



# Annual Report 2024





# **Annual Report 2024**

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# Chairperson's Foreword





Malta's labour market is at a critical juncture. With an employment rate nearing its EU 2030 target and one of the lowest unemployment rates in Europe, the country has made significant progress. However, behind these strong numbers lies an increasingly complex reality. The demand for talent is intensifying, workforce demographics are shifting and businesses are navigating an evolving economic landscape. Our challenge today is no longer simply about job creation; it is about ensuring the sustainability, adaptability and quality of employment for the long term.

In this context, Jobsplus has been more than just a service provider; we have been a key policy driver. Over the past year, we have taken a proactive role in shaping Malta's Labour Migration Policy, advocating for a balanced approach that ensures both economic growth and fair working conditions. At the same time, we have been undergoing a significant transformation within our operations. This transformation ensures that we are not only reactive to the needs of today but also strategically positioned to meet the demands of tomorrow.

A central part of this transformation has been our commitment to quality across all aspects of our work. The creation of a dedicated Quality Unit reflects our shift towards a more strategic, data-driven approach, ensuring that our services are effective, impactful and sustainable. Furthermore, we are placing increased emphasis on employer engagement, recognising that businesses are not just job providers but key partners in workforce development.

Since Malta's workforce continues to diversify, so too must our policies and services. Inclusivity remains a cornerstone of our work, but we are expanding our focus to address the evolving needs of different groups in the labour market. We are moving beyond traditional job matching, shifting towards a more person-centred approach that offers tailored solutions for cohorts like NEETs (youths not in education, employment or training) and individuals with disabilities, ensuring that no one is left behind.

Looking forward, Jobsplus will continue to strengthen its strategic direction, ensuring that our role in shaping national labour market policies remains at the forefront. Our ongoing collaboration with employers, policymakers and educators will be key to fostering a more resilient, forward-looking labour market.

As we look to the future, I would like to thank those who have been part of our journey. I extend my appreciation to the outgoing CEO, Ms. Alexia Vella, for her leadership during a period of change. Her focus on innovation, technology initiatives, and internationalisation has contributed to advancing Jobsplus' strategic goals.

I would also like to thank Mr. Leonid McKay, who served as CEO during a brief transitional period. His leadership helped guide the organisation through various challenges, particularly in relation to migration policies that we discuss today.

Additionally, I express my gratitude to the directors who have served on the board of directors. Their dedication and strategic insight have played a key role in shaping Jobsplus' direction and ensuring its continued success.

Jobsplus remains well-positioned to drive positive change for the benefit of Malta's workers, businesses, and society at large.

**Dr Charmaine Cristiano Grech**

Chairperson



# CEO's Foreword



At Jobsplus, our mission is to bridge opportunities between individuals and the labour market while ensuring businesses have access to the talent they need. Over the past year, our role has become even more critical as Malta experiences a period of full employment, shifting workforce demographics and evolving economic demands. Our response has been proactive – enhancing service delivery, strengthening our advisory role and ensuring that both job seekers and employers receive the support they need in an increasingly complex labour environment.

The Maltese labour market continues to be shaped by key trends, including rising female workforce participation, a significant portion of third-country national employment, and the ongoing need to upskill and reskill workers to meet emerging industry demands. Notably, Malta's female employment rate has continued to grow at a faster pace than the EU-27 average, a development significantly supported by initiatives such as the Free Childcare Scheme. In 2024 alone, over 9,400 children benefited from this scheme, underscoring its role in empowering parents – particularly women – to remain active in the workforce.

Jobsplus has remained at the forefront of labour market interventions, ensuring that those who need the most support are not overlooked. We continued to strengthen our services for vulnerable groups in 2024, including persons with disabilities, individuals at risk of poverty and NEETs. Tailored interventions and a more person-centric approach remain at the heart of our strategy, with projects such as the upcoming VASTE II and the Youth Guarantee 3.0 reinforcing our commitment to break down employment barriers and foster long-term career prospects.

Training and skills development have also remained a priority. Jobsplus reviewed and updated existing courses in 2024, introduced new accredited programmes, and other non-accredited courses, in direct response to employer needs. With the completion of the ESF-funded Training for Employment programme,

we have now laid the groundwork for a more enhanced iteration aimed at equipping workers with the skills required for an evolving labour market.

Our work with employers has also intensified, with upgraded and expanded digital services making it easier for businesses to engage with Jobsplus. Additionally, stakeholder events and collaboration with employer associations have allowed us to refine our offerings and provide more targeted support.

A crucial milestone in 2024 was Jobsplus' participation in the PES Benchmarking Exercise. This comprehensive review recognised the corporation's strengths, including the professionalism of our staff, our structured processes and our well-established support for vulnerable groups. The insights gained from this exercise will provide the foundation for future improvements, ensuring that we continue to uphold the highest standards of service delivery.

Looking ahead, we will be focused on key strategic initiatives that will further strengthen Malta's labour market. The implementation of the Labour Migration Policy will be a central pillar of our work, ensuring a balanced, well-regulated approach to foreign employment.

We will also continue to refine our employer support strategies, working with businesses to source the talent they require while promoting fair, ethical recruitment practices. Digital innovation will remain a priority, with further enhancements to our services aimed at improving efficiency and accessibility for all our stakeholders.

I would like to express my gratitude to the Jobsplus team, whose dedication and professionalism remain the driving force behind our success. Their commitment to excellence ensures that we remain not just a service provider, but a strategic enabler of Malta's economic and social development. As we step into another year of growth and transformation, we remain steadfast in our commitment to build a stronger, more inclusive and more resilient labour market for all.

