

EVALUATION OF THE IMPACT OF THE SINGLE-COMPANY TRAINING PROGRAMMES ABROAD (2016-2018)

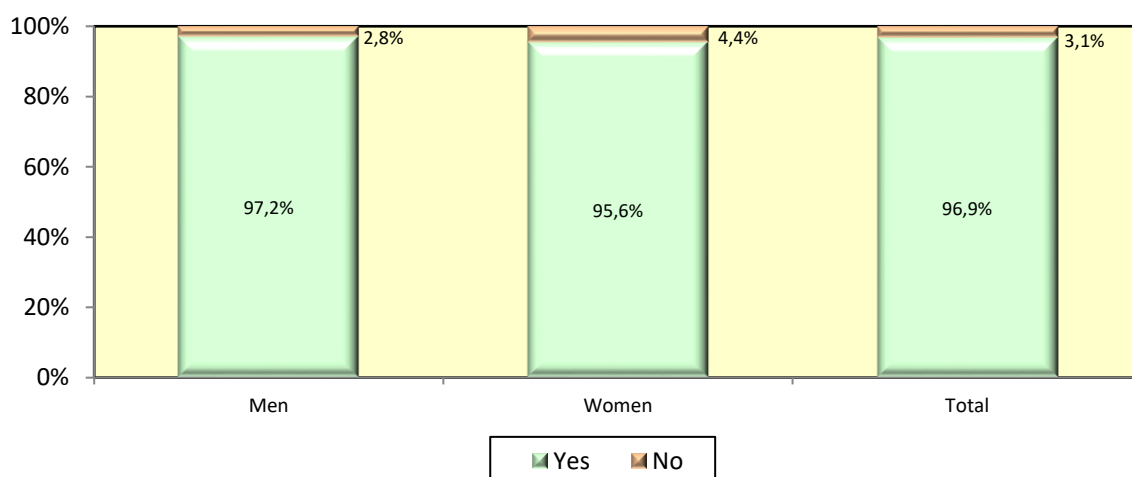
The evaluation of social interventions, including human resource training and development activities, is considered very important by the Human Resource Development Authority of Cyprus (HRDA). For the HRDA, the assessment, accountability and transparency regarding the impact of its interventions on the human resources, the enterprises and overall the economy and society of Cyprus is a firm objective. The study which refers to the evaluation of the impact on the employed persons who participated in the Scheme “Single-Company Training Programmes Abroad” (as of now “Scheme”) during the period 2016-2018, was conducted in this context. The Scheme aims at providing incentives to employers to participate with their personnel to innovative and/or specialised training programmes abroad, in order to transfer knowledge and skills in areas related to the introduction of innovation, new technology and technical know-how.

The main objective of the study is the evaluation of the impact on the employed persons who participated in the Scheme during 2016-2018. The population is 513 persons and the sample covered by the telephone survey is 421 persons with a statistical error of 1,7%. The data are analysed in total and separately for men and women.

A. Impact of the Scheme on employability

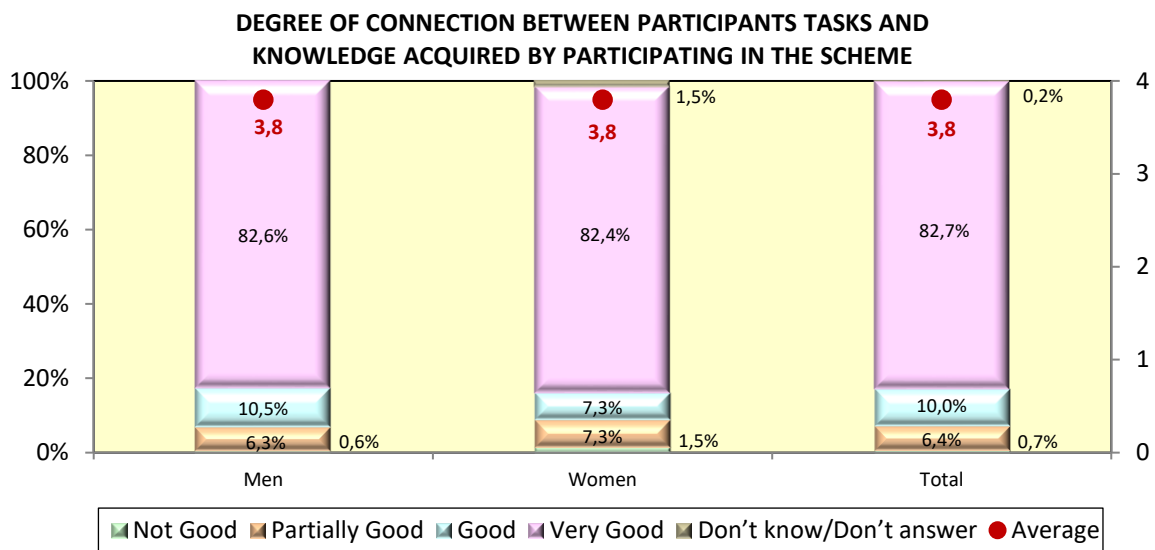
All the participants in the Scheme were employed, at the time of the field research, about one year after completing their participation, apart from one participant who was unemployed. The vast majority of the participants (96,9%), continued to work in the same enterprise through which they participated in the Scheme.

