

# ANNUAL REPORT





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# **CHAIRPERSON'S FOREWORD**

DR CHARMAINE CRISTIANO GRECH

As the world continued to recover from the pandemic, global economic momentum was dampened on account of the war between Russia and Ukraine as well as global inflationary pressures.

Malta's economy remained resilient with its labour market registering a positive performance. With record employment rates and low unemployment rates, the tightness of the labour market continued to present various challenges to industry in finding skilled human talent.

In the face of these challenges, Jobsplus continued to offer a number of services and support schemes to support employees, employers and jobseekers. The results for 2022 confirm that the year under review has been a success for Jobsplus. To this end, I would like to thank all members of staff for their dedication and for supporting the Corporation in yet another challenging year.

Although the operating environment remains volatile and fragile, Malta is poised for another positive year and 2023 also signifies the start of a new European funding package and Jobsplus is focused on offering a new set of schemes and support packages from the European Social Fund. Our success in absorbing funds over the previous budget encourages us to deliver further benefits to Malta and its workforce.

Jobsplus remains focused on supporting Malta's labour market and workforce. We believe that work sustains us as individuals and as an economy and society. Our belief is that work is critical to human dignity, and we will remain focused on protecting the worker from exclusion and exploitation.

In fulfilling our mission to support Malta's labour market, we remain committed to being a key stakeholder that is agile and focused on future-proofing Malta's human resource.

**DR CHARMAINE CRISTIANO GRECH**

*CHAIRPERSON*

JOBSPLUS REMAINS  
**FOCUSED ON SUPPORTING**  
MALTA'S LABOUR MARKET  
AND WORKFORCE.







# CEO'S FOREWORD

ALEXIA VELLA

Malta's labour market continued to perform well outpacing European averages and registering record employment rates and the lowest unemployment rates. Apart from reflecting the positive economic performance, the results registered are also due to the successful active labour market policies that were introduced and implemented.

Such policies played a key role in building Malta's economic and labour market resilience which was tested to the core as a result of the pandemic. Malta bounced back strongly, and its economic growth is surpassing European averages reflecting in a buoyant labour market.

Challenges remain. The world of work continues to change rapidly, and its pace is not expected to abate any time soon. To this end, as Jobsplus, we are always working on ensuring that we have the right tools to equip workers and jobseekers with the skillsets they need to thrive in the future as well as enabling employers to build their labour resilience.

Jobsplus continues to offer its services across three main pillars of intervention being equipping workers, enabling employers and fulfilling its mission to be a responsive institution of work. Training remained a key initiative of the Corporation and in 2022 its training courses remained highly demanded. Traineeships and work exposure initiatives were also in demand whilst the free childcare scheme continued being a key driver for our buoyant labour market performance, especially female participation rates. Job market inclusivity continues to remain a priority for Jobsplus especially by supporting people with a disability to transition into the labour market.

Throughout 2022, Jobsplus took steps to improve the implementation of the Youth Guarantee, particularly in terms of service delivery and the monitoring of offers. Further action was also taken to reach out to more NEETs and inform them of the Scheme.

Some important challenges still need to be addressed over the coming months. These primarily concern the multiple barriers to entering the labour market, particularly those stemming from low levels of educational attainment.

The coming months, as the previous, will continue to present several challenges on a number of fronts. The economic environment and the fast-paced changing world of work, demands us to be agile and proactive to enhance Malta's resilience. The Corporation will continue aligning its strategic action plan to ensure that Jobsplus will remain a catalyst of a renewed and resilient labour market. As we look forward to the next 12 months, we are focused on ensuring that Jobsplus will play a key role in implementing Government's budget allocation of the European Social Fund+ under the new programming period. Jobsplus will ensure its readiness and preparedness to leverage such funds and to leverage them for the best interest of Malta's labour market.

This report presents our collective effort, as Jobsplus, over the past twelve months. True to our mission, we continued to serve and to support Malta's labour market. Our successes over the past months fill us with determination to continue building a responsive, efficient, and effective organisation, and this is our plan for 2023. I would like to take this opportunity to thank all the staff of Jobsplus that continue to deliver their work with integrity, passion, and commitment.

**ALEXIA VELLA**

*CHIEF EXECUTIVE OFFICER*

OUR SUCCESSES OVER THE  
PAST MONTHS FILL US WITH  
DETERMINATION TO **CONTINUE**  
**BUILDING A RESPONSIVE,**  
**EFFICIENT, AND EFFECTIVE**  
**ORGANISATION, AND THIS IS OUR**  
PLAN FOR 2023.

# LABOUR MARKET DYNAMICS



*Although moderating due to the external economic environment, Malta's economy remains robust and continues to register a strong performance*

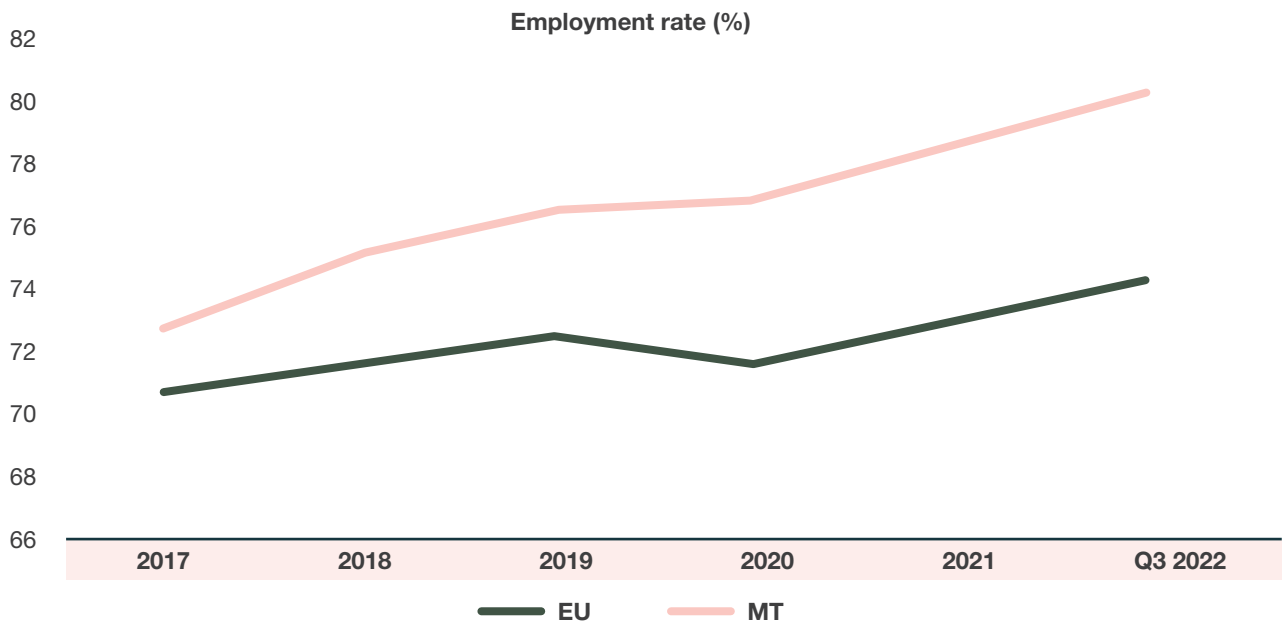
Annual real GDP growth slowed to 5.2 percent in the third quarter of 2022, following a 9.4 percent increase in the previous quarter. Slower growth was largely underpinned by a smaller contribution from domestic demand. Sector data show that the expansion was primarily driven by the services sector.

Mirroring this performance, developments in the labour market remained positive, with employment levels and employment rates both rising in annual terms. The unemployment rate remained low from a historical perspective and stood well below that in the euro area.

*Malta continued to register a strong labour market performance, outpacing European averages.*

Malta's strong economic performance in the recent couple of years is mirrored in its labour market which has outperformed European averages. With record levels of employment being reached, Malta's employment rate passed the 80 percent threshold in quarter three of 2022. At 80.7 percent, Malta's employment rate surpassed the European average by 6 percentage points. As can be seen from Figure 1, Malta's activity rate has been steadily increasing with a widening gap when compared to the European average.

**FIGURE 1 EMPLOYMENT RATE PERFORMANCE**



Source: Eurostat.

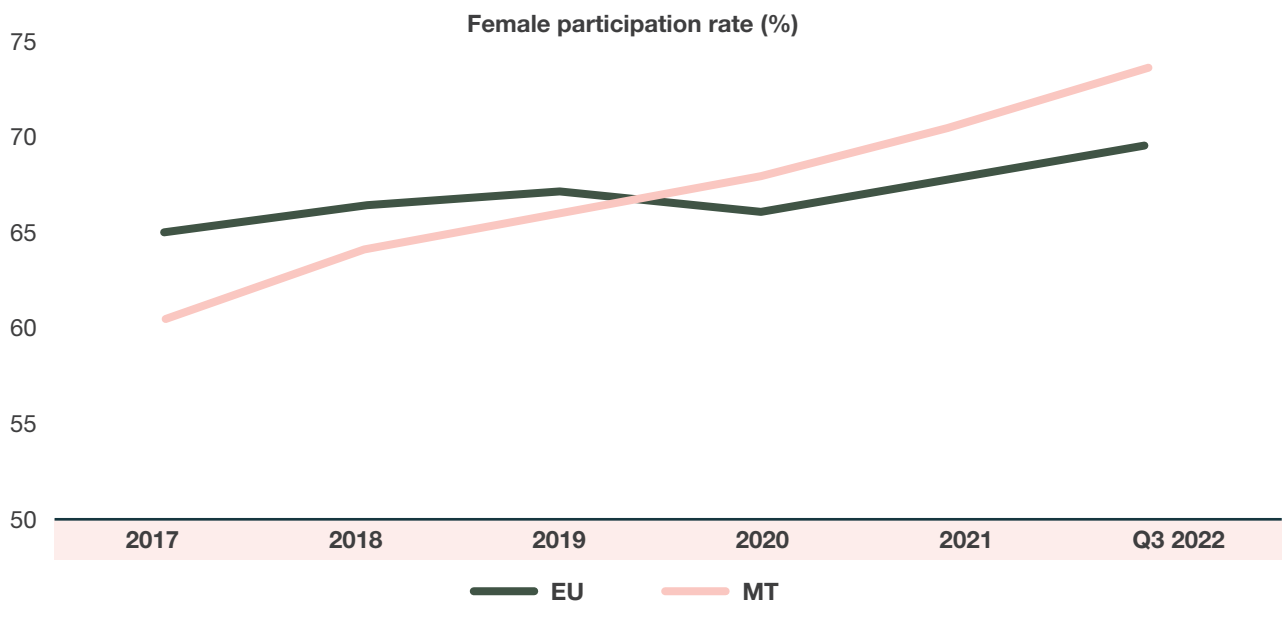
The increase in the employment population has been the result of several forces and a direct result of a very successful active labour market policy launched by the Government through its 2014 National Employment Policy, including attracting females into the labour market. The growth that was achieved in this cohort was mainly driven by a flagship policy that provided free childcare to returning mothers. In addition, significant increases were also evident in older workers remaining in employment past retirement. Malta's continued attractiveness to increase foreign labour has also supported this growth.

*A steady increase in female participation rates was the main driving force.*

The successful Government policies have allowed Malta to increase its female participation rate and surpass the European average. This milestone was registered in 2020 and this did not abate with a widening gap as Malta's female participation rate continued to increase. This is on the back of a very successful market activation policy package as well as the influx of female foreign workers that have supported this growth. In the third quarter of 2022, Malta's female participation rate stood at 73.6 percent, compared to the European average of 69.4 percent.



**FIGURE 2** FEMALE PARTICIPATION RATE



Source: Eurostat.

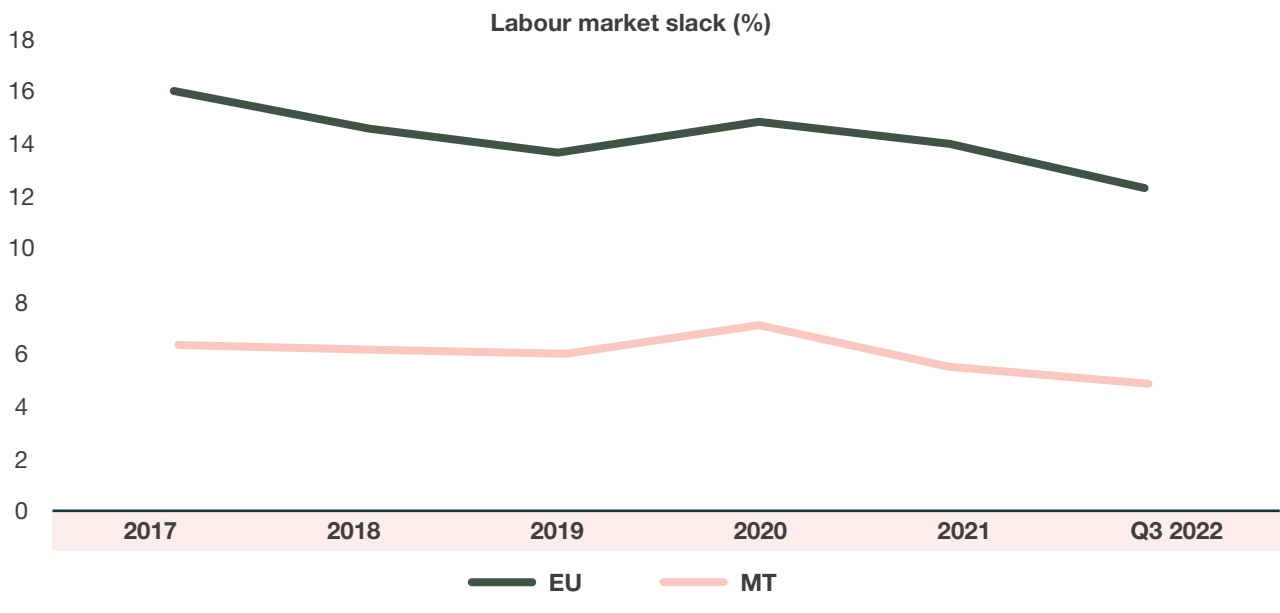
Notwithstanding the above positive developments, there remains room for improvement, especially in relation to a lack of participation within specific age cohorts and a greater drive towards gender equality in work, best explained by the gender pay gap.

**Malta's employment performance has continued to reduce its labour market slack.**

The buoyant labour performance has supported the reduction in Malta's labour market slack, defined as the unmet demand for paid labour. To measure labour market slack one can consider an extended labour force definition, which in addition to the unemployed, also includes persons available to take up work but not seeking, persons seeking work but not immediately available and underemployed part-time workers. Using this measure, Malta's labour market slack stood at 4.9 percent in quarter three 2022 compared to the European average of 12.2 percent. The reduction in labour market slack was mostly due to lower unemployment.



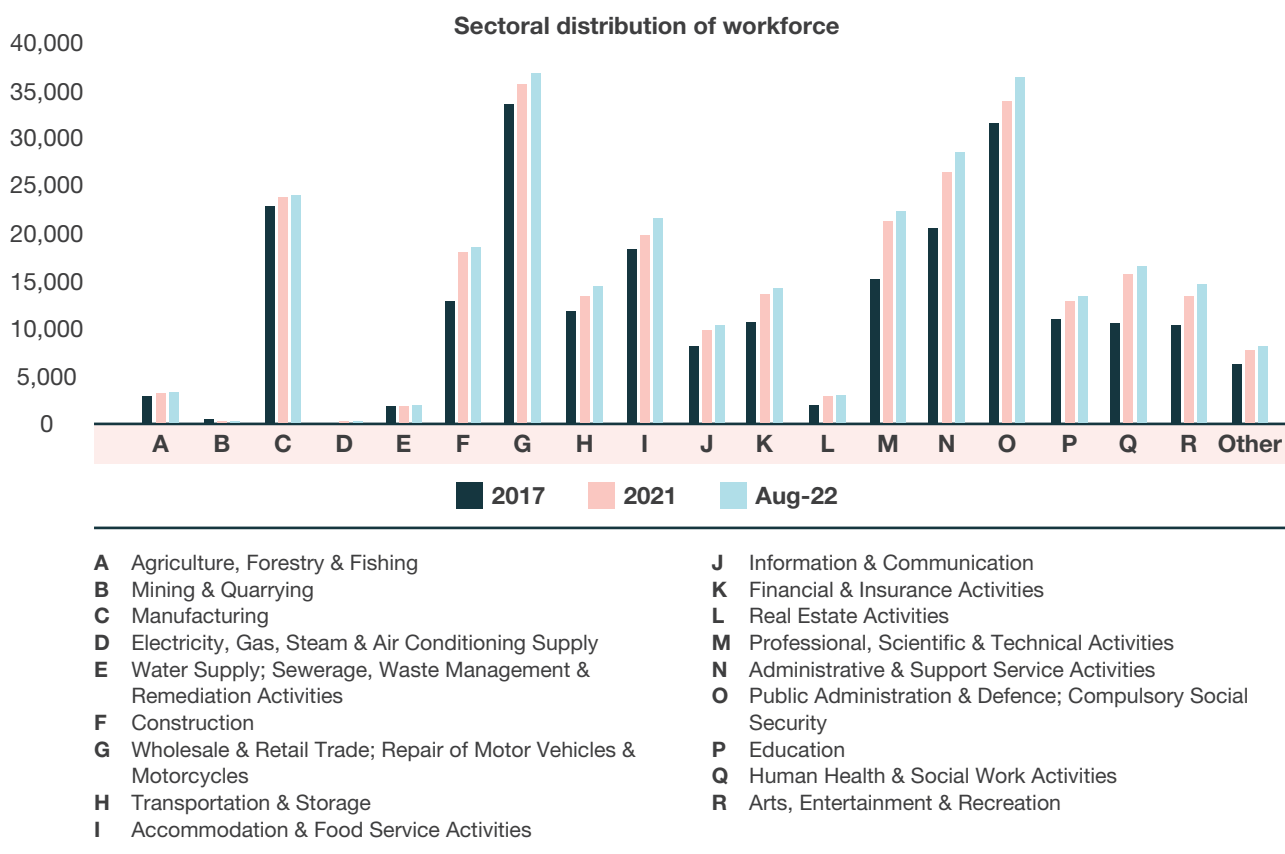
**FIGURE 3** LABOUR MARKET SLACK



Source: Eurostat

*All economic sectors expanded in labour size, though at differing rates*

All economic sectors expanded over the years however the largest increase in activity and employment stems from the services sectors. Although direct production increased in size, the Maltese economy is today predominantly a services-based economy and in turn market services account for 83% of the labour market.



Source: Jobsplus

**Malta's economy continued to demand non-Maltese workers.**

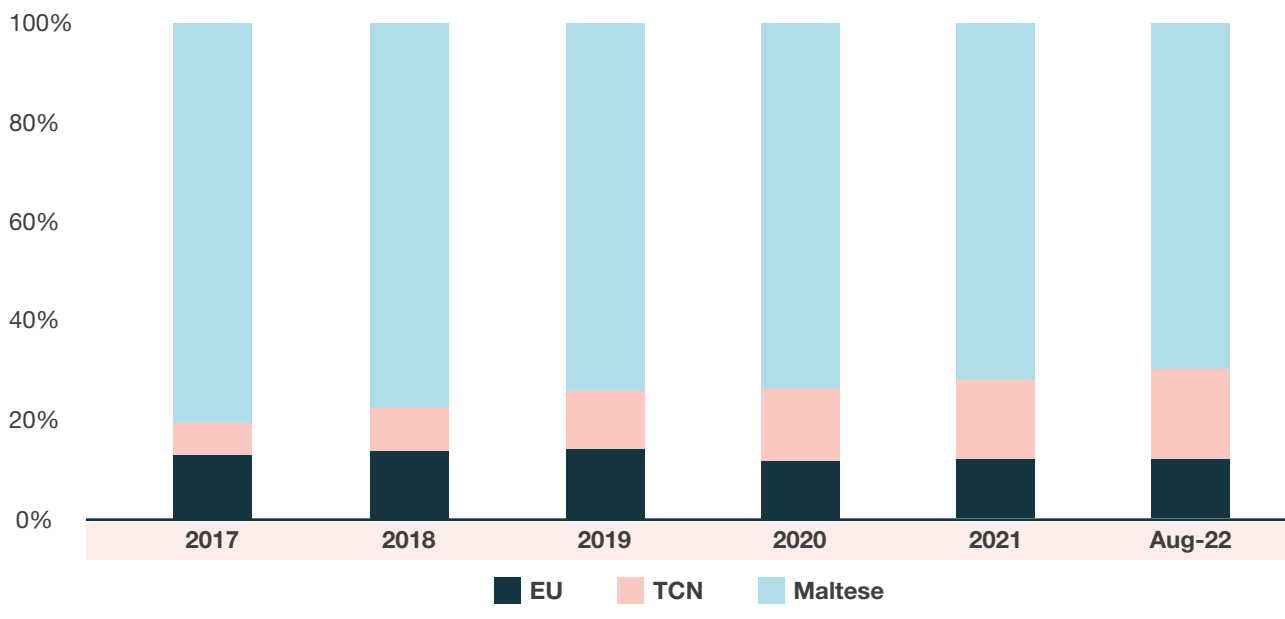
Meanwhile, Malta's labour market in recent years has also been characterised by a sharp increase in non-Maltese working in Malta. The non-Maltese workforce has been the largest contributor to growth of Malta's labour force and has also contributed significantly to overall economic performance. Between 2017 and 2021, the non-Maltese component of the labour force exhibited the fastest average annual growth rates. Whereas the share of EU nationals remained stable at 13% of the gainfully occupied population, the share of TCNs increased from 6% in 2017 to 18% in August 2022. This interplay had the overall effect of reducing the share of Maltese workers by 11 percentage points to 70% in August 2022.