**Ms Celia Falzon**

Chief Executive Officer



01

# Introduction





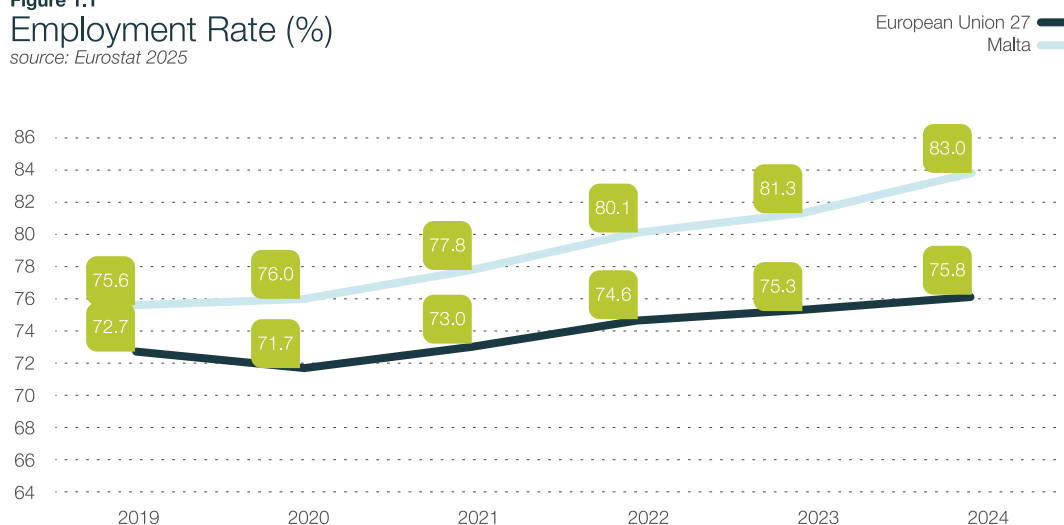
## 01.1 Labour Market Dynamics

Employment of the working age population – individuals aged 20-64 – in the 27 member states of the European Union (EU-27) improved from 72.7% in 2019 to 75.8% in 2024. Over the same interval, Malta's employment rate increased from 75.6% to 83.0%.

Across this entire period, Malta consistently registered higher employment levels compared to the EU-27, with the difference between the two ranging from around 3 percentage points (in 2019) to over 7 percentage points (in 2024).

Having achieved an employment rate of 83.0% in 2024, Malta is 1.6 percentage points away from reaching its EU 2030 national employment target of 84.6%.

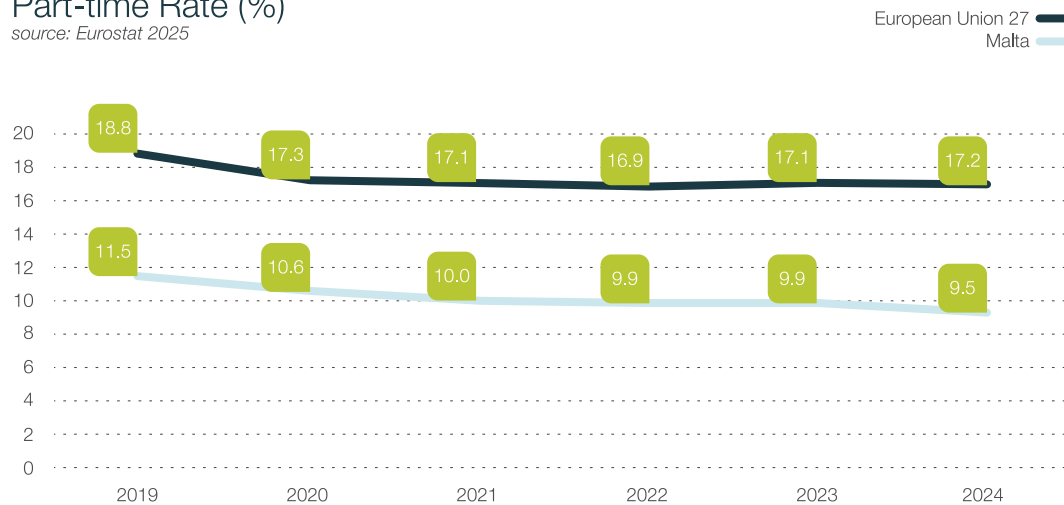
**Figure 1.1**  
**Employment Rate (%)**  
*source: Eurostat 2025*



The proportion of part-time employment in the EU-27 decreased from 18.8% in 2019 to 17.2% in 2024. There was a steady dip in part-time employment in the EU-27 from 18.8% in 2019 to 17.3% in 2020, reaching its lowest annual point of 16.9% in 2022 before settling at 17.2% in 2024. Over the same timeframe, Malta's part-time rate fell from 11.5% in 2019 to 9.9% in 2022, staying at 9.9% in 2023. As of 2024, the EU-27 stood at 17.2%, whereas Malta recorded 9.5% part-time employment.

This data indicates Malta's part-time share remained significantly lower than the EU-27 average, with a consistently higher prevalence of full-time roles in the Maltese labour market.

