 new PAPs were developed and another 19 515 PAP reviews and follow-ups were carried out (ETC, 2014). Out of the PAP sessions and other interview exercises, 9 502 people were referred to training in 2013 (ETC, 2014). Disadvantaged jobseekers (consisting of people with disability, former convicts, former substance abusers and social cases) are assisted by a specialised Supported Employment Section - a pilot project launched in 2012 indicated that the mainstreaming of disadvantaged clients (through the abolition of the Supported Employment Section) would result in a lower-quality service (ETC, 2014).

In cases of mass redundancies, the ETC collaborates with social partners in order to help workers find new employment as quickly as possible. During the international economic crisis, a rapid reaction service was provided to employees made redundant within 14 companies in the first months of 2009. 'In the case of company closures or large redundancies, the employees were provided with a Fast Track Registration process, spread over a number of days. On notification of planned redundancies, ETC worked with the relevant companies to draw up a rapid employment response programme, which included information on different ETC services, profiling of employees and referring them to relevant ETC courses' (ETC, 2009, p.12). According to the ETC, the 'response to this programme was satisfactory and much appreciated, as besides facilitating registration and job seeking, it provided much moral support to these employees at a difficult period in their working lives' (ETC, 2009, p.12).

Over the years, the ETC's most attended courses have been its 'mainstream' short competence-based training programmes, averaging 8 733 trainees per year between

2009 and 2013 (ETC, 2009, 2010, 2011, 2012, 2014). The programmes aim 'to offer training assistance to jobseekers needing to improve their skills to enter the labour market and to upgrade the existing skills of those individuals who wish to re-enter the labour market, find alternative employment and/or acquire new skills to meet the labour market demands' (ETC Website).

Meetings are held with employers to ensure that ETC courses are in line with labour market needs. Indeed, many of the mainstream courses were prompted by and developed with the assistance of employers. Over the years, courses were discontinued and others were introduced or upgraded. For example, a training programme for travel agents is not offered any more in view of the diminishing labour market need for such skills. Courses that are more required by the labour market (such as those about language and numeracy skills) are offered continuously. A Training Programmes Design section within the ETC is 'responsible for the research and development of new training courses to match emerging labour market needs' (ETC, 2014, p.22). Thirty-eight training programmes were offered in 2013 and they dealt with: care work; health, safety and security; job search; language and numeracy skills; construction; electricity; and other trades (ETC, 2014). In the past, training programmes have also been earmarked for particular client groups such as inactive women, people with particular disabilities, women in refuge, youth in institutional care, refugees and asylum seekers. In 2009, the ETC organised targeted training programmes for six companies adopting short working time arrangements due to the international economic crisis. Around 1 300 employees received such training (ETC, 2009).

'Courses are available at different levels, from short courses of a few days, through to vocational award certificate courses, pegged to the Maltese and European Qualification Frameworks, that can be completed in a few weeks or months' (ETC Website). 'By the end of 2013, ETC had submitted 44 new applications for accreditation, of which 25 courses were accredited and a further 19 were in process at the National Commission for Further and Higher Education (NCFHE)' (ETC, 2014, p.22). The process of accreditation has been facilitated through an EU co-funded project called Enhancing Employability Through Training which 'aimed at upgrading training courses in line with the MQF, as well as improve[ing] Quality Assurance procedures and processes within the Training Services Division' (ETC, 2014, p.21). Currently, 79 % of the programmes are accredited through NCFHE, corresponding to the MQF Levels 1 to 4, namely from a basic level to a VET diploma level. Some courses do not require NCFHE accreditation, such as the Food Handling and the European Computer Driving Licence (ECDL) courses. The current list of courses advertised on the ETC website vary in length from 10 hours of tuition in the case of the ECDL Standard Module - IT Security, to 372 hours of tuition plus 500 hours of placement in the case of the Vocational Education and Training Award in Child Care (0-5 years) (ETC Website).

These training programmes are free of charge and are open to both registering unemployed people and the public at large. Booking takes place on a first come, first served basis, though priority is given to unemployed people registering on Part 1 of the register (Eurostat, 2014). Jobseekers registering with the ETC on Part 1 and Part 2 of the Unemployment Register can book (or are referred to) their training programme through their Employment Advisor (ETC Website). Jobseekers who are on Part 2 of the unemployment Register or are currently not registering with the ETC, can book through an online system or seek assistance from one of the ETC Job Centres across Malta (ETC Website).

