

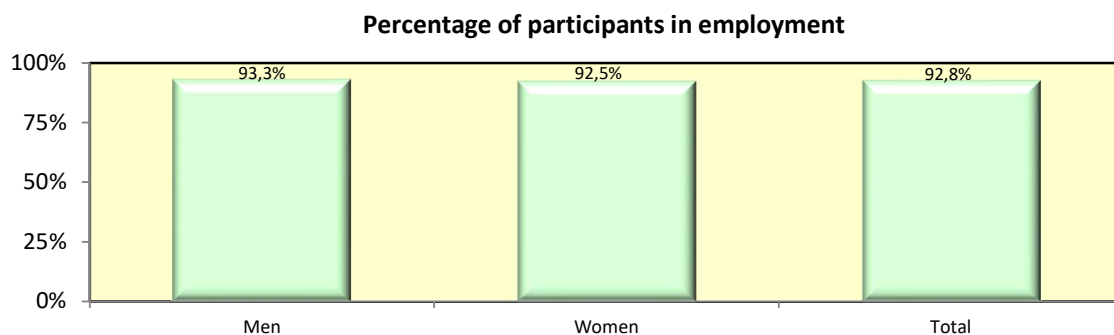
## Evaluation of the impact of the Scheme for the Employment and Training of Tertiary Education Graduates (2018-2021)

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 evaluates the impact of the Scheme for the Employment and Training of Tertiary Education Graduates (onwards referred to as “the Scheme”) on the persons that successfully completed their participation in the Scheme during the period 2018-2021, while at the same time collecting the views of enterprises through which they participated in the Scheme, was conducted in this context. The Scheme aims at providing incentives to employers 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 main objective of the study is the evaluation of the impact on the persons that successfully completed their participation in the Scheme during the period 2018-2021. The data were collected using appropriately designed questionnaires to participants and to enterprises. Despite intensive efforts to track all 3.363 persons, the questionnaire was finally completed by 2.942 persons (coverage ratio 87,5%), with a statistical error of 0,5%. As far as enterprises are concerned, the questionnaire was completed for the 1.466 out of the 1.818 enterprises that participated in the Scheme (coverage ratio 80,6%), with a statistical error of 0,9%.

### A. Impact of the Scheme on employability

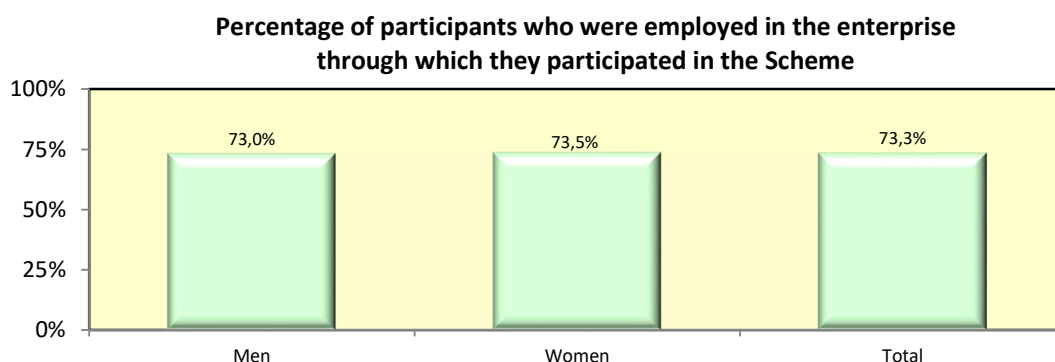
The vast majority (92,8%) of participants were employed at the time of the field research, approximately 8 months after completing their participation in the Scheme, while 5,7% were unemployed and 1,5% were inactive. The employment rate increases with the employment size of the enterprise (from 91,9% in micro enterprises, to 97,2% in large enterprises).



More than 3 in 10 (37,1%) participants, worked in enterprises of the Professional, scientific and technical activities sector, followed by the Trade and repair of motor vehicles sector (10,2%). More than 7 in 10 (73,3%) participants who were employed, continued to work in the enterprise through which they participated in the Scheme and this percentage increases with the employment size of the enterprise (from 70,8% in micro enterprises, to 84,6% in large enterprises). Of those who were employed, the vast majority (95,9%) were employed immediately after the completion of their participation in the Scheme, while almost 6 in 10 (59,0%) of the participants who were not employed in the enterprise through which they participated

in the Scheme, worked there for some time after the completion of their participation. The main reason for leaving was because they had “found a better job” (65,0%).

The average gross monthly salary of the employed participants was €1.155. The vast majority of the participants (93,9%) were in full-time and permanent employment.