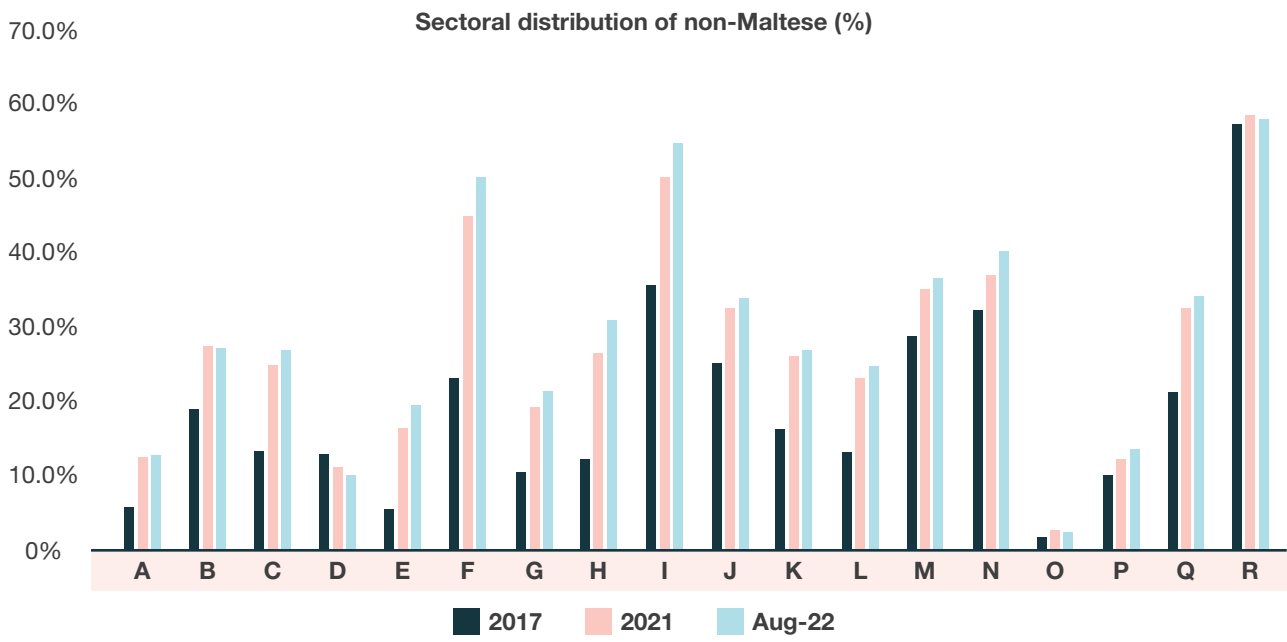
Composition of workforce



Source: Jobsplus

**A number of sectors are increasingly becoming dependent on non-Maltese workers**

The percentage of non-Maltese workers has increased across all economic sectors. However, some sectors have become much more dependent on this cohort. Today more than half of the workforce in the arts and entertainment sector, driven by remote gaming, the accommodation and hospitality, and construction sectors are non-Maltese. Over the years, fast growth has been registered across all main sectors and the inflow of non-Maltese workers has propelled the buoyant labour market and positive economic performance.



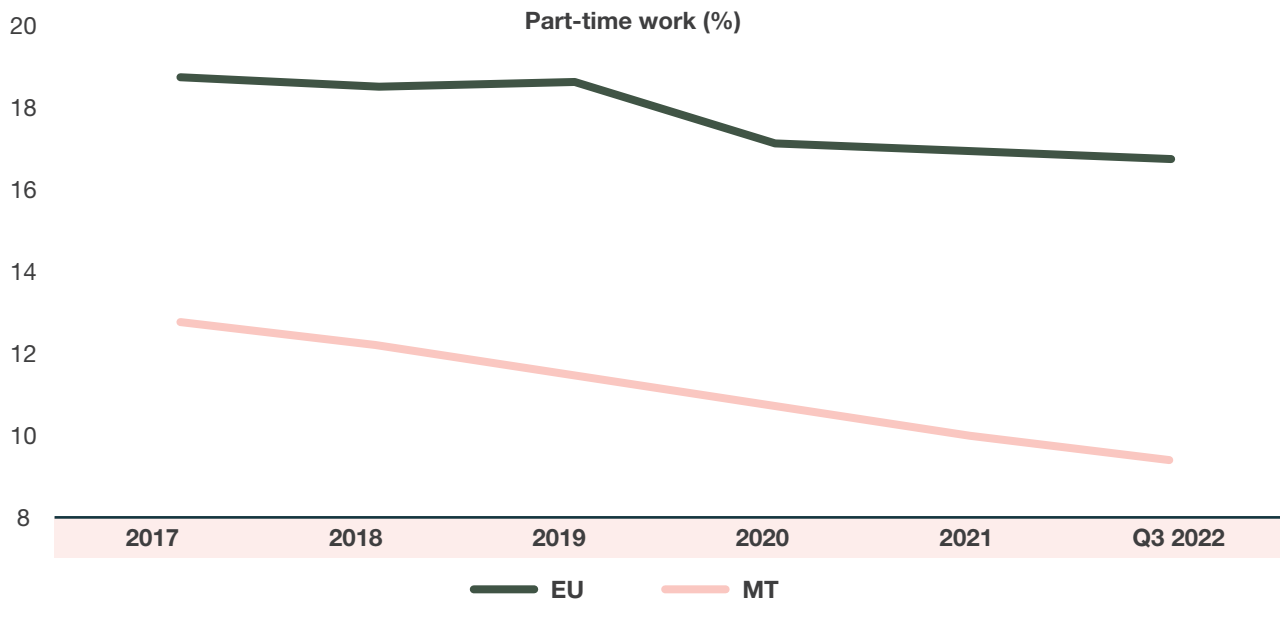
- |  |  |
|--|--|
| <b>A</b> Agriculture, Forestry & Fishing                                   | <b>J</b> Information & Communication                                 |
| <b>B</b> Mining & Quarrying  | <b>K</b> Financial & Insurance Activities                            |
| <b>C</b> Manufacturing   | <b>L</b> Real Estate Activities                                      |
| <b>D</b> Electricity, Gas, Steam & Air Conditioning Supply                 | <b>M</b> Professional, Scientific & Technical Activities             |
| <b>E</b> Water Supply; Sewerage, Waste Management & Remediation Activities | <b>N</b> Administrative & Support Service Activities                 |
| <b>F</b> Construction  | <b>O</b> Public Administration & Defence; Compulsory Social Security |
| <b>G</b> Wholesale & Retail Trade; Repair of Motor Vehicles & Motorcycles  | <b>P</b> Education   |
| <b>H</b> Transportation & Storage  | <b>Q</b> Human Health & Social Work Activities                       |
| <b>I</b> Accommodation & Food Service Activities                           | <b>R</b> Arts, Entertainment & Recreation                            |



*Part-time work remains an important yet declining labour market contributor.*

Part-time employment has also been important to support the transition of inactive females back into the workforce, mainly through the opportunities it can offer to balance employment and family life. This said, part-time work has seen its share in the employment market decline over the years and stands at a lower rate than European averages.

**FIGURE 4 PART-TIME WORK**



Source: Eurostat.

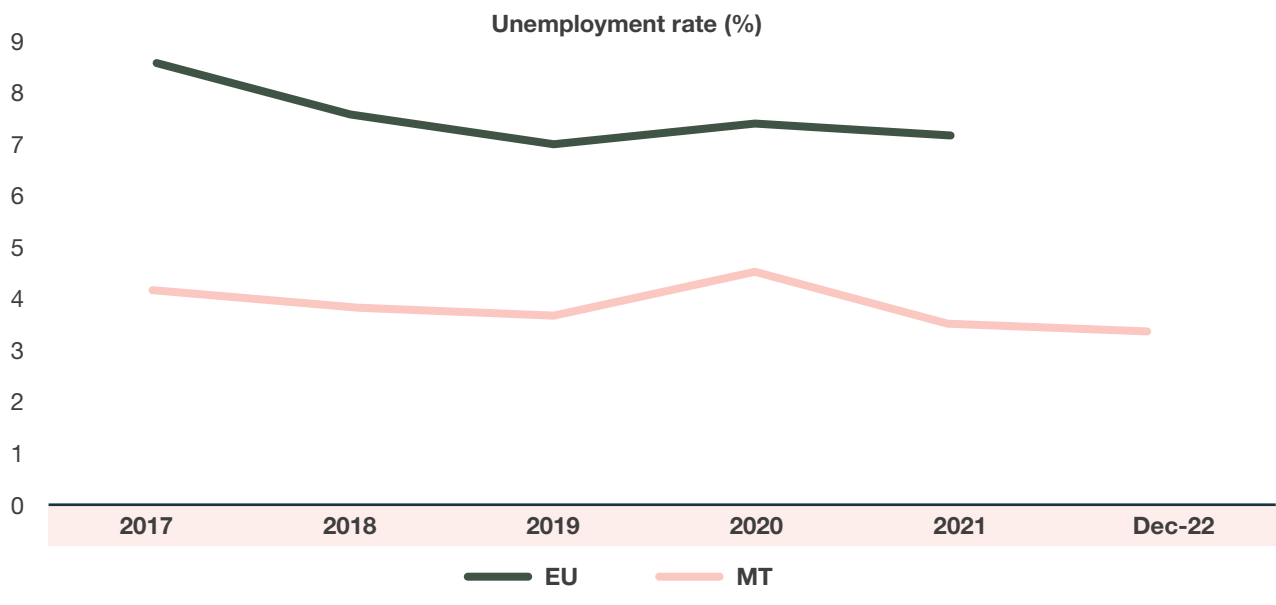
**Malta's unemployment continues to fall to record lows outperforming European averages**

With employment achieving record highs, unemployment has been on a downward trend and reached record lows. Malta consistently achieved some of the lowest rates in Europe and was at its natural rate of unemployment. Significant reductions were also achieved in long-term unemployment.

There are two main statistical sources that capture movements in the labour market. These are the National Statistics Office (NSO), which runs a labour force survey (LFS) carried out on an ongoing basis using a quarterly gross sample of 3,200 private households, and Jobsplus, which is the national public employment services agency, and which provides information through administrative sources on the actual numbers of registered full-time and part-time employment and on persons registering as unemployed with the Corporation. LFS results show how Malta's edged up in 2020 due to the direct impact of COVID however in 2021 it reached its lowest level.



**FIGURE 5**      **UNEMPLOYMENT RATE**

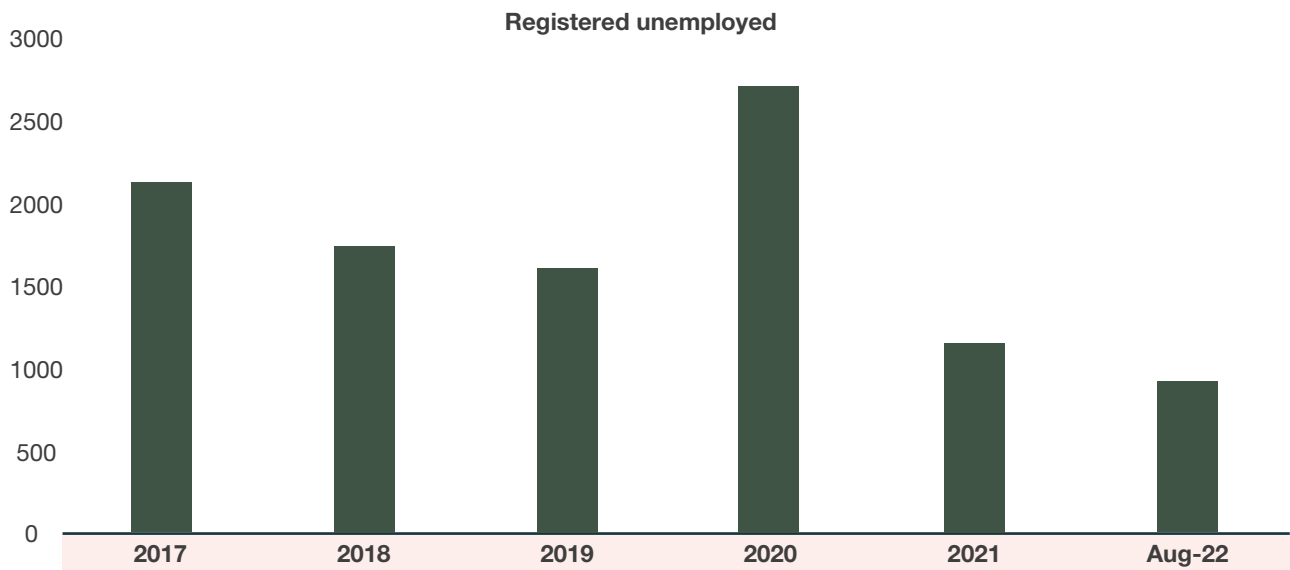


Source: Eurostat.

Similarly, the number of registered unemployed with Jobsplus has been steadily declining prior to 2020, when due to COVID-19 the number edged upwards. However, the number fell significantly in 2021 with the number falling to a record low in 2022.



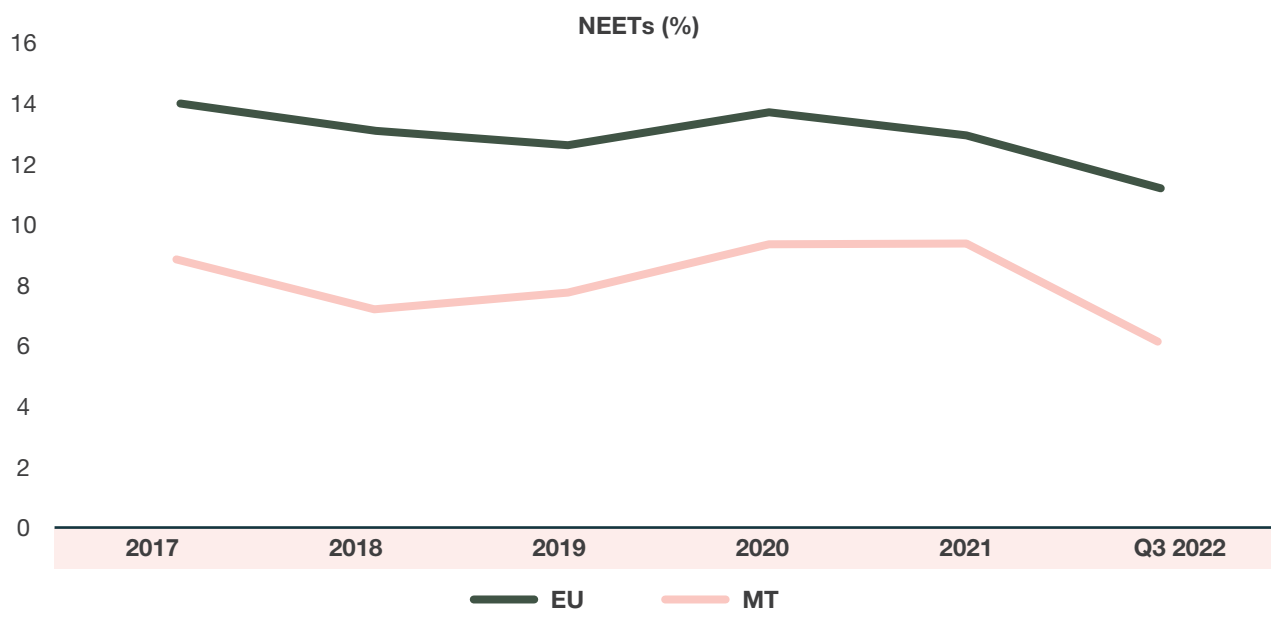
**FIGURE 6 REGISTERED UNEMPLOYED**



Source: Jobsplus

Meanwhile, the rate of youths aged between 15-24 not in employment, education, or training (NEET) remained well below the EU average. In fact, in the third quarter of 2022, it reached 6.3 percent of the total population aged 15-24, down from 9.5 percent in 2021.

**FIGURE 7** RATE OF YOUTHS (AGED 15-24) NOT IN EMPLOYMENT, EDUCATION AND TRAINING



Source: Eurostat.

### LOOKING AHEAD

According to the Central Bank of Malta’s latest forecasts published in December 2022, Malta’s gross domestic product (GDP) is projected to grow by 6.8 percent in 2022 and by 3.7 percent in 2023, followed by 3.6 percent and 3.5 percent in 2024 and 2025, respectively.

The labour market is expected to remain tight over the projection horizon. Employment growth surprised on the upside in the first half of 2022 (5.2 percent compared to a projection of 3.5 percent), and this is reflected in a strong employment growth rate for the year as a whole (4.9 percent). Employment growth is set to slow down progressively over the rest of the projection horizon, reaching 2.2 percent by 2025, as GDP growth moderates. This year’s pick-up reflects the continued strong demand for labour in the context of historically high labour shortages. That said, net migration flows appear to have picked up sharply already in the first half of 2022, and further increases in the second half of the year should alleviate to some extent the broad-based labour shortages.

The unemployment rate is forecast to stand at 3.0 percent in 2022 and 2023, 3.2 percent in 2024 and 3.3 percent in 2025. Despite the gradual increase in the unemployment rate, the negative unemployment gap is expected to persist.





# THE EUROPEAN SOCIAL FUND

2022 AS A KEY YEAR  
OF TRANSITION  
FOR JOBSPLUS





2022 marked an important milestone for Jobsplus from an EU funding perspective, with preparations gearing up over the year to transition to the new European Social Fund Plus (ESF+) Operational Programme (OP) under the 2021-2027 Structural and Investment Fund. In November, the European Commission approved Malta's national programme for ESF+ implementation with a total investment of €205 million (€124.5 from the EU and €80.5 from the national budget). The new Fund's overarching aim is to strengthen and support Malta's human capital through targeted investments in the employment, education, and health sectors. This continues to build on the progress already achieved through the 2014-2020 ESF project programme, in which Jobsplus plays a key role as the national public employment service responsible for the implementation of several labour market-oriented schemes and programmes.

Over the coming months, therefore, the Corporation will be managing the winding up of the remaining 2014-2020 ESF-funded schemes; in parallel it has also started working on the new initiatives and programmes envisaged within the ESF+ framework.

As will be seen below, this transition is facilitated by the policy continuity that is evident in the two funding programmes and one which reflects the real priorities of the Maltese labour market. Whereas the schemes and services launched between 2014 and 2020 focused on increasing workforce participation, including among persons who may otherwise have remained inactive, ESF+ will have a stronger focus on skills development. This addresses both current and future skills to work towards a labour market that can continue to effectively support Malta's economy, particularly in terms of green and digital skills; it also supports key ESF+ social inclusion objectives by equipping workers with the skills to acquire quality jobs and decent incomes.

This shift in focus from participation to skills development also reflects Malta's national labour market policy developments since 2014. The National Employment Policy issued that year prioritised activation through policies based on the principle of 'Making Work Pay;' several ESF-funded schemes were subsequently administered by Jobsplus in line with these policies. Measurable results were achieved, evident in a consistent rise in employment accompanied by historically low levels of unemployment: female participation rose steadily, youth unemployment was significantly reduced, and more persons with disability could find employment supported by the right tools and services.

With increased worker participation now established, and reinforced through various schemes and services, the 2021 National Employment Policy shifted gear to consider other emerging labour market challenges. Key challenges identified were the development of the necessary skills to take Malta into the next decade and to ensure a 'just transition' that leaves no one behind; the 2021 Policy also shifted focus to job quality and creating the right conditions for decent work with decent income.

These policy objectives are closely aligned with the EU-wide employment and social justice objectives set by ESF+, and Jobsplus will be directing the investment secured through this funding facility accordingly.