The ETC currently provides nearly all of its training programmes at its recently set-up facilities in Hal-Far. 'In order to improve accessibility to such courses, the Corporation

has extended training provision to 12 hours daily during weekdays, and up to six hours on Saturdays' (ETC, 2014, p.23).

Apart from the fact that applicants need to be 16 years or older, different courses have varying entry requirements. For example, the basic language and numeracy skills courses (awarding MQF Level 1 qualifications) require applicants sit for a pre-assessment to determine their level of knowledge of those subjects. On the other hand, to apply for the General Education Award in Advanced Business Accounting (leading to an MQF Level 4 qualification), applicants need to be hold at least an MQF level 3 qualification in Accounts. People who do not have the standard required qualifications but possess other qualifications or relevant experience are encouraged to contact the ETC, as they may still be accepted. Proof of such experience or qualifications (such as certificates, and licences and other relevant documents) needs to be forwarded to the ETC (ETC Website).

The number of courses and participants vary every year. In 2013, these mainstream courses only trained an eighth of the people trained in 2011 (see table below). This drop in courses offered stemmed from difficulties relating to the outsourcing of the training delivery. Sixty-four per cent of the people trained in mainstream courses in 2013 were men while 36 % were women. Thirty-three per cent of the participants were younger than 25 years, 28 % were aged between 25-39 years, 30 % were aged between 40 and 54 years, while 10 % were 55 years or older. Twenty-six per cent were long-term or very long-term unemployed people, 5 % were people with disability, while 1 % were special cases (former convicts, former substance abusers, or social cases) (ETC, 2014).

Table 1. People trained through mainstream courses

Year		2009	2010	2011	2012	2013
Total people trained*		6 745	13 679	15 072	6 249	1 919
Gender	Males	4 656	9 440	9 679	4 053	1 221
	Females	2 089	4 239	5 393	2 196	698
Age groups	16-24	1 829	3 573	4 292	1 582	624
	25-39	2 242	4 672	4 826	2 021	531
	40-54	2 012	4 059	4 444	1 803	568
	55+	662	1 375	1 510	843	196
Long-term unemployed & very long-term unemployed		903	2 532	2 023	758	507
People with disability		134	539	590	292	88
Special cases	Ex-convicts	0	141	76	63	10
	Ex-substance abusers	0	216	164	78	4
	Social cases	105	73	193	44	4

*including both employed and unemployed people

Sources: ETC, 2009, 2010, 2011, 2012, 2014.

In recent years, these ETC courses received assistance from the European Social Fund. The Employability Programme (running mainly from 2009 to 2012) assisted the ETC

training programmes through EUR 5 235 084. All short training courses on this project were completed by the end of 2012, whereas longer courses ended in the second quarter of 2013 (ETC, 2014). The EU programme Enhancing Employability through Training (EET) has provided the ETC with around EUR 3 600 000 of EU funds for training programmes that are being utilised between 2013 and 2015. Under the EET programme, the EU paying 85 % of the expenses while the Maltese Government pays the other 15 %. To-date, it is yet unknown whether upon the expiration of the EET programme, the ETC will apply for further EU funds for these training programmes or not.

Originally, all the training for these courses used to be carried out by ETC employees. Then, under the Employability Programme, training started to be carried out by self-employed people who successfully bid to offer particular training courses. More recently, under the EET programme, all the training delivery started to be outsourced to contractors (who had to provide trainers, training material and so on). As noted above, the system didn't work well, and so the ETC reverted to employing casual part-timers to carry out the training programmes. The current trainers' system improved the effectiveness of the organisation of training, and resulted in the saving of considerable funds that have now been allocated to other training programmes. In the past, the ETC has collaborated with other training providers such as the MCAST and the Institute of Tourism Studies.

Apart from the above-mentioned 'mainstream' training programmes, the ETC offers other training schemes. One of these scheme is the entrepreneurship programme called *Ibda Negozju Tiegħek* (INT), which is aimed at people of all ages who want to start their own business. It includes training, personal advice and counselling on how to start a business and successfully make it work, mentoring and financial grants. INT includes about 270 hours of training. A financial grant of up to EUR 5 000 is given to participants after the presentation, validation and approval of business plans by an independent board. INT had participants in 2013 (ETC, 2014). Guest speakers from Government entities are invited to give sessions with relevant information on the topic. Experts from Malta Enterprise mentor the participants.

