

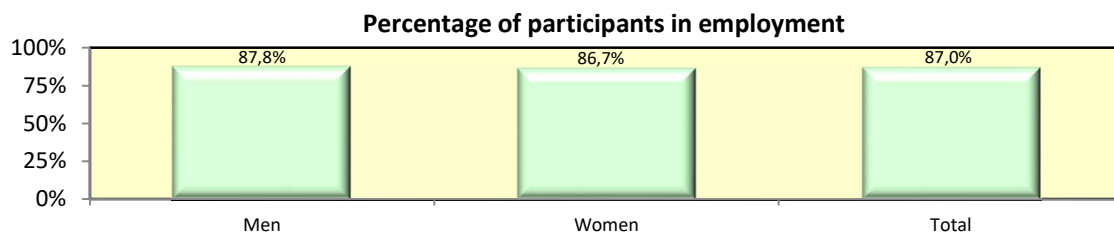
## Evaluation of the impact of the Scheme for the Training of the Long-term Unemployed in Enterprises/Organisations (2019-2021)

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 Training of the Long-term Unemployed in Enterprises/Organisations (onwards referred to as “the Scheme”) on the persons that successfully completed their participation in the Scheme during the period 2019-2021, 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 opportunities to the long-term unemployed to integrate/reintegrate in employment with the parallel acquisition of the necessary knowledge and skills, according to the requirements of the specific job. The Scheme provides incentives to enterprises to employ and train long-term unemployed people internally, with the design of an individualised training program.

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 2019-2021. The data were collected using appropriately designed questionnaires to participants and to enterprises. Despite intensive efforts to track all 251 persons, the questionnaire was finally completed by 162 persons (coverage ratio 64,5%), with a statistical error of 3,9%. As far as enterprises are concerned, the questionnaire was completed for the 175 out of the 217 enterprises that participated in the Scheme (coverage ratio 80,6%), with a statistical error of 2,7%.

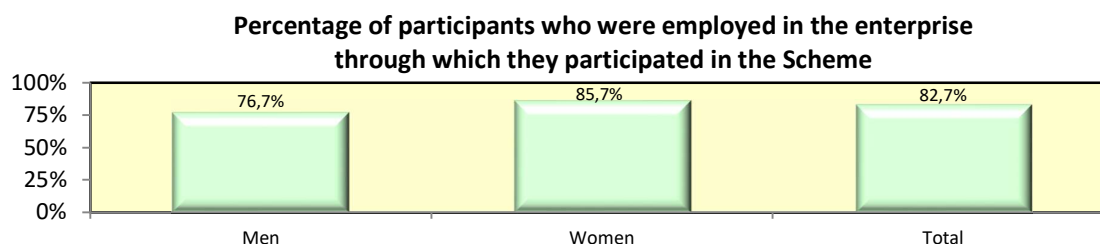
### A. Impact of the Scheme on employability

The vast majority (87,0%) of participants were employed at the time of the field research, approximately 10 months after completing their participation in the Scheme, while 11,1% were unemployed and 1,9% were inactive. The employment rate increases with the employment size of the enterprise (from 82,6% in micro enterprises, to 100,0% in medium and large enterprises).



Almost 3 in 10 (27,3%) participants, worked in enterprises of the Trade and repair of motor vehicles sector, followed by the Professional, scientific and technical activities sector (18,5%). More than half (51,7%) of the participants who were employed, worked in middle level occupations and more than 4 out of 10 (46,2%) in high level occupations. More than 8 in 10 (82,7%) participants who were employed, continued to work in the enterprise through which they participated in the Scheme and this percentage ranges from 45,9% in large enterprises, to 84,4% in micro enterprises. Of those who were employed, the vast majority (97,2%) were employed immediately after the completion of their participation in the Scheme, while more than 6 in 10 (66,2%) of those 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 were “personal reasons” (38,3%).

The average gross monthly salary of the employed participants was €1.149. The vast majority of the participants (93,6%) were in full-time and permanent employment.