## **MALTA'S PATH TO ESF PLUS – BUILDING ON THE ACHIEVEMENTS OF THE 2014-2020 ESF PROGRAMME**

With a total budget of €168.3 million, Malta's ESF Operational Programme 2014-2020 aimed to achieve inclusive growth through initiatives targeting employment, social inclusion, education, and capacity building. In 2021, a further €111.2 million were added to the Fund to support job maintenance in response to the COVID-19 crisis.

In terms of employment, the OP invested in actions designed to improve the employability and adaptability of jobseekers including women, older workers, and youth. These actions were mainly clustered under two priority axes:

- Priority Axis 1: Investing in the employability and adaptability of human capital
- Priority Axis 2: Towards a more inclusive society

### **PRIORITY AXIS 1: INVESTING IN THE EMPLOYABILITY AND ADAPTABILITY OF HUMAN CAPITAL**

This Priority Axis highlighted two critical areas:

- facilitating a swift transition to employment for job seekers and inactive people; and,
- supporting the sustainable integration of young people in employment.

The Operational Programme proposed a range of active labour market policies to drive these objectives, including:

- measures supporting youth employability
- the implementation of job exposure schemes
- schemes designed to reconcile work and family life and increase gender equality
- targeted initiatives to support the shift from the unemployed to the employed segment;
- skilling, reskilling, and upskilling opportunities.

The key indicator adopted to measure the impact of these policies was the total employment rate, setting a target of 70 percent to be achieved by 2020. This target was in fact exceeded with 77.3 percent of the population aged 20 to 60 years in employment in 2020.

Jobsplus was responsible for designing and delivering several ESF-funded schemes and programmes falling within the 2014-2020 OP and set up a new EU Funded Schemes Division in 2014 to ensure effective implementation and monitoring.

Key schemes implemented under Priority Axis 1 included the following:

- Training for Employment (Traineeship, Work Exposure, and Work Placement)
- Youth Guarantee
- Access to Employment (A2E)
- Training Pays

The Investing in Skills Scheme under Priority 3 – Investing in People through Education, Training and Lifelong Learning – contributed significantly to assist employers in training the latter’s employees through training grants.

From a female participation perspective, the Free Childcare Scheme launched in 2014 in line with that year’s National Employment Policy and drawing from national funds also proved to be a significant success, further reinforcing the ESF-funded employment initiatives mentioned above. Jobsplus has been responsible for this Scheme since its inception.

## **PRIORITY AXIS 2: TOWARDS A MORE INCLUSIVE SOCIETY**

In line with the Europe 2020 strategy, this second Priority Axis focused on tackling poverty, social exclusion, and health inequalities. Active participation in the workforce was identified as a key pathway to inclusion and a decreased risk of poverty, particularly among persons facing complex challenges which may be restricting their access to employment. Investing in measures to improve employability and facilitate transitions from unemployment to employment was therefore prioritised, leading Jobsplus to roll out two landmark schemes under this Axis:

- The VASTE Programme (supporting persons with disability); and,
- The Work Programme Initiative (supporting the long-term unemployed).

Taking a similar approach to the ESF schemes implemented under priority Axis 1, the Corporation created an Inclusive Employment Services Division in 2014 to provide the necessary coordination for this area of operation.

## **THE STRATEGIC DIRECTION OF ESF PLUS**

The 2021-2027 financial cycle provided an opportunity to recalibrate the European Social Fund in line with new developments and emerging challenges in the European and national employment landscape. As discussed elsewhere in this report, the impact of the green and digital transitions on skills demand is one clear area of intervention; the economic aftermath of the COVID-19 pandemic as well as the rise of new forms of working, including platform work, are others. The need to support the employability and employment of persons with complex challenges remains a priority in terms of reducing social and economic exclusion, although approaches may be redesigned to respond to social changes that have evolved since 2014, building on lessons learned and experiences gained.

Maintaining a focus on investing in human capital, the ESF + Operational Programme flags two priority areas within Jobsplus’ remit. These are:

- Priority 1: Enhancing employability and labour market resilience
- Priority 2: Fostering active inclusion for all

## **PRIORITY 1: ENHANCING EMPLOYABILITY AND LABOUR MARKET RESILIENCE**

Priority 1 integrates activities aimed at facilitating employment access to the unemployed, including the long-term unemployed and the inactive, youths and disadvantaged jobseekers. It has a stronger emphasis, compared to the previous ESF cycle, on sustaining the rates of

those already in employment, including also through job mobility. It is expected that these measures will primarily focus on the provision of support schemes, training, and apprenticeships.

The Operational Programme indicates that the following schemes will be retained, reinforced as necessary to reflect new developments and policy aims.

- **Youth Guarantee** – This scheme will be reinforced to extend its scope to support youths aged up to 29 and will also introduce a new focus on mobility through the ALMA (Aim, Learn, Master, Achieve) initiative. This initiative targets the most disadvantaged NEETs who are vulnerable in terms of accessing work or training for individual or structural reasons (e.g., disability, long-term unemployment, and low levels of educational attainment). ALMA will offer participants:
  - a supervised work-experience in another EU Member State for a period of 2 to 6 months;
  - a comprehensive project cycle with coaching and counselling at every step.
- **Upskilling Training** – Upskilling programmes and schemes will be implemented to complement interventions under other EU funds and national initiatives related to the green and digital transitions.
- **Financial assistance to enterprises to employ the disadvantaged** – Employment aid to enterprises to promote the recruitment of the more challenged jobseekers and inactive persons will continue to be provided. Enhanced incentives for specific target groups, including older workers, women, and persons with disability, may also be considered as well as support to facilitate access to self-employment for jobseekers and inactive people, amongst others, through the provision of learning, mentoring, and funding programmes.

The expected results of these actions are a rise in the employment rates of older workers, women, and youth, and an increase in the number of individuals with digital and green skills in the labour market.

## PRIORITY 2: FOSTERING ACTIVE INCLUSION FOR ALL

Priority 2 integrates measures aimed at enhancing active inclusion by improving employability, with an emphasis on the following vulnerable groups:

- Persons with a disability
- Low-skilled adults
- Unemployed
- Working poor

The ESF+ Operational Programme indicates that the VASTE Programme is to be retained, building on the successes achieved during the 2014-2020 period and working towards more tailored services to enhance employability, as well as job retainment and mobility. Support measures will aim to cover generic and specific training services to achieve skills relevant for work and independent living, work exposure support, apprenticeships as well as job coaching, guidance, mentoring services and awareness raising.

In line with Malta's 2021-2030 National Strategy on the Rights of Disabled Persons, the VASTE Programme under ESF+ is also expected to create further opportunities and incentives for both employers and employees to promote employment for persons with a disability. The role of voluntary organisations as service providers in the inclusion section - already a major feature of the VASTE Programme in Malta - may also be strengthened further.











# **SUPPORTING MALTA'S LABOUR MARKET**



As Malta’s public employment service, Jobsplus acts as a fundamental bridge between jobseekers and employers. It consistently works to secure optimal labour market conditions, characterised by a flexible, skilled workforce that meets the evolving needs of Malta’s diversified economy.

This role is increasingly impacted by the globalisation and digitalisation megatrends that continue to disrupt the world of work, requiring public employment services across the world to adapt to this new landscape. This also applies to Jobsplus, which continues to develop its policies, programmes, and services to provide effective support to both workers and employers as they navigate these changes. These include both supply- and demand-side initiatives which stimulate employment while simultaneously generating the skills and mobility needed to sustain this demand.

One development has been a more proactive role for Jobsplus in assessing and forecasting the skills needs of Malta’s growing economy, particularly in light of the green and digital transitions that are now well underway. This is being achieved through closer links with employers, as well as robust labour market research to survey skills shortages and to forecast future needs. This policy direction follows the objectives of Malta’s Recovery and Resilience Plan, which includes provisions for improving skills and bridging the gap between education provision and labour market needs.

Ensuring fair and equitable accessibility to employment also remains a key focus, delivered through active labour market policies which promote an inclusive labour market by directly supporting underrepresented or vulnerable groups. In addition, more attention is being paid to improving employment quality by widening access to targeted services, such as training as well as other social and education-oriented programmes, that serve as a gateway to decent work that will provide workers with a better quality of life. This policy direction is fully aligned with the European Pillar of Social Rights which includes a commitment to improving equal opportunities and access to the labour market while improving working conditions.

Finally, Jobsplus continues to develop its role and activities in line with the overarching policy framework set out in Malta’s latest National Employment Policy. This Policy, which was launched last year, and which looks ahead to 2030, takes a *“human-centric approach to work and the future of work to ensure that it truly supports individuals and society at large.”*

The Employment Policy is built around three action pillars, as seen in Figure 8 below.

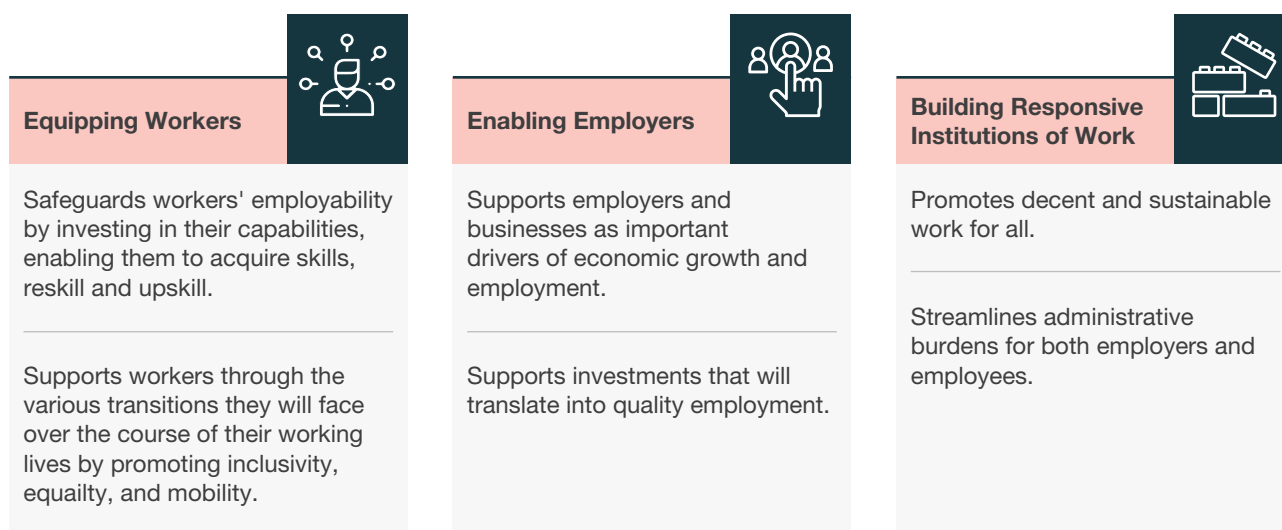


Figure 8: National Employment Policy 2021 – 2030: Action Pillars

Following the approach taken in its 2021 Annual Report, Jobsplus is presenting the work carried out in 2022 within the framework of these three action pillars to highlight its contribution towards the National Employment Policy’s objectives. A breakdown of Jobsplus’ key services and schemes is captured in Table 1 below for ease of reference.

**TABLE 1** JOBSPLUS WORK SCHEMATIC

PILLAR	EQUIPPING WORKERS	ENABLING EMPLOYERS	RESPONSIVE INSTITUTION OF WORK
<b>Services</b>	<ul style="list-style-type: none"> <li>• Registration</li> <li>• Advisory/Specialised Services</li> <li>• Recruitment</li> </ul>	<ul style="list-style-type: none"> <li>• Recruitment</li> <li>• Training</li> <li>• Research</li> <li>• Employer relations</li> </ul>	<ul style="list-style-type: none"> <li>• Employment licences</li> <li>• Providing evidence in legal fora</li> <li>• Compliance inspections</li> <li>• Employment records</li> <li>• Data &amp; analysis</li> <li>• EU Affairs</li> </ul>
<b>Schemes</b>	<ul style="list-style-type: none"> <li>• Youth Guarantee Scheme</li> <li>• Intercept</li> <li>• Smartly</li> <li>• Training courses</li> <li>• Work Exposure, Traineeship &amp; Work Placement initiative</li> <li>• Trade Testing</li> <li>• Training Pays Scheme</li> <li>• Free Childcare</li> <li>• VASTE Programme</li> <li>• EURES</li> </ul>	<ul style="list-style-type: none"> <li>• Access to Employment</li> <li>• Investing in Skills</li> </ul>	

**PILLAR 1 EQUIPPING WORKERS**

A skilled, innovative, and adaptable workforce is key to driving and sustaining Malta’s economic growth, as well as a critical factor in attracting direct foreign investment. At an individual level, securing decent employment also ensures a better income and quality of life. These outcomes depend on effective and accessible skills provision and on providing the right opportunities for individuals at key transition points in their lives: from education to employment, from unemployment to employment, from inactivity to employment, and from one employment to another.

This may require targeted interventions designed to cater for specific groups, such as youths, parents, or mature workers. Collaboration with industry and education providers, backed by robust research, contributes to these outcomes by identifying the demand skills in Malta’s key sectors, both established and emerging, to ensure that services and programmes are truly responsive to industry needs.

As the labour market regained its momentum throughout 2022 following the disruptions caused by the COVID-19 pandemic, Jobsplus continued to expand and improve its services to jobseekers to provide a more holistic and personalised service.

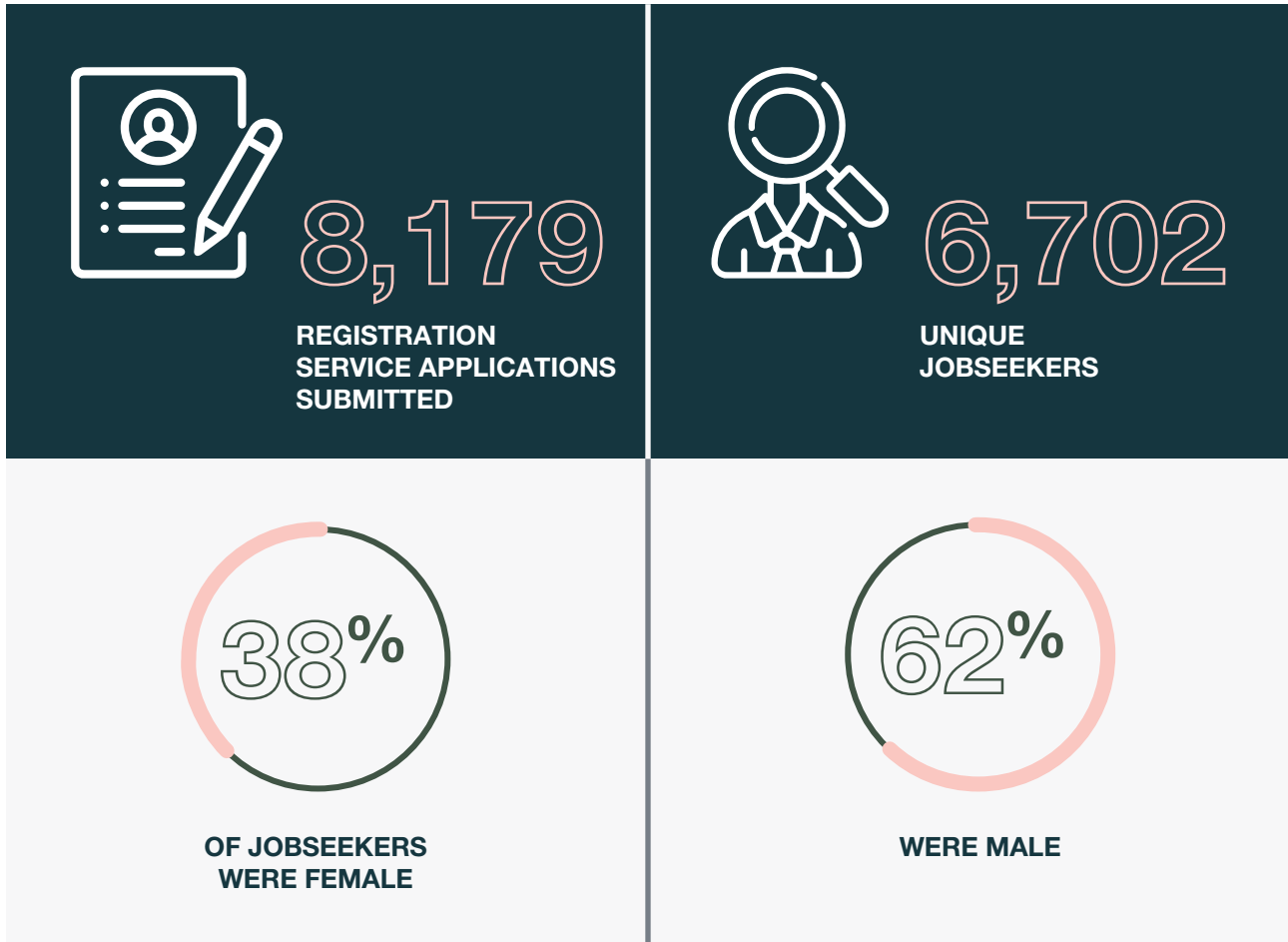
# JOBSPLUS OFFERS THREE KEY JOBSEEKER SERVICES: **REGISTRATION, ADVISORY, AND RECRUITMENT SERVICES.**

## REGISTRATION SERVICES

These services cater for inactive persons seeking employment as well as workers interested in alternative employment. Once these individuals register as jobseekers with Jobsplus, employment advisers then work to match the individual with suitable employment opportunities based on their job preferences, experience, qualifications, and skills.

Although applications can still be submitted in person, in 2022 Jobsplus continued to strengthen its online registration services to provide a more efficient and seamless service. In 2022, 34% of registrations were in fact made online.

**TABLE 2** REGISTRATION SERVICES – 2022 HIGHLIGHTS



## JOBSEEKER ADVISORY SERVICES

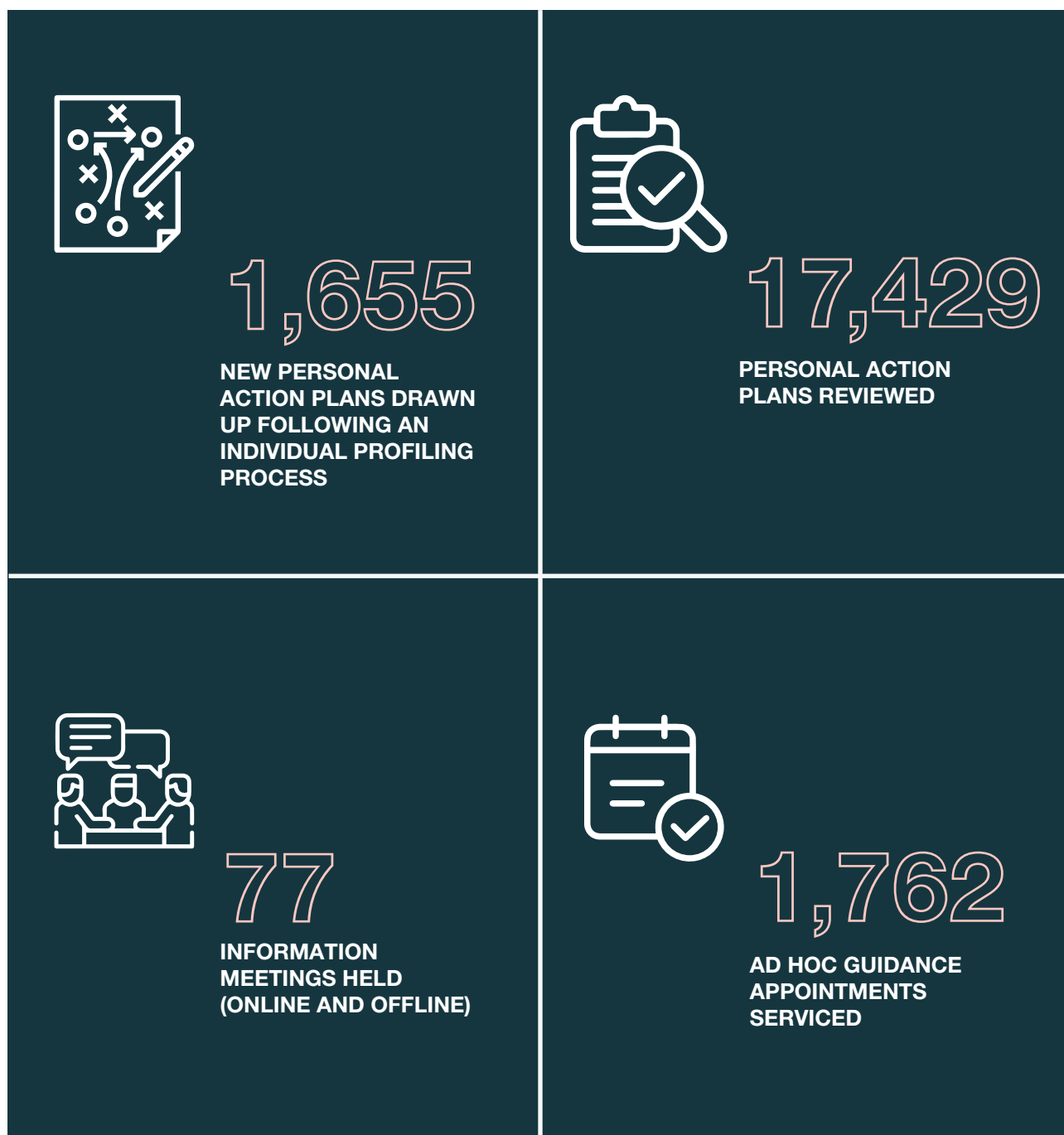
Throughout 2022 Jobsplus further refined its jobseeker advisory services in line with the strategic reform of its advisory services launched in 2020. This reform centres on moving away from a one-size-fits-all approach in favour of targeted solutions catering for different categories of jobseekers. These categories are:

- registered youth jobseekers
- the long-term unemployed
- migrants
- job changers

Advisory services were accordingly tailored for each category, with all clients benefitting from a highly personalised approach. Individual action plans were in fact drawn up for each jobseeker following a comprehensive review carried out by Jobsplus advisers. Besides employment options, these individual plans also include training and development opportunities which allow the jobseeker to skill, reskill, or upskill to improve his or her employment prospects. Where required, individuals can also benefit from specific assessments and professional support services, such as occupational therapy, counselling, and job coaching.