The ETC also offers specialised training and placement services to people with special needs or from other disadvantaged target groups through cooperation agreements with non-governmental organisations. Training is offered in an initial phase and also once the individual trainee is placed in employment. Trainees have access to a job coach. One hundred and ninety-two people were trained through this system in 2013 (ETC, 2014).

Maltese law requires third country nationals 'to have at least an MQF Level 2 in either English or Maltese Language, whilst also successfully following a course dedicated to aspects of the Maltese culture, economy and environment within the 12 months preceding their application for such permits' (ETC, 2014, p. 20). The ETC offers such courses, which are partly funded by the EU. Fifty-three people attended and successfully finished these training programmes between March and June 2014 (ETC Website).

The ETC have organised various other schemes in recent years that included training for unemployed adult people. These schemes have often been supported by ESF funds. The Traineeship Scheme has in the past been used to train adults, though it has lately been geared towards young people. A number of other schemes, such as the Training Subsidy Scheme, provide financial assistance to promote more the participation of employed and unemployed people in training programmes offered outside the ETC. These scholarship schemes tend to focus on specific types of participants or employers' needs, but are not linked to specific training programmes. Several other schemes include elements of informal learning through placement in employment, such as the popular Community

Work Scheme and the more narrowly targeted Bridging the Gap Scheme. Over the years, the ETC offered other training programmes, such as the EU co-funded Second Step Training Programme, that were discontinued.

There is very little information about the effectiveness of the training programmes mentioned in this report.

3. Most Significant Practice

CASE STUDY BOX

Country: Malta

Name of training programme: Vocational Education and Training Award in Child Care

Short description and aims of the training programme: e.g. basic skills (literacy, numeracy, digital skills or other); general work experience and employability skills; initial vocational training oriented to a specific job; continuing training to up/re-skill in own occupation/sector; validation of prior learning and experience; tertiary education; preparation to start own business, etc.

The programme, designed on the basis of Malta's Childcare Occupational Standards, delivers the necessary skills and competences required by childcare workers. These focus on promoting children's development while meeting regulatory requirements in the childcare setting.

Target group: Unemployed and inactive people interested to work as childcare workers.

Number of participants: In 2013, 43 trainees followed the programme, all of whom were women. Nineteen were between 16 and 24 years old, 12 between 25 and 39 years old, while another 12 were between 40 and 54 years old (ETC, 2014). Out of these, 28 successfully completed the programme. Data about more recent intakes is not available since courses are still on-going.

Duration of programme for the beneficiary (and amount of subsidy beneficiaries receive, if applicable): The programme consists of 372 hours of tuition plus 500 hours of placement. It is free of charge.

Target group or educational level targeted: The programme has tended to attract mostly mature unemployed or inactive women.

Eligibility Criteria: Applicants should be at least 16 years old and hold an MQF level 2 qualifications in Maltese, English Language and Mathematics as well as a clean Police Conduct.

Funding source and total budget (share of EU funding, if applicable): The training programme is co-funded through the European Social Fund. Eighty-five per cent is funded through the Enhancing Employability through Training (EET) while the other 15 % is paid by the Maltese Government.

Types of skills (or qualification if relevant) delivered: Since 2014, the training programme is accredited by the National Commission for Further and Higher Education (NCFHE) at Level 4 of the MQF and the European Qualifications Framework for Lifelong Learning.

Actors involved in the provision of training and their role: The programme is organised by the Employment and Training Corporation (ETC). It is taught by trainers recruited by the ETC and includes the direct supervision of qualified and

experienced practitioners during the trainees' placement within childcare centres.

Summary of evaluation findings: There is no specific publicly available report evaluating this training programme. The information in this case study derives from information gathered from ETC annual reports and interviews with ETC officials. This training programme is viewed as a very successful one since out of the 28 who completed it in 2013, 26 found work.

Policy lessons:

This training programme was set up during a time in which the Government started gearing its policies to facilitate the provision of more childcare facilities. Its success partly stems from the programme's ability to satisfy this rising demand. The success of this programme is also attributable to its substantial components of both formal and informal on-the-job training. 'The practical training in the latter part of the course has been redesigned to follow the same patterns and methodology implemented with success in Apprenticeships, where ETC officials monitor practical training for trainee progress, consistency of training outcomes, and assurance of the highest standards' (ETC, 2014, p.22).

