

The Training for employment project

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 MALTA

Timeline



ID number 28674

Background

Training for employment is being implemented under Operational Programme II, jointly funded by the European Social Fund (ESF)(priority axis 1 – ‘investing in the employability and adaptability of human capital’, investment priority 8i ‘accessing to employment for jobseekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support labour mobility’).

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

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

Objectives

The project aims to facilitate access to developing the knowledge, skills and competences of the working-age population. This is achieved by offering training assistance to jobseekers in need of improving 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.

Description

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 facilitate access to employment through the development of skills and competences of the working-age population.

Through the *work placement*, *work exposure* and the *traineeship schemes*, employers, in partnership with Jobsplus, are provided with an opportunity to train their potential future employees. For all three schemes, participants are paid a training allowance, payable by Jobsplus for every hour attended, which is calculated based on the national minimum wage. All three schemes are available for both the registered unemployed and inactive jobseekers. Employers may be public or private entities, including non-governmental organisation (NGOs).

Through the *training pay scheme*, assistance is offered in the form of a training grant, equivalent to 75% of the direct training cost excluding VAT, to a maximum amount of EUR 1 000 to support participants with training-related costs. The training grant is awarded to the individual trainees after successful completion of their training. This scheme is open to persons of working age (16 to 64 years), as per applicable law.

The occupational handbook is a source of information related to 246 occupations found in the Maltese labour market. These 246 occupations cover more than 90% of the labour force. Each occupational sheet includes information on the job description, duties and work environment; entry level qualifications (including licences and warrants), knowledge, skills and additional qualities, related career opportunities, information on median pay, and the job outlook for the coming years.

2016 Implementation

The *Training for employment* project was initiated.

2017 Implementation

2018 Implementation

Implementation continued.

2019 Implementation

Jobsplus made a request to extend the *Training for employment* project until 2023.

Moreover, in respect of the *work exposure scheme*, a slight change in the maximum placement time came into effect, to make participation in the initiative more practical and attractive to both employers and prospective trainees. Whereas before the 240 hours had to be spread over 12 weeks with an average of 20 hours of on-the-job training per week, the maximum number of placement hours in a given week has now risen to 40 hours. The 240-hour threshold within the maximum period of 12 weeks still applies.

In 2019, following feedback from both employers and past participants, a change in the maximum duration of the traineeships came into effect, to encourage take-up of the *traineeship scheme*. The maximum number of weeks for the traineeship is now down to 12 from 14-16 weeks. 282 hours are on-the-job training and 18 hours are to be used for off-the-job training. The maximum time of on-the-job training in any given week is of 40 hours.

2020 Implementation

In 2020, the request to extend the training for the employment scheme project up to 2023 was accepted.

Under the *Training for employment* project, from January 2106 until the end of December 2020, 1 861 unique trainees benefited from the *work exposure scheme*, 146 unique trainees benefited from the *work placement scheme* and 614 trainees were accepted under the *traineeship scheme*.

In respect of the *training pays scheme*, from the launch of the scheme in March 2017 until the end of December 2020, there were 2 709 unique individuals who benefited from funding.

2021 Implementation

Under the *Training for employment* project, through 2021, placed 37 (unique) trainees under the *Traineeship* scheme, 1 267 (unique) trainees under the *Work exposure* scheme and 8 (unique) trainees under the *Work placement* scheme. The decrease in figures is due to a change in eligibility status of persons placed during quarter 3 of 2021, hence placements taking place during Q4 offset those of Q3. These figures exclude the placements done with respect to persons who for some reason or another opt not to start the scheme.

In respect to the *Training pays* scheme, 1 392 unique individuals benefited from funding in 2021.

2022 Implementation

In 2022, the *Training for employment* project placed 9 (unique) trainees under the *Traineeship* scheme, 225 (unique) under the *Work exposure* scheme and 9 (unique) trainees under the *Work placement* scheme.

In respect to the *Training pays* scheme, 1 598 unique individuals benefited from funding through 2022.

2023 Completed

In 2023, through the *Training for employment* project, 149 (unique) individuals were placed under the *Work exposure* scheme. With regards to *Traineeship* and *Work placement* schemes no placements were recorded, hence figures remained the same. The *Training for employment* project was finalised in September 2023 and all components were closed.

With respect for the *Training pays* scheme from the launch of scheme until the end of July 2023 (when scheme was closed), 1 177 individuals benefited from funding.

Bodies responsible

- Jobsplus (Public Employment Service)

Target group

Learners

Adult learners

Unemployed and jobseekers

Thematic categories

Governance of VET and lifelong learning

Optimising VET funding

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

Lifelong guidance

Subsystem

Further reading

[Training pays scheme](#)

[Jobsplus occupation handbook](#)

[Jobsplus traineeship scheme](#)

[Jobsplus work exposure scheme](#)

[Jobsplus work placement scheme](#)

Related policy developments

2025 Implementation

Investing in skills (IIS) scheme

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.

 MALTA

Type of development

Practical
measure/Initiative

Subsystem

CVET

“ … ” Cite as

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