

Construction Industry Skill Card

n/a

Description

Focus area**KEY TRAINING POLICY MEASURE**

This instrument will help to address the shortage of skills in the construction industry. It also aims to improve quality standards, health and safety practices and employment conditions in this sector. The policy instrument creates an official method of recognition for people that have worked in the construction industry and not had their technical knowledge recognised. Apart from this, the workers also benefit from training that will in turn lead to higher construction standards, including in health and safety as well as employment conditions. The Construction Industry Skill Card (CISC) is aimed at providing new skills to people already working in the construction industry.

Link

<https://bicc.gov.mt/en/Pages/Skill%20Cards/Information.aspx>

Implementation level

NATIONAL

Legal base

MINISTERIAL ORDER

Starting period The Construction Industry Skill Card (CISC) started being implemented in 2015 and is currently still in operation.

Perspective Alongside the LMSI tools being used, there are Skill certificates, which are awarded at various levels, namely apprenticeship, operator, craftsman, technician and professional. Assessments are also carried out through appraisals at accredited institutions, and existing operators can be assessed on site by an authorised body. At the same time, all applicants must attend a health and safety awareness course, where after the presentation of skill level certification and attendance to this course, the competent authority would issue the relevant skill card.

Policy area

EDUCATION

TRAINING

EMPLOYMENT

Funding

FUNDED BY NATIONAL GOVERNMENT

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

Workers within the construction industry are incentivised to upgrade, modernize and develop their services to meet future challenges.

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

After having gained experience in this trade, adults are incentivised to have their skills recognised by means of this Skill Card.

FACILITATE JOB / CAREER TRANSITIONS

As quality standards, health and safety practices and employment conditions are improved, more people are encouraged to (keep) work(ing) in this industry.

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

As the demand for appropriately skilled workers in this industry grows, this skill card helps to address shortages in this field.

Skills delivered

MORE ADVANCED DIGITAL SKILLS

Methods

Methods

SKILLS FORECASTING

Through the Education, Training, Registration and Classification working group (which meets up on a regular basis), experts give priority to issues of (educational standards) concern in the industry.

Use of skills intelligence

Please select the most important options and explain how the labour market information (LMI) has been used (maximum 50 words)

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

Using the competence skills drawn up by the NCFHE for every trade at the various levels (most notably apprentice, operator, craftsman, technician and professional), suitable training is offered in order to ensure the competency of workers in the construction industry.

DESIGNING STANDARDS AND ACCREDITATION

Assessments are also carried out through appraisals at accredited institutions, and existing operators can be assessed on site by an authorised body. At the same time, all applicants must attend a health and safety awareness course, where after the presentation of skill level certification and attendance of this course, the competent authority would issue the relevant skill card.

Stakeholders

Main responsible body

NATIONAL AGENCY

The Building Industry Consultative Council

Other involved organisations

NATIONAL MINISTRY

The Ministry for Social Dialogue, Consumer Affairs and Civil Liberties through the Occupational Health and Safety Authority (OHSA), the Ministry for Education and Employment through the National PES (Jobsplus) involved in expert discussions (therefore also providing advisory).

TRAINING PROVIDERS

The Malta College for Art, Science and Technology (MCAST) involved in expert discussions (therefore also providing advisory).

RESEARCH CENTRES, UNIVERSITIES

The University of Malta (UOM) also involved in expert discussions (therefore also providing advisory).

OTHER

While the Building Industry Consultative Council is heading the project, there were a number of other stakeholders involved in expert discussions, including; the National Commission for Further and Higher Education (NCFHE), the Malta College for Art, Science and Technology (MCAST), the University of Malta (UOM), the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties through the Occupational Health and Safety Authority (OHSA), the Ministry for Education and Employment through the National PES (Jobsplus), the Building Regulations Office (BRO), and the Department of Local Government. On a more specific level, the NCFHE took on the role of drawing up competence skills for every trade at the various levels, whilst Jobsplus facilitates the process for workers seeking to apply for a skill card.

Sustainability

Success factors

One of the factors that contributed to the success of the instrument was that electricians were already certified and could thus offer a certain level of standard that could be measured against when training other workers in the construction industry.

Barriers One of the barriers mentioned when it came to implementing the roll-out of the instrument was that the workers were unsure of what Skill Card to apply for, since the Building Industry Consultative Council (BICC) offered five different levels, each of which had to be applied for separately.

Monitoring and evaluation Indicators being used to measure the success of the CISC are the increase in productivity and income, and the decrease in work-related injuries and unfair competition for both workers and building contractors.

