

EVALUATION OF THE IMPACT OF THE SCHEME FOR THE EMPLOYMENT AND TRAINING OF TERTIARY EDUCATION GRADUATES (2017)

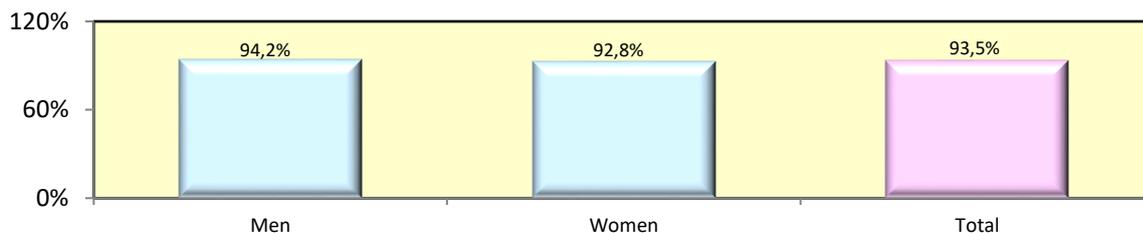
The evaluation of social interventions, including human resource training and development activities, is considered very important by the Human Resource Development Authority of Cyprus (HRDA). For the HRDA, the assessment, accountability and transparency regarding the impact of its interventions on the human resources, the enterprises and overall the economy and society of Cyprus is a firm objective. The **aim of the Scheme for the Employment and Training of Tertiary Education Graduates** is the provision of incentives to employers in order to design, organise and implement training programmes, according to the conditions and criteria specified by the HRDA, to meet the training needs of their newly recruited graduates. The Scheme was selected in 2011 by the European Commission as an example of **best practice**, within the framework of the Mutual Learning Programme of the EU “Facilitating Transition from Tertiary Education to full-time Quality Jobs”.

The main objective of the study is the evaluation of the impact of the Scheme on the participants during 2017. The data are analysed in total and separately for men and women.

A. Impact of the Scheme on Employability

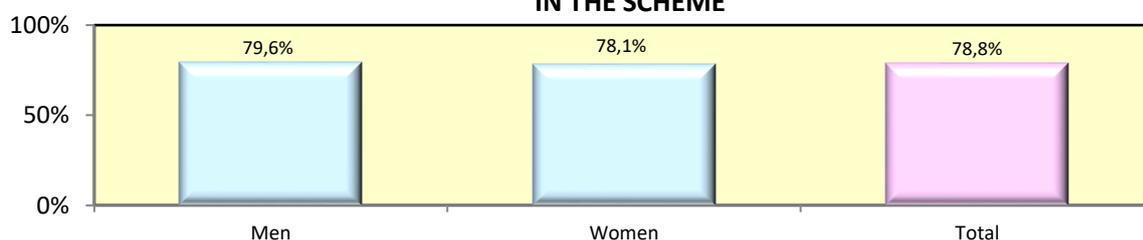
The Scheme has a very **profound effect on employability** since the vast majority of the participants (93,5%) are employed, approximately 6 months after completing their participation.

PERCENTAGE OF PARTICIPANTS IN EMPLOYMENT



Approximately 8 in 10 (78,8%) of the participants, continue to work in the same enterprise/organisation that they were employed by during their participation in the Scheme.

**PERCENTAGE OF PARTICIPANTS STILL WORKING IN THE ENTERPRISE/
ORGANISATION THEY WERE EMPLOYED DURING THEIR PARTICIPATION
IN THE SCHEME**

