



SUMMARY OF STUDY

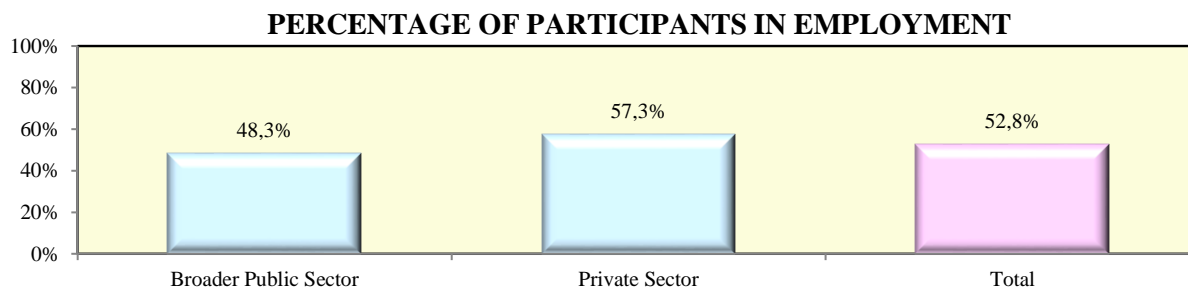
EVALUATION OF THE IMPACT OF THE SCHEME FOR JOB PLACEMENT OF YOUNG UNEMPLOYED GRADUATES OF LOWER SECONDARY, UPPER SECONDARY AND POST-SECONDARY EDUCATION OF UP TO 2 YEARS FOR THE ACQUISITION OF WORK EXPERIENCE IN ENTERPRISES/ORGANISATIONS (2015)

The Scheme had been announced by the President of the Republic of Cyprus in 2013, as part of the **measures to tackle unemployment**. The first call of the Scheme, which was prepared by the Human Resource Development Authority of Cyprus (HRDA) in close cooperation with the Ministry of Labour, Welfare and Social Insurance, was in February 2014 and, following its successful implementation, a new call was announced on 15/5/2015. **The Scheme aimed at providing the young unemployed graduates of Lower Secondary, Upper Secondary and Post-Secondary Education of up to 2 years with the opportunity to acquire work experience** in order to improve their employability, while at the same time providing the opportunity to enterprises/organisations to utilise suitable human resources

Following the call, **1.022** applications were submitted by young unemployed persons and **940** by enterprises/organisations for **1.000** job placements. In total, **935 placement programmes** were approved for a 6-month duration, out of which **601 started**. The placement programmes were **successfully completed by 461 unemployed persons**. During the programme, every unemployed person was provided with a weekly training allowance of €125.

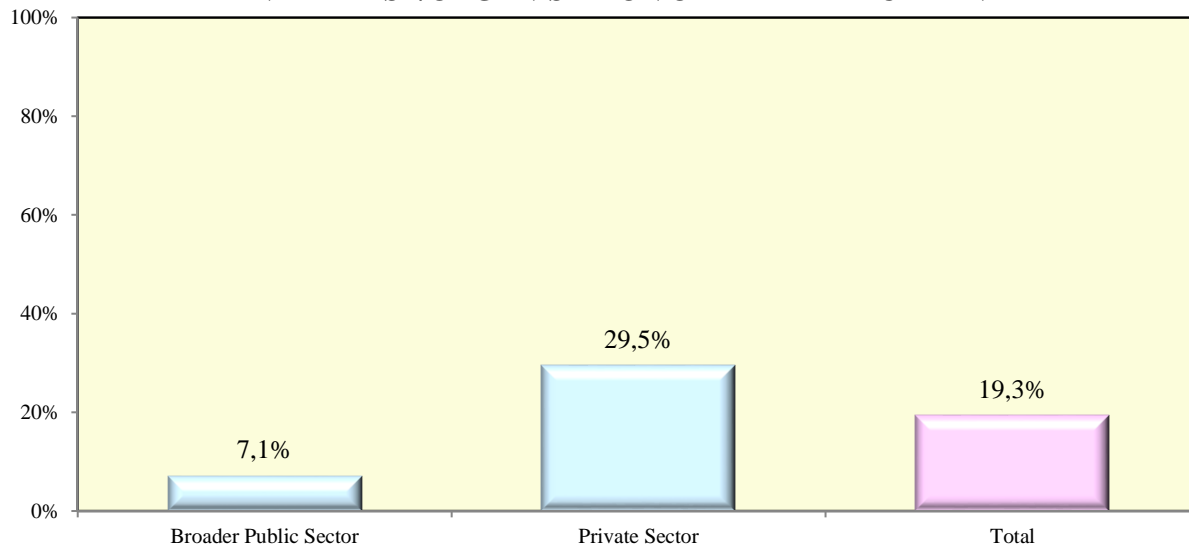
A. Impact of the Scheme on Employability

The **Scheme significantly improves the employability** of the human resources given that **more than half of the participants (52,8%)** stated that **they were employed** at the time of the field research (November 2016 – May 2017), approximately 6 months after the completion of their participation. The **employment rate was higher (57,3%)** for the persons who were placed in enterprises/organisations **in the Private sector** and in enterprises employing **10-49 persons and more than 250 persons (66,7%)**.



