

EVALUATION OF THE IMPACT OF THE ACCELERATED INITIAL TRAINING PROGRAMMES 2013 – 2015

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 Accelerated Programmes** was to provide basic initial training to unskilled persons entering the labour market or to the unemployed, in order to help them find employment in occupations, which had demand for skilled personnel. The Accelerated Programmes were initiated in 1979, the first year the HRDA started its operations and were terminated on the 31st December 2014.

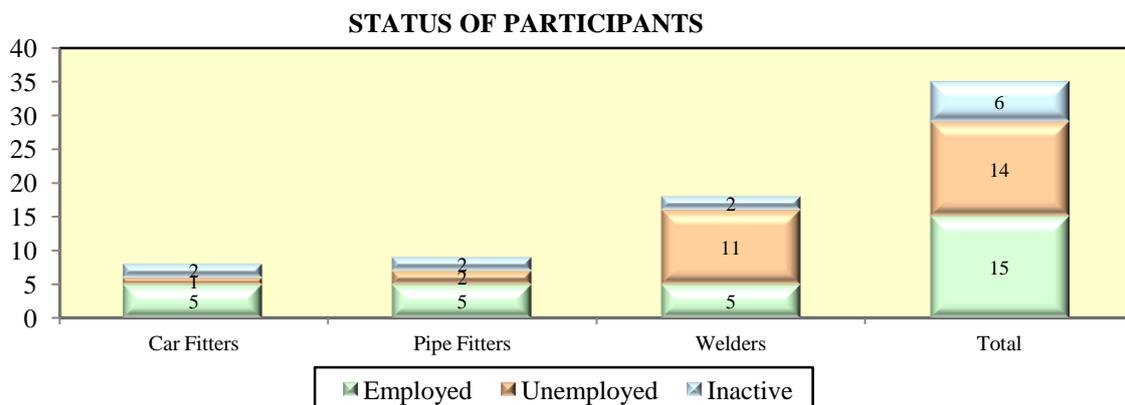
The **main objective of the study** is the evaluation of the impact of the Accelerated Programmes on the participants during the period 2013 – 2015. The participants were split into the three occupations for which Accelerated Programmes were organised:

- Car Fitters.
- High Pressure Industrial Pipe-Fitters.
- High Pressure Sheet-Metal Welders.

The **evaluation results** are an important source of information for the implementation of the HRDA's new Scheme "Training Programmes for the Unemployed", which aims for the entry/re-entry of the unemployed into employment.

A. Impact of the Scheme on Employability

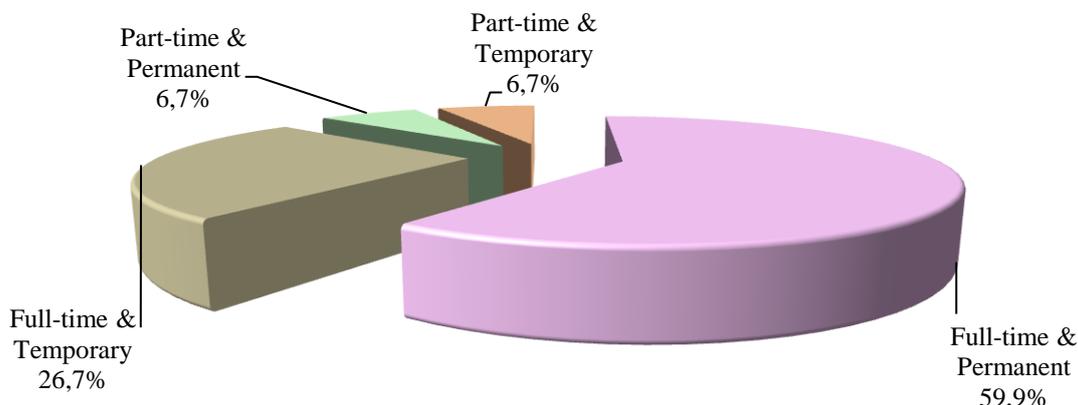
15 out of the 35 participants in the Accelerated Programmes who took part in the field research, **were employed (42,9%)** at the time of the telephone interviews (October 2015).