PERCENTAGE OF PARTICIPANTS STILL WORKING IN THE ENTERPRISE THROUGH WHICH THEY PARTICIPATED IN THE SCHEME



28,8% of the participants were employed as Physicists, mathematicians, engineering professionals and architects, 13,3% as Production and specialised services managers and 10,3% as Business and administration professionals. The majority of participants worked in enterprises of the tertiary sector (66,3%).

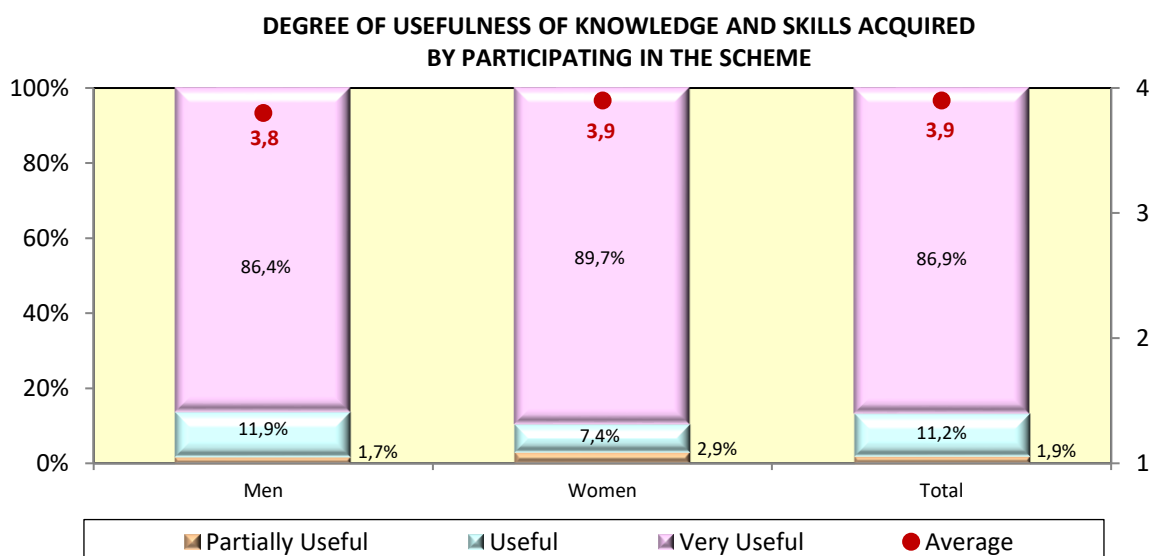
The majority of participants (92,7%) consider that the connection between current tasks and the knowledge acquired during their participation in the training programme is very good or good.

