

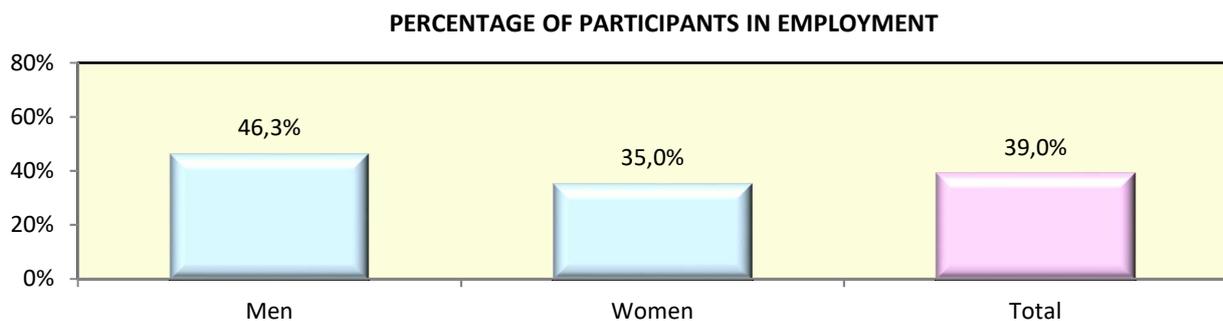
EVALUATION OF THE IMPACT OF THE PARTICIPATION OF THE UNEMPLOYED IN MULTI-COMPANY TRAINING PROGRAMMES (2017-2018)

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. Although the main aim of the Scheme “Multi-Company Training Programmes” is the participation of employed persons in training programmes implemented by vocational training centres (VTC), as from 2015 it was considered useful to offer the opportunity to long-term unemployed persons to participate, in order to enrich their knowledge and skills and improve their prospects for reintegration into employment. In addition, as from 1st September 2018, all the unemployed can participate in the Scheme, regardless of their unemployment duration.

The main objective of the study is the evaluation of the impact on the unemployed who participated in the Scheme during 2017-2018. The population is 624 persons and the sample covered by the telephone survey is 473 people with a statistical error of 1,9%. The data are analysed in total and separately for men and women.

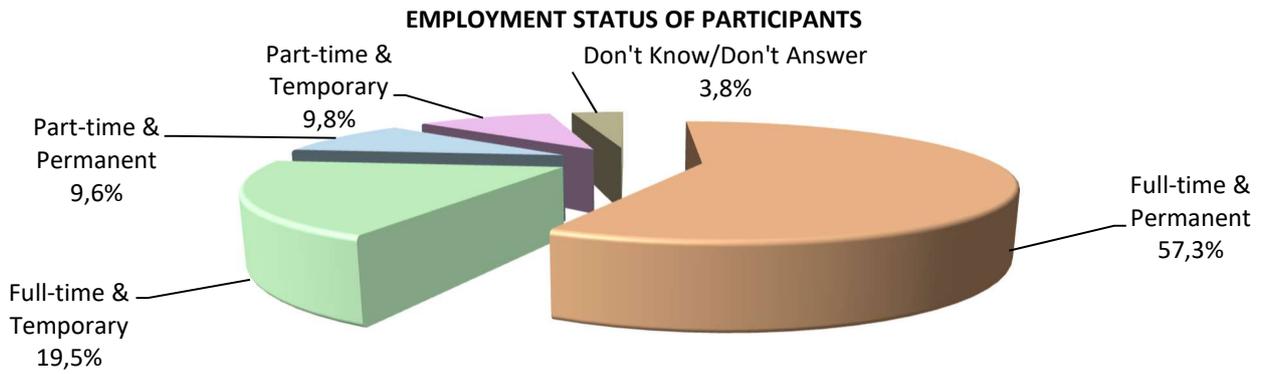
A. Impact of the Scheme on employability

Almost 4 in 10 (39,0%) participants in the Scheme were employed at the time of the field research, 7 months after completing their participation. The employment rate was higher for men (46,3%), the young aged 18-30 (61,7%) and tertiary education graduates (49,6%).