None of the participants who had been trained as **Car Fitters** were employed in that occupation. In the case of the **Pipe Fitters** only **one** out of the 5 who were employed, was practicing the specific occupation while one person was found to be working as a Welder. **3 of the participants who had been trained as Welders (60,0%) found employment in the specific occupation.** The limited success in finding employment was a consequence of the adverse effects of the economic crisis during the period 2013 – 2015 and the lack of progress towards the construction of a gas liquefaction plant in Cyprus.

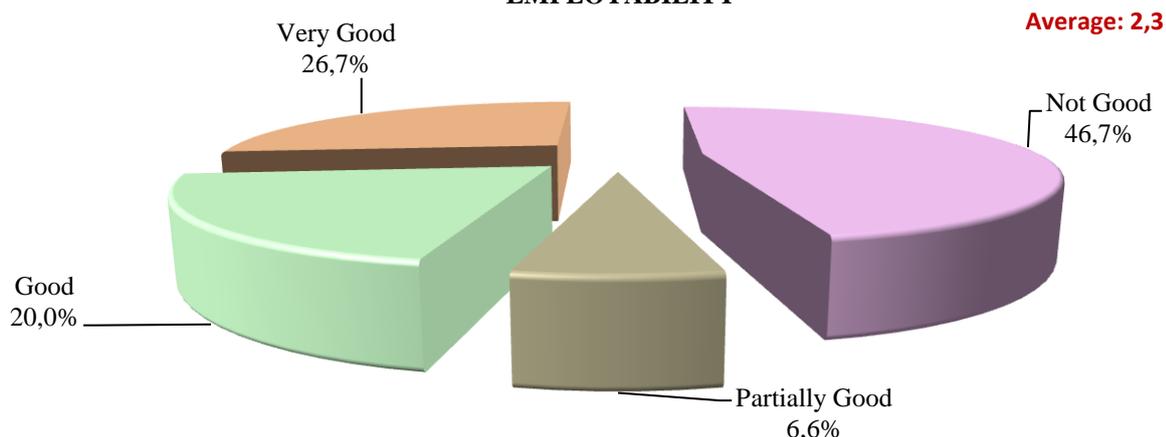
The majority of the participants, specifically 9 out of the 15 persons (59,9%), are in full and permanent employment.

EMPLOYMENT STATUS OF PARTICIPANTS



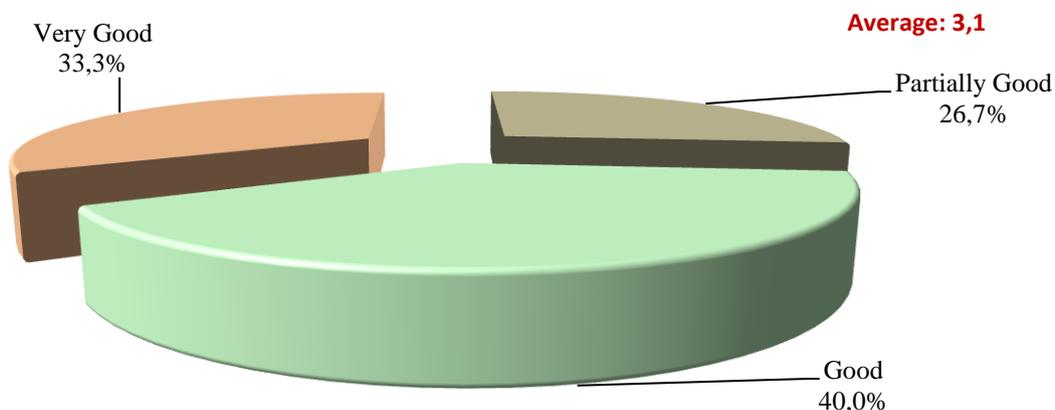
Although 7 out of 15 of the employed participants (46,7%) evaluate as good or very good the degree that the Accelerated Programmes impacted on their employability, the same number of participants evaluate it as not good.

DEGREE OF IMPACT OF THE ACCELERATED PROGRAMMES ON THE EMPLOYABILITY



The majority of the employed participants (11 out of 15 or 73,3%) consider as useful or very useful the knowledge and skills acquired by participating in the Accelerated Programmes.

