

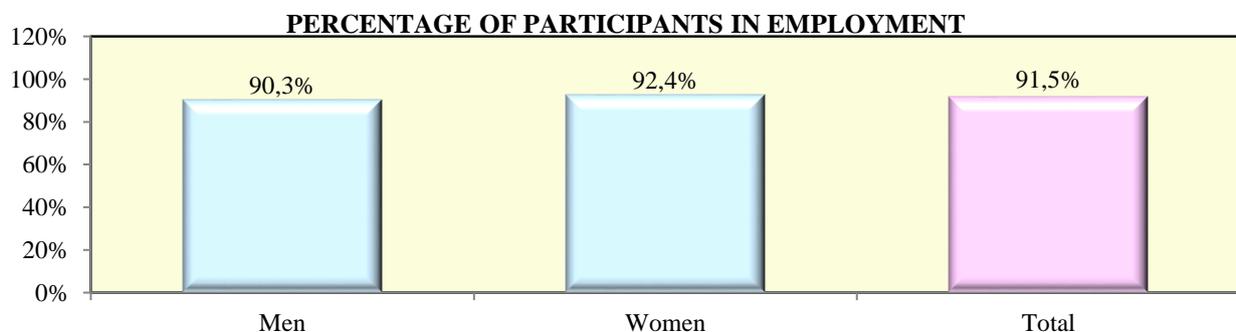
## EVALUATION OF THE IMPACT OF THE SCHEME FOR THE EMPLOYMENT AND TRAINING OF TERTIARY EDUCATION GRADUATES (2016)

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. 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 hired employees. The Scheme was chosen 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”.

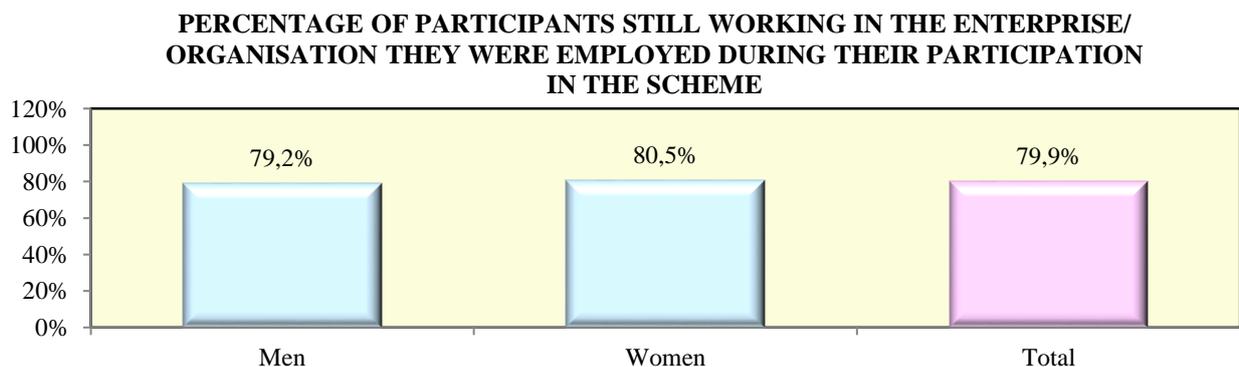
**The main objective of the study** is the evaluation of the impact of the Scheme on the participants during 2016. The data are analysed in total and separately for men and women.

### A. Impact of the Scheme on Employability

The Scheme has a very **profound effect on employability** since the vast majority of the participants (91,5%) are employed, approximately 6 months after completing their participation.



**Approximately 8 in 10 (79,9%) of the participants, continue to work in the same enterprise/organisation** that they were employed by during their participation in the Scheme.