**Figure 1.2**  
**Part-time Rate (%)**  
*source: Eurostat 2025*

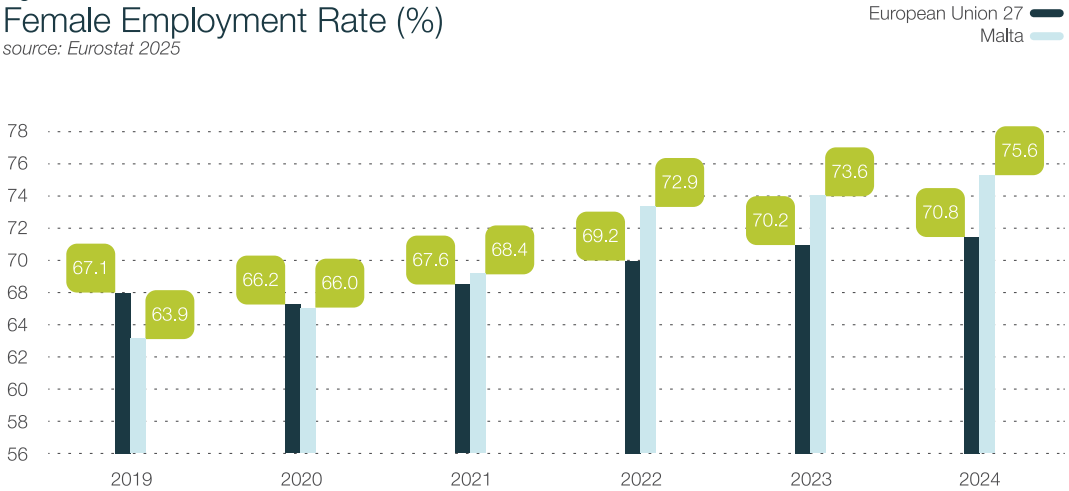


The EU-27's female employment rate moved from 67.1% in 2019 to 70.8% in 2024. Its annual low of 66.2% was recorded in 2020, rebounding to 67.6% in 2021, 69.2% in 2022 and 70.2% by 2023.

In Malta, the female employment rate advanced from 63.9% in 2019 to 73.6% in 2023, showing incremental increases each year: 66% in 2020, 68.4% in 2021 and 72.9% in 2022. By 2024, the EU-27 stood at 70.8%, whereas Malta recorded 75.6%.

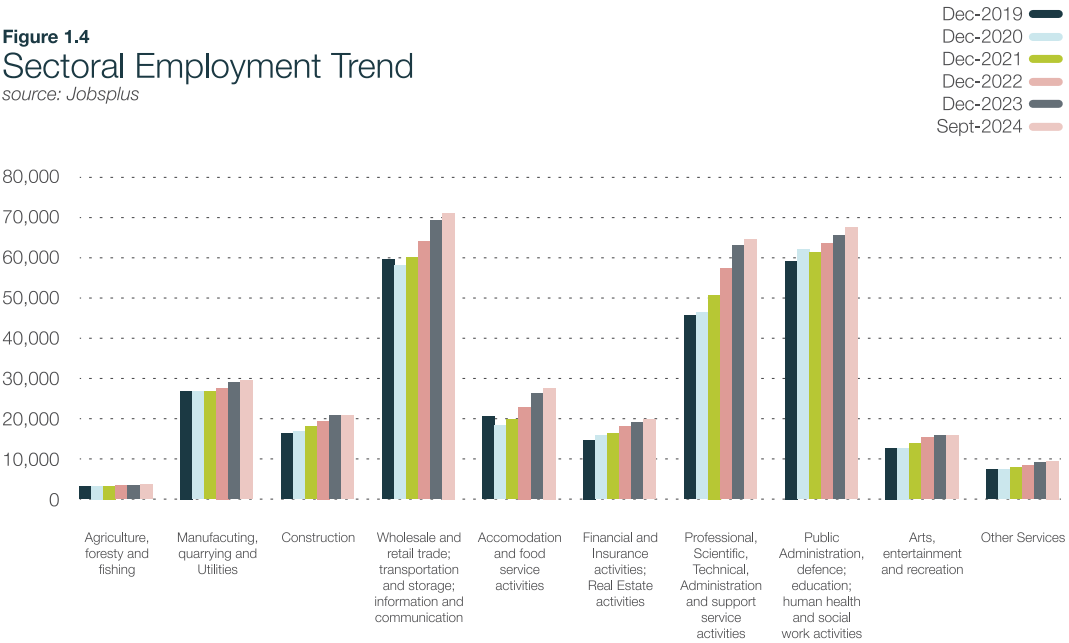
Malta's female employment rate increased more swiftly than that of the EU-27, placing it clearly above the European average by 2021 and further extending that lead in 2024.

**Figure 1.3**  
**Female Employment Rate (%)**  
*source: Eurostat 2025*



Data analysis by sector indicates that the highest increase in the reference period was recorded in the Professional, scientific, technical, administration and support service activities (18,575), followed by the Wholesale and retail trade, Transportation and storage, and Information and communication (11,714).

**Figure 1.4**  
**Sectoral Employment Trend**  
*source: Jobsplus*



Between 2019 and 2024, the EU-27's unemployment rate declined from 6.8% to 5.9%. Over the same period, Malta's rate declined from 4.1% in 2019 to 3.1% by 2024, marking consistently lower levels across the years and reflecting Malta's strong labour market performance. Throughout this time, Malta's unemployment rate has remained beneath that of the EU-27, with a peak difference of around 2.8 percentage points in 2024.

In 2024, Malta's unemployment rate stood at 3.1%, positioning the country among the best-performing EU member states and ranking third lowest, just behind Czechia (2.6%) and Poland (2.9%).