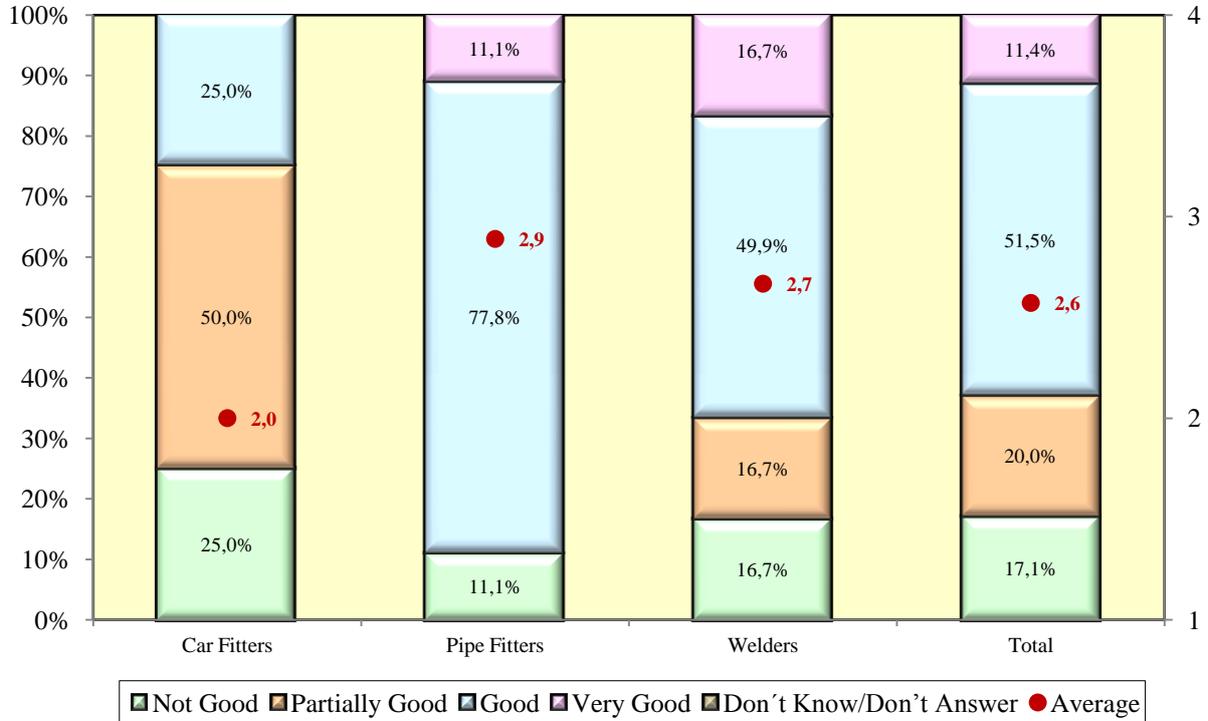
DEGREE OF USEFULNESS OF THE KNOWLEDGE AND SKILLS ACQUIRED BY PARTICIPATING IN THE ACCELERATED PROGRAMMES