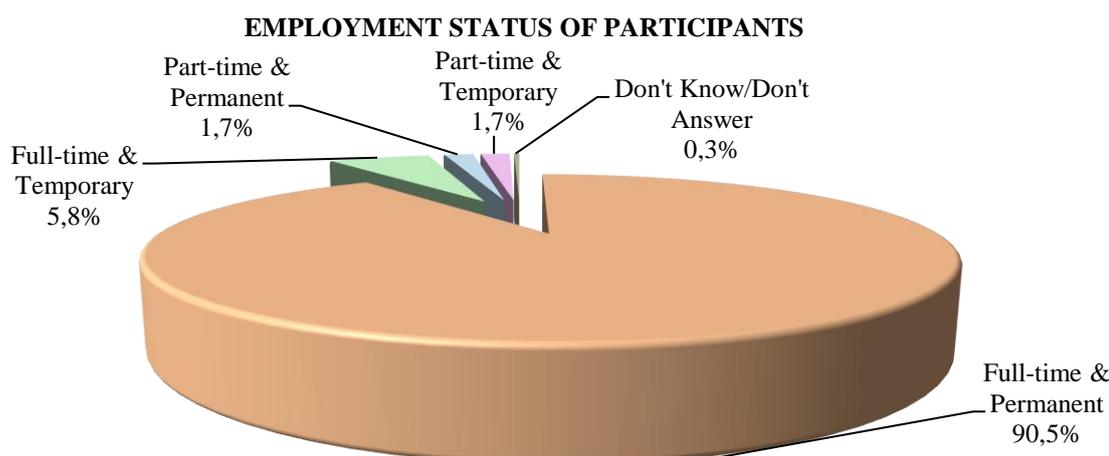


Both the employment rate and the rate of persons who still work in the enterprise/organisation they were employed by during their participation in the Scheme, are lower in the **microenterprises employing 1-9 persons** (88,0% and 77,0% respectively).

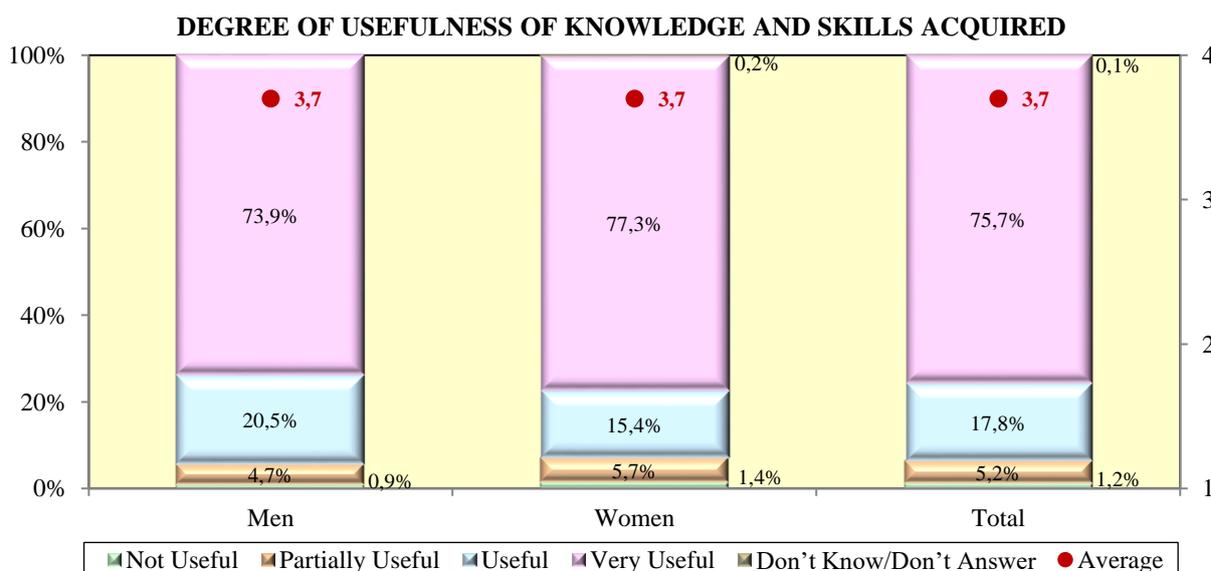
**Almost 3 in 10 (32,8%) of the participants who are employed, work in the Professional, scientific and technical activities sector**, followed by the Trade and repair of motor vehicles sector (16,2%).

