

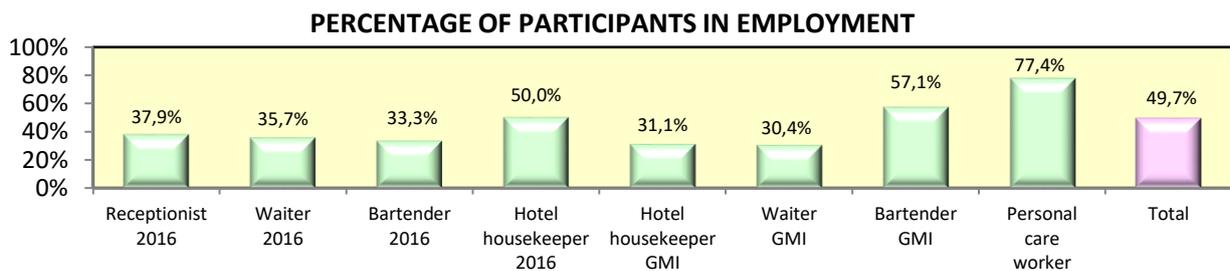
EVALUATION OF THE IMPACT OF THE TRAINING PROGRAMMES FOR THE UNEMPLOYED (2016-2018)

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 **aim of the Scheme** is the provision of training opportunities to the unemployed in order to acquire, enrich and/or upgrade their knowledge and skills, according to labour market needs, for their productive integration in employment as well as for meeting their expectations for a new career.

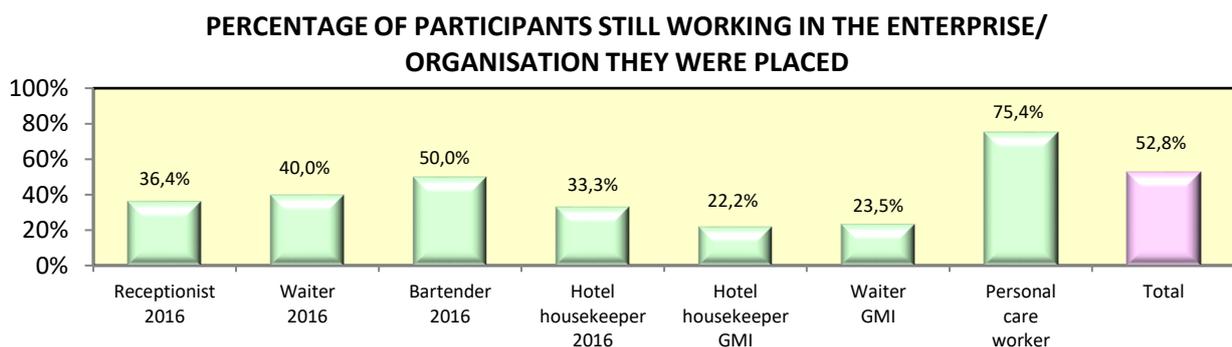
The main objective of the study is the evaluation of the impact of the Scheme on the participants during 2016-2018. The data are analysed in total and separately for each training programme specialisation. Training programmes were implemented in the hotel and catering sector directed to all unemployed persons during 2016 and to unemployed Guaranteed Minimum Income (GMI) beneficiaries during 2017. Programmes were also implemented for the provision of care services to persons with paraplegia and quadriplegia, directed to all unemployed persons during 2017 and 2018.

A. Impact of the Scheme on Employability

Half (49,7%) of the participants in the Scheme are employed, approximately 6 months after completing their participation. A higher percentage of participants in the specialisation of Personal care workers found employment (77,4%).

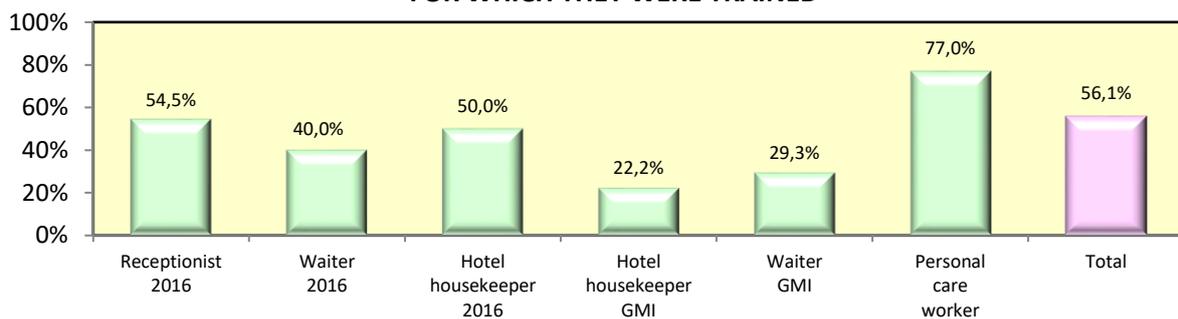


More than half (52,8%) of the participants, continue to work in the same enterprise/organisation in which they were placed during their participation in the Scheme.