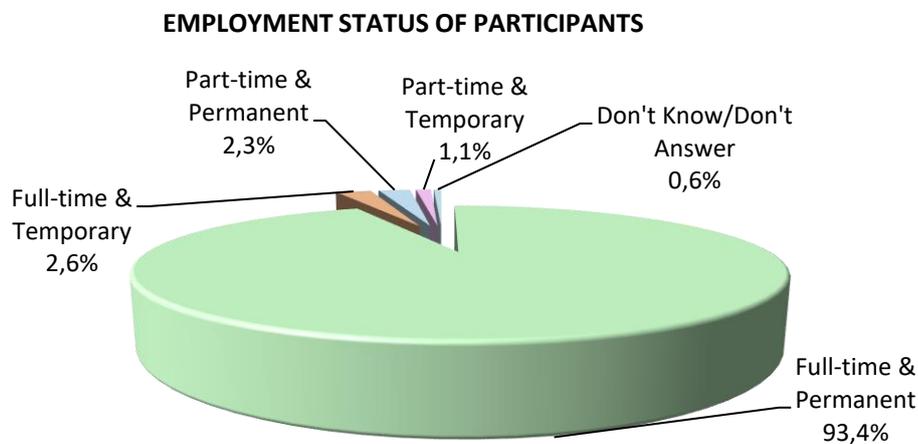


Even though all the participants that were employed during their participation in the Scheme in **large enterprises employing 250+ persons** are still in employment (100,0%), these enterprises have the lowest rate of persons who still work in the enterprise/organisation they were employed by during their participation in the Scheme (72,0%).

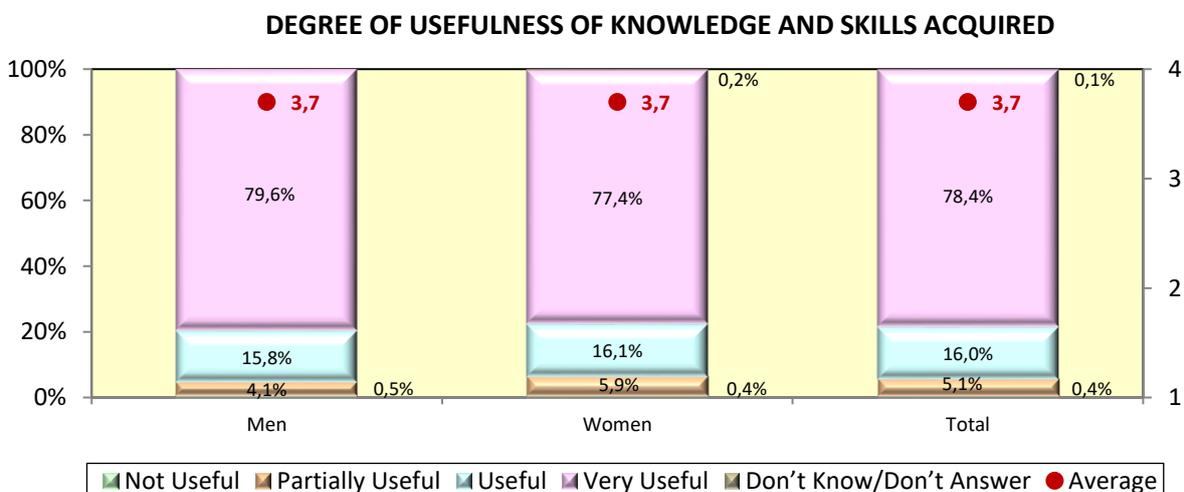
More than 3 in 10 (30,7%) of the participants who are employed, work in the Professional, scientific and technical activities sector, followed by the Trade and repair of motor vehicles sector (15,0%).

9 in 10 (90,5%) of the participants who work, are employed in high-level occupations, with the largest proportion in Professionals (86,9%). The average gross monthly salary of the employed participants is €1.086, with a small difference between men (€1.128) and women (€1.054).

The vast majority of the participants (93,4%) are in full-time and permanent employment. This percentage is higher for men (96,9%) compared to women (90,8%).



