



SUMMARY OF STUDY

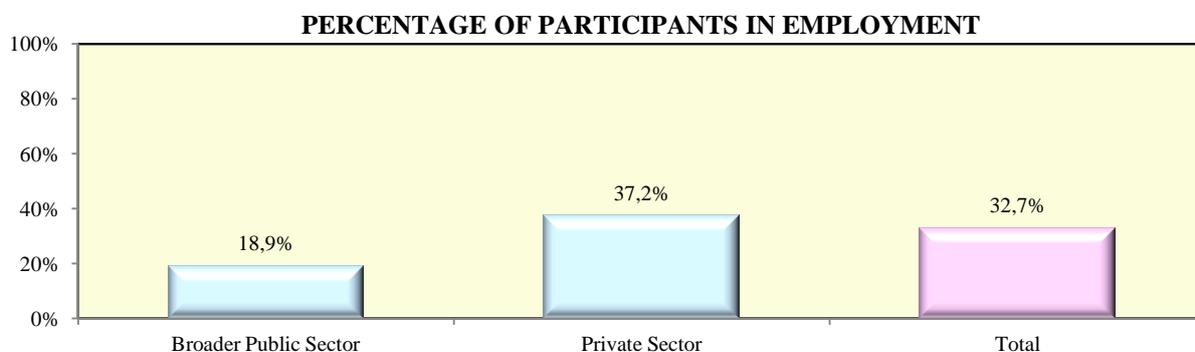
EVALUATION OF THE IMPACT OF THE SCHEME FOR JOB PLACEMENT OF YOUNG UNEMPLOYED GRADUATES OF LOWER SECONDARY, UPPER SECONDARY AND POST-SECONDARY EDUCATION OF UP TO 2 YEARS FOR THE ACQUISITION OF WORK EXPERIENCE IN ENTERPRISES/ORGANISATIONS (2014)

In December 2013, following the proclamation by the President of the Republic of Cyprus of **measures to tackle unemployment**, the HRDA in close cooperation with the Ministry of Labour, Welfare and Social Insurance prepared the Scheme for Job Placement of Young Unemployed Graduates of Lower Secondary, Upper Secondary and Post-Secondary Education of up to 2 years for the Acquisition of Work Experience in Enterprises/Organisations. **The Scheme aimed at providing the young unemployed 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 suitable human resources.

Following a call, **2.255** applications were submitted by young unemployed persons and **1.198** by enterprises/organisations for **6.000** job placements. Matchings between the unemployed and the approved job placements were made for **1.946** positions, out of which **1.023 placement programmes of 6-month duration started**. The placement programmes were **successfully completed by 875 unemployed**. During the programme, every unemployed was provided with a weekly training allowance of €125.

A. Impact of the Scheme on Employability

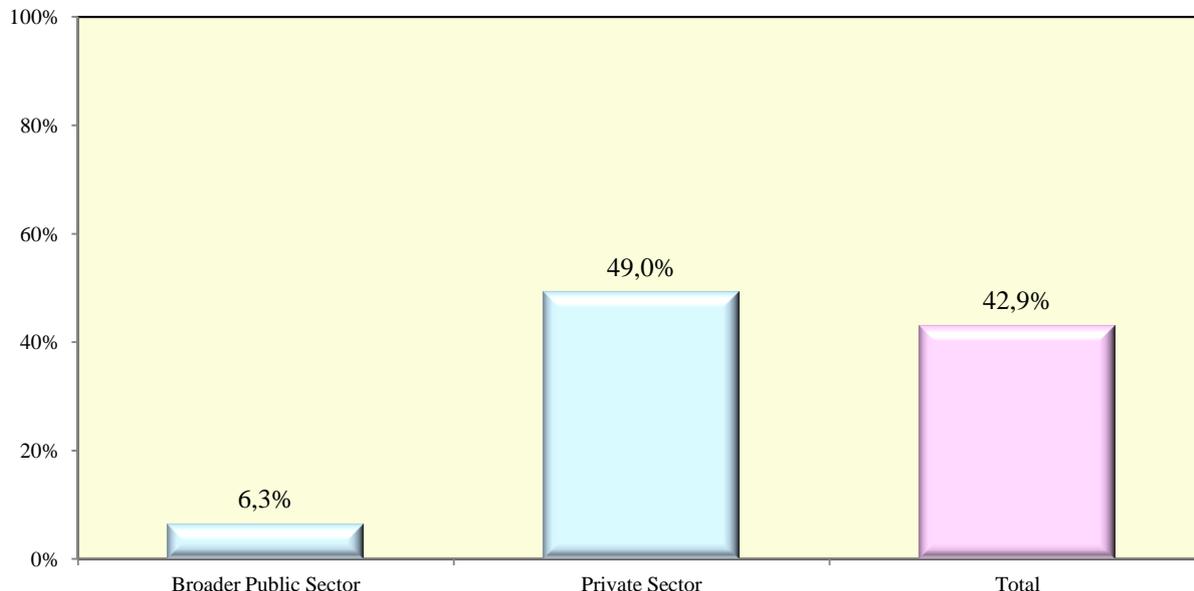
Approximately 1 in 3 (32,7%) of the participants in the Scheme stated that **they were employed** at the time of the field research (May - June 2015), approximately 4 months after the completion of their participation. The **employment rate was higher (37,2%)** for the persons who were placed in enterprises/organisations **in the Private sector**.



