

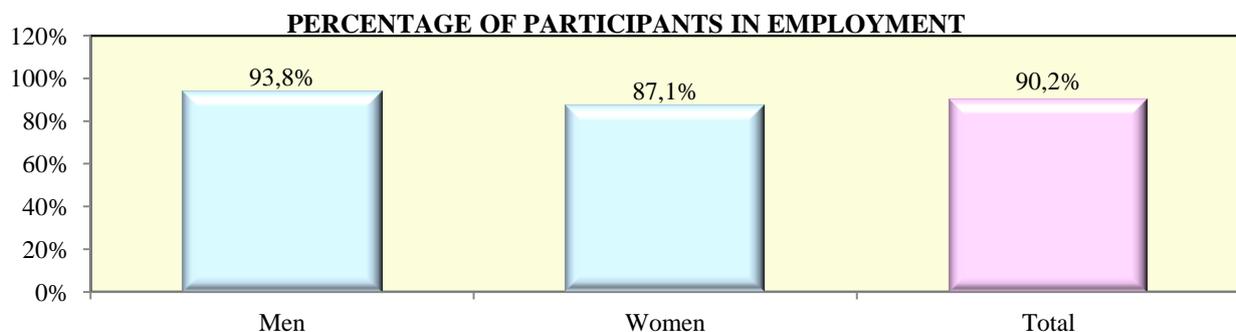
## EVALUATION OF THE IMPACT OF THE SCHEME FOR THE EMPLOYMENT AND TRAINING OF TERTIARY EDUCATION GRADUATES (2015)

The evaluation of social interventions, including human resource training and development activities, is considered very important by the Human Resource Development Authority of Cyprus (HRDA). For the HRDA, the assessment, accountability and transparency regarding the impact of its interventions on the human resources, the enterprises and overall the economy and society of Cyprus is a firm objective. The **aim of the Scheme for the Employment and Training of Tertiary Education Graduates** is the provision of incentives to employers in order to design, organise and implement training programmes according to the conditions and criteria specified by the HRDA, to meet the training needs of their newly hired employees. The Scheme was chosen in 2011 by the European Commission as an example of **best practice**, within the framework of the Mutual Learning Programme of the EU “Facilitating Transition from Tertiary Education to full-time Quality Jobs”.

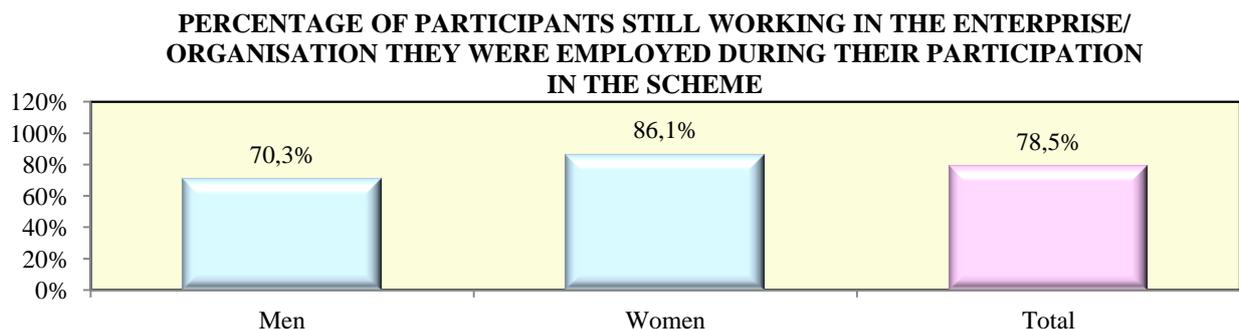
**The main objective of the study** is the evaluation of the impact of the Scheme on the participants during 2015. The data are analysed separately for men and women.

### A. Impact of the Scheme on Employability

The Scheme has a very **profound effect on employability** since the vast majority of the participants (90,2%) are employed, approximately 8 months after completing their participation. The employment rate is higher for men (93,8%) and for the participants employed in medium (96,5%) and small enterprises (94,6%), i.e. employing 50-249 persons and 10-49 persons respectively.