**Figure 1.5**  
**Unemployment Rate (%)**  
*source: Eurostat 2025*

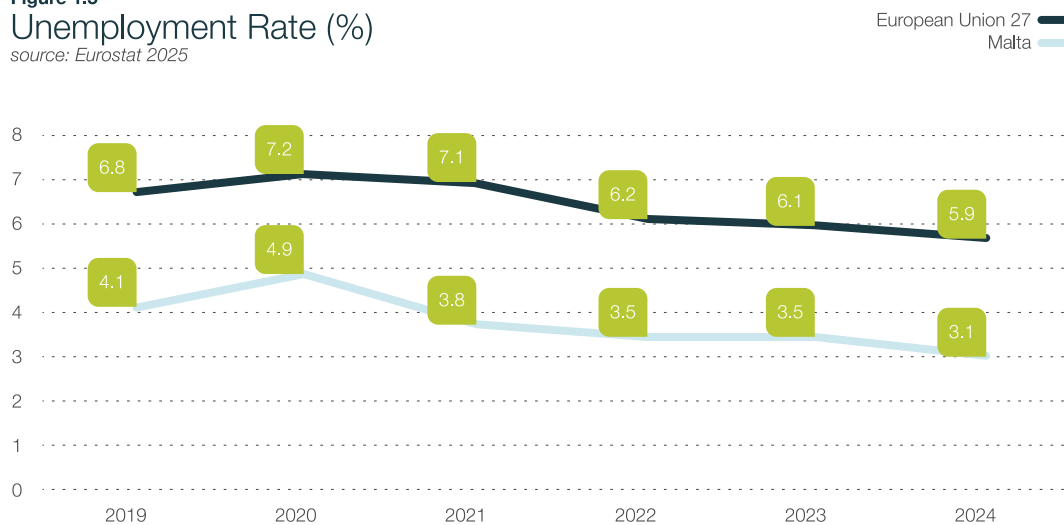
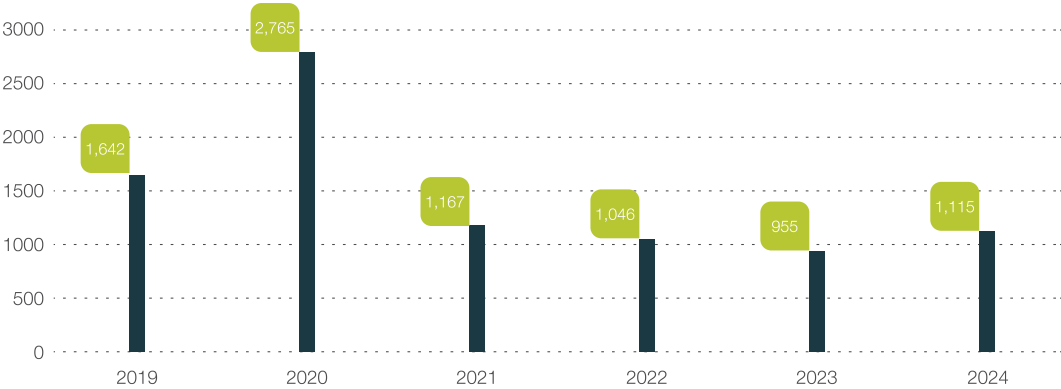


Figure 1.6 illustrates the trend in registered unemployment in Malta and Gozo from December 2019 to December 2024. Following a significant increase in unemployment in 2020 to 2,765, likely influenced by the global Covid-19 pandemic, subsequently, the numbers declined steadily to below 2019 levels to 955 in 2023. The number of registered unemployed as at the end of December 2024 stood at 1,115.

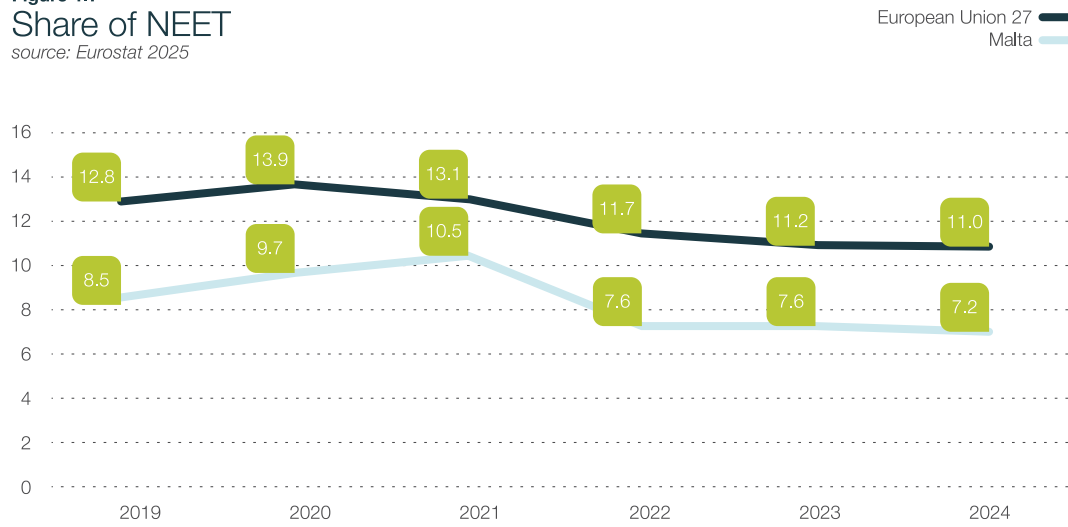
**Figure 1.6**  
**Registered Unemployed**  
*source: Jobsplus*



From 2019 to 2024, the NEET (Not in Education, Employment or Training) rate for youths aged 15-29 in the EU-27 decreased from 12.8% to 11.0%. In Malta, it fell from 8.5% in 2019 to 7.2% in 2024.

Malta's NEET levels stayed consistently under the EU-27 average. Despite some fluctuations, the overall profile suggests that Malta has kept a lower proportion of youths outside employment, education or training compared to the rest of the EU member states.

**Figure 1.7**  
**Share of NEET**  
*source: Eurostat 2025*





02

# Supporting Malta's Labour Market



Jobsplus continued to fulfil its mandate as Malta's public employment service in 2024 by implementing various active labour market policy measures, strengthening its training services arm and contributing directly to the Malta Labour Migration Policy. Jobsplus remained a key contributor to employment policymaking, while also reinforcing its ties with other public entities and stakeholders.

Building on the achievements of the previous three years, it also carried out other functions aligned with the overarching framework of the National Employment Policy, which is built around three key pillars: equipping workers, enabling employers and building a responsive institution for work.

## **02.1**

# **Job Seeker Services**

The Agency provided advisory services that guided individuals through their transition into the labour market, from one job to another and even from inactivity to employment at any point in life.

Persons wishing to improve their employability – whether they are job seekers or already employed – were assisted through a range of initiatives, including advisory services and training services designed around the key skill sets demanded by the Maltese labour market, either through direct provision by Jobsplus or part-financing of external training.