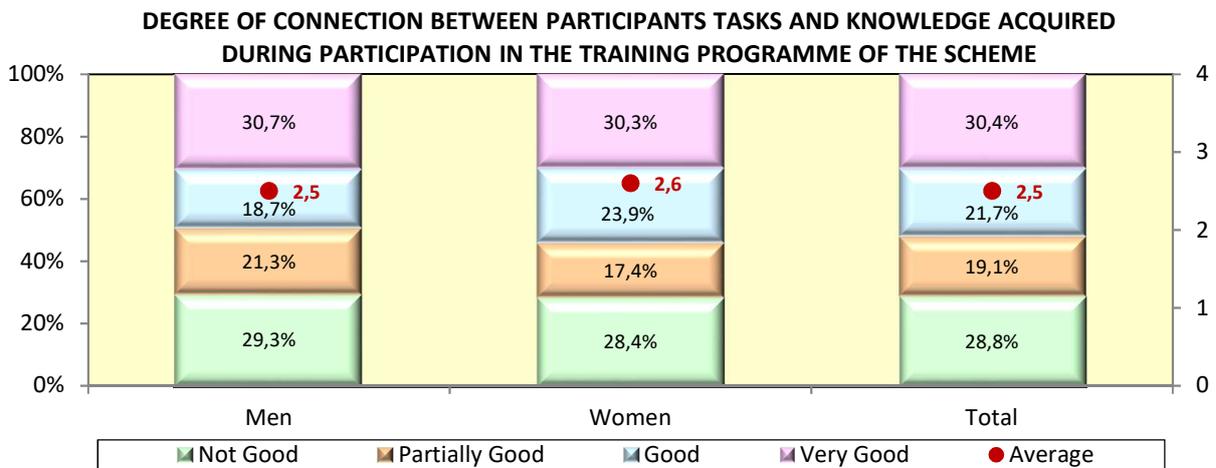


Almost two in 10 (18,9%) of the participants who were employed, worked in the Trade and repair of motor vehicles sector, followed by the sector of Professional, scientific and technical activities (14,6%). Almost 2 out of 10 (17,3%) of the participants who worked were employed as Business and Administration professionals, followed by General office clerks, secretaries and typists (14,5%) and Physicists, mathematicians, engineering professionals and architects (13,2%). The average gross monthly salary of the employed participants is €1.056, with the salaries of men (€1.107) being slightly higher than those of women (€1.016).

Almost 6 out of 10 of the participants (57,3%) were in full-time and permanent employment, with the percentage of men (64,0%) being higher than that of women (52,2%).



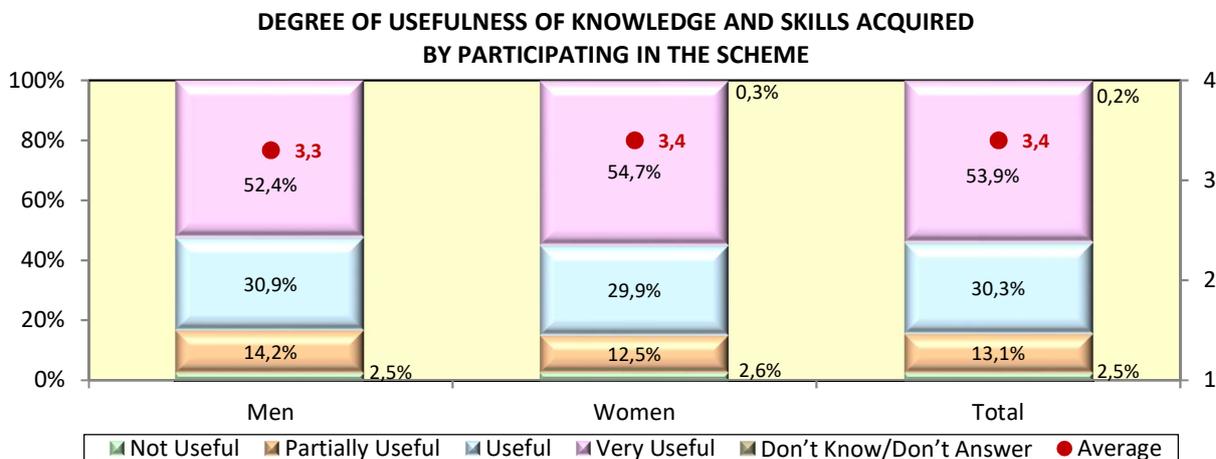
The majority (52,1%) consider that the connection between current tasks and the knowledge acquired during participation in the training programme is very good or good.



