

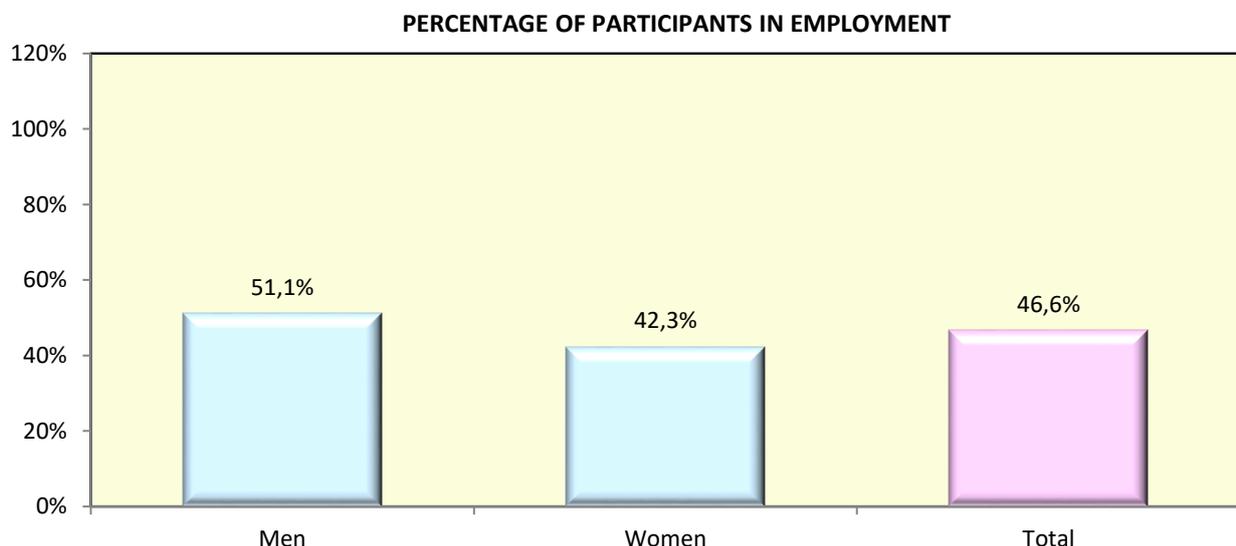
EVALUATION OF THE IMPACT OF THE PARTICIPATION OF THE UNEMPLOYED IN MULTI-COMPANY TRAINING PROGRAMMES (2015-2016)

The evaluation of social interventions, including human resource training and development activities, is considered very important by the Human Resource Development Authority of Cyprus (HRDA). For the HRDA, the assessment, accountability and transparency regarding the impact of its interventions on the human resources, the enterprises and overall the economy and society of Cyprus is a firm objective. Although the aim of the Scheme **Multi-Company Training Programmes - Standard** is the participation of persons employed in training programmes implemented by training institutions, **as from 2015 it was considered useful to offer the opportunity to long-term unemployed persons to participate**, in order to enrich their knowledge and skills and improve their prospects for reintegration into employment.

The main objective of the study is the evaluation of the impact on the long-term unemployed who participated in the Scheme during 2015-2016. The data are analysed in total and separately for men and women.