**Approximately 8 in 10 (78,5%) of the participants, continue to work in the same enterprise/organisation that they were employed by during their participation in the Scheme.** This percentage is significantly higher for women (86,1%) compared to men (70,3%).

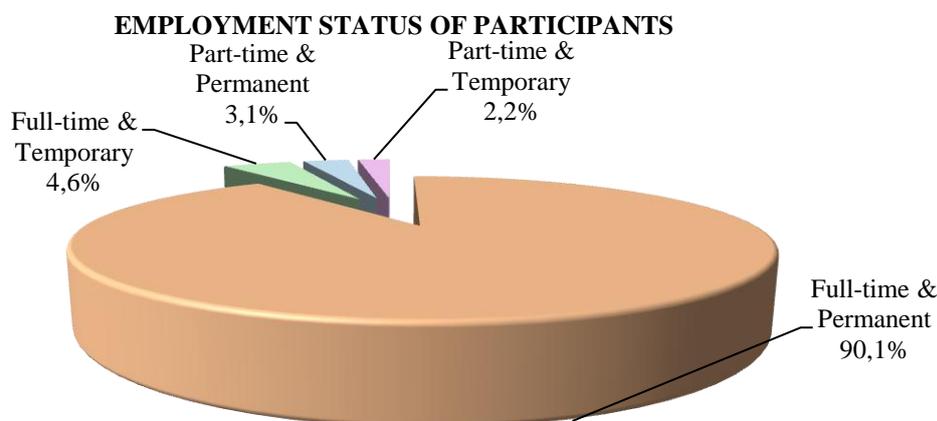


The percentage of **participants who still work** in the enterprise/organisation they were employed by during their participation in the Scheme **increases as the size of the enterprise/organisation increases**, ranging between 77,4%-87,3%. The large enterprises employing more than 250 employees are an exception, since the percentage is significantly smaller (65,6%).

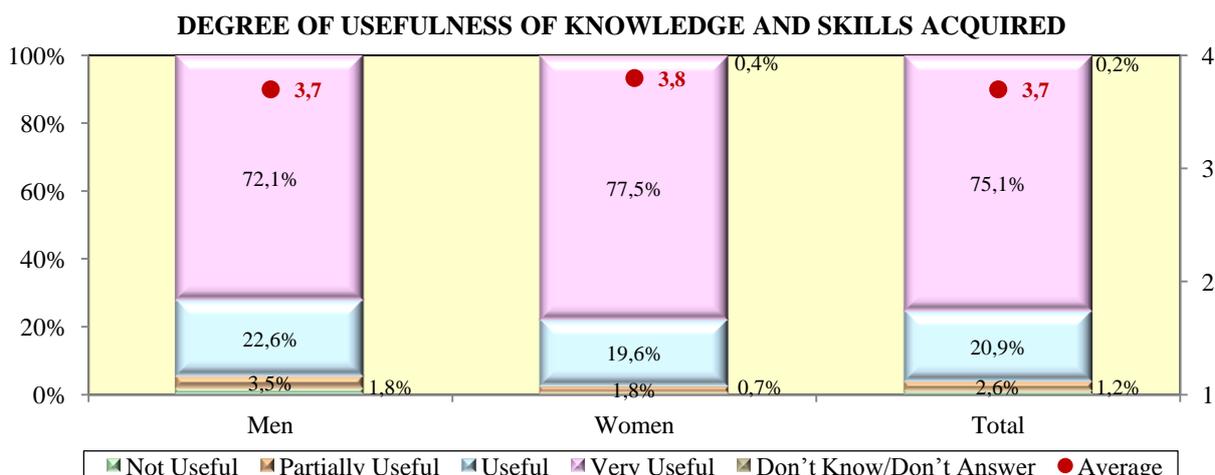
**3 in 10 (30,1%) of the participants who are employed, work in the Professional, scientific and technical activities sector**, followed by the sectors of Trade and repair of motor vehicles (16,8%) and Construction (9,1%).

