

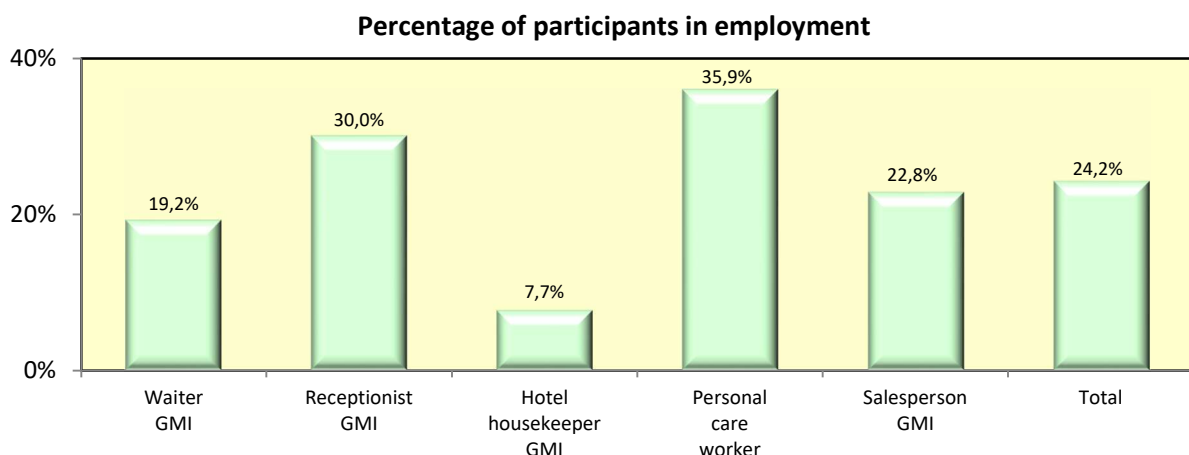
## EVALUATION OF THE IMPACT OF THE TRAINING PROGRAMMES FOR THE UNEMPLOYED (2018-2019)

The evaluation of social interventions, including human resource training and development activities, is considered very important by the Human Resource Development Authority of Cyprus (HRDA). For the HRDA, the assessment, accountability and transparency regarding the impact of its interventions on the human resources, the enterprises and overall the economy and society of Cyprus is a firm objective. The study which evaluates the impact of the Training Programmes for the Unemployed on the persons that successfully completed the Scheme during the period 2018-2019, was conducted in this context. The Scheme aims at providing training opportunities for the unemployed in order to acquire, enrich and/or upgrade their knowledge and skills, in accordance with the needs observed in the labour market, which in turn will broaden their prospects for reintegration in employment, as well as meet their expectations for a new professional career.

The main objective of the study is the evaluation of the impact on the persons that successfully completed the Scheme during the period 2018-2019. The data were collected using two appropriately designed questionnaires. The first questionnaire, designed by the HRDA, was expected to be submitted by all 428 participants 30 days after completion of their participation in the Scheme. The questionnaire was completed by 402 persons (coverage ratio 93,9%) with statistical error 1,0%. The data collection for the second questionnaire was carried out by conducting a telephone field survey with recurrent efforts for data collection from the entire population of participants. The completion was possible for 290 persons (coverage ratio 67,8%) with statistical error 2,7%. The data are analysed for the specialisations of waiter Minimum Guaranteed Income (GMI) beneficiary, receptionist GMI, hotel housekeeper GMI for 2018 and the specialisations of personal care worker to GMI beneficiaries and salesperson GMI for 2018 and 2019.