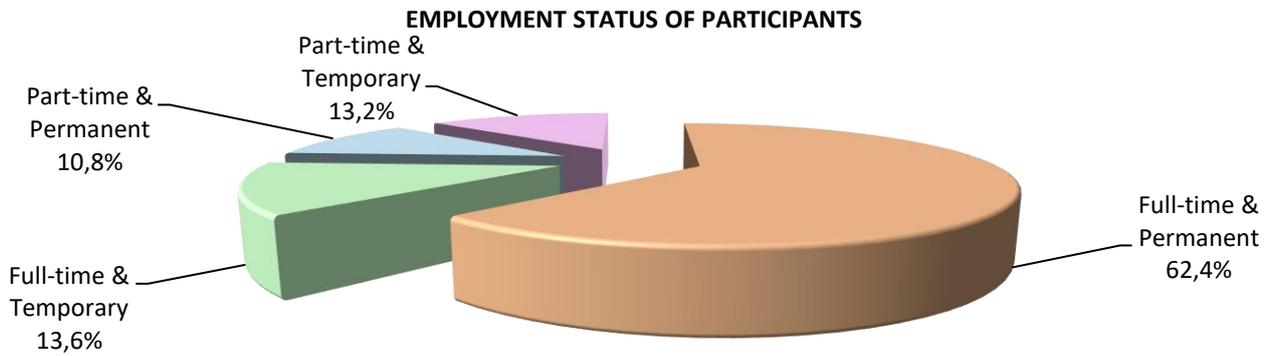
A. Impact of the Scheme on Employability

Almost half (46,6%) of the participants in the Scheme are employed at the time of the field research, approximately 15 months after completing their participation. The employment rate was higher for **men (51,1%)**, the young aged **20-34 (53,8%)** and **tertiary education graduates (50,0%)**.

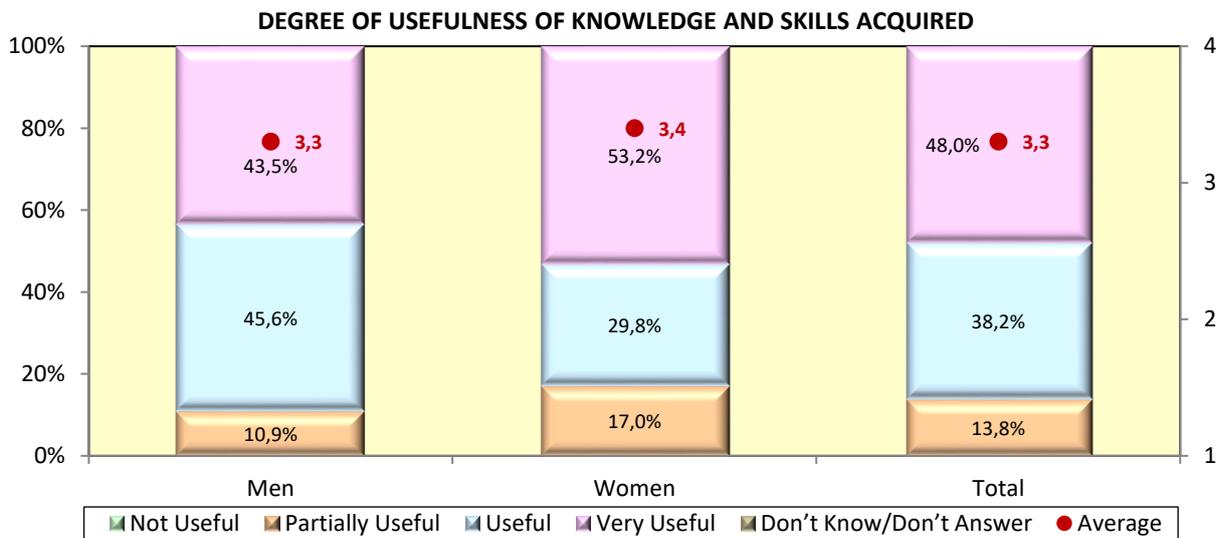


Two in 10 (20,0%) of the participants who are employed, work in the Construction sector, followed by the Trade and repair of motor vehicles sector (19,2%). **More than 2 out of 10 (21,7%) of the participants who work are employed as Physicists, mathematicians, engineering professionals and architects**, followed by Service and sales workers (16,1%). The average gross monthly salary of the employed participants is €970, with the salaries of men (€1.021) being higher than those of women (€912).