**9 in 10 (90,0%) of the participants who work, are employed in high-level occupations**, with the largest proportion in Professionals (82,9%). The average gross monthly salary of the employed participants is €1.050, with a small difference between men (€1.092) and women (€1.015).

**The vast majority of the participants (90,5%) are in full-time and permanent employment**, with no differentiation between men and women.



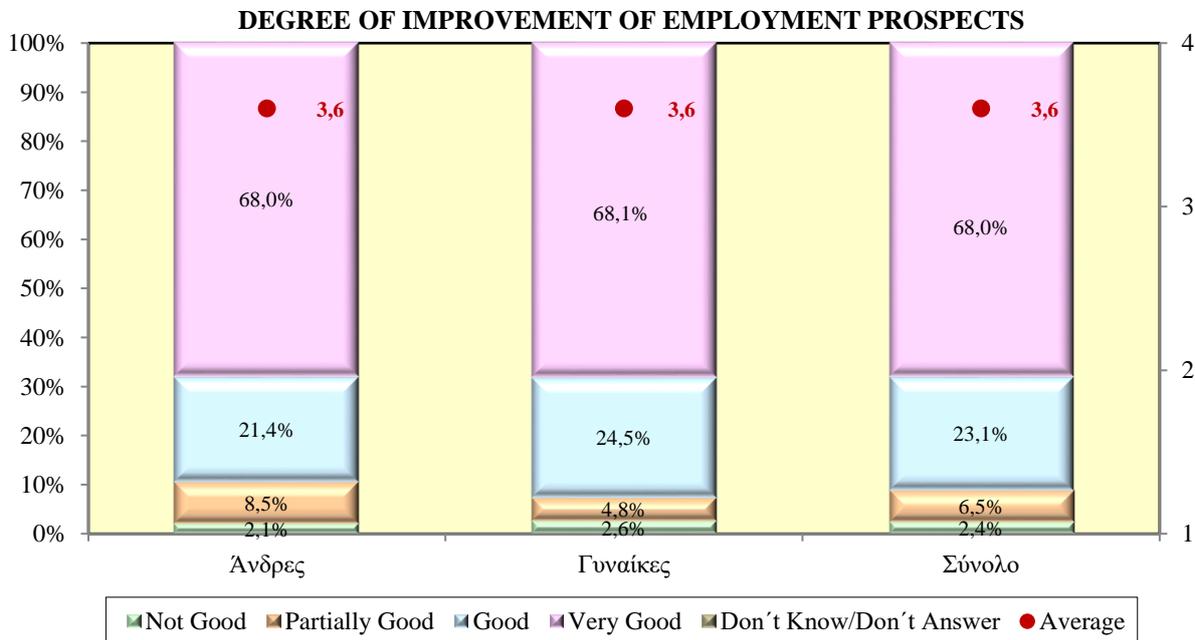
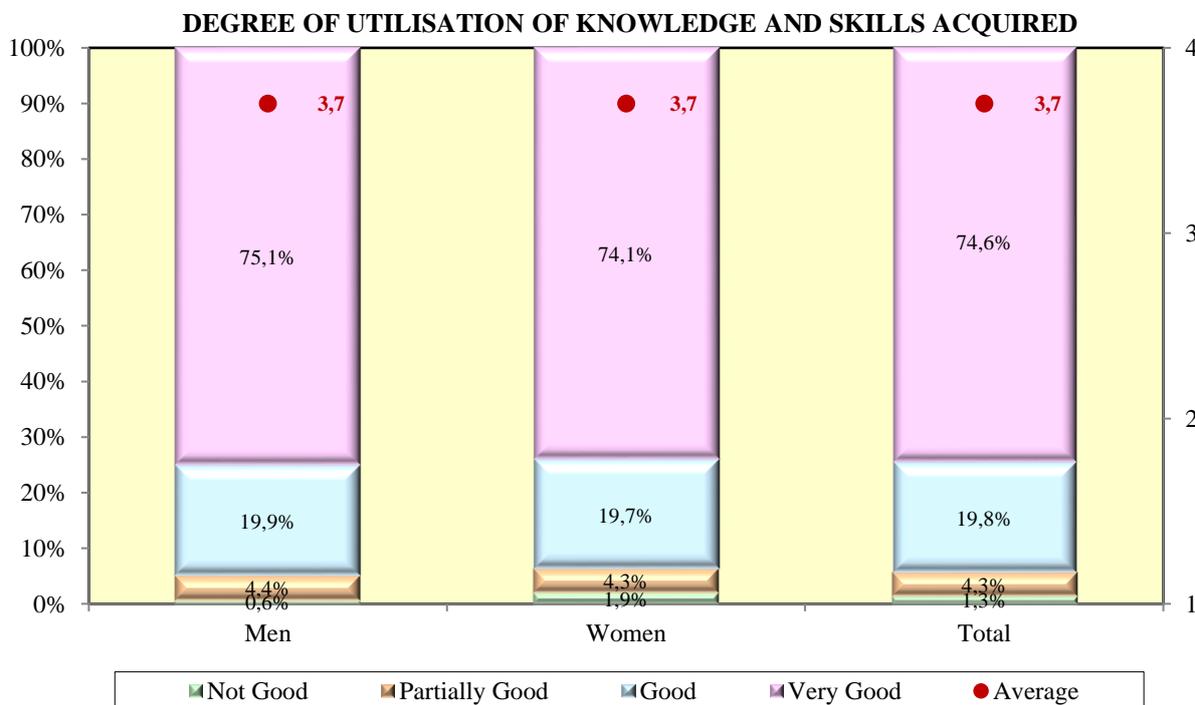
**The vast majority of the participants (93,5%) consider useful or very useful the knowledge and skills acquired** by participating in the Scheme. Higher degree of usefulness is expressed by men (94,4%) compared to women (92,7%).