References (including weblinks to published evaluation studies):

Employment and Training Corporation (ETC, 2014). *Annual report 2013*. Internet: https://secure.etc.gov.mt/homedir/temp/ETCAAnnualReport_2013.pdf

4. Conclusion

The national training framework targeting the specific needs of adult unemployed people appears to have been successful over the years. The Employment and Training Corporation (ETC) has responded to the changing needs of the labour market by providing training programmes that were often not offered by other education and training institutions. Thousands of unemployed people have been trained in diverse fields and levels. The collaboration between the ETC and social partners, especially employers, has yielded important results. At policy level, having one ministry in charge of both employment and education has also been helpful. It is clear that due to its training programmes and schemes, the ETC has contributed significantly to the overall relatively low unemployment levels in Malta. Particular groups of unemployed people, such as long-term unemployed people and women returners have been helped considerably. However, more work needs to be done to train marginalised people such as those with a disability and third country nationals.

When it comes to the assessment of individual training programmes, the situation becomes difficult to ascertain, since apart from the number of trainees per training programme, very little information about the effectiveness of individual programmes is publicly available. Such a situation precludes in-depth external analysis of training programmes by independent researchers and is not in the interest of tax payers or the unemployed people. With the assistance of European funds (more precisely, the Enhancing Employability through Training project), the ETC recently set up 'a professional Quality Assurance Team, with the objective of systematically reviewing internal quality procedures, training programmes, ensuring acceptable and consistent standards in training content, delivery and assessment methodology, and meeting the rigours set at the European regulatory level' (ETC, 2014, p.23). The ETC has also been required by the NCFHE to 'undergo periodic external quality audits to ensure that the established standards are maintained' (ETC, 2014, p.23). It is hoped that these

developments encourage the ETC authorities to become more transparent in the evaluations of their training programmes.

Over the years, the ETC has made considerable use of European funds to upgrade and organise its training courses. While this system has been very beneficial to train unemployed people, it has also resulted in some schemes not being reoffered once the funds run out. The authorities need to be very careful to plan ahead and find alternative sources of revenue to replace finite EU funds.

It has been noted that the centralisation of ETC training programmes at Hal Far facilitates quality assurance from ETC officers. However, this arrangement also creates inconvenience to trainees, since Hal Far is not situated in a central location. This despite the fact that the ETC provides transport to people attending such training programmes. It is hoped that in line with its commitment as stated in the 2013 Annual report, the ETC starts organising more training courses in outreach centres across the country, thus taking them closer to the community (ETC, 2014, p.23).

The ETC should also invest more resources in tools that assist its employment advisors to shed light on the interests, personality and other characteristics of their clients. Among others, such tools would improve the matching of the training programmes to the unemployed individuals, thus increasing their effectiveness. Such tools might be integrated within the existing IT system used by employment advisors.

5. Bibliography

- Employment and Training Corporation Website. Internet: <http://www.etc.gov.mt/Index.aspx>
- Employment and Training Corporation (ETC, 2006). *Annual report 2005-2006*. Internet: <http://etc.gov.mt/Resources/file/Resources/Annual%20Report%202005-2006.pdf>
- Employment and Training Corporation (ETC, 2009). *Annual report 2009*. Internet: <http://etc.gov.mt/Resources/file/Resources/Annual%20Report%202009.pdf>
- Employment and Training Corporation (ETC, 2010). *Annual report 2010*. Internet: <http://etc.gov.mt/Resources/file/Resources/Annual%20Report-2010.pdf>
- Employment and Training Corporation (ETC, 2011). *Annual report 2011*. Malta: Employment and Training Corporation.
- Employment and Training Corporation (ETC, 2012). *Annual report 2012*. Internet: http://etc.gov.mt/Resources/file/Resources/Annual_Report_2012.pdf
- Employment and Training Corporation (ETC, 2014). *Annual report 2013*. Internet: https://secure.etc.gov.mt/homedir/temp/ETCAnnualReport_2013.pdf
- European Commission (2014). *Education and training monitor – Malta*. Internet: http://ec.europa.eu/education/tools/docs/2014/monitor2014-mt_en.pdf
- Eurostat website. Internet: <http://ec.europa.eu/eurostat>
- Eurostat (2014). *Labour Market Policy Statistics Qualitative Report*. Source: Eurostat LMP database.
- Government of Malta (1990). Employment and Training Services Act. Internet: <http://www.justiceservices.gov.mt/LOM.aspx?pageid=24>
- Ministry for Education and Employment (2014). *Framework for the Education Strategy for Malta 2014-2024*. Internet:

