

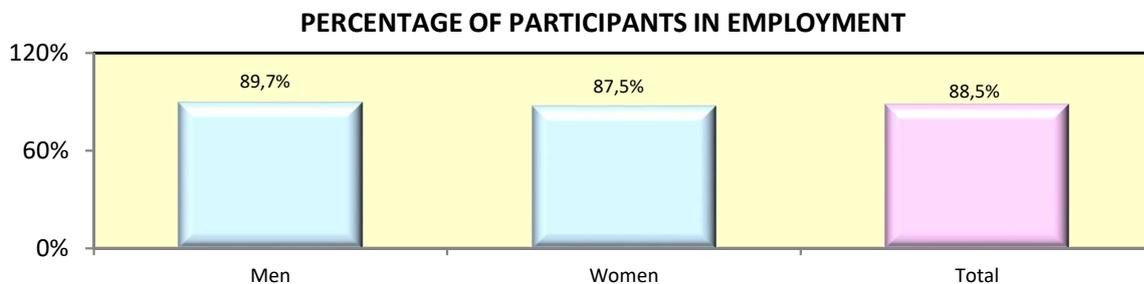
EVALUATION OF THE IMPACT OF THE SCHEME FOR THE TRAINING OF THE LONG-TERM UNEMPLOYED IN ENTERPRISES/ORGANISATIONS (2016-2018)

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 Scheme for the Training of the Long-term Unemployed offers opportunities to the long-term unemployed in order to enter/re-enter employment with the parallel acquisition of the necessary knowledge and skills. The HRDA provides incentives to employers in order to design, organise and implement in-company training programmes to cover the training needs of newly-employed persons who were long-term unemployed.

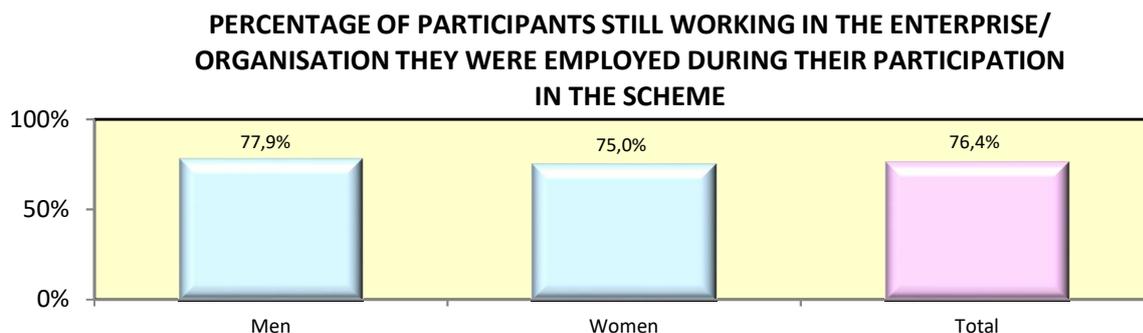
The main objective of the study is the evaluation of the impact of the Scheme on the participants during the period 2016-2018. The data are analysed in total and separately for men and women.

A. Impact of the Scheme on Employability

The Scheme has a very profound effect on employability since the vast majority of the participants (88,5%) are employed, approximately 7 months after completing their participation.



Approximately 8 in 10 (76,4%) of the participants, continue to work in the same enterprise/organisation that they were employed by during their participation in the Scheme.