### **2.1.1 Registration Services**

Jobsplus assists individuals seeking employment, whether they are unemployed or seeking alternative employment. Once an individual registers with Jobsplus, an employment advisor is assigned to assist the job seeker to enter or return into the formal economy or to find alternative employment.

Registration with Jobsplus can be done electronically or physically at one of the six Jobsplus centres located across Malta and Gozo. In 2024, the take-up of the online service stood at 40%, with the remaining 60% making use of one of the Jobsplus centres.



## 2024 Highlights

# 9,118

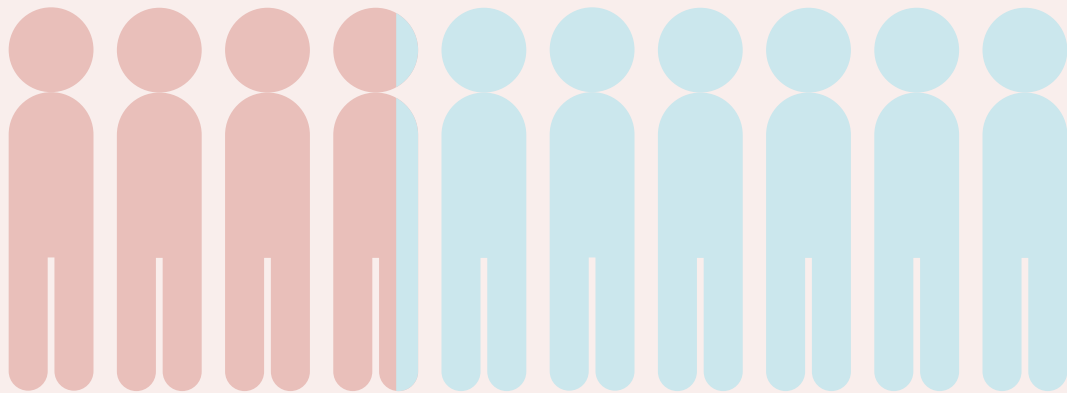
### registration service applications

submitted in the different Jobsplus registers (unemployment register or register for persons seeking alternative employment)

# 7,290



### unique job seekers



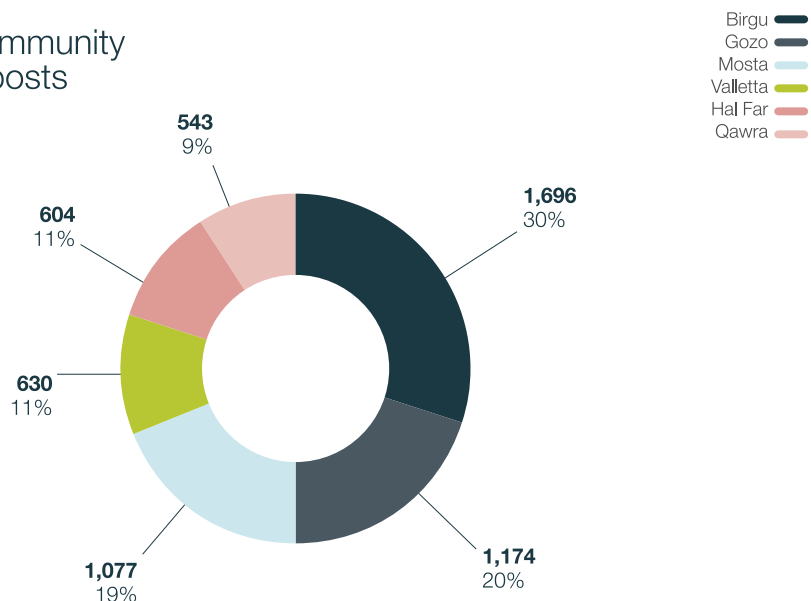
## 38%

female

## 62%

male

**Figure 2.1**  
Reaching the Community  
through our Outposts



## 2.1.2 Job Seeker Advisory Mainstream Services

### Tailored solutions for diverse job seeker categories

Jobsplus' job seeker advisory services shifted from a one-size-fits-all approach to offering targeted solutions designed to meet the unique needs of specific job seeker categories, including:

- **Registered Youth Job seekers**  
Supporting young individuals entering the workforce for the first time;
- **Adult Job seekers**  
Supporting transfer and re-entry into the labour market;
- **Long-Term Unemployed**  
Assisting individuals who have been out of the workforce for an extended period to reintegrate into the world of employment;
- **Persons with a disability and disadvantaged job seekers**  
Preparing a tailored approach to empower and facilitate upskilling and retention through job coaching and mentoring;

- **Migrants**

Providing guidance and support to help migrants navigate the local job market and secure sustainable employment;

- **Job Changers**

Offering advice and resources to individuals seeking to transition to new careers or industries; and

- **Inactive Persons**

Encouraging and supporting those who have been out of the labour market to re-engage with employment opportunities.

The key objectives of the advisory services offered by Jobsplus include:

1. **Career Guidance**

Delivering personalised advice to help job seekers identify and pursue career paths aligned to their skills, qualifications and interests;

2. **Job Matching**

Assisting job seekers to find suitable employment opportunities by aligning their competencies and preferences with available vacancies, while also exploring emerging sectors;

3. **CV writing Support**

Conducting CV writing sessions to help job seekers create or enhance their résumés, ensuring they effectively highlight their qualifications, skills and experiences;

4. **Interview Preparation**

Providing guidance on interview techniques, practical tips and commonly asked questions to boost job seekers' confidence and improve their success in interviews;

5. **Training and Workshops**

Recommending relevant training programmes and facilitating workshops to equip job seekers with the skills needed in today's job market;

6. **Labour Market Information**

Supplying job seekers with up-to-date information on current job market trends, in-demand industries and potential career opportunities; and

7. **Networking and Events**

Organising and promoting events, such as networking sessions, workshops and information sessions, enabling job seekers to enhance their employability, connect with employers and discover job opportunities.

