

SUMMARY OF STUDY

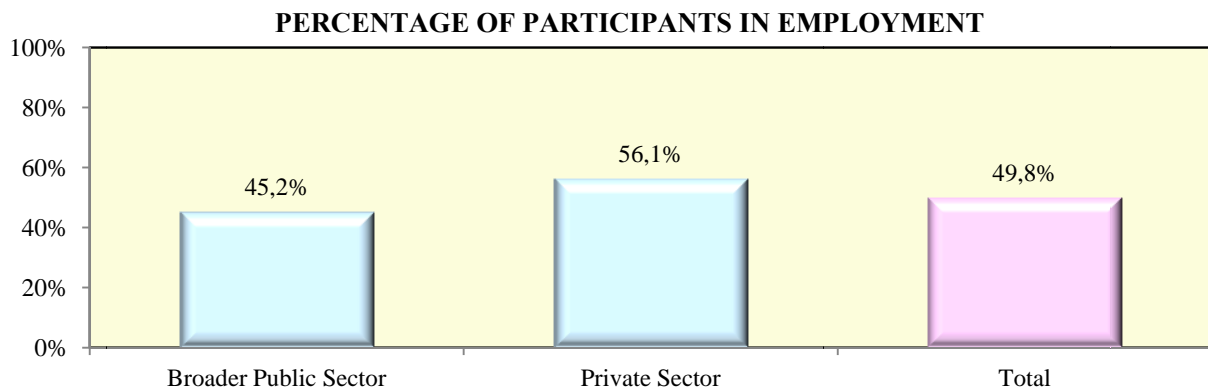
EVALUATION OF THE IMPACT OF THE SCHEME FOR JOB PLACEMENT OF UNEMPLOYED YOUNG TERTIARY EDUCATION GRADUATES FOR THE ACQUISITION OF WORK EXPERIENCE IN ENTERPRISES/ORGANISATIONS (2013)

In April 2013, following the announcement of the President of the Republic of Cyprus for **measures to restart the economy**, the HRDA in close cooperation with the Ministry of Labour, Welfare and Social Insurance prepared the Scheme for Job Placement of Unemployed Young Tertiary Education Graduates for the Acquisition of Work Experience in Enterprises/Organisations (2013). **The Scheme aimed at providing the unemployed young tertiary education graduates 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 qualified human resources.

Following two calls, **3.746** applications were submitted by young unemployed graduates and **790** by enterprises/organisations for **3.833** job placements. Matchings between the graduates and the approved job placements were made for **3.155** positions, out of which **1.775 placement programmes of 6-month duration started**. The placement programmes were **successfully completed by 1.498 graduates**. During the programme, every unemployed was provided with a weekly training allowance of €125.

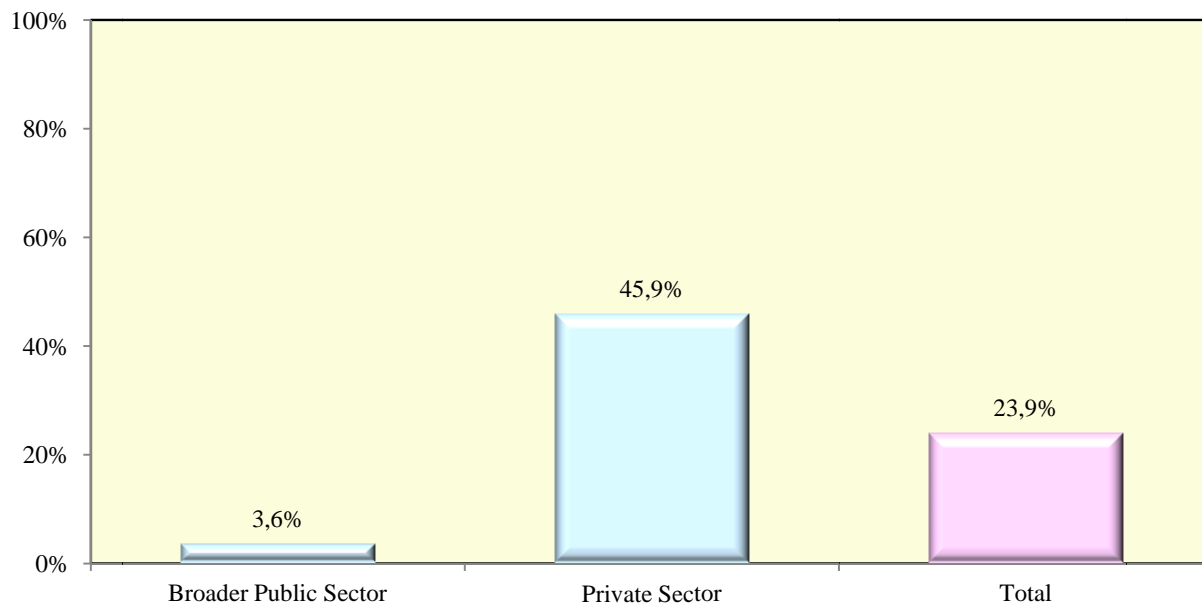
A. Impact of the Scheme on the Employability

