



Annual Report

2023

Contents

Chairperson's Foreword

05

CEO's Foreword

07

Labour Market Dynamics

13

Supporting Malta's Labour Market

24

Employment Licences & Law Compliance

51

Corporate Services

53

Chairperson's Forward



THE CURRENT GLOBAL ECONOMIC LANDSCAPE IS CHARACTERISED BY SIGNIFICANT UNCERTAINTY AND VOLATILITY, LARGELY DRIVEN BY GROWING GEOPOLITICAL TENSIONS. INDEED, ECONOMIC GROWTH OVER THE LAST 12 MONTHS WITHIN THE EU AND EURO AREA HAS STALLED TO SOME EXTENT, WITH MAJOR ECONOMIES EXPERIENCING RECESSIONARY PRESSURES ON THE BACK OF PERSISTENT INFLATION THAT HAS ERODED BOTH PURCHASING POWER AND EXTERNAL COMPETITIVENESS.

Within this context, the Maltese economy has emerged as something of an outlier in the EU, with sustained, elevated levels of economic growth and employment creation in 2023, by far outpacing its European counterparts, on the back of robust domestic and foreign demand. The Maltese labour market continues to be defined by its tightness and the ever-growing need for further talent and skills to supplement the existing workforce, creating significant challenges in terms of recruitment within key economic sectors to support further expansion and growth.

Therefore, the role played by Jobsplus within this dynamic and increasingly diverse labour market has never been more critical. Our focus has been, and continues to be, on providing holistic, timely and efficient support to employers, employees, and jobseekers alike while ensuring that the precepts of economic and social prosperity are aligned and respected at all times. Many of our schemes have sought to target a wide cohort of vulnerable and disadvantaged groups who may face significant barriers and challenges in participating within the workforce, including youths not in education, employment, or training (NEETs) and people with disabilities, in line with our core belief that every single member of society deserves to have the dignity of work and can contribute positively to the country's productivity.

We have also sought to inculcate digital and green skills across our schemes and training programmes, mindful of the fact that these are not only increasingly in demand by employers currently, but will form the bedrock of Maltese labour market opportunities for years to come, thus ensuring that our support is future-proof. The growing list of schemes and services offered by Jobsplus, which continued apace in 2023, coupled with the ongoing success achieved by existing schemes in terms of employment outcomes and satisfaction, attest to the dedication and commitment of our staff towards these objectives, and I would personally like to thank them all for their contribution over the last year.

Amidst the various challenges and uncertainties presented by the global economic climate, Jobsplus remains steadfast in its efforts to create an inclusive environment so that Malta's labour market continues to thrive and prosper. We will also continue to ensure that our country's human resources, who are at the heart of Malta's economic prosperity, are empowered to succeed and protected from all forms of exploitation.

Dr. Charmaine Cristiano Grech

Chairperson



CEO's Foreward



MALTA'S BUOYANT ECONOMIC AND LABOUR MARKET PERFORMANCE OVER THE LAST 12 MONTHS HAS CONTINUED UNABATED, WITH THE COUNTRY RECORDING THE HIGHEST LEVEL OF GDP GROWTH WITHIN THE EU, A TREND THAT IS ALSO EXPECTED TO CONTINUE OVER THE COMING YEAR. THE RECORD LOW UNEMPLOYMENT RATES OBSERVED WITHIN THE MALTESE ISLANDS IN RECENT TIMES, COUPLED WITH THE ELEVATED PACE OF JOB CREATION, IS TESTAMENT TO BOTH THE RESILIENCE OF THE DOMESTIC ECONOMY EVEN IN THE FACE OF UNPRECEDENTED INTERNATIONAL VOLATILITY, COUPLED WITH THE CONTINUED EFFECTIVENESS OF RECENT LABOUR MARKET POLICIES. A PRIME EXAMPLE OF THIS IS THE FREE CHILDCARE SCHEME FOR WORKING PARENTS INTRODUCED LOCALLY ALMOST A DECADE AGO, AND WHICH HAS CONTRIBUTED TOWARDS RAISING FEMALE PARTICIPATION IN THE WORKFORCE BEYOND THE EU AVERAGE.



Despite this sustained level of success, there is no room for complacency, particularly given the extent of global economic uncertainty coupled with the ever-evolving landscape within the world of work, fuelled by new developments in work arrangements, digitalisation, automation, and unprecedented labour mobility. In this context, the role of Jobsplus as the cornerstone of Malta's employment infrastructure is not merely to respond to these developments, but to proactively anticipate future changes and emerging issues in an efficient manner and equip jobseekers with the necessary competencies to thrive within this dynamic environment so that no one is left behind.

During the last year, Jobsplus reaffirmed its commitment towards the provision of funding schemes, training and upskilling programmes for all, with trainee numbers increasing by over 21% year-on-year. In 2023, we expanded our portfolio of courses via the introduction of 10 new modules aimed at cultivating key transversal skills that are essential within the evolving world of work, including presentation and public speaking skills and critical thinking, while also catering for evolving dynamics within the broader socioeconomic landscape, including multiculturalism at the workplace, population ageing, digitalisation and climate change.

These schemes are wholly in line with our ethos that such investment will not only directly improve the lives and livelihoods of trainees but will also benefit the economy at large by boosting human capital and ultimately the country's competitiveness. This has been borne out by the success of these initiatives, not only in terms of their implementation and participation numbers, but also in the transition paths undertaken by numerous trainees into the world of work across various roles and industries. We also continued our efforts to assist and nurture the next generation of local entrepreneurs via curated programmes, training schemes and partnerships, while supporting initiatives that facilitate access to start-up funding.

Over the last 12 months, Jobsplus launched various new initiatives and participated in international projects aimed at empowering and future-proofing the skills of disadvantaged and vulnerable groups within society, notably youths not in employment, education or training (NEETs), people with disabilities, refugees, mature workers and other minorities. We complemented this work with further outreach and engagement efforts with employers, assisting in the engagement of inactive persons and disadvantaged individuals via the Access to Employment Scheme (A2E), which was reintroduced in 2023 via the new ESF+ programme. These initiatives tie in with Jobsplus's mission to foster an inclusive workplace, and we will always champion the need for equal access to employment opportunities since we believe that diversity of talent is crucial for innovation and economic success.

Internationally, we continuously sought to ensure that Malta's unique labour market and economic realities are effectively represented within EU fora, and actively participated in discussions surrounding key issues and regulations including the Single Permit Directive and the Long-Term Residence Directive, which will have a significant impact on Malta's cosmopolitan labour force and employers alike. Jobsplus is also committed to forging synergistic partnerships with other public entities, educational institutions and private enterprises both locally and abroad, since collective efforts are of paramount importance in overcoming emerging labour market challenges in pursuit of sustainable economic prosperity.

Over the coming months, Jobsplus will continue to support and cultivate Malta's labour market while promoting inclusion and respect for workers' rights. The recent organisational transformation that was concluded in 2021 has assisted in promoting flexibility and adaptability within the agency, as reflected in the successful results disclosed within this year's report. To this end, the contribution of each and every one of our staff members has been invaluable, and I would like to thank them for their unwavering commitment and dedication.

Alexia Vella
Chief Executive Officer

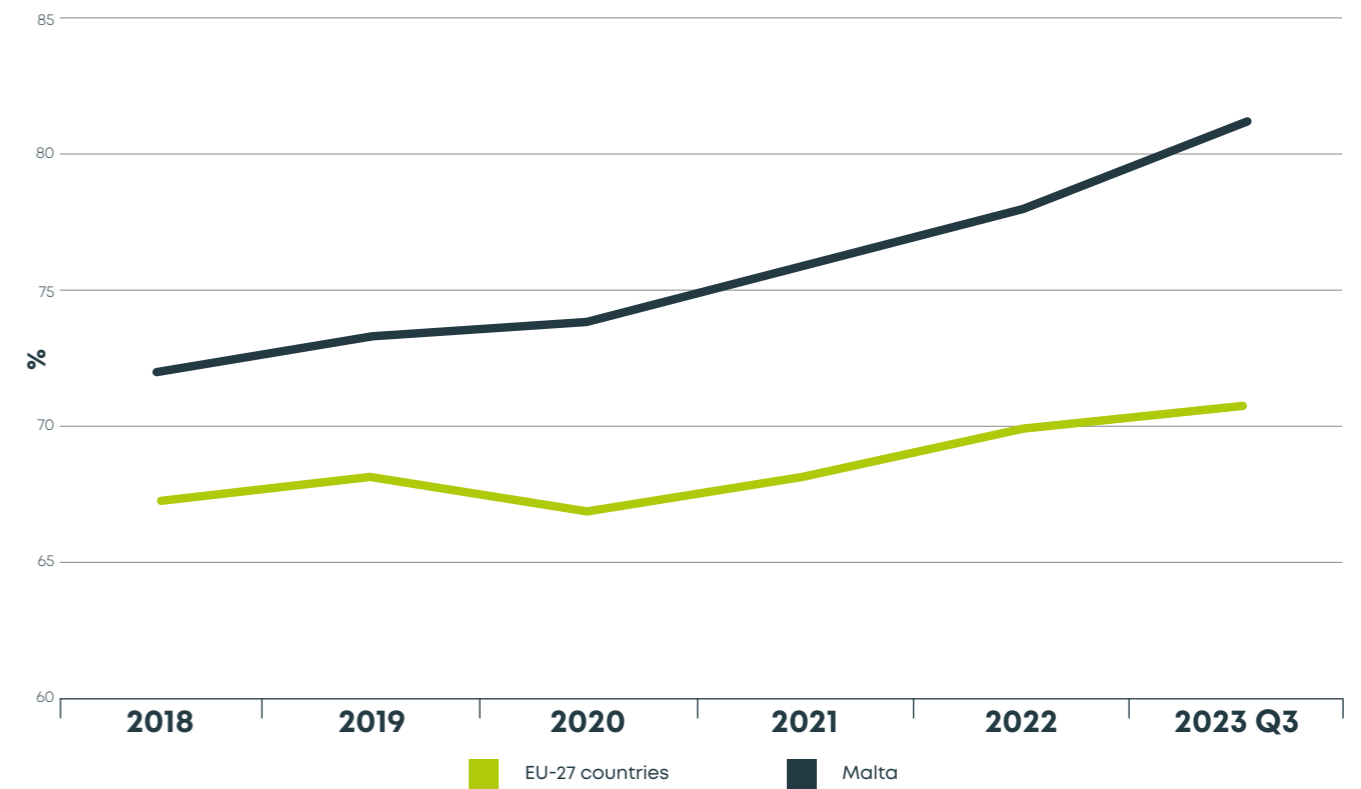


LABOUR MARKET DYNAMICS

Despite prevailing global economic uncertainties, precipitated by rising geopolitical volatility, Malta's upward economic growth trajectory continued unabated. In the third quarter of 2023, real GDP growth stood at 7.1% in real terms, up from the 5.9% growth recorded in the previous quarter and the highest level of growth within the entire EU-27, whose average GDP contracted by 0.1% over the same period. This growth was mainly fuelled by gains within the services sector, notably administration and support services activities (+24.1%), financial and insurance activities (+14.9%) and arts, entertainment, and recreation (+7.7%), while exports of goods and services also expanded by 5.6%, reflecting both increased international activity within the aforementioned sectors coupled with the continued post-COVID recovery of the local tourism sector.

As expected, Malta's economic performance has also resulted in a buoyant labour market characterised by high levels of employment and historically low levels of unemployment. Indeed, as seen in Figure 1, Malta's employment rate over the last 5 years has consistently outpaced the EU average, reaching 80.6% in the third quarter of 2023, almost 10 percentage points above the EU-27 average of 70.7%. This gap is even more remarkable when considering that in 2013, Malta's employment rate lagged behind the EU average, thus attesting to both the speed of the turnaround as well as the scope of Malta's recent economic expansion. A deeper dive into the figures reveals increases in employment across all age brackets, with the largest increase in observed within the 50-64 cohort (+4.7pp since 2018), reflecting an increased proclivity towards active ageing and the retention of older workers, with higher employment also recorded in the 64+ age bracket. Similarly, employment growth is also observed across all levels of education, underscoring the extent to which Malta's recent economic growth has translated to a transversal increase in job opportunities, irrespective of educational background.

FIGURE 1: EMPLOYMENT RATE

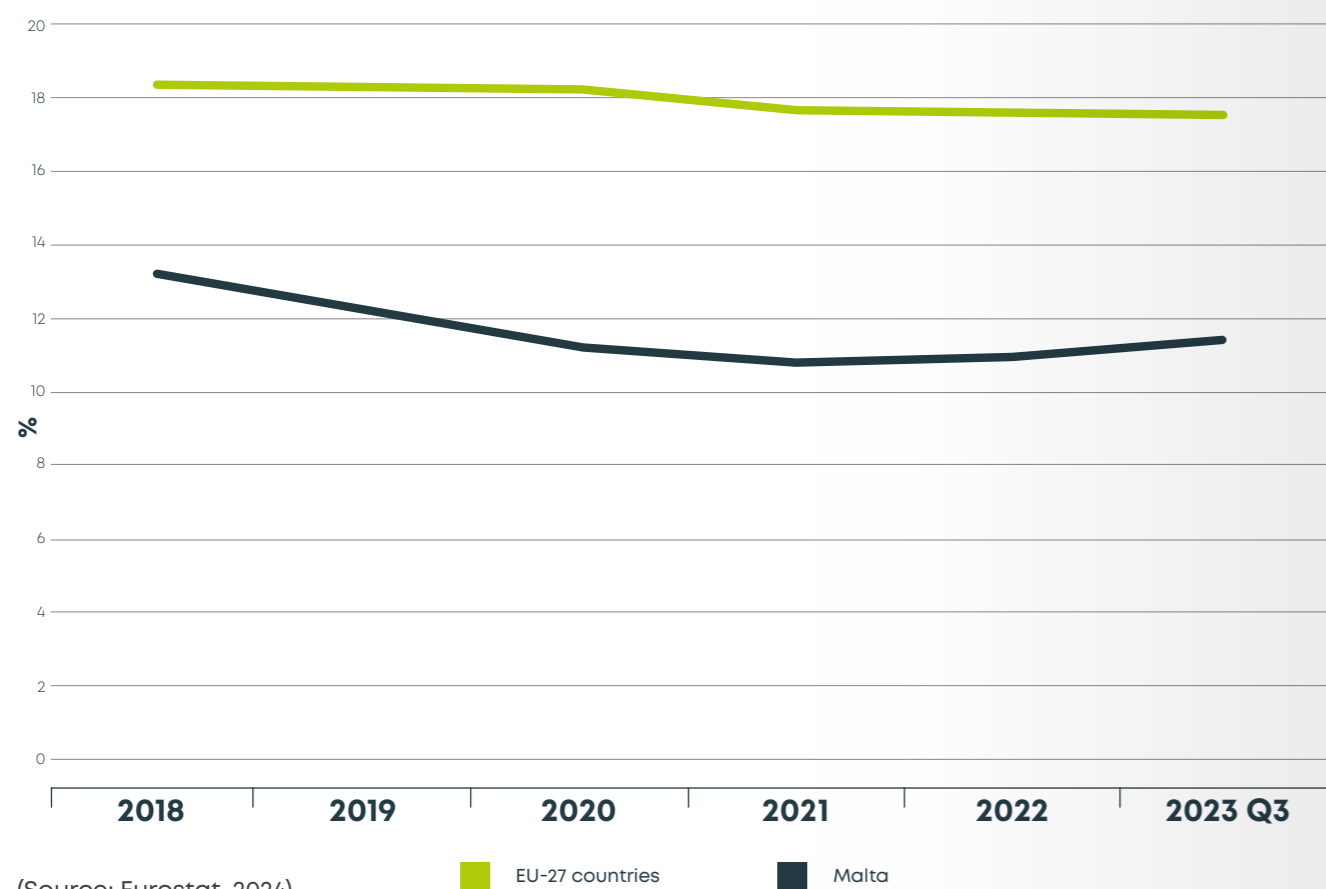


(Source: Eurostat, 2024)

Another interesting observation relates to the prevalence of part-time work in the Maltese Islands. Figure 2 shows recent trends in this regard, with the proportion of part-time work on a downward trajectory since 2013 and decidedly below the EU-27 average, although there has been a slight uptick since 2021, primarily driven by increased part-time work in professional, scientific and technical activities; administration and support service activities.



FIGURE 2: PART-TIME WORK



A key pillar of Malta's recent labour market performance has been the rapid increase in female participation, which for many years constituted an endemic weakness of the local labour market relative to the rest of the EU. This led to the much-vaunted launch of the free childcare scheme in 2014 aimed at parents returning to the workforce following the birth of their child. Since then, the turnaround has been remarkable. As shown in Figure 3, the female participation rate in Malta grew from 67.3% in 2014 to 80.6% in the third quarter of 2023, reversing an 11-percentage point deficit relative to the EU-27 to the extent that it now outstrips the EU average female participation rate by 5-percentage points. This growth also reflects a significant increase in foreign female workers over this period, once again a reflection of Malta's economic performance in recent years and the ensuing increase in job creation across almost all sectors of the Maltese economy. Nonetheless, there is still scope for improvement with regards to female participation in the labour force, notably within the 50 to 64 age cohort where the participation rate as at Q3 2023 stood at 57.8%, since although this has expanded since 2014, it significantly lags behind the male participation rate for this age group (81.5%).