It is noted that **approximately 1 in 5 (19,3%) of the participants in the Scheme who are employed, continue to work in the enterprise/organisation of their placement.** This percentage reaches 29,5% in the case of the persons placed in an enterprise/organisation in the Private sector, while there were limited employment opportunities in the Broader public sector (includes Public Service, Semi-Government Organisations and Municipalities) where 49,7% of the participants were placed.

PERCENTAGE OF PARTICIPANTS WHO STILL WORK IN THE ENTERPRISE/ORGANISATION OF THEIR PLACEMENT

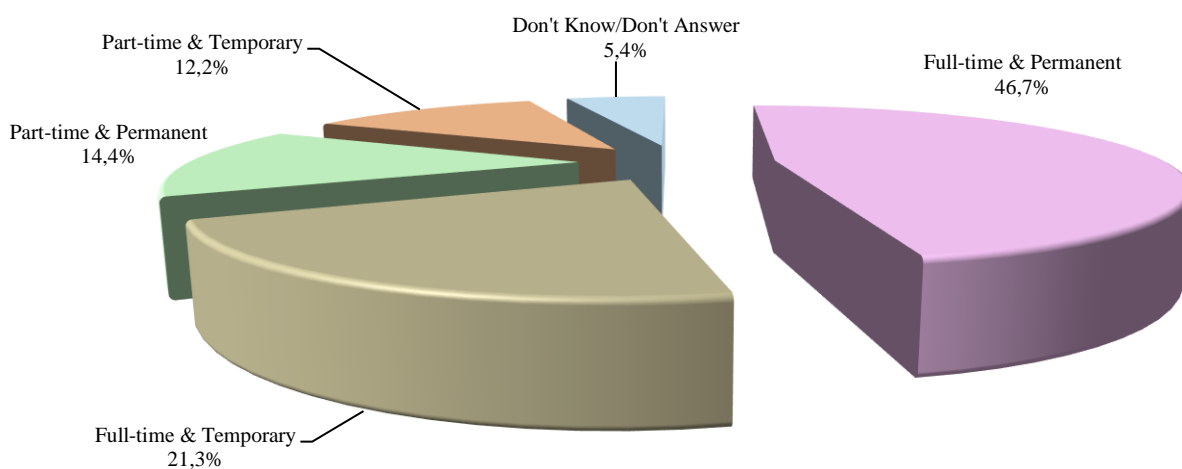


Approximately 1 in 3 (32,9%) of the participants are employed in Trade & repair of motor vehicles. Relatively smaller percentages are found in Public administration and defence (20,5%), in Manufacturing (11,7%) and in Hotels and restaurants (8,2%).

Over 4 out of 10 (41,1%) of the employed participants work as **Service workers**, while almost 3 out of 10 (27,6%) are Shop and sales workers.