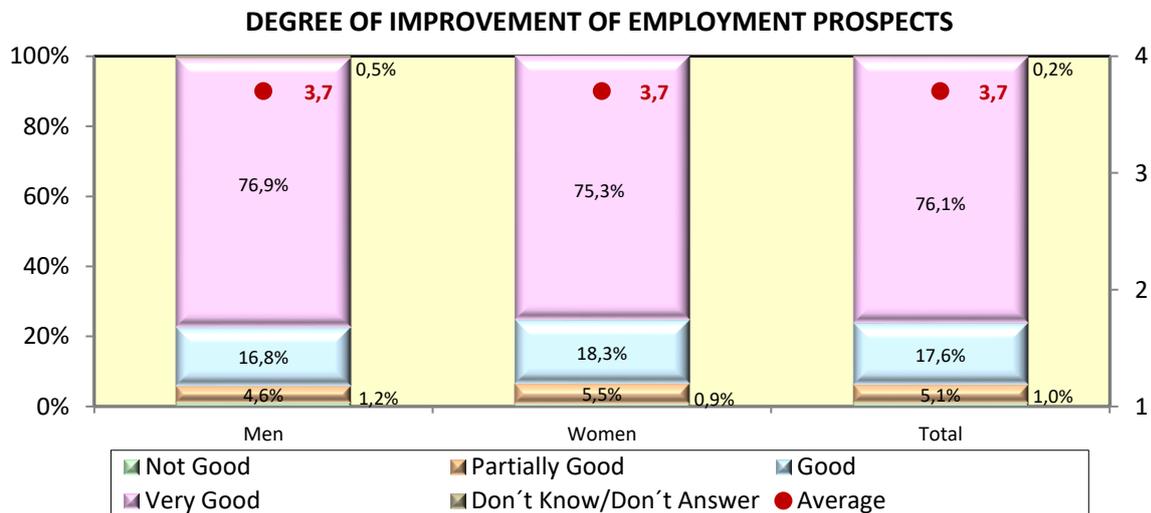
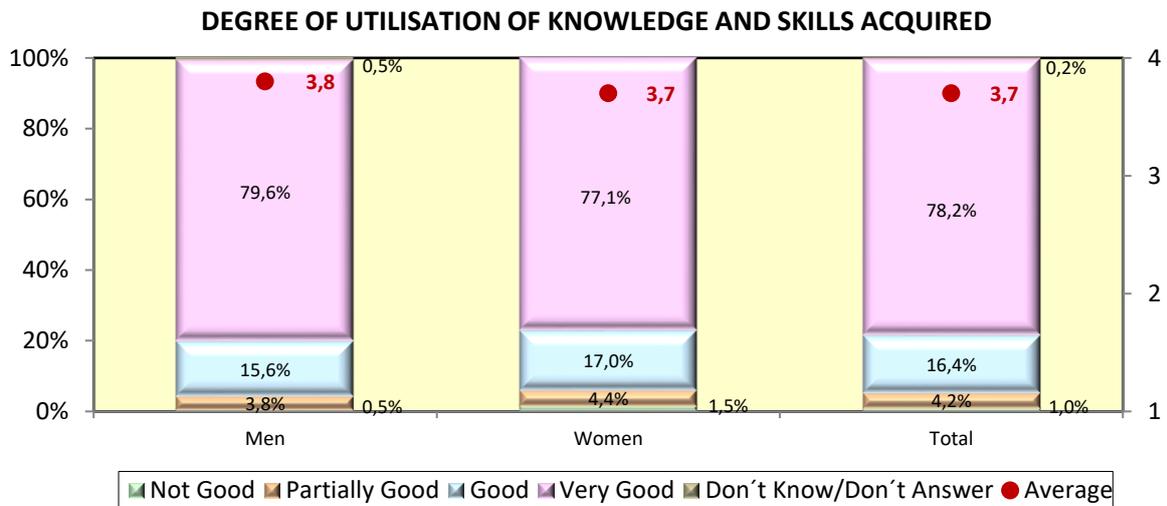
The vast majority of the participants (94,4%) consider useful or very useful the knowledge and skills acquired by participating in the Scheme. Slightly higher degree of usefulness is expressed by men (95,4%) compared to women (93,5%).



It is noted that **more than 4 in 10 (41,3%)** 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 and more than 8 in 10 (84,6%) worked for some time in the enterprise/organisation they were employed by in the Scheme, after completing the normal duration of the programme. The average time of stay in the enterprise/organisation is 3,7 months.