FIGURE 3: FEMALE PARTICIPATION RATE

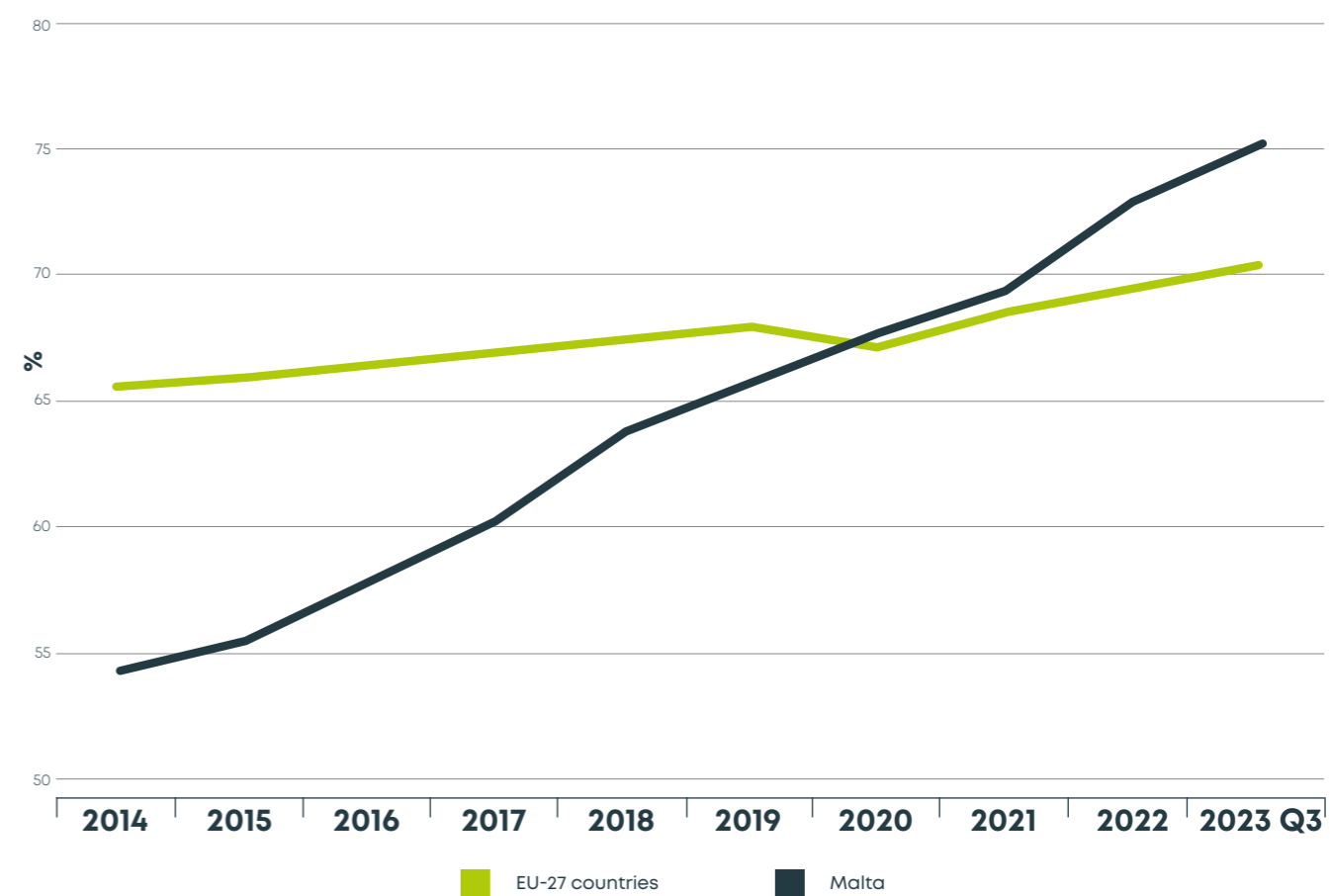
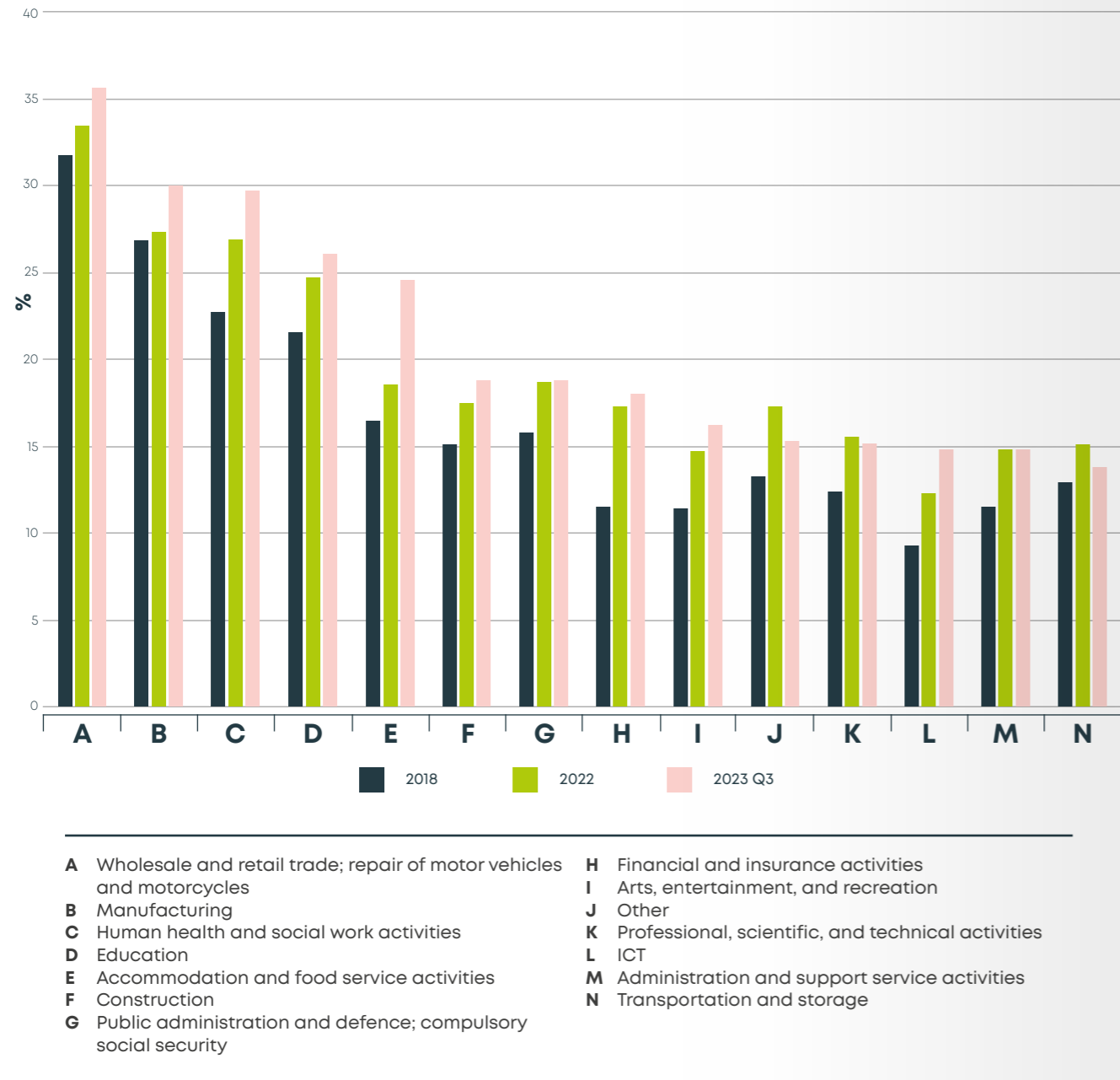


Figure 4 provides a breakdown of key sectoral employment trends in recent years. As seen below, since 2018 practically all sectors across Malta's economy have experienced growth in employment, despite the significant unavoidable setback caused by the COVID-19 pandemic in 2020, which attests to the country's resilience and speed of recovery. Indeed, since 2018 the largest increases in employment numbers were observed in ICT, financial and insurance activities and accommodation and food service activities. The continued expansion of the ICT sector mirrors the country's increased drive towards digitalisation and automation, with job creation particularly buoyant in computer programming, consultancy, and related activities. Similarly, financial and insurance activities are a mainstay of the Maltese economic landscape, and the primary recipient of foreign direct investment (FDI) within the country, accounting for over 88% of FDI inflows in 2022 (NSO, 2023). Accommodation and food service activities reflect the performance of another key pillar of Malta's economy, namely tourism, which despite the slowdown precipitated by the pandemic has recovered with renewed vigour, with tourist arrivals in 2023 outpacing the record numbers observed in 2019. Another sector worth noting is arts, entertainment, and recreation, which recorded a 42% growth in employment between 2018 and 2023 Q3, mainly driven by the continued success of the gaming sector which in recent years has emerged as an important contributor towards Malta's economic growth, with the country firmly established as a leading European centre for gaming.

FIGURE 4: **SECTORAL EMPLOYMENT TRENDS**



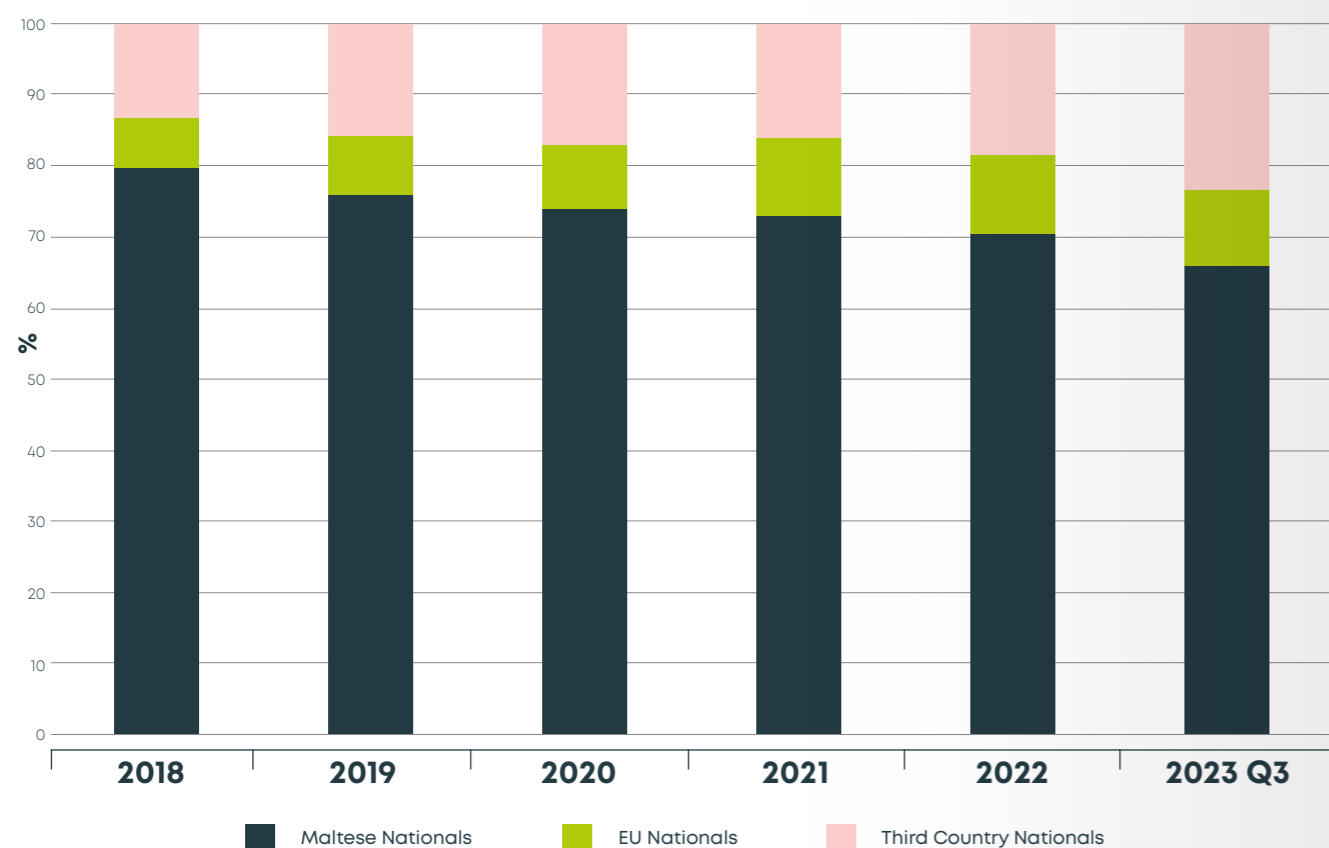
(Source: Eurostat, 2024)

In recent years, the composition of the Maltese labour market has been significantly altered by the influx of foreign workers seeking to fill the multitude of vacancies created across the entire spectrum of Maltese economic activity. As seen in Figure 5, foreign workers now account for almost 34% of total domestic employment, up from just under 5% in 2013, which underscores the scale of this influx and the extent of job creation in Malta. The increase in third country nationals has been particularly pronounced over this period, especially following the COVID-19 pandemic, growing to over double the size of the EU nationals cohort.





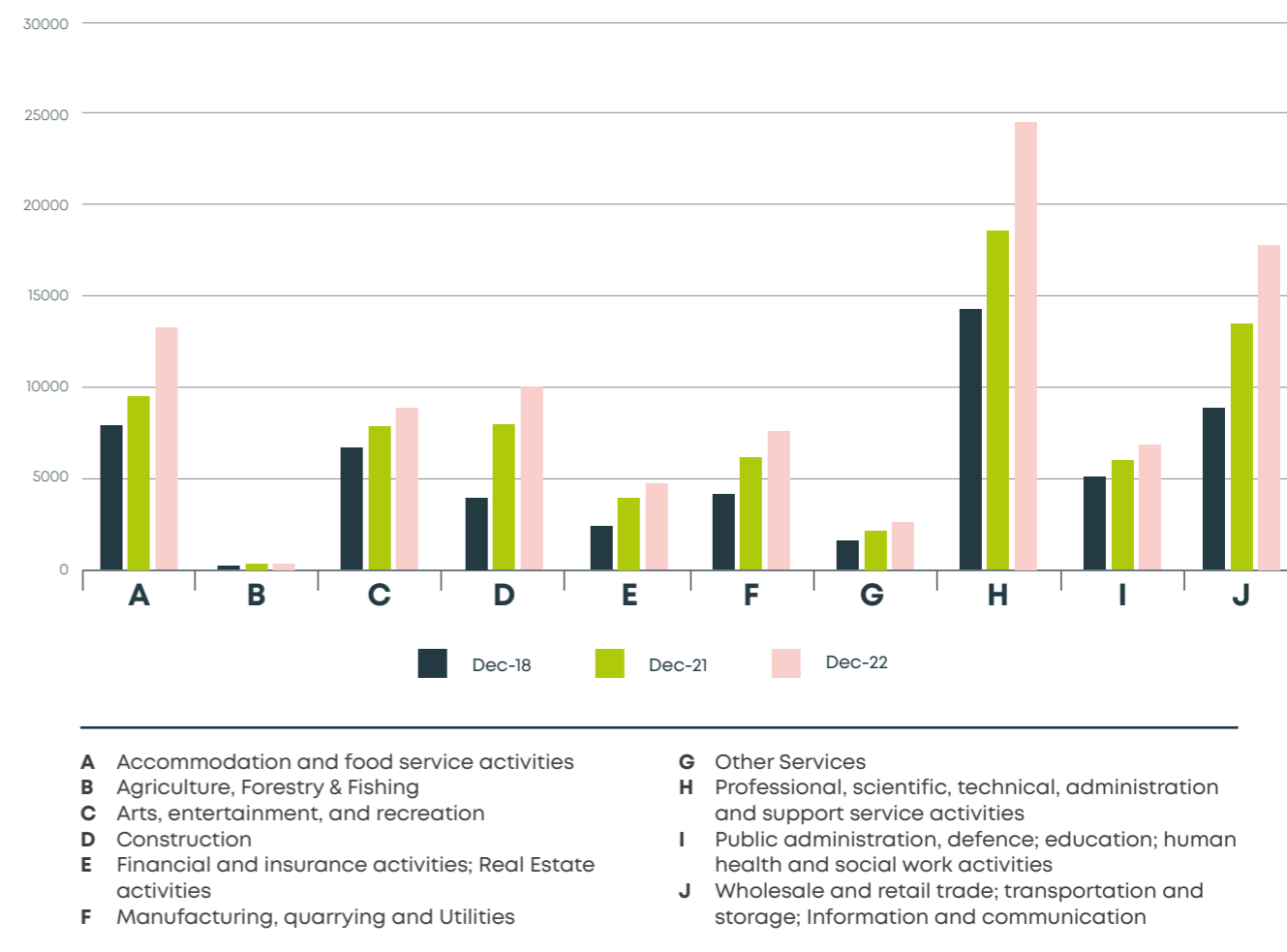
FIGURE 5: COMPOSITION OF DOMESTIC EMPLOYMENT BY NATIONALITY



(Source: JobsPlus, 2024)

Figure 6 provides a more granular breakdown of foreign employment across the different sectors of the Maltese economy. As seen below, the largest number of foreign workers (both EU and third country nationals) are employed within professional, scientific, technical, administration and support service activities, followed by wholesale and retail; transportation and storage; ICT and accommodation and food services activities. Indeed, in sectors like construction, arts, recreation and entertainment and accommodation and food services, the majority of workers are foreign-born, which further attests to the increasingly cosmopolitan nature of the domestic workforce and thus the growing dependence on foreign workers for various key services.

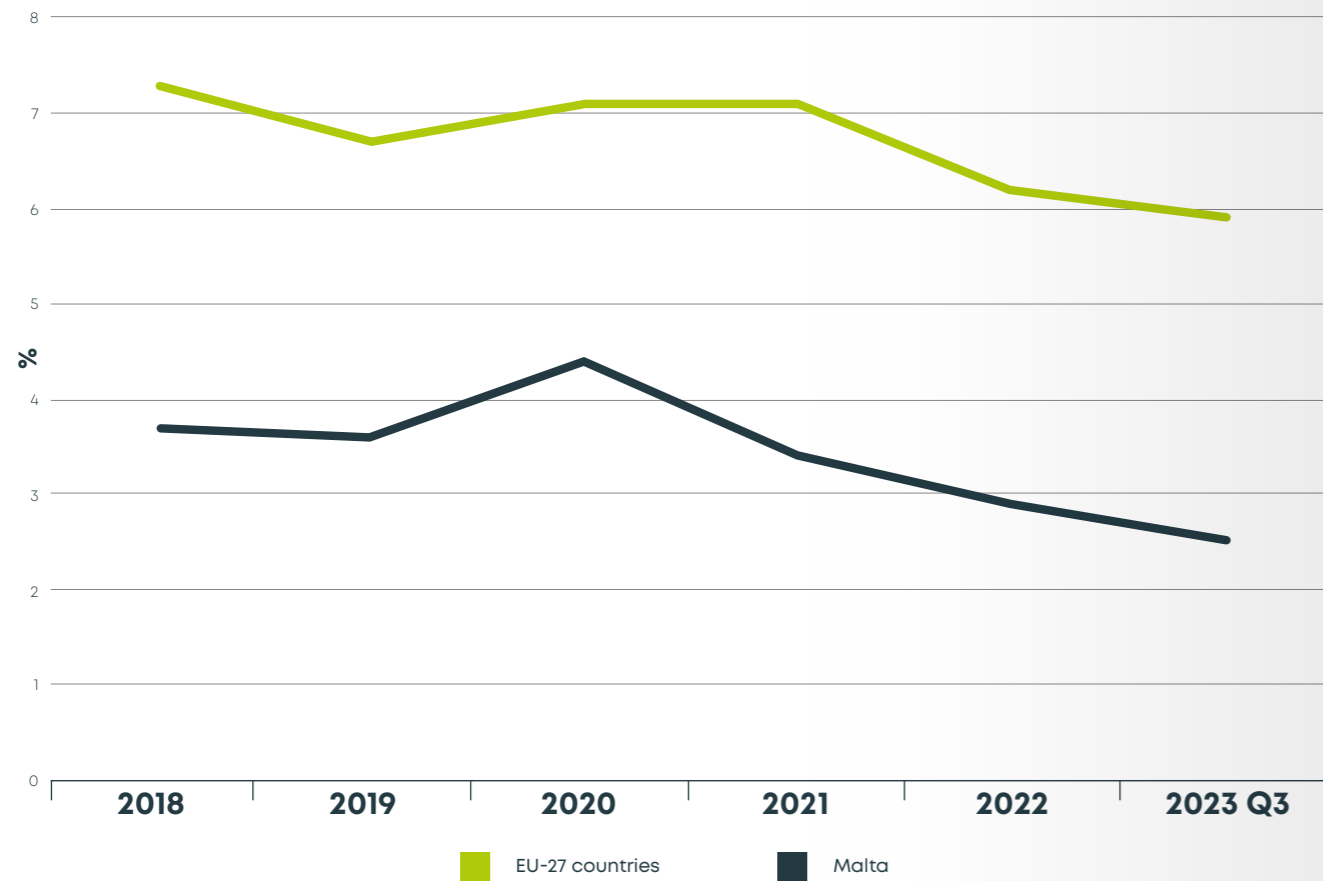
FIGURE 6: SECTORAL BREAKDOWN OF FOREIGN EMPLOYMENT



As expected, Malta's recent economic performance and job creation has resulted in record-low levels of unemployment. There are two metrics to consider in this regard. These are the National Statistics Office (NSO), which runs a labour force survey (LFS) carried out on an ongoing basis using a quarterly gross sample of 3,200 private households, and JobsPlus, which is the national public employment services agency, and which provides information through administrative sources on the actual numbers of registered full-time and part-time employment and on persons registering as unemployed with the agency.

We begin by analysing the unemployment rate as per NSO's LFS data. Figure 7 shows that Malta's unemployment rate has generally followed a downward trajectory between 2018 and 2023, with the sole exception being 2020 with a slight uptick due to the COVID-19 pandemic, although unemployment continued to drop below pre-pandemic levels thereafter, reaching 2.5% in Q3 2023. By contrast, the EU-27 average unemployment rate in 2023 Q3 stood at 5.9%, and has consistently been higher than Malta's unemployment, reflecting significantly more favourable domestic labour market conditions locally relative to the rest of the EU.