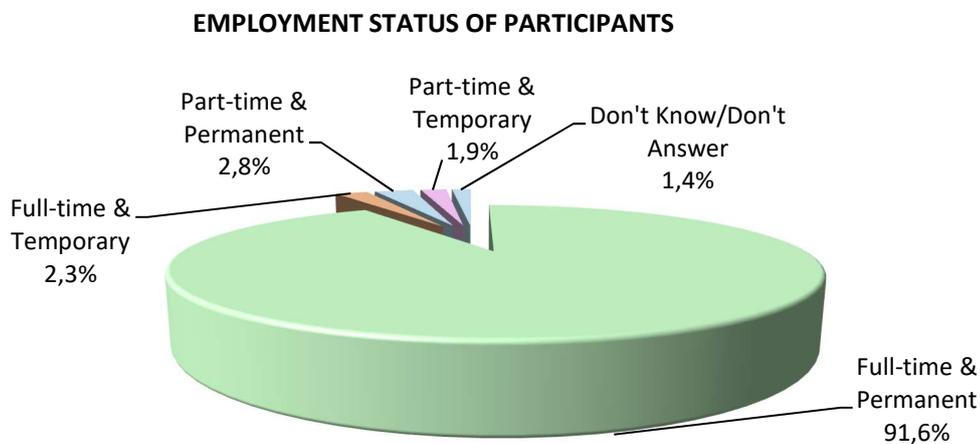


All the participants who were employed during their participation in the Scheme in large enterprises employing 250+ persons are still in employment (100,0%) and still work in the enterprise/organisation they were employed by during their participation in the Scheme.

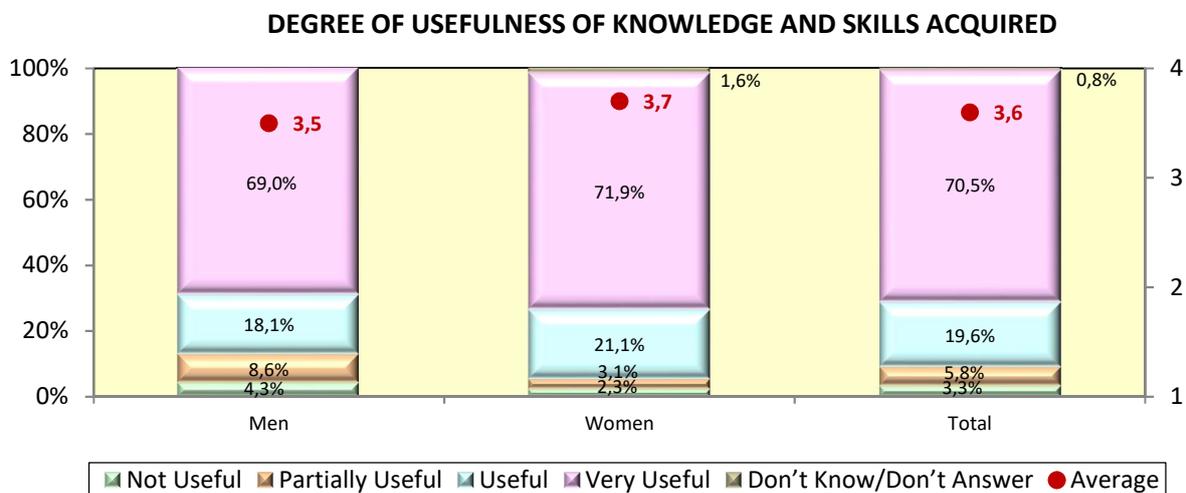
More than 3 in 10 (33,9%) of the participants who are employed, work in the Trade and repair of motor vehicles sector, followed by the Professional, scientific and technical activities (11,5%), Construction (11,3%) and Manufacturing (10,7%) sectors.

Almost 6 in 10 (57,1%) of the participants who work, are employed in middle level occupations, that concern Clerical support workers, Service and sales workers, Craft workers and Plant and machine operators and assemblers. The average gross monthly salary of the employed participants is €1.048, with a small difference between men (€1.094) and women (€1.002).

The vast majority of the participants (91,6%) are in full-time and permanent employment. This percentage is slightly higher for men (92,3%) compared to women (91,0%).