It is noted that **more than 4 in 10 (40,5%) 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 almost all of them (92,4%) 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 4,1 months.

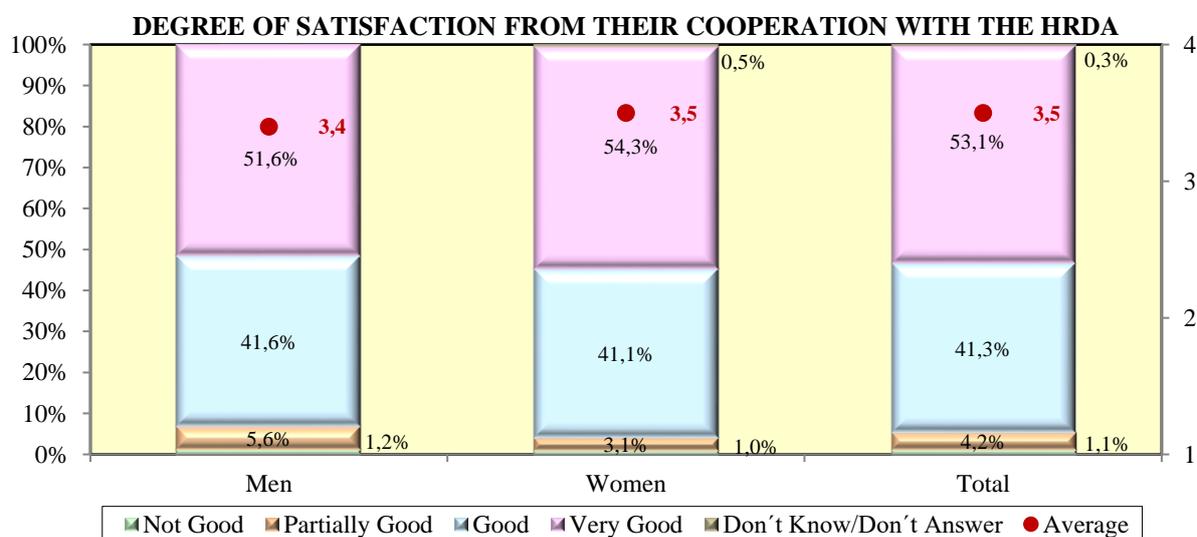
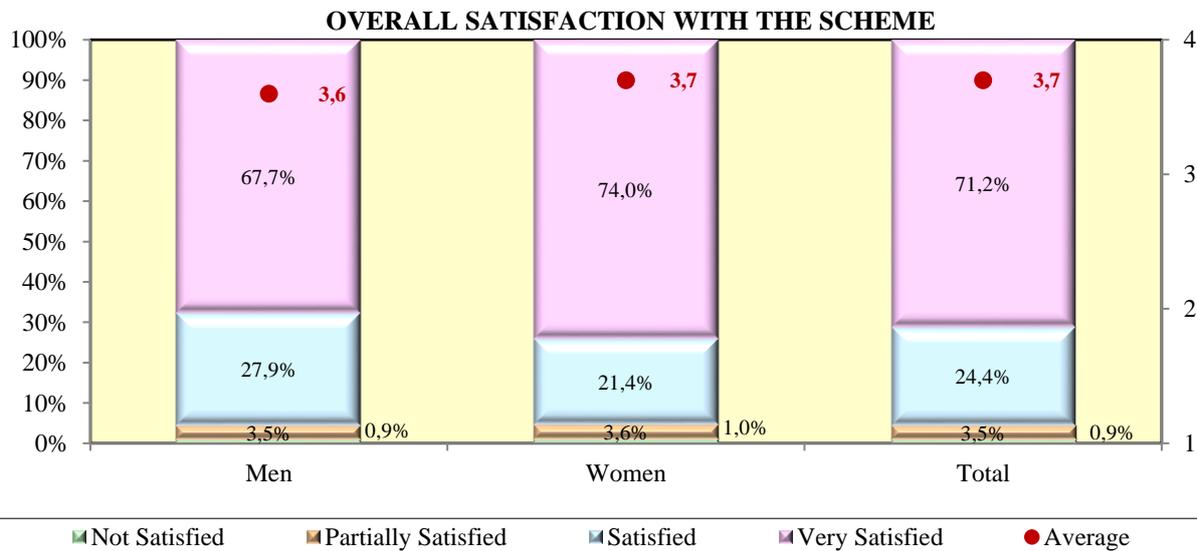
## B. Utilisation of Knowledge and Skills & Employment Prospects

The vast majority of the participants (94,4%) evaluate as good or very good the degree of utilisation of the knowledge and skills acquired (19,8% and 74,6% respectively). Over 9 out of 10 (91,1%) consider that their participation has improved their employment prospects.



## C. Satisfaction of Participants in the Scheme

The vast majority of the participants (95,6%) are either very satisfied or satisfied from the Scheme and would recommend others to participate in a similar Scheme (98,1%). Over 9 out of 10 (94,4%) 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 **834 persons who have successfully completed their participation in the Scheme.**

- Gender: Men (46,3%), Women (53,7%)
- Age: 21-24 (30,9%), 25-30 (69,1%)
- Education: Bachelor's degree (61,5%), Master's degree (38,2%), Doctoral degree (0,2%)
- District: Nicosia (39,7%), Limassol (28,3%), Larnaca (17,6%), Famagusta (5,0%), Pafos (9,4%)