

RECRUITMENT SERVICES



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The Recruitment Services Unit at Jobsplus can assist employers with all matters relating to recruitment locally and from within the EU.

We act as liaison between employers and all other units within Jobsplus and it is our job to manage any queries related to any services offered by other units and employer accounts on the Jobsplus website.

We encourage networking among employers and do our utmost to keep them up-to-date with the different services and schemes offered by Jobsplus through webinars, email outreach and one-to-one meetings.

For further details visit the Jobsplus website (www.jobsplus.gov.mt) or contact us through er.jobsplus@gov.mt or 2220 1600



RECRUITMENT SERVICES LOCALLY AND WITHIN THE EU



LOCAL RECRUITMENT SERVICES

We offer a variety of free services to help employers find suitable candidates for the positions that they advertise. These include:

- Advertising a vacancy at no cost on the Jobsplus website and helping to identify suitable candidates for the job being advertised.
- Providing employers with the facility to carry out their own matching with the profiles registered on the Jobsplus website.
- A Personalised Recruitment Service – where CVs are received and shortlisted by our recruitment team on behalf of the employer.
- Recruitment Drives – where our recruitment team organises interviews or is present for interviews either at the Jobsplus offices or the employer's.
- Email outreach – where an email shot promoting the employer's organisation is sent out to all Jobsplus subscribers.

For further details visit the Jobsplus website (www.jobsplus.gov.mt) or contact us through vacancy.jobsplus@gov.mt or 2220 1668/9

EU RECRUITMENT SERVICES

EURES (European Employment Service) Malta provides assistance to employers recruiting workers from within the EU. The services that EURES Malta offers include:

- Advertising a vacancy at no cost, both on the Jobsplus website and on the EURES portal www.eures.europa.eu (with over 3 million vacancies at any one time).
- Dissemination of vacancies through the EURES Network including a request for further marketing and outreach in relevant member states (depending on the vacancy).
- A bespoke client matching service – where our recruitment team filters the CVs submitted on the EURES portal to present employers with a shortlist of potential candidates. Employers can also choose to create an account on the EURES Portal and filter the CVs themselves.
- Recruitment days. Participation in events organised by EURES, both onsite and online via the European Job Days portal www.europeanjobdays.eu that enables employers to connect with jobseekers in the EU and hold virtual interviews.

For further details visit the Jobsplus website (www.jobsplus.gov.mt) and the EURES Malta website (www.eures.com.mt) or contact us through eures.jobsplus@gov.mt or 2220 1662/3.

SERVICES FOR NON-EU NATIONALS

Employment Licences

The Employment Licences Unit at Jobsplus is responsible for issuing employment licenses to non-Maltese nationals who include:

- asylum applicants, beneficiaries of national and international protection and persons holding a Specific Residence Authorisation; and
- third country nationals (temporary workers/self-employed/secondary employment (part time))

Though Jobsplus is the entity responsible for assessing Single Permit applications from a labour market perspective. When an application is submitted to Identity Malta, it is referred to Jobsplus for a labour market assessment. Based on the feedback submitted by Jobsplus a decision is made by Identity Malta on whether or not to issue a Residence/Employment Licence for the applicant.

For further details visit the Jobsplus website (www.jobsplus.gov.mt) or contact us through employment-licences.jobsplus@gov.mt or 2220 1280



JOB BROKERAGE

The Job Brokerage Office provides intermediary assistance to employers and registered NGOs who require ad hoc short-term placement of migrants. The Job Brokerage team matches the skills and availability of the migrants registered on the scheme against the employer's requirements and refers suitable candidates for the placement, also coordinating the place, dates and times indicated by the employer.

For further details visit the Jobsplus website (www.jobsplus.gov.mt) or contact us through brokerage.jobsplus@gov.mt or 2220 1681/4.



ACCESS TO EMPLOYMENT SCHEME

The Access to Employment (A2E) Scheme provides employment aid to enterprises in Malta and Gozo to promote the recruitment of challenged jobseekers and inactive persons. All private employers with an economic activity, including NGOs, partnerships and persons who are self-employed are eligible to apply.

Employers applying for the A2E Scheme will be eligible to receive a subsidy of €186 (full-time employment) / €93 (part-time employment) (2024 figures) per week per new recruit engaged for a period of 52 weeks or 104 weeks, depending on the target group.

- In the case of registered disabled persons, a subsidy of €278 (full-time) / €139 (part-time) (2024 figures) per week for a maximum of 156 weeks will be provided. Rates are revised on an annual basis to include the cost of living increase.

The target groups include:

- Persons who have been inactive in the preceding 6 months, 12 months and 24 months
- Individuals with a limited education level
- Single adults with dependants
- Over 50-year-olds (no restriction on experience / qualifications)
- Registered persons with different abilities

For further details visit the Jobsplus website (www.jobsplus.gov.mt) or contact us through a2e.jobsplus@gov.mt or 2220 1399.



BRIDGING THE GAP SCHEME

The Bridging the Gap Scheme offers jobseekers a period of work exposure with an employer to enable them to demonstrate that they have the skills required for a particular job. All private entities, including NGOs, are eligible to apply. Registered disabled persons, former substance abusers, former prison inmates and social cases can all benefit from this scheme. The jobseekers receive a weekly allowance of 80% of the minimum wage from Jobsplus. The employer will be free from obligation such as national insurance contributions, wages and sick leave benefits.