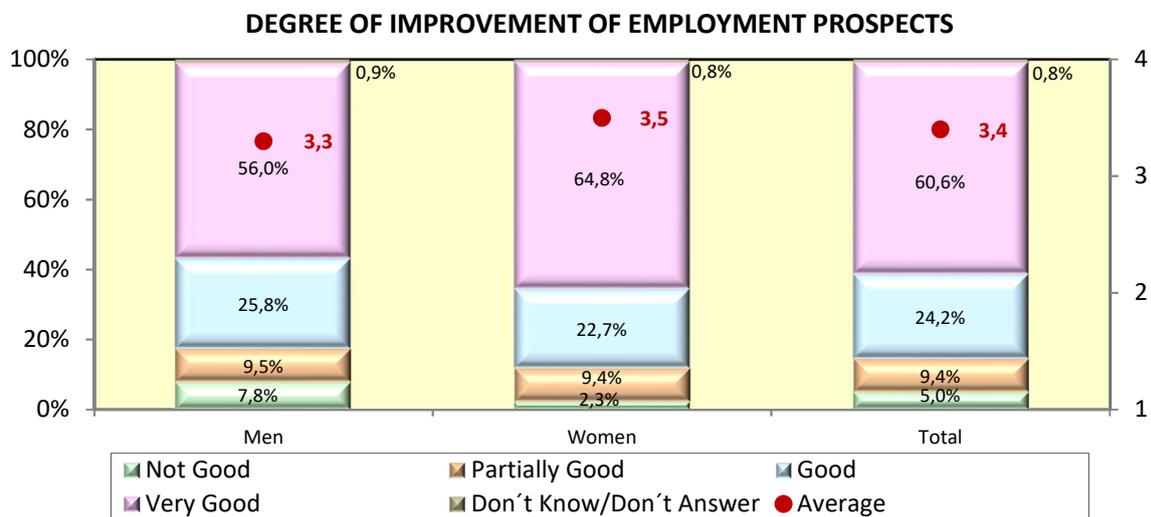
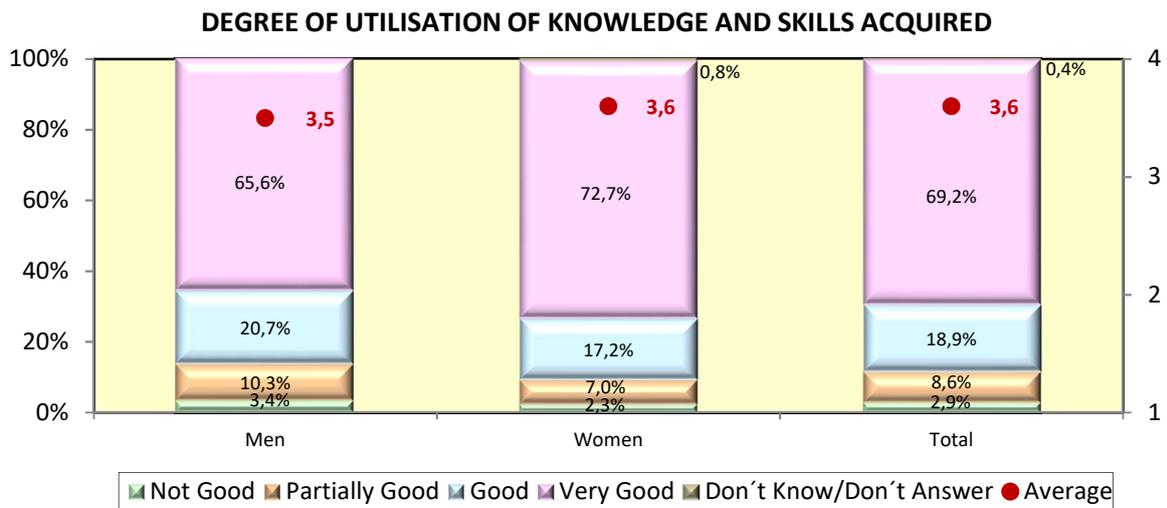
The vast majority of the participants (90,1%) consider very useful or useful the knowledge and skills acquired by participating in the Scheme. Slightly higher degree of usefulness is expressed by women (93,0%) compared to men (87,1%).



It is noted that almost 1 in 4 (24,8%) 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 all of them worked exclusively 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 4,1 months.