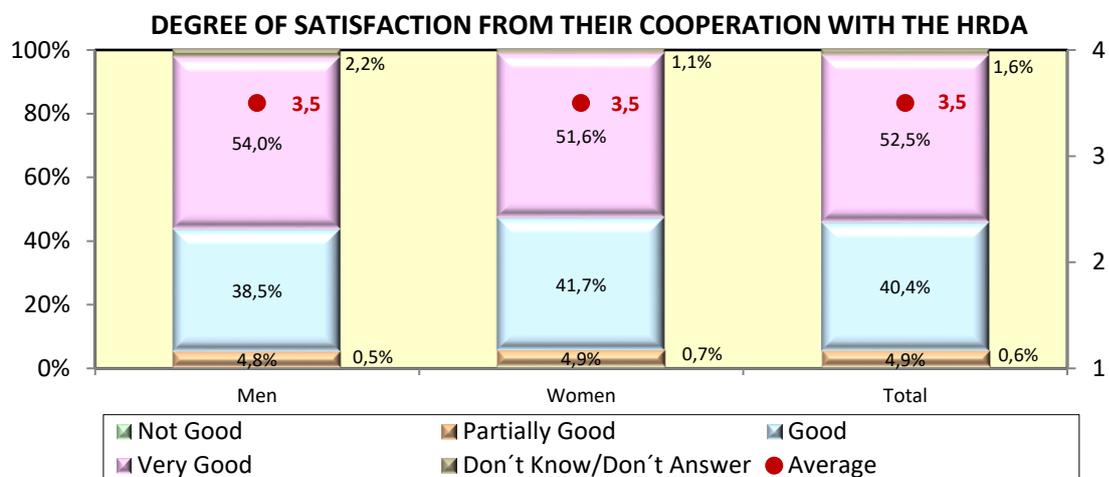
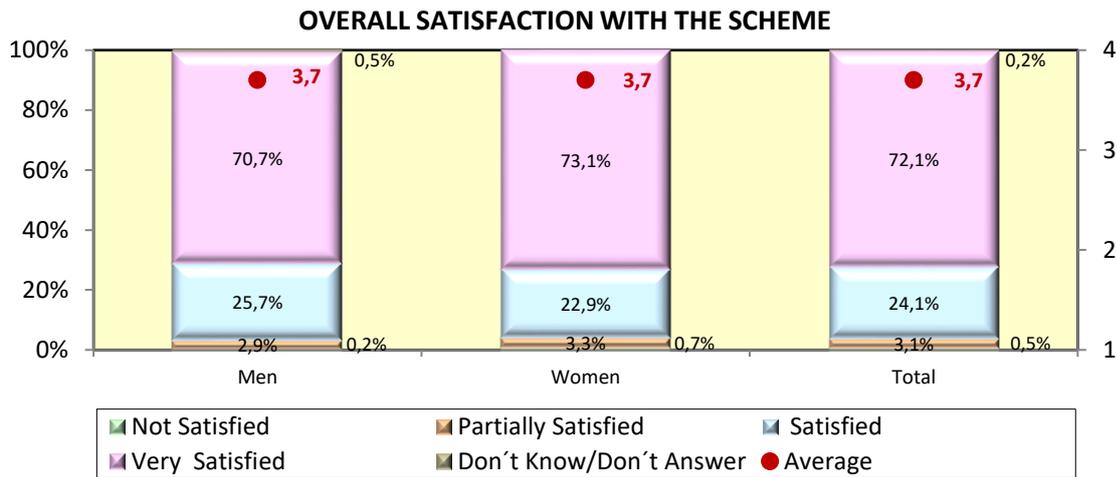
B. Utilisation of Knowledge and Skills & Employment Prospects

The vast majority of the participants (94,6%) evaluate as very good or good the degree of utilisation of the knowledge and skills acquired (78,2% and 16,4% respectively). Over 9 out of 10 (93,7%) consider that their participation has improved their employment prospects.



C. Satisfaction of Participants in the Scheme

The vast majority of the participants (96,2%) are either very satisfied or satisfied from the Scheme and would recommend others to participate in a similar Scheme (98,9%). Over 9 out of 10 (92,9%) are also very satisfied or satisfied from their cooperation with the HRDA.



D. Concluding Remarks

The high employment rates of the participants and the high degree of satisfaction from their participation prove the usefulness of the organised in-company training and the work experience gained in the enterprises/organisations.

The Scheme is continuously adapted to the needs and characteristics of the graduates and the enterprises/organisations as well as the economy and the labour market. It is also important to target the Scheme in economic sectors with positive prospects for growth, which have the potential of absorbing and utilising new tertiary education graduates.

E. Demographic Data of Participants

The demographic data refer to the **1.050 persons who have successfully completed their participation in the Scheme.**

- Gender: Men (43,1%), Women (56,9%)
- Age: 21-24 (29,5%), 25-30 (70,5%)
- Education: Bachelor's degree (62,4%), Master's degree (37,2%), Doctoral degree (0,4%)
- District: Nicosia (42,2%), Limassol (26,0%), Larnaca (18,3%), Famagusta (5,2%), Pafos (8,3%)