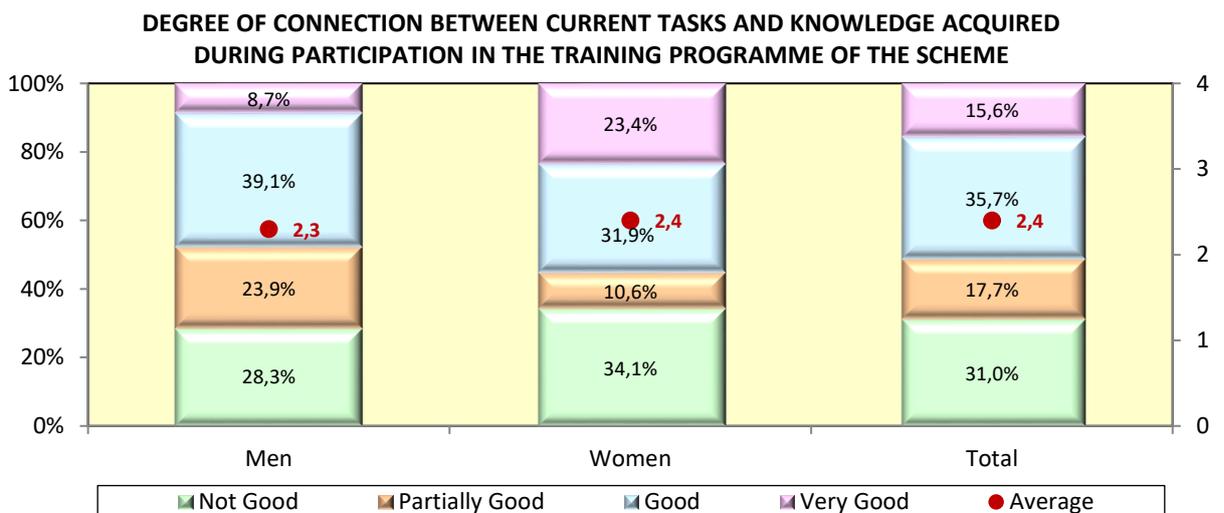
More than 6 out of 10 of the participants (62,4%) are in full-time and permanent employment, with no differentiation observed between men and women.



The large majority of the participants (86,2%) consider useful or very useful the knowledge and skills acquired by participating in the Scheme.



