

SUMMARY OF STUDY

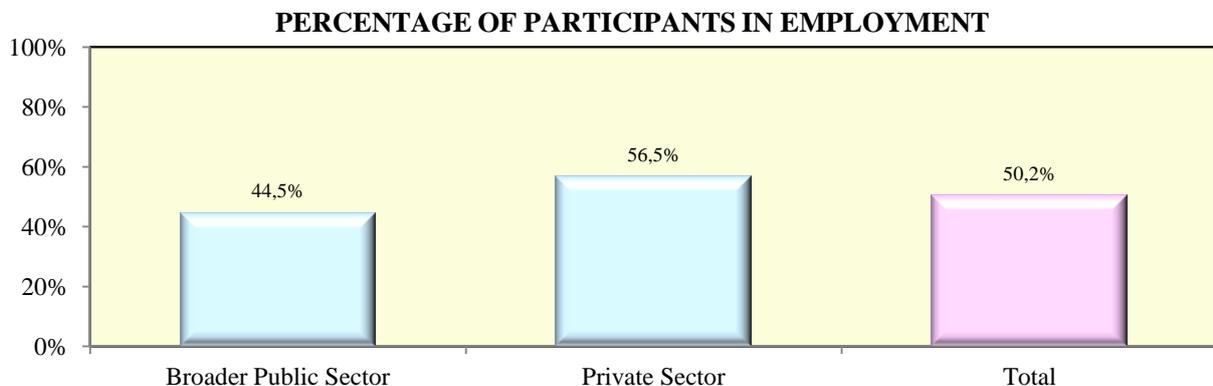
EVALUATION OF THE IMPACT OF THE SCHEME FOR JOB PLACEMENT OF UNEMPLOYED YOUNG TERTIARY EDUCATION GRADUATES FOR THE ACQUISITION OF WORK EXPERIENCE IN ENTERPRISES/ORGANISATIONS (2014)

The Scheme had been announced by the President of the Republic of Cyprus in 2013, as part of the measures to restart the economy. The first call of the Scheme, which was prepared by the Human Resource Development Authority of Cyprus (HRDA) in close cooperation with the Ministry of Labour, Welfare and Social Insurance, was in April 2013 and, following its successful implementation, a new call was announced on 17/3/2014. **The Scheme aimed at providing the unemployed young tertiary education graduates with the opportunity to acquire work experience** in order to improve their employability, while at the same time providing the opportunity to enterprises/organisations to utilise qualified human resources.

Following the call, **3.642** applications were submitted by young unemployed graduates and **1.279** by enterprises/organisations for **6.637** job placements. In total, **2.057 placement programmes started, out of which 1.682 were successfully completed by graduates**. During the programme, every unemployed person was provided with a weekly training allowance of €125.

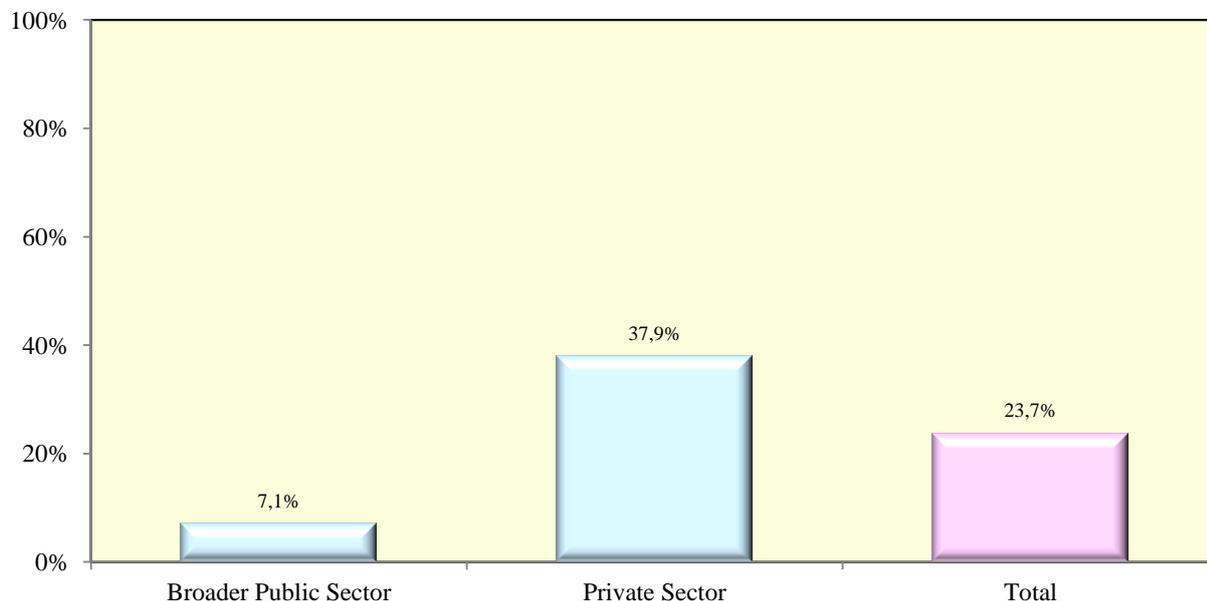
A. Impact of the Scheme on the Employability