Updates

YES

During the first year of implementing the policy instrument, a pilot project was carried out on four trades: tile layers, plasterers and painters, assistant electricians and plumbers. These trades were identified after research showed that local service providers in the tile-laying and decoration sectors are facing the most unfair competition from abusive service providers. December 2020 marked the end of the instrument's five-year transition period. A process is now ongoing to make CISC mandatory for all public procurement contracts. Cardholders will be requested to update their card on a regular basis (every 5 years), after having completed an up-to date Health and Safety awareness certificate as well as a CPD course in the particular trade covering innovations in the trade during the previous five years.

Effectiveness The instrument is still operational and therefore results are ongoing, however, both authorities and stakeholders alike have praised the creation of the CISC and the synergy this has created between health and safety awareness and the construction industry. Even though Local Governments, through the Government Department responsible, have direct interest in the issue, these have taken a larger role in organising small meetings as well as acting as a one stop shop, for those interested in the CISC.

Sustainability As explained above, December 2020 marked the end of the instrument's five-year transition period. A process is now ongoing to make CISC mandatory for all public procurement contracts. Cardholders will be requested to update their card on a regular basis (every 5 years), after having completed an up-to date Health and Safety awareness certificate as well as a CPD course in the particular trade covering innovations in the trade during the previous five years.

Investing in Skills

n/a

Description

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.

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 <i>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.</i>
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.

National Skills Council

National Skills Council

Description

Focus area**MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE**

The National Skills Council (NSC) has the responsibility for identifying skills gaps in the economy and recommending remedial actions. The National Skills Council brings together representatives of the University of Malta (UoM), enterprises, public and private bodies, research centres, educational experts, and civil society. The NSC not only takes stock of existing skills needs, but also informs the education system on whether it is producing the skills the economy needs. It works with a wide range of stakeholders and conducts research.

Link

<https://education.gov.mt/en/Pages/National-Skills-Council.aspx>

Implementation level

NATIONAL

Legal base

Setup by means of Subsidiary Legislation 327.547 of the Laws of Malta.

Starting period The NSC was launched at the end of 2016.

Perspective

It is actually a core skills assessment & anticipation initiative in Malta, designed to identify and respond to current and ongoing skill mismatches.

Policy area

EDUCATION

TRAINING

EMPLOYMENT

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

OVERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE ABOVE THEIR JOB'S NEEDS)

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

OTHER

All of the above. The NSC's aim is to review the past and present available skills within the labour work force and evaluate the changes required to meet current and future needs. It therefore seeks to minimise the skill gaps that exist in some of the demanding and rewarding sectors such as the digital, technical and financial sectors where Malta has, and can maintain, excellence. It is the council's task to recommend policy changes to the government that would reduce these gaps and prepare the labour force with the right skills, to meet the future challenges.

Skills delivered	BASIC LITERACY AND NUMERACY SKILLS
	BASIC DIGITAL SKILLS
	MORE ADVANCED DIGITAL SKILLS
	GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)
	GREEN SKILLS
	JOB SEARCH SKILLS
	CAREER MANAGEMENT SKILLS

Methods

Methods	<p>EXPERT PANELS</p> <p><i>As the NSC brings together a wide range of stakeholders under one roof, it also pools expert knowledge emanating from different sectors of the economy.</i></p>
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Use of skills intelligence	<p>OTHER</p> <p><i>The NSC strives to increase the effectiveness of Malta's education and lifelong learning systems. It therefore seeks to use labour market informationa/skills intelligence to: Create systems which acknowledge other forms of learning, Expose students to the world of work, and Motivate the workforce towards a commitment of continuous education.</i></p>
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Stakeholders

Main responsible body

NATIONAL MINISTRY

Ministry for Education

Other involved organisations

NATIONAL AGENCY

Malta Enterprise

NATIONAL PES

Jobsplus

CHAMBERS OF COMMERCE

Malta Chamber of Commerce, Enterprise and Industry

TRAINING PROVIDERS

Malta College for Arts, Science and Technology; Institute for Tourism Studies

RESEARCH CENTRES, UNIVERSITIES

University of Malta

OTHER

Civil Society; Lifelong Learning Specialists

Sustainability

Success factors In its first years of implementation, the NSC highlighted three priority areas (outlined below). This has enabled the Council to remain focused in its efforts to successfully reach its objectives: (1) Bringing together the worlds of education and industry through work-based learning; (2) digital skills; and (3) Research and development with the goal to create better conditions and incentives for lifelong learners.

Barriers Having broad stakeholder representation can be an advantage and a disadvantage at the same time. There are no official statements on this front, but it is no news that the more stakeholders involved in an initiative, the more challenging it is to obtain consensus on matters at hand or issues in discussion.

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 report may be accessed from here: <https://eufunds.gov.mt/en/Operational%20Programmes/Useful%20Links%20and%20Resources>

Updates The Council is still considered to be in an early stage of implementation, therefore no major evaluations on the Council have yet been conducted, or at least published.