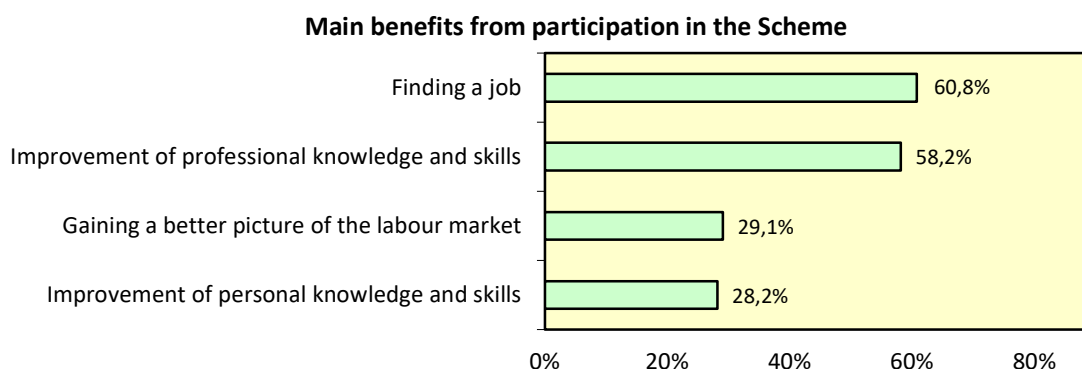


Almost half (46,9%) of the participants who were unemployed/inactive at the time of the field research, worked for some time after the completion of their participation in the Scheme, while almost all of them (14 out of 15) worked for some time in the enterprise through which they participated in the Scheme. The average time of stay in the enterprise was 5,6 months.

The main reason for being unemployed was “difficulties in finding any kind of job” (56,7%). The second most important reason for remaining unemployed was “unsatisfactory working conditions in the enterprise” (32,7%). The reasons for withdrawing from the labour market, for the small number of participants who were inactive (4 persons), were “personal reasons” and “lack of jobs”.

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

More than 6 out of 10 (60,8%) participants reported that the main benefit was “finding a job”. The “improvement of their professional knowledge and skills” (58,2%) followed.



The participants reported that the degree of utilisation of the knowledge and skills acquired by participating in the Scheme (3,4) and the degree of improving their employment prospects (3,4) was very good or good<sup>1</sup>. The vast majority (94,0%) of participants consider as very useful or useful the knowledge and skills acquired through their participation in the Scheme.

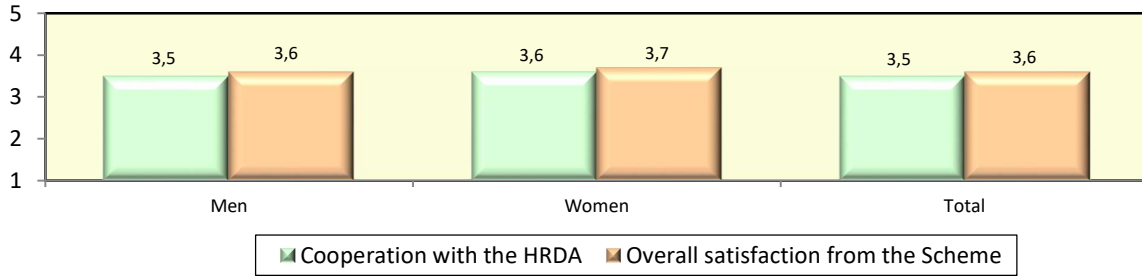
### **C. Satisfaction of participants from their participation in the Scheme**

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 3,6 and 3,5, respectively. 99,3% of the participants would encourage others to participate in the Scheme.

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

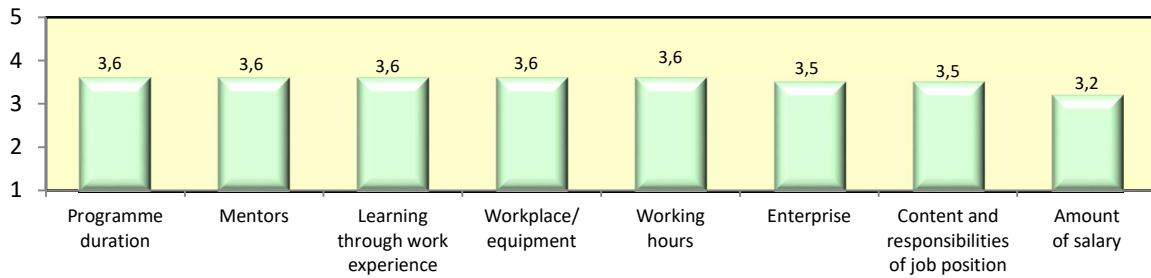
<sup>2</sup> The scale used was: 1: Not satisfied, 2: Partially satisfied, 3: Satisfied, 4: Very satisfied.