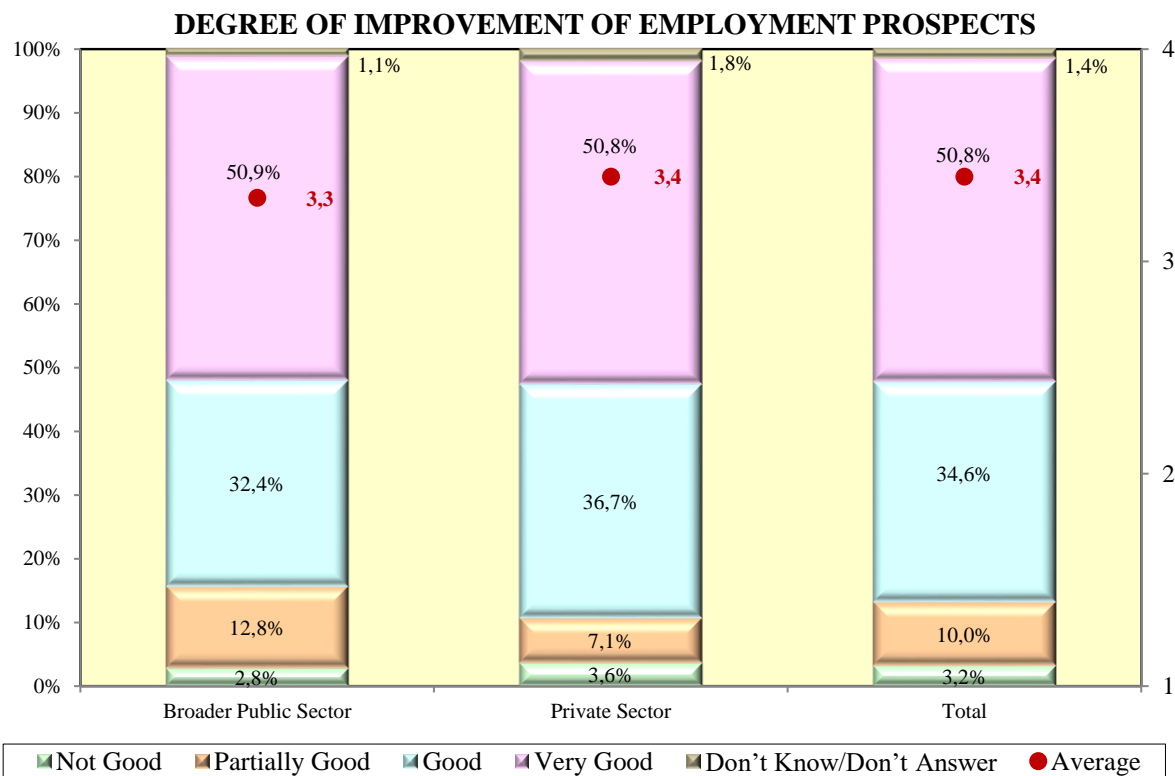
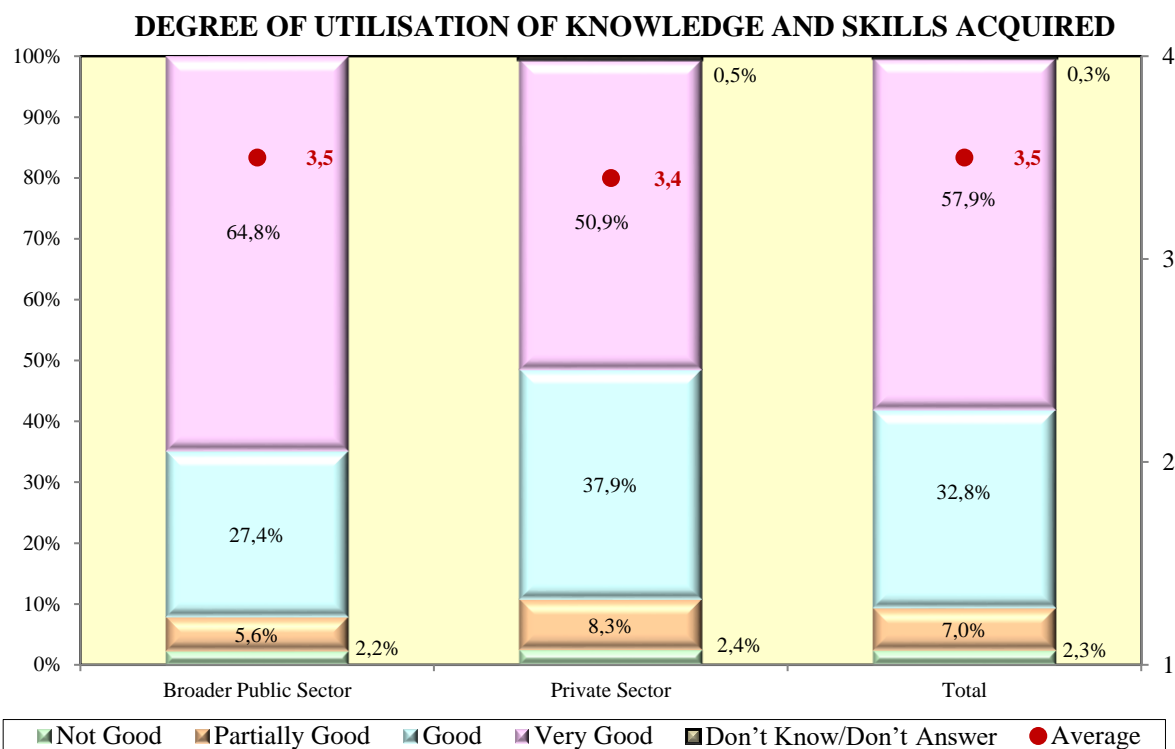
Almost half of the participants (46,7%) who are employed, are in full-time and permanent employment.