<http://education.gov.mt/strategy/Documents/BOOKLET%20ESM%202014-2024%20ENG%2019-02.pdf>

- Ministry for Education and Employment (2014). *Malta National Lifelong Learning Strategy 2020*. Internet: <http://education.gov.mt/en/Documents/Malta%20National%20Lifelong%20Learning%20Strategy%202020.pdf>
- Ministry for Education and Employment (2014). *The National Employment Policy*. Internet: <http://education.gov.mt/en/resources/Documents/Policy%20Documents%202014/EMPLOYMENT%20POLICY%20DOC%20sml.pdf>
- National Audit Office (2014). *Information Technology Audit – Employment and Training Corporation*. Internet: <http://www.nao.gov.mt/>
- National Commission for Further and Higher Education Website (NCFHE). Internet: <http://www.ncfhe.org.mt/>
- Parliamentary Secretariat for Rights of Persons with Disability and Active Ageing (2013). *National Strategic Policy for Active Ageing 2014-2020*. Internet: <https://mfss.gov.mt/en/MJDF/Documents/Active%20Ageing%20Policy%20-%20EN.pdf>

Annex 1: Measure Description Table

Main training programmes in MALTA (A small number of training programmes have been sampled on the basis of their large number of participants or their innovativeness for the country)

Name of training programme	LMP measure: the name and number of the relevant LMP measure, based on the list of LMP measures in the qualitative LMP report (if possible to attribute the training programme to the LMP measure)	Short description and aims of the training programme: e.g. basic skills(literacy, numeracy, ICT, other skills); general work experience and employability skills; initial vocational training oriented to a specific job; continuing training to up/re-skill in own occupation/sector; validation of prior learning and experience; tertiary education; preparation to start own business, etc.	No. of participants	Duration of programme for the beneficiary (and amount of subsidy, if applicable)	Target group or educational level targeted	Criteria for accessing the programme	Funding source and total budget	Types of skills (or qualification if relevant) delivered	Actors involved in training provision and their role	Evaluation results available (here, please provide detail on the method used, on the coverage, and on the evaluation findings)	If no evaluation is available, what is the expert's assessment of the impact of the measure?
Basic first aid	Training courses provided by ETC (17)	The programme introduces participants to basic aspects of first aid, such as scene assessment, barrier use, primary assessment, CPR and rescue breathing, serious bleeding management, shock management, spinal injury management, choking, injury assessment, illness assessment, bandaging, and splinting for dislocations and fractures.	175 (in 2013)	16 hours	All people, including low-qualified	Applicants should be 16 years of age or older and literate.	Partly funded through the European Social Fund (85 %) and partly funded by Government (15 %). The specific budget for this programme is unknown.	The programme imparts basic first aid knowledge to participants.	The ETC organises the training programme. Trainers are subcontracted.	Not applicable	This course is significant due to its popularity. It is helping to educate adults into an aspect of health and safety, a field which has not been given sufficient importance in Malta over the years.
VET Award in Private Security Guard Services	Training courses provided by ETC (17)	The programme aims to train participants to work competently as private guards in line with the Private Guards and Local Wardens Act.	174 (in 2013)	40 hours	People interested in working as private guards.	Applicants should be 18 years of age or over and ideally have MQF level 2 qualifications in Mathematics, English Literacy and are in possession of a current clean police conduct certificate.	Partly funded through the European Social Fund (85 %) and partly funded by Government (15 %). The specific budget for this programme is unknown.	The programme satisfies the licensing requirements of the 'Private Guard' category as defined in the Private Guards and Local Wardens Act. The qualification is at Level 2 of the Malta Qualifications Framework.	The ETC organises the training programme. Trainers are subcontracted.	Not applicable	This programme fills in a niche and facilitates a significant number of people to join the local labour market
Childcare	Training courses provided by	The programme, designed on the basis of Malta's Childcare Occupational Standards, delivers the necessary skills and competences	43 (in 2013)	The programme consists of 372	Unemployed and inactive people	Applicants should be at least 16 years	Partly funded through the European	The training programme is accredited at	The ETC organises the training	Not applicable	This programme is helping to