**Average degree of overall satisfaction of participants from the participation in the Scheme and their cooperation with the HRDA**



The participants were satisfied with various aspects of the Scheme.

**Average degree of satisfaction of participants with various aspects of the Scheme**

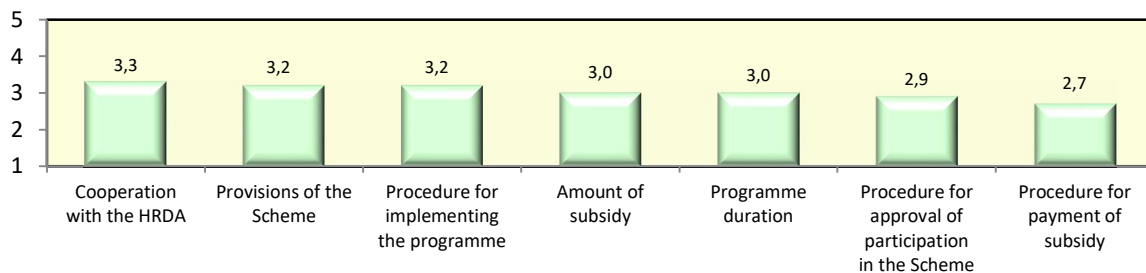


#### **D. Views of the enterprises that participated in the Scheme**

More than 9 in 10 (94,9%) enterprises stated that the main benefit to their employees was the “acquisition of work experience” and more than 7 in 10 (76,0%) reported the “improvement of personal knowledge and skills”. Regarding the benefits to the enterprises themselves, more than 7 in 10 (74,0%) reported “meeting the enterprise employment needs” as the main benefit.

The vast majority (88,0%) of the enterprises were very satisfied or satisfied from the Scheme. The enterprises reported their satisfaction with various aspects of the Scheme.

**Average degree of satisfaction of enterprises with various aspects of the Scheme**



Almost half (48,0%) of the enterprises reported that they would not employ the participants if the Scheme did not exist. The vast majority (96,0%) of the enterprises stated that they would participate in the Scheme again and they would recommend other enterprises to participate in the Scheme.

## E. Concluding remarks

The main aim of the Scheme is the smooth integration of the long-term unemployed in the enterprises of Cyprus, through the organised acquisition of work experience and practical training of 4 months duration.

The high employment rate of the participants at the time of the field research, approximately 10 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 the long-term unemployed. The usefulness of the Scheme is particularly evident from the high degree of satisfaction expressed by the participants and the enterprises.

The positive results of the Scheme in combination with the limited interest of the long-term unemployed to participate in it, lead to the conclusion that efforts should be made to increase their participation. Towards this direction, it is necessary to give emphasis on the individualised guidance from the Public Employment Service (PES) officers in order to help the unemployed reintegrate into employment. Additionally, it is necessary to strengthen the Scheme's visibility.

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 the employability of the long-term unemployed.

## F. Demographic data of participants

The demographic data of participants refer to the 251 persons that successfully completed their participation in the Scheme.

- Gender: Men (33,9%), Women (66,1%)
- Age: 18-24 years old (4,8%), 25-30 years old (8,8%), 31-35 years old (25,4%), 36-40 years old (20,6%), 41-45 years old (11,2%), 46-50 years old (12,0%), 51-55 years old (10,0%), 56-60 years old (7,2%)
- Education: Up to primary (2,8%), Lower secondary (Gymnasium) (4,8%), Upper secondary (Lyceum) (27,5%), Technical schools (8,4%), Apprenticeship System (0,4%), Post-secondary (17,9%), Bachelor's degree (29,0%), Master's degree (9,2%)
- District: Nicosia (40,0%), Limassol (24,4%), Larnaca (27,8%), Paphos (3,7%), Famagusta (4,1%)

## G. Characteristics of enterprises

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

- Size: 1-9 persons (66,8%), 10-49 persons (26,3%), 50-249 persons (5,5%), 250+ persons (1,4%)
- District: Nicosia (41,9%), Limassol (24,9%), Larnaca (24,0%), Paphos (6,0%), Famagusta (3,2%)
- Sectors of economic activity: Professional, scientific and technical activities (21,0%), Trade and repair of motor vehicles (20,2%), Manufacturing (10,4%), Transportation and storage (8,4%), Administrative and support service activities (6,4%), Health and social work (6,0%), Construction (5,6%), Hotel and restaurants (5,2%), Other sectors (16,8%)