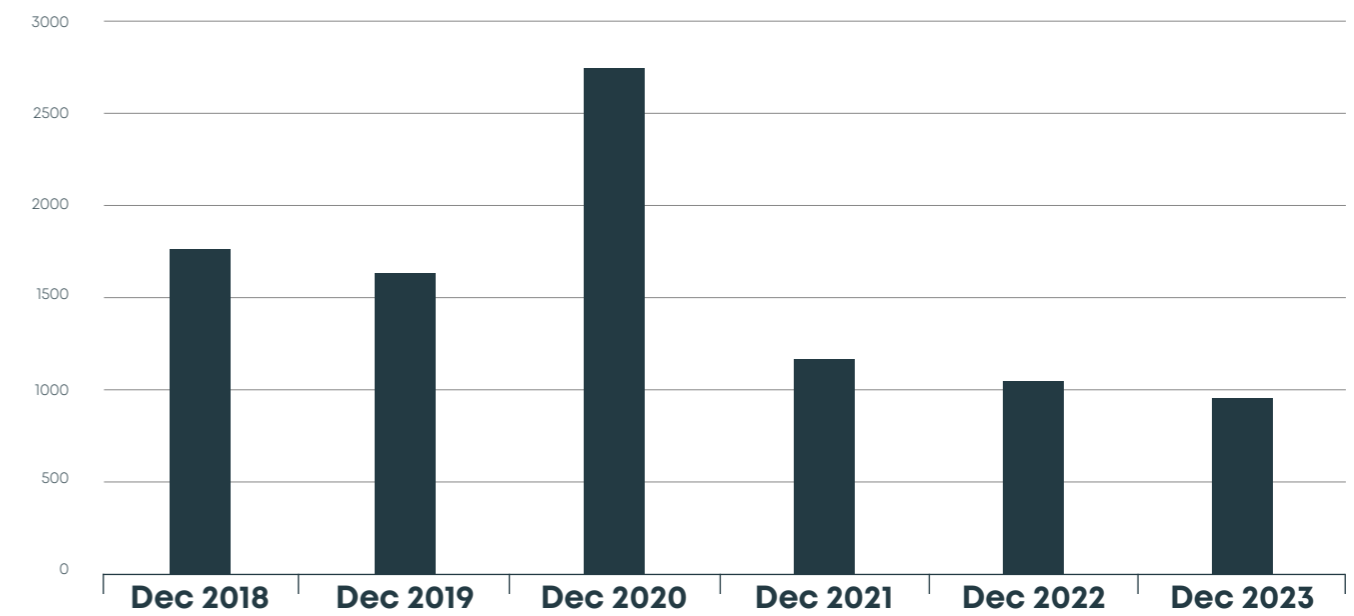
FIGURE 7: UNEMPLOYMENT RATE



(Source: Eurostat, 2024)

As for the registered unemployed, Figure 8 shows the number of people registering for work with JobsPlus as of December of each year. Once again, it is evident that, barring the events of 2020, the number of registered unemployed in Malta has gradually been dwindling over the years, reaching 955 individuals in December 2023, down over 45% relative to 2018 and almost 9% lower relative to the previous year, with a notable drop recorded in the number of long-term registered unemployed who have held this status for over 1 year (-43.7%).

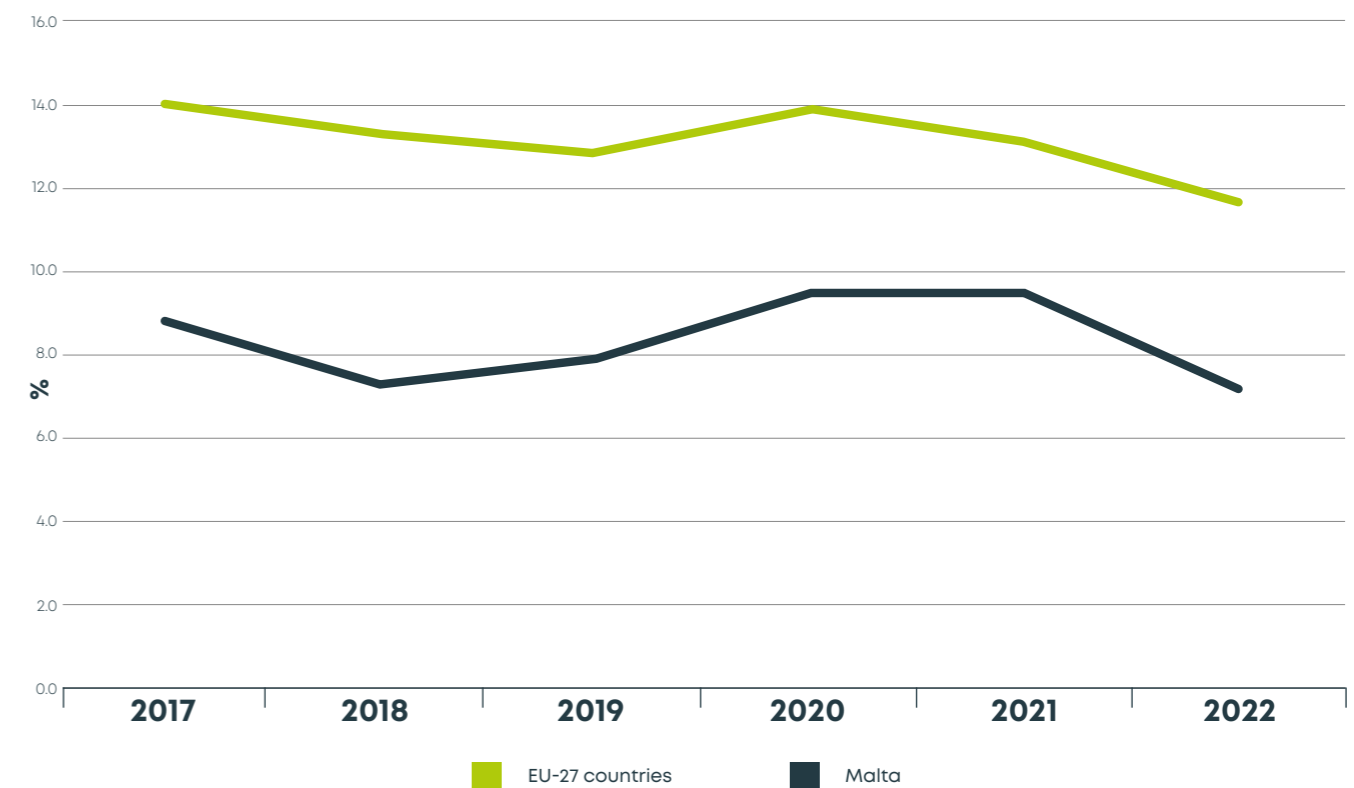
FIGURE 8: REGISTERED UNEMPLOYED



(Source: NSO, 2024)

An important indicator within this context is the share of youth aged 15-29 not in education, employment, or training (NEET). This statistic, which forms part of the EU's Sustainable Development Goals (SDGs) under SDG 8, captures the extent to which young people are either actively participating within the labour market or acquiring the necessary skills ahead of future participation, while also enabling policymakers to identify important vulnerabilities amongst youth. As seen in Figure 9, Malta's NEET rate has consistently been lower than the EU average in recent years, falling to 7.2% in 2022 relative to 9.5% in 2021, which further emphasises the extent of job creation within the country over the period under review.

FIGURE 9: SHARE OF YOUTH NOT IN EDUCATION, EMPLOYMENT OR TRAINING (NEET)

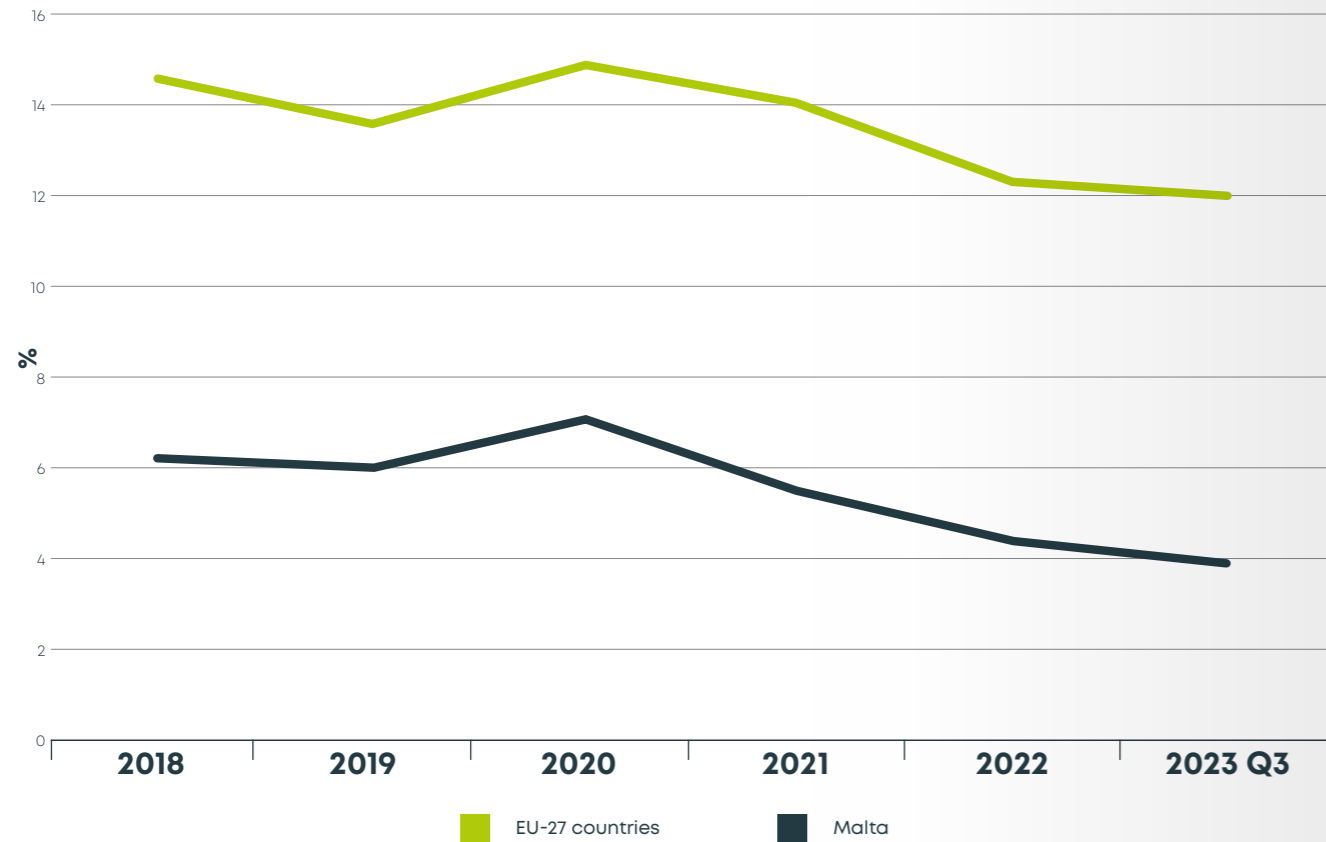


(Source: Eurostat, 2024)

Finally, we conclude by analysing the concept of labour market slack, which measures the magnitude of unmet demand for work by individuals seeking employment, relative to the availability of work. Specifically, labour market slack is measured using the number of unemployed individuals within the economy as per the usual International Labour Organization's (ILO) definition, in addition to three supplementary indicators, namely

part-time workers who self-report as being underemployed (i.e., seeking full-time work), people seeking a job but not immediately available to work, and people who are available to work but are currently not seeking employment, with the latter two groups capturing the potential additional labour force. This final figure is then expressed as a percentage of the total extended labour force (including the two aforementioned categories). Figure 10 shows the evolution of labour market slack within the Maltese economy since 2018 relative to the EU average. As seen below, the extent of unmet labour demand within the country has fallen steadily since 2018, with the exception of a brief jump in 2020, reaching 3.9% in Q3 2023, less than a third of the EU-average rate of slack, which stood at 12% in the same period.

FIGURE 10: **LABOUR MARKET SLACK**



(Source: Eurostat, 2024)

LOOKING AHEAD

According to the latest estimates provided by the European Commission, Malta's GDP grew by 6.1% in real terms 2023, the highest level of growth within the EU and over 50% higher than originally forecasted, fuelled by elevated domestic demand and export performance. Initial projections indicate that due to growing international volatility, domestic real GDP growth is expected to stabilise to 4.6% and 4.3% in 2024 and 2025 respectively, still comfortably the highest growth rates within the EU over these two years and significantly above projected EU average growth of 0.9% and 1.7%.

Within this context of continued economic expansion, Malta's labour market is expected to proceed with its buoyant recent performance, albeit at a slower pace. Based on economic projections published by the Central Bank of Malta in February 2024, employment growth is expected to reach 5.8% in 2023, before moderating to 3.2% and 2.5% in 2024 and 2025 respectively on the back of higher wage growth precipitated by inflationary pressures and labour market tightness. Unemployment is still projected to remain low, reaching 2.6% in 2023 and 2024 before increasing slightly to 2.7% in 2025, further highlighting the extent of labour market tightness and robust job creation within the Maltese economy that are expected to persist over the coming years.





Supporting Malta's labour market

IN 2023, JOBSPLUS CONTINUED ITS MANDATE TO IMPLEMENT ACTIVE LABOUR MARKET POLICY MEASURES AND OTHER FUNCTIONS IN LINE WITH THE OVERARCHING POLICY FRAMEWORK SET BY THE NATIONAL EMPLOYMENT POLICY, BUILDING ON THE ACHIEVEMENTS FROM THE PREVIOUS TWO YEARS. THIS POLICY IS BUILT AROUND THE THREE PILLARS OF EQUIPPING WORKERS, ENABLING EMPLOYERS, AND BUILDING RESPONSIVE INSTITUTIONS OF WORK.

PILLAR 1. EQUIPPING WORKERS

In relation to jobseekers, throughout the year the Agency sought to provide them with advisory services that guided their transitions from education to employment, from one employment to another and even from inactivity into employment at any point in their life. Persons wishing to improve their employability – be they jobseekers or already in employment - were assisted through a range of training services designed around the key skillsets demanded by the Maltese labour market, either through direct provision by Jobsplus or part-financing of external training.

Jobsplus offers three key jobseeker services:

REGISTRATION, ADVISORY, AND RECRUITMENT SERVICES

REGISTRATION SERVICES

Jobsplus registers are both for unemployed persons seeking employment, as well as employed persons seeking alternative employment. Once a jobseeker registers with Jobsplus, an Employment Advisor is assigned to assist him/her in the search for employment.

To register with Jobsplus, one can either visit one of Jobsplus Job Centres or use one's E-ID or Website Account to submit an online application. In 2023, 45% of registrations received were in fact made online, highlighting a substantial increase on previous years.

TABLE 1: REGISTRATION SERVICES – 2023 HIGHLIGHTS





JOBSEEKER ADVISORY SERVICES

Jobseeker advisory services play a crucial role in assisting individuals who are seeking employment. Such services include:

1. Career Guidance which provides personalised advice and guidance to jobseekers to help them identify and pursue suitable career paths based on their skills, qualifications, and interests.
2. Assistance in finding suitable job opportunities through matching their skills, competencies, and preferences with available vacancies, and also explore emerging sectors.
3. Support in creating or improving resumés and cover letters to effectively showcase the jobseeker's qualifications, skills, competences, and experiences through CV Writing Sessions.
4. Guidance on interview techniques, tips, and commonly asked questions to enhance the jobseeker's chances of success during job interviews.
5. Training programme recommendations and workshop facilitation to help jobseekers acquire or enhance skills that are in demand in the job market.
6. Provision of information to jobseekers about current job market trends, industries with high demand for workers, and potential career opportunities.
7. Organisation or promotion of events such as networking sessions, workshops, and information sessions, where jobseekers can improve their employability whilst also connecting with employers and learn about job opportunities.

Jobseeker advisory services continue to move away from a one-size-fits-all approach in favour of more targeted solutions catering for different categories of jobseekers including:

- registered youth jobseekers
- the long-term unemployed
- migrants
- job changers
- inactive persons

TABLE 2: **JOBSEEKER SERVICES – 2023 HIGHLIGHTS**



RECRUITMENT SERVICES

In 2023 Jobsplus processed 17,185 vacant positions with both private and public entities that resulted in the placement of 5,317 individuals in employment. This equates to 31% of vacant positions being filled. The number of vacant positions notified as well as the number of placements persisted with their downward trend relative to previous periods. This could partly be attributed to Malta's historically low unemployment rate, coupled with the fact that vacancies for single permits are no longer required to be advertised through Jobsplus. In order to overcome such challenges, Jobsplus focused more on the matching of vacancies with persons registered on its website in order to increase the pool of candidates available for employers.

Efforts were maintained to collect feedback about candidates submitted for interviews by employers who use our services. This feedback is important as it enables Jobsplus to measure the effectiveness of its services and to make any changes where needed, with 84% of vacancies resulting in such feedback in 2023.

TABLE 3: RECRUITMENT SERVICES – 2023 HIGHLIGHTS



SAFEGUARDING FUTURE EMPLOYABILITY THROUGH SKILLS ACQUISITION

TABLE 4: OVERVIEW OF YOUTH GUARANTEE SCHEME

Scheme Name	Youth Guarantee Scheme (ESF.01.002)
Description of scheme	This initiative was modelled on the programme introduced by the European Commission in 2013, encompassing a range of preventative and corrective measures. This EU-funded scheme specifically supported individuals aged between 15 to 25 in either staying in education or securing high-quality employment. The scheme consisted of five distinct initiatives—NEET Activation Scheme II, Sec Prevention Classes, MCAST Preventive Classes, ICT Courses and a research census on the target group—each tailored to address the specific needs of its target beneficiaries. The Youth Guarantee Scheme ESF.01.002 closed in December 2023 absorbing a total budget of €6.7 million.
Key indicators	A total of 6,810 youngsters completed one of the Youth Guarantee initiatives, out of which 5,951 obtained certification following their participation, found employment or continued education after completing the scheme.
Impact on employee	Participants received financial and non-financial support to enhance their employability by focusing on individualized training and mentorship opportunities. Special emphasis was placed on improving their skills and ensuring the acquisition of recognized vocational and/or academic qualifications to the best of their ability and capacity. This intervention, occurring at a critical juncture in their personal development, significantly enhances individual prospects for securing quality employment, with the potential for further growth and advancement.
Impact on employer	Employers were incentivised to offer training to prospective employees with the option to retain them on completion of training.
Impact on economy	This initiative methodically diminishes the incidence of premature school dropouts and, in the extended timeframe, diminishes the presence of unskilled and low-skilled labour within the workforce. By implementing precision-focused measures aligning opportunities with industry demands, there is an enhancement in the availability of specialized skills, thereby reducing the skills gap. Elevating the rate of high-quality employment amplifies the earning and expenditure capabilities of individuals and families, in turn stimulating consumption.
Role in future proofing	Allocating resources to youth in Malta expands the pool of actively engaged workers and enables their access to targeted training in skills anticipated to be in high demand during the ongoing global economic transition.
Looking ahead	Jobsplus is set to offer a new Youth Guarantee program from 2024 to 2028 consisting of innovative elements including technical training in line with emerging sectors identified by the ILO, a mobility scheme as well as a transnational component to facilitate the capacity building of PES staff through specific national and international partnerships.