The Project may be co-financed by the European Social Fund (ESF) and by the Youth Employment Initiative of the EU

It is noted that **more than 2 in 5 (42,9%) of the participants in the Scheme who are employed, continue to work in the enterprise/organisation of their placement.** This percentage reaches 49,0% in the case of the 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 24,3% of the participants were placed.

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

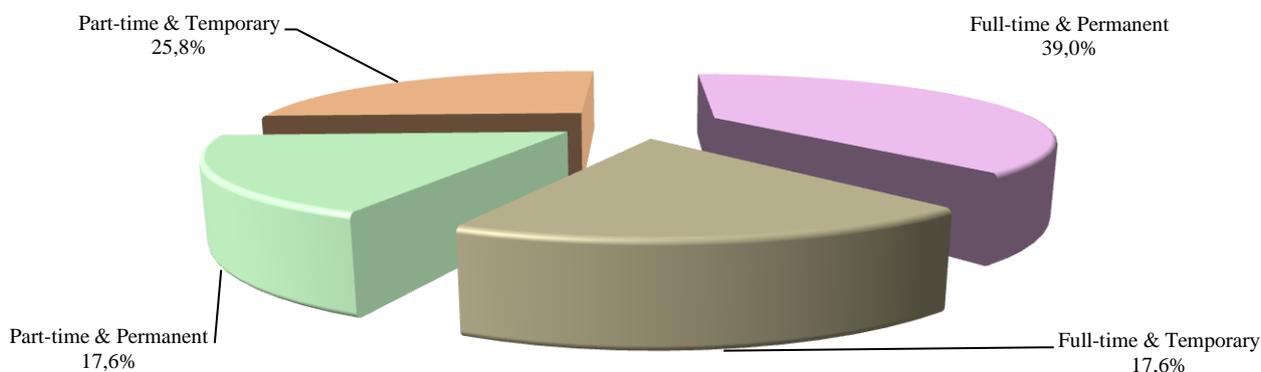


Approximately 1 in 3 (32,4%) of the participants who are employed, work in the Trade & repair of motor vehicles sector. Relatively smaller percentages are found in Other service activities (15,5%), in Hotels and restaurants (11,6%) and in Arts, entertainment and recreation (9,5%).

About 1 in 4 (23,3%) of the employed participants work as **Service workers** while 1 in 5 work as **Sales workers** (21,6%).

Approximately 2 in 5 (39,0%) of the participants who are employed, are in full-time and permanent employment.