NO

Effectiveness The National Skills Council has definitely proved effective in bringing stakeholders together and incentivising them to work collectively, rather than individually. More needs to be done on communicating outcomes with the general public, yet this is understandable given that the Council still seems to be finding its ground on a national level.

Sustainability The ongoing demand exists for a multi-stakeholder Council to initiate research, discussions and actions on issues of (skills) importance. The turbulence brought about to the education and employment sector in 2020 and 2021 makes it quite probable for this level of demand to increase, leading to the prosperity of the NSC.

Youth Guarantee 2.0

Youth Guarantee 2.0

Description

Focus area

KEY TRAINING POLICY MEASURE

The Youth Guarantee scheme is an EU-funded project, developed for young people aged 15 to 25, and which consists of four education and employment related initiatives: the NEET Activation Scheme II, SEC Preventive Classes, MCAST Preventive Classes, and the ICT Summer Courses. Based on preventive and assistive measures, each opportunity is designed to help young people continue their education, or increase their chances of finding satisfaction and success in the world of work.

Link

<https://jobsplus.gov.mt/schemes-jobseekers/youth-guarantee-scheme>

Implementation level

NATIONAL

Legal base

As a European Social Fund Project, it is implemented within the context of the laws regulating the European Structural and Investment Funds.

Starting period

The initiative commenced in 2015 and is expected to be brought to an end in 2022.

Perspective

Yes - the project falls 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 matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

Not necessarily graduates, but the project's target group comprises of young people aged 15 to 25 who require support in continuing their education, or in increasing their chances of finding satisfaction and success in the world of work.

Skills delivered

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

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

JOB SEARCH SKILLS

CAREER MANAGEMENT SKILLS

Methods

Methods

EXPERT PANELS

In line with the Partnership principle, a project steering committee brings together different stakeholders including the Department of Lifelong Learning, the General Workers Union, Agenzija Zghazagh, the Maltese National Youth Council (KNZ), the Malta Chamber of SMEs (formerly known as GRTU), The Gozo Business Chamber and the Malta Chamber of Commerce, Enterprise and Industry.

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 Youth Guarantee 2.0 Project.

Use of skills intelligence

Based on trends and statistics linked to the Maltese labour market, Jobsplus employs the Youth Guarantee 2.0 to assist 15-25 year olds: in completing their SEC/Ordinary Level Examinations or their Vocational Education Examinations or their ICT/ECDL Assessments or else in Equipping themselves with soft-skills relevant to the Industry, followed by a period of work exposure or further education.

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

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.

Sustainability

Success factors The success rate of the initiative is on the rise, particularly due to the input of the consultative committee which reviews the efficacy of schemes, the outreach initiatives which have brought the project closer to both the target group (youths) but also to Guidance Teams and Vocational Institutions, and the fact that all applications may now be accessed digitally.

Barriers The project team is aware that it needs to constantly monitor and update its offerings, to always provide better market-driven training modules to its target group.

Monitoring and evaluation There is regular and systematic monitoring across all activities of the Youth Guarantee 2.0 project. This includes: monitoring visits (announced & unannounced), in-depth evaluations and surveys, as well as standard monitoring operating procedures. These processes are all in line with the 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%20Documents>

Updates Initially, the Youth Guarantee project adopted a 'one size fits all' strategy. Following extensive research with participants, it was deemed that this original strategy was not working for everyone; each participant is different, and the activities needed to reflect that. The present-day project therefore ensures that participants receive a tailor-made service, with support based on their needs.

YES

Effectiveness "The implementation of the Youth Guarantee scheme in Malta is well advanced and remains effective in terms of timeliness of offers, sustainability of outcomes, and quality of services delivered. Progress has been made in reducing the number of NEETs, but outreach has been recognised as a challenge. Malta has put in place several measures to reach out to a higher number of NEETs. The strong preventative approach used by Malta is in principle preferable to ex-post activation. However, Youth Guarantee coverage remains low and there is scope to step up and strengthen the measures aimed at reaching and supporting those facing multiple barriers and at further addressing the large group of early school leavers". More information: 'Youth Guarantee Country by Country - Malta', published in October 2020.

Sustainability Combating unemployment - particularly amongst youth - will always be a crucial priority for each EU Member State. With global uncertainty, an on-going pandemic and an increasingly competitive job market, it has never been more important for individuals to equip themselves with solid skills and experiences. Consequently, there is clear indication that this project will be sustained.

Training Pays Scheme

Training Pays Scheme

Description

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.

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 report may be accessed from here: <https://eufunds.gov.mt/en/Operational%20Programmes/Useful%20Links%20and%20Documents>

Updates

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.

Skills Development Scheme

Skills Development Scheme

Description

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

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

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

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.

Sustainability

Success factors 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.

Barriers 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.

Monitoring and evaluation 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.

Updates **YES**
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.

Effectiveness 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.

Sustainability 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.
