

Investing in skills (IIS) scheme

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 MALTA

Timeline



ID number 28828

Background

In response to Article 123 (6) of Regulation (EU) N 1303/2013, which lays down common provisions on the European social and investment funds, Jobsplus (Malta PES) was appointed as the body (IB) for the implementation of the scheme under operational programme II co funded by the European Social Fund (ESF). The *Investing in Skills (IIS)* scheme is being implemented under priority axis 3 Investing in people through education, training and lifelong learning, investment priority 10iii Enhancing equal access to lifelong learning for all age groups in formal, non-formal and informal settings, upgrading the knowledge, skills and competences of the workforce, and promoting flexible learning pathways including through career guidance and validation of acquired competences, in accordance with the principles of good governance and sound financial management.

Its implementation is meant to address Maltese national priorities in respect of employability and poverty reduction as highlighted in:

- (a) the 2015 National budget pre-document in respect of creating the right incentives;
- (b) the National reform programme;
- (c) the National 2014-20 strategic policy for poverty reduction & for social inclusion (2014);
- (d) the National employment policy (2014).

Objectives

The *Investing in Skills (IIS)* scheme is intended to promote access to the training of persons actively participating in the Maltese labour market, with a view to increasing productivity and enhancing adaptability. It seeks to increase and/or improve the knowledge and skills of employed persons through funds granted by this scheme.

Description

The IIS scheme allows for the payment of grants to employers who train their employees in areas not required by legislation. Training can be both on-the-job or off-the-job, including on-line training. It can also be accredited and non-accredited company specific or generic training.

Eligible applicants include all employers having an economic activity irrespective of their legal form. These include partnerships, companies, family businesses, associations, individual self-employed or other body of persons, NGOs and social partners. NGOs and social partners not having an economic activity are also eligible to benefit from the scheme.

The aid intensity percentage varies according to the size of the employer, with the lowest being 50% and the highest 70% of the eligible costs.

Funds available under the scheme are subject to a total budget of approximately EUR 5 million. The scheme is demand-driven and grants will be provided on a first-come first-served basis.

2016 Design

The scheme was under development.

2017 Implementation

The scheme launched in February 2017.

2018 Implementation

Implementation continued.

2019 Implementation

The scheme was extended up to 2023.

2020 Implementation

During 2020, a second call for applications was issued whereby employers witnessed an increase in the rate of subsidy per trainee for training and wage costs. The rates were further reviewed upwards for the third call issued in 2021 and now employers are eligible to receive a subsidy of EUR 25.85 per trainee per hour in the case of training costs and EUR 5.20 per hour for wage costs.

2021 Implementation

The measure was operational and ran as regular practice.

2022 Implementation

Through the *Investing in skills* scheme implemented under the ESF programming period 2014-20, almost 1 200 employers were assisted with over EUR 7.6 million invested in the training of over 22 000 trainees of which attending more than one training course, totalling a number of over 45 000 training interventions.

2023 Implementation

Following the success of the *Investing in skills* Scheme implemented offered under the programming period 2014-24, in September 2023, Jobsplus relaunched the scheme. The *Investing in skills* scheme continues to promote the up-skilling of persons who are already active within the Maltese labour market. The aim of this scheme is to encourage local employers in all different sectors to up-skill their workforce by actively participating in training programmes and courses through financial incentives. Co-

financed by the European Social Fund+(ESF+), it offers up to 70% subsidies on training endeavours, embracing diverse learning formats from in-person to digital. With EUR 29.70/hour for trainers and EUR 9.25/hour for trainees' wages, it's a smart investment for employers, broadening horizons and igniting a passion for continuous improvement. In addition, air travel is subsidised, as well as 7% of the eligible total to compensate for overheads.

2024 Implementation

The implementation of the *Investing in skills* scheme continued through 2024. Under the new programming period, the scheme should run till 2029.

2025 Implementation

Between November 2024 and August 2025, 537 payments were issued with a value of EUR 839 266.13. By the end of September 2025, further 22 payments were issued with a value of EUR 36 478.55.

Bodies responsible

- Jobsplus (Public Employment Service)

Target group

Learners

Persons in employment, including those at risk of unemployment

Entities providing VET

Companies

Thematic categories

Governance of VET and lifelong learning

Optimising VET funding

Engaging VET stakeholders and strengthening partnerships in VET

Modernising VET offer and delivery

Reinforcing work-based learning, including apprenticeships

Supporting lifelong learning culture and increasing participation

Financial and non-financial incentives to learners, providers and companies

Providing for individuals' re- and upskilling needs

Subsystem

CVET

Further reading

[Investing in skills \(IIS\) scheme](#)

Related policy developments

2023 Completed

The Training for employment project

A 2016 ESF co-funded project entitled *Training for employment* covers several initiatives (the *work placement scheme*, the *work exposure scheme*, the *traineeship scheme*, the *training pay scheme*, and the development of an occupational handbook) to facilita

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Type of development

Practical
measure/Initiative

Subsystem

CVET

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