

# Skills Development Scheme

## Skills Development Scheme

POLICY INSTRUMENT

 Malta

## Description

Country

 **Malta**

Focus area

### KEY TRAINING POLICY MEASURE

*Through this scheme, Malta Enterprise supports businesses in providing training for the development and updating of the skills and knowledge of their workforce, when such training is not legally mandatory for the operation of the business. It backs training and knowledge transfer initiatives that support employees to acquire new skills, knowhow and knowledge. Through the supported training it is envisaged that assisted undertakings will upgrade skills of employees, address skills shortages, facilitate re-skilling, tackle skill mismatches and work towards developing a knowledge-based workforce.*

Implementation level

NATIONAL

Legal base

The subsidiary legislation 463.28 (as amended) to the Malta Enterprise Act forms the national legal basis of this aid scheme: <https://legislation.mt/eli/sl/463.28/eng/pdf>

Starting period

The legal notice was issued in 2018. The initiative then became operational in 2020.

Perspective

Yes - The Scheme is implemented in light of the National Employment Policy and the 'New Skills for New Jobs' policy initiative, developed at the EU level.

Policy area

EDUCATION

TRAINING

EMPLOYMENT

INNOVATION

DIGITAL ECONOMY

## Funding

FUNDED BY NATIONAL GOVERNMENT

## Skill mismatch

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### Skill mismatch target

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

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

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

UPSKILL OR RESKILL EMPLOYED ADULTS

*The training provides participants with skills that enhance their potential for personal development and specifically addresses the skills and knowledge requirements of the entity for which they work.*

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

*People working in various economic sectors qualify for this scheme.*

### Skills delivered

MORE ADVANCED DIGITAL SKILLS

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

GREEN SKILLS

CAREER MANAGEMENT SKILLS

## Methods

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### Methods

#### SKILLS FORESIGHT

*All training provided through the scheme should lead to pre-established outcomes relevant to the current/future role of the trainee.*

### Use of skills intelligence

#### INFORMING DECISIONS ON COURSE FUNDING/PROVISION

*Mainly in determining the need for funding to incentivise the provision of on-the-job training. An additional 5 million euro was in fact injected into this scheme last year to support economic recovery, following the hit experienced by COVID-19.*

#### ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

*Mainly in incentivising business leaders to invest in on-the-job training for their employees.*

## Stakeholders

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### Main responsible body

#### NATIONAL AGENCY

*Malta Enterprise*

### Other involved organisations

#### NATIONAL MINISTRY

*Ministry for the Economy, Investment and Small Businesses - Involved in this scheme through the strategic direction that it provides to Malta Enterprise.*

### Beneficiaries

The main beneficiaries - listed below - are company employees who are seeking to upgrade their skills and contribute to the minimisation of skills shortages and mismatches, whilst working towards the development of a knowledge-based workforce. To date, the scheme has financially supported business undertakings in providing training to develop and update the skills and knowledge of their workforce, when such training is not legally mandatory for the operation of their business.

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

EMPLOYED ADULTS AT RISK OF JOB DISPLACEMENT

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## Sustainability

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<b>Success factors</b>	The sudden shift to digital/remote working for multiple industrial sectors has further incentivised business undertakings to provide additional in-house training for employees, enabling the sharing of skills between experienced and younger employees, as well as addressing skills dissipation once workers retire.
<b>Barriers</b>	In the current COVID-19 climate, national measures may limit the type of in-house training offered. Training providers have had to think outside the box to keep trainees engaged and maintain similar levels of effectiveness.
<b>Monitoring and evaluation</b>	Each and every beneficiary of the scheme is monitored and assessed on basis of the 'pre-established outcomes' that are outlined whenever an application is submitted to Malta Enterprise. On a more generic level, the scheme is relatively new, therefore thorough evaluations and assessments are yet to be published.
<b>Updates</b>	<div style="border: 1px solid #0070C0; padding: 10px;"><p>YES</p><p><i>A top-up of €5 million was allocated to the Skills Development Budget in mid-2020. This top-up is directed towards those businesses that employ fewer than 50 persons.</i></p></div>
<b>Effectiveness</b>	The recent top-up of €5 million serves as proof that the scheme which had already been in implementation pre-COVID was seen as an effective tool to support companies - especially the smaller ones - in keeping afloat and using this potential 'slow-down' to upskill and re-skill their workforce.
<b>Sustainability</b>	The future of work that we spoke of for so long, is suddenly becoming the present. The Skills Development Scheme has, and is, providing employers with the opportunity to make the most of this shift and ensure that their employees are well equipped to keep performing their roles with all the changes that are being experienced.

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## Other instruments in Malta

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- [Construction Industry Skill Card](#)  
n/a
- [Investing in Skills](#)  
n/a
- [National Skills Council](#)

National Skills Council

- [Training Pays Scheme](#)  
Training Pays Scheme
- [Youth Guarantee 2.0](#)  
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