

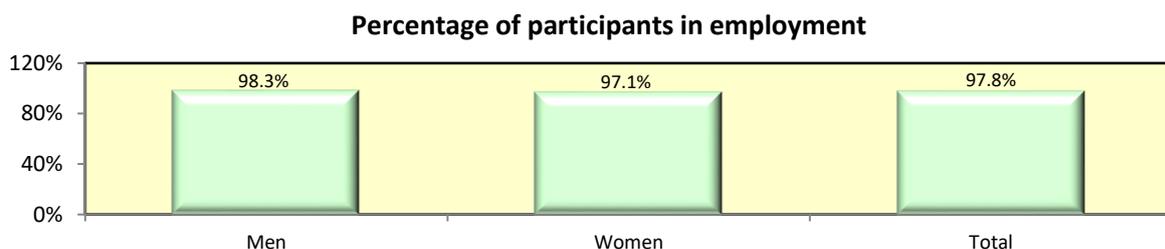
Evaluation of the impact of the High Priority Multi-Company Training Programmes (2019-2021)

The evaluation of social interventions, including human resource training and development activities, is considered very essential by the Human Resource Development Authority of Cyprus (HRDA). For the HRDA, the assessment, accountability and transparency regarding the impact of its interventions on human resources, enterprises, overall economy and society of Cyprus is a stable objective. The study which evaluates the impact of the “High Priority Multi-Company Training Programmes” (onwards referred to as “Scheme”) on the successful participants of the Scheme during the period 2019-2021, was conducted in this context. The aim of the Scheme is to provide incentives to employers to participate with their employees in training programmes organised by Vocational Training Centers (onwards referred to as "VTCs"), in accordance with conditions and criteria determined by the HRDA, to meet the specialised needs of the economy for qualified managerial and other specialised personnel in important job positions, through the activation and proper utilisation of the capabilities and experience of VTCs.

The main objective of the study is to evaluate the impact on the persons who successfully completed their participation in the Scheme during the period 2019-2021. The data were collected using an appropriately designed questionnaire directed to participants. Despite intensive efforts to track all 3.504 persons, the questionnaire was eventually completed by 2.143 persons (coverage ratio 61,2%), with a statistical error of 1,1%.

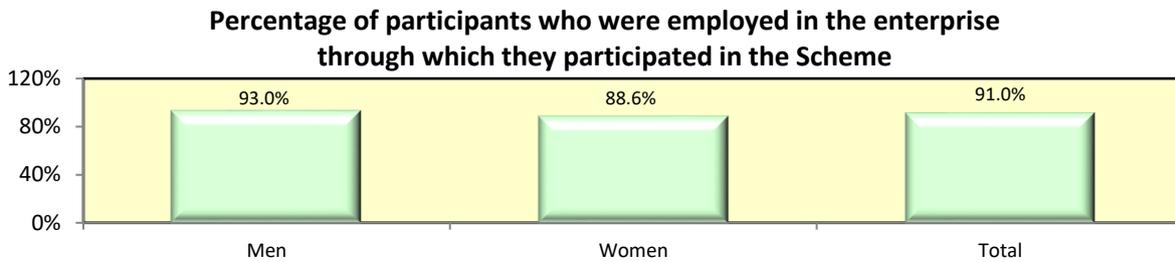
A. Impact of the Scheme on employability

On average 21 months after completing their participation in the Scheme, 97,8% of participants were employed at the time of the field research, 1,7% were unemployed and 0,5% were inactive. The employment rate is slightly higher for men (98,3%) compared to women (97,1%). It is also higher for persons aged 31-50 (98,3%) and tertiary education graduates (98,3%).