**TABLE 3**      **JOBSEEKER SERVICES – 2022 HIGHLIGHTS**



### RECRUITMENT SERVICES

As part of its ongoing strategy to strengthen its employer engagement and enhance its job-matching capability, Jobsplus maintained its focus throughout 2022 on providing quality recruitment services. These services benefit from the rigorous individual profiling process referred to above which matches jobseekers as effectively as possible with vacancies submitted by employers. This promotes a positive outcome for both the employer and the employee.

Employers can register vacancies through their company account on the Jobsplus website and are then guided to find suitable candidates from the jobseeker cohort by the Corporation’s advisers. In 2022, job placements through Jobsplus increased by 1,203 over the previous year.

TABLE 4 RECRUITMENT SERVICES – 2022 HIGHLIGHTS



# LOOKING AHEAD TO 2023: A FOCUS ON THE YOUTH GUARANTEE SCHEME

Throughout 2022, Jobsplus took steps to improve the implementation of the Youth Guarantee, particularly in terms of service delivery and the monitoring of offers. Further action was also taken to reach out to more NEETs and inform them of the Scheme.

Some important challenges still need to be addressed over the coming months. These primarily concern the multiple barriers to entering the labour market, particularly those stemming from low levels of educational attainment. Further action is also envisaged to implement the conclusions of the Council Recommendation of 30th October 2020 entitled 'A Bridge to Jobs – Reinforcing the Youth Guarantee.' This calls for Member States to extend the Scheme to NEETs aged 25 to 29, as well as to evaluate existing measures and the long-term impact of training opportunities. The Recommendation also highlighted the need to reinforce the mapping of the target group to enable a better understanding of the diversity of NEETs and the tailored support they are likely to require.

To ensure that these changes are effectively implemented in Malta, and are truly aligned with local realities, Jobsplus will be carrying out an in-depth research and data analysis on inactive youth to extract variables and demographics for two target groups: (i) 15- to 24-year-olds and (ii) 25 – 29-year-olds. A mixed method approach will be applied to gather relevant information on the NEETs population characteristics, as well as on their employment expectations, in line with the relevant national and EU policy documents. The findings of this research will allow Jobsplus to map both target groups based on their training and support needs and redesign training programmes accordingly.

While still in a preliminary phase, Jobsplus also intends to pilot a project through the 'Aim, Learn, Master, Achieve' initiative, known as 'ALMA.' This ESF-funded initiative aims to help the most disadvantaged NEETs access work or training, including through supervised work-experience opportunities in other Member States.







The National Employment Policy identifies two policy priorities which are key to equipping workers. These are:

- Safeguarding future employability; and,
- Championing participation, inclusivity, equality, and mobility.

As will be seen below, Jobsplus delivers several schemes and services which support these policy aims.

## SAFEGUARDING FUTURE EMPLOYABILITY THROUGH SKILLS ACQUISITION

**TABLE 5 OVERVIEW OF YOUTH GUARANTEE SCHEME**

SCHEME NAME	YOUTH GUARANTEE SCHEME (ESF.01.002)
<b>Description of scheme</b>	<p>An EU-funded scheme which supports young people aged between 15 and 25 to either remain in education or find quality employment.</p> <p>It covers four distinct initiatives, each targeting specific cohorts to ensure alignment with the beneficiaries' particular needs. These are the NEET Activation Scheme II; Sec Prevention Classes, MCAST Preventive Classes and ICT Courses.</p>
<b>Key indicators</b>	<p>Total number of participants in the Youth Guarantee Scheme:</p> <p>2016 – 986            2017 – 910            2018 – 900            2019 – 843            2020 – 836            2021 – 942            2022 – 847</p>
<b>Impact on employee</b>	<p>Participants are provided with financial and non-financial support to optimise their employability through individualised training and mentorship opportunities. Every effort is also made to ensure that they attain recognised vocational and/or academic qualifications to the best of their ability and capacity. This intervention at such a critical point in their personal development boosts individual prospects for finding quality employment with the potential for further growth and advancement.</p>
<b>Impact on employer</b>	<p>Employers are incentivised to offer training to prospective employees with the option to retain and recruit at the conclusion of that training. Besides alleviating any HR gaps they are experiencing, this arrangement also offers employers the opportunity to evaluate prospective candidates and ensures that new recruits are equipped with the necessary entry skills and familiarity with organisational culture.</p>
<b>Impact on economy</b>	<p>This scheme systematically reduces the rate of early school leavers and, over the longer term, the number of unskilled and low skilled workers in the workforce. Through targeted measures which match opportunities with industry needs, the supply of specialised skills is improved, narrowing the skills gap. Increasing the rate of quality employment enhances the earning and spending power of individuals and families, driving consumption.</p>
<b>Role in future proofing</b>	<p>Investment in Malta's youth population widens the active working population and facilitates access to specialised training in the skills that will be increasingly in demand as the global economy transitions.</p>
<b>Looking ahead</b>	<p>The Youth Guarantee Scheme will be reinforced in line with the Council Recommendation of 20 October 2020 ('A Bridge to Jobs').</p>

**TABLE 6 OVERVIEW OF INTERCEPT SCHEME**

SCHEME NAME	INTERCEPT
<b>Description of scheme</b>	<p>A pilot project funded by the EEA and Norway Grants Fund which aims to secure green jobs for inactive youths aged between 25 and 29. It consists of a tailored activation, training and career counselling package which is specifically designed for the green economy. Training is now underway with the first group of participants.</p> <p>This package has been developed following comprehensive research carried out in 2022 on NEETs trends, needs and challenges in Malta, together with the relevant stakeholders' perspective on competences related to Green Jobs. This research also identified how Jobsplus staff will be trained to motivate youths to shape their green career pathways more effectively.</p> <p>Jobsplus is leading this initiative in partnership with various public employment services and research organisations in Luxembourg, Slovakia, Lithuania, Poland, and Italy. Training is currently being delivered to the first group of participants.</p>
<b>Key indicators</b>	<p>300 inactive youth across Malta, Italy and Lithuania will undergo green skills induction training and a work placement experience.</p> <p>Upon completion of the Scheme, the aim is to have 80 participants in employment and a further 80 participants enrolled in further training.</p>
<b>Impact on employee</b>	<p>Inactive beneficiaries will be equipped with skills in the growing green economy and supported to translate these skills into quality employment.</p>
<b>Impact on employer</b>	<p>This Scheme will increase the supply of green skills which are fast growing in importance. Employers will also be key stakeholders since the scheme is designed to incorporate their inputs in training design and delivery to ensure that industry needs are met and that priority skills are targeted.</p>
<b>Impact on economy</b>	<p>Intercept will establish the best approach for green skills training going forward, amplifying the supply of these skills which are increasingly essential as Malta moves forward with its green transition.</p>
<b>Role in future proofing</b>	<p>Greening Malta's economy will increase in importance over this decade in line with national sustainability goals and international climate obligations. This scheme will boost the pipeline of specialised skills needed for new green sectors, as well as for modified roles in brown sectors.</p>
<b>Looking ahead</b>	<p>Following a comprehensive evaluation, the outcomes of this pilot scheme will determine the best approach for mainstreaming green training and employment within Jobsplus' wider services.</p>

**TABLE 7 OVERVIEW OF SMARTLY SCHEME**

SCHEME NAME	SMARTLY
<b>Description of scheme</b>	<p>A pilot project funded through Erasmus+ focused on digital and green skills which aims to adapt vocational education and training to labour market needs while strengthening the employability of young people in a changing world of work. Smartly’s objectives include research on NEETs and sectoral needs, the design of training content in green jobs and digital jobs, design and testing of an enhanced profiling tool which features specific elements relevant for digital and green skills as well as general awareness and promotion of these sectors.</p> <p>Jobsplus is leading this initiative in partnership with various public employment services and research organisations in France, Italy, Luxembourg, Croatia, Poland, and Cyprus.</p>
<b>Key indicators</b>	<p>This new and enhanced profiling tool will be piloted among 100 participants in Malta, Cyprus, and Croatia.</p>
<b>Impact on employee</b>	<p>Youths will benefit from a focused training programme in digital and green skills, strengthening their employability and prospects for quality work in growth sectors. The use of Smartly’s innovative profiling method dedicated to green and digital jobs may also reinforce the job matching process and eventual job retainment. A focus on better training and educational content in both areas will also boost the depth and quality of the skills acquired.</p>
<b>Impact on employer</b>	<p>The starting point for the initiative is comprehensive research and analysis of current and future skills requirements, as well as to identify any relevant barriers that may work against youths accessing these jobs.</p>
<b>Impact on economy</b>	<p>The scheme will add a critical dimension to current employment services targeting youths. Complementing the outcomes of the Intercept initiative, this pilot project will establish the best way forward for driving a stronger uptake of the skills that will increasingly shape the economy and the labour market.</p>
<b>Role in future proofing</b>	<p>Developed and developing countries alike are navigating the pivotal green and digital waves that are transforming the global economy. These global trends accelerated due to the Covid-19 pandemic and are now integral to a better and more effective long-term recovery. Projects such as Smartly and Intercept not only work towards increasing Malta’s supply of the required skills but are also essential inclusivity measures, increasing youth employability in key sectors.</p>
<b>Looking ahead</b>	<p>Once the enhanced profiling tool and the developed training content pilot programme have been evaluated, these can then be delivered to more beneficiaries; training needs will be aligned closely with the national future skills strategy to ensure that emerging needs are met.</p>

**TABLE 8** OVERVIEW OF JOBSPLUS TRAINING COURSES

SCHEME NAME	TRAINING COURSES
<b>Description of scheme</b>	The provision of a wide range of courses aimed at helping individuals acquire transversal or specific skills which are related to the labour market. The strength of the initiative lies in the variety of options offered, ranging from short courses to vocational programmes pegged to the Maltese and European Qualification Frameworks. Delivery also blends offline and online channels to maximise reach and accessibility.
<b>Key indicators</b>	<p>2022 Highlights</p> <ul style="list-style-type: none"> <li>• 109 physical courses delivered outside Jobsplus' Training Complex following requests by employers and organisations to organise courses for their employees.</li> <li>• 140 courses delivered at the Jobsplus Training Complex</li> <li>• 190 courses delivered online</li> <li>• 5,766 trainees started a course with Jobsplus (an increase of 20% over the previous year)</li> <li>• 80% of trainees were employed persons, 6% were registering unemployed and the rest were neither employed nor registering for employment with Jobsplus</li> <li>• 12 new courses launched while another 8 were updated</li> </ul>
<b>Impact on employee</b>	Individuals who are in employment are given the opportunity to reskill or upskill and raise their advancement potential. Persons who are inactive but wish to enter or re-enter the workforce can improve their employability skills.
<b>Impact on employer</b>	Employers benefit from better skilled workers at no cost to their organisation.
<b>Impact on economy</b>	Accessibility to training opportunities leads to a more skilled and productive workforce, producing goods and services more efficiently and to a higher quality standard. This forms the basis for stronger economic growth.
<b>Role in future proofing</b>	Lowering the share of inactive and unskilled persons of working age boosts economic resilience and raises living standards.
<b>Looking ahead</b>	Transversal skills are becoming more important in today's shifting landscape and this trend is likely to intensify over this decade. Green and digital skills will also gain prominence. Training courses will be designed to respond to these evolving needs.

**TABLE 9** JOBSPLUS TRAINING COURSES – KEY INDICATORS 2020-2022

	2020	2021	2022
<b>Number of trainees who started a Jobsplus course</b>	3,257	4,804	5,766
<b>Number of trainees who successfully completed a Jobsplus course</b>	1,563	3,548	4,559

**TABLE 10 OVERVIEW OF TRAINING PAYS SCHEME**

SCHEME NAME	TRAINING PAYS SCHEME
<b>Description of scheme</b>	Reimburses training costs by up to 75% for individuals who wish to develop their skills by participating in courses that are not offered by Jobsplus. The scheme covers accredited courses from MQF 1 up to MQF 7.
<b>Key indicators</b>	<p>2022 Highlights</p> <ul style="list-style-type: none"> <li>• 2,806 applications received (an increase of 61% over 2021)</li> <li>• 2,171 eligible applications</li> <li>• 1,753 unique beneficiaries</li> <li>• 1,953 claims for reimbursements processed and paid (an increase of 83% over 2021)</li> <li>• €1,029,628 in funds disbursed (almost double the amount disbursed in 2021)</li> </ul>
<b>Impact on employee</b>	Employees are incentivised to develop their skills or acquire new ones, as well as to obtain accreditation where applicable. This strengthens their career prospects and empowers them by facilitating transition to other careers or sectors if that is their preference.
<b>Impact on employer</b>	Employers benefit from a better skilled and more motivated workforce. This scheme also supports more dynamic job matching which is a positive labour market dynamic.
<b>Impact on economy</b>	The broad nature of this scheme means that it can cater for vocational or academic training at various levels of the MQF. This allows workers who may already be skilled to improve these skills or to acquire new skills, enabling them to transition to a different occupation or sector. This mobility boosts labour market adaptability to changing trends.
<b>Role in future proofing</b>	Through its reimbursement facility this scheme allows individuals to access training they might not otherwise afford. This is an important element of inclusive growth which is the foundation of a resilient economy.
<b>Looking ahead</b>	Offering further incentives for training in specific occupations may be considered if the skills gap in key sectors continues to widen.

**TABLE 11 TRAINING PAYS- PARTICIPATION RATES 2019-2022**

	2019	2020	2021	2022
<b>Number of applications received</b>	605	2,249	1,859	2,806



**TABLE 12 OVERVIEW OF TRADE TESTING SCHEME**

SCHEME NAME	TRADE TESTING
<b>Description of scheme</b>	Assesses individuals who have acquired knowledge, skills and competencies in a particular occupation but do not possess a formal qualification. Following assessment, participants undergo a trade test and are awarded a competence certificate if successful. In many cases these certificates are pegged to the MQF framework.
<b>Key indicators</b>	<p>2022 Highlights:</p> <ul style="list-style-type: none"> <li>• 290 individuals completed the assessment process</li> <li>• 268 or 92% passed the assessment</li> </ul> <p>The following occupations were assessed: Childcare Educator, Childcare Centre Manager, Assistant Electrical Fitter, Gardener, Gypsum Board Installer, Health Carer, Jeweller, Limestone Block and Hollow Concrete Block Layer, Assistant Plasterer, Plasterer, Assistant Plumber, Plumber, Rubble Wall Constructor, Scaffolder, Assistant Tile Layer, Tile Layer, Veterinary Aide, Welder and Fabricator, and Woodworker.</p>
<b>Impact on employee</b>	Employees who have acquired a level of skill in a particular occupation on the job and not through a formal training process are given the opportunity to have that skill recognised and certified. This increases their employability potential, builds self-confidence, and improves prospects for career advancement and decent work.
<b>Impact on employer</b>	Employers benefit from the upskilling of their workers in a specific occupation as well as a generally higher skills profile for their organisation. Better trained workers are also more productive and can drive more effective skills transfer within the organisation.
<b>Impact on economy</b>	Employing skills recognition and certification processes to target workers who may otherwise be excluded from more formal educational formats ensures that national training initiatives are as broad and inclusive as possible. This reinforces the formation of the skilled workforce that is essential for economic growth.
<b>Role in future proofing</b>	Building a solid skills base in key occupations is integral to economic competitiveness. This initiative serves to upskill and reskill workers in line with the evolving skills profile of these occupations.
<b>Looking ahead</b>	Closer collaboration with industry is likely to ensure that key occupations are incorporated within this initiative.

**TABLE 13 TRADE TESTING – KEY INDICATORS 2019-2022**

	2019	2020	2021	2022
<b>Number of individuals assessed</b>	623	468	437	290
<b>Number of individuals who were successfully certified</b>	530	434	422	268



**TABLE 14 OVERVIEW OF WORK EXPOSURE, TRAINEESHIP AND WORK PLACEMENT INITIATIVE**

SCHEME NAME	WORK EXPOSURE, TRAINEESHIP AND WORK PLACEMENT INITIATIVE
<b>Description of scheme</b>	Three distinct schemes aimed at facilitating the transition into employment by providing jobseekers with hands-on training that will help them acquire the skills and competencies required find and retain employment. Each scheme is designed to reflect contemporary labour market demand.
<b>Key indicators</b>	<p>2022 Highlights</p> <ul style="list-style-type: none"> <li>• 269 participants across three schemes</li> <li>• 184 participating companies</li> <li>• 233 monitoring visits to ensure compliance and quality delivery</li> <li>• 42% of those starting the Scheme found employment within 6 months from its end date</li> </ul>
<b>Impact on employee</b>	This initiative caters for different categories of jobseekers including inactive persons with an emphasis on hands-on training in actual work environments. This incentivises take-up by persons who may otherwise feel alienated from more formal training options. Classroom training modules are pegged to the MQF framework, increasing trainees' employability in the longer term.
<b>Impact on employer</b>	Employers are given access to a wider pool of resources with the benefit of training potential recruits prior to possibly retaining them. Employer requests are matched with jobseeker preferences to ensure the best fit possible.
<b>Impact on economy</b>	Skills development enhances both people's capacities to work and their opportunities at work. This leads to higher productivity and also increases the scope for decent work.
<b>Role in future proofing</b>	The fact that this initiative is largely industry-led and designed in line with labour market needs ensures that emerging skills demands are addressed. The reduction in the share of unskilled or low skilled workers and the creation of more decent jobs strengthens labour force productivity and encourages private investment.
<b>Looking ahead</b>	Schemes will be continually reviewed to align with global and national economic trends. More emphasis on transversal and cognitive skills may be warranted, as these are increasing in importance across occupations and sectors.

### CHAMPIONING PARTICIPATION, INCLUSIVITY, EQUALITY, AND MOBILITY

A central goal of Malta's National Employment Policy is to create the right conditions for an inclusive labour market that encourages and supports all people of working age to participate in paid work while providing the necessary framework for their development.

Some groups within the population remain underrepresented in the workforce due to challenges which may restrict their ability and motivation to seek and retain employment.

Jobsplus implements targeted activation measures to create the right support framework for such groups, allowing them to access and retain decent work. These measures are designed to support both jobseekers and employers and typically address the following areas:

- Enhancing motivation and incentives to seek employment
- Improving job readiness and assistance in finding suitable employment
- Expanding employment opportunities

A number of these schemes are highlighted below.