The **Scheme significantly improves the employability** of the human resources given that half of the participants (**49,8%**), at the time of the field research (November - December 2014), approximately 6 months after the completion of their participation, stated that **they were employed**. The **employment rate was higher (56,1%)** for the persons who were placed in enterprises/organisations in the Private sector.



It is noted that **approximately 1 in 4 (23,9%) of the participants in the Scheme who are employed, continue to work in the enterprise/organisation of their placement.** This percentage reaches 45,9% 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 57,3% of the participants were placed.

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

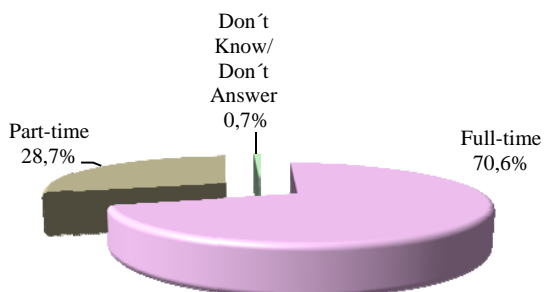


Approximately 1 in 5 (18,0%) of the participants who are employed, work in the Professional, scientific and technical activities sector. Relatively smaller percentages are found in Trade and repair of motor vehicles (14,1%), in Education (12,1%) and in Financial and insurance activities (10,4%).

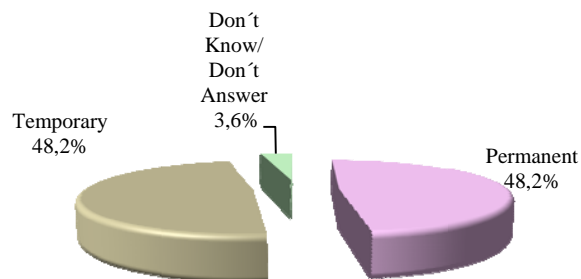
About 3 in 4 (72,9%) work in occupations that require a university degree. However, 27,1% work in other occupations, such as Service and sales workers (14,4%) and Clerks (8,7%).

The **majority (70,6%) of the participants who are employed, are in full-time employment.** Exactly equal distribution has been found between **permanent (48,2%) and temporary employment (48,2%).**