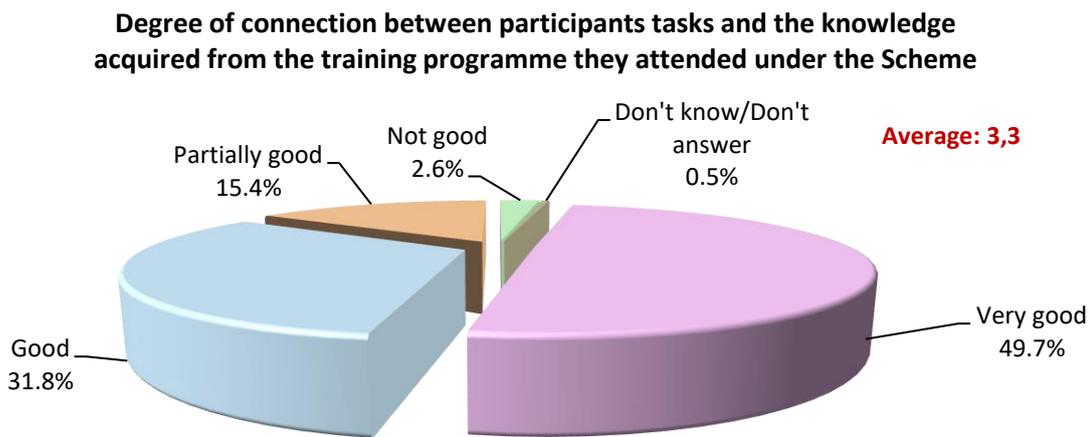


Almost 2 in 10 (16,5%) participants worked in enterprises of the Construction sector, followed by the Wholesale and retail trade; repair of motor vehicles and motorcycles sector (14,0%). Almost 2 in 10 (15,9%) participants were employed as Business and Administration professionals. Smaller percentages follow for Production and specialised services managers (11,1%).

More than 9 in 10 (91,0%) participants, continued to work in the enterprise through which they participated in the Scheme. The participants who were not employed in the enterprise through which they participated in the Scheme, worked there for 16,7 months on average after the completion of their participation.



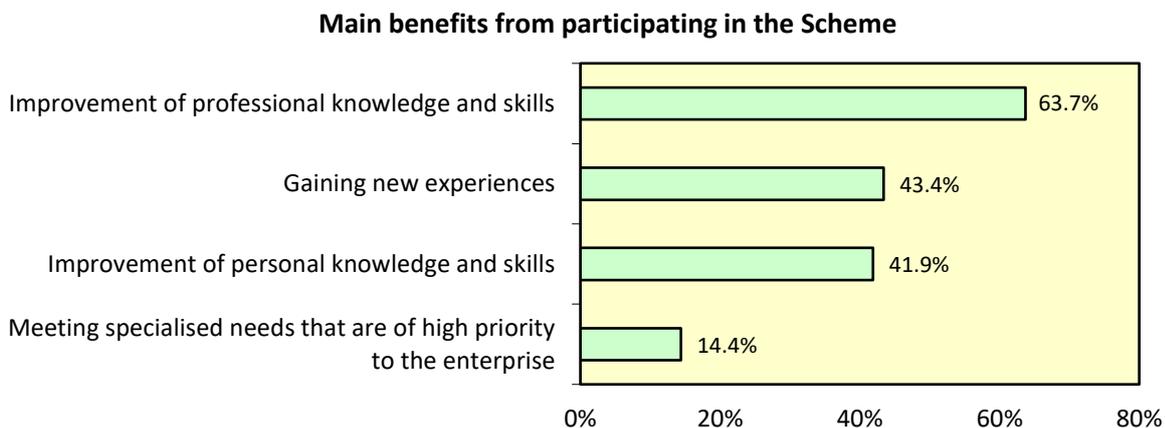
The majority (61,4%) of the employed participants reported that the degree of impact of the Scheme on finding a better job was very good or good. More than 8 in 10 (81,5%) of the employed participants consider that the connection between their current tasks and the knowledge acquired during their participation in the training programme was very good or good.



The participants who were either unemployed or inactive at the time of the field search, worked for 18,6 months on average in the enterprise through which they participated in the Scheme after the completion of their participation. Almost 5 in 10 (47,1%) left the enterprise due to “personal reasons”. The main reason for being unemployed was the “unsatisfactory working conditions in the enterprise (e.g. salary, working hours, working environment)” (30,8%). For the small number of participants who were inactive (18 persons), the main reason for withdrawing from the labour market was “retirement” (44,6%).