The Scheme doesn't seem to have achieved to a great degree the reintegration of the unemployed into employment in the occupations for which they were trained, since only a little more than half (56,1%) of those who work, are employed in the occupation for which they were trained. Personal care workers are an exception, with 77,0% of them being employed as Home-based personal care workers. The project entitled "Employment and training of unemployed persons for provision of care services at home to paraplegic and tetraplegic persons" had a significant contribution to their employability, since the majority of persons that successfully completed the training programme for Personal care workers, participated in the project for employment in this specific occupation.

PERCENTAGE OF PARTICIPANTS THAT ARE EMPLOYED IN THE OCCUPATION FOR WHICH THEY WERE TRAINED

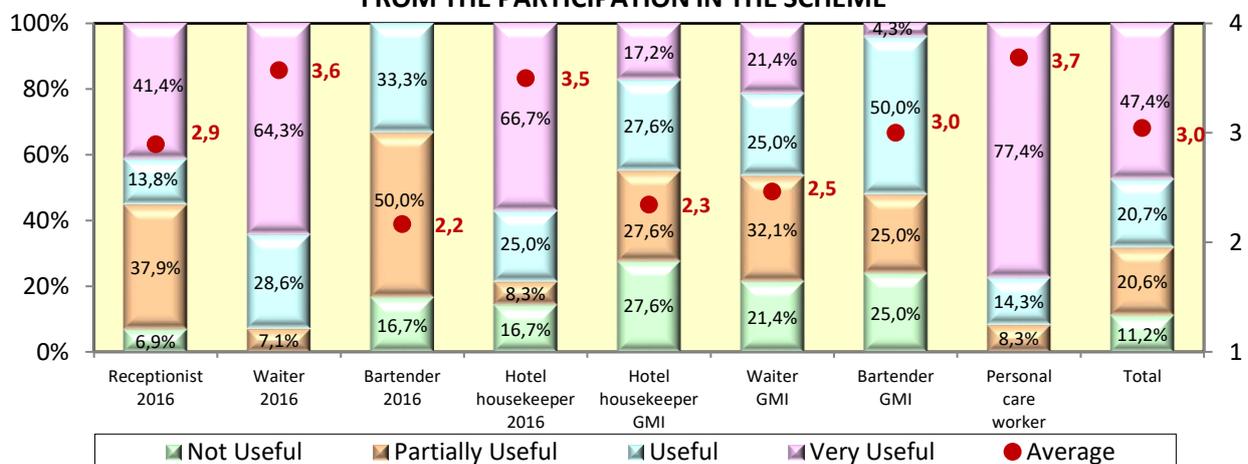


The large majority of the participants who are employed (74,5%) are in full-time and permanent employment. It is also encouraging that the large majority of participants who are employed consider that the Scheme has a very good or good impact on securing a job (74,2%).

Nearly 1 in 10 (7,7%) of the participants who are either unemployed or inactive found employment for a specific time period after completion of their participation in the Scheme, while more than 8 in 10 (82,1%) worked for some time in the enterprise/organisation they were placed in through the Scheme, after the normal duration of the programme.