FULL-TIME/PART-TIME EMPLOYMENT



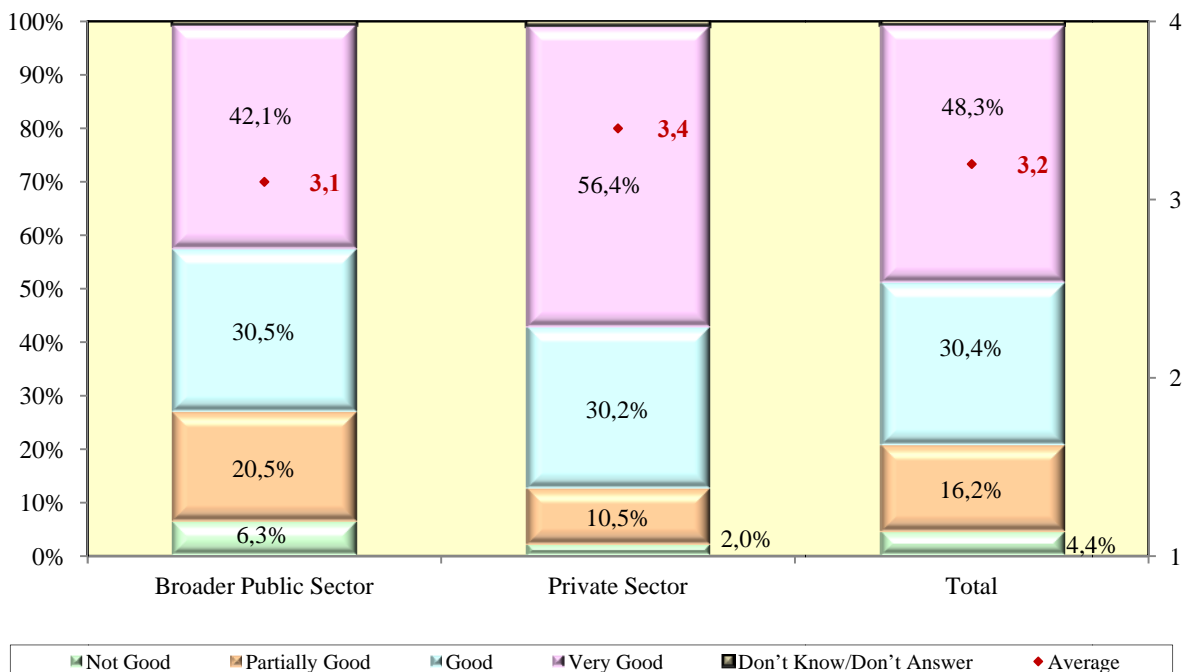
PERMANENT/TEMPORARY EMPLOYMENT



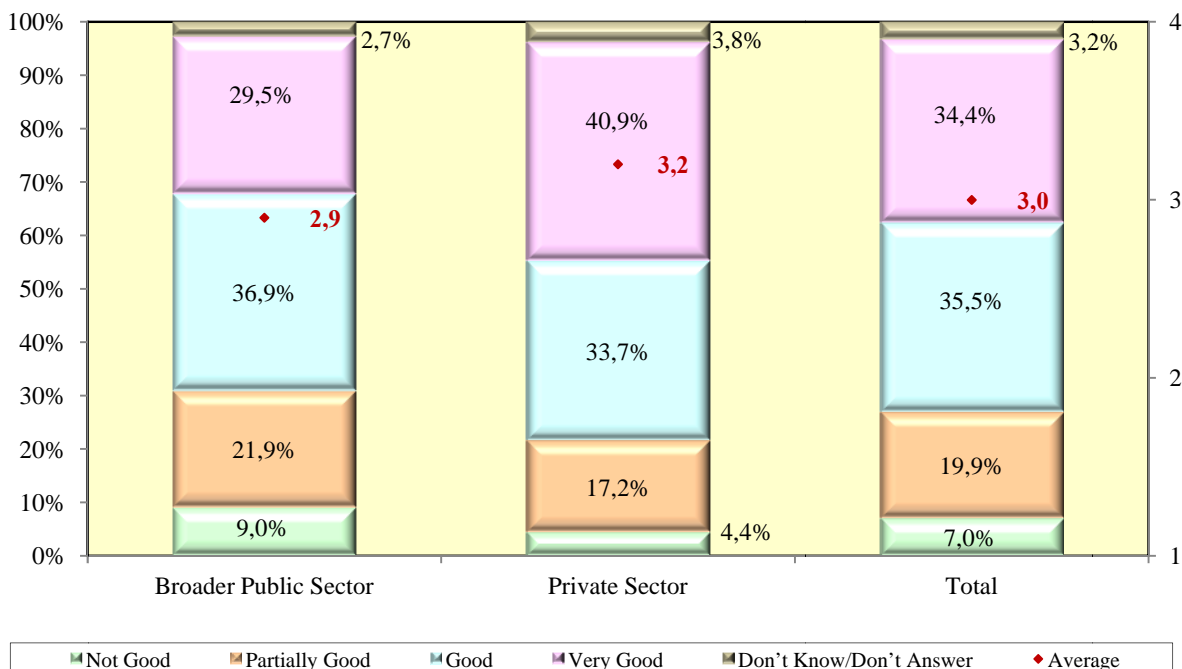
B. Utilisation of Knowledge and Skills & Employment Prospects

About **8 in 10 of the participants (78,7%)** evaluate as **very good or good** the degree of utilisation of the knowledge and skills acquired during their participation in the Scheme. Approximately **7 in 10 (69,9%)** consider that their participation has improved their employment prospects. The degree of utilisation of knowledge and skills and of the improvement of employment prospects are higher in the Private sector.

