

# Investing in Skills

n/a

POLICY INSTRUMENT

 Malta

## Description

Country

 **Malta**

Focus area

### KEY TRAINING POLICY MEASURE

*The main policy of the instrument is to increase the productivity and adaptability of people currently working within the Maltese Labour Market. The goal of this policy instrument is to reach people who are active in the Maltese labour market and find it difficult to pursue courses to enhance their skills, as a part-time option. Through Investing in Skills, these people are able to train and better their knowledge in their place of work, at a minimal or free cost for the employer. The instrument will help both companies and workers alike. Companies will benefit through increased productivity of their workers, while these in turn would be more adaptable to the skills required in the Maltese labour market.*

Implementation level

NATIONAL

Legal base

REGULATION

Starting period

This policy instrument was implemented in 2014, was first implemented in practice in 2017 and will be made available until June 2023.

Perspective

Private companies are offered financial incentives to use trainers and create training courses based on their line of work, and teach their employees new skills, which will help them achieve more adaptability and increased productivity.

Policy area

EDUCATION

TRAINING

EMPLOYMENT

INNOVATION

## 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 UNDERUTILISATION (INDIVIDUALS' SKILLS ARE NOT WELL USED IN THEIR JOBS)

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 initiative encourages employers to take stock of their human resources and see how they can improve their skill bank.*

FACILITATE JOB / CAREER TRANSITIONS

*By investing in their workforce, employers will ensure that employees are equipped with the right skills to remain resilient no matter what career path they ultimately pursue.*

### Skills delivered

MORE ADVANCED DIGITAL SKILLS

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

GREEN SKILLS

JOB SEARCH SKILLS

CAREER MANAGEMENT SKILLS

## Methods

### Methods

#### EMPLOYER SURVEYS

*Implemented through the instrument's application and follow-up processes.*

#### 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 Investing in Skills scheme.*

### Use of skills intelligence

#### INFORMING DECISIONS ON COURSE FUNDING/PROVISION

*Mainly in determining the need for funding to incentivise the provision of employee training.*

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

*Mainly in incentivising business leaders to invest in training for their employees.*

## Stakeholders

### Main responsible body

#### NATIONAL PES

*Jobsplus is the agency responsible for implementing the Investing in Skills instrument.*

### Other involved organisations

#### NATIONAL MINISTRY

*Ministry for Finance and Employment - Involved in this scheme through the strategic direction it provides to Jobsplus.*

### Beneficiaries

#### OTHER

*The intended beneficiaries of the instrument are the companies that employ*

*the people they are willing to train, and therefore responsible for the implementation of the Scheme within the same company. Ultimately, the beneficiaries are also the workers themselves, who will be rewarded with enhanced skills and added knowledge.*

## Sustainability

---

**Success factors** The constant engagement between the relevant stakeholders, especially when it comes to the private companies, have so far made the instrument successful.

**Barriers** No barriers and challenges have currently been faced, however the instrument is still in implementation phase.

**Monitoring and evaluation** Monitoring the correct implementation of the instrument is mostly carried out by Jobsplus, which looks at companies that apply under the scheme and the number of workers being trained as signs of progress. Progress under this instrument is measured yearly, when funds are also disbursed to the beneficiaries.

**Updates**

YES

*Revisions have been made to: (i) subsidy rates to reflect changes in the cost of living, and (ii) definition of training to include online/e-learning, particularly over the last year.*

**Effectiveness** By June 2020, it was estimated that more than a thousand people a year undertook further study as part of their employment, by means of the Investing in Skills initiative. Having over two years of implementation to go, it is estimated that this scheme will be one of the most successful training initiatives of its time.

**Sustainability** Investing in Skills will remain available until June 2023. Its ultimate success may determine whether Jobsplus re-applies for a similar project that builds upon the outcomes of the current scheme in place.

## Other instruments in Malta

---

- [Construction Industry Skill Card](#)  
n/a
- [National Skills Council](#)  
National Skills Council
- [Skills Development Scheme](#)  
Skills Development Scheme
- [Training Pays Scheme](#)

Training Pays Scheme

- [Youth Guarantee 2.0](#)

Youth Guarantee 2.0