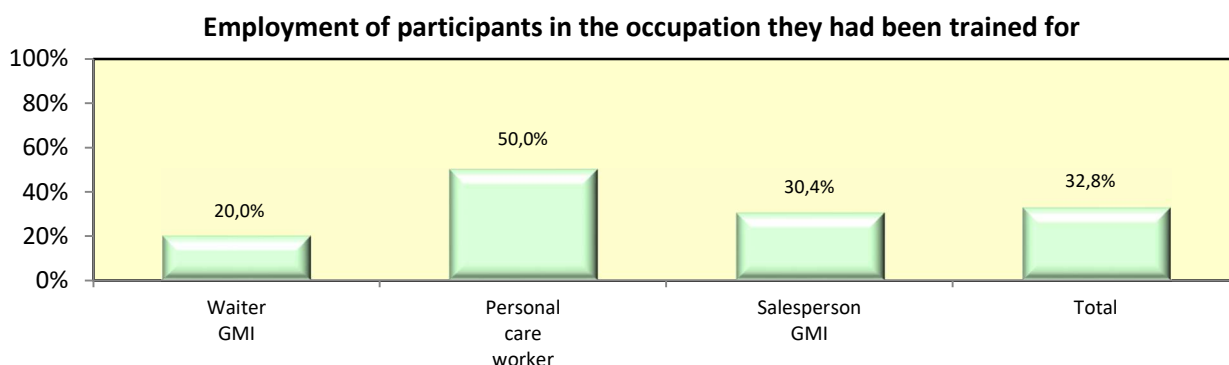
### A. Impact of the Scheme on employability

Almost 1 in 4 participants (24,2%) were employed at the time of the field research, about 7 months after completion of their participation in the Scheme, while 7 in 10 (72,5%) remained unemployed and 3,3% were inactive.



Almost 7 in 10 participants (67,2%) were found in a different occupation than the one they had been trained for. All the participants trained in the specialisation of receptionist GMI and housekeeper GMI worked in a

different occupation. The participants did not pursue the occupation they had been trained for, mainly due to “inadequate salaries” (27,5%), “no jobs in the training profession” (27,2%) and “no jobs that correspond in the aspirations of individuals” (21,8%).



The average gross monthly salary of the employed participants was €745. More than half of the participants (54,7%) were in full-time and permanent employment.

Only 14,8% of participants continued to work in the same enterprise they were placed in the context of their participation in the Scheme for the acquisition of work experience.

Almost 4 out of 10 participants (39,7%) consider that the connection between their current tasks and the tasks they had during their participation in the Scheme was very good or good. Greater percentages of very good or good degree of connection were expressed by the personal care workers (58,3%) and salespersons GMI (39,1%).

Only 14,4% of the unemployed/inactive participants found employment for a specific time period after completion of their participation in the Scheme. The main reasons the participants remained unemployed were the “difficulties in finding any kind of job” (33,3%) and “age” (19,8%). The main reason for withdrawal from the labour market of the small number of participants that were inactive (14 persons) was almost entirely “personal reasons” (13 persons).

## **B. Benefits gained by the participants from their participation in the Scheme**

The participants noted very important benefits from their participation in the Scheme. More than 6 out of 10 reported that the main benefits were “improving their personal knowledge and skills” (62,4%) and “improving their personal development” (61,1%).

The majority of participants (70,5%), consider very useful or useful the knowledge and skills acquired by participating in the Scheme. Greater percentages of very good or good degree of usefulness of the knowledge and skills acquired, are identified in personal care workers (89,7%) and salespersons GMI (73,3%).

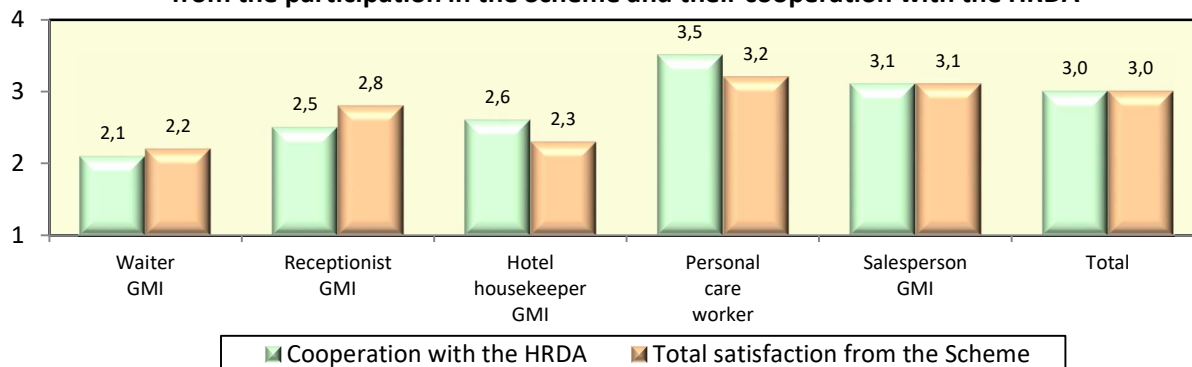
## **C. Satisfaction of participants from their participation in the Scheme**

More than 7 out of 10 participants (73,9%) were either very satisfied or satisfied<sup>1</sup> from their participation in the Scheme and 80,7% would recommend contacts, friends and relatives to participate.