The **Scheme significantly improves the employability** of the human resources given that half of the participants (**50,2%**), at the time of the field research (November 2015 – March 2016), approximately 8 months after the completion of their participation, stated that **they were employed**. The **employment rate was higher** for the persons who were placed in enterprises/organisations in the **Private sector (56,5%)** and in those with **250 employees or more (63,1%)**.



It is noted that **approximately 1 in 4 (23,7%) of the participants in the Scheme who are employed, continue to work in the enterprise/organisation of their placement.** This percentage reaches 37,9% in the case of persons placed in an enterprise/organisation in the Private sector, while there were limited employment opportunities in the Broader Public sector (includes Public Service, Semi-Government Organisations and Municipalities) where 52,2% of the participants were placed.

PERCENTAGE OF PARTICIPANTS WHO STILL WORK IN THE ENTERPRISE/ORGANISATION OF THEIR PLACEMENT

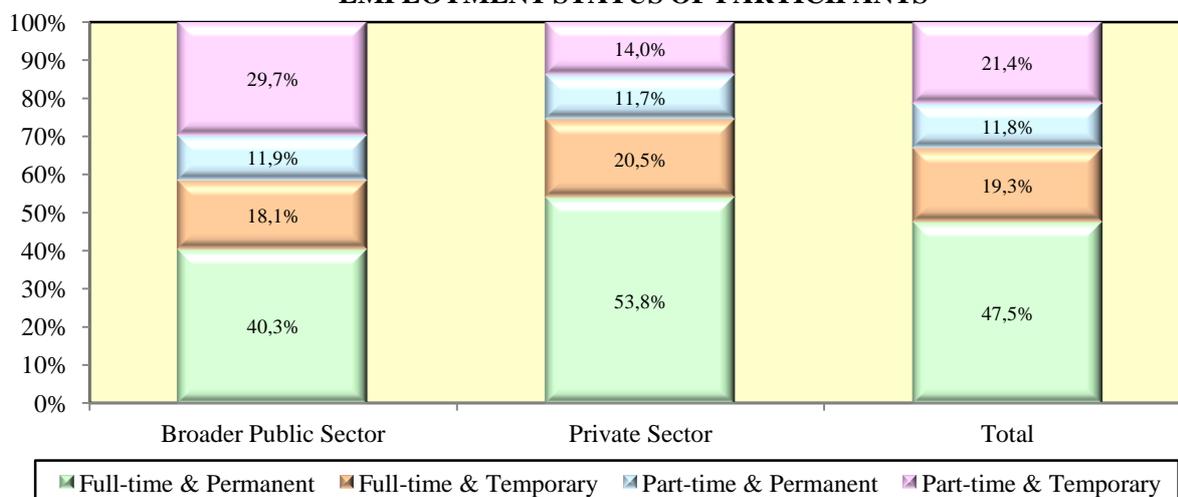


Approximately half of the participants (47,6%) who are employed, work in **Trade and repair of motor vehicles (17,1%), in Education (16,6%)** and in **Professional, scientific and technical activities (13,9%)**.

Over 6 out of 10 (62,4%) work in occupations that require a university degree. However, 37,6% work in other occupations, such as Service and sales workers (18,0%) and Clerks (17,8%).