Less than 1 in 10 (7,6%) of the participants who were either unemployed or inactive found employment for a specific time period after the completion of their participation in the Scheme. The average time period is 3,3 months. The main reason for being unemployed are the difficulties in finding any kind of job (35,2%).

B. Usefulness and utilisation of knowledge and skills & employment prospects

The large majority of the participants (84,2%) consider useful or very useful the knowledge and skills acquired by participating in the Scheme.

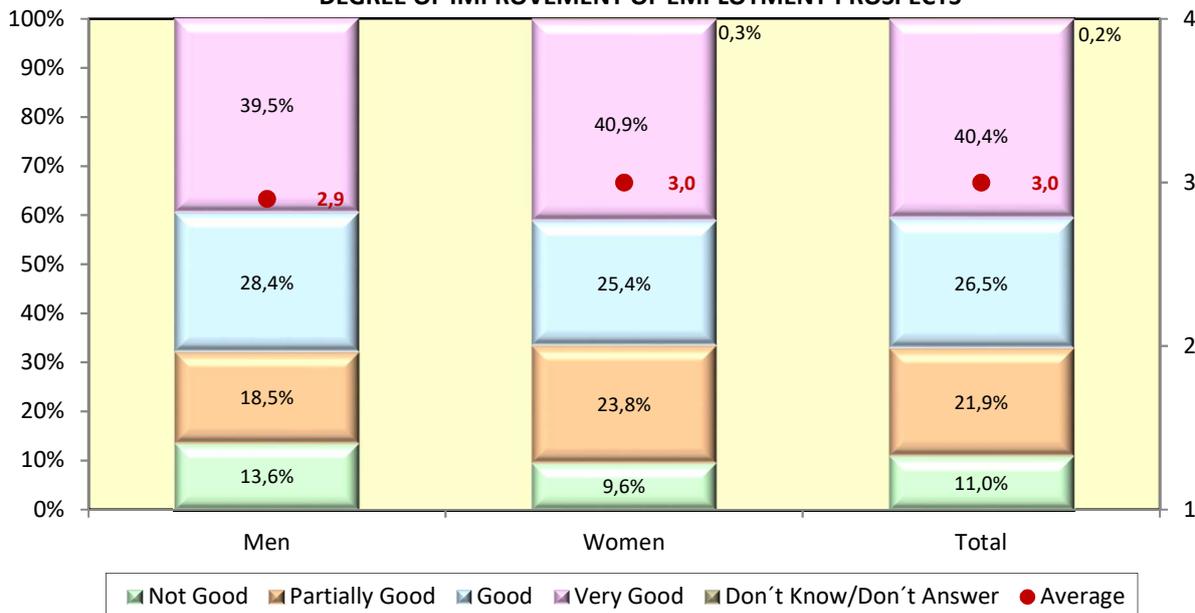


Almost 7 in 10 (68,3%) evaluate as very good or good the degree of utilisation of the knowledge and skills acquired (43,9% and 24,4% respectively). Two out of three (66,9%) consider that their participation has improved their employment prospects.