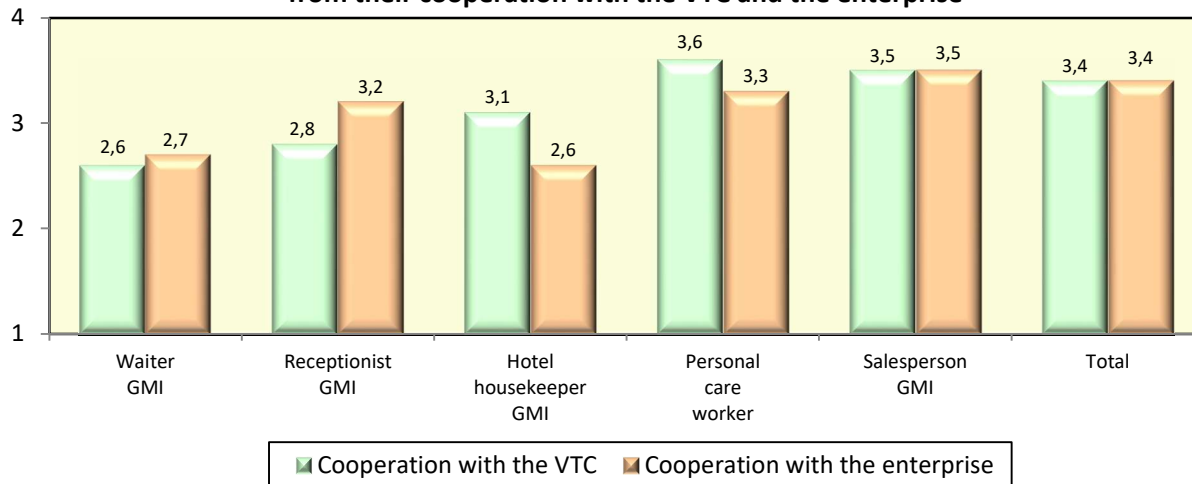
<sup>1</sup> The scale used was: 1: Not satisfied, 2: Partially satisfied, 3: Satisfied, 4: Very satisfied.

The great majority of participants were either very satisfied or satisfied by their cooperation with the Vocational Training Centre (VTC) (91,0%), the enterprise in which they were placed (85,9%) and the HRDA (75,7%) in the context of their participation in the Scheme.

**Average degree of overall satisfaction of participants from the participation in the Scheme and their cooperation with the HRDA**