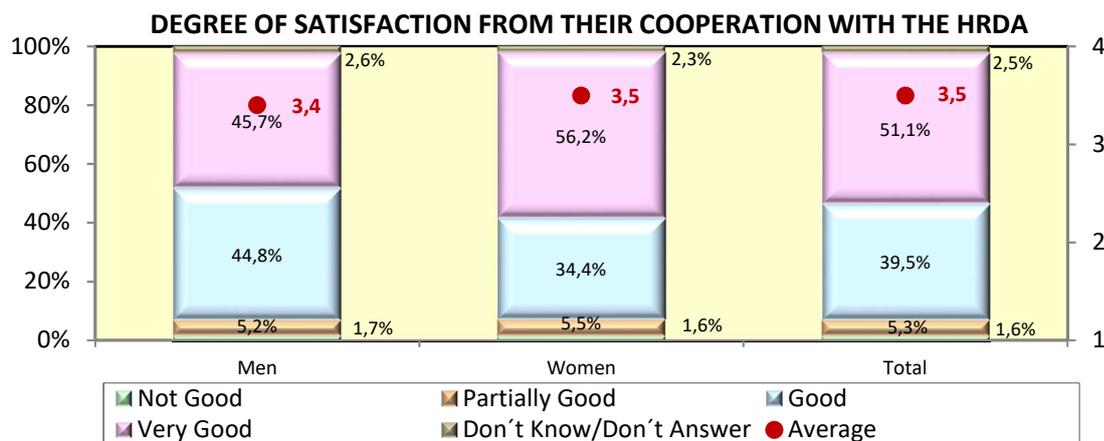
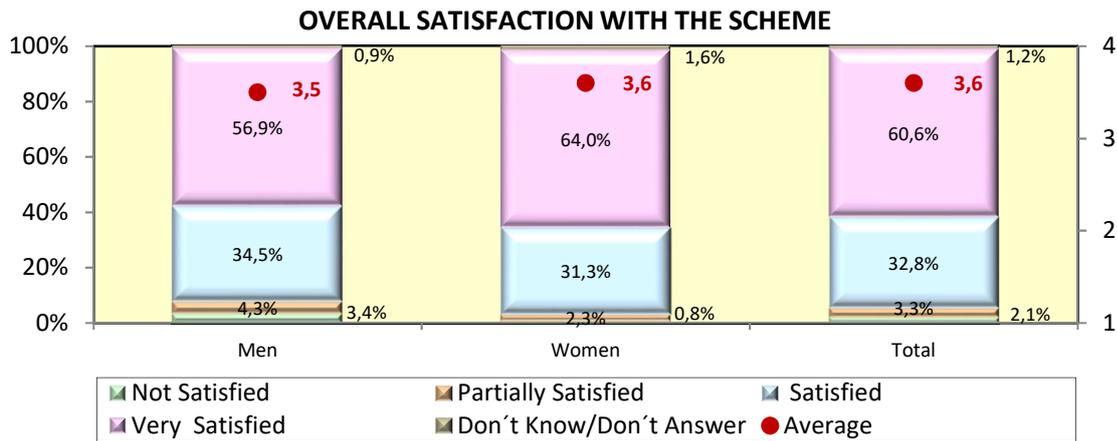
B. Utilisation of Knowledge and Skills & Employment Prospects

A large majority of the participants (88,1%) evaluate as very good or good the degree of utilisation of the knowledge and skills acquired (69,2% and 18,9% respectively) and consider that their participation has improved their employment prospects (84,8%).



C. Satisfaction of Participants in the Scheme

The vast majority of the participants (93,4%) are either very satisfied or satisfied from the Scheme and would recommend others to participate in a similar Scheme (96,7%). Over 9 out of 10 (90,6%) 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 to ensure the employment of long-term unemployed.

The positive results of the Scheme and the limited interest of the long-term unemployed to participate, lead to the conclusion that efforts should be made to increase their participation. In this regard, it is considered necessary for more emphasis to be given by the Public Employment Service officers on individualised guidance of the unemployed in order to help them re-enter employment. In order to encourage the employment of long-term unemployed by enterprises, it is considered necessary for all employers' organisations to be also properly informed.

E. Demographic Data of Participants

The demographic data refer to the 279 persons who have successfully completed their participation in the Scheme.

- Gender: Men (48,7%), Women (51,3%)
- Age: 18-24 (7,2%), 25-30 (11,5%), 31-35 (36,2%), 36-40 (14,3%), 41-45 (11,1%), 46-50 (10,0%), 51-55 (5,4%), 56+ (4,3%)
- Education: Up to primary (0,4%), Apprenticeship system (0,4%), Lower secondary (Gymnasium) (4,3%), Upper secondary (Lyceum) (28,7%), Technical schools (9,7%), Post-secondary (19,0%), Bachelor's degree (30,5%), Master's degree (6,8%), Other (0,2%)
- District: Nicosia (36,5%), Limassol (32,3%), Larnaca (22,2%), Famagusta (2,9%), Pafos (6,1%)