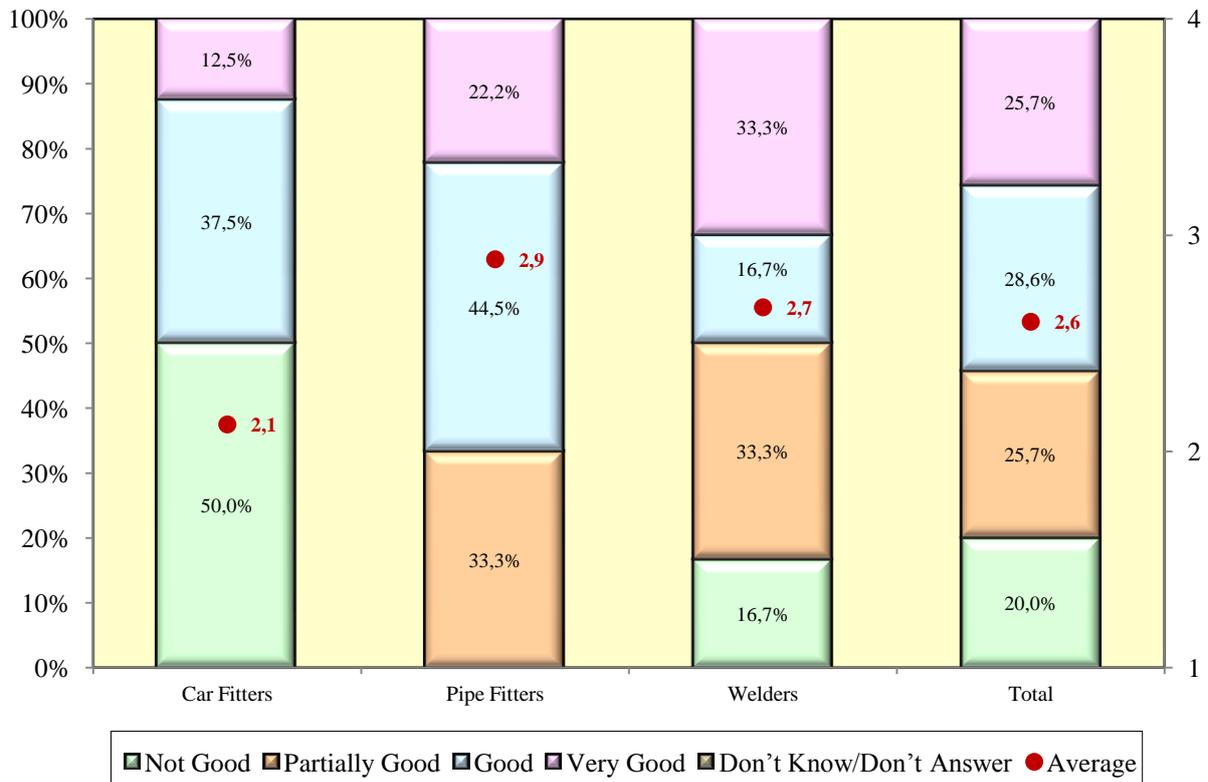
B. Utilisation of Knowledge and Skills & Employment Prospects

The majority of the participants (62,9%) evaluate as good or very good the degree of utilisation of the knowledge and skills acquired (51,5% and 11,4% respectively). Over 5 out of 10 (54,3%) consider that their participation has improved their employment prospects.