**DEGREE OF UTILISATION OF KNOWLEDGE AND SKILLS ACQUIRED
BY PARTICIPATING IN THE SCHEME**

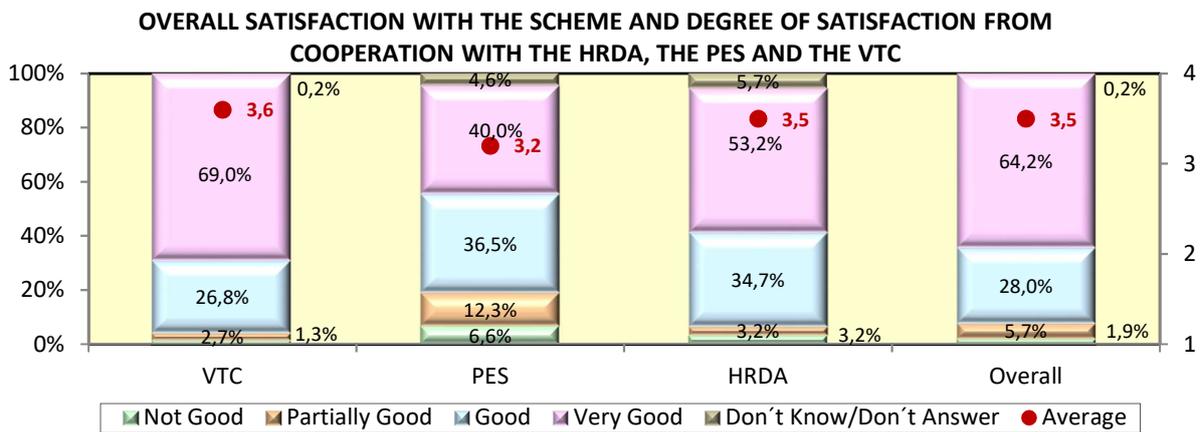


DEGREE OF IMPROVEMENT OF EMPLOYMENT PROSPECTS



C. Satisfaction of participants in the Scheme

The vast majority of the participants (92,2%) were either very satisfied or satisfied from the Scheme and would recommend others to participate (96,4%). Almost 9 out of 10 (87,9%) were also very satisfied or satisfied from their cooperation with the HRDA. Additionally, 95,8% of the participants were either very satisfied or satisfied from their cooperation with the VTC and 76,5% of them with their cooperation with the Public Employment Service (PES).



The participants were also satisfied with various other aspects of the Scheme.



D. Concluding remarks

The Scheme contributed to some degree towards the entry of unemployed persons into employment and their exit from the unemployment registers. The usefulness of the Scheme is also evident from the high degree of satisfaction expressed by the participants. The positive results of the Scheme, the opportunities provided for further participation of the unemployed, as indicated by the available capacity of training programmes, and the low interest to date of the unemployed to participate, lead to the conclusion that it is advisable to grant two referrals for each unemployed within the same year. An important incentive for further enriching the knowledge and skills of the unemployed also appears to be the mechanism of individual learning accounts or the provision of training vouchers, tools that the HRDA should investigate for possible implementation and utilisation by the unemployed. In order to further improve the various aspects of the Scheme, it is appropriate to consult with the VTC as well as the PES. Additionally, PES officers should give emphasis on individualised guidance for the unemployed and focus more on specific groups with low-participation, such as the older-aged and persons with low educational level.

E. Demographic data of participants

The demographic data refer to the 624 unemployed persons who have successfully completed their participation in the Scheme.

- **Gender:** Women (64,4%), Men (35,6%)
- **Age:** 19-24 (5,1%), 25-29 (15,7%), 30-34 (14,2%), 35-39 (14,1%), 40-44 (11,9%), 45-49 (13,2%), 50-54 (11,2%), 55-59 (11,2%), 60+ (3,4%)
- **Education:** Up to primary (0,2%), Apprenticeship system (0,2%), Lower secondary (Gymnasium) (2,4%), Upper secondary (Lyceum) (19,5%), Technical schools (4,5%), Post-secondary (18,3%), Bachelor's degree (38,1%), Master's degree (16,1%), Doctoral degree (0,7%)
- **District:** Nicosia (41,2%), Limassol (35,7%), Larnaca (16,1%), Pafos (4,6%), Famagusta (2,4%)