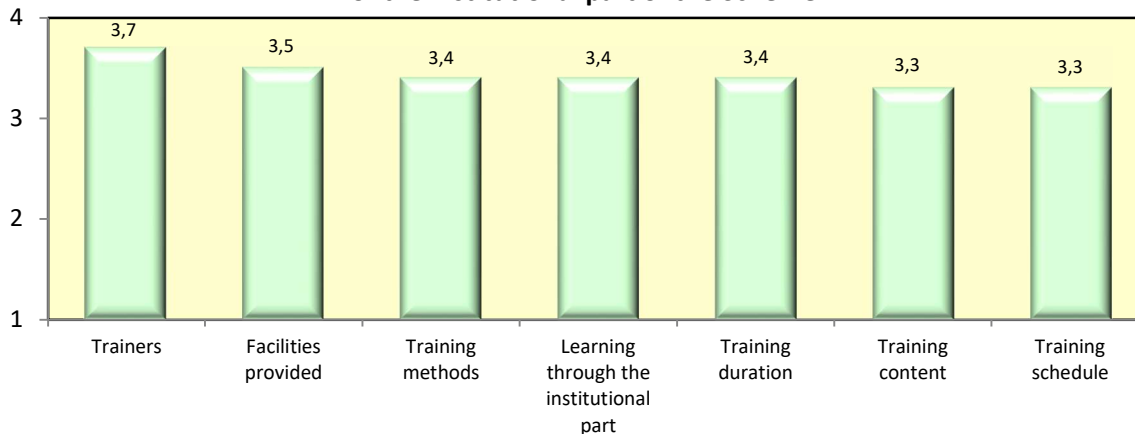


**Average degree of satisfaction of participants from their cooperation with the VTC and the enterprise**



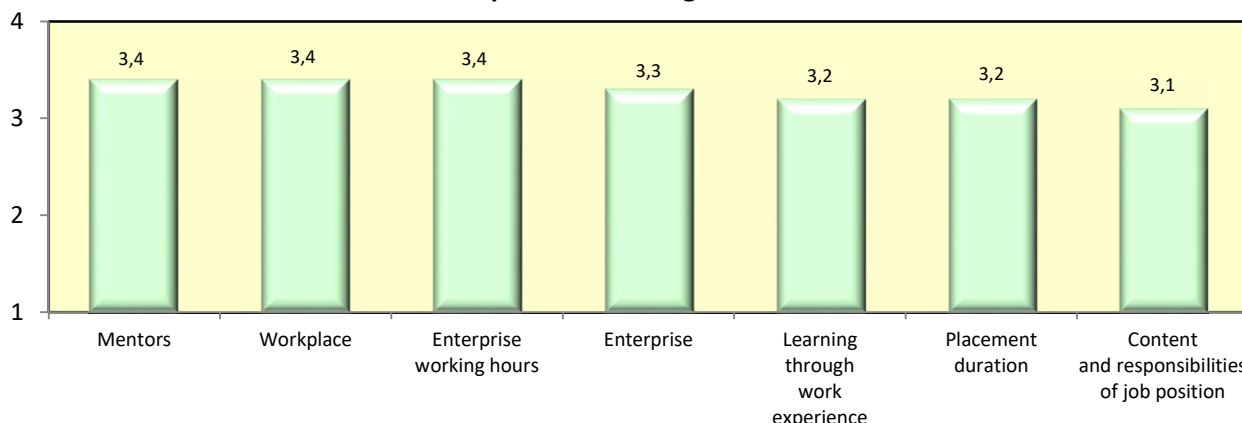
The participants were quite satisfied with various aspects of the Scheme.

**Average degree of satisfaction of participants with various aspects of the institutional part of the Scheme**



Greater degree of satisfaction was, however, expressed for the aspects of the institutional part of the Scheme rather than the practical training at the enterprise.

**Average degree of satisfaction of participants with various aspects of the practical training of the Scheme**



#### **D. Concluding remarks**

Even though the Scheme initially aimed at the reintegration into employment of as many unemployed persons as possible in occupations according to the labour market needs, this was not achieved to a satisfactory level. The increase of employment of persons in occupations they had been trained for remains a basic aim, and this will be achieved through the better selection of unemployed, so that the training programme provides them with the appropriate knowledge and skills, to be able to be employed, satisfying at the same time the labour market needs.

To improve the attractiveness and effectiveness of the Scheme, a suggestion is put forward to examine the possibility of linking the training programmes to specific Standards of Vocational Qualifications (SVQs) and their integration in the new project promoted by the HRDA for micro-credentials, as well as the possibility of placing participants of longer-term training programmes in enterprises abroad under the European Erasmus+ Programme.

#### **E. Demographic data of participants**

The demographic data of participants refer to the 428 persons who successfully completed the Scheme.

- Gender: Men (31,5%), Women (68,5%)
- Age: 16-24 (1,0%), 25-39 (49,2%), 40-54 (37,7%), 55-64 (12,1%)
- Education: Primary (3,7%), Lower secondary (Gymnasium) (15,5%), Upper secondary (Lyceum) (36,9%), Technical schools (10,8%), Post-secondary (17,0%), Bachelor's degree (14,9%), Master's/Doctoral degree (1,2%)
- District: Nicosia (50,0%), Limassol (26,6%), Larnaca (17,3%), Paphos (4,8%), Famagusta (1,3%)