

Training Pays Scheme

Training Pays Scheme

POLICY INSTRUMENT

 Malta

Description

Country

 **Malta**

Focus area

KEY TRAINING POLICY MEASURE

The Training Pays Scheme aims to assist individuals to develop and/or improve their skills by participating in further off-the-job education and training. It offers assistance in the form of a training grant to aid participants with costs relating to training. This grant will be awarded to the individual (trainee) after successful completion of their training. As the scheme forms part of the ESF.01.001 - Training for Employment Project, it complements and supports the national strategy adopted under Malta's Operational Programme II of the European Structural and Investment Funds 2014 - 2020 entitled "Investing in Human Capital to create more opportunities and promote the Wellbeing of Society".

Link

<https://jobsplus.gov.mt/schemes-jobseekers/training-pays-scheme>

Implementation level

NATIONAL

Legal base

As a scheme offered via a European Social Fund Project (ESF.01.001 Training for Employment), the scheme is implemented within the context of the laws regulating the European Structural and Investment Funds.

Starting period

The project (ESF.01.001 Training for Employment) governing this scheme was launched in 2016. Applications under the Training Pays Scheme will remain open until the 30th of March 2023, subject to the availability of funds.

Perspective

Yes - the scheme and the project governing it fall under Malta's Operational Programme II of the European Structural and Investment Funds, more specifically under Priority Axis 1 which seeks to invest in the employability and adaptability of human capital.

Policy area

EDUCATION

TRAINING

EMPLOYMENT

Funding

FUNDED BY THE EU

Part-financed by the European Social Fund

Skill mismatch

Skill mismatch target

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

Skills matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

Young individuals can benefit from this scheme, provided that they have not benefited from other schemes targeting youth specifically.

UPSKILL OR RESKILL EMPLOYED ADULTS

Applicants apply on their own behalf as individuals so they can still benefit from this scheme if they are already in employment.

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

Applicants apply on their own behalf as individuals so they can still benefit from this scheme if they are unemployed.

FACILITATE JOB / CAREER TRANSITIONS

Applicants acquire skills which enhance their employability and facilitate job transition.

ADDRESS MISMATCH BROADLY

Applicants are encouraged to acquire new skills which are currently demanded by the labour market.

Skills delivered

Note: Training must cost at least EUR 100 and needs to be pegged between NQF level 1 to 5.

BASIC DIGITAL SKILLS

MORE ADVANCED DIGITAL SKILLS

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

GREEN SKILLS

JOB SEARCH SKILLS

CAREER MANAGEMENT SKILLS

Methods

Methods

REAL-TIME LABOUR MARKET INFORMATION (E.G. BIG DATA ANALYSIS OF JOB ADVERTISEMENTS, CVS)

Jobsplus is Malta's Public Employment Service, formerly known as the Employment and Training Corporation. It is therefore the primary source of real-time labour market information and utilises this in implementing the Training Pays Scheme.

Use of skills intelligence

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

Based on trends and statistics linked to the Maltese labour market, Jobsplus employs the Training Pays Scheme to enable all individuals who have completed compulsory schooling to undergo accredited training that is valued over EUR 100 and improve their level of employability.

Stakeholders

Main responsible body

NATIONAL PES

Jobsplus

Other involved organisations

NATIONAL MINISTRY

Ministry for Finance and Employment - Involved in this scheme through the

strategic direction it provides to Jobsplus.

Beneficiaries

The Training Pays Scheme aims to assist individuals who have completed compulsory schooling up to 64 years of age, providing them with the opportunity to enhance their employability and employment prospects. Both employed and unemployed individuals may become beneficiaries of the scheme - Individuals whose primary employment is self-employment are, however, not eligible.

YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

YOUNG PEOPLE WITH LOW LEVELS OF BASIC SKILLS /EARLY LEAVERS FROM EDUCATION OR TRAINING

ADULTS WITH LOW BASIC SKILLS

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

EMPLOYED ADULTS AT RISK OF JOB DISPLACEMENT

Sustainability

Success factors

The Training Pays Scheme has been mainly successful because of its inclusive nature in terms of both beneficiaries and the type of training they are interested in pursuing.

Barriers

In the current COVID-19 climate, national measures may have limited the type of training pursued. That said, most training providers have, by now, adjusted their programmes to abide by the regulations in place and still be able to carry on with training.

Monitoring and evaluation

The scheme is constantly monitored, evaluated and audited in line with the procedures and guidelines provided by the European Social Fund. OPII Annual Implementation Reports shed light on running schemes - the most recent reports may be accessed from here: <https://eufunds.gov.mt/en/Operational%20Programmes/Useful%20Links%20and...>

Updates

NO

Effectiveness

The Training Pays Scheme is one of the four schemes offered under the ESF Training for Employment Project. It is also probably the least

popular of the four, so definitely more needs to be done to promote the scheme, which at face value has a lot of potential.

Sustainability

The demand is there - and so is the supply. The fact that 2020 has led a lot of individuals to re-think their career paths or move on to their Plan B, makes it quite probable for this project to continue over the next years and probably lead to offshoots as well.

Other instruments in Malta

- [Construction Industry Skill Card](#)
n/a
- [Investing in Skills](#)
n/a
- [National Skills Council](#)
National Skills Council
- [Skills Development Scheme](#)
Skills Development Scheme
- [Youth Guarantee 2.0](#)
Youth Guarantee 2.0