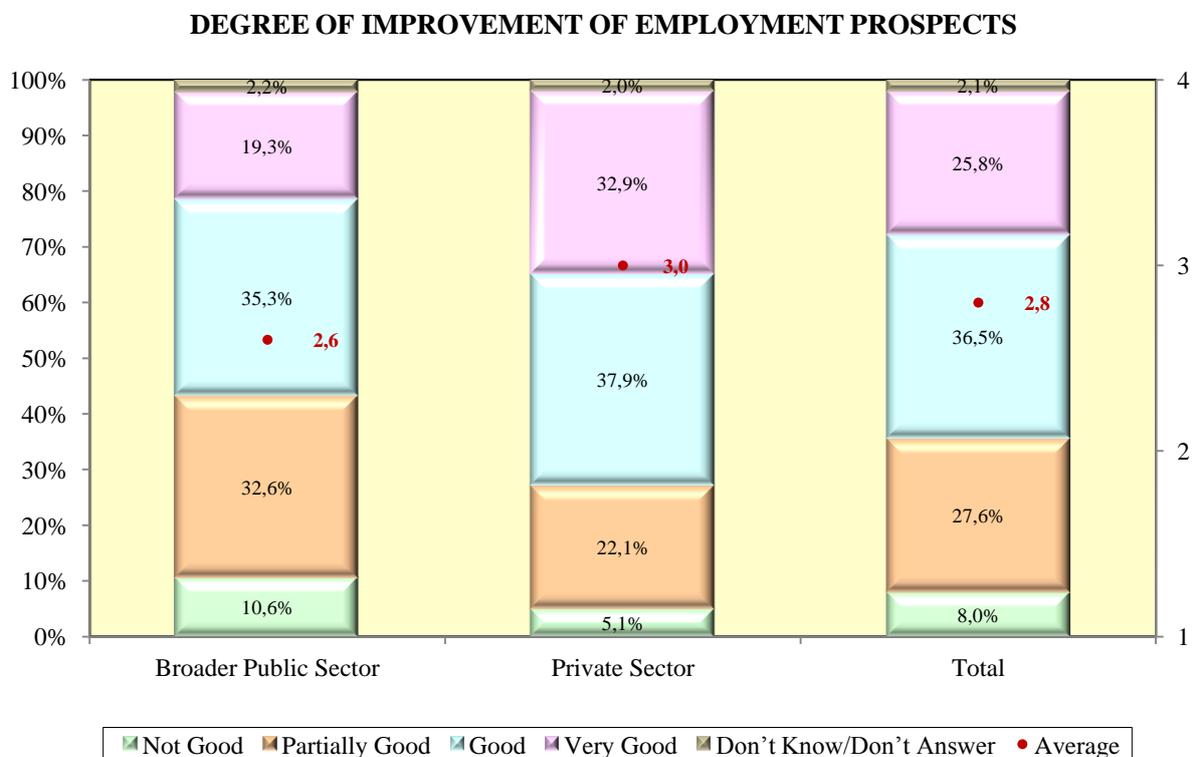
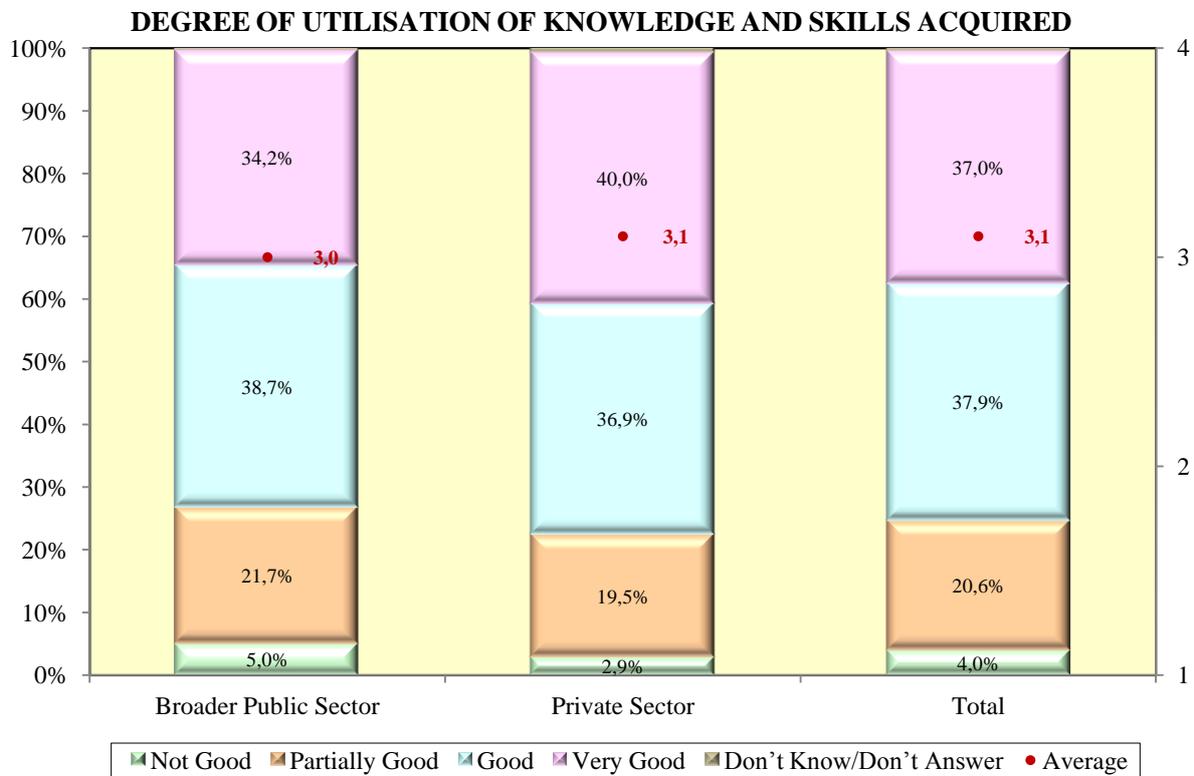
Almost half of the participants (47,5%) who are employed, are in full-time and permanent employment, while the percentage is higher for the participants who were placed in the Private sector (53,8%).