**TABLE 15 OVERVIEW OF FREE CHILDCARE SCHEME**

SCHEME NAME	FREE CHILDCARE SCHEME
<b>Description of scheme</b>	Launched in 2014, this Scheme provides free childcare to children aged from three months to three years of age whose parents are either employed or in any form of education leading to a recognised qualification.
<b>Key indicators</b>	8,437 children were benefitting from the scheme in 2022, of which 4,029 were new applicants.
<b>Impact on employee</b>	Working parents with children of pre-school age and who cannot afford private childcare services can remain in employment without having to take a career break to care for young children before they enter formal schooling. Parents who are studying for a formal qualification can benefit from the same service and do not have to interrupt or curtail their studies, meaning that they can enter the workforce sooner and with a higher skills level. Females will be less likely to take lengthy career breaks that can then impact negatively on their career advancement.
<b>Impact on employer</b>	Employers can rely on greater continuity in the workplace since less working parents will resort to terminating their employment to care for their young children. A rising trend of female employment, facilitated in large part by this scheme, is also very beneficial since it significantly increases the active working population, easing recruitment pressures.
<b>Impact on economy</b>	The increase in female employment rates continues to be a main driver for Malta's economic growth and has been instrumental in closing the gender employment gap with the EU27 average. Decreasing the number of inactive persons of working age has also reduced the number of families at risk of poverty, particularly in the case of single parent households. Additionally, enabling both adults in two-parent families to continue working prevents a drop in disposable household income that could negatively impact consumer consumption.
<b>Role in future proofing</b>	Supporting parents to remain in work or in studies continues to support skills development and increases the share in the workforce of skilled workers. This stronger skills base is crucial for productivity and resilience.
<b>Looking ahead</b>	This scheme will be maintained and strengthened in coming years, evaluated periodically to maximise its effectiveness and efficiency. Although its take-up has been high, research may be indicated to identify reasons for non-participation by eligible parents.

**TABLE 16 NUMBER OF CHILDREN ENROLLED IN FREE CHILDCARE SCHEME 2016 - 2021**

2016		2017		2018		2019		2020		2021		2022	
Total enrolled	Of which new*	Total enrolled	Of which new*	Total enrolled	Of which new*	Total enrolled	Of which new*	Total enrolled	Of which new*	Total enrolled	Of which new*	Total enrolled	Of which new*
5,335	2,843	5,939	3,025	6,737	3,343	7,341	3,579	6,702	2,544	7,509	3,868	8,437	4,029

\*new = started at any point within the respective year

Total enrolled = Were enrolled in previous year/s and continued making use of the Free Childcare Scheme in consecutive year/s + New for respective year

## SERVICES FOR PERSONS WITH DISABILITY

Jobsplus provides specialised services to persons with disability who are seeking employment or who may be seeking alternative employment. These typically start with an individual assessment to identify any possible training and development opportunities, and to optimise the job matching process.

Upon application, the client is referred to a Placement Medical Officer that assesses the employability of the client within the context of his/her disability. The person is then referred to an occupational therapist who assesses the abilities of the client and suggest the ideal path to employment (sheltered, supported, or mainstream). Following this assessment, the client is assisted by the Lino Spiteri Foundation (LSF) in their job search.

In 2022, 319 medical assessments were carried out. 151 jobseekers with registered disabilities were assessed by Jobsplus' occupational therapy service to identify their abilities and match them with work opportunities that are suited to their potential. A further 30 persons had their initial assessment reviewed.

Data indicates a steady annual increase in the number of persons with disability placed in employment. 308 placements were concluded in 2022.

In 2022, Jobsplus processed 546 applications for the exemption of the employer's part of the National Insurance contribution. In addition, 65 companies received a fiscal incentive in relation to the employment of 247 employees with disability.

## SERVICES FOR VULNERABLE GROUPS

In 2022, Jobsplus continued to support other vulnerable jobseekers, including former substance users, former prison inmates, and individuals with other socio-economic issues.

These services take a similarly individualised approach, with employment advisors working with clients to create customised Personal Action Plans. Jobsplus collaborates with specialised organisations in the field which offer counselling and additional services. Former substance abusers receiving rehabilitation at Caritas (Malta) and Oasi (Gozo) can participate in specialised programmes falling under the VASTE project, which offer training as well as work exposure opportunities to enhance their employability. These programmes facilitate the individual's entry into the labour market and enhance job retention through the newly introduced mentoring and monitoring services. In 2022, 44 jobseekers participated in the Caritas programme in Malta, while 11 were supported by OASI in Gozo.

Outreach activities for clients under detoxification treatment are carried out at the DETOX Centre. This service consists of individual assessment, career exploration, skills identification, and referrals to work exposure schemes.

Prison inmates are also offered individual assistance while serving their sentence. Training courses, information about Jobsplus' services and an assessment of the individual's competences are offered to participants.

Overall, 217 vulnerable jobseekers were placed in employment in 2022, while a further 28 successfully completed pre-employment training.



**TABLE 17 OVERVIEW OF VASTE PROGRAMME**

SCHEME NAME	VASTE PROGRAMME
<b>Description of scheme</b>	Brings jobseekers closer to the labour market through training and job exposure opportunities which could lead to employment. Services are centralised through a Vocational Multi-Disciplinary Assessment Centre which provides detailed assessment services to clients. This assessment results in a personal training plan and employment exposure. Multiple training options are then offered to clients based on their specific needs. These include pre-employment training and Headstart, a six-month programme offered by the Lino Spiteri Foundation which assists individuals to enhance their competences related to employment. All placements are followed up by one-to-one mentoring services and job coaching as well as employer support.
<b>Key indicators</b>	<ul style="list-style-type: none"> <li>• 2,240 disabled or vulnerable persons participated in Jobsplus' VASTE programme from its launch in 2016 to December 2022</li> <li>• 2,032 of the participants were Maltese while 208 were Gozitan</li> <li>• 1,578 of the participants were male while 662 were female</li> <li>• 307 vulnerable individuals received mentoring assistance since 2018</li> <li>• 160,417 job coaching hours provided</li> <li>• 292 staff upskilling instances noted</li> </ul>
<b>Impact on employee</b>	Barriers to employment that may previously have excluded jobseekers from the labour market are gradually eroded, through interventions targeted to maximise individual's skills and abilities combined with a focused and personalised job matching process. This holistic approach enables the employee to adapt to his or her role and workplace, increasing the likelihood of long-term employment.
<b>Impact on employer</b>	As the momentum behind purpose-driven business grows, there is huge value to employers in adapting their human capital practices, so they include and support individuals who have traditionally been overlooked. This also accesses a wider skills base than they may have previously considered. Fostering an inclusive and diverse environment enriches their company ethos and reputation.
<b>Impact on economy</b>	The working age population includes underrepresented groups of individuals who can contribute different skills and competencies to the labour market but are held back by actual or perceived barriers from doing so. Eliminating these barriers unleashes their potential and contributes to national productivity.
<b>Role in future proofing</b>	Economic growth is increasingly predicated on principles of diversity, equity, and inclusion. Setting strong frameworks in place to translate these principles into actions and results is a vital contributor to social and economic resilience.
<b>Looking ahead</b>	Inclusive employment programmes may be reviewed to ensure that green and digital skills are effectively covered, to pre-empt the risk of vulnerable jobseekers facing exclusion from the green and digital transitions.

## SUPPORTING MOBILITY

In a constantly evolving labour market, the smooth transition of workers between jobs and in and out of employment is a key aspect of employment policy. At a national level it is indispensable in addressing labour shortages, whether cyclical, structural, or temporary, while also offering workers opportunities for upward economic and social mobility. Through its various services, Jobsplus supports mobility on several fronts, including through skilling, upskilling, and reskilling. Through EURES, it also facilitates mobility within the single European labour market.

**TABLE 18** OVERVIEW OF EURES SCHEME

SCHEME NAME	EURES
<b>Description of scheme</b>	EURES is a European-wide network bringing together the European Commission and public employment agencies in 31 countries. It offers a range of services aimed at facilitating worker mobility across Europe and supports both jobseekers as well as employers.
<b>Key indicators</b>	2022 Highlights: <ul style="list-style-type: none"> <li>• 773 contacts with employers</li> <li>• 2,758 vacancies processed</li> <li>• 95 placements</li> </ul>
<b>Impact on employee</b>	Employees interested in furthering their career in another European country can benefit from EURES' services, which can result in a more effective job search process and ultimately a better job match.
<b>Impact on employer</b>	Employers can benefit from EURES' services in their recruitment drives and gain access to a wider pool of potential recruits, particularly when searching for skills which may be harder to source locally.
<b>Impact on economy</b>	Access to these services gives Maltese enterprises an edge in the global competition for talent and reinforces promotion of Malta as an employment destination in key sectors which are more prone to skills gaps. The placement of foreign workers, particularly in high-skilled growth occupations, can also benefit skills transfer to local workers.
<b>Role in future proofing</b>	The demand for future skills will increasingly drive the global competition for talent and services and even though Malta continues to invest heavily in local skills, the need for overseas recruitment may remain. Services promoting cooperation with other public employment agencies can boost Malta's competitiveness in the international labour market.
<b>Looking ahead</b>	As the international demand for future skills grows, EURES will be an indispensable tool in sourcing overseas talent in the relevant areas. Emphasis on local skills transfer is likely to increase and efforts to retain key foreign staff may intensify, particularly in growth sectors.

## PILLAR 2 ENABLING EMPLOYERS

Malta's economic and labour market performance is largely driven by local enterprises that continue to invest in growth and create jobs. Supporting and enabling employers to employ more workers in decent jobs is therefore central to Government's employment policy.

Effective support depends on active collaboration with employers, which is a core feature of Jobsplus' mission. To further reduce the administrative burden on enterprises, the Corporation works to provide a one-stop-shop-service to employers seeking its services spanning the full employment cycle, from recruitment and engagement right through to termination. This collaboration has recently been enhanced by the launch of the Corporation's new website with its innovative job-matching system and customisable features. In 2022, 4,585 requests were made to Jobsplus by employers who wanted to set up a website account. 3,914 of these accounts were activated.

**TABLE 19** EMPLOYER ENGAGEMENT – 2022 HIGHLIGHTS



One of Jobsplus' flagship initiatives in this space has been the Access to Employment (A2E) Scheme. This scheme was launched in 2015 and registered an increase in participation year on year, with applications rising significantly in 2020 and 2021 as employers sought to meet their resourcing requirements during the Covid-19 pandemic by utilising the wage subsidies offered through the scheme. The Scheme operated throughout 2022 and closed in December after a successful six-year run.



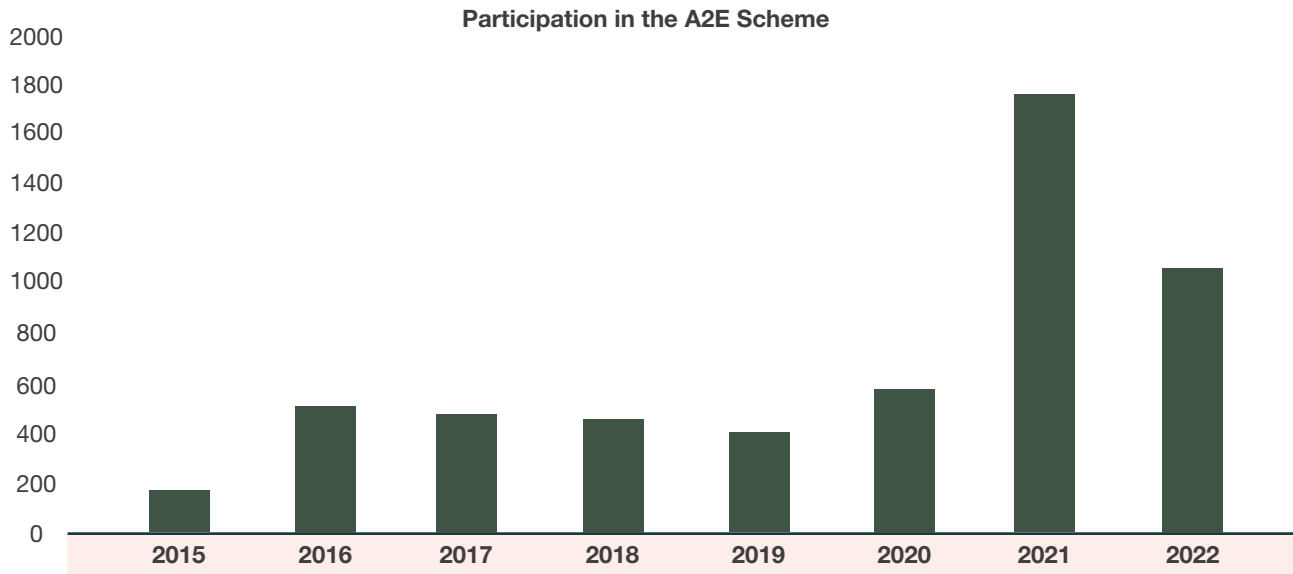
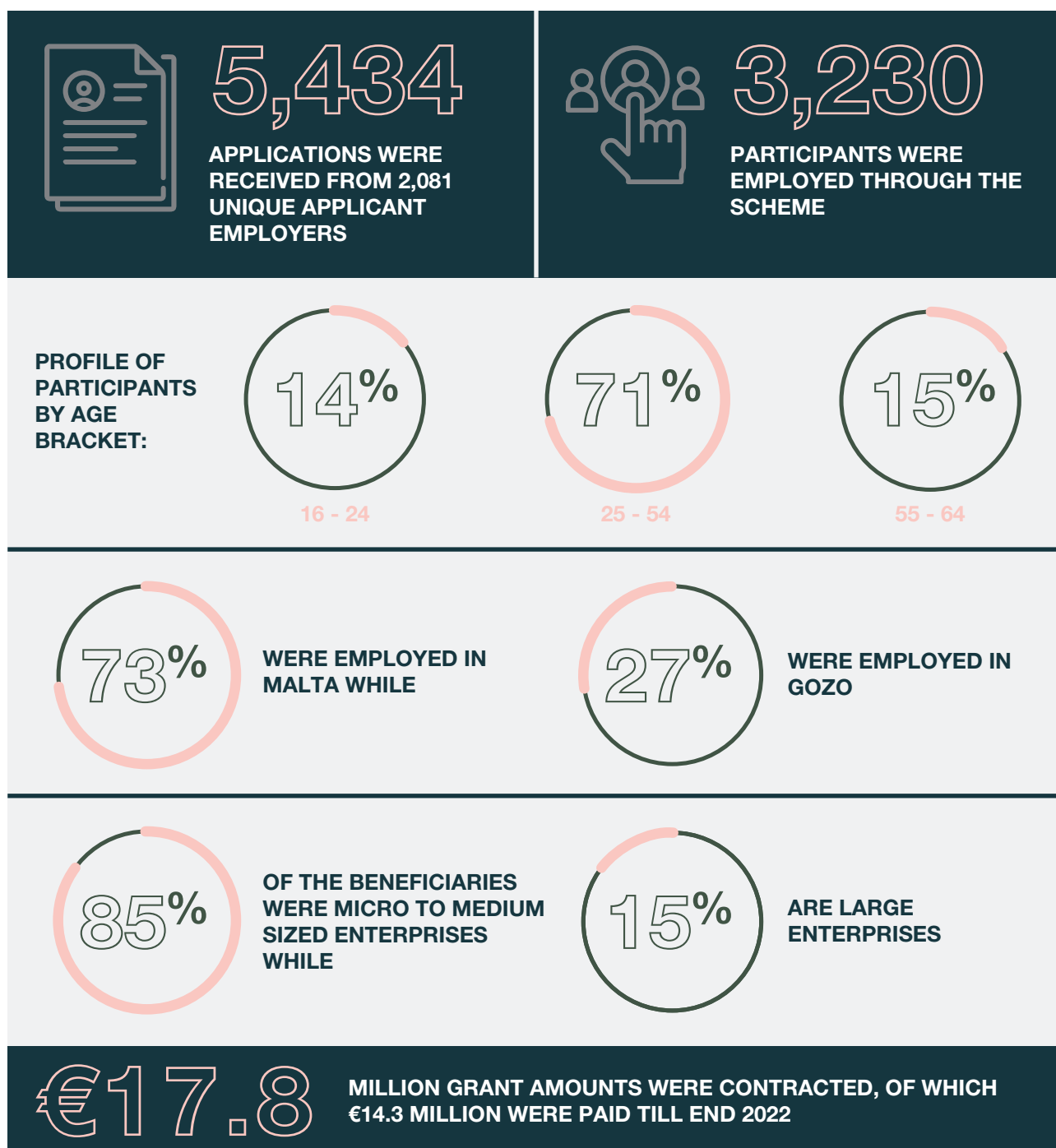


Figure 9: Applications received by Jobsplus for A2E Scheme, 2015 - 2022

**TABLE 20 OVERVIEW OF A2E SCHEME**

SCHEME NAME	ACCESS TO EMPLOYMENT
<b>Description of scheme</b>	This EU-funded scheme provided financial aid to enterprises to promote the recruitment of inactive persons as well as jobseekers who may be encountering significant barriers to employment.
<b>Key indicators</b>	<p>2022 Highlights</p> <ul style="list-style-type: none"> <li>• 1,066 applications received</li> <li>• 564 persons placed in employment</li> <li>• €3.25 million worth of financial grants contracted</li> <li>• 416 participant companies</li> <li>• 1,435 monitoring visits to ensure compliance and quality delivery</li> <li>• 3,459 payments issued amounting to €4.7 million</li> </ul>
<b>Impact on employee</b>	Persons who for various reasons were disconnected from the labour market were given the opportunity to experience employment and receive training. This provided the crucial incentive needed to break the inactive cycle through access to skilled employment with positive prospects for advancement.
<b>Impact on employer</b>	Employers were compensated for recruiting individuals who they may not otherwise have considered for employment. This widened the pool of potential resources with the added advantage of the ability to train these workers in the specific skills needed and with the constant support of Jobsplus.
<b>Impact on economy</b>	This scheme contributed to the creation of a more just and inclusive labour market and reduces the number of inactive persons. It decreased the share of unskilled workers and increased the availability of decent jobs.
<b>Role in future proofing</b>	As the economy continues to transition, similar schemes will support Government initiatives promoting inclusive, quality employment.
<b>Looking ahead</b>	The scheme implemented under ESF programming period 2014-2020 will be terminated. However, Jobsplus will seek to obtain funding under the new ESF+ programming period to continue to provide employment aid to enterprises to promote recruitment of more challenged jobseekers and inactive persons.

**TABLE 21** KEY INDICATORS FOR THE ACCESS TO EMPLOYMENT SCHEME, 2015 - 2022



Another employer-oriented scheme is 'Investing in Skills'.

**TABLE 22 OVERVIEW OF THE INVESTING IN SKILLS SCHEME**

SCHEME NAME	INVESTING IN SKILLS
<b>Description of scheme</b>	This scheme provides employers with direct financial assistance to invest in training for their employees.
<b>Key indicators</b>	<p>2022 Highlights</p> <ul style="list-style-type: none"> <li>• 1,242 applications received</li> <li>• 933 grants signed</li> <li>• €2.1 million worth of funds committed</li> <li>• 878 payments issued amounting to just under €1.4 million</li> <li>• Training costs in respect of 9,073 trainees reimbursed</li> <li>• 803 monitoring visits to ensure compliance and quality delivery carried out</li> </ul>
<b>Impact on employee</b>	Employees are given the opportunity to improve their skills and increase their prospects for advancement within their employer organisation. This exposure also facilitates their adaptability to the green and digital transitions and reduces the risk of being left behind by these developments.
<b>Impact on employer</b>	Employers receive financial support for investment in their human capital, upgrading the skills profile of their organisation and boosting its productivity and competitiveness. A trained workforce also supports innovation and diversification.
<b>Impact on economy</b>	Investment in human capital is critical to sustaining and improving national competitiveness and productivity. Industry-led training initiatives are also particularly effective since they target skills which are most in demand by employers.
<b>Role in future proofing</b>	Improving the skills base of the active workforce is essential in maintaining economic resilience and is instrumental in narrowing the skills gap in key sectors.
<b>Looking ahead</b>	Industry-led training initiatives are increasingly valued as an effective response to emerging skills needs in the economy. As the digital and green transitions intensify, a closer focus on these skills is anticipated, not only in emerging sectors but also in traditional ones facing disruption.