TABLE 5: OVERVIEW OF INTERCEPT SCHEME

Scheme Name	Intercept
Description of scheme	<p>In response to urgent concerns about climate change, INTERCEPT contributed towards nurturing the future workforce, specifically by targeting inactive youths and their potential in green careers. This initiative focused on NEETs (Not in Education, Employment, or Training) aged 25-29 across Malta, Italy, and Lithuania. The project provided the 242 participants with a 25-hour specialized training program on Green Jobs, Motivation, and Behaviour, alongside immersive 240-hour work placements in green and sustainable businesses.</p> <p>Within the project's framework, two comprehensive research endeavours were undertaken in 2022; one focused on analysing the Target Population and Relevant active labour market policy (ALMP) practices, and another focused on imparting essential Green crosscutting competencies identified by employers and relevant stakeholders.</p> <p>Following the research phase, a 25-hour training program was developed and later expanded by Jobsplus into a comprehensive 50-hour program accredited at EQF level 3 with 2 ECTS. This program is featured in the Malta Further and Higher Education Authority's (MFHEA) accredited courses catalogue and integrated into Jobsplus' portfolio of free training programs. Additionally, a 40-hour training program was tailored for Public Employment Services (PES) staff in Malta, Italy, and Lithuania, focusing on refining Knowledge, Skills, and Abilities in areas such as Green Economy as well as NEETs Data and Analysis.</p> <p>Evaluation guidelines were designed, incorporating various data collection approaches, resulting in a comprehensive final report on the pilot and guidelines for the integration of 25-29-year-old NEETs into the labour market, with emphasis on green jobs. INTERCEPT sought to influence future policies based on insights gained from these experiences.</p> <p>Led by Jobsplus and funded by the EEA and Norway Grants Fund for Youth Employment, the INTERCEPT Project involved a dynamic consortium of nine organizations across Europe, including universities, research institutions, and PES agencies.</p>
Key indicators	<p>Key Achievements from the Intervention:</p> <ul style="list-style-type: none"> 242 inactive youths across Malta, Italy, and Lithuania underwent green skills induction training and work placement experience (breakdown of participants is provided in the chart below). 90 individuals found gainful employment across Malta, Italy, and Lithuania following completion of the intervention. 15 participants were engaged in training and other schemes across Malta, Italy, and Lithuania after completion of the intervention. <p>Women represented 51.24% of total participants across three countries.</p>

Impact on employee	Inactive beneficiaries were meticulously trained and equipped with a comprehensive skill set tailored to meet the demands of the burgeoning green economy. Moreover, dedicated support mechanisms were implemented to ensure a seamless transition, guiding them towards securing high-quality employment opportunities within the green sector.
Impact on employer	This initiative aimed to bolster the supply of green skills, recognizing their rapidly increasing significance in today's landscape. Employers played a pivotal role as key stakeholders, actively participating in the scheme's development and implementation processes.
Impact on economy	Intercept spearheaded the development of cutting-edge green skills training, marking a significant stride towards addressing the evolving needs of Malta's green transition. By meticulously aligning training programs with the skills demanded by emerging industries, Intercept laid the foundation for the creation of new job opportunities while facilitating seamless transitions into the green economy.
Role in future proofing	The urgent imperative to shift Malta's economy towards sustainability has escalated markedly, aligning closely not only with national and EU sustainability goals but also with global climate imperatives.
Looking ahead	The collaborative efforts within the consortium have not only nurtured strong relationships but have also laid the groundwork for future partnerships. A new consortium, comprising Jobsplus, ANCI, Regione Toscana, Lithuanian PES, and ADEM, actively participates in the INTERREG Europe project 'atWork4NEETs.' This initiative aims to enhance policies targeting inactive youths through the exchange of best practices.

TABLE 6: OVERVIEW OF SMARTLY SCHEME

Scheme Name	Smartly
Description of scheme	<p>In response to the global pandemic's transformative impact, investment in the green and digital sectors emerged as vital for economic recovery and societal transformation. Prioritizing inclusivity and sustainability, particularly for vulnerable sectors, became imperative. The SMARTLY project focused on strengthening youth employability while enhancing Public Employment Services (PES) across Europe to meet the demands of the labour market in the Green and Digital Sectors, especially for youths not in education, employment, or training (NEETs).</p> <p>The SMARTLY project began with a comprehensive survey and needs analysis on the NEETs' situation, sectoral needs, challenges, and barriers, along with identifying good practices associated with NEETs programs at both the EU level and within participating countries, culminating in policy recommendations.</p> <p>Following the research phase, which involved comparing PES profiling tools and further exploration of green skills, an online platform hosting the profiling tool was established. The digital questions were derived from the DigiComp 2.2 (2022) framework, assessing youths' skills across various domains. For green skills assessment, the tool utilized the ESCO (2022) Green Skills and Knowledge Concepts classification. Accessible in three languages (English, Croatian, and Greek), the tool underwent testing among NEETs across Malta, Croatia, and Cyprus, with 150 unique participants. This testing phase aimed to gather feedback for improvements.</p> <p>Furthermore, the research phase prompted the development of two 25-hour introductory training programs, one focusing on green skills and the other on digital skills. These two training programs underwent thorough validation and mainstreaming. They were then expanded by Jobsplus into 125-hour courses at EQF level 3 with 5 ECTS credits and received accreditation from the Malta Further and Higher Education Authority (MFHEA). These training programs were integrated into Jobsplus' portfolio of free training programs. Led by Jobsplus and funded by the ERAMSUS+ Programme, the SMARTLY Project involved a dynamic consortium of eight partners across Europe, including universities, research and training organisations, analysis and planning institutes, cooperatives, and employment promotion agencies.</p>
Key indicators	<p>Key Achievements from the Project:</p> <ul style="list-style-type: none"> • Development of an enhanced and innovative profiling tool for Green and Digital skills, which was tested with NEETs in Malta, Cyprus, and Croatia, and piloted among 150 unique participants to finalize it. • Development of two 25-hour training programs for Green and Digital skills. • Beyond the project indicators, these programs were further developed and accredited at EQF level 3 with 5 ECTS credits.
Impact on employee	Young inactive individuals obtained access to a tailored and accredited training program crafted to enhance their proficiency in digital and green skills. This initiative not only bolstered their employability but also augmented their potential for securing high-quality positions within burgeoning sectors. Leveraging SMARTLY's groundbreaking profiling method exclusively designed for green and digital occupations could further streamline the job matching process, catering to emerging labour market needs.
Impact on employer	By introducing tailored training programs designed for inactive NEETs and an advanced profiling tool, the initiative aimed to equip candidates with the necessary skills for success in the green and digital sectors. Consequently, it sought to positively influence employers by furnishing them with a pool of adept candidates capable of meeting the evolving demands of Green and Digital industries.

Impact on economy	This innovative project marks a significant milestone in our journey to enhance employment services tailored to the needs of young individuals and emerging economic sectors. Through strategic investments in human capital, we are not only shaping the trajectory of our services but also fortifying the foundations of our workforce for the future.
Role in future proofing	In today's global landscape, both developed and developing nations are charting courses through the transformative waves of green and digital advancements reshaping the world economy. Initiatives like SMARTLY and INTERCEPT are at the forefront, not only bolstering Malta's skill supply but also serving as vital instruments for inclusivity, enhancing youth employability in critical sectors.
Looking ahead	The training programs constitute the initial steps in developing a comprehensive portfolio of courses designed to equip individuals with the skill sets essential for emerging jobs. Furthermore, the enhanced profiling tool will undergo further refinement and integration into the job seeker section, enabling the assessment of green and digital skills and providing guidance to NEETs on suitable career pathways within these evolving economies. Additionally, the new Reinforced Youth Guarantee program aims to prioritize both green and digital sectors, now extending assistance to inactive youths aged between 15-29 and offering pathways to employment for participants.

TABLE 7: OVERVIEW OF ATWORK4NEETS

Scheme Name	atWork4NEETS
Description of scheme	<p>In March 2023, Jobsplus launched a new initiative called atWork4NEETS, funded through Interreg Europe. This project marks a significant milestone as Malta assumes leadership (for the first time) in an Interreg Europe endeavour, solidifying the country's commitment to fostering youth empowerment and driving inclusive growth.</p> <p>With a substantial funding of 1.4 million euros, the atWork4NEETS project brings together a partnership of seven European countries, united in their determination to strengthen EU-wide policy instruments and engage NEETs in meaningful education and employment opportunities.</p> <p>The primary objective of atWork4NEETS is to enhance Active Labour Market Policies and develop effective solutions to overcome the barriers faced by NEETs. The project will concentrate on the gathering and analysis of data pertaining to NEETs and policies across Europe, leveraging this knowledge to devise or enhance systems for profiling, training, work placement, and personalized support for young individuals excluded from employment or education.</p> <p>Through collaboration and the sharing of best practices, the atWork4NEETS project aims to implement effective policy changes that pave the way for an active and promising future for young people throughout Europe. Through the atWork4NEETS, we will empower youth, enabling them to surmount challenges and contribute positively to society.</p>
Key indicators	This project consists of research aimed at determining the instruments that are most suitable for the profiling, training, work placement and personalized support to NEETs.
Impact on employee	NEET participants will benefit from improved labour market policies that enhance their employability potential.

Impact on employer	Employers' demand for labour will be better addressed through the activation of NEETs.
Impact on economy	The economy will benefit through an increased pool of skilled youngsters available for work.
Role in future proofing	The reduction in the number of NEETs and their integration in employment will contribute towards national economic wealth and social well-being.
Looking ahead	The identification of the most effective labour market policy instruments will enable Jobsplus to offer more effective employment and training services.

TABLE 8: 8 OVERVIEW OF ALMALTA

Scheme Name	ALMAIta
Description of scheme	<p>In October 2023, Jobsplus was awarded funding for a new pilot project entitled ALMAIta which targets disadvantaged individuals aged 18 to 29, not engaged in Employment, Education, or Training (NEETs). The project focuses on a three-month non-formal education and training course, emphasizing soft skills, independence skills, and life skills for holistic personal and professional growth. Post-training, participants will undertake a two-month work placement in an EU country, supported by mentors. This aims to provide valuable exposure and equip youth for integration into the labour market or further education. The post-mobility phase involves mentors and employment advisors guiding participants to identify their paths and achieve full potential.</p> <p>In an effort to successfully implement this project Jobsplus has signed a Memorandum of Understanding with the Ministry for Education, Sport, Youth, Research and Innovation to execute a data sharing agreement as well as the Malta Chamber for SMEs to promote the project with their members and offer job opportunities to participants following the mobility phase.</p>
Key indicators	This project aims at providing 48 disadvantaged individuals aged 18 to 29 with non-formal education and training. It is expected that circa 20 of these proceed to work placement abroad and mentorship.
Impact on employee	The disadvantaged persons that participate in this project will benefit from education and training, work placement opportunities and mentoring/advisory services that will boost their self-esteem and make them more employable.
Impact on employer	Employers with whom participants will be undertaking their work placement will have the opportunity to monitor their training progress with a view to potential employment.
Impact on economy	The activation of disadvantaged youth and their integration in employment will increase the supply of labour in the participating countries.
Role in future proofing	The acquisition of knowledge and skills through work placement in a participating country will widen the experiences of participants and assist them to overcome the mobility barrier.
Looking ahead	The holistic service provided to youth in the form of an integrated package of basic knowledge, vocational training, work placement, mobility and post-placement support significantly increases the employability potential of participants.

TABLE 9: OVERVIEW OF JOBSPLUS TRAINING COURSES

Scheme Name	Training Courses and Work Exposure
Description of scheme	Jobsplus maintained its momentum in the delivery of training programmes in a growing range of skills which are offered through hybrid channels. All these were aimed at assisting persons to improve their employability. Apart from courses, Jobsplus also offered work exposure opportunities to jobseekers to facilitate their integration in the labour market.
Key indicators	<p>2023 Highlights:</p> <ul style="list-style-type: none"> 7,289 trainees started a course with Jobsplus (an increase of 21.5% over the previous year) 188 physical courses delivered outside Jobsplus' Training Complex following requests by employers and organisations to organise courses for their employees 130 courses delivered at the Jobsplus Training Complex 187 courses delivered online. 10 new courses were created – SAGE Accounting, Presentation and Public Speaking Skills, Introduction to Content Writing, Introduction to Due Diligence and Compliance, Introduction to Search Engine Optimisation, Introduction to Front End Development, Introduction to Affiliate Marketing, Entrepreneurial Skills, Creativity and Innovation, Critical Thinking and Living and Working in Malta 5 New courses were created and submitted for accreditation – Award in Marketing and Sales, Award in Office Administration, Award in Mental Health Support, Award in Web Design, Award for A+ PC Technicians. Three were accredited as at the end of December 2023 36 Courses were submitted for re-accreditation to continue delivering such courses online The Training for Employment Project ESF.01.001 ended. Jobsplus requested and obtained an additional €2 million to continue implementing the activities incorporated under this project. A positive outcome is that at the end of this project, Jobsplus supported more than double the number of persons that were originally earmarked for assistance. Launch of Digital Form for Training Pays Scheme and the Work Exposure Scheme and the rolling out of this online application for Trade Testing, Average Wage Earners Scheme and the Childcare Subsidy Scheme The implementation and closure of the Innovative Training Strategies Erasmus+ project, which included a job shadowing experience in Luxembourg for 13 employees; the design of a new course; and the update of 2 internal processes Continued the review and evaluation of courses through feedback obtained from course completers, drop-outs, no-shows, trainers and employers The Work Exposure Scheme ended in July 2023 in line with the closure of the EU funded project. 148 persons undertook work experience in 109 participating companies. 136 monitoring visits were held to ensure compliance and quality delivery. 41% of those starting the Scheme found employment within 6 months from its end date.
Impact on employee	<ul style="list-style-type: none"> 83% of trainees successfully completed their course 79% of trainees were employed persons, 6% were registering unemployed and the rest were neither employed nor registering for employment with Jobsplus 148 jobseekers undertook work experience
Impact on employer	188 physical courses were delivered at work establishments on the request of employers to specifically train their employees. Through work exposure at workplaces, employers could assess the ability of participants with a view to employment.

Impact on economy	21% of trainees that attended Jobsplus-organised courses were either unemployed or inactive and are now in a better position to integrate in the labour market via enhanced employability. 41% of those participating in the Work Exposure Scheme found employment.
Role in future proofing	83% of trainees successfully completed the course and improved their skills.
Looking ahead	<p>Meetings were held with the University of Malta to coordinate the submission of a new Erasmus project for the year 2024.</p> <p>Moreover, an application was presented to MFHEA for Jobsplus to update its licensing conditions to continue offering online courses. This application process incorporated the re-submission for accreditation of all courses that are delivered online as well as updating of the Internal Quality Assurance system.</p> <p>Jobsplus initiated the process to design the new activities to be proposed under the new Training for Employment Project for the ESF+ programming period 2021-2027.</p> <p>The search for a new Learning Management System was initiated.</p>

TABLE 10: JOBSPLUS TRAINING COURSES – KEY INDICATORS 2020-2023

	2020	2021	2022	2023
Number of trainees who started a Jobsplus course	3,257	4,804	5,766	7,289
Number of trainees who successfully completed a Jobsplus course	1,563	3,548	4,559	5,970
Course completion success rate	48%	74%	79%	82%



TABLE 11: OVERVIEW OF JOBSPLUS TRAINING COURSES

Scheme Name	Training Pays Scheme
Description of scheme	The Training Pays Scheme reimbursed training costs by up to 75% for individuals who wished to develop their skills by participating in courses that are not offered by Jobsplus. The scheme covered accredited courses from MQF level 1 up to MQF level 7.
Key indicators	<p>2023 Highlights</p> <ul style="list-style-type: none"> • 1,504 applications received • 1,616 eligible applications • 1,372 unique beneficiaries • 2,369 claims for reimbursements processed and paid (an increase of 21% over 2022) • €1.66 million in funds disbursed (€0.5million more than the amount disbursed in 2022) • Scheme ended in July 2023 in line with the closure of the EU funded project
Impact on employee	1,372 persons underwent training and obtained additional skills, part-financed by the Training Pays Scheme.
Impact on employer	Employers benefitted from the availability of better skilled individuals to meet their labour and/or skills shortages.
Impact on economy	This scheme catered for both vocational and academic training at various levels of the MQF. The skills imparted facilitate the transition of individuals to different or higher-level occupations and assist in labour mobility to expanding sectors.
Role in future proofing	Through the reimbursement facility provided by this scheme, individuals were able to access training they might not otherwise afford.
Looking ahead	Discussions are ongoing with the Managing Authority of EU Funds to determine whether Jobsplus can once again offer the same or a similar scheme as from 2024.

TABLE 12: TRAINING PAYS- PARTICIPATION RATES 2020-2023

	2020	2021	2022	2023
Number of applications received	2,249	1,859	2,806	1,504

TABLE 13: OVERVIEW OF TRADE TESTING SCHEME

Scheme Name	Trade Testing
Description of scheme	Individuals undergo a trade test to formally assess their knowledge and skills in a particular occupation. Those who are successful in the assessment are given a certificate of achievement.
Key indicators	<p>2023 Highlights:</p> <ul style="list-style-type: none"> • 463 applications received (almost double the amount of applications received in 2022) • 260 individuals completed the assessment process • 211 or 81% passed the assessment <p>During 2023, Jobsplus adopted new processes to align the validation process (trade testing) with the preliminary guidelines for Validation Centres that have been issued by the Malta Further and Higher Education Authority (MFHEA). For this exercise, Jobsplus submitted an application to MFHEA to describe the assessment criteria used per occupation together with the drawing up of an internal quality policy.</p>
Impact on employee	211 persons now have their skills recognised and certified; this enhances their employability potential and opens opportunities for career advancement.
Impact on employer	Employers benefit when their employees obtain recognition for skills achieved irrespective of how they obtained their skills. The attainment of said skills enhances employee productivity, who in turn may pass on their skills to their work colleagues.
Impact on economy	Jobsplus trade testing system provides for the recognition of skills by individuals outside the formal vocational and academic streams. Moreover, it contributes towards having a skilled workforce and economic growth.
Role in future proofing	A system for the assessment of knowledge and skills acquired through informal learning provides an alternative to other assessments that may not be accessible to persons that have not followed the formal educational route.
Looking ahead	Jobsplus will be applying for the recognition of its trade testing system by the MFHEA.

TABLE 14: TRADE TESTING - KEY INDICATORS 2020-2023

	2020	2021	2022	2023
Number of individuals assessed	468	437	290	260
Number of individuals who were successfully certified	434	422	268	211



CHAMPIONING PARTICIPATION, INCLUSIVITY, EQUALITY, AND MOBILITY

Jobsplus had always contributed to the creation of an inclusive labour market through activation measures aimed at those who are underrepresented in employment due to barriers they face in updating their skills with a view to re-integration in the labour market. It has also continuously sought to offer customised services that are designed to meet the specific needs of disadvantaged groups in society, especially those who have some form of disability but who are or can be available for work and other vulnerable groups.

The activation measures implemented by Jobsplus centred around reaching out to such disadvantaged groups with a view to motivating them to learn the basic skills required for employment and assisting them, through appropriate support instruments, to take up and retain employment, thereby allowing them to fulfil their potential and be active members in employment and in society.

In the last decade, significant efforts were made at the national level to increase female employment. A number of national policy measures and incentives were announced and launched, aimed at creating the right environment for more women to take up employment. Financial incentives were offered to both women seeking employment and their potential employers, and this was supplemented by an overarching framework for the provision of free childcaring services.

The measures entrusted to Jobsplus for implementation are shown in the next pages.

TABLE 15: **OVERVIEW OF FREE CHILDCARE SCHEME**

Scheme Name	Free Childcare Scheme
Description of scheme	This scheme was launched in 2014 and since then thousands of children in the age group 0 to 3 years and their parents have benefitted from free childcare services.
Key indicators	8,960 children were benefitting from the scheme in 2023, of which 3,905 were new applicants.
Impact on employee	Working parents and parents who are studying for a formal qualification with children of pre-school age can benefit from this scheme which offers free childcare services, thus enabling parents to either stay in employment or further their studies. Since its launch, this scheme has contributed significantly to the sharp increase in female employment observed within the country.
Impact on employer	The implementation of the Free Childcare Scheme has increased the supply of labour in Malta as many inactive women took advantage of this scheme to participate in the labour market. This benefitted employers through the availability of an increased labour supply pool.
Impact on economy	The impact on the economy is markedly positive. During 2023, €45.9 million were paid to childcare centres by Jobsplus to finance their childcaring costs. This money not only ensured the survival of existing childcare centres providing services to parents, but even stimulated the creation of new ones, hence creating more childcaring jobs in the economy. Moreover, the parents that were previously inactive in the labour market and are now in employment thanks to this scheme are contributing to the economy while enjoying higher disposable income and better living conditions.
Role in future proofing	The support provided by this scheme to parents enables them to remain in employment or to continue their studies to develop their knowledge and skills. This increases the supply of productive and skilled labour in the Maltese economy.
Looking ahead	This scheme has produced results to date as, apart from the reasons mentioned above, it has offered financial support to childcare centres, which is revised every year to ensure its adequacy and effectiveness.