EMPLOYMENT STATUS OF PARTICIPANTS

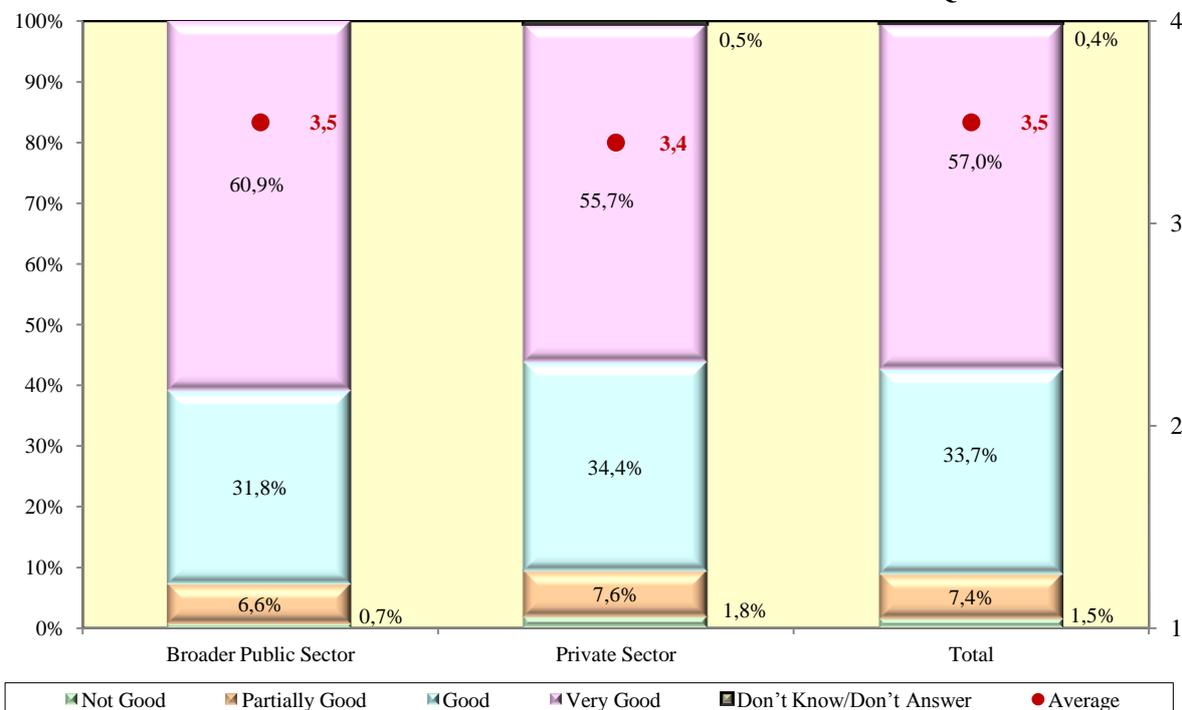


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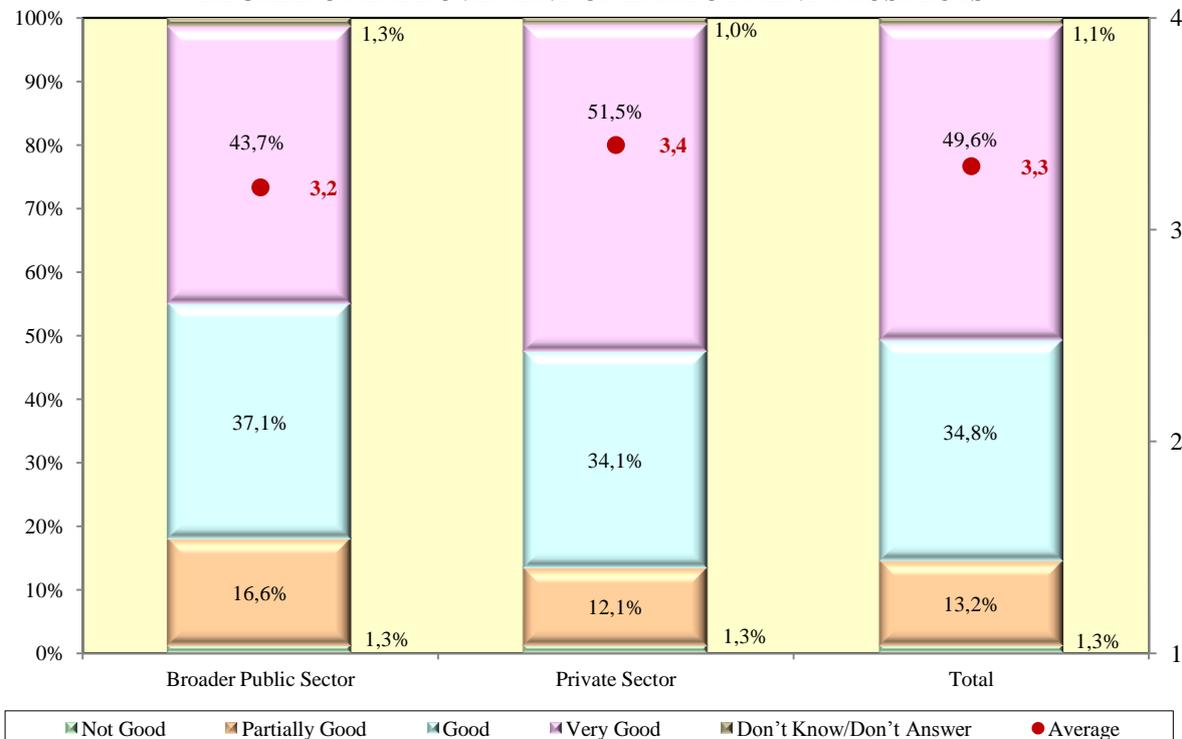
B. Utilisation of Knowledge and Skills & Employment Prospects

Over **9 out of 10 of the participants (90,7%)** evaluate as **very good or good** the degree of utilisation of the knowledge and skills acquired during their participation in the Scheme. Over **8 out of 10 (84,4%)** consider that their participation has improved their employment prospects.