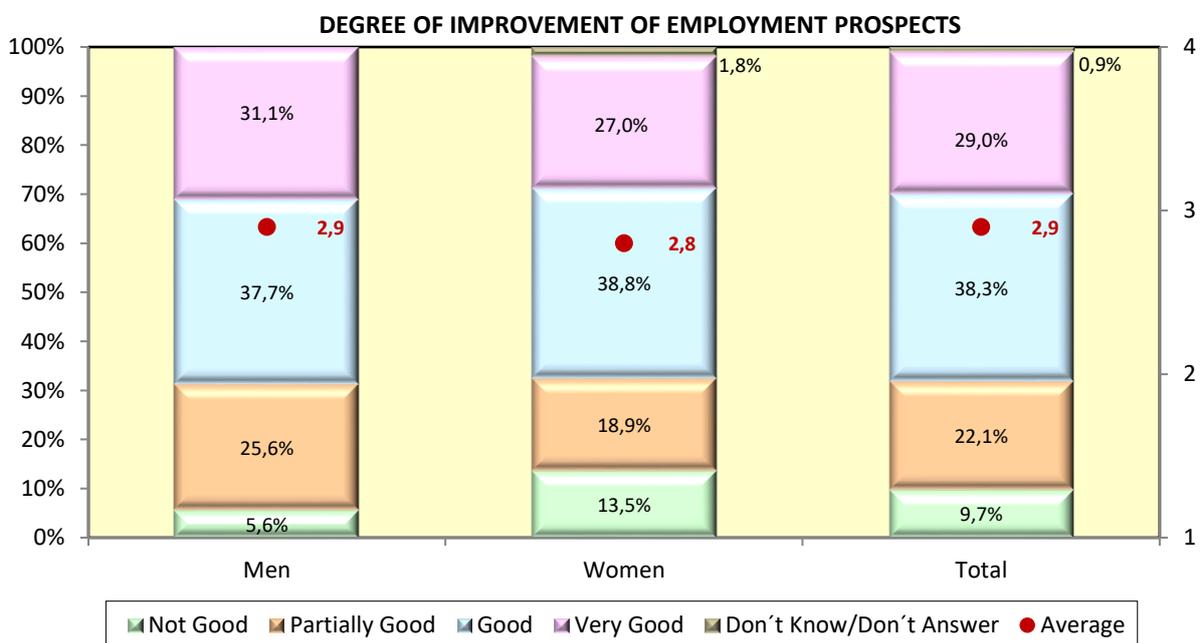
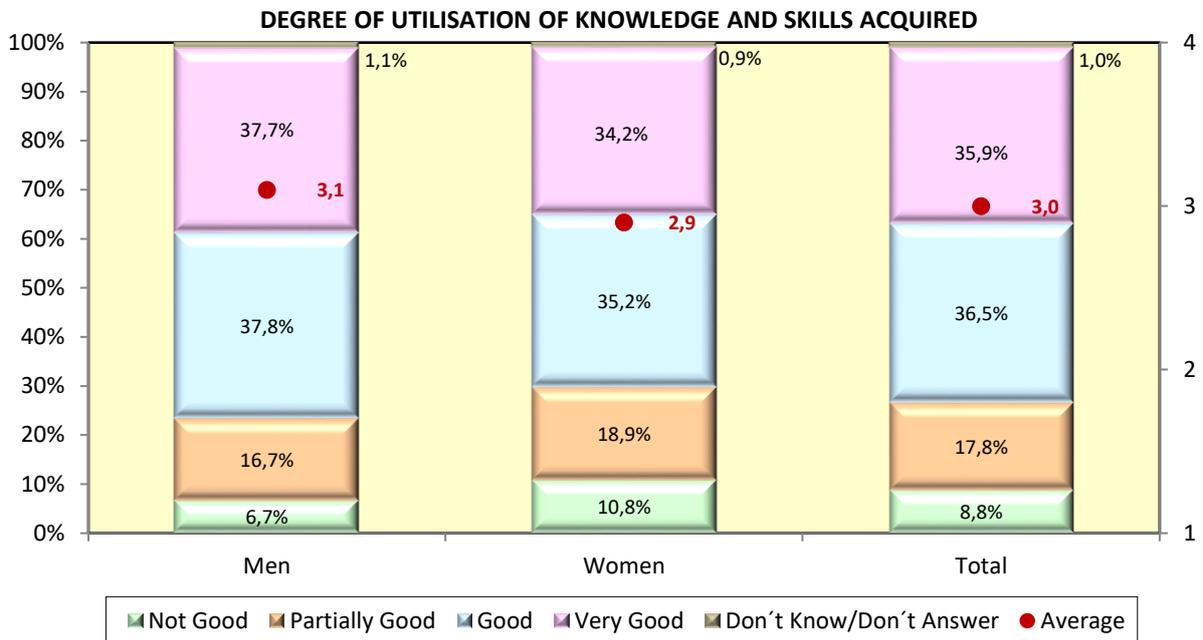
The majority (51,3%) consider that the degree of connection between current tasks and the knowledge acquired during participation in the training programme is very good or good.



Approximately 1 in 5 (20,4%) of the participants who are either unemployed or inactive had found employment for a specific time period after the completion of their participation in the Scheme. The average time period is 5,0 months. The main reason for being unemployed are the difficulties in finding any kind of job (69,0%).