DEGREE OF UTILISATION OF KNOWLEDGE AND SKILLS ACQUIRED FROM THE ACCELERATED PROGRAMMES

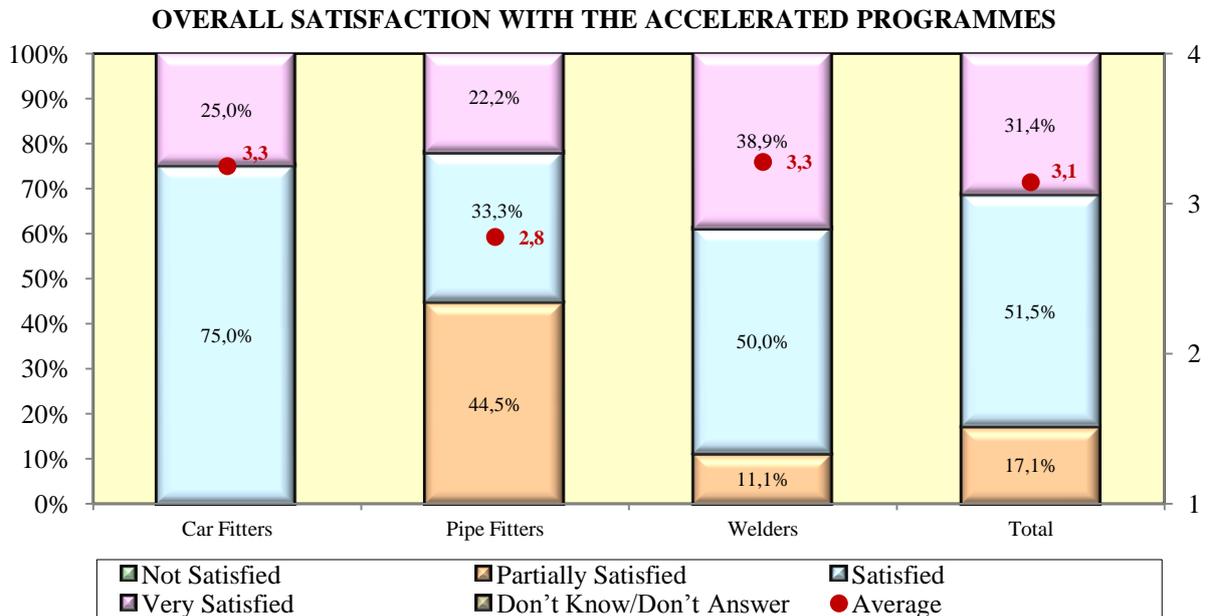


DEGREE OF IMPROVEMENT OF EMPLOYMENT PROSPECTS

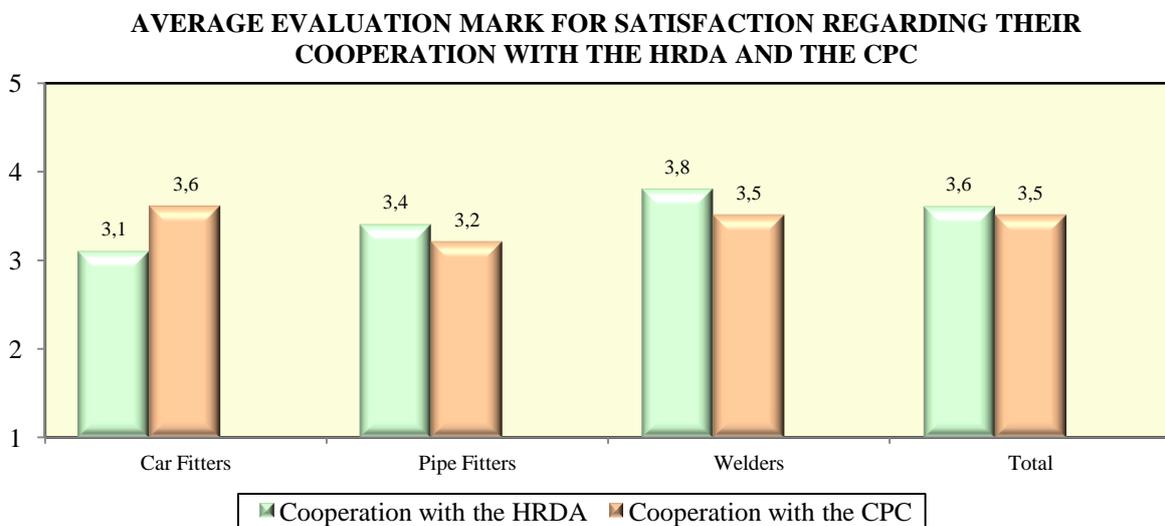


C. Satisfaction of Participants in the Scheme

The **big majority of the participants (82,9%)** in the Accelerated Programmes are either satisfied or very satisfied from their participation and **would recommend others** to participate in a similar Scheme (**91,4%**).



The **average evaluation mark** given by the participants regarding their **cooperation with the HRDA and the Cyprus Productivity Centre (CPC)** is satisfactory, as it reaches **3,6 and 3,5** respectively.



D. Demographic Data of Participants

The demographic data refer to the **45 persons who have successfully completed their participation in the Accelerated Programmes.**

- Gender: Men (100,0%)
- Age: 18-24 (62,2%), 25-29 (15,6%), 30-34 (8,9%), 35-39 (4,4%), 40 & over (8,9%)
- Education: Upper Secondary (Lyceum) (62,3%), Technical schools (28,9%), Apprenticeship system (4,4%), Post-secondary non university (2,2%), University (2,2%)
- District: Nicosia (53,3%), Limassol (35,6%), Larnaca (6,7%), Famagusta (2,2%), Pafos (2,2%)