DEGREE OF UTILISATION OF KNOWLEDGE AND SKILLS ACQUIRED

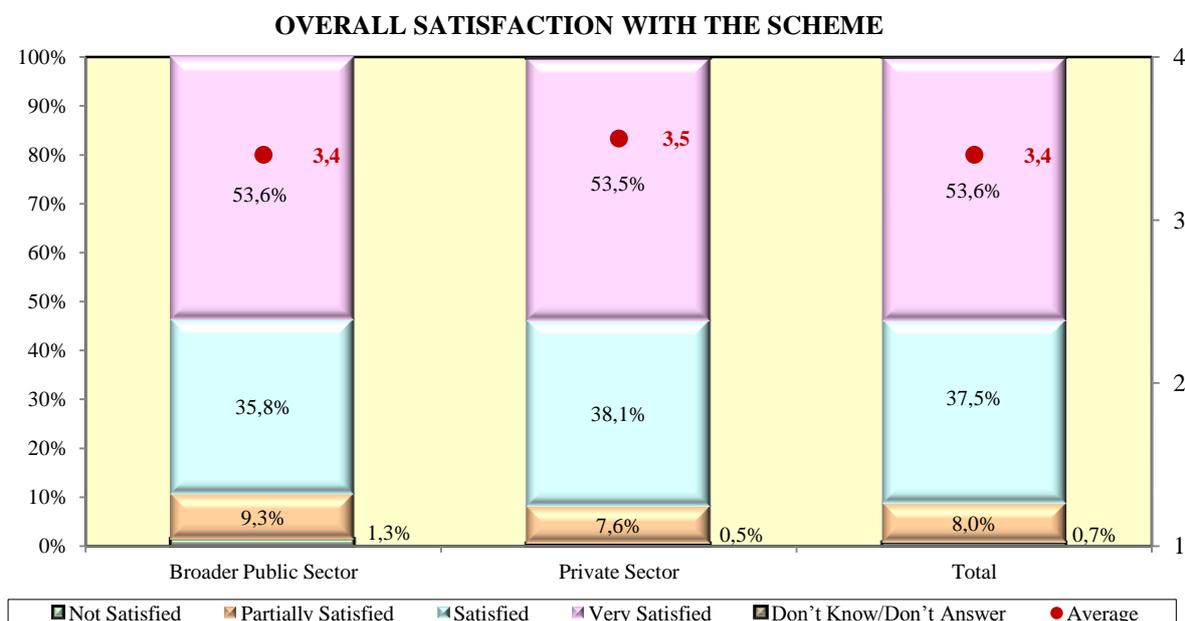


DEGREE OF IMPROVEMENT OF EMPLOYMENT PROSPECTS



C. Satisfaction of Participants in the Scheme

Over **9 out of 10 participants (91,1%)** in the Scheme were either very satisfied or satisfied from their participation and **would recommend others** to participate in similar Schemes (**94,5%**).



D. Demographic Data of Participants

The demographic data refer to the **875 persons** who have successfully completed their participation in the Scheme.

- Gender: Male (50,1%), Female (49,9%)
- Age: 18 (2,5%), 19 (9,4%), 20 (13,2%), 21 (20,5%), 22 (19,2%), 23 (15,1%), 24 (12,3%), 25 (7,8%).
- Education: Upper secondary (lyceum) (50,1%), Post-secondary non university (23,9%), Technical schools (20,9%), Lower secondary (gymnasium) (3,8%), Apprenticeship system (1,3%).
- District: Nicosia (36,3%), Limassol (29,8%), Larnaca (25,7%), Pafos (5,0%), Famagusta (3,2%).

E. Information on the Evaluation Study

The **main purpose of the study** is the evaluation of the impact to the participants of the MLWSI and HRDA Scheme for job placement of young unemployed persons for the acquisition of work experience in enterprises/organisations.

The data were collected through the completion of **two questionnaires**. The **first one refers to the evaluation of the benefits and the satisfaction of the participants** immediately following the completion of the Scheme. **The questionnaire was completed by 60,8% of the participants**, with a 2,2% maximum statistical error for the total population.

The second questionnaire refers to the evaluation of the impact of the Scheme to the participants and data were collected through **telephone interviews** from associates of the HRDA during the period 28/5/2015 – 23/6/2015 in a statistically representative sample of all participants, taking into consideration the category of the enterprise/organisation of the placement. **The field research covered 707 persons, 80,8% of the population**, with an 1,4% maximum statistical error for the total population.