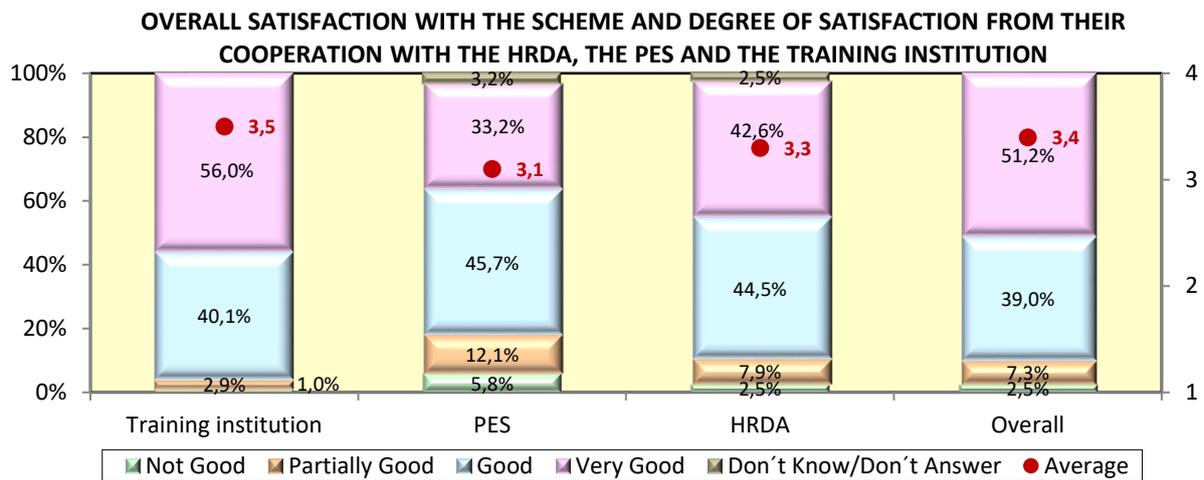
B. Utilisation of Knowledge and Skills & Employment Prospects

The majority of the participants (72,4%) evaluate as good or very good the degree of utilisation of the knowledge and skills acquired (36,5% and 35,9% respectively). Two out of three (67,3%) consider that their participation has improved their employment prospects.



C. Satisfaction of Participants in the Scheme

The vast majority of the participants (90,2%) are either very satisfied or satisfied from the Scheme and would recommend others to participate (98,0%). Almost 9 out of 10 (87,1%) are also very satisfied or satisfied from their cooperation with the HRDA. Additionally, 96,1% of the participants are either very satisfied or satisfied from their cooperation with the training institution and 78,9% of them with their cooperation with the Public Employment Services (PES).



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



D. Concluding Remarks

The Scheme contributed toward the entry of unemployed persons into employment and their exit from the unemployment registers. The value of the Scheme is also evident from the high degree of satisfaction expressed by the participants.

The positive results of the Scheme, the opportunities provided for further participation of the unemployed, as indicated by the capacity of available training programmes, and the low interest to date of the long-term unemployed to participate, lead to the conclusion that it is advisable to allow participation in the Scheme of all registered unemployed irrespective of unemployment duration. Additionally, PES staff should give emphasis on individualised guidance for the unemployed and to focus more on specific groups with low-participation, such as the older-aged and persons with low educational level.

E. Demographic Data of Participants

The demographic data refer to the **279 unemployed persons who have successfully completed their participation in the Scheme.**

- **Gender:** Women (51,6%), Men (48,4%)
- **Age:** 20-24 (8,2%), 25-29 (20,2%), 30-34 (15,7%), 35-39 (12,0%), 40-44 (12,4%), 45-49 (10,1%), 50-54 (6,0%), 55-59 (10,5%), 60+ (4,9%)
- **Education:** Bachelor's degree (42,0%), Master's degree (17,6%), Upper secondary (lyceum) (14,6%), Technical schools (12,0%), Post-secondary non university (11,6%), Lower secondary (gymnasium) (1,1%), Doctoral degree (1,1%)
- **District:** Nicosia (60,7%), Limassol (21,8%), Larnaca (12,7%), Pafos (3,3%), Famagusta (1,5%)