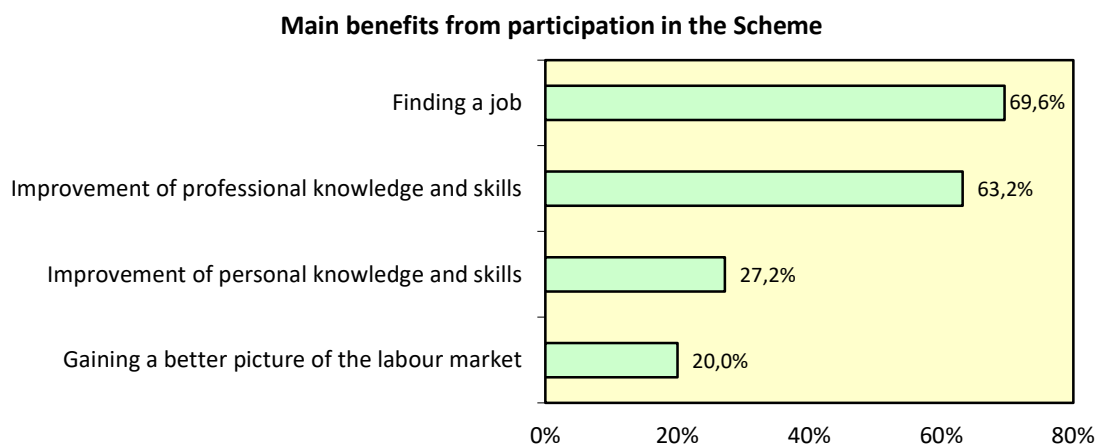


Almost 6 out of 10 (59,5%) participants who were unemployed/inactive at the time of the field research, worked for some time after the completion of their participation in the Scheme, while almost 9 out of 10 (88,8%) worked for some time in the enterprise through which they participated in the Scheme. The average time of stay in the enterprise was 4,7 months.

The main reason for being unemployed was “lack of jobs that correspond to the aspirations of individuals” (39,0%). The second most important reason for remaining unemployed was “lack of jobs” (34,3%). The reason for withdrawing from the labour market, for the small number of participants who were inactive (49 persons), was almost entirely “studies” (43 persons).

## B. Benefits gained by the participants from their participation in the Scheme

More than 6 out of 10 (69,6%) participants reported that the main benefit was “finding a job” and “improving their professional knowledge and skills” (63,2%).

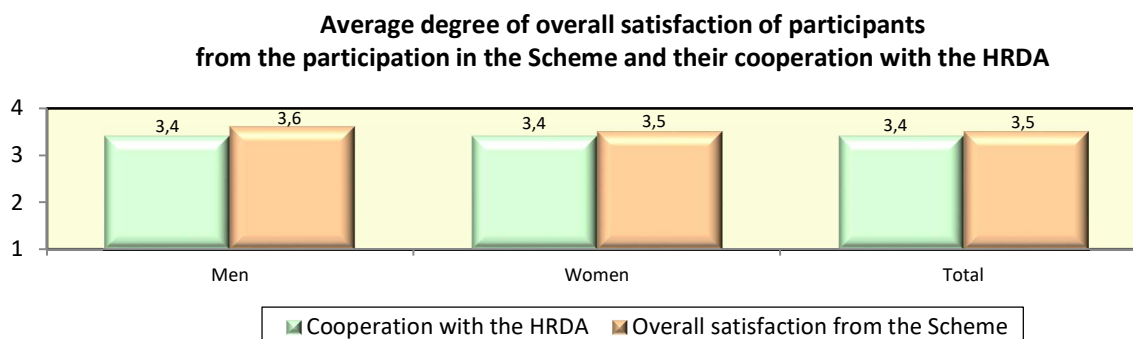


The participants reported that the degree of utilisation of the knowledge and skills acquired by participating in the Scheme (3,5) and the degree of improving their employment prospects (3,3) was very good or good<sup>1</sup>. The vast majority (91,9%) of participants consider as very useful or useful the knowledge and skills acquired through their participation in the Scheme.

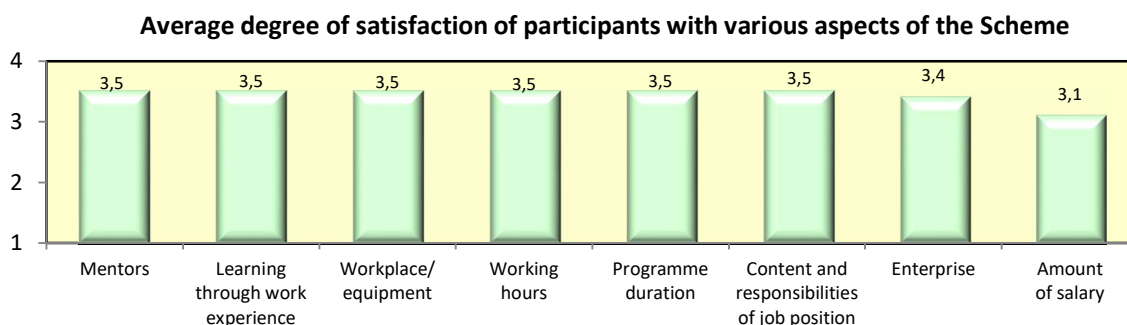
<sup>1</sup> The scale used was: 1: Not good, 2: Average, 3: Good, 4: Very good.