TABLE 16: **NUMBER OF CHILDREN ENROLLED IN FREE CHILDCARE SCHEME 2020-2023**

2020		2021		2022		2023	
Total enrolled	Of which new*	Total enrolled	Of which new*	Total enrolled	Of which new*	Total enrolled	Of which new*
6,702	2,544	7,509	3,868	8,437	4,029	8,960	3,905

*new = started at any point within the respective year
 Total enrolled = Were enrolled in previous year/s and continued making use of the Free Childcare Scheme in consecutive year/s + New for respective year

SERVICES FOR PERSONS WITH DISABILITY

Jobsplus remains committed to providing services for individuals with disabilities who are actively seeking employment or considering different career paths.

Once an application is submitted, clients are referred to a Placement Medical Officer who conducts an evaluation of their employability. Subsequently, an occupational therapist assesses the clients' abilities and recommends the most suitable employment path. Following this assessment, the Lino Spiteri Foundation (LSF) provides customized assistance to clients in their pursuit of suitable employment.

In 2023, 278 medical assessments and 216 occupational therapy assessments were carried out. The occupational therapy service identifies the strengths of registered persons with disabilities and aligns them with tailored employment opportunities. Some of the individuals had their assessments reviewed to ensure ongoing suitability and support.

46 persons with disability enrolled on the Sheltered Employment Training programme in 2023. This is a 52-week training programme aimed at providing hands-on training to participants in different work tasks that match their abilities and skills. They are assisted by a team of job coaches who are further supported by other professionals.

Throughout 2023, LSF carried out 689 visits to companies to support employers in the recruitment and retention of persons with disabilities. Furthermore, 181 persons with disability were provided with job coaching assistance during pre-employment activities and 398 individuals were supported via job coaching on the job.

A total of 203 persons with disability were placed in employment in 2023.

In 2023, Jobsplus processed 760 applications for the exemption of the employer's part of the National Insurance contribution. In addition, 82 companies received a fiscal incentive in relation to the employment of 192 employees with disability.

2% Quota Info:

Collaborating closely with the Government of Malta, Jobsplus advocated for the waiver of the 2% employment quota obligation for employers with over 20 employees, as mandated by the Persons with Disability (Employment) Act, Cap. 210, for the years 2019 to 2022, attributing this action to the onset and impact of the COVID-19 pandemic.

Throughout 2022 and 2023, Malta's labour market demonstrated remarkable performance, surpassing European averages and achieving record-high employment rates alongside the lowest unemployment rates. This success not only reflects positive economic indicators but also underscores the effectiveness of active labour market policies implemented during this period. These policies played a crucial role in fortifying Malta's economic and labour market resilience, particularly in the face of challenges posed by the pandemic. Malta's robust recovery and continuous economic growth, exceeding European benchmarks, are indicative of its thriving labor market.

Despite the significant achievements in Malta's labor market, promoting inclusivity remains a paramount goal for Jobsplus, particularly in supporting individuals with disabilities in their journey towards employment. As a reflection of this commitment, in 2023, Jobsplus will reinstate the 2% employment obligation. To ensure employers are well-informed and equipped to fulfill this obligation, Jobsplus has initiated direct outreach efforts, offering employers insights into their 2% employment obligation status. Furthermore, Jobsplus is providing comprehensive information about available measures and initiatives, both through Jobsplus itself and the Lino Spiteri Foundation, aimed at facilitating the recruitment and integration of individuals with disabilities into their workforce.

SERVICES FOR VULNERABLE GROUPS

Throughout 2023, Jobsplus enhanced the services offered to vulnerable jobseekers (recovering substance users and persons with socio-economic challenges) by further committing to adopt a client-centered approach.

Through collaboration agreements with Caritas and Oasi, former substance abusers are offered training and work exposure opportunities to enhance their employability. Mentoring and monitoring services are undertaken by Jobsplus to ensure that the agreements reach their objectives. 57 persons were trained by Caritas while another 11 were trained by OASI.

In weekly outreach to clients undergoing detoxification treatment at the DETOX Centre, Jobsplus officers undertake an individual assessment and provide advisory services to establish the skills of the clients and their career ambitions with a view to assisting them to find employment. Prison inmates serving the last few months of their sentence are also offered Jobsplus' employment and training services.

Suitable work placements and support for employment retention was provided both prior and during employment for vulnerable individuals through the Jobsplus intensified mentoring which was piloted under the VASTE Programme.

A total of 189 placements in employment were achieved in 2023.

TABLE 17: OVERVIEW OF VASTE PROGRAMME

Scheme Name	VASTE Programme
Description of scheme	<p>The overarching target of the VASTE Programme was to bring vulnerable persons closer to the labour market through various measures and support services. The individuals targeted by this programme include: persons with disability (such as those with intellectual difficulties, persons with physical/sensorial difficulties); persons with mental health challenges; other vulnerable groups including former inmates, former substance abusers, long-term unemployed, migrants and individuals facing social challenges. The measures included:</p> <ul style="list-style-type: none"> • In-depth client assessment • Tailored guidance, personal training plans and work exposure • Multiple training options including pre-employment courses, basic ICT training and other training programmes including: <ul style="list-style-type: none"> • Sheltered Employment Training - a 52-week hands-on training programme in different tasks such as back office, assembly of products, packaging etc., tailored for clients with intellectual or other severe disabilities • Headstart, a six-month programme offered by the Lino Spiteri Foundation • Supported Employment through on-the-job coaching which allows for early identification of existing and/or potential risks and offers targeted support to jobseekers and employers. • Employer outreach to develop new job profiles by job-carving through carefully examining occupations and work-flows • Professional expertise, specific programs and mentoring support through NGO Agreements targeting the needs of jobseekers • One-to-one and group counselling sessions • Mentoring support for vulnerable individuals • Upskilling opportunities to professionals working within the field • Creating general awareness through an information campaign.
Key indicators	<ul style="list-style-type: none"> • 2,394 disabled or vulnerable persons participated in Jobsplus' VASTE programme from its launch in 2016 to closure in September 2023 • 2,173 of the participants were Maltese while 221 were Gozitan • 1,692 of the participants were male, 699 were female and 3 were non-binary • 316 vulnerable individuals have received mentoring assistance since 2018 • 188,818 job coaching hours provided • 314 Jobsplus, LSF and NGO staff upskilled • 752 participants underwent pre-employment training • 155 participants underwent training in basic ICT • 244 participants followed Sheltered Employment Training whilst being supported through ongoing assessments, job coaching and mentoring • 138 participants have undergone one to one and/or group counselling sessions amounting to 592.50 hours since mid-2022 • 5,582 companies were visited and 1,520 job opportunities were created, of which so far 779 have been filled by persons with a disability <p>The VASTE Programme came to a close in September 2023 with an expenditure of €13 million part financed by the European Social Fund under Operational Programme II (2014 – 2020). It brought to the forefront innovative vocational assessment, upskilling and other supportive techniques which facilitate both integration and retention in employment.</p>

Impact on employee	Persons who participated in the VASTE Programme benefitted from a number of employment and training measures which were customised to meet the specific needs of persons with disability and vulnerable persons.
Impact on employer	Employers were assisted to partly address their labour shortages through the recruitment of persons with disabilities and vulnerable persons. This process was facilitated by the job carving and job coaching methodologies adopted by Jobsplus and the Lino Spiteri Foundation in implementing this project.
Impact on economy	The number of persons with disability in employment increased significantly during the implementation period of the VASTE Programme. Persons with disability and vulnerable persons can offer different skills and competencies to the labour market if they are allowed to unleash their potential and contribute to national productivity.
Role in future proofing	Ensuring that everyone has equal access to opportunities, resources, and support creates a level playing field for individuals to contribute to economic growth. Apart from promoting a sense of belonging and acceptance, inclusion allows for individuals from diverse backgrounds to fully participate and thrive more independently in the economy.
Looking ahead	Following project closure, most of the VASTE services continued to be offered and a number of inclusive employment programmes are being reviewed to pre-empt the risk of vulnerable jobseekers facing exclusion from the labour Market.

LOOKING AHEAD TO 2024: BEYOND VASTE

Jobsplus is committed to further supporting persons with disabilities and other vulnerable groups. Jobsplus is currently evaluating ways in which to tap into this hidden and often disregarded pool of workers, with plans to submit an application under priority 2 of the European Social Fund Plus aimed at fostering active inclusion for all.

The project, which is still in its early development stages, will aim to further support the services offered to persons with disability and vulnerable groups by attempting to understand the complexities underlying their vulnerability in a more holistic manner through the use of assessments and appropriate tools.

Shedding light on both their hidden talents, unique challenges and distinctive underlying circumstances, the project will allow Jobsplus and the Lino Spiteri Foundation to devise means to encourage a more positive outlook to employment amongst vulnerable jobseekers themselves, within their families and at the workplace.

The proposed work plans will be devised to develop and offer tailored training and upskilling options, instigate more supportive and inclusive work environments by bridging gaps and creating a space where vulnerable individuals can bring their valuable contributions to the Maltese labour market

SUPPORTING MOBILITY

Jobsplus supports mobility through its various employment and training services aimed at facilitating the take up of employment and upskilling. Through the EURES instrument, those citizens of EU Member States wishing to work in Malta are assisted to do so through advisory and information services. This is in line with the European Union's principle of having one single European labour market.

TABLE 18: OVERVIEW OF EURES

Scheme Name	EURES
Description of scheme	<p>EURES offers services to both jobseekers and employers. The employer services involve processing of vacancies, promoting the vacancy abroad, searching for CVs on the EURES Portal, receiving and filtering all CVs on behalf of the employer as well as provision of advice on administrative processes when employing an EU national. In 2023, Jobsplus handled almost 1,513 vacant positions, shortlisted over 1,824 CVs and made 52 placements.</p> <p>478 queries were received from people who are interested to work in Malta while 94 queries were received from Maltese/EU Nationals wanting to move abroad.</p> <p>Jobsplus continued to contribute to its legislative obligations in terms of data reporting as well as participated in the programming cycle for EURES, attended EU level meetings as well as continued contributing to ELA's tasks (activity planning and completion of surveys).</p> <p>In 2023 Jobsplus representatives attended/organised 14 events. An informative event about EURES services was organised for all PES staff. Events were also organised for local employers to let them know how EURES can help with recruitment needs. The Corporation also participated in recruitment events organised by other countries to promote local vacancies both online and onsite. During a study visit to EURES Cyprus, staff visited their offices to understand how the network is managed as well as meeting with partners in the Cypriot network to enhance collaboration.</p>
Key indicators	<p>2023 Highlights:</p> <ul style="list-style-type: none"> • 478 enquiries from jobseekers wanting to move to Malta • 1,513 processed • 52 placements
Impact on employee	Employees working abroad but wishing to work in Malta and Maltese willing to work abroad were assisted in their job search through vacancy matching services.
Impact on employer	Employers benefit from EURES' services by being informed of foreigners who are interested to come and work in Malta and thus have a wider choice of candidates.
Impact on economy	Access to EURES services provides the opportunity to Maltese enterprises to source talent from European countries and partly overcome their skills gaps. The recruitment of foreigners in highly skilled occupations facilitates skills transfer to local workers.
Role in future proofing	The EURES network is an instrument of the European Union aimed at facilitating mobility of workers between EU Member States. The European Union is committed to strengthen this network through the ringfencing of ESF funds for its use by persons who desire to seek employment outside their country of origin.
Looking ahead	EURES is a useful medium for the sourcing of labour from other European Union countries with the key challenge for employers remaining that of talent retention.

PILLAR 2. ENABLING EMPLOYERS

Malta's economy continued to expand in 2023 supported by increased employment growth. In their endeavours as drivers of economic growth and creators of productive employment opportunities, employers were assisted through Jobsplus' recruitment and training services, and schemes that reduced the financial impact on employers when employing disadvantaged persons and reskilling or upskilling their employees.

In 2023, 18 webinars were held to outreach and promote Jobsplus' services with employers. More than 1,200 employers attended such webinars which addressed subjects like use of the Jobsplus website to manage employment and recruitment, EURES services available for employers, Access to Employment and Investing in Skills schemes, information sessions about the Atypical Scheme, etc. Webinars were also held in collaboration with the Department of Industrial and Employment Relations on conditions of work in Malta. Four online sessions were held with Malta Chamber of Commerce members. These collaborative webinars are a great way to enhance our working relationships with other entities and stakeholders and provide valuable information to employers.

Almost one thousand employers were met on an individual basis to discuss matters that were specific to their business. The MEA offered its premises to Jobsplus staff where they could hold meetings with MEA members. As a result of such meetings over 341 vacant positions were advertised with Jobsplus and 220 applications for schemes were obtained. Furthermore, 5,768 requests from employers were processed and related to linking employers' representatives to their company profile.

In 2023, Jobsplus launched the Summer Job Bank. This initiative sought to collect seasonal job vacancies and promote these with students and other cohorts that would be looking for a summer job. A massive outreach programme with employers took place in the same year to promote the 2022 Atypical Working Hours Benefit Scheme. Employer queries about the scheme were addressed.

TABLE 19: EMPLOYER ENGAGEMENT – 2023 HIGHLIGHTS



During the year 2023, Jobsplus formally closed the Access to Employment (A2E) Scheme for the 2014-2020 ESF programming period and managed to launch a successor to this scheme in the same year. Jobsplus completed the processing of all payments by November 2023. The payment targets for the A2E 2014-2020 scheme were reached well before the deadline. The A2E 2014-2020 Scheme was one of the first schemes to be concluded, with a total budget that increased from the original €12 million to €17.2 million.

TABLE 20: OVERVIEW OF A2E SCHEME

Scheme Name	Access to Employment (A2E)
Description of scheme	This EU-funded scheme provided financial aid to enterprises to promote the recruitment of inactive persons as well as jobseekers who encounter significant barriers to employment.
Key indicators	<p>Access to Employment – 2023 highlights</p> <ul style="list-style-type: none"> • 710 applications received • 357 persons placed in employment • €3.6 million worth of financial grants contracted • 283 participant companies • 346 monitoring visits to ensure compliance and quality delivery • 347 payments issued amounting to €0.465 million
Impact on employee	357 jobseekers were placed in employment
Impact on employer	283 companies are participating in the Access to Employment Scheme. €3.6 million worth of financial grants were contracted with these companies.
Impact on economy	This scheme facilitates the employment of disadvantaged and disabled persons while financially assisting employers to do so. In this way, the number of jobseekers and inactive persons are reduced as more persons are integrated in the labour market.
Role in future proofing	The launch of the successor Access to Employment Scheme guarantees continued support to disadvantaged persons and employers for the years to come.
Looking ahead	For the 2021-2027 period, Jobsplus continues to assume the role of the Intermediate Body. On January 24, 2023, Jobsplus reintroduced the Access to Employment initiative under the new ESF+ programming 2021-2027, initiating an ongoing application process for employers seeking employment aid. The initial budget allocated for this scheme remains at €12 million. Notably, the scheme was launched with enhanced simplifications, allowing employers to submit all required documentation seamlessly through the Digital Form portal. This streamlined system ensures that no documentation can be lost or misplaced.

TABLE 21: KEY INDICATORS FOR THE ACCESS TO EMPLOYMENT SCHEME, 2023



Another employer-oriented scheme is 'Investing in Skills'.

TABLE 22: OVERVIEW OF THE INVESTING IN SKILLS SCHEME

Scheme Name	Investing in skills
Description of scheme	This scheme provides employers with direct financial assistance to invest in training for their employees.
Key indicators	Investing in Skills – 2023 highlights <ul style="list-style-type: none"> • 1,206 applications received • 741 grants signed • €1,76 million worth of funds committed • 1,027 payments issued amounting to just under €1.4 million • Training costs for 6,754 trainees reimbursed • 484 monitoring visits to ensure compliance and quality delivery
Impact on employee	Employees are given the opportunity to improve their skills and increase their prospects for advancement within their employer organisation.
Impact on employer	Employers are financially assisted to invest in their employees to acquire and develop their skills, which assists in making their organisation more productive and competitive.
Impact on economy	The economy benefits by having a higher-skilled workforce which is the result of industry-led training initiatives.
Role in future proofing	The maintenance of economic resilience is dependent on the reduction of the skills gap being experienced in several sectors through training initiatives that improve the skills profile of the working population.
Looking ahead	Industry-led training initiatives are essential to address the emerging skills needs in the economy especially in relation to digital and green skills, and other skills required to maintain economic competitiveness.

PILLAR 3. A RESPONSIVE INSTITUTION OF WORK

A number of actions were taken by Jobsplus in 2023 to make it a responsive institution of work that works. Jobsplus increased the pace of modernising its operations and processes through state-of-the-art digital tools. It continued to contribute to the setting of employment policy at both EU and national level and to participate in EU fora. It strengthened its law compliance function. On the internal front, Jobsplus' corporate services supported the operational functions through people management, performance management, finance, procurement, and estate management services.

EMPLOYMENT LICENCES & LAW COMPLIANCE

EMPLOYMENT LICENCES

The demand for labour by employers sustained its pace in 2023, with employers often resorting to the employment of foreign workers due to the unavailability of local human resources. In 2023, 89,459 single permit applications were referred passed to Jobsplus by Identita' for the undertaking of the labour market test. 44,226 of the applications received were for third country national (TCNs) who were already employed in the Maltese labour market, out of which 1,890 were declined due to a negative outcome of the labour market test conducted on the applicant employer. Additionally, there were 45,232 single permit applications for new TCN entrants, of which Jobsplus raised objections objected to 5,921 applications. In total, Jobsplus objected to a total of 7,811 of these single permit applications, signifying a 149 per cent increase over year 2022 figures. Additionally, Jobsplus received and processed 9,105 applications for employment licences issued directly through Jobsplus, of which 206 were refused.

A pivotal advancement was the successful implementation of a data integration initiative between Jobsplus and Identita', streamlining various processes and enhancing efficiency in single permit application processing between the two entities. Comparable collaboration was also established with the International Protection Agency, facilitating data access to ascertain the status of asylum applicants.

Starting from mid-2023, Jobsplus embarked on significant enhancements to the labour market testing procedures. Moving away from relying on employer-provided documentation, the process became data-centric. Leveraging Business Intelligence Tools and reports, Jobsplus now assesses the applicant employer's workforce trends, the correlation between single permit application trends and actual employment records, and the employer's redundancy records from the previous year, all in accordance with current national legislation. This analysis determines whether Jobsplus recommends the employer favorably for the issuance of employment licenses as part of the single permit application process for third-country nationals.

COMPLIANCE

Jobsplus is mandated by law to identify abuses across several forms, namely persons being in employment without their employer having notified Jobsplus of the start of such employment; registered jobseekers being in employment at the same time; as well as minors and foreigners being in employment without the necessary permits.

In 2023, Jobsplus performed 5,314 inspections at workplaces and carried out 10,856 interviews. As a result, 5,877 infringements were identified.

In a determined effort to strengthen the law compliance functions of Jobsplus, a series of measures have been implemented. These measures included the recruitment of two additional warranted inspectors, bringing the total complement of warranted inspectors and desk investigators as at end 2023 to thirteen individuals.

The system for conducting inspections was revised so that inspections are now being held in groups of two inspectors. This permitted the intensification of evening inspections and contributed to increased efficiency and effectiveness. Collaboration with the Employment Labour Authority to develop a comprehensive Inspections Risk Based Strategy was initiated.

PROVIDING EVIDENCE IN LEGAL FORA

Jobsplus is called to present evidence at the Law Courts regarding the registration and employment history of individuals based on its administrative records. Evidence was provided in 1,024 court cases. 78 freezing and attachment orders were processed.

CONTRIBUTING TO EU EMPLOYMENT POLICY MAKING & IMPLEMENTATION

EU AFFAIRS

In the midst of rapid social, economic, and global changes, Jobsplus was fully involved in the European Semester process by actively participating in the Employment Committee (EMCO) activities focused on designing, adapting, and implementing policies that foster growth, whilst promoting fair and inclusive labour markets. Among the most prominent themes featuring in EU employment dossiers were guaranteeing good jobs, developing skills, improving international migration management, enhancing social cohesion, reducing inequality, improving the position of vulnerable groups in the labour market, and promoting equality of opportunities for all.