	ETC (17)	required by childcare workers. These focus on promoting children's development while meeting regulatory requirements in the childcare setting.		hours of tuition plus 500 hours of placement.	interested in childcare. The programme has tended to attract mostly mature unemployed or inactive women.	old and hold a MQF level 2 qualifications in Maltese, English Language and Mathematics as well as a clean Police Conduct	Social Fund (85 %) and partly funded by Government (15 %). The specific budget for this programme is unknown.	Level 4 of the Malta Qualifications Framework.	programme. Trainers are subcontracted.		satisfy a growing need for childcare carers, while attracting older women in employment.
<i>Ibda Negozju Tieghek</i> (INT)	Start-up incentive scheme (27)	INT is an entrepreneurship programme aimed at people of all ages who want to start their own business. It includes training, personal advice and counselling on how to start a business and successfully make it work, mentoring and financial grants.	15 (in 2013)	INT includes about 270 hours of training. A financial grant of up to EUR 5 000 is given to participants after the presentation, validation and approval of Business Plans by an independent Board.	People interested in starting their own business.	Unemployed people especially those aged 40 and over, those who have notices of redundancy, women who seek to re-enter the labour market.	Training phases 1 and 2 are funded under the Employability Programme (ESF) while Phase 3 is funded by the ETC budget. The amount of funds dedicated to this scheme is unknown.	Entrepreneurial skills	The ETC organises the scheme. Guest speakers from Government entities are invited to give sessions with relevant information on the topic. Experts from Malta Enterprise mentor participants.	Not applicable	The scheme has increased awareness about entrepreneurship among unemployed people. However, its objective of serving as a one stop entrepreneurship programme for the unemployed has only achieved moderate success since few unemployed people complete it every year.
ETC training through cooperation agreements	Training provided by specialised organisations (19)	Provision of training and placement services to people with special needs or from other disadvantaged target groups. Training is offered in an initial phase and also once the individual trainee is placed in employment. Trainees have access to a job coach.	192 (in 2013)	Unknown	People with disability, ex-substance abusers.	Registered jobseekers with special disadvantages including mental and severe physical disability and ex-substance abusers.	Central government. The specific budget for this programme is unknown.	Unknown	In 2013, ETC cooperated with the following non-governmental organisations: Caritas Malta, Inspire, Oasi Foundation and Richmond Foundation.	Not applicable	Such cooperation agreements are very useful as specialised NGOs tend to be in a better position to train these disadvantaged groups of people in order to find employment.
Measures specifically targeting the low-skilled											
General Educational Award in Maltese Language (Level 1)	Training courses provided by ETC (17)	This programme aims to help participants develop basic competences in the Maltese language, such as writing one's name and basic phrases.	53 (in 2013)	200 hours	People with a low level of education.	Applicants should be 16 years of age and must sit for a pre-assessment to determine	Partly funded through the European Social Fund (85 %) and partly funded by	The qualification is at Level 1 of the Malta Qualifications Framework.	The ETC organises the training programme. Trainers are subcontracted.	Not applicable	Malta still has a relatively low literacy rate. Programmes like this are helping to improve the

						their current level of knowledge of this subject.	Government (15 %). The specific budget for this programme is unknown.				situation.
Integrating Third country Nationals in the Maltese Society	Not applicable	The main aim of the programme is to facilitate the integration of third country nationals into Maltese Society through the delivery of language courses and a course dedicated to cultural awareness and employment.	53 (in 2014)	Four months	Third country nationals having residence in Malta	Third country nationals having residence in Malta	Partly funded through the European Social Fund (75 %) and partly funded by Government (25 %). The specific budget for this programme is unknown.	A Certificate is awarded to participants who successfully pass the exams.	The ETC organises the training programme. Trainers are subcontracted.	Not applicable	Unknown.
Measures specifically targeting the long-term unemployed											

HOW TO OBTAIN EU PUBLICATIONS

Free publications:

- one copy:

via EU Bookshop (<http://bookshop.europa.eu>);

- more than one copy or posters/maps:
 - from the European Union's representations (http://ec.europa.eu/represent_en.htm);
 - from the delegations in non-EU countries (http://eeas.europa.eu/delegations/index_en.htm);
 - by contacting the Europe Direct service (http://europa.eu/eurodirect/index_en.htm) or calling 00 800 6 7 8 9 10 11 (freephone number from anywhere in the EU) (*).

(*) The information given is free, as are most calls (though some operators, phone boxes or hotels may charge you).

Priced publications:

- via EU Bookshop (<http://bookshop.europa.eu>).

Priced subscriptions:

- via one of the sales agents of the Publications Office of the European Union (http://publications.europa.eu/others/agents/index_en.htm).