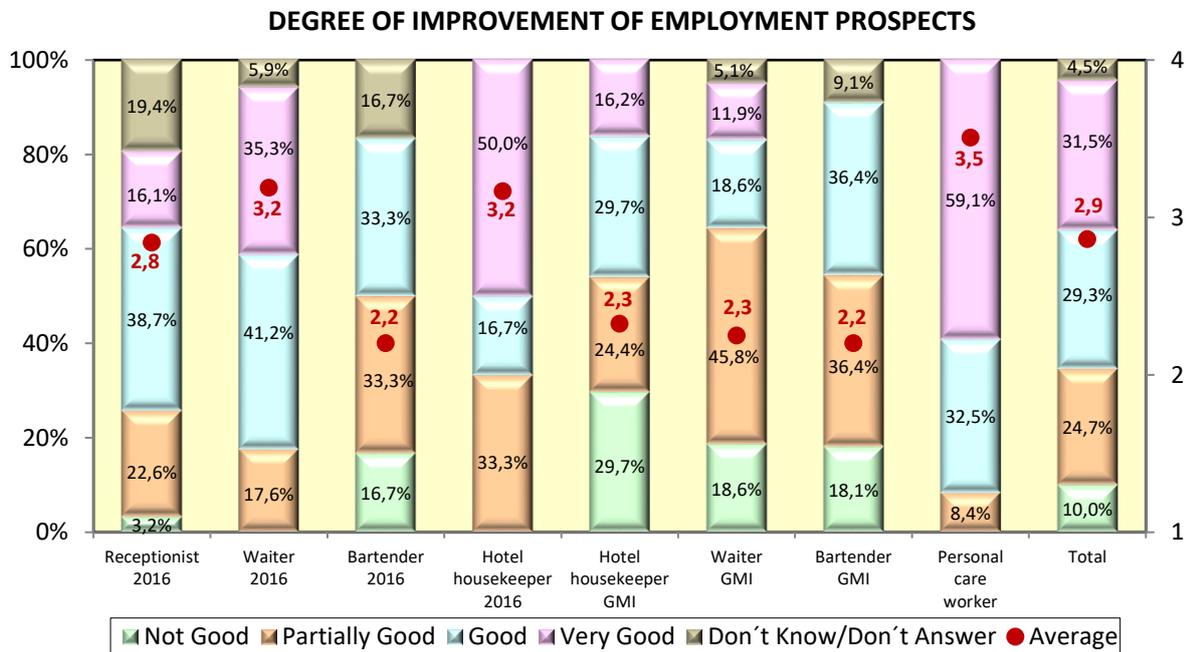
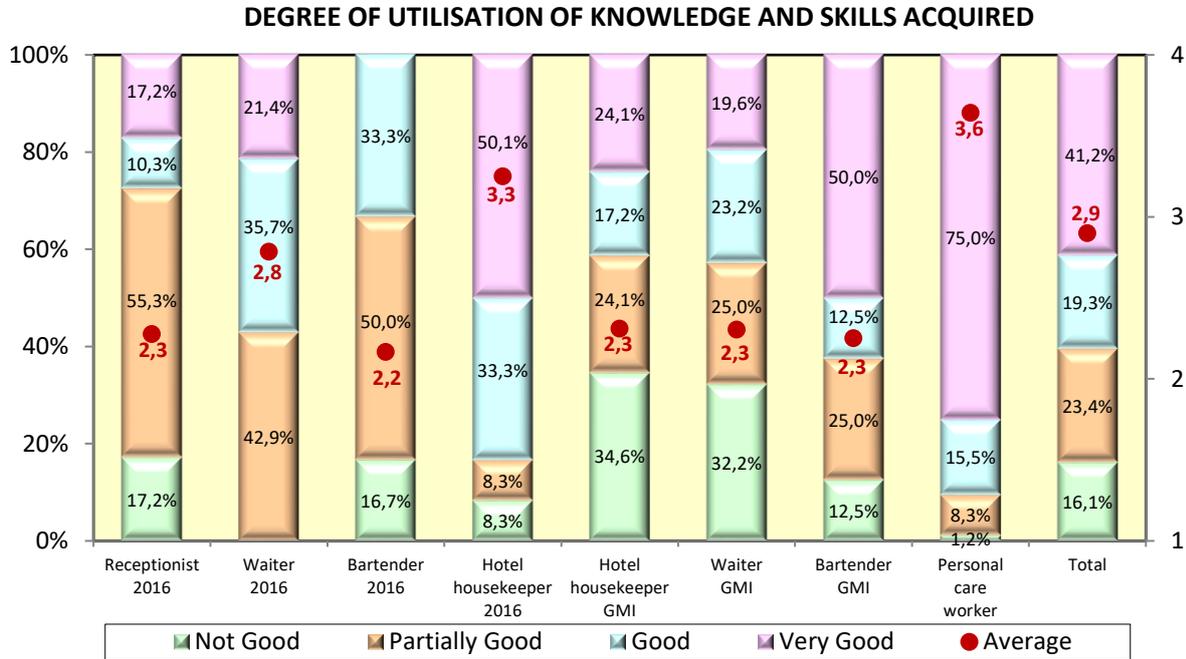
The majority of the participants (68,1%) consider useful or very useful the knowledge and skills acquired by participating in the Scheme. Higher degree of usefulness is expressed by Waiters 2016 (92,9%), Hotel housekeepers 2016 (91,7%) and Personal care workers (91,7%).