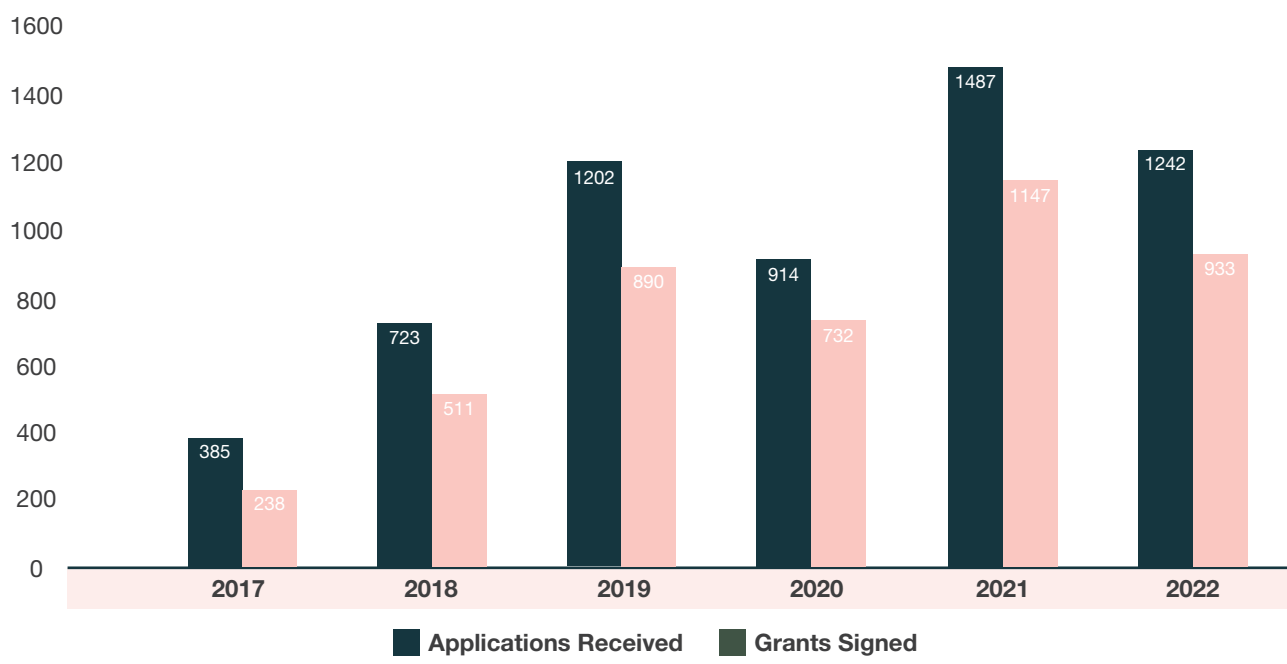


Figure 10: Applications received and Grant Agreements signed in the Investing in Skills Scheme, 2017 - 2022

## **PILLAR 3 A RESPONSIVE INSTITUTION OF WORK.**

Institutions of work play a key role in the employment landscape and make a pivotal contribution to securing positive economic and labour market outcomes. In this context, Jobsplus is a key institution tasked with implementing national and EU employment-related policies and processes that regulate the world of work. It fulfils a dual role, delivering initiatives that support the labour needs of a growing economy on the one hand, while ensuring that workers are protected and can access decent work on the other. The latter role covers laws, regulations, employment contracts, employers' and workers' organisations, collective agreements, as well as labour administration and inspection systems.

With Malta's economy disrupted by inevitable green and digital transformation, Jobsplus is working to be an agile and responsive institution of work that can effectively support a workforce in transition, while also providing key governance services to the labour market.

The Corporation's flexibility and focus has been significantly improved following a reorganisation concluded in 2021 which separated service streams for jobseekers and employers. This provides a more efficient service to these two major client groups.

## **EMPLOYMENT LICENCES & LAW COMPLIANCE**

### **EMPLOYMENT LICENCES**

Applications for Single Permits are received by Identity Malta which in turn refers them to Jobsplus for the labour market test. 88,919 single permit applications were examined by Jobsplus in 2022, resulting in only 3,132 objections. Jobsplus also received 8,610 employment licence applications of which the similarly low number of 163 were refused. Acutely aware of the labour shortages challenging employers in several sectors which could be mitigated through the employment of foreign labour, Jobsplus fast-tracked the processing of these applications to eliminate any unnecessary delay.

### **PROVIDING EVIDENCE IN LEGAL FORA**

Jobsplus was frequently required to present evidence regarding the registration and employment history of individuals according to its administrative records and such evidence was provided in 993 court cases. 105 freezing and attachment orders were processed.

### **COMPLIANCE**

Through the Law Compliance Unit, Jobsplus is mandated by law to identify abuses in the social system and take action against:

- Job seekers who are registering for employment whilst working;
- Employers who fail to notify Jobsplus of a new employee;
- Employers who employ persons of compulsory school age;
- Foreigners (outside EU) working without the necessary employment licences.

This role is carried out in collaboration with other key entities, including the Department of Industrial and Employment Relations, the Department of Social Security, Benefit Fraud, the VAT Department, and the Police Force.

In 2022, Jobsplus performed 5,110 inspections and carried out 10,542 interviews.

Onsite inspections were complemented by desk investigations for better targeting of inspections. Employers found employing persons without formally notifying their employment to Jobsplus were followed-up so that they send the employment forms required at law.

## **INTERNSHIP NOTIFICATIONS**

Jobsplus was notified of a total of 705 internship applications in 2021.

## **CONTRIBUTING TO EU EMPLOYMENT POLICY MAKING & IMPLEMENTATION**

### **EU AFFAIRS**

In 2022, the European Semester resumed its broad economic and employment policy coordination in parallel with the implementation of the Recovery and Resilience Facility. Within this framework, the Jobsplus continued to contribute to discussions related to the labour market at EU and national level.

Feedback was provided to the Ministry for Finance and Employment about proposed EU legislation and documentation related to the European Semester Process and the European Commission's Work Programme and Priorities for year 2022. This feedback included the Joint Employment Report, the Annual Growth Survey, and the Employment Performance Monitor. The main themes discussed at the EU level during 2022 varied, and included discussions on platform work, youth activation, fair transition, the Ukrainian crisis, the social economy, and the possible introduction of a new tool to monitor social convergence. Several Council Recommendations continued to be discussed and finalised in 2022, such as the *Council Recommendation on a European approach to micro-credentials for lifelong learning and employability* and the *Council Recommendation on individual learning accounts*. Jobsplus was also actively involved in the discussions of the *Council Recommendation on early childhood education and care: the Barcelona targets for 2030*, which saw a revision of the Barcelona targets aimed at increasing participation in accessible, affordable, and high-quality early childhood education and care (ECEC) in order to facilitate and encourage women's labour-market participation. Jobsplus also provided feedback to several requests originating from international stakeholders such as CEDEFOP, the International Labour Organisation, and the Organisation for Economic Co-operation and Development, amongst others.

Jobsplus officials represented Malta in several virtual and physical meetings of the Employment Committee and its subgroups which has discussed more than fifty distinct topics. Subjects covered the new proposal for a new monitoring tool, the Ukrainian crisis, long-term unemployed, fair transition, the Resilience and Recovery Fund and the 2030 National Targets which followed the European Pillar of Social Rights Action Plan adopted in 2021. In June 2022, together with other Member States, Malta presented its national targets to the Commission, targeting an employment rate of 84.6% for 2030.

### **LABOUR MARKET ANALYSIS**

The Employers' Satisfaction Survey report was issued in October 2022. More than 1,400 employers were contacted to answer the telephone survey. Most of the responding establishments employed between 2 and 9 employees. Responses by employers that used Jobsplus' various services were very positive indeed with ratings exceeding the 90% mark. Employers showed satisfaction with the courteous manner in which Jobsplus' employees provided timely services to them. More use of online services but this can be improved. Employers remarked that job matching can be improved while procedures should be reviewed and simplified. They suggested the provision of more online services by Jobsplus and live chat facilities to communicate with Jobsplus.

The second Shortage and Surplus Survey was administered in 2022. Past questions were reviewed while new questions were introduced based on the experience gained from the first survey. Trials were conducted to verify the validity of the questions. Data was collected from the sampled employers but results were still being compiled at end December 2022. Simultaneously, Jobsplus started making preparations for the launch of the first Jobseekers' Satisfaction survey.

Jobsplus compiled the information and statistics required for the Youth Guarantee and Long-term Unemployed monitoring exercises and sent the data collection to the European Commission's contractors processing such information as directed. Extensive data about labour market measures implemented in Malta was also compiled to satisfy the Labour Market Policy Database data collection exercise.

In collaboration with the Managing Authority for EU Funds, the National Statistics Office and EMCS, Jobsplus carried out a study of youngsters who took part in the Youth Guarantee Scheme during 2016-2019. Their respective labour market status at start, exit and as at end June 2020 was researched and determined. Further discussions are currently in place to determine if this study will be carried out again with more observation points.

### **EMPLOYMENT RECORDS**

264,204 employment forms were processed by Jobsplus in 2022, an increase of almost 16% over the number processed in 2021. The overall share of online forms received at Jobsplus increased to 78% compared to the 72% share of 2021.

In addition to the processing of forms, the Employment Records office serviced an average of 11,939 clients per month either in person, via email or phone.

This represents an overall decrease of approximately 2,769 clients per month over the same period for 2021.

### **LABOUR MARKET INFORMATION**

Jobsplus continued to compile statistics about the full-time and part-time primary employed population based on the administrative data of the Corporation. Weekly reports about redundancies and terminations of employment were compiled to monitor employment trends. These reports were then forwarded to Jobsplus Management, the Ministry for Finance and Employment and the National Statistics Office.

**CORPORATE AFFAIRS**

**TABLE 23      JOBSPLUS CORPORATE STRUCTURE IN NUMBERS**

**283**      **JOBSPLUS EMPLOYEES**

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**42**      **YEARS IS THE AVERAGE AGE  
OF THE CORPORATION'S  
WORKFORCE**

---

**9.6**      **YEARS IS THE AVERAGE  
LENGTH OF SERVICE**

---

**55%**      **OF JOBSPLUS STAFF ARE  
USING WORK-LIFE BALANCE  
MEASURES**

---

**AVERAGE OF**      **20**      **TRAINING HOURS PER  
EMPLOYEE**

---

## INTERNAL PERFORMANCE MANAGEMENT

Work on the mapping and remapping of processes continued throughout 2022, simplifying where possible to improve customer service.

Jobsplus participated actively in the European Network of Public Employment Services over the year; senior management contributed to the external benchlearning assessment of two other similar agencies, while feedback was provided to other PESs seeking information on schemes and services. These queries covered diverse areas, such as Jobsplus' jobseeker profiling process, sanction procedures, and experiences in outsourcing certain employment services. Jobsplus' contribution to the 3rd cycle of the Network's Benchlearning exercise was in fact praised by the Network, when compared with the participation of much larger Public Employment Services within the EU Member States.

Following the start of a new government legislature, Jobsplus was assigned to the portfolio of the Ministry of Finance and Employment and subsequently met with the relevant authorities within the Ministry to discuss the new electoral manifesto and budgetary measures that it was to implement and report on. During this exercise, Jobsplus proposed simplification measures intended to make its services more user friendly and less of an administrative burden for clients.

## INTERNAL PEOPLE MANAGEMENT

### Staffing

At the end of December 2022, there were 283 people employed with Jobsplus. The annual Jobsplus staff turnover is 9.6 years and the average age of Jobsplus employees is 42.

Jobsplus continued to strengthen its workforce with the engagement of employees at different levels of the organisational structure. 26 recruitment drives took place during 2022 and a recruitment cycle of 7.5 days was achieved. All recruitment documents are now being digitally signed as a green initiative. 23 employees were successful in the career progression process.

## TRAINING AND DEVELOPMENT

Staff development efforts were maintained during 2022 with the delivery of 5,897 training hours. Most of the training programmes were delivered and attended online.

Jobsplus has now adopted the competency model devised by the consultancy company McBer to identify those personal characteristics which result in effective and/or superior performance in a job. A link was created between competencies and the appraisal mechanism to generate a Talent Matrix. The People Management Department utilised this tool to map out the potential and performance characteristics of each employee working within Jobsplus.

Jobsplus is also competing in THE LEARNING AWARDS which are organised in London, UK. These awards recognise outstanding examples of high standards, best practices, innovation, and excellence in learning and development. Jobsplus is competing in the People Development Programme of the Year - Public Sector category and is one of the finalists in this category.



## EQUALITY MARK AWARD

In December 2021, Jobsplus applied for the Equality Mark certification.



The National Commission for the Promotion of Equality (NCPE) awarded the Equality Mark to Jobsplus in May 2022 for a period of two years. This certification was based on evidence of a true commitment by Jobsplus to implement relevant policies and practices that concern gender equality and family-friendly measures at the place of work and in the access to and provision of services.

### **INTERNAL PROCUREMENT & PURCHASING CONTROL**

During 2022, Jobsplus published and awarded a total of eight calls for tenders. A further two calls for tenders were published but were still not yet awarded by the end of 2022. Seven contracts were awarded under the Negotiated Procedures procurement system. Together these amount to an estimated cost of €4.6 million.

## ENHANCING OUR CUSTOMER EXPERIENCE THROUGH DIGITAL TOOLS

Throughout 2022, Jobsplus sought to maintain existing systems and to invest in new platforms to allow for increased flexibility and business continuity.

Within this spirit, projects of relevance, include the rejuvenation of its job-matching platform to allow for the continued bringing together of jobseekers and employers. Also, discussions and development commenced with a view of integrating systems with Identity Malta to increase efficiencies in the processing of Single Permit applications. Likewise, throughout the year, discussions were held for collaboration and participation in the Business First initiative. These last two initiatives will continue to mature throughout 2023.

2022 also saw the launch of an internal business-led digitisation project. The aim of the project, which is foreseen to roll out over a number of years, aims at business process re-engineering and simplification while moving away from legacy technology platforms. Investment continued in the network infrastructure to support operations and to enable employees to access Jobsplus' systems from remote locations in an effort to sustain the organisation's efforts to promote work-life balance







20,847

7,185

99,633

51,991

7,185

37

49,658

84,687

The cover features a dark teal background with diagonal sections of light blue and dark green. On the left, there are three horizontal strips showing a hand pointing at a screen, a keyboard, and data charts. The right side is a solid dark teal area containing the title and subtitle in white text.

# FINANCIAL STATEMENTS

FOR THE YEAR ENDED  
31 DECEMBER 2022



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NOTES TO THE FINANCIAL STATEMENTS

# DIRECTORS' REPORT

## FOR THE YEAR ENDED 31 DECEMBER 2022

The directors present their report and the audited financial statements for the year ended 31 December 2022.

### DIRECTORS

In accordance with Section 6 subsection (5) of the Employment and Training Services Act, the Board of Directors shall be appointed for a period of one year and the members of the previous board are eligible for reappointment.

The following have served on the Board of Directors of the Corporation during the year under review:

Dr Charmaine Cristiano Grech - Chairperson	(reappointed on 1 June 2022)
Prof. Ernest Azzopardi - Deputy Chairperson	(reappointed on 1 June 2022)
Ms Alexandra Gatt	(reappointed on 1 June 2022)
Ms Gabriella Calleja	(reappointed on 1 June 2022 and resigned on 31 January 2023)
Mr James H. Pearsall	(reappointed on 1 June 2022)
Mr Anglu Fenech	(reappointed on 1 June 2022)
Mr Michael Grech	(reappointed on 1 June 2022)
Ms Abigail Mamo	(reappointed on 1 June 2022)
Mr Gaetano Tanti	(reappointed on 1 June 2022)
Mr Joseph Farrugia	(reappointed on 1 June 2022)
Ms Ingrid Vella Scerri	(reappointed on 1 June 2022)
Mr Josef Bugeja	(reappointed on 1 June 2022)
Dr Joey Reno Vella	(terminated on 31 May 2022)
Mr Miguel Cauchi	(appointed on 23 June 2022)
Ms Samantha Pace Gasan	(reappointed on 1 June 2022)
Ing. Ruben Cuschieri	(reappointed on 1 June 2022)
Ms Maria Antonia Cassar	(reappointed on 1 June 2022)
Ms Bernice Farrugia	(reappointed on 1 June 2022)
Ms Sharon Camenzuli - Board Secretary	(reappointed on 1 June 2022)

The term of office of the current Board of Directors extends to 31 May 2023.

### PRINCIPAL ACTIVITIES

Jobsplus has functioned since 3 August 1990 as Malta's national employment service by keeping a register of job seekers and by engaging in the matching of job vacancies with job seekers; a register of persons in employment is also kept to supply data on Malta's gainfully occupied population. It engages in the implementation of active measures in the form of employment and training programmes and schemes with the aim of assisting job seekers to find gainful employment. Job search assistance and training is also extended to persons already in employment to contribute towards the upgrading of the skills portfolio of the workforce.

Jobsplus is an active member of the European Network of Public Employment Services (PES) whose mission statement reads:

"PUBLIC EMPLOYMENT SERVICES AS PUBLIC SERVICES HAVE A SPECIFIC ROLE IN THE LABOUR MARKET: THEY DELIVER SERVICES FREE OF CHARGE TO JOBSEEKERS (BOTH UNEMPLOYED AND JOB CHANGERS) AS WELL AS TO EMPLOYERS, WHICH AIM TO BRING JOBSEEKERS AND VACANCIES TOGETHER, AND ALSO CONTRIBUTE TO IMPROVED TRANSPARENCY IN THE LABOUR MARKET. THEY PLAY THIS SPECIFIC ROLE AMONG OTHER ACTORS."

In improving the functioning of the labour market within which it operates, any PES member shall set national targets and outcomes which will benefit directly their Jobseeker and Employer customers, and which meet the requirements established by Government. A PES member should contribute to:

- the development of labour market policy through the provision and analysis of relevant labour market information and trends;

- the appropriate implementation of labour market policies;
- improved dissemination of employment opportunities;
- a decrease in unemployment through active engagement with jobseekers;
- a reduction in bottlenecks and mismatches in the labour market;
- an increase in labour market participation rates and employment;
- helping the disadvantaged and the more marginalised jobseekers into the active labour market;
- engage in partnerships with other relevant organisations; and
- engage in continuous development of staff skills.

The PES mission statement identifies the strategies to be adopted to reach the above objectives as being: customer focus, early identification and intervention to reduce unemployment spells, modernising service delivery through self-service facilities, partnerships and networking, effectiveness and quality of services. The activities of the Corporation must remain consistent with such mission statement for the foreseeable future.

## RESULTS

The Corporation based its expenditure for the year under review on its budgetary expenditure as approved by Parliament.

During the year, the Corporation continued to adopt International Financial Reporting Standards as adopted by the European Union (EU) in its presentation of the financial statements.

On 1 September 2021, Jobsplus awarded a tender to a contractor to operate and manage the Community Work Scheme for a contract value of €109,209,028 for a period of seven years. In 2022, the Corporation incurred a total cost of €11,923,679 in relation to the Community Work Scheme (2021: €10,743,489).

The Corporation reported a deficit for the year ended 31 December 2022 of €368,663 (2021: deficit of €38,253) which when added to the reserves brought forward from the previous year of €6,805,183, leaves a balance of €6,436,527 in accumulated reserves at the end of the financial reporting year.

The result for the year is arrived after considering Government subvention received amounting to €63,164,009 (2021: €55,800,000), recurrent expenditure amounting to €64,430,095 (2021: €57,253,072) and other income amounting to €912,563 (2021: €1,431,420).

## DISCLOSURE OF INFORMATION TO THE AUDITOR

At the date of making this report, the directors confirm the following:

- As far as each director is aware, there is no relevant information needed by the independent auditor in connection with preparing the audit report of which the independent auditor is unaware, and
- The directors have taken all steps that they ought to have taken as directors in order to make themselves aware of any relevant information needed by the independent auditor in connection with preparing their report and to establish that the independent auditor is aware of that information

## EVENTS AFTER THE REPORTING PERIOD

There were no particular important events affecting the Corporation which occurred since the end of the reporting period.

## RESPONSIBILITIES OF THE BOARD OF DIRECTORS

The Employment and Training Services Act, Section 32(1) requires the Corporation to keep proper books of accounts and other records in respect of its operations and to prepare a statement of accounts in respect of each financial year.

The Board of Directors is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Corporation and to enable them to ensure that the financial statements have been properly prepared in accordance with the requirements of International Financial Reporting Standards as adopted by the EU. This responsibility includes designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. They are also responsible for safeguarding the assets of the Corporation and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## AUDITORS

PKF Malta Limited, Registered Auditors, have expressed their willingness to continue in office and a resolution for their reappointment will be proposed at the Annual General Meeting.

This report was approved and authorized for issue by the Board of Directors on 03 March 2023 and signed on its behalf by:



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Dr Charmaine Cristiano Grech  
Chairperson



---

Prof. Ernest Azzopardi  
Deputy Chairperson

**Registered Address:**

Head Office  
Hal Far, BBG 3000  
Malta

03 March 2023





**INDEPENDENT  
AUDITOR'S REPORT**

To the members of Jobsplus

## REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

### OPINION

We have audited the accompanying financial statements of Jobsplus set out on pages 6 to 29 which comprise the statement of financial position as at 31 December 2022, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the balance sheet of the Corporation as at 31 December 2022, and of its financial performance for the year then ended in accordance with International Financial Reporting Standards as adopted by the European Union and have been properly prepared in accordance with Section 32(1) of the Employment and Training Services Act.

### BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Corporation in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in accordance with the Accountancy Profession (Code of Ethics for Warrant Holders) Directive issued in terms of the Accountancy Profession Act (Cap. 281) in Malta, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### OTHER INFORMATION

The management is responsible for the other information. The other information comprises the directors' report shown on pages 1 to 3. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

In addition, in light of the knowledge and understanding of the Corporation and its environment obtained in the course of the audit, we are required to report if we have identified material misstatements in the directors' report and other information. We have nothing to report in this regard.