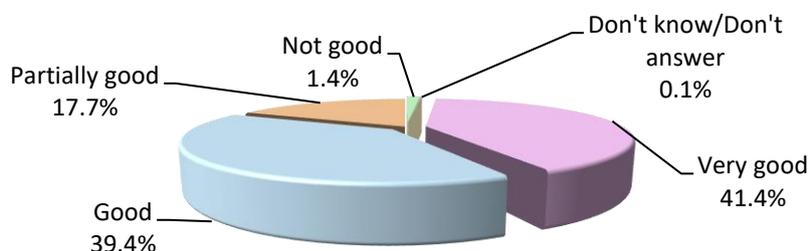
B. Benefits gained by the participants from their participation in the Scheme

The participants reported very important benefits from their participation in the Scheme. More than 6 out of 10 (63,7%) participants stated that the main benefit was “improving their professional knowledge and skills”, while smaller percentages were recorded for “gaining new experiences” (43,4%) and “improving their personal knowledge and skills” (41,9%).



The participants reported that the degree of utilisation of knowledge and skills acquired by participating in the Scheme (3,2) and the degree of improvement of career prospects (3,3) were very good or good¹. More than 9 out of 10 (90,6%) participants reported that they consider very useful or useful the knowledge and skills acquired by participating in the Scheme, while almost 6 in 10 (55,3%) reported an increased desire to participate in similar training programmes in the future.

Degree of utilisation of knowledge and skills acquired by their participants from their participation in the Scheme

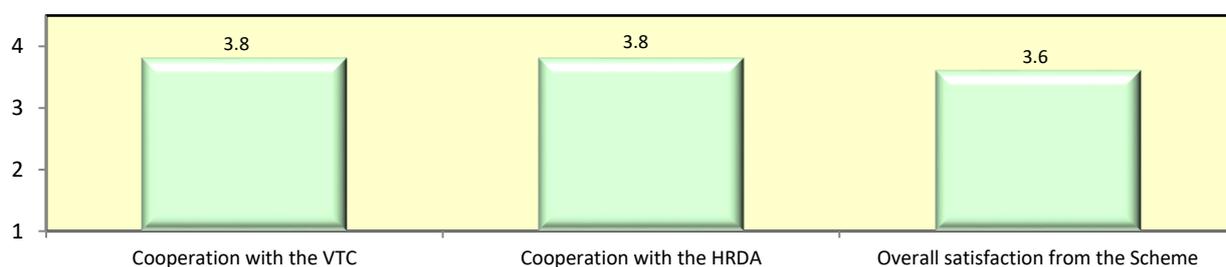


Average: 3,2

C. Satisfaction of participants from their participation in the Scheme

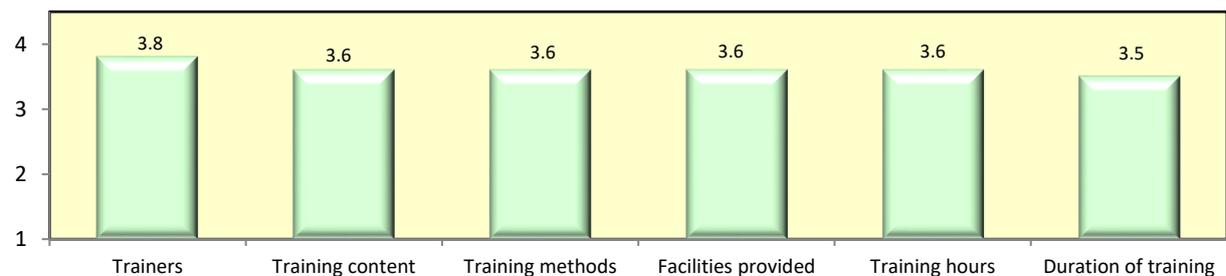
95,3% of participants were either very satisfied or satisfied with their participation in the Scheme and 99,0% would encourage others to participate. The vast majority of participants were either very satisfied or satisfied with their cooperation with the HRDA (96,2%) and the VTCs (97,3%).

Average degree of overall satisfaction of participants from their participation in the Scheme and their cooperation with the HRDA and the VTC