DEGREE OF UTILISATION OF KNOWLEDGE AND SKILLS ACQUIRED

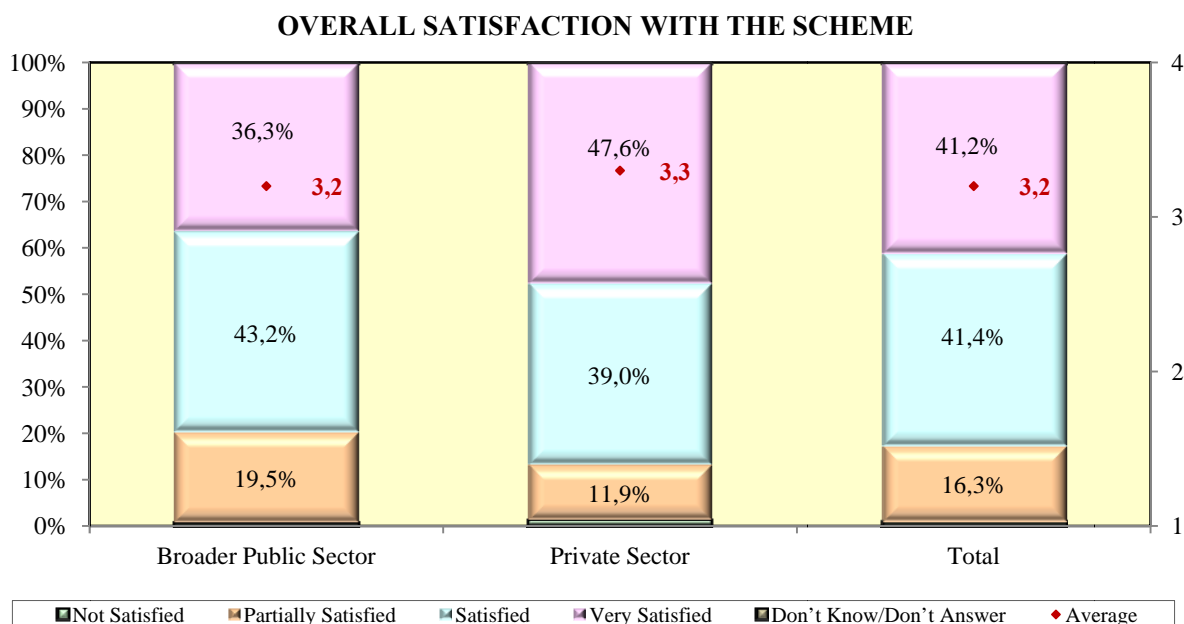


DEGREE OF IMPROVEMENT OF EMPLOYMENT PROSPECTS



C. Satisfaction of Participants in the Scheme

Over **8 out of 10 participants (82,6%)** in the Scheme were either very satisfied or satisfied, while over **9 out of 10 (93,4%)** would recommend others to participate in similar Schemes.



D. Demographic Data of Participants

The demographic data refer to the **1.498 persons who have successfully completed their participation in the Scheme.**

- Gender: Female (61,0%), Male (39,0%)
- Age: 25-29 years old (62,8%), 20-24 years old (24,9%), 30-35 years old (12,3%).
- Education: University Degree (66,7%), Masters Degree (32,5%), PhD (0,5%), Diploma (0,3%).
- District: Nicosia (51,0%), Limassol (22,1%), Larnaca (15,7%), Pafos (7,3%), Famagusta (3,9%).

E. Information on the Evaluation Study

The **main purpose of the study** is the evaluation of the impact to the participants of the MLWSI and HRDA Scheme for Job Placement of Unemployed Young Tertiary Education Graduates for the Acquisition of Work Experience in Enterprises/Organisations.

The data were collected through the completion of **two questionnaires**. The **first one refers to the evaluation of the benefits and the satisfaction of the participants** immediately following the completion of the Scheme. **The questionnaire was completed by 57,1% of the participants**, with an 1,8% maximum statistical error for the total population.

The second questionnaire refers to the evaluation of the impact of the Scheme to the participants and data were collected through **telephone interviews** from associates of the HRDA during the period 17/11/2014 – 8/12/2014 in a statistically representative sample of all participants, taking into consideration the category of the enterprise/organisation of the placement. **The field research covered 1.182 persons, 78,9% of the population**, with an 1,1% maximum statistical error for the total population.