Approximately **9 in 10 (89,3%) of the participants who work, are employed in high-level occupations**, with the largest proportion in Professionals (82,4%). The average gross monthly salary of the employed participants is €1.026, with a marginal difference between men (€1.056) and women (€1.001).

**The vast majority of the participants (90,1%) are in full-time and permanent employment**, with no differentiation between men and women.



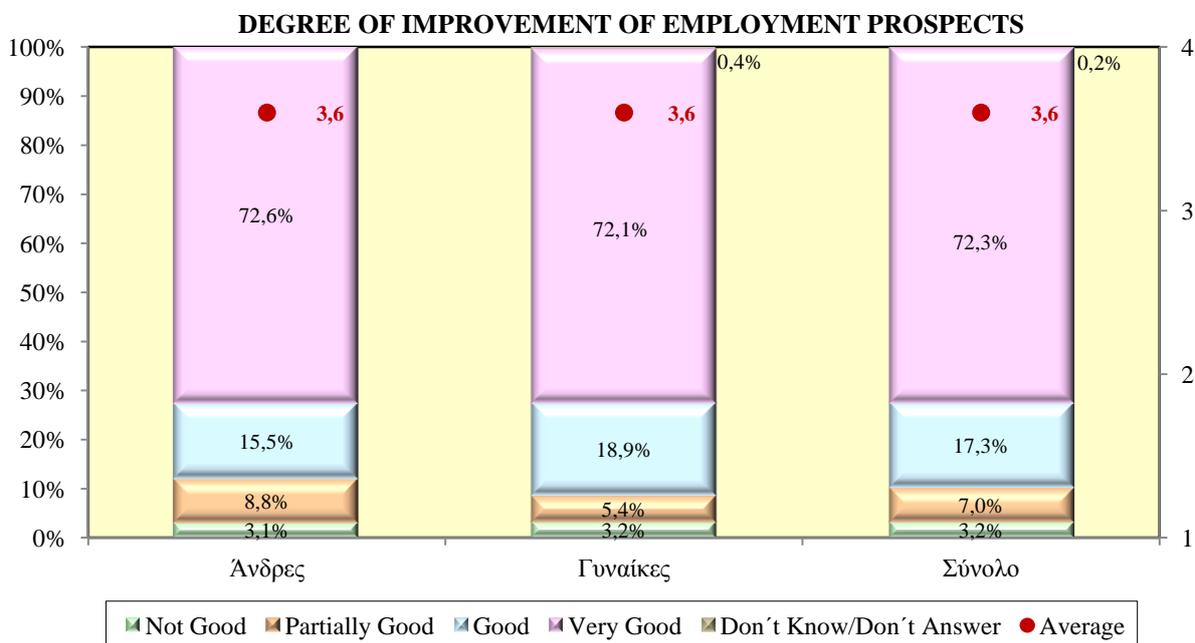
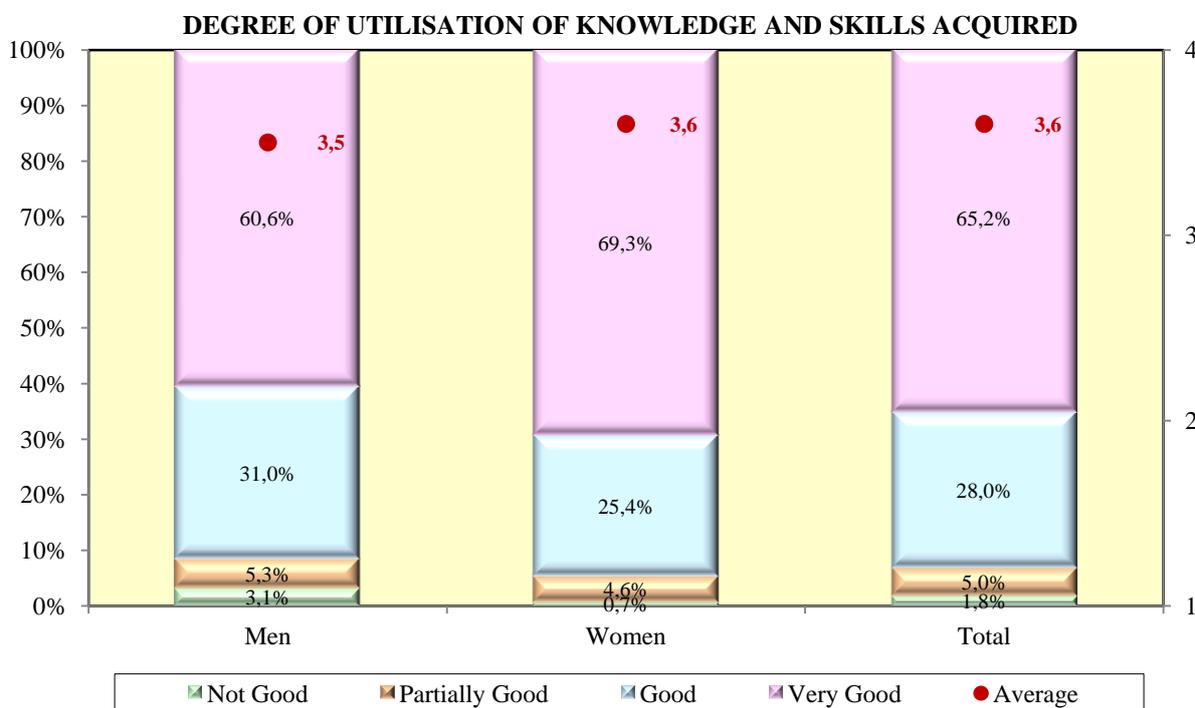
The vast majority of the participants (96,0%) consider useful or very useful the knowledge and skills acquired by participating in the Scheme. Higher degree of usefulness is expressed by women (97,1%) compared to men (94,7%).