DEGREE OF USEFULNESS OF KNOWLEDGE AND SKILLS ACQUIRED FROM THE PARTICIPATION IN THE SCHEME



B. Utilisation of Knowledge and Skills & Employment Prospects

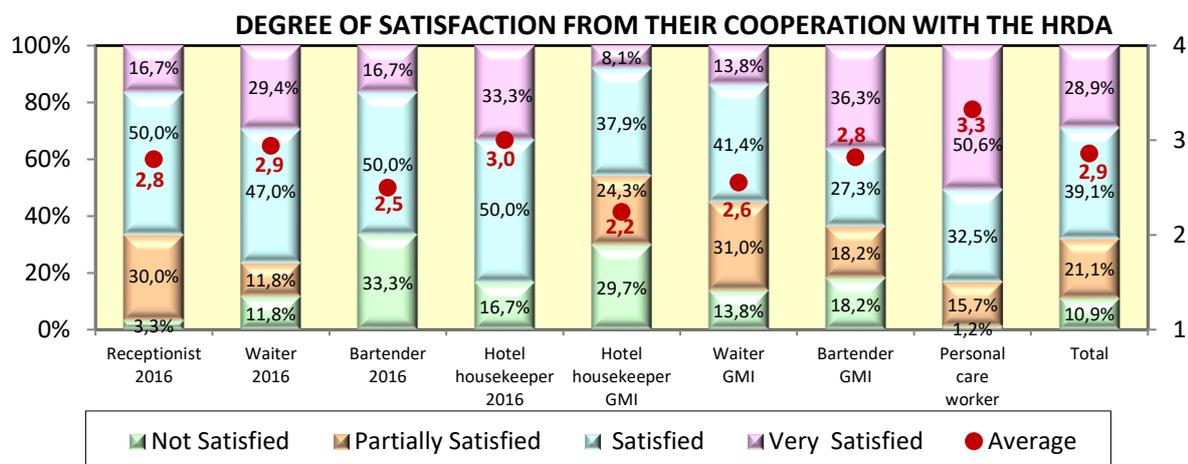
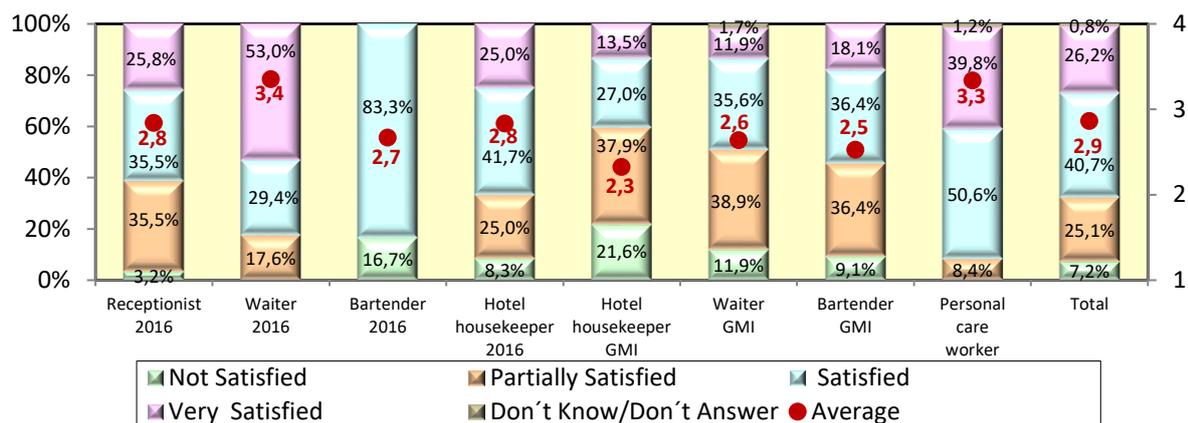
The majority of the participants (60,5%) evaluate as very good or good the degree of utilisation of the knowledge and skills acquired (41,2% and 19,3% respectively). The majority (60,8%) also consider that their participation has improved their employment prospects.



C. Satisfaction of Participants in the Scheme

Almost 7 out of 10 participants (66,9%) are either very satisfied or satisfied from the Scheme and would recommend others to participate in a similar Scheme (76,1%). Almost 7 out of 10 (68,0%) are also very satisfied or satisfied from their cooperation with the HRDA.

OVERALL SATISFACTION WITH THE SCHEME



D. Concluding Remarks

Even though the Scheme aimed at the reintegration of the unemployed into employment in occupations according to the labour market needs, this was not achieved to a satisfactory level for the specialisations of the hotel and catering industry. However, the results of the Training Programmes for the Unemployed which were organised for Personal care workers are very encouraging.

The main message resulting from the study is the need to **ensure the greatest possible return on the significant investment required for these programmes**, by improving the success rate of participants entering employment in the specific occupations.

E. Demographic Data of Participants

The demographic data refer to the **287 persons who have successfully completed their participation in the Scheme**.

- Gender: Men (36,4%), Women (63,6%)
- Age: 16-24 (6,1%), 25-39 (50,9%), 40-54 (35,1%), 55-64 (7,9%)
- Education: Lower Secondary (gymnasium) (9,8%), Upper Secondary (Lyceum) (42,5%), Technical schools (12,2%), Post-secondary (16,7%), Bachelor's degree (18,0%), Master's/ Doctoral degree (0,8%)
- District: Nicosia (25,5%), Limassol (56,8%), Larnaca (15,5%), Famagusta (0,4%), Pafos (1,8%)