Corporate Services

In 2023, Jobsplus continued to contribute towards the European Semester and the EU documentation issued on a yearly basis including the Joint Employment Report (JER), the Euro Area Recommendation, and the Annual Sustainable Growth Strategy. Apart from the EMCO and its sub-groups' meetings, Jobsplus representatives attended a number of meetings which focused on the employment priorities established by the EU, including migration and labour shortages. Furthermore, throughout the year, Jobsplus (through EMCO) collaborated with other EU Committees and working groups to introduce a new deeper country analysis in the Joint Employment Report (JER). Additionally, it contributed to the yearly reviews undertaken at EU level vis-à-vis the Youth Guarantee and the recently adopted Council Recommendation on Fair Transition towards climate neutrality. The monitoring exercises related to the Youth Guarantee and long-term unemployed Council recommendations were conducted. The Labour Market Policy (LMP) exercise was also conducted, which covers vast information on the labour market measures that are in place in Malta.

Being the European Year of Skills, in 2023, Jobsplus contributed to numerous discussions and best practice exchanges on skills acquisition to address skills shortages across the EU. The EU Skills and Talent Mobility Package issued in November has dominated numerous meetings at EU level, during which Jobsplus was a regular participant and provided feedback from a Maltese perspective taking into consideration the needs of a small island state. With the growing challenges faced within the EU labour market, the EU has also engaged in discussions on the EU Talent Pool to mitigate the repercussions of labour shortages and avoid irregularities within the labour market, and Jobsplus has provided significant contributions to these debates from a Public Employment Service perspective. Jobsplus was also involved in key discussions related to the revision of the Single Permit Directive and the Long-Term Residence Directive which seek to simplify procedures related to entry, stay and work in EU Member States for third country nationals.

In addition to the close cooperation with the Employment Committee, Jobsplus representatives contributed to the work carried out by the European Commission on employment indicators for monitoring the UN Sustainable Development Goals and provided its feedback on requests by other international institutions and bodies carrying out labour market analysis, including European Centre for the Development of Vocational Training (CEDEFOP), EUROFOUND, and other organisations such as ILO, United Nations and OECD.

LABOUR MARKET INFORMATION AND ANALYSIS

In 2023, Jobsplus continued to collate and publish employment data through the information received from employers from engagement and termination forms, as well as administrative data on unemployment, participation in training, schemes and programmes. Collaboration with a number of entities in the provision of data was ongoing throughout the year. Through the sharing of data in line with GDPR provisions, an interagency collaboration is created whereby strategic papers, research documents and news releases are issued. Furthermore, Jobsplus receives daily requests from entities, companies, private researchers, and students who are interested in studying the Maltese labour market or a segment thereof.

Jobsplus conducted the Jobseekers' Satisfaction Survey, which aims to gauge the satisfaction levels of Jobsplus' clients with the services received. It is also an essential measurement for PES performance at EU level. Jobseekers' satisfaction is a key indicator as it relates to customer loyalty and levels of satisfaction but most of all, it highlights ways of service improvement. The findings indicated that the vast majority of respondents were satisfied with the services offered by Jobsplus, with ratings for overall services exceeding 84% across all cohorts.

EMPLOYMENT RECORDS

Jobsplus processed 270,005 employment forms in 2023, an increase of almost 6,000 forms over the number processed in 2022. The overall share of online forms received at Jobsplus increased to 83% compared to the 78% share of 2022.

Throughout the year, Jobsplus focused on data cleaning and analysis to enhance both the efficiency of data collection and the overall quality of our data. These exercises involved meticulous scrutiny and validation of existing records to identify and rectify discrepancies or inaccuracies. This process aimed to create a more reliable and accurate dataset, laying the foundation for improved reporting and analysis. This not only contributes to better decision-making within the organization but also helps in providing more accurate information to stakeholders and policymakers.

269



JOBSPLUS EMPLOYEES



42 years

IS THE AVERAGE AGE OF THE CORPORATION'S WORKFORCE

10 years



IS THE AVERAGE LENGTH OF SERVICE



57%

OF JOBSPLUS STAFF ARE USING WORK-LIFE BALANCE MEASURES

3,714



STAFF TRAINING HOURS DELIVERED



Mean number

OF TRAINING DAYS PER EMPLOYEE IN 2023 STOOD AT 3.7 DAYS

INTERNAL PERFORMANCE MANAGEMENT

The number of requests for information from the general public about Jobsplus services raised with servizz.gov increased from 35,412 in 2022 to 46,439 in 2023 (+31%). An increase was also registered in the number of referrals for service to Jobsplus - from 9,140 in 2022 to 10,122 in 2023 (+11%). The increase in referrals is mainly attributable to queries related to the second issue in the first quarter of the year of the Atypical Work Scheme cheque and the requirement for clients to open or reconfigure their online account with Jobsplus to obtain or regain access to the Jobsplus portal.

In order to make sure that the public is properly guided about Jobsplus' services, an agreement was reached with Servizz.gov Agency for Jobsplus to review and update the manual being used by the servizz.gov agents to ensure that it reflects the improvements that were made to Jobsplus services over time. To complement this exercise and increase the knowledge about Jobsplus services, these agents were placed on short work exposure periods at Jobsplus Job Centres. The list of documents that agents demand from the public when there is a request for service was reduced. Agents are regularly kept abreast of the launch of new services by Jobsplus or changes to specific services. In this way, agents can provide a quality service to Jobsplus clients.

In 2023, Jobsplus continued to actively participate in the proceedings, meetings and activities of the European Network of Public Employment Services. Matters discussed during meetings held in 2023 focussed on the development of the EU Talent Pool, revision of benchlearning enablers and planning for the fourth benchlearning assessments cycle, reforms of PES, planning ahead of thematic reviews and the creation of working groups to address particular challenges which European PESs are facing. Training of benchlearning assessors was held in 2023 and Jobsplus assessors took part in these sessions.

Feedback to the Ministry for Finance and Employment continued to be provided on progress achieved by Jobsplus in the implementation of Electoral Manifesto, Budget and Simplification measures.

INTERNAL PEOPLE MANAGEMENT

The number of Jobsplus employees at the end of December 2023 stood at 269, down by 14 relative to the previous year. This was achieved by not replacing some of the employees that terminated their employment as Jobsplus re-designed the work arrangements or automated the tasks as part of its ongoing modernisation and business process reengineering process. The annual Jobsplus staff turnover increased to 10.03 years while the average age of employees remained stable at 42.

The percentage of Jobsplus employees making use of telework arrangements increased to 57%.

Health and safety risk assessments and fire drills were held in 2023 at all premises used by Jobsplus to ensure a safe work environment.

Twelve employees applied to be considered for advancement to a higher grade within the Corporation's structure with success.

Training and development programmes were organised for employees to fulfil their potential and further their skills. These programmes were primarily delivered by the Institute for Public Services. The mean number of training days per employee in 2023 stood at 3.7 days. The total number of training hours delivered was 3,714, with most of this training happening online. Jobsplus employees were kept informed about free-of-charge online learning opportunities through monthly notifications. The Skills Passport System remained in force so that each staff member was presented with a document listing all the courses attended during the year on an individual basis.

Jobsplus was awarded two Bronze Medals in the 8th Annual Stevie® Awards for Great Employers, namely the Bronze Award for Chief Learning Officer of the Year and the Bronze Award for the Human Resources Professional of the Year.

Stevie Awards recognize the world's best employers and the human resources teams, professionals, achievements, suppliers, products and services that help to create, and drive, great workplaces. Stevie Awards competitions receive more than 12,000 entries each year from more than 70 nations.

For the Chief Learning Officer of the Year, Jobsplus presented 'The Competency Indicator Tool'. This tool focused on competencies i.e., the combination of knowledge, skills, traits, and experiences that prepare an employee ahead of assuming responsibility for specific tasks. This project expected to identify the competencies that are relevant to the role of each employee and to provide the necessary training accordingly.

For the Human Resources Professional of the Year, the Corporation presented a holistic model which comprises the Competency Indicator tool, the Appraisal Mechanism, and the Employee Talent Management Model through the HR3P Matrix.

Jobsplus applied for the 2024 Learning Excellence Awards.

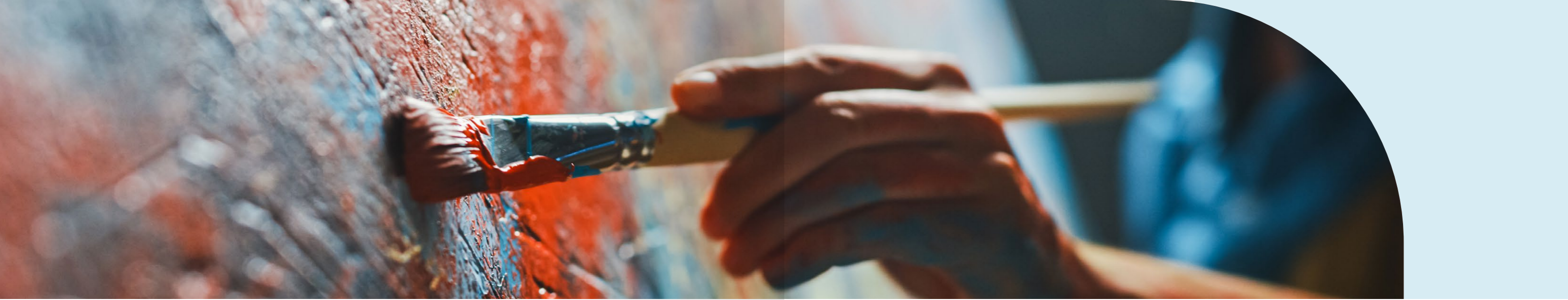


INTERNAL PROCUREMENT & PURCHASING CONTROL

In 2023, five calls for tenders, one call for a negotiated procedure, one call for a concession agreement, and two calls for quotations were published through the electronic public procurement system. The total amount of awarded contracts was of €2.7 million. One call for tenders and one call for a concession agreement were still in the process of being awarded at the end of 2023. In addition, 523 local purchase orders were issued.

ESTATE MANAGEMENT

In 2023, Jobsplus took significant strides towards sustainability by replacing five leased petrol cars with electric counterparts, accompanied by the installation of electric vehicle (EV) chargers. Furthermore, Jobsplus continued to provide transport services to staff and clients to travel to and from Valletta and Hal Far. Research has been conducted to establish the proper siting for the installation of solar panels and the estimated capital expenditure. This not only aligned with our commitment to environmental responsibility but also marked a positive contribution to fostering a sustainable and eco-friendly environment. Additionally, aside from routine repairs and minor maintenance, Jobsplus embarked on several refurbishment initiatives at its Hal Far premises. These projects included the installation of new kitchenettes and bathroom facilities, aimed at enhancing the overall working environment for both staff and clients, while also incorporating sustainable practices wherever possible.



ENHANCING OUR CUSTOMER EXPERIENCE THROUGH DIGITAL TOOLS

Throughout 2023, Jobsplus continued to maintain its systems and invest in new platforms to move away from its legacy systems in favour of utilising more modern technology. The aim remains to provide a high-quality, value creating service and enhanced experience for its clients, pushing further the notion of self-service.

Furthermore, the internal business-led digital transformation of Jobsplus' technical platforms gathered pace, following its commencement in 2022. The business processes behind services offered to clients were thoroughly examined and re-designed to meet Jobsplus' evolving business requirements. In parallel, technical infrastructures were set up, exploiting cloud technology, in collaboration with MITA. More user-friendly and modernised solutions to access the Jobsplus portal were developed. Furthermore, throughout 2023, the Jobsplus website underwent comprehensive evaluation in terms of user interface design and user experience, with the aim of having a more user-centric website alongside an AI-powered Virtual Assistant.

In respect of the modernisation of the corporation ICT structure, following the issue of a negotiated procedure, Jobsplus identified a consortium of IT companies to collect, analyse, and define high level business service requirements for each changed service so that an appropriate service design specification could be developed. This involved the analysis of the current processes of each service, the mapping of the improved service and the development of software to improve the service.

The modernisation process involved the active contribution of all levels of the organisation - from the Head of Divisions to the front-line employees who will use the newly designed ICT processes. Moreover, frontline employees are vital members of the testing team, ensuring that the software operates according to its intended functionality.

The creation of APIs has and will continue to facilitate the exchange of information in electronic format between Jobsplus and third-party organisations that form an integral part of the PES's ecosystem. These interfaces have significantly transformed our processes by eliminating the need for manual data input. Instead, we can now efficiently import the necessary data and export the results of our input in a timely manner. This approach not only streamlines our operations but also liberates human resources from a labor-intensive process. This has also allowed for the deployment of staff into either new projects or areas of work where the organisation needed more human resources.

To ensure that the data held by Jobsplus remains current, the organisation conducted initiatives to enhance the facilities available to jobseekers and employers, prioritising the user's role as a significant contributor. Encouraging regular use of online services such as the CV builder, online registrations, and providing access to employment data, along with other services such as reviewing employee lists, submitting vacancies, and viewing profiles of potential candidates, serve as additional aids in maintaining up-to-date information.

As part of its modernisation efforts, Jobsplus is also ensuring that its eServices remain customer-centric through targeted outreach strategies, leveraging its assets through digital and traditional means. Data analysis informs our approach, facilitating the dissemination of information, enhancing brand recognition,

and launching new initiatives across various channels. Stakeholders and service users are actively engaged through panels and expert groups, providing valuable feedback for continuous service improvement.

Continuous monitoring and iteration of branding elements maintain consistency and impact in communications. Leveraging data from social media and web analytics tools provides valuable insights into client demographics and needs, guiding data-driven decision-making for optimized campaign performance. Customisation of campaigns based on sector, service, eligibility, and other relevant factors ensures tailored approaches for maximum impact.

In order to prevent hacking and third-party intrusion into the PES systems, a 2 factor authentication is in place, apart from a robust firewall system.

In parallel to this wave of change in its ICT infrastructure, the Corporation is seeking to apply innovative ICT tools in its service design. One such example is the work being done to identify the most suitable Learning Management System. The aim of this system is to facilitate the delivery of training courses through the automation of the coordination of the training schedules, the allocation of training rooms, informing the trainees of the logistical details, recording of attendance, certification, collection of data and also post evaluation of the training itself. This system reduces dependency on human input while allowing staff to focus on the development of new training programmes that address emerging skills shortages.

Course delivery has also witnessed a change and training programmes are now available either online or classroom-based. The use of on-line training has witnessed an increase in the take up of training programmes organised by Jobsplus. Following the shift to online learning, learners can book directly for a course instead of being placed on a waiting list. The course registration forms, evaluation sheets and attendance sheets have also been changed to digital forms that have an in-built validation system. The Corporation also purchased a platform that facilitates online assessment.

Another example is the automation of Law Compliance Fine System. With the new set up, once a infringement is identified a notification letter will be sent electronically to the defaulting employer to regularise the position of a person that would have been found illegally working at his establishment. In the eventuality that this regularisation does not take place, a fine letter will be issued, followed by Court action is applicable or necessary.

Jobsplus also successfully completed a data integration project with Identita', which automated several of the processes undertaken by Jobsplus, and this led to increased efficiency in the processing of single permit applications. Comparable collaboration was also established with the International Protection Agency, facilitating data access to ascertain the status of asylum applicants.

Since mid-2023, Jobsplus took major steps to improve the labour market test conducted as part of processing single permit applications. Whereas in the past, Jobsplus relied heavily on documentation provided by the applicant employers, labour market tests are now data-driven. Using Power BI Tools and reports, data about the applicant employer is generated to determine whether the employer has drawn up engagement forms in respect of each single permit issued to it; how the number of new applications for single permits relate to the number of persons employed with that employer; and how many redundancies has that employer effected in the past year. The outcome from these three checks determines whether Jobsplus favourably recommends the issue of single permits to third country nationals.



FINANCIAL STATEMENTS

FOR THE YEAR ENDED
31 DECEMBER 2023

Contents

Directors' Report	62
Independent Auditors' Report	65
Statement of Comprehensive Income	68
Statement of Financial Position	68
Statement of Changes in Equity	70
Statement of Cash Flows	71
Notes to the Financial Statements	73

DIRECTORS' REPORT

For the Year Ended 31 December 2023

The directors present their report and the audited financial statements for the year ended 31 December 2023.

DIRECTORS

In accordance with Section 6 subsection (5) of the Employment and Training Services Act, the Board of Directors shall be appointed for a period of one year and the members of the previous board are eligible for reappointment.

The following have served on the Board of Directors of the Corporation during the year under review:

Dr Charmaine Cristiano Grech - Chairperson (reappointed on 1 June 2023)
Prof. Ernest Azzopardi - Deputy Chairperson (reappointed on 1 June 2023)
Ms Alexandra Gatt (reappointed on 1 June 2023)
Ms Gabriella Calleja (resigned on 31 January 2023)
Mr. Edmund E. Tabone (appointed on 1 June 2023)
Mr James H. Pearsall (reappointed on 1 June 2023)
Mr Anglu Fenech (reappointed on 1 June 2023)
Mr Michael Grech (reappointed on 1 June 2023)
Ms Abigail Mamo (reappointed on 1 June 2023)
Mr Gaetano Tanti (reappointed on 1 June 2023 and deceased on 21 September 2023)
Mr Joseph Farrugia (reappointed on 1 June 2023)
Ms Ingrid Vella Scerri (reappointed on 1 June 2023)
Mr Josef Bugeja (reappointed on 1 June 2023)
Mr Miguel Cauchi (reappointed on 1 June 2023)
Ms Samantha Pace Gasan (reappointed on 1 June 2023 and resigned on 16 August 2023)
Ing. Ruben Cuschieri (reappointed on 1 June 2023)
Ms Maria Antonia Cassar (reappointed on 1 June 2023)
Ms Bernice Farrugia (reappointed on 1 June 2023)
Ms Rhoda Claire Garland (appointed on 16 August 2023)
Ms Sharon Camenzuli - Board Secretary (reappointed on 1 June 2023)

The term of office of the current Board of Directors extends to 31 May 2024.

PRINCIPAL ACTIVITIES

Jobsplus has functioned since 3 August 1990 as Malta's national employment service by keeping a register of job seekers and by engaging in the matching of job vacancies with job seekers; a register of persons in employment is also kept to supply data on Malta's gainfully occupied population. It engages in the implementation of active measures in the form of employment and training programmes and schemes with the aim of assisting job seekers to find gainful employment. Job search assistance and training is also extended to persons already in employment to contribute towards the upgrading of the skills portfolio of the workforce.

Jobsplus is an active member of the European Network of Public Employment Services (PES) whose mission statement reads:

"PUBLIC EMPLOYMENT SERVICES AS PUBLIC SERVICES HAVE A SPECIFIC ROLE IN THE LABOUR MARKET: THEY DELIVER SERVICES FREE OF CHARGE TO JOBSEEKERS (BOTH UNEMPLOYED AND JOB CHANGERS) AS WELL AS TO EMPLOYERS, WHICH AIM TO BRING JOBSEEKERS AND VACANCIES TOGETHER, AND ALSO CONTRIBUTE TO IMPROVED TRANSPARENCY IN THE LABOUR MARKET. THEY PLAY THIS SPECIFIC ROLE AMONG OTHER ACTORS."

In improving the functioning of the labour market within which it operates, any PES member shall set national targets and outcomes which will benefit directly their Jobseeker and Employer customers, and which meet the requirements established by Government. A PES member should contribute to:

- the development of labour market policy through the provision and analysis of relevant labour market information and trends;
- the appropriate implementation of labour market policies;
- improved dissemination of employment opportunities;

- a decrease in unemployment through active engagement with jobseekers;
- a reduction in bottlenecks and mismatches in the labour market;
- an increase in labour market participation rates and employment;
- helping the disadvantaged and the more marginalised jobseekers into the active labour market;
- engage in partnerships with other relevant organisations; and
- engage in continuous development of staff skills.