### RESPONSIBILITIES OF THOSE CHARGED WITH GOVERNANCE FOR THE FINANCIAL STATEMENTS

The management is responsible for the preparation of the financial statements that give a true and fair view in accordance with IFRS as adopted by the EU, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In addition, Section 32(1) of the Employment and Training Services Act, states that the Corporation shall cause to be kept proper books of account and other records in respect of its operations and shall cause to be prepared a statement of accounts in respect of each financial year.

In preparing the financial statements, the management is responsible for assessing the Corporation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management or the Government of Malta either intend to liquidate the Corporation or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Corporation's financial reporting process.

## REPORT ON THE FINANCIAL STATEMENTS

### AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Corporation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Corporation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Corporation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The partner in charge of the audit resulting in the independent auditor's report is Mr. George Mangion for and on behalf of

PKF Malta Limited Registered Auditors  
15, Level 3, Mannarino Road  
Birkirkara BKR 9080 Malta

03 March 2023

# STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	2022 €	2021 €
Subvention from Consolidated Fund	4.	63,164,009	55,800,000
Recurrent Expenditure		(64,430,095)	(57,253,072)
<b>(Deficit) from recurrent expenditure</b>	5.	(1,266,086)	(1,453,072)
Finance costs		(15,140)	(16,601)
Income from disability contribution	6.	4,800	38,800
Income from employment licences and other services		690,921	612,557
Income from ESF projects' indirect expenditure		216,842	780,063
		(368,663)	(38,253)
<b>European Social Fund projects</b>			
Project finance		4,685,358	6,932,892
Project costs	8.	(4,685,358)	(6,932,892)
<b>Net excess of expenditure over income</b>		(368,663)	(38,253)

The notes on pages 11 to 29 form an integral part of these financial statements.

# STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2022

	Note	2022 €	2021 €
<b>ASSETS</b>			
<b>Non-current assets</b>			
Intangible assets		676,479	187,255
Property, plant and equipment	11.	1,342,175	1,501,451
Property, plant and equipment ESF Projects	12.	385,411	420,481
<b>Total non-current assets</b>		2,404,065	2,109,187
<b>Current assets</b>			
Inventories	13.	32,277	22,322
Trade and other receivables	14.	2,642,484	2,678,465
Cash and cash equivalents	15.	5,970,900	6,374,771
<b>Total current assets</b>		8,645,661	9,075,558
<b>TOTAL ASSETS</b>		11,049,726	11,184,745

# STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2022

	Note	2022 €	2021 €
<b>EQUITY AND LIABILITIES</b>			
<b>Equity</b>			
Endowment Capital	16.	582,343	582,343
Accumulated reserves		6,436,527	6,805,183
<b>Total equity</b>		<b>7,018,870</b>	<b>7,387,526</b>
<b>Liabilities</b>			
<b>Non-current liabilities</b>			
Lease Liability	9.	162,370	194,842
Deferred grant liability	17.	340,693	374,658
<b>Total non-current liabilities</b>		<b>503,063</b>	<b>569,500</b>
<b>Current liabilities</b>			
Lease Liability	9.	55,801	49,151
Deferred grant liability	17.	44,717	45,824
Trade and other payables	18.	3,427,275	3,132,744
<b>Total current liabilities</b>		<b>3,527,793</b>	<b>3,227,719</b>
<b>Total liabilities</b>		<b>4,030,856</b>	<b>3,797,219</b>
<b>TOTAL EQUITY AND LIABILITIES</b>		<b>11,049,726</b>	<b>11,184,745</b>

The notes on pages 11 to 29 form an integral part of these financial statements.

These financial statements on pages 6 to 29 were approved and authorised by the Board of Directors on 03 March 2023 and were signed on its behalf by:



Dr Charmaine Cristiano Grech  
Chairperson



Prof. Ernest Azzopardi  
Deputy Chairperson

# STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2022

2022	ENDOWMENT CAPITAL €	ACCUMULATED RESERVES €	TOTAL EQUITY €
Balance as at 01 January 2022	582,343	6,805,190	7,387,533
Excess of expenditure over income for the year	-	(368,663)	(368,663)
<b>Balance as at 31 December 2022</b>	<b>582,343</b>	<b>6,436,527</b>	<b>7,018,870</b>

2021	ENDOWMENT CAPITAL €	ACCUMULATED RESERVES €	TOTAL EQUITY €
Balance as at 01 January 2021	582,343	6,843,436	7,425,779
Excess of expenditure over income for the year	-	(38,253)	(38,253)
<b>Balance as at 31 December 2021</b>	<b>582,343</b>	<b>6,805,183</b>	<b>7,387,526</b>

The notes on pages 11 to 29 form an integral part of these financial statements.

# STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	2022 €	2021 €
<b>Operating activities:</b>			
Profit from operations		(1,281,241)	(1,469,673)
Adjustments	19.	617,878	456,327
Net changes in working capital	19.	320,571	34,438
Income received from disability contribution, employment licences and other services		695,721	651,357
Income received from ESF Projects' indirect expenditure		216,842	780,063
<b>Net cash flows from operating activities</b>		<b>569,771</b>	<b>452,512</b>
<b>Cash flows from investing activities:</b>			
Payments to acquire property, plant and equipment		(146,604)	(218,058)
Payments to acquire intangible assets		(762,123)	(327,759)
<b>Net cash flows used in investing activities</b>		<b>(908,727)</b>	<b>(545,817)</b>
<b>Cash flows from financing activities:</b>			
Repayment of lease liabilities		(74,560)	(66,451)
Proceeds to finance acquisitions of property, plant and equipment ESF Projects		9,645	58,344
Net cash flows used in financing activities		(64,915)	(8,107)
<b>Net cash used in in cash and cash equivalents</b>		<b>(403,871)</b>	<b>(101,412)</b>
Cash and cash equivalents at beginning of year		6,374,771	6,476,183
<b>Cash and cash equivalents at end of year</b>	15.	<b>5,970,900</b>	<b>6,374,771</b>

The notes on pages 11 to 29 form an integral part of these financial statements.







**NOTES TO THE  
FINANCIAL  
STATEMENTS**

FOR THE YEAR ENDED  
31 DECEMBER 2022

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

## 1. GENERAL INFORMATION

Jobsplus was set up on 3 August 1990 through the Employment and Training Services Act. Its registered office is at Head Office, Hal Far, BBG 3000, Malta.

The financial statements of the Corporation have been prepared and presented in accordance with the requirements of the International Financial Reporting Standards (IFRS) as adopted by the European Union (EU) and in accordance with the provisions of Section 32(1) of the Employment and Training Services Act.

The financial statements are presented in euro (€), which is the Corporation's functional currency.

## 2. CHANGES IN ACCOUNTING POLICIES AND DISCLOSURES

### **STANDARDS, INTERPRETATIONS AND AMENDMENTS TO PUBLISHED STANDARDS AS ENDORSED BY THE EU EFFECTIVE IN THE CURRENT YEAR**

In the current year, the Corporation has applied new and amended IFRS Standards issued by the International Accounting Standards Board (IASB) and adopted by the EU that are mandatorily effective in the EU for an accounting period that begins on or after 1 January 2022. The adoption of new and amended standards did not have a material impact on the Corporation's financial statements.

- Amendments to IAS 16 Property, Plant and Equipment - Proceeds before Intended Use (effective for annual reporting periods beginning on or after 01 January 2022)
- Amendments to IAS 37 Onerous Contracts – Cost of Fulfilling a Contract (effective for annual reporting periods beginning on or after 01 January 2022)
- Annual Improvements to IFRS Standards 2018-2020 Cycle (effective for annual reporting periods beginning on or after 01 January 2022)
- Amendments to IFRS 3 Reference to the Conceptual Framework (effective for annual reporting periods beginning on or after 01 January 2022)

### **STANDARDS, INTERPRETATIONS AND AMENDMENTS TO PUBLISHED STANDARDS AS ENDORSED BY THE EU THAT ARE NOT YET EFFECTIVE**

At the date of the authorisation of these financial statements, certain new standards, amendments and interpretations to existing standards have been published by the IASB but are not yet effective and have not been adopted early by the Corporation. Management anticipates that all the relevant pronouncements will be adopted in the Corporation's accounting policies upon their effective date. The Corporation is still assessing the effect of these changes on the financial statements, however certain new standards and interpretations are not expected to have a material impact on the Corporation's financial statements.

- Amendments to IAS 1 Presentation of Financial Statements and IFRS Practice Statement 2: Disclosure of Accounting Policies (effective for annual reporting periods beginning on or after 1 January 2023)
- Amendments to IAS 8 Accounting policies, Changes in Accounting Estimates and Errors: Definition of Accounting Estimates (effective for annual reporting periods beginning on or after 1 January 2023)
- Amendments to IAS 12 Income Taxes: Deferred Tax related to Assets and Liabilities arising from a Single Transaction (effective for annual reporting periods beginning on or after 1 January 2023)

## **STANDARDS, INTERPRETATIONS AND AMENDMENTS TO PUBLISHED STANDARDS THAT ARE NOT YET ENDORSED BY THE EU**

- Amendments to IAS 1 Presentation of Financial Statements: Classification of Liabilities as Current or Non-current and Non-current Liabilities with Covenants (effective for annual reporting periods beginning on or after 1 January 2024)
- Amendments to IFRS 16 Leases: Lease Liability in a Sale and Leaseback (effective for annual reporting periods beginning on or after 1 January 2024)

### **3. SIGNIFICANT ACCOUNTING POLICIES**

#### **A. OVERALL CONSIDERATIONS**

The preparation of financial statements in conformity with IFRS requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Corporation's accounting policies.

The financial statements have been prepared using the significant accounting policies and measurement bases summarised below.

The accounting policies have been consistently applied by the Corporation and are consistent with those used in previous years.

#### **B. GOING CONCERN**

The financial statements have been prepared on the going concern basis which assumes that the Government of Malta will continue to provide the necessary funding to the Corporation to enable it to continue with its activities.

#### **C. INCOME AND EXPENSE RECOGNITION**

##### *i Government subvention*

Income from subvention voted to the Corporation from the consolidated fund is accrued for in accordance with the Corporation's approved budget for the year.

##### *ii ESF reimbursements*

ESF claims for reimbursements are recognised in the period in which the eligible expenses are incurred.

##### *iii ESF projects' indirect expenditure reimbursements*

ESF projects' indirect expenditure reimbursements pertains to additional funds received based on the eligible claims processed by the managing authority. It also includes eligible profiling and training services expenses which are not reported in the claims for reimbursements. These are recognised on cash basis.

##### *iv Other income*

Other income, including income from disability contribution, employment licences and other services, are recognised on cash basis.

##### *v Interest*

Interest income and expenses are reported on an accrual basis using the effective interest method.

##### *vi Deferred grants*

Deferred grants in relation to property, plant and equipment co-financed by the EU are released to the statement of income and expenditure yearly in amounts equivalent to the depreciation charge on the related assets.

*vii Operating expenses*

Operating expenses are recognised in the statement of income and expenditure upon utilisation of the service or at the date of their origin.

*viii Provision for expenditure on projects and employment and training initiatives*

Expenditure on projects and employment and training initiatives include funds committed by way of a provision in the financial statements.

**D. RIGHT OF USE ASSET**

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the Corporation expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The Corporation has elected not to recognise a right-of-use asset and corresponding lease liability for short- term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

**E. LEASE LIABILITIES**

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Corporation's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

**F. INTANGIBLE ASSETS**

Intangible assets are initially recorded at cost. They are subsequently stated at cost less accumulated amortisation and impairment losses.

Amortisation is provided at rates intended to write down the cost of the assets over their expected useful lives. The annual rates used, which are consistent with those applied in the previous year, are as follows:

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Computer software	25%
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**G. PROPERTY, PLANT AND EQUIPMENT**

*i Value method*

Items of property, plant and equipment are measured at cost less accumulated depreciation and accumulated impairment losses.

Cost includes expenditure that is directly attributable to the acquisition of the asset and any other costs directly attributable to bringing the assets to a working condition for their intended use, and the costs of dismantling and removing the items and restoring the site on which they are located.

## **II DEPRECIATION**

Depreciation is charged to the statement of comprehensive income on a straight-line basis over the estimated useful lives of items of property, plant and equipment, using the rates below. The rates applied, which are consistent with those applied in the previous year, are as follows:

Building Improvements	4 - 20%
Motor Vehicles	20%
Computer and Other Equipment	10 - 25%
Furniture and Fittings	10%

Gains and losses on the disposal or retirement of an item of property, plant and equipment are determined as the difference between the net disposal proceeds and the carrying amount at the date of disposal. The gains or losses are recognised in the statement of comprehensive income as other operating income or other operating costs, respectively.

No depreciation is provided on assets that are not yet brought into use.

## **H. IMPAIRMENT TESTING OF INTANGIBLE ASSETS AND PROPERTY, PLANT AND EQUIPMENT**

For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are largely independent cash inflows (cash-generating units). As a result, some assets are tested individually for impairment and some are tested at cash-generating unit level.

All individual assets or cash-generating units are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable.

An impairment loss is recognised for the amount by which the asset's (or cash-generating unit's) carrying amount exceeds its recoverable amount, which is the higher of its fair value less costs of disposal and its value in use. To determine the value in use, the Corporation's management estimates expected future cash flows from each cash-generating unit and determines a suitable interest rate in order to calculate the present value of those cash flows. Discount factors are determined individually for each cash-generating unit and reflect current market assessment of the time value of money and asset-specific risk factors.

Impairment losses for cash-generating units reduce first the carrying amount of any goodwill allocated to that cash-generating unit. Any remaining impairment loss is charged pro rata to the other assets in the cash-generating unit. With the exception of goodwill, all assets are subsequently reassessed for indications that an impairment loss previously recognised may no longer exist. An impairment loss is reversed if the asset's or cash-generating unit's recoverable amount exceeds its carrying amount.

## **I. INVENTORIES**

Inventories are stated at the lower of cost and net realisable value. Stocks are determined by the weighted average basis. Net realisable value represents the estimated selling price for inventories less all estimated costs of completion and costs necessary to make the sale.

## **J. FINANCIAL INSTRUMENTS**

### **i Recognition and derecognition**

Financial assets and financial liabilities are recognised when the Corporation becomes a party to the contractual provisions of the financial instrument.

Financial assets are derecognised when the contractual rights to the cash flows from the financial asset expire, or when the financial asset and substantially all the risks and rewards are transferred. A financial liability is derecognised when it is extinguished, discharged, cancelled or expires.

*ii Classification and initial measurement of financial assets*

Except for those trade receivables that do not contain a significant financing component and are measured at the transaction price in accordance with IFRS 15, all financial assets are initially measured at fair value adjusted for transaction costs (where applicable).

Financial assets, other than those designated and effective as hedging instruments, are classified into the following categories:

- amortised cost;
- fair value through profit or loss (FVTPL); or
- fair value through other comprehensive income (FVOCI)

In the periods presented the Corporation does not have any financial assets categorised as FVPTL and FVOCI.

The classification is determined by both:

- the entity's business model for managing the financial asset; and
- the contractual cash flow characteristics of the financial asset

*iii Subsequent measurement of financial assets*

Financial assets are measured at amortised cost if the assets meet the following conditions (and are not designated as FVTPL):

- they are held within a business model whose objective is to hold the financial assets and collect its contractual cash flows; and
- the contractual terms of the financial assets give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding.

After initial recognition, these are measured at amortised cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial. The Corporation's cash and cash equivalents and receivables fall into this category of financial instruments.

*iv Impairment of financial assets*

IFRS 9's impairment requirements use more forward-looking information to recognise expected credit losses - the 'expected credit loss (ECL) model'. This replaces IAS 39's 'incurred loss model'. Instruments within the scope of the new requirements included loans and other debt-type financial assets measured at amortised cost and FVOCI, trade receivables, contract assets recognised and measured under IFRS 15 and loan commitments and some financial guarantee contracts (for the issuer) that are not measured at fair value through profit or loss.

Recognition of credit losses is no longer dependent on the Corporation's first identifying a credit loss event. Instead the Corporation considers a broader range of information when assessing credit risk and measuring expected credit losses, including past events, current conditions, reasonable and supportable forecasts that affect the expected collectability of the future cash flows of the instrument.

In applying this forward-looking approach, a distinction is made between:

- financial instruments that have not deteriorated significantly in credit quality since initial recognition or that have low credit risk ('Stage 1') and
- financial instruments that have deteriorated significantly in credit quality since initial recognition and whose credit risk is not low ('Stage 2').

'Stage 3' would cover financial assets that have objective evidence of impairment at the reporting date.

'12-month expected credit losses' are recognised for the first category while 'lifetime expected credit losses' are recognised for the second category.

Measurement of the expected credit losses is determined by a probability-weighted estimate of credit losses over the expected life of the financial instrument.

Classification and measurement of financial liabilities As the accounting for financial liabilities remains largely the same under IFRS 9 compared to IAS 39, the Corporation's financial liabilities were not impacted by the adoption of IFRS 9. However, for completeness, the accounting policy is disclosed below.

The Corporation's financial liabilities include trade and other payables.

Financial liabilities are initially measured at fair value, and, where applicable, adjusted for transaction costs unless the Corporation designated a financial liability at FVTPL.

Subsequently, financial liabilities are measured at amortised cost using the effective interest method except for derivatives and financial liabilities designated at FVTPL, which are carried subsequently at fair value with gains or losses recognised in profit or loss (other than derivative financial instruments that are designated and effective as hedging instruments).

All interest-related charges and, if applicable, changes in an instrument's fair value that are reported in statement of income and expenditure are included within finance costs or finance income.

#### **K. TAXATION**

Section 34 of the Employment and Training Services Act, exempts the Corporation from any liability for the payment of income tax.

#### **L. CASH AND CASH EQUIVALENTS**

For the purpose of the statement of affairs and statement of cash flows, cash and cash equivalents comprise cash on hand and demand deposits.

#### **M. ENDOWMENT CAPITAL**

The endowment capital is classified as equity.

#### **N. PROVISIONS, CONTINGENT ASSETS AND CONTINGENT LIABILITIES**

Provisions for legal disputes, onerous contracts or other claims are recognised when the Corporation has a present legal or constructive obligation as a result of a past event, it is probable that an outflow of economic resources will be required from the Corporation and amounts can be estimated reliably. Timing or amount of the outflow may still be uncertain. Provisions are measured at the estimated expenditure required to settle the present obligation based on the most reliable evidence available at the reporting date, including risks and uncertainties associated with the present obligation. Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. Provisions are discounted to their present values, where the time value of money is material.

Any reimbursement that the Corporation can be virtually certain to collect from a third party with respect to the obligation is recognised as a separate asset. However, this asset may not exceed the amount of the related provision.

No liability is recognised if an outflow of economic resources as a result of present obligations is not probable. Such situations are disclosed as contingent liabilities unless the outflow of resources is remote.

#### **O. SIGNIFICANT MANAGEMENT JUDGEMENT**

The Corporation uses its judgement in determining whether an arrangement contains a lease, based on the substance of the agreement and makes assessment whether it is dependant on the use of a specific asset or assets, conveys a right to use the asset and transfers substantially all the risks and rewards incidental to ownership to/from the Corporation.

#### **P. ESTIMATION UNCERTAINTY**

Information about estimates and assumptions that have the most significant effect on recognition and measurement of assets, liabilities, income and expenses is provided below. Actual results may be substantially different

*i Impairment of non-financial assets*

In assessing impairment, management estimates the recoverable amount of each asset or cash-generating units based on expected future cash flows and uses an interest rate to discount them. Estimation uncertainty relates to assumptions about future operating results and the determination of a suitable discount rate (see note 3g).

*ii Useful lives of depreciable assets*

Management reviews its estimate of the useful lives of depreciable assets at each reporting date, based on the expected utility of the assets. Uncertainties in these estimates relate to technical obsolescence that may change the utility of certain software and IT equipment.