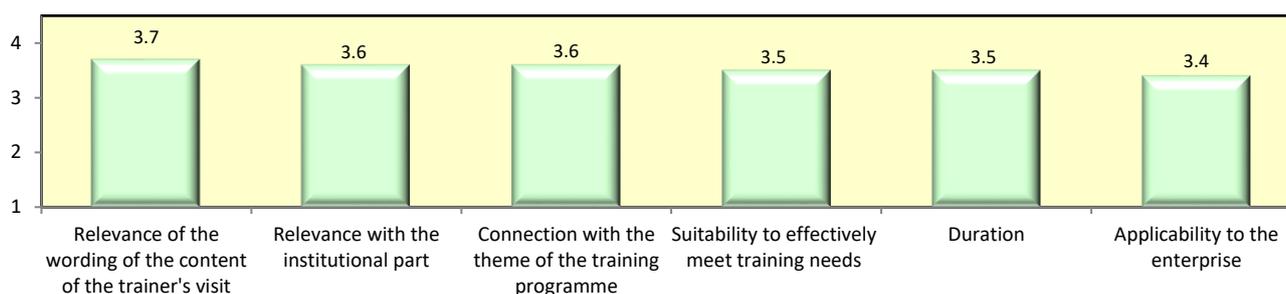
Regarding the degree of satisfaction of participants with various aspects of the institutional part and the practical training of the programme, they were satisfied with all of them. They were also satisfied with various aspects of the report prepared by the trainer for the enterprise.

Average degree of satisfaction of participants with various aspects of the institutional part of the programme



¹ The scale used was: 1: Not good 2: Partially good 3: Good and 4: Very good.

Average degree of satisfaction of participants with various aspects of the practical training of the programme



Almost half (49,3%) of the participants attended a training programme using an e-learning method and the large majority (83,7%) of the participants stated that they would participate in the programme even if it could only be attended in person. More than half (54,4%) of the participants stated that the online programme they attended was not inferior in quality compared to attending the programme in person.

D. Concluding remarks

The Scheme seems to achieve to a large extent the goal of satisfying specialised needs of the economy, which are of high priority, for qualified and other specialised personnel in important job positions. The significance of the Scheme is also evident from the high degree of satisfaction expressed by the participants.

The encouraging results of the Scheme will be considered in formulating the new policies and activities of the organisation, in view of the expiration of the Scheme by the end of 2023. The enrichment and continuous improvement of the Scheme remains the main aim, with the ultimate goal being that of upgrading the knowledge and skills of human resources.

E. Characteristics of participants

The data of participants refer to the 2.143 persons who successfully completed their participation in the Scheme and participated in the field research.

- Gender: Men (55,3%), Women (44,7%)
- Age: 18-24 years old (4,4%), 25-30 years old (17,7%), 31-35 years old (16,6%), 36-40 years old (18,6%), 41-45 years old (11,5%), 46-50 years old (11,1%), 51-55 years old (8,7%), 56 years old and over (11,4%)
- Education: Up to primary (0,7%), Lower secondary (Gymnasium) (3,1%), Upper secondary (Lyceum) (13,3%), Technical school (6,5%), Post-secondary (9,7%), Bachelor's degree (38,6%), Master's degree (26,5%), Doctoral degree (1,6%)
- District of permanent residence: Nicosia (38,2%), Limassol (31,6%), Larnaca (13,7%), Famagusta (5,7%), Paphos (10,8%)
- Sectors of economic activity: Accommodation and food service activities (18,5%), Manufacturing (14,2%), Professional, scientific and technical activities (12,1%), Wholesale and retail trade; repair of motor vehicles and motorcycles (8,2%), Transportation and storage (8,1%), Education (7,5%), Arts, entertainment and recreation (6,1%), Construction (5,5%), Other sectors (19,8%)
- Size of employment of enterprises: 1-9 persons (39,2%), 10-49 persons (31,6%), 50-249 persons (19,7%), 250+ persons (9,5%)
- District of employment: Nicosia (38,2%), Limassol (32,7%), Larnaca (11,9%), Famagusta (5,4%), Paphos (11,8%)

F. Characteristics of enterprises

The data refer to the characteristics of the 1.588 enterprises through which the persons participated in the Scheme.

- Size of employment: 1-9 persons (50,3%), 10-49 persons (30,4%), 50-249 persons (14,4%), 250+ persons (4,9%)
- District of operations: Nicosia (39,1%), Limassol (32,2%), Larnaca (12,5%), Famagusta (5,7%), Paphos (10,5%)
- Sectors of economic activity: Accommodation and food service activities (15,8%), Manufacturing (14,7%), Professional, scientific and technical activities (14,2%), Wholesale and retail trade; repair of motor vehicles and motorcycles (10,1%), Construction (8,2%), Transportation and storage (8,2%), Education (5,5%), Arts, entertainment and recreation (5,4%), Other sectors (17,9%)