For further details visit the Jobsplus website (www.jobsplus.gov.mt) or contact us through iesd.jobsplus@gov.mt or 2220 1238 / 1257.

TRAINING SCHEMES/ OPPORTUNITIES

INVESTING IN SKILLS

Employers applying for the IIS Scheme could be eligible to receive a subsidy on training costs, wage costs and air travel.

Eligible employers include partnerships, companies, family businesses, associations, self-employed persons, NGOs and Social Partners (whether or not they carry out an economic activity).

Between 50% to 70% of the rates listed in the table below can be reimbursed, depending on the size of the applicant entity.

| Training Type | Rate per Trainee/hr for Training Costs* | Rate per Trainee/hr for Wage Costs* | Capping |
|-------------------------|---|-------------------------------------|-------------------|
| Non-Accredited Training | €28.25 | €5.55 | Up to 25 hours |
| Accredited Training | €28.25 | €5.55 | All contact hours |

* 2023 figures. Rates can be revised on an annual basis to include the cost of living increase.

Accredited training at MQF/EQF Levels 1 - 5 can be supported under the Scheme.

It may be possible to obtain a subsidy on air travel for trainees who need to travel abroad for training or to bring trainers from abroad to deliver training locally. Subsidies will be based on the rates used in the Erasmus Plus Grant Support Programme for the mobility of staff.

For further details visit the Jobsplus website (www.jobsplus.gov.mt) or contact us through iis.jobsplus@gov.mt or 2220 1300.

TRAINING COURSES

Jobsplus offers online and onsite courses free of charge that vary from soft skills and office work related topics to trade-related courses, language courses and courses on care working, food handling and security. The team at Jobsplus can also advise employers on their training needs and create tailor made courses for them. Courses may also be held at the employers premises.

For further details visit the Jobsplus website (www.jobsplus.gov.mt) or contact us through training.jobsplus@gov.mt or 2220 1610.



OTHER SERVICES

RECRUITMENT OF VULNERABLE PERSONS

The Inclusive Employment Services Unit offers support to employers to facilitate the integration of vulnerable persons in the labour market. Vulnerable persons include former substance abusers, individuals on methadone treatment, individuals with addiction problems, former offenders, individuals who are at risk of poverty, migrants and persons with socioeconomic difficulties (including, but not limited to, homeless persons, victims of domestic violence and victims of human trafficking). This support is provided through specific services, such as mentoring support before and during employment, work exposure schemes, assistance to employers and collaboration with other professionals.

For further details visit the Jobsplus website (www.jobsplus.gov.mt) or contact us through iesd.jobsplus@gov.mt or 2220 1238 / 1257.

RECRUITMENT OF PERSONS WITH DISABILITY

The Lino Spiteri Foundation (LSF) is a public social partnership between Jobsplus and Empower Coop. This partnership draws on Jobsplus' resources and the expertise of the corporate sector to create employment opportunities for persons with disability. The LSF's role is to keep close corporate relations with employers and provide guidance on schemes and incentives related to the employment of persons with a disability.

LSF also provides assistance to persons with disability on a one stop-shop basis, providing initial registration, advisory assistance and job search support to each registered disabled person. Job coaching support is also provided for individuals requiring assistance at their workplace. The Lino Spiteri Foundation also offers the Headstart Programme.



Services offered to private companies include:

- Job carving
- Job coaching
- Recruitment services support
- Onsite support for employed persons with disabilities
- Support for the application of schemes and other incentives
- Continued follow on support

For further details visit the LSF website (www.linospiterifoundation.org) or contact the foundation through info@lsf.org.mt or 22201761.

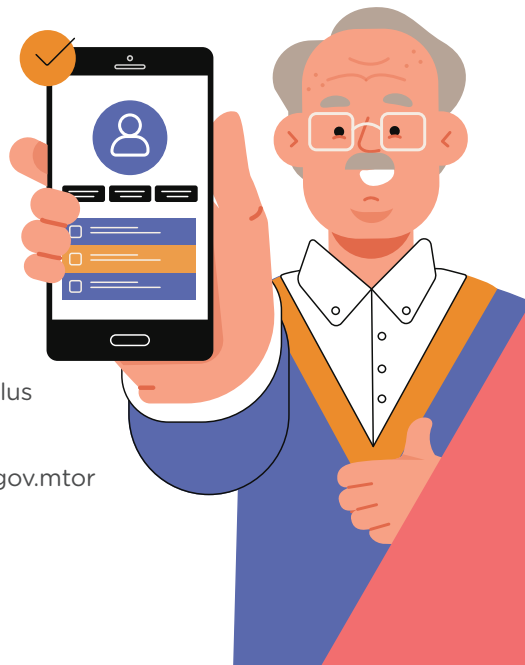
OTHER EMPLOYER INCENTIVES

MATURE WORKERS SCHEME

Employers, including self-employed individuals, who employ persons aged between 45 and 65 who have been on the unemployment register for the preceding six months will have their income tax deducted pro-rata.

Employers will receive up to a maximum of €11,600 (2024 figures) in tax deductions on the chargeable income for the first two years of employment for each eligible employee.

Employers who engage eligible employees may benefit from a further tax deduction of 50% of the cost of training up to a maximum of €400 (2024 figures) per employee.



For further details visit the Jobsplus website (www.jobsplus.gov.mt) or contact us through matureworkerscheme.jobsplus@gov.mt or call 22201237



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