EMPLOYMENT STATUS OF PARTICIPANTS



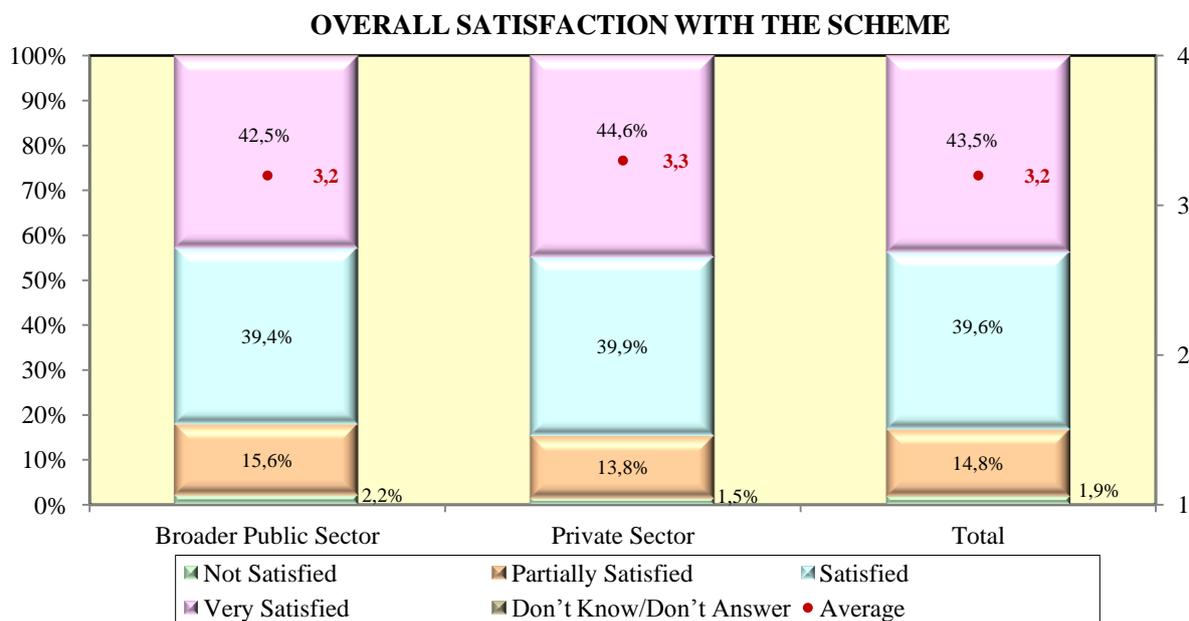
B. Utilisation of Knowledge and Skills & Employment Prospects

The majority of the participants (74,9%) evaluate as very good or good the degree of utilisation of the knowledge and skills acquired during their participation in the Scheme. 62,3% of the participants consider that their participation has improved their employment prospects.



C. Satisfaction of Participants in the Scheme

The majority of participants (83,1%) in the Scheme are either very satisfied or satisfied, while over 9 out of 10 (92,5%) would recommend others to participate in similar Schemes.



D. Concluding Remarks

The Scheme improved substantially the entry of participants into employment and their exit from the unemployment registers. A significant number continue to work in the enterprise/organisation of their placement. The placements in the Private sector and particularly those in large enterprises employing 250+ persons were more positively evaluated by the participants and seem to improve better their employment prospects.

The results of the evaluation prove the usefulness of the organised in-company training and the connection of young unemployed graduates with the world of work for a period of six months. The value of the Scheme is also evident from the high degree of satisfaction expressed by the participants.

As a result of the significant contribution of the Scheme in alleviating youth unemployment, faced by the Cyprus economy, a new call of the Scheme was announced on 25/5/2015 for applications to be submitted by young unemployed graduates and enterprises/organisations. The first participants were placed in November 2015 and until 31/3/2016, 1.736 young unemployed graduates started their participation in the Scheme.

E. Demographic Data of Participants

The demographic data refer to the **1.682 persons who have successfully completed their participation in the Scheme.**

- Gender: Female (66,2%), Male (33,8%)
- Age: 25-29 years old (56,2%), 22-24 years old (32,9%), 30 & over years old (10,9%).
- Education: University Degree (77,6%), Masters Degree (21,6%), Diploma (0,7%), PhD (0,1%).
- District: Nicosia (42,4%), Limassol (27,1%), Larnaca (16,1%), Pafos (8,3%), Famagusta (6,1%).