#### 4. SUBVENTION FROM CONSOLIDATED FUND

The Corporation is entitled to a yearly subvention from the Government of Malta. The subventions from consolidated fund were allocated as follows:

	2022 €	2021 €
Subvention received under recurrent vote 41 item 5876	15,846,651	14,800,000
Subvention received under recurrent vote 41 item 6163	10,800,000	10,000,000
Subvention received under recurrent vote 41 item 5703	36,517,357	31,000,000
<b>Total</b>	<b>63,164,008</b>	<b>55,800,000</b>

#### 5. (DEFICIT) FROM RECURRENT EXPENDITURE

The (deficit) from recurrent expenditure is stated after charging:

	2022 €	2021 €
Staff costs (note 7)	8,057,586	8,086,478
Directors' fees (note 7)	74,646	80,077
Amortisation of intangible assets (note 10)	272,899	107,738
Depreciation of property, plant and equipment (note 11)	329,504	330,980
Loss on disposal of property, plant and equipment	355	1,011
Auditor's remuneration	21,280	3,776
<b>Total</b>	<b>8,756,270</b>	<b>8,610,060</b>

#### 6. INCOME FROM DISABILITY CONTRIBUTION

The following amounts have been included in the statement of income and expenditure for the reporting periods presented.

	2022 €	2021 €
Income from disability contribution	4,800	38,800

Income from disability contributions comprises income received by virtue of the Disability Quota Contributions in terms of Article 16 of the Persons with Disability (Employment) Act, Chapter 210 Laws of Malta.



The contributions received during 2022 amounting to €4,800 (2021: €38,800) have been utilised to partly finance the following expenditures:

	2022 €	2021 €
Contributions towards 'Lino Spiteri Foundation'	1,499,933	1,400,000
Fiscal Incentives for Persons with Disability	663,346	512,103
Inclusive job support for vulnerable persons	77,744	92,709
<b>Total</b>	<b>2,241,023</b>	<b>2,004,812</b>

## 7. STAFF COSTS

### A. WAGES AND SALARIES

Payroll costs for the year comprise of the following:

	2022 €	2021 €
Staff Costs	8,057,586	8,086,478
Directors' fees	74,646	80,077
<b>Total</b>	<b>8,132,232</b>	<b>8,166,555</b>

### B. AVERAGE NUMBER OF EMPLOYEES

The average number of persons employed by the Corporation during the year was as follows:

	2022 No.	2021 No.
Directors	17	17
Employees	285	293
<b>Total</b>	<b>302</b>	<b>310</b>

## 8. EUROPEAN SOCIAL FUND PROJECT COSTS

The Corporation is the beneficiary on projects funded under the European Social Fund Cohesion Policy, 2014 - 2020. Funding for these projects is to be provided by the EU (80%) and the Government of Malta (20%). The disbursements on these projects are detailed below:

	2022 €	2021 €
ESF.01.001 - 'Training for Employment'	1,643,408	3,332,795
ESF.01.002 - 'Youth Guarantee 2.0'	1,245,051	1,147,451
ESF.02.048 - 'The VASTE Programme'	1,534,363	2,361,252
ESF.02.056 - Work Programme Initiative (WPI)	-	38,197
MT/2017/AMIF/11.01 - Asylum, Migration and Integration Fund	262,536	53,197
<b>Total</b>	<b>4,685,358</b>	<b>6,932,892</b>

Salaries included in the above costs amounted to €654,109 (2021: €490,377).

## 9. LEASE LIABILITY

	2022 €	2021 €
Lease Liability on Property	218,171	243,993

	2022 €	2021 €
Non-current	162,370	194,842
Current	55,801	49,151
<b>Total</b>	<b>218,171</b>	<b>243,993</b>

	Less than one year €	One to five years €	More than five years €	Total €
<b>Maturity Analysis</b>				
31 December 2022	55,801	162,370	-	218,171
31 December 2021	49,151	194,842	-	243,993

## 10. INTANGIBLE ASSETS

The carrying amounts of the Corporation's computer software are as follows:

	Computer Softwar €	Total €
<b>Cost</b>		
At 1 January 2021	766,552	766,552
Additions	218,058	218,058
<b>At 31 December 2021</b>	<b>984,610</b>	<b>984,610</b>
At 1 January 2022	984,610	984,610
Additions	762,123	762,123
<b>At December 2022</b>	<b>1,746,733</b>	<b>1,746,733</b>
<b>Amortisation</b>		
At 1 January 2021	689,617	689,617
Charge for the year	107,738	107,738
<b>At 31 December 2021</b>	<b>797,355</b>	<b>797,355</b>
At 1 January 2022	797,355	797,355
Charge for the year	272,899	272,899
<b>At 31 December 2022</b>	<b>1,070,254</b>	<b>1,070,254</b>
<b>Carrying Ammounts</b>		
<b>At 31 December 2021</b>	<b>187,255</b>	<b>187,255</b>
<b>At 31 December 2022</b>	<b>676,479</b>	<b>676,479</b>

## 11. PROPERTY, PLANT AND EQUIPMENT

Property, plant and equipment comprise right of use of property, improvements, motor vehicles, computer and electronic equipment and furniture and fittings. The carrying amounts can be analysed as follows:

	Right of Use Asset €	Building Improvements €	Furniture and fittings €	Motor Vehicles €	Computer and office equipment €	Total €
<b>Cost</b>						
Opening balance	581,386	1,986,914	728,991	253,292	3,137,932	6,688,515
Additions	23,959	31,133	39,630	-	75,842	170,564
Disposals	-	-	(2,442)	-	(44,900)	(47,342)
<b>Balance at 31 December 2022</b>	<b>605,345</b>	<b>2,018,047</b>	<b>766,179</b>	<b>253,292</b>	<b>3,168,874</b>	<b>6,811,737</b>
<b>Depreciation</b>						
Opening balance	(381,251)	(1,250,531)	(636,333)	(192,258)	(2,726,691)	(5,187,064)
Disposals	-	-	2,359	-	44,647	47,006
Depreciation	(46,315)	(70,141)	(24,795)	(28,537)	(159,716)	(329,504)
<b>Balance at 31 December 2022</b>	<b>(427,566)</b>	<b>(1,320,672)</b>	<b>(658,769)</b>	<b>(220,795)</b>	<b>(2,841,760)</b>	<b>(5,469,562)</b>
<b>Carrying Amounts</b>						
<b>At 01 January 2022</b>	<b>200,135</b>	<b>736,383</b>	<b>92,658</b>	<b>61,034</b>	<b>411,241</b>	<b>1,501,451</b>
<b>At 31 December 2022</b>	<b>177,779</b>	<b>697,375</b>	<b>107,410</b>	<b>32,497</b>	<b>327,114</b>	<b>1,342,175</b>

## 12. PROPERTY, PLANT AND EQUIPMENT - ESF PROJECTS

Property, plant and equipment ESF Projects comprise improvements, computer and electronic equipment and furniture and fittings. The carrying amounts can be analysed as follows:

	Improvements €	Computer and office equipment €	Furniture and fittings €	Total €
<b>Cost</b>				
Opening balance	800,623	347,009	130,835	1,278,467
Additions	-	-	9,645	9,645
<b>Balance at 31 December 2022</b>	<b>800,623</b>	<b>347,009</b>	<b>140,480</b>	<b>1,288,112</b>
<b>Depreciation</b>				
Opening balance	(444,561)	(331,563)	(81,860)	(857,984)
Depreciation	(32,025)	(5,686)	(7,006)	(44,717)
<b>Balance at 31 December 2022</b>	<b>(476,586)</b>	<b>(337,249)</b>	<b>(88,866)</b>	<b>(902,701)</b>
<b>Carrying Amounts</b>				
<b>At 01 January 2022</b>	<b>356,062</b>	<b>15,446</b>	<b>48,975</b>	<b>420,483</b>
<b>At 31 December 2022</b>	<b>324,037</b>	<b>9,760</b>	<b>51,614</b>	<b>385,411</b>

Since 2007, the Corporation has been the beneficiary for eleven (2021: eleven) projects involving property, plant and equipment funded under European Social Fund Cohesion Policy and under the European Regional Development Fund (ERDF). Funding for projects for the period 2007-2013 was provided by the European Union (85%) and the Government of Malta (15%). For the period 2014-2022, funding for projects is to be provided by the EU (80%) and the Government of Malta (20%).

### 13. INVENTORIES

	2022 €	2021 €
Stationery and consumables	32,277	22,322
<b>Total</b>	<b>32,277</b>	<b>22,322</b>

### 14. TRADE AND OTHER RECEIVABLES

	2022 €	2021 €
Trade receivables	1,703,191	1,603,626
Other receivable	539,319	1,004,687
<b>Financial assets</b>	<b>2,242,510</b>	<b>2,608,313</b>
Prepayments	399,974	70,152
<b>Trade and other receivables</b>	<b>2,642,484</b>	<b>2,678,465</b>

The carrying value of receivables is considered a reasonable approximation of fair value.

### 15. CASH AND CASH EQUIVALENTS

Cash and cash equivalents for the purpose of the cash flow statement are as follows:

	2022 €	2021 €
Cash on hand	5,658	5,658
Bank balances	5,965,242	6,369,113
<b>Cash and cash equivalents</b>	<b>5,970,900</b>	<b>6,374,771</b>

The Corporation has a bank guarantee of €322,000 as at 31 December 2022 (2021: €322,000). The Corporation does not have any other restrictions on its cash in hand and at bank at year end.

### 16. ENDOWMENT CAPITAL

In accordance with Section 19(1) of the Employment and Training Services Act, 1990, the endowment capital of the Corporation is €582,343.

## 17. DEFERRED GRANTS

	Youth Guarantee	VASTE	ESF NISTA	ESF ESEP	ESF ESPD	ESF YEP	ESF EP	ERDF 08	ERDF 045	ESF TAF	ESF EAP	Total
Cost	€	€	€	€	€	€	€	€	€	€	€	€
At 1 January 2021	2,832	12,948	914	2,391	74,061	14,215	7,713	590,809	512,693	8,846	6,440	1,233,862
Additions	-	58,344	-	-	-	-	-	-	-	-	-	58,344
<b>At 31 December 2021</b>	<b>2,832</b>	<b>71,292</b>	<b>914</b>	<b>2,391</b>	<b>74,061</b>	<b>14,215</b>	<b>7,713</b>	<b>590,809</b>	<b>512,693</b>	<b>8,846</b>	<b>6,440</b>	<b>1,292,206</b>
At 1 January 2022	2,832	71,292	914	2,391	74,061	14,215	7,713	590,809	512,693	8,846	6,440	1,292,206
Additions	-	9,643	-	-	-	-	-	-	-	-	-	9,643
<b>At 31 December 2022</b>	<b>2,832</b>	<b>80,935</b>	<b>914</b>	<b>2,391</b>	<b>74,061</b>	<b>14,215</b>	<b>7,713</b>	<b>590,809</b>	<b>512,693</b>	<b>8,846</b>	<b>6,440</b>	<b>1,301,849</b>
<b>Depreciation</b>												
At 1 January 2021	2,125	8,104	914	2,326	59,805	14,215	7,713	400,275	315,137	8,846	6,440	825,900
Transfer to Income Statement	707	9,447	-	65	3,579	-	-	17,321	14,704	-	-	45,823
<b>At 31 December 2021</b>	<b>2,832</b>	<b>17,551</b>	<b>914</b>	<b>2,391</b>	<b>63,384</b>	<b>14,215</b>	<b>7,713</b>	<b>417,596</b>	<b>329,841</b>	<b>8,846</b>	<b>6,440</b>	<b>871,723</b>
At 1 January 2022	2,832	17,551	914	2,391	63,384	14,215	7,713	417,596	329,841	8,846	6,440	871,723
Transfer to Income Statement	-	9,113	-	-	3,579	-	-	17,321	14,704	-	-	44,717
<b>At 31 December 2022</b>	<b>2,832</b>	<b>26,664</b>	<b>914</b>	<b>2,391</b>	<b>63,384</b>	<b>14,215</b>	<b>7,713</b>	<b>434,917</b>	<b>344,545</b>	<b>8,846</b>	<b>6,440</b>	<b>916,440</b>
<b>Net Book Value</b>												
At 31 December 2022	-	54,272	-	-	7,097	-	-	155,892	168,149	-	-	385,410
At 31 December 2021	-	53,742	-	-	10,677	-	-	173,213	182,852	-	-	420,484

Since 2007, the Corporation has been the beneficiary for eleven (2020: eleven) projects involving property, plant and equipment funded under the European Social Fund Cohesion Policy and under the European Regional Development Fund (ERDF). Funding for projects for the period 2007-2013 was provided by the EU (85%) and the Government of Malta (15%). For the period 2014-2021, funding for projects is to be provided by the EU (80%) and the Government of Malta (20%). The grants received are being deferred and released to the statement of income and expenditure yearly over the useful lives of the assets.

## 18. TRADE AND OTHER PAYABLES

	2022 €	2021 €
Trade payables	777,862	693,340
Accruals	1,554,962	1,472,566
Other payables	1,094,451	966,838
<b>Total</b>	<b>3,427,275</b>	<b>3,132,744</b>

The carrying value of receivables is considered a reasonable approximation of fair value.

## 19. ADJUSTMENTS AND NET CHANGES IN WORKING CAPITAL

The following non-cash flow adjustments and net changes in working capital have been made to the (deficit) income on recurrent expenditure and European Social Fund projects for the year to arrive at operating cash flow:

	2022 €	2021 €
<b>Adjustments:</b>		
Depreciation charge of property, plant and equipment	374,221	376,801
Interest on lease liability	15,140	16,601
Amortisation of intangible assets	272,899	107,738
Release of grant on property, plant and equipment ESF projects	(44,717)	(45,824)
Loss on disposal of property, plant and equipment	335	1,011
<b>Total adjustments</b>	<b>617,878</b>	<b>456,327</b>
<b>Net changes in working capital:</b>		
Change in inventories	(9,955)	4,164
Change in receivables	35,981	(332,946)
Change in payables	294,545	363,220
<b>Total net changes in working capital</b>	<b>320,571</b>	<b>34,438</b>

## 20. RISK MANAGEMENT OBJECTIVES AND POLICIES

The Corporation is exposed to credit risk, liquidity risk and market risk through its use of financial instruments which result from both its operating and investing activities. The Corporation's risk management is coordinated by the Board of Directors and focuses on actively securing the Corporation's short to medium term cash flows by minimising the exposure to financial risks.

The most significant financial risks to which the Corporation is exposed to are described below. See also note 20(e) for a summary of the Corporation's financial assets and liabilities by category.

### A. CREDIT RISK

The Corporation's exposure to credit risk is limited to the carrying amount of financial assets is recognised at the end of the reporting periods, as summarised below:

	2022 €	2021 €
Trade and other receivables	2,242,510	2,608,313
Cash and cash equivalents	5,970,900	6,374,771
	8,213,410	8,983,084

The Corporation continuously monitors defaults of its counterparty receivables, identified either individually or by group, and incorporate this information into its credit risk controls. The Corporation's policy is to deal only with creditworthy counterparties.

The Corporation's management considers that the above financial assets that are not impaired for each of the reporting dates under review are of good credit quality, including those that are past due.

None of the Corporation's financial assets is secured by collateral or other credit enhancements.

The credit risk for liquid funds is considered negligible, since the counterparties are reputable banks with high quality external credit ratings.

#### **B. LIQUIDITY RISK**

The Corporation's exposure to liquidity risk arises from its obligations to meet its financial liabilities, which comprise payables, accruals and provisions (see note 18). Prudent liquidity risk management includes maintaining sufficient cash and committed credit facilities to ensure the availability of an adequate amount of funding to meet the Corporation's obligations when they become due

The Corporation manages its liquidity needs through cash flow forecasts by carefully monitoring expected cash inflows and outflows on a daily basis. Except as described below, the Corporation's liquidity risk is not deemed to be significant in view of the matching of cash inflows and outflows arising from expected maturities of financial instruments, as well as the Corporation's reliance on funding available from the Government of Malta. Included within financial liabilities are amounts totalling to €748,281 (2021: €805,790) representing funds provided by the Government over a number of years to cover various schemes and projects. Should payment of these amounts be requested, the Corporation might require additional funding in order to cover its financial liabilities as these fall due.

The Corporation's financial liabilities at the reporting dates under review are all short term and their contractual maturities fall within one year (see note 18).

#### **C. FOREIGN CURRENCY RISK**

The Corporation transacts in euro and therefore the Corporation has no exposure to foreign currency risk.

#### **D. INTEREST RATE RISK**

The Corporation is exposed to interest rate risk on its bank balances at variable rates.

The Corporation does not expect significant shifts in the interest rates in the next 12 months. Based on current market conditions a change of +/- 25 basis points in the market interest rates is considered possible. Consequently the effect on the results of the Corporation resulting from a change in the cash returns derived from variable short-term assets would be considered negligible.

#### **E. SUMMARY OF FINANCIAL ASSETS AND LIABILITIES BY CATEGORY**

The carrying amounts of the Corporation's financial assets and liabilities as recognised at the end of the reporting periods under review may also be categorized as follows. See note 3(j) for explanations about how the category of financial instruments affects their subsequent measurement

	2022 €	2021 €
<b>Current assets</b>		
<b>Financial assets measured at amortised cost:</b>		
Receivables (note 14)	2,242,510	2,608,313
Cash and cash equivalents (note 15)	5,970,900	6,374,771
	8,213,410	8,983,084
<b>Current liabilities</b>		
<b>Financial liabilities measured at amortised cost:</b>		
Payables (note 18)	3,427,275	3,132,744

## 21. CAPITAL MANAGEMENT POLICIES AND PROCEDURES

The Corporation was set up on 3 August 1990 through the Employment and Training Services Act. In addition to the initial endowment capital introduced by means of the requirements of Section 19(1) of the Act, amounting to €582,343, the Corporation receives annual subventions from the consolidated fund as approved by Parliament through its recurrent vote.

The Corporation monitors the level of debt, which includes payables less cash and bank balances against total capital on an ongoing basis. The Board of Directors considers all funding received from the Government and income from other sources and in order to maintain its capital, adjusts the level of expenditure in line with the funds made available to the Corporation.

## 22. COMMITMENTS

	2022 €	2021 €
Purchase of property, plant and equipment	30,639	33,764
Employment and training initiatives	-	23,197
Other recurrent expenditure	76,923	-
	107,562	56,961

The Corporation's committed expenditure represents commitments to purchase property, plant and equipment, expenditure on employment and training initiatives and other recurrent expenditure.

## 23. CONTINGENT LIABILITIES

The Corporation presently has court cases pending against it, for which no provision has been made in the financial statements since the outcome of such claims and damages is still unknown. Based on the information available to date, the Corporation is not expecting any significant damages to be borne by the Corporation and accordingly no provision is deemed necessary by the Board of Directors.

## 24. ULTIMATE CONTROLLING PARTY

The equity of the Corporation is held entirely by the Government of Malta.

## 25. POST REPORTING DATE EVENTS

There were no adjusting or significant non-adjusting events which occurred between the end of the reporting period and the date of authorisation by the Board.





# SCHEDULES

## PROGRAMMES & INITIATIVES

	2022 €	2021 €
Employment and training initiatives	489,823	436,726
EU Projects related Expenditure	90,200	293,610
Community Work Scheme	11,923,679	10,743,489
Work Programme	50,732	104,236
Data Document Management	1,206,080	1,169,858
Contribution towards Lino Spiteri Foundation	1,499,933	1,400,000
Inclusive Support	77,744	92,711
Persons with Disability Fiscal Incentive	663,348	512,103
<b>Total Training Programme</b>	<b>16,001,539</b>	<b>14,752,733</b>
<b>Childcare for All</b>		
Free Childcare Scheme	36,509,876	31,211,386
<b>Total Childcare for All</b>	<b>36,509,876</b>	<b>31,211,386</b>
<b>Total Programmes &amp; Initiatives</b>	<b>52,511,415</b>	<b>45,964,119</b>

## OTHER RECURRENT EXPENDITURE

	2022 €	2021 €
Staff Costs	8,057,586	8,086,478
Board Fees	74,646	80,077
Staff training	96,029	95,342
Childcare expenses	97,377	81,268
Telework expenses	10,149	15,891
Uniforms	4,986	4,013
Rent payable	56,892	56,778
Licences and permits	16,431	13,214
Insurance	101,723	96,848
Water and electricity	65,764	65,208
Cleaning	229,049	205,669
Repairs and maintenance	291,341	221,641
Office supplies	106,064	90,797
Marketing and advertising	185,616	144,312
Postage and telecommunications	213,868	272,147
Security	170,697	178,902
Medical expenses	4,395	4,674
Transport expenses	275,427	295,994
Travelling and accomodation	74,623	56,046
Professional Fees	835,849	394,763
Audit Fee	21,280	3,776
Financial charges	26,393	32,554
Staff welfare	27,666	19,393
General expenses	14,920	10,204
Amortisation of intangible assets	272,899	107,738
Depreciation of property, plant and equipment	283,189	288,658
Depreciation - right of use asset	46,315	42,322
Loss on Disposal - Finance Unit	335	1,011
Call centre expenses	239,617	318,286
Research	17,554	4,949
<b>Total Other Recurrent Expenditure</b>	<b>11,918,680</b>	<b>11,288,953</b>