## Training for employment advisors

Jobsplus continued investing in its capacity building by enhancing the skills and expertise of its employment advisors, aiming to provide quality and personalised services to individuals seeking employment. This training included:

- advanced career guidance techniques to better support diverse job-seeker needs (in collaboration with the Malta Career Guidance Association and Euroguidance);
- workshops on labour market trends and emerging sectors to improve guidance accuracy (in collaboration with the National Skills Council);
- professional development sessions focusing on interpersonal skills or psycho-social situations and how to handle difficult situations (in collaboration with Caritas Malta and the Commission for Gender-Based Violence and Domestic Violence); and
- ERASMUS+ 2023-1-MT01-KA220-VET-000123141 – mentoring and monitoring techniques, which allowed for the introduction of mentoring in day-to-day operations. Through this project, selected members of staff had the opportunity to go on a study visit to Iceland to learn about the concept and develop a mentoring service for Jobsplus.

## Comparison of achievements: 2023 vs 2024

The Job seeker Advisory Unit intensified its support initiatives and introduced new actions in 2024 with the aim of reducing the unemployment spell, activating those furthest away from the labour market and informing individuals about training or recruitment initiatives. The unit conducted several outreach activities across the community to engage inactive persons.

The following infographic highlights key performance metrics and achievements, emphasising the unit's increased impact.

## 2024 highlights

**Youth Guarantee:** Following the success of two iterations of this scheme and the NEETs (youths Not in Employment, Education or Training) Census recommendations, in 2024 Jobsplus submitted an application for funding under the ESF+ Programme to continue working at reducing NEETs through enhanced work packages.



## Key performance metrics and achievements

	2023	2024
<b>Total Appointments</b> A 15% increase in engagement with job seekers.	19,052	21,879
<b>New Personal Action Plans</b> Slight increase due to enhanced profiling processes.	1,522	1,635
<b>Personal Action Plan reviews</b> Consistent follow-up and support.	8,249	8,893
<b>Ad hoc guidance appointments</b> Substantial growth due to additional follow-ups and targeted outreach efforts.	3,030	9,161

As part of the Youth Guarantee, in the summer of 2024, the SEC Revision Classes saw a record number of attendees compared to the previous five years.

- Since their inception, the SEC Revision Classes have supported over 5,000 students.
- In 2024, 849 applied for the classes, of whom 624 (73%) started to attend tuition. 72% of those who attended the SEC Revision Classes achieved a pass or improved their grades.

**Networking and events with entities in Malta or abroad:** Job seeker Advisory Services strengthened its collaboration with various entities both in Malta and abroad. Through participation in events, conferences or meetings, it fostered connections, promoted employment opportunities and enhanced its knowledge.

Through ongoing collaboration with the Foundation for Social Welfare Services (FSWS), Jobsplus expanded its reach by offering career advisory services in the community. This collaboration allowed for:

- accessible support for individuals in socially or economically disadvantaged situations, resulting in increased commitment from participants compared to previous years;
- tailored career guidance sessions integrated with other social welfare initiatives; and
- greater engagement with individuals who might otherwise face barriers to access employment advisory services.

**Interventions** to address the diverse needs of job seekers while introducing innovative strategies to achieve the advisory service's objectives in 2024 included:

- engaging in approximately 120 interventions, maintaining a strong presence across key platforms, including school-to-work initiatives, stakeholder meetings and other fora; and
- continuing to prioritise the transition from education to employment through targeted school-to-work initiatives, including participation in career fairs and workshops, and other events, such as I Choose and Playcon.

These initiatives reflect the commitment to equip young people with the tools needed to continue studying to succeed in the labour market and reduce the risk of long-term unemployment.

**Mentoring services:** Initially offered by the Inclusive Advisory Unit to vulnerable job seekers, this service was expanded by Jobsplus in late 2024 to support all eligible job seekers at their workplace. This measure aims to enhance employment entry and retention through practical tips, emotional support and on-demand coaching.



**Expanding use of the Outcome Star:** Initially introduced for vulnerable job seekers, Jobsplus also expanded the Outcome Star approach to mainstream clients and job seekers with disabilities following the Supported Employability Training Programme. This evidence-based online tool helps job seekers manage learning difficulty, disabilities or other barriers, set goals and transition into work or further education.

The tool supports Employment Advisors to identify and address challenges that hinder employability while generating valuable data for targeted interventions. It highlights areas of progress, identifies service gaps and informs the design of new initiatives. In 2024, Jobsplus used two versions of the tool: 'Work Star' for adults and youths out of work, and 'Pathway Star' for job seekers needing extra support, such as those overcoming substance misuse and victims of domestic abuse.

A total of 263 sessions were held with 204 unemployed job seekers, leading to progress in various outcome areas that include skills, confidence, aspirations and emotional well-being.

## 2.1.3 Inclusive Employment Services

### Empowering employment opportunities for persons with disabilities

Jobsplus plays a vital role in empowering individuals with disabilities by offering tailored services that facilitate their journey towards meaningful employment or career exploration. The process starts with a comprehensive assessment aimed at identifying training needs and enhancing the effectiveness of the job-matching process.

Once individuals request Jobsplus' support, they are referred to a placement medical officer, who assesses their employability in the context of their specific disabilities. In 2024, placement medical officers conducted 301 evaluations. Subsequently, an occupational therapist reviews the individual's capabilities, recommending the most appropriate training and employment setting, whether that be within sheltered employability training, mainstream training, or supported or open employment.

Jobsplus' partner in this sector, the Lino Spiteri Foundation (discussed in more detail below), builds on these evaluations to provide customised guidance, ensuring clients can access suitable employment opportunities.

Jobsplus' occupational therapy services further supported 290 job seekers with registered disabilities. These services emphasised identifying each individual's strengths and aligning them with personalised employment opportunities, including the review of existing assessments to ensure continued alignment to their needs.