The PES mission statement identifies the strategies to be adopted to reach the above objectives as being: customer focus, early identification and intervention to reduce unemployment spells, modernising service delivery through self-service facilities, partnerships and networking, effectiveness and quality of services. The activities of the Corporation must remain consistent with such mission statement for the foreseeable future.

RESULTS

The Corporation based its expenditure for the year under review on its budgetary expenditure as approved by Parliament.

During the year, the Corporation continued to adopt International Financial Reporting Standards as adopted by the European Union (EU) in its presentation of the financial statements.

On 1 September 2021, Jobsplus awarded a tender to a contractor to operate and manage the Community Work Scheme for a contract value of €109,209,028 for a period of seven years. In 2023, the Corporation incurred a total cost of €12,602,380 in relation to the Community Work Scheme (2022: €11,923,679).

The Corporation reported a surplus for the year ended 31 December 2023 of €3,847,547 (2022: deficit of €368,663) which when added to the reserves brought forward from the previous year of €6,436,527, leaves a balance of €10,284,074 in accumulated reserves at the end of the financial reporting year.

The result for the year is arrived after considering Government subvention received amounting to €72,169,306 (2022: €63,164,009), recurrent expenditure amounting to €75,522,043 (2022: €64,430,095) and other income amounting to €7,218,134 (2022: €912,563).

DISCLOSURE OF INFORMATION TO THE AUDITOR

At the date of making this report, the directors confirm the following:

- As far as each director is aware, there is no relevant information needed by the independent auditor in connection with preparing the audit report of which the independent auditor is unaware, and
- The directors have taken all steps that they ought to have taken as directors in order to make themselves aware of any relevant information needed by the independent auditor in connection with preparing their report and to establish that the independent auditor is aware of that information

EVENTS AFTER THE REPORTING PERIOD

There were no particular important events affecting the Corporation which occurred since the end of the reporting period.

RESPONSIBILITIES OF THE BOARD OF DIRECTORS

The Employment and Training Services Act, Section 32(1) requires the Corporation to keep proper books of accounts and other records in respect of its operations and to prepare a statement of accounts in respect of each financial year.

The Board of Directors is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Corporation and to enable them to ensure that the financial statements have been properly prepared in accordance with the requirements of International Financial Reporting Standards as adopted by the EU. This responsibility includes designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. They are also responsible for safeguarding the assets of the Corporation and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUDITORS

PKF Malta Limited, Registered Auditors, have expressed their willingness to continue in office and a resolution for their reappointment will be proposed at the Annual General Meeting.

This report was approved and authorized for issue by the Board of Directors on 13 March 2024 and signed on its behalf by:



Dr Charmaine Cristiano Grech
Chairperson



Prof. Ernest Azzopardi
Deputy Chairperson

Registered Address:

Head Office
Hal Far, BBG 3000
Malta

13 March 2024



Independent
Auditor's
Report

REPORT ON THE FINANCIAL STATEMENTS

Opinion

We have audited the accompanying financial statements of Jobsplus set out on pages 6 to 29 which comprise the statement of financial position as at 31 December 2023, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the balance sheet of the Corporation as at 31 December 2023, and of its financial performance for the year then ended in accordance with International Financial Reporting Standards as adopted by the European Union and have been properly prepared in accordance with Section 32(1) of the Employment and Training Services Act.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Corporation in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in accordance with the Accountancy Profession (Code of Ethics for Warrant Holders) Directive issued in terms of the Accountancy Profession Act (Cap. 281) in Malta, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The management is responsible for the other information. The other information comprises the directors' report shown on pages 1 to 3. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

In addition, in light of the knowledge and understanding of the Corporation and its environment obtained in the course of the audit, we are required to report if we have identified material misstatements in the directors' report and other information. We have nothing to report in this regard.

Responsibilities of those charged with governance for the financial statements

The management is responsible for the preparation of the financial statements that give a true and fair view in accordance with IFRS as adopted by the EU, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In addition, Section 32(1) of the Employment and Training Services Act, states that the Corporation shall cause to be kept proper books of account and other records in respect of its operations and shall cause to be prepared a statement of accounts in respect of each financial year.

In preparing the financial statements, the management is responsible for assessing the Corporation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management or the Government of Malta either intend to liquidate the Corporation or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Corporation's financial reporting process.

REPORT ON THE FINANCIAL STATEMENTS

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Corporation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Corporation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Corporation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The partner in charge of the audit resulting in the independent auditor's report is Mr. George Mangion for and on behalf of

PKF Malta Limited
Registered Auditors
15, Level 3, Mannarino Road
Birkirkara BKR 9080
Malta

13 March 2024

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023 €	2022 €
Subvention from Consolidated Fund	4.	72,169,306	63,164,009
Recurrent Expenditure		(75,522,043)	(64,430,095)
(Deficit) from recurrent expenditure	5.	(3,352,737)	(1,266,086)
Finance costs		(17,850)	(15,140)
Income from disability contribution	6.	4,800	4,800
Income from employment licences and other services		822,540	690,921
Income from ESF projects' indirect expenditure		6,390,794	216,842
		3,847,547	(368,663)
European Social Fund projects			
Project finance		4,568,006	4,685,358
Project costs	8.	(4,568,006)	(4,685,358)
Net excess of expenditure over income		3,847,547	(368,663)

The notes on pages 11 to 29 form an integral part of these financial statements.

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2023

	Note	2023 €	2022 €
ASSETS			
Non-current assets			
Intangible assets	10.	1,796,379	676,479
Property, plant and equipment	11.	1,266,384	1,342,175
Property, plant and equipment ESF Projects	12.	340,887	385,411
Total non-current assets		3,403,650	2,404,065
Current assets			
Inventories	13.	28,840	32,277
Trade and other receivables	14.	4,752,863	2,642,484
Cash and cash equivalents	15.	6,537,661	5,970,900
Total current assets		11,319,364	8,645,661
TOTAL ASSETS		14,723,014	11,049,726

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2023

	Note	2023 €	2022 €
EQUITY AND LIABILITIES			
Equity			
Endowment Capital	16.	582,343	582,343
Accumulated reserves		10,284,074	6,436,527
Total equity		10,866,417	7,018,870
Liabilities			
Non-current liabilities			
Lease Liability	9.	164,175	162,370
Deferred grant liability	17.	296,364	340,693
Total non-current liabilities		460,539	503,063
Current liabilities			
Lease Liability	9.	92,769	55,801
Deferred grant liability	17.	44,523	44,717
Trade and other payables	18.	3,258,766	3,427,275
Total current liabilities		3,396,058	3,527,793
Total liabilities		3,856,597	4,030,856
TOTAL EQUITY AND LIABILITIES		14,723,014	11,049,726

The notes on pages 11 to 29 form an integral part of these financial statements.

These financial statements on pages 6 to 29 were approved and authorised by the Board of Directors on 13 March 2024 and were signed on its behalf by:



Dr Charmaine Cristiano Grech
Chairperson



Prof. Ernest Azzopardi
Deputy Chairperson

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2023

2023	Endowment Capital €	ACCUMULATED RESERVES €	TOTAL EQUITY €
Balance as at 01 January 2023	582,343	6,436,527	7,018,870
Excess of income over expenditure for the year	-	3,847,547	3,847,547
Balance as at 31 December 2023	582,343	10,284,074	10,866,417

2022	Endowment Capital €	ACCUMULATED RESERVES €	TOTAL EQUITY €
Balance as at 01 January 2022	582,343	6,805,183	7,387,526
Excess of expenditure over income for the year	-	(368,663)	(368,663)
Balance as at 31 December 2022	582,343	6,436,527	7,018,870

The notes on pages 11 to 29 form an integral part of these financial statements.

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023 €	2022 €
Operating activities:			
Deficit from operations		(3,370,587)	(1,281,241)
Adjustments	19.	1,054,480	617,878
Net changes in working capital	19.	(2,275,455)	320,571
Income received from disability contribution, employment licences and other services		827,340	695,721
Income received from ESF Projects' indirect expenditure		6,390,794	216,842
Net cash flows from operating activities		2,626,572	569,771
Cash flows from investing activities:			
Payments to acquire property, plant and equipment		(137,964)	(146,604)
Payments to acquire intangible assets		(1,848,118)	(762,123)
Net cash flows used in investing activities		(1,986,082)	(908,727)
Cash flows from financing activities:			
Repayment of lease liabilities		(73,729)	(74,560)
Proceeds to finance acquisitions of property, plant and equipment ESF Projects		-	9,645
Net cash flows used in financing activities		(73,729)	(64,915)
Net cash from/(used in) in cash and cash equivalents		566,761	(403,871)
Cash and cash equivalents at beginning of year		5,970,900	6,374,771
Cash and cash equivalents at end of year	15.	6,537,661	5,970,900

The notes on pages 11 to 29 form an integral part of these financial statements.



NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED
31 DECEMBER 2023

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

Reported in €

1. GENERAL INFORMATION

Jobsplus was set up on 3 August 1990 through the Employment and Training Services Act. Its registered office is at Head Office, Hal Far, BBG 3000, Malta.

The financial statements of the Corporation have been prepared and presented in accordance with the requirements of the International Financial Reporting Standards (IFRS) as adopted by the European Union (EU) and in accordance with the provisions of Section 32(1) of the Employment and Training Services Act.

The financial statements are presented in euro (€), which is the Corporation's functional currency.

2. CHANGES IN ACCOUNTING POLICIES AND DISCLOSURES

Standards, interpretations and amendments to published standards as endorsed by the EU effective in the current year

In the current year, the Corporation has applied new and amended IFRS Standards issued by the International Accounting Standards Board (IASB) and adopted by the EU that are mandatorily effective in the EU for an accounting period that begins on or after 1 January 2023. The adoption of new and amended standards did not have a material impact on the Corporation's financial statements.

- Amendments to IAS 8 Accounting policies, Changes in Accounting Estimates and Errors: Definition of Accounting Estimates (effective for annual reporting periods beginning on or after 1 January 2023)
- Amendments to IAS 12 International Tax Reform: Pillar Two Model Rules (effective for annual reporting periods beginning on or after 1 January 2023)
- Amendments to IAS 12 Income Taxes: Deferred Tax related to Assets and Liabilities arising from a Single Transaction (effective for annual reporting periods beginning on or after 1 January 2023)
- Amendments to IAS 1 Presentation of Financial Statements and IFRS Practice Statement 2: Disclosure of Accounting Policies (effective for annual reporting periods beginning on or after 1 January 2023)

Standards, interpretations and amendments to published standards as endorsed by the EU that are not yet effective

At the date of the authorisation of these financial statements, certain new standards, amendments and interpretations to existing standards have been published by the IASB but are not yet effective and have not been adopted early by the Corporation. Management anticipates that all the relevant pronouncements will be adopted in the Corporation's accounting policies upon their effective date. The Corporation is still assessing the effect of these changes on the financial statements, however certain new standards and interpretations are not expected to have a material impact on the Corporation's financial statements.

- Amendments to IAS 1 Presentation of Financial Statements: Classification of Liabilities as Current or Non-current and Non-current Liabilities with Covenants (effective for annual reporting periods beginning on or after 1 January 2024)
- Amendments to IFRS 16 Leases: Lease Liability in a Sale and Leaseback (effective for annual reporting periods beginning on or after 1 January 2024)
- Amendments to IAS 7 Statement of Cash Flows and IFRS 7 Financial Instruments: Supplier Finance Arrangements (effective for annual reporting periods beginning on or after 1 January 2024)

3. SIGNIFICANT ACCOUNTING POLICIES

A. OVERALL CONSIDERATIONS

The preparation of financial statements in conformity with IFRS requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Corporation's accounting policies.

The financial statements have been prepared using the significant accounting policies and measurement basis summarised below.

The accounting policies have been consistently applied by the Corporation and are consistent with those used in previous years.

B. GOING CONCERN

The financial statements have been prepared on the going concern basis which assumes that the Government of Malta will continue to provide the necessary funding to the Corporation to enable it to continue with its activities.

C. INCOME AND EXPENSE RECOGNITION

i Government subvention

Income from subvention voted to the Corporation from the consolidated fund is accrued for in accordance with the Corporation's approved budget for the year.

ii ESF reimbursements

ESF claims for reimbursements are recognised in the period in which the eligible expenses are incurred.

iii ESF projects' indirect expenditure reimbursements

ESF projects' indirect expenditure reimbursements pertains to additional funds received based on the eligible claims processed by the managing authority. It also includes eligible profiling and training services expenses which are not reported in the claims for reimbursements. These are recognised on cash basis.

iv Other income

Other income, including income from disability contribution, employment licences and other services, are recognised on cash basis.

v Interest

Interest income and expenses are reported on an accrual basis using the effective interest method.

vi Deferred grants

Deferred grants in relation to property, plant and equipment co-financed by the EU are released to the statement of income and expenditure yearly in amounts equivalent to the depreciation charge on the related assets.

vii Operating expenses

Operating expenses are recognised in the statement of income and expenditure upon utilisation of the service or at the date of their origin.

viii Provision for expenditure on projects and employment and training initiatives

Expenditure on projects and employment and training initiatives include funds committed by way of a provision in the financial statements.

D. RIGHT OF USE ASSET

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the Corporation expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of-use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The Corporation has elected not to recognise a right-of-use asset and corresponding lease liability for short term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

E. LEASE LIABILITIES

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Corporation's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of-use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

F. INTANGIBLE ASSETS

Intangible assets are initially recorded at cost. They are subsequently stated at cost less accumulated amortisation and impairment losses.

Amortisation is provided at rates intended to write down the cost of the assets over their expected useful lives. The annual rates used, which are consistent with those applied in the previous year, are as follows:

Computer software	25%
-------------------	-----

G. PROPERTY, PLANT AND EQUIPMENT

i Value method

Items of property, plant and equipment are measured at cost less accumulated depreciation and accumulated impairment losses.

Cost includes expenditure that is directly attributable to the acquisition of the asset and any other costs directly attributable to bringing the assets to a working condition for their intended use, and the costs of dismantling and removing the items and restoring the site on which they are located.

ii Depreciation

Depreciation is charged to the statement of comprehensive income on a straight-line basis over the estimated useful lives of items of property, plant and equipment, using the rates below. The rates applied, which are consistent with those applied in the previous year, are as follows:

Building Improvements	4 - 20%
Motor Vehicles	20%
Computer and Other Equipment	10-25%
Furniture and Fittings	10%

Gains and losses on the disposal or retirement of an item of property, plant and equipment are determined as the difference between the net disposal proceeds and the carrying amount at the date of disposal. The gains or losses are recognised in the statement of comprehensive income as other operating income or other operating costs, respectively.

No depreciation is provided on assets that are not yet brought into use.

H. IMPAIRMENT TESTING OF INTANGIBLE ASSETS AND PROPERTY, PLANT AND EQUIPMENT

For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are largely independent cash inflows (cash-generating units). As a result, some assets are tested individually for impairment and some are tested at cash-generating unit level.

All individual assets or cash-generating units are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable.

An impairment loss is recognised for the amount by which the asset's (or cash-generating unit's) carrying amount exceeds its recoverable amount, which is the higher of its fair value less costs of disposal and its value in use. To determine the value in use, the Corporation's management estimates expected future cash flows from each cash-generating unit and determines a suitable interest rate in order to calculate the present value of those cash flows. Discount factors are determined individually for each cash-generating unit and reflect current market assessment of the time value of money and asset-specific risk factors.

Impairment losses for cash-generating units reduce first the carrying amount of any goodwill allocated to that cash-generating unit. Any remaining impairment loss is charged pro rata to the other assets in the cash generating unit. With the exception of goodwill, all assets are subsequently reassessed for indications that an impairment loss previously recognised may no longer exist. An impairment loss is reversed if the asset's or cash-generating unit's recoverable amount exceeds its carrying amount.

I. INVENTORIES

Inventories are stated at the lower of cost and net realisable value. Stocks are determined by the weighted average basis. Net realisable value represents the estimated selling price for inventories less all estimated costs of completion and costs necessary to make the sale.

J. FINANCIAL INSTRUMENTS

i Recognition and derecognition

Financial assets and financial liabilities are recognised when the Corporation becomes a party to the contractual provisions of the financial instrument.

Financial assets are derecognised when the contractual rights to the cash flows from the financial asset expire, or when the financial asset and substantially all the risks and rewards are transferred. A financial liability is derecognised when it is extinguished, discharged, cancelled or expires.

ii Classification and initial measurement of financial assets

Except for those trade receivables that do not contain a significant financing component and are measured at the transaction price in accordance with IFRS 15, all financial assets are initially measured at fair value adjusted for transaction costs (where applicable).

Financial assets, other than those designated and effective as hedging instruments, are classified into the following categories:

- amortised cost;
- fair value through profit or loss (FVTPL); or
- fair value through other comprehensive income (FVOCI)

In the periods presented the Corporation does not have any financial assets categorised as FVPTL and FVOCI.

The classification is determined by both:

- the entity's business model for managing the financial asset; and
- the contractual cash flow characteristics of the financial asset

iii Subsequent measurement of financial assets

Financial assets are measured at amortised cost if the assets meet the following conditions (and are not designated as FVTPL):

- they are held within a business model whose objective is to hold the financial assets and collect its contractual cash flows; and
- the contractual terms of the financial assets give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding.

After initial recognition, these are measured at amortised cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial. The Corporation's cash and cash equivalents and receivables fall into this category of financial instruments.

IV IMPAIRMENT OF FINANCIAL ASSETS

IFRS 9's impairment requirements use more forward-looking information to recognise expected credit losses - the 'expected credit loss (ECL) model'. This replaces IAS 39's 'incurred loss model'. Instruments within the scope of the new requirements included loans and other debt-type financial assets measured at amortised cost and FVOCI, trade receivables, contract assets recognised and measured under IFRS 15 and loan commitments and some financial guarantee contracts (for the issuer) that are not measured at fair value through profit or loss.

Recognition of credit losses is no longer dependent on the Corporation's first identifying a credit loss event. Instead the Corporation considers a broader range of information when assessing credit risk and measuring expected credit losses, including past events, current conditions, reasonable and supportable forecasts that affect the expected collectability of the future cash flows of the instrument.

In applying this forward-looking approach, a distinction is made between:

- financial instruments that have not deteriorated significantly in credit quality since initial recognition or that have low credit risk ('Stage 1') and
- financial instruments that have deteriorated significantly in credit quality since initial recognition and whose credit risk is not low ('Stage 2').

'Stage 3' would cover financial assets that have objective evidence of impairment at the reporting date.

'12-month expected credit losses' are recognised for the first category while 'lifetime expected credit losses' are recognised for the second category.

Measurement of the expected credit losses is determined by a probability-weighted estimate of credit losses over the expected life of the financial instrument.

Classification and measurement of financial liabilities as the accounting for financial liabilities remains largely the same under IFRS 9 compared to IAS 39, the Corporation's financial liabilities were not impacted by the adoption of IFRS 9. However, for completeness, the accounting policy is disclosed below.

The Corporation's financial liabilities include trade and other payables.

Financial liabilities are initially measured at fair value, and, where applicable, adjusted for transaction costs unless the Corporation designated a financial liability at FVTPL.

Subsequently, financial liabilities are measured at amortised cost using the effective interest method except for derivatives and financial liabilities designated at FVTPL, which are carried subsequently at fair value with gains or losses recognised in profit or loss (other than derivative financial instruments that are designated and effective as hedging instruments).

All interest-related charges and, if applicable, changes in an instrument's fair value that are reported in statement of income and expenditure are included within finance costs or finance income.

K. TAXATION

Section 34 of the Employment and Training Services Act, exempts the Corporation from any liability for the payment of income tax.

L. CASH AND CASH EQUIVALENTS

For the purpose of the statement of affairs and statement of cash flows, cash and cash equivalents comprise cash on hand and demand deposits.

M. ENDOWMENT CAPITAL

The endowment capital is classified as equity.

N. PROVISIONS, CONTINGENT ASSETS AND CONTINGENT LIABILITIES

Provisions for legal disputes, onerous contracts or other claims are recognised when the Corporation has a present legal or constructive obligation as a result of a past event, it is probable that an outflow of economic resources will be required from the Corporation and amounts can be estimated reliably. Timing or amount of the outflow may still be uncertain. Provisions are measured at the estimated expenditure required to settle the present obligation based on the most reliable evidence available at the reporting date, including risks and uncertainties associated with the present obligation. Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. Provisions are discounted to their present values, where the time value of money is material.