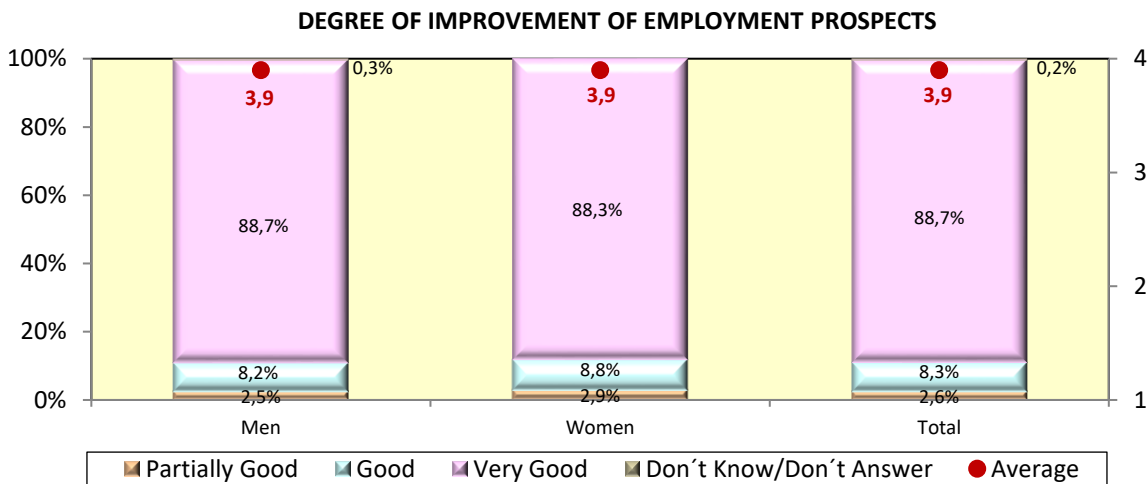
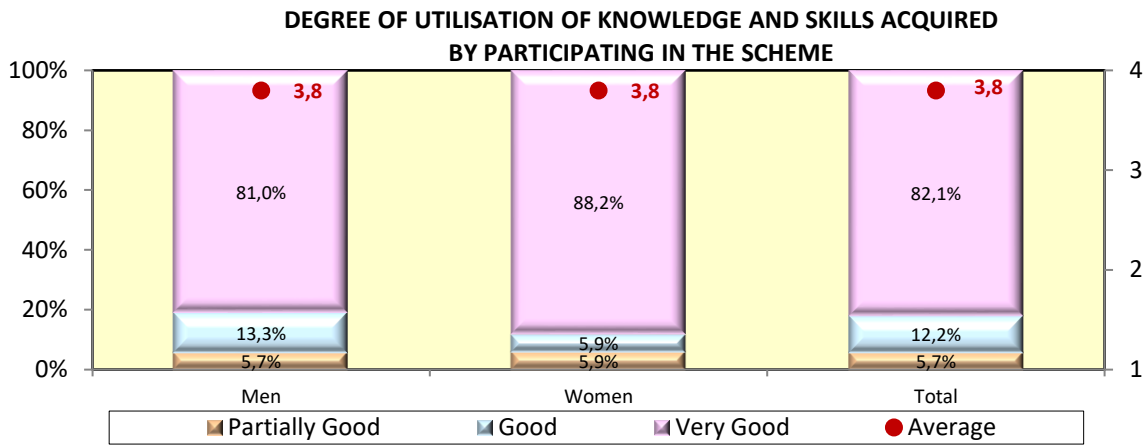


B. Usefulness and utilisation of knowledge and skills and improvement of employment prospects

The majority of the participants reported that the main benefits from their participation in the training programme abroad were “acquiring know-how and introducing new methods/practices in the enterprise” (82,3%) and “gaining new experiences” (76,6%).

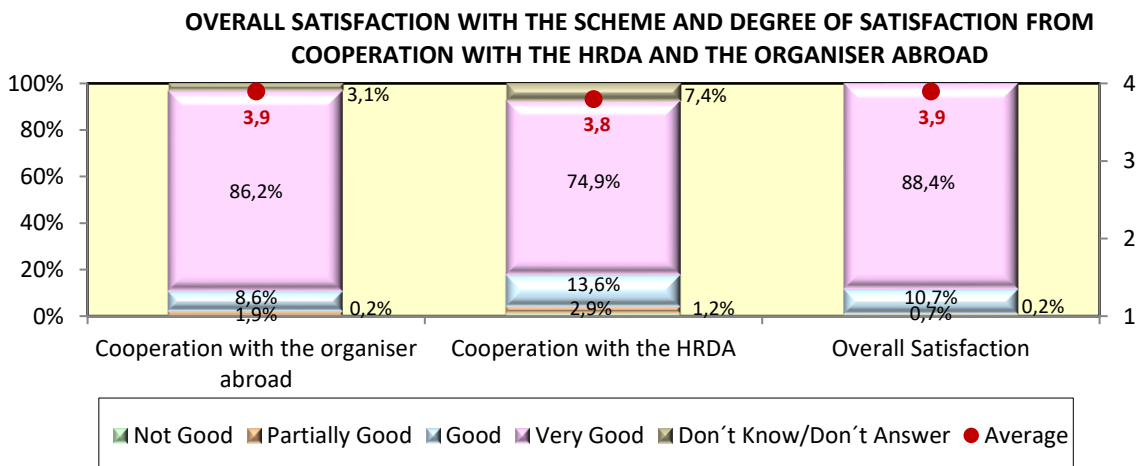
98,1% of the participants consider useful or very useful the knowledge and skills acquired by participating in the Scheme, while 94,3% evaluate as very good or good the degree of utilisation of the knowledge and skills acquired. The majority of the participants (97,0%) consider that their participation has improved their employment prospects.