EMPLOYMENT STATUS OF PARTICIPANTS



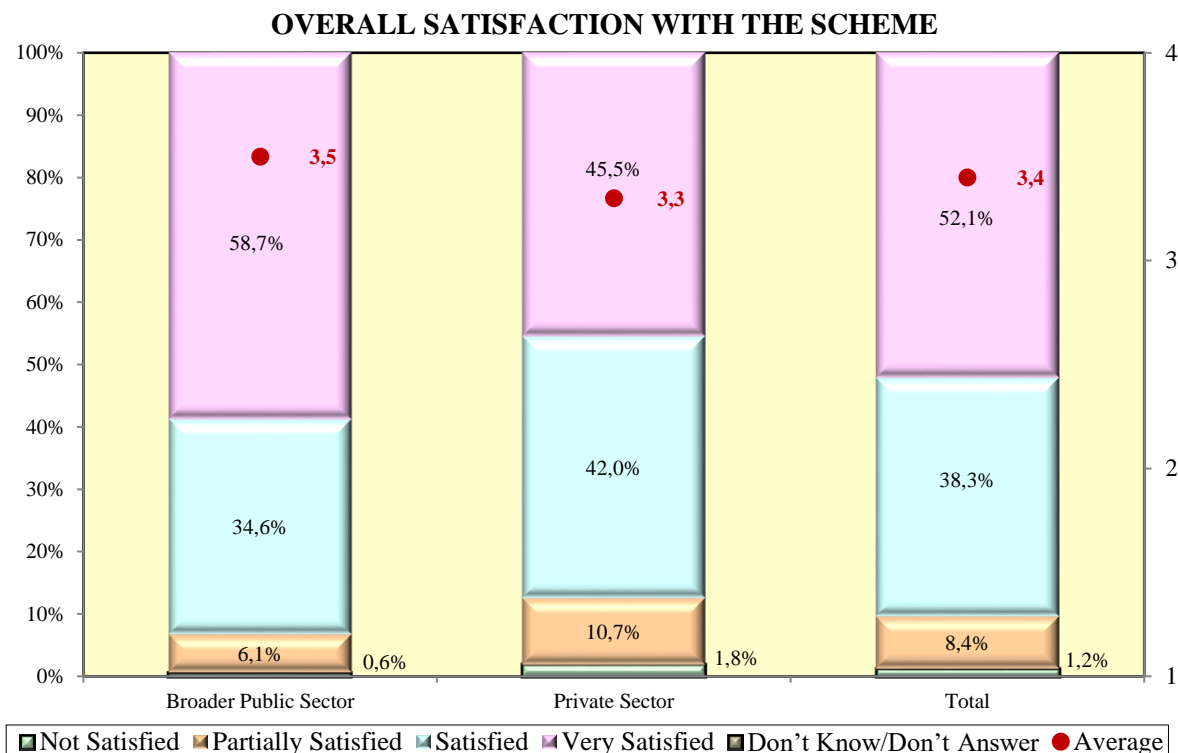
B. Utilisation of Knowledge and Skills & Employment Prospects

Over **9 out of 10 of the participants (90,7%)** evaluate as **very good or good** the degree of utilisation of the knowledge and skills acquired during their participation in the Scheme. Over **8 out of 10 (85,4%)** consider that their participation has improved their employment prospects.



C. Satisfaction of Participants in the Scheme

Over **9 out of 10 participants (90,4%)** in the Scheme were either satisfied or very satisfied from their participation and **92,8% of them would recommend others** to participate in a similar Scheme.



D. Concluding remarks

The Scheme contributed substantially toward the entry of participants into employment and their exit from the unemployment registers. A significant number continue to work in the enterprise/organisation of their placement. The placements in the Private sector and particularly those in large enterprises employing 250+ persons were more positively evaluated by the participants and seem to improve better their employment prospects.

The results of the evaluation prove the usefulness of the organised in-company training with the appropriate guidance given within the enterprise/organisation. The value of the Scheme is also evident from the high degree of satisfaction expressed by the participants.

E. Demographic Data of Participants

The demographic data refer to the **461 persons who have successfully completed their participation in the Scheme.**

- Gender: Female (51,4%), Male (48,6%)
- Age: 18 (4,3%), 19 (6,7%), 20 (15,4%), 21 (22,2%), 22 (18,9%), 23 (14,1%), 24 (12,8%), 25 (5,6%)
- Education: Upper secondary (lyceum) (43,4%), Post-secondary non university (30,2%), Technical schools (23,4%), Lower secondary (gymnasium) (2,6%), Apprenticeship system (0,4%)
- District: Nicosia (33,6%), Limassol (31,9%), Larnaca (25,6%), Pafos (5,9%), Famagusta (3,0%)