Any reimbursement that the Corporation can be virtually certain to collect from a third party with respect to the obligation is recognised as a separate asset. However, this asset may not exceed the amount of the related provision.

No liability is recognised if an outflow of economic resources as a result of present obligations is not probable. Such situations are disclosed as contingent liabilities unless the outflow of resources is remote.

O. SIGNIFICANT MANAGEMENT JUDGEMENT

The Corporation uses its judgement in determining whether an arrangement contains a lease, based on the substance of the agreement and makes assessment whether it is dependant on the use of a specific asset or assets, conveys a right to use the asset and transfers substantially all the risks and rewards incidental to ownership to/from the Corporation.

P. ESTIMATION UNCERTAINTY

Information about estimates and assumptions that have the most significant effect on recognition and measurement of assets, liabilities, income and expenses is provided below. Actual results may be substantially different.

i Impairment of non-financial assets

In assessing impairment, management estimates the recoverable amount of each asset or cash generating units based on expected future cash flows and uses an interest rate to discount them. Estimation uncertainty relates to assumptions about future operating results and the determination of a suitable discount rate (see note 3g).

ii Useful lives of depreciable assets

Management reviews its estimate of the useful lives of depreciable assets at each reporting date, based on the expected utility of the assets. Uncertainties in these estimates relate to technical obsolescence that may change the utility of certain software and IT equipment.

4. SUBVENTION FROM CONSOLIDATED FUND

The Corporation is entitled to a yearly subvention from the Government of Malta. The subventions from consolidated fund were allocated as follows:

	2023 €	2022 €
Subvention received under recurrent vote 35 item 5876	15,471,559	15,846,651
Subvention received under recurrent vote 41 item 6163	10,800,000	10,800,000
Subvention received under recurrent vote 41 item 5703	45,897,747	36,517,357
Total	72,169,306	63,164,008

5. (DEFICIT) FROM RECURRENT EXPENDITURE

The (deficit) from recurrent expenditure is stated after charging:

	Note	2023 €	2022 €
Staff costs	7.	8,125,918	8,057,586
Directors' fees	7.	81,373	74,646
Amortisation of intangible assets	10.	728,218	272,899
Depreciation of property, plant and equipment	11.	307,509	329,504
Loss on disposal of property, plant and equipment		903	355
Auditor's remuneration		20,690	21,280
Total		9,264,611	8,756,270

6. INCOME FROM DISABILITY CONTRIBUTION

The following amounts have been included in the statement of income and expenditure for the reporting periods presented.

	2023 €	2022 €
Income from disability contribution	4,800	4,800

Income from disability contributions comprises income received by virtue of the Disability Quota Contributions in terms of Article 16 of the Persons with Disability (Employment) Act, Chapter 210 Laws of Malta.

The contributions received during 2023 amounting to €4,800 (2022: €4,800) have been utilised to partly finance the following expenditures:

	2023 €	2022 €
Contributions towards 'Lino Spiteri Foundation'	1,603,843	1,499,933
Fiscal Incentives for Persons with Disability	716,837	663,346
Inclusive job support for vulnerable persons	167,460	77,744
Total	2,488,140	2,241,023

7. STAFF COSTS

a. Wages and salaries

Payroll costs for the year comprise of the following:

	2023 €	2022 €
Staff Costs	8,125,918	8,057,586
Directors' fees	81,373	74,646
Total	8,207,291	8,132,232

b. Average number of employees

The average number of persons employed by the Corporation during the year was as follows:

	2023 No.	2022 No.
Directors	17	17
Employees	264	285
Total	281	302

8. EUROPEAN SOCIAL FUND PROJECT COSTS

The Corporation is the beneficiary on projects funded under the European Social Fund Cohesion Policy, 2014 - 2020. Funding for these projects is to be provided by the EU (80%) and the Government of Malta (20%). The disbursements on these projects are detailed below:

	2023 €	2022 €
ESF.01.001 - 'Training for Employment'	2,813,041	1,643,408
ESF.01.002 - 'Youth Guarantee 2.0'	195,624	1,245,051
ESF.02.048 - 'The VASTE Programme'	1,493,195	1,534,363
MT/2017/AMIF/11.01 - Asylum, Migration and Integration Fund	66,146	262,536
Total	4,568,006	4,685,358

Salaries included in the above costs amounted to €365,930 (2022: €654,109).

9. LEASE LIABILITY

	2023 €	2022 €
Lease Liability on Property and Motor Vehicles	256,944	218,171

	2023 €	2022 €
Non-current	164,175	162,370
Current	92,769	55,801
Total	256,944	218,171

	LESS THAN ONE YEAR €	ONE TO FIVE YEARS €	MORE THAN FIVE YEARS €	TOTAL €
Maturity Analysis				
31 December 2023	92,769	164,175	-	256,944
31 December 2022	55,801	162,370	-	218,171

10. INTANGIBLE ASSETS

The carrying amounts of the Corporation's computer software are as follows:

	COMPUTER SOFTWARE €	TOTAL €
Cost		
At 1 January 2022	984,609	984,609
Additions	762,123	762,123
At 31 December 2022	1,746,732	1,746,732
At 1 January 2023	1,746,732	1,746,732
Additions	1,848,118	1,848,118
At 31 December 2023	3,594,850	3,594,850
Amortisation		
At 1 January 2022	797,354	797,354
Charge for the year	272,899	272,899
At 31 December 2022	1,070,253	1,070,253
At 1 January 2023	1,070,253	1,070,253
Charge for the year	728,218	728,218
At 31 December 2023	1,798,471	1,798,471
Carrying Amounts		
At 31 December 2022	676,479	676,479
At 31 December 2023	1,796,379	1,796,380

11. PROPERTY, PLANT AND EQUIPMENT

Property, plant and equipment comprise right of use of property, improvements, motor vehicles, computer and electronic equipment and furniture and fittings. The carrying amounts can be analysed as follows:

	RIGHT OF USE ASSET €	BUILDING IMPROVEMENTS €	FURNITURE AND FITTINGS €	MOTOR VEHICLES €	COMPUTER AND OFFICE EQUIPMENT €	TOTAL €
Cost						
Opening balance	605,345	2,018,047	766,179	253,292	3,168,874	6,811,737
Additions	97,773	51,457	26,946	-	59,561	235,737
Disposals	-	-	(3,543)	(19,800)	(2,327)	(25,670)
Balance at 31 December 2023	703,118	2,069,504	789,582	233,492	3,226,108	7,021,804
Depreciation						
Opening balance	(427,566)	(1,320,672)	(658,769)	(220,795)	(2,841,760)	(5,469,562)
Disposals	-	-	2,998	19,800	1,968	24,766
Depreciation	(67,889)	(69,266)	(23,770)	(28,537)	(121,162)	(310,624)
Balance at 31 December 2023	(495,455)	1,389,938	(679,541)	(229,532)	(2,960,954)	(5,755,420)
Carrying amount						
At 01 January 2023	177,779	697,375	107,410	32,497	327,114	1,342,175
At 31 December 2023	207,663	679,566	110,041	3,960	265,154	1,266,384

12. PROPERTY, PLANT AND EQUIPMENT - ESF PROJECTS

Property, plant and equipment ESF Projects comprise improvements, computer and electronic equipment and furniture and fittings. The carrying amounts can be analysed as follows:

	BUILDING IMPROVEMENTS €	COMPUTER & OFFICE EQUIPMENT €	FURNITURE AND FITTINGS €	TOTAL €
Cost				
Opening balance	800,623	347,009	140,480	1,288,112
Additions	-	-	-	-
Balance at 31 December 2023	800,623	347,009	140,480	1,288,112
Depreciation				
Opening balance	(476,586)	(337,249)	(88,866)	(902,701)
Depreciation	(32,025)	(5,490)	(7,009)	(44,524)
Balance at 31 December 2023	(508,611)	(342,739)	(95,875)	(947,225)
Carrying amount				
At 01 January 2023	324,037	9,760	51,614	385,411
At 31 December 2023	292,012	4,270	44,605	340,887

Since 2007, the Corporation has been the beneficiary for 11 projects (2022: 11 projects) involving property, plant and equipment funded under European Social Fund Cohesion Policy and under the European Regional Development Fund (ERDF). Funding for projects for the period 2007-2013 was provided by the European Union (85%) and the Government of Malta (15%). For the period 2014-2023, funding for projects is to be provided by the EU (80%) and the Government of Malta (20%).

13. INVENTORIES

	2023 €	2022 €
Stationery and consumables	28,840	32,277
Total	28,840	32,277

14. TRADE AND OTHER RECEIVABLES

	2023 €	2022 €
Trade receivables	1,696,317	1,703,191
Other receivable	1,162,098	539,319
Financial assets	2,858,415	2,242,510
Prepayments	1,894,448	399,974
Trade and other receivables	4,752,863	2,642,484

The carrying value of receivables is considered a reasonable approximation of fair value.

15. CASH AND CASH EQUIVALENTS

Cash and cash equivalents for the purpose of the cash flow statement are as follows:

	2023 €	2023 €
Cash on hand	5,708	5,658
Bank balances	6,531,953	5,965,242
Cash and cash equivalents	6,537,661	5,970,900

The Corporation has a bank guarantee of €322,000 as at 31 December 2023 (2022: €322,000). The Corporation does not have any other restrictions on its cash in hand and at bank at year end.

16. ENDOWMENT CAPITAL

In accordance with Section 19(1) of the Employment and Training Services Act, 1990, the endowment capital of the Corporation is €582,343.

17. DEFERRED GRANTS

	YOUTH GUARANTEE €	VASTE €	ESF 3.59 - NISTA €	SF 3.1114 - ESEP €	ESF 3.113 - ESPD €	ESF 3.60 - YEP €	ESF 2.4 - EP €	ERDF 08 €	ERDF 045 €	ESF 2.65 - TAF €	ESF 3.64 - EAP €	TOTAL €
Cost												
At 1 January 2022	2,832	71,292	914	2,391	74,061	14,215	7,713	590,809	512,693	8,846	6,440	1,292,206
Additions	-	9,643	-	-	-	-	-	-	-	-	-	9,643
At 31 December 2022	2,832	80,935	914	2,391	74,061	14,215	7,713	590,809	512,693	8,846	6,440	1,301,849
At 1 January 2023	2,832	80,935	914	2,391	74,061	14,215	7,713	590,809	512,693	8,846	6,440	1,301,849
Additions	-	-	-	-	-	-	-	-	-	-	-	-
At 31 December 2023	2,832	80,935	914	2,391	74,061	14,215	7,713	590,809	512,693	8,846	6,440	1,301,849
Depreciation												
At 1 January 2022	2,832	17,551	914	2,391	63,384	14,215	7,713	417,596	329,841	8,846	6,440	871,723
Transfer to Income Statement	-	9,113	-	-	3,579	-	-	17,321	14,704	-	-	44,717
At 31 December 2022	2,832	26,664	914	2,391	66,963	14,215	7,713	434,917	344,545	8,846	6,440	916,440
At 1 January 2023	2,832	26,664	914	2,391	66,963	14,215	7,713	434,917	344,545	8,846	6,440	916,440
Transfer to Income Statement	-	8,919	-	-	3,579	-	-	17,321	14,703	-	-	44,522
At 31 December 2023	2,832	35,583	914	2,391	70,542	14,215	7,713	452,238	359,248	8,846	6,440	960,962
Net Book Value												
At 31 December 2023	-	45,352	-	-	3,519	-	-	138,571	153,445	-	-	340,887
At 31 December 2022	-	54,272	-	-	7,097	-	-	155,892	168,150	-	-	385,411

Since 2007, the Corporation has been the beneficiary for 11 projects (2022: 11 projects) involving property, plant and equipment funded under the European Social Fund Cohesion Policy and under the European Regional Development Fund (ERDF). Funding for projects for the period 2007-2013 was provided by the EU (85%) and the Government of Malta (15%). For the period 2014-2023, funding for projects is to be provided by the EU (80%) and the Government of Malta (20%). The grants received are being deferred and released to the statement of income and expenditure yearly over the useful lives of the assets.

18. TRADE AND OTHER PAYABLES

	2023 €	2022 €
Trade payables	562,978	777,862
Accruals	1,620,534	1,554,962
Other payables	1,075,254	1,094,451
Trade and other receivables	3,258,766	3,427,275

The carrying value of payables is considered a reasonable approximation of fair value.

19. ADJUSTMENTS AND NET CHANGES IN WORKING CAPITAL

The following non-cash flow adjustments and net changes in working capital have been made to the (deficit) income on recurrent expenditure and European Social Fund projects for the year to arrive at operating cash flow:

	2023 €	2022 €
Adjustments:		
Interest on lease liability	17,850	15,140
Depreciation charge of property, plant and equipment	352,032	374,221
Amortisation of intangible assets	728,218	272,899
Release of grant on property, plant and equipment ESF projects	(44,523)	(44,717)
Loss on disposal of property, plant and equipment	903	335
Total adjustments	1,054,480	617,878
Net changes in working capital:		
Change in inventories	3,437	(9,955)
Change in receivables	(2,110,381)	35,981
Change in payables	(168,511)	294,545
Cash and cash equivalents	(2,275,455)	320,571

20. RISK MANAGEMENT OBJECTIVES AND POLICIES

The Corporation is exposed to credit risk, liquidity risk and market risk through its use of financial instruments which result from both its operating and investing activities. The Corporation's risk management is coordinated by the Board of Directors and focuses on actively securing the Corporation's short to medium term cash flows by minimising the exposure to financial risks.

The most significant financial risks to which the Corporation is exposed to are described below. See also note 20(e) for a summary of the Corporation's financial assets and liabilities by category.

a. Credit risk

The Corporation's exposure to credit risk is limited to the carrying amount of financial assets is recognised at the end of the reporting periods, as summarised below:

	2023 €	2022 €
Trade and other receivables	2,858,415	2,242,510
Cash and cash equivalents	6,537,661	5,970,900
	9,396,076	8,213,410

The Corporation continuously monitors defaults of its counterparty receivables, identified either individually or by group, and incorporate this information into its credit risk controls. The Corporation's policy is to deal only with creditworthy counterparties.

The Corporation's management considers that the above financial assets that are not impaired for each of the reporting dates under review are of good credit quality, including those that are past due.

None of the Corporation's financial assets is secured by collateral or other credit enhancements.

The credit risk for liquid funds is considered negligible, since the counterparties are reputable banks with high quality external credit ratings.

b. Liquidity risk

The Corporation's exposure to liquidity risk arises from its obligations to meet its financial liabilities, which comprise payables, accruals and provisions (see note 18). Prudent liquidity risk management includes maintaining sufficient cash and committed credit facilities to ensure the availability of an adequate amount of funding to meet the Corporation's obligations when they become due.

The Corporation manages its liquidity needs through cash flow forecasts by carefully monitoring expected cash inflows and outflows on a daily basis. Except as described below, the Corporation's liquidity risk is not deemed to be significant in view of the matching of cash inflows and outflows arising from expected maturities of financial instruments, as well as the Corporation's reliance on funding available from the Government of Malta. Included within financial liabilities are amounts totalling to €748,281 (2022: €748,281) representing funds provided by the Government over a number of years to cover various schemes and projects. Should payment of these amounts be requested, the Corporation might require additional funding in order to cover its financial liabilities as these fall due.

The Corporation's financial liabilities at the reporting dates under review are all short term and their contractual maturities fall within one year (see note 18).

c. Foreign currency risk

The Corporation transacts in euro and therefore the Corporation has no exposure to foreign currency risk.

d. Interest rate risk

The Corporation is exposed to interest rate risk on its bank balances at variable rates.

The Corporation does not expect significant shifts in the interest rates in the next 12 months. Based on current market conditions a change of +/- 25 basis points in the market interest rates is considered possible. Consequently the effect on the results of the Corporation resulting from a change in the cash returns derived from variable short-term assets would be considered negligible.

e. Summary of financial assets and liabilities by category

The carrying amounts of the Corporation's financial assets and liabilities as recognised at the end of the reporting periods under review may also be categorized as follows. See note 3(j) for explanations about how the category of financial instruments affects their subsequent measurement.

	Note	2023 €	2022 €
Current assets			
Financial assets measured at amortised cost:			
Receivables	14.	2,858,415	2,242,510
Cash and cash equivalents	15.	6,537,661	5,970,900
		9,396,076	8,213,410
Current liabilities			
Financial liabilities measured at amortised cost:			
Payables	18.	3,258,766	3,427,275

21. CAPITAL MANAGEMENT POLICIES AND PROCEDURES

The Corporation was set up on 3 August 1990 through the Employment and Training Services Act. In addition to the initial endowment capital introduced by means of the requirements of Section 19(1) of the Act, amounting to €582,343, the Corporation receives annual subventions from the consolidated fund as approved by Parliament through its recurrent vote.

The Corporation monitors the level of debt, which includes payables less cash and bank balances against total capital on an ongoing basis. The Board of Directors considers all funding received from the Government and income from other sources and in order to maintain its capital, adjusts the level of expenditure in line with the funds made available to the Corporation.

22. COMMITMENTS

	2023 €	2022 €
Purchase of property, plant and equipment	26,796	30,639
Employment and training initiatives	1,708	-
Other recurrent expenditure	89,507	76,923
	118,011	107,562

The Corporation's committed expenditure represents commitments to purchase property, plant and equipment, expenditure on employment and training initiatives and other recurrent expenditure.

23. CONTINGENT LIABILITIES

The Corporation presently has court cases pending against it, for which no provision has been made in the financial statements since the outcome of such claims and damages is still unknown. Based on the information available to date, the Corporation is not expecting any significant damages to be borne by the Corporation and accordingly no provision is deemed necessary by the Board of Directors.

24. ULTIMATE CONTROLLING PARTY

The equity of the Corporation is held entirely by the Government of Malta.

25. POST REPORTING DATE EVENTS

There were no adjusting or significant non-adjusting events which occurred between the end of the reporting period and the date of authorisation by the Board.

Programmes & Initiatives	2023 €	2022 €
Employment and training initiatives	537,787	489,823
EU Projects related Expenditure	31,612	90,200
Community Work Scheme	12,602,380	11,923,679
Community Work Programme	-	50,732
Data Document Management	1,316,990	1,206,080
Contribution towards Lino Spiteri Foundation	1,603,843	1,499,933
Inclusive Support	167,459	77,744
Persons with Disability Fiscal Incentive	716,837	663,348
Total Training Programme	16,976,908	16,001,539
Childcare for All		
Free Childcare Scheme	45,876,271	36,509,876
Total Childcare for All	45,876,271	36,509,876
Total Programmes & Initiatives	62,853,179	52,511,415

Other Recurrent Expenditure	2023 €	2022 €
Staff Costs	8,125,918	8,057,586
Board Fees	81,373	74,646
Staff training	155,684	96,029
Childcare expenses	101,790	97,377
Telework expenses	4,354	10,149
Uniforms	5,216	4,986
Rent payable	57,008	56,892
Licences and permits	31,785	16,431
Insurance	98,733	101,723
Water and electricity	82,126	65,764
Cleaning	202,883	229,049
Repairs and maintenance	301,658	291,341
Office supplies	86,815	106,064
Marketing and advertising	114,663	185,616
Postage and telecommunications	253,773	213,868
Security	186,068	170,697
Medical expenses	2,767	4,395
Transport expenses	257,325	275,427
Travelling and accomodation	121,902	74,623
Professional Fees	956,244	835,849
Audit Fee	20,690	21,280
Financial charges	5,374	26,393
Staff welfare	54,546	27,666
General expenses	15,657	14,920
Amortisation of intangible assets	728,218	272,899
Depreciation of property, plant and equipment	239,620	283,189
Depreciation - right of use asset	67,889	46,315
Loss on Disposal - Finance Unit	903	335
Call centre expenses	283,666	239,617
Research	24,216	17,554
Total Other Recurrent Expenditure	12,668,864	11,918,680