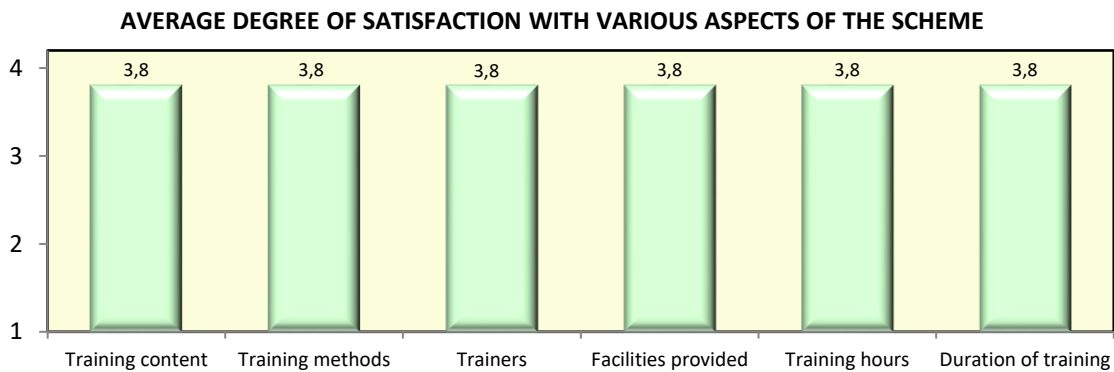




C. Satisfaction of participants with the Scheme

99,1% of the participants are either very satisfied or satisfied from the Scheme and 96,6% would recommend others to participate. Almost 9 out of 10 (88,5%) are also very satisfied or satisfied from their cooperation with the HRDA and 94,8% are either very satisfied or satisfied from their cooperation with the organiser abroad. The participants are also satisfied with various aspects of the Scheme. More than 8 out of 10 reported that the degree of transfer to other colleagues of knowledge and skills acquired from the training programme and the degree of implementation in the Cypriot environment of the knowledge and skills acquired from the training programme is very good or good (81,9% and 87,9% respectively).





D. Concluding remarks

The Scheme contributes to a great degree towards the transfer of knowledge and skills in areas related to the introduction of innovation and technical know-how in Cyprus and towards the increase of productivity and the enhancement of competitiveness of the enterprise. The usefulness of the Scheme is also evident from the high degree of satisfaction expressed by the participants.

In view of the significant benefits of the Scheme, it is considered that its operation should continue, improving the provisions and individual aspects of the Scheme where it is needed. To this end, it is necessary to enrich and broaden the themes approved and subsidised by the HRDA in accordance with the relevant policy document, based on the needs observed in the labour market.

Finally, it is advisable to examine the possibility of allowing the same person to participate in a training programme abroad more than once in the same calendar year, particularly for small enterprises.

E. Demographic data of participants

The demographic data for the participants' gender and age refer to the 513 persons who have successfully completed their participation in the Scheme, while the data for the educational level and district refer to the 421 persons who participated in the telephone survey.

- Gender: Men (85,2%), Women (14,8%)
- Age: 18-24 (2,8%), 25-30 (20,9%), 31-35 (20,9%), 36-40 (18,0%), 41-45 (10,8%), 46-50 (8,0%), 51-55 (9,9%), 56+ (8,7%)
- Education: Lower secondary (Gymnasium) (2,2%), Upper secondary (Lyceum) (7,2%), Technical schools (10,9%), Post-secondary (5,0%), Bachelor's degree (43,1%), Master's degree (28,6%), Doctoral degree (2,8%), Don't know/Don't answer (0,2%)
- District: Nicosia (56,9%), Limassol (28,3%), Larnaca (9,9%), Pafos (2,8%), Famagusta (2,1%)

E. Characteristics of enterprises

The data refer to the characteristics of the enterprises in which participants were working during their participation in the Scheme.

- Size: 1-9 persons (35,3%), 10-49 persons (39,4%), 50-249 persons (14,4%), 250+ persons (10,9%)
- District: Nicosia (63,0%), Limassol (25,1%), Larnaca (7,6%), Pafos (2,5%), Famagusta (1,8%)
- Main sectors of economic activity: Transportation and storage (29,0%), Professional, scientific and technical activities (16,6%), Manufacturing (15,2%), Trade and repair of motor vehicles (13,8%), Construction (6,4%)