It is noted that **more than 4 in 10 (42,1%) of the participants who are either unemployed or inactive had found employment for a specific time period after the completion of their participation in the Scheme** and almost all of them (90,4%) worked for some time in the enterprise/organisation they were employed by in the Scheme, after completing the normal duration of the programme. The average time of stay in the enterprise/organisation is 4,5 months.

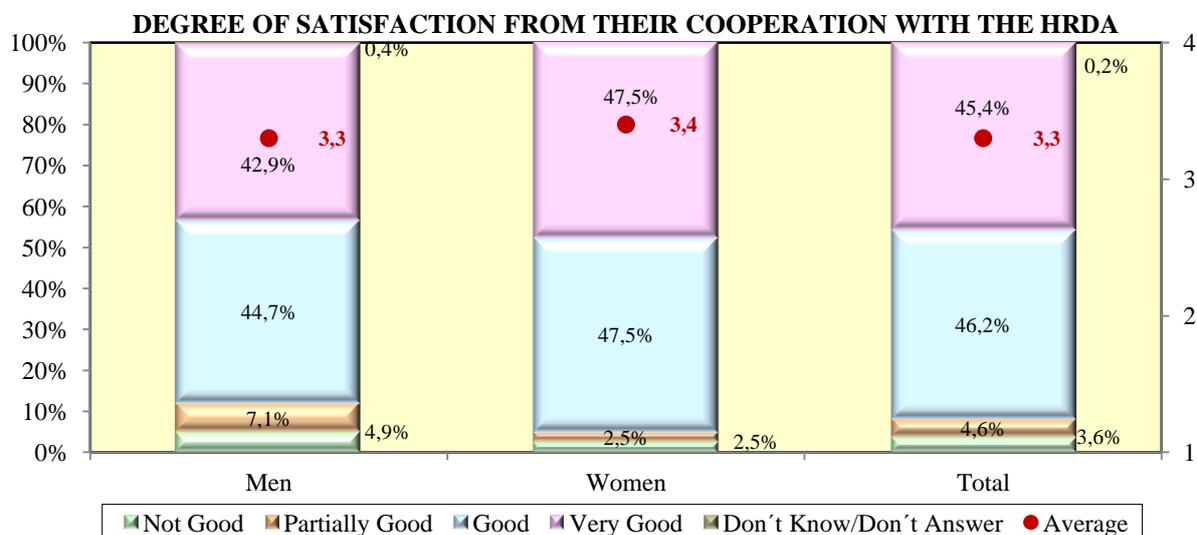
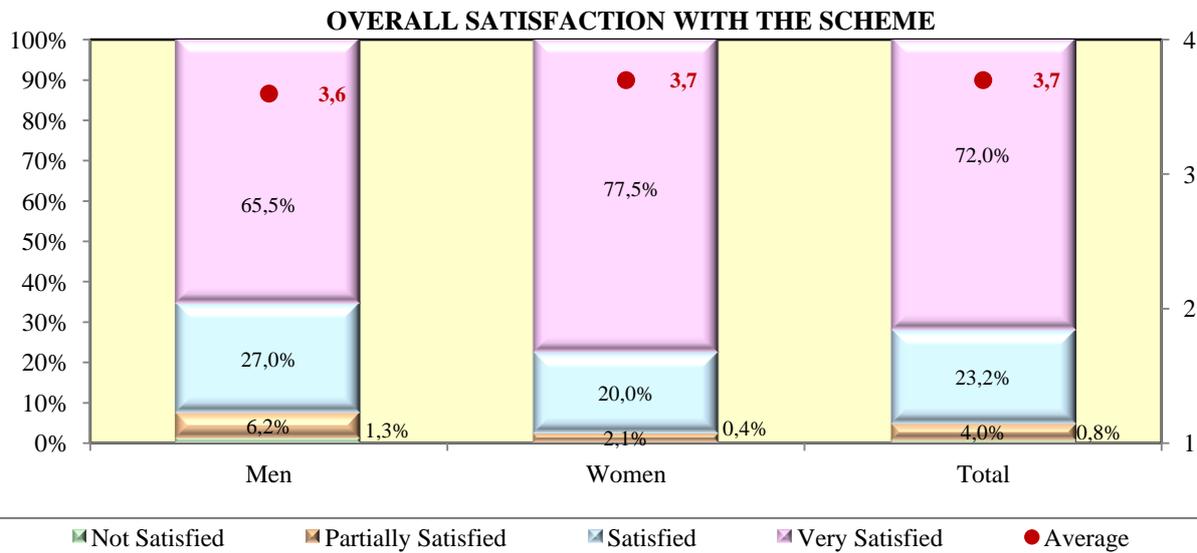
## B. Utilisation of Knowledge and Skills & Employment Prospects

The vast majority of the participants (93,2%) evaluate as very good or good the degree of utilisation of the knowledge and skills acquired (65,2% and 28,0% respectively). Approximately 9 out of 10 (89,6%) consider that their participation has improved their employment prospects.



## C. Satisfaction of Participants in the Scheme

The great majority of the participants (95,2%) are either very satisfied or satisfied from the Scheme and would recommend others to participate in a similar Scheme (98,2%). Over 9 out of 10 (91,6%) are also very satisfied or satisfied from their cooperation with the HRDA.



## D. Concluding Remarks

The high employment rates of the participants and the high degree of satisfaction from their participation prove the usefulness of the organised in-company training and the work experience gained in the enterprises/organisations.

At this point in time there is no need for any further changes in the Scheme. The only exception, which has been already implemented in 2016, is the encouragement of more micro and small enterprises to participate in the Scheme by increasing the maximum number of participants. It is also important to promote the Scheme in targeted economic sectors, which have positive growth prospects and high potential for absorption and utilisation of new graduates.

## E. Demographic Data of Participants

The demographic data refer to the **579 persons who have successfully completed their participation in the Scheme.**

- Gender: Men (46,3%), Women (53,7%)
- Age: 18-24 (35,5%), 25-30 (64,5%)
- Education: Bachelor's degree (58,2%), Master's degree (41,3%), Doctoral degree (0,5%)
- District: Nicosia (44,7%), Limassol (29,0%), Larnaca (13,5%), Famagusta (3,8%), Pafos (9,0%)