### C. Satisfaction of participants from their participation in the Scheme

The average degree of overall satisfaction<sup>2</sup> of participants in relation to their participation in the Scheme and their cooperation with the HRDA was quite satisfactory and reaches 3,5 and 3,4, respectively. 98,8% of the participants would encourage others to participate in the Scheme.



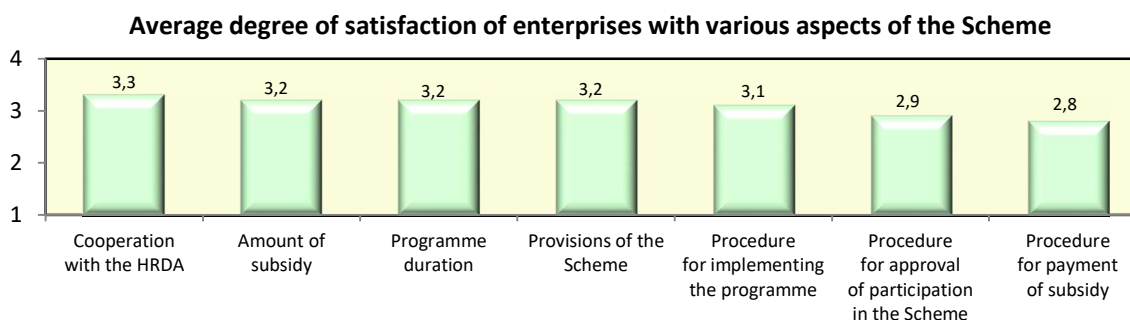
The participants were satisfied with various aspects of the Scheme.



### D. Views of the enterprises that participated in the Scheme

Almost all (99,1%) of the enterprises stated that the main benefit to their employees was the “acquisition of work experience” and almost half (46,7%) reported the “adaptation to the business environment of the enterprise”. Regarding the benefits to the enterprises themselves, more than 8 in 10 (81,2%) reported “meeting the enterprise employment needs” as the main benefit.

The vast majority (94,3%) of the enterprises were very satisfied or satisfied from the Scheme. The enterprises reported their satisfaction with various aspects of the Scheme.



<sup>2</sup> The scale used was: 1: Not satisfied, 2: Partially satisfied, 3: Satisfied, 4: Very satisfied.

The majority (57,2%) of the enterprises reported that they would not employ the participants if the Scheme did not exist. The vast majority (97,8%) of the enterprises stated that they would participate in the Scheme again and they would recommend other enterprises to participate in the Scheme (98,8%).

## **E. Concluding remarks**

The main aim of the Scheme is the smooth integration of graduates in the enterprises of Cyprus, through the organised acquisition of work experience and practical training of 6 months duration.

The high employment rate of the participants at the time of the field research, approximately 8 months after completing their participation in the Scheme, proves the usefulness of the organised in-company training and the work experience to ensure the employment of graduates. The usefulness of the Scheme is particularly evident from the high degree of satisfaction expressed by the participants and the enterprises.

The encouraging results of the Scheme, as expressed by both participants and enterprises, will be considered in formulating the new policies and activities of the organisation, in view of the expiry of the Scheme by the end of 2023. The enrichment and continuous improvement of the Scheme remains the main aim, with the ultimate goal of enhancing graduates' employability.

It is also important to target the Scheme in economic sectors with positive growth potential.

## **F. Demographic data of participants**

The demographic data of participants refer to the 3.363 persons that successfully completed their participation in the Scheme.

- Gender: Men (39,7%), Women (60,3%)
- Age: 21-24 years old (31,4%), 25-30 years old (68,6%)
- Education: Bachelor's degree (64,5%), Master's degree (35,0%), Doctoral degree (0,3%), Don't answer (0,2%)
- District: Nicosia (41,4%), Limassol (24,4%), Larnaca (21,3%), Paphos (8,5%), Famagusta (4,4%)

## **G. Characteristics of enterprises**

The data refer to the characteristics of the enterprises that participated in the Scheme.

- Size: 1-9 persons (47,5%), 10-49 persons (36,0%), 50-249 persons (13,0%), 250+ persons (3,5%)
- District: Nicosia (47,2%), Limassol (25,6%), Larnaca (17,4%), Paphos (6,9%), Famagusta (2,9%)
- Sectors of economic activity: Professional, scientific and technical activities (39,5%), Trade and repair of motor vehicles (10,0%), Manufacturing (7,9%), Transportation and storage (6,8%), Health and social work (6,2%), Information and communication (5,6%), Education (5,2%), Other sectors (18,8%)