Occupational  
therapy services

301

**Comprehensive  
assessments**

by a placement medical officer

290

**Occupational  
therapist**

reviews

**Recommendations**

to the most appropriate  
employment/training setting

**Customised  
Guidance**

by the Lino Spiteri Foundation (LSF)

## Sheltered Employability Training (SET)

Forty-three new participants enrolled in the SET in 2024, bringing the total participants to 64 persons with disabilities. The SET programme is tailored to allow the appropriate clients with disabilities to receive hands-on training in different tasks and work simulations that match their abilities and skills.

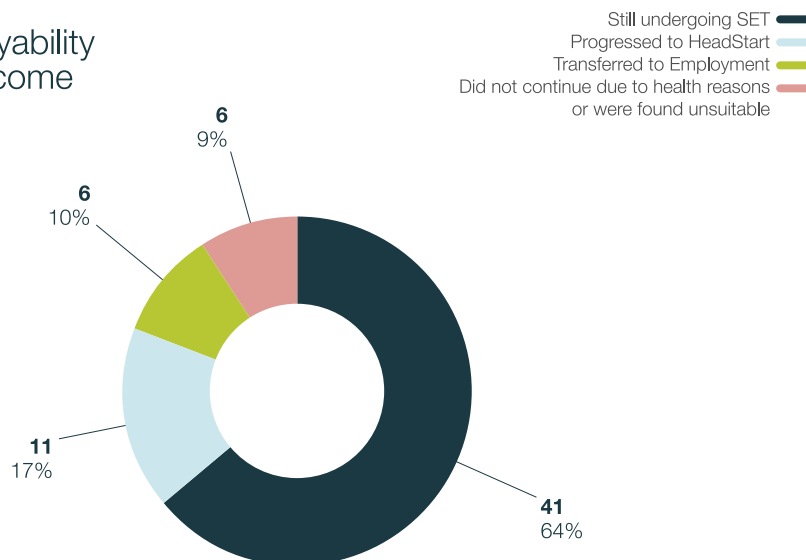
Assisted by a dedicated team of job coaches, supported by an occupational therapist and other professionals, participants are guided through an extensive curriculum designed to prepare them for employment transitions.

Twenty-one participants successfully completed the programme in 2024. Eleven progressed to the LSF HeadStart Programme and another five entered the labour force.

## 2024 highlights

- The programme was changed to an extendable six-month, three-phase programme, which allows the required flexibility to tailor the programme to achieve the highest employability level and cater for different levels of disability.
- The work simulation areas were expanded to include new functions, such as kitchen hand, cleaning, gardening, clothes shop and stacking.
- The Outcome Star Model was extended to the SET. The 'Student Star' is targeted at young people with additional needs in supported work or learning environments. The 'Student Start' covers nine outcome areas:
  1. Practical skills
  2. Communication and social skills
  3. Learning skills
  4. Physical health
  5. Living skills
  6. Friends and relationships
  7. Wellbeing
  8. Social responsibility
  9. Work readiness

**Figure 2.2**  
Sheltered Employability  
Programme Outcome



## The Lino Spiteri Foundation

The Lino Spiteri Foundation (LSF) continued to foster sustainable employment opportunities for persons with disabilities within the open labour market. By the end of 2024, the LSF had successfully placed 173 persons with disability in employment. In addition, its corporate relations unit had conducted 803 company visits, and actively supporting 370 individual businesses in the recruitment and retention of employees with disabilities. Additionally, 201 clients were guided through job coaching services during pre-employment activities and 349 individuals received ongoing support in their workplaces.

## Advocating for inclusion, sharing best practices and fostering collaboration to support persons with disabilities

Beyond direct client support, the LSF actively contributed to the building of more awareness and understanding of the topic of employment for persons with a disability through presentations or panel participation at various conferences and training sessions, as well as attending numerous events.

Among these, the LSF was commissioned by UNICEF and the World Bank to deliver training to policy makers from across the world. The LSF also delivered or participated in key discussions at the “Return to Work Following Acquired Disability Forum: A Local Perspective”, organised by the Mental Health Association Malta, the EASPD Conference titled “Opening Doors: How Can Disability Support Services Unlock the Open Labour Market?”, hosted by the European Association of Service Providers for Persons with Disabilities, and “Pathways to Belonging: A Way Forward for Inclusive Vocational Excellence”, held by the Malta Chamber of Commerce and MCAST.

## 2024 highlight

- The LSF embarked on an accreditation process for an in-house training programme, HeadStart for Employment, aimed at equipping persons with disabilities with essential skills for independence and employability. The programme, which is being accredited at Level 4, consists of a series of modules that cater for different developmental needs.

## Document Management Scheme

Through a service contract between Jobsplus and Maltapost in Gozo, individuals with disabilities are employed by Maltapost's subsidiary company to handle document management tasks. By the end of 2024, the Document Management Scheme continued to offer valuable employment opportunities to 63 Gozitan individuals with disabilities, supported by a team of LSF job coaches. This scheme provides scanning services for 20 public entities, ensuring efficient and secure management of documents while enhancing employment opportunities for persons with disabilities in the region.

## Community Inclusive Employment Scheme (CIES)

The Community Inclusive Employment Scheme is a Local Government Division initiative that offers individuals with disabilities the opportunity to gain employment within local councils. In 2024, the Local Government Division issued an expression of interest for local councils to indicate their willingness to participate. These councils will receive support from Jobsplus and the LSF, as needed, to facilitate the integration of individuals with disabilities in the workforce.

## Exemption of the employer's share of the National Insurance contribution and Fiscal Incentive Scheme

Jobsplus processed 684 applications for the exemption of the employer's part of the National Insurance contribution in 2024. In addition, 107 companies received a fiscal incentive to provide jobs for 259 employees with disability.

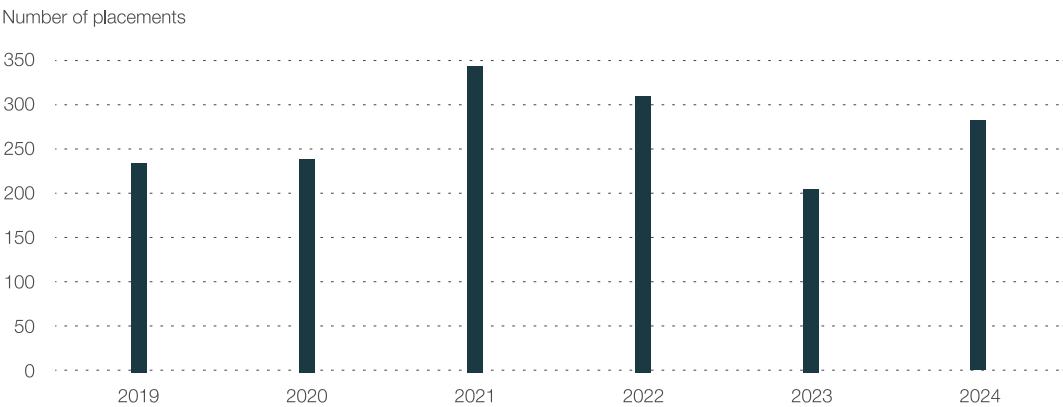
## Compliance with the 2% quota legal obligation for companies employing more than 20 employees

In 2024, following a waiver due to Covid-19, Jobsplus reactivated the enforcement of the 2%

employment quota of persons with disabilities by issuing invoices to collect the contribution due by those employers that were not in line in 2023. Invoices were issued to 788 private companies to collect their contribution. By the end of December 2024, the majority had settled the contribution due.

**Placement of persons with disabilities  
benefiting from inclusive employment services**

**Figure 2.3**  
Total placement of persons with disabilities  
benefiting from inclusive employment services



**Tailored services for vulnerable job seekers**

2024 marked an important year for the enhancement of Jobsplus services offered to vulnerable job seekers (recovering substance users and persons with socio-economic challenges) by enhancing its client-centred approach through the introduction of new services.

In addition to weekly outreach and job advisory services offered to clients undergoing detoxification treatment at the DETOX Centre and prison inmates serving the last few months of their sentence, Jobsplus piloted a mentoring service – 1to90 – with the goal of increasing the job retention of these disadvantaged clients.

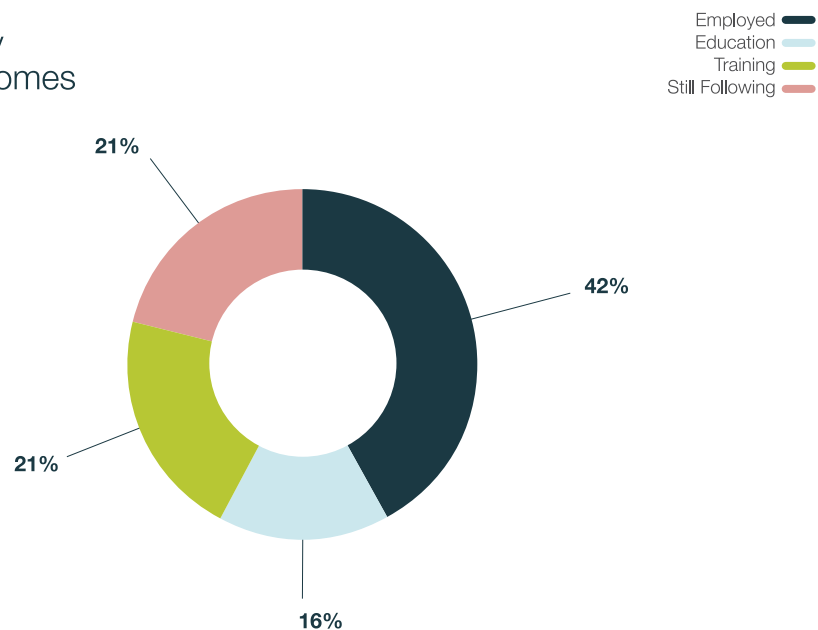
The 1to90 scheme was developed through Erasmus+ funding in collaboration with Step-by-Step Adult Education (Iceland) and Jobsplus’ Bulgarian counterpart agency. Extended mentoring services will continue under the VASTE II ESF+ programme, alongside an innovative self-awareness test focused on employment and employability.

## ALMAIta programme

Malta was a beneficiary and network country in the ALMA programme – Aim, Learn, Master, Achieve – through Jobsplus. Designed specifically for disadvantaged NEETs aged 18-29, the ALMAIta programme, run by Jobsplus, gave 38 youths the opportunity to participate in a three-month training programme developing their life skills, independent living skills and cultural awareness.

Of these, nine participated in a two-month work placement in Brescia (Italy) and a further eight in Barcelona (Spain). So far, 11 participants are now in employment or have enrolled in a course to further their education. The remaining participants are being followed by Jobsplus employment advisors in their pathway towards employment.

**Figure 2.4**  
ALMAIta mobility  
experience outcomes



## **Collaboration agreements with key stakeholders in the social sector**

Jobsplus has continued to strengthen its stakeholder engagement with various collaboration agreements in the social sector allowing it to refer clients to services that support their overall well-being. Individuals recovering from substance misuse and receiving rehabilitation at Caritas (Malta) and OASI (Gozo) can participate in specialised programmes under the VASTE project, which provide training and work exposure opportunities aimed at improving employability. These programmes support individuals' entry in the labour market and enhance job retention through newly introduced mentoring and monitoring services.

Following this collaboration, 38 persons were placed in employment by Caritas (Malta) and another 86 persons were trained. At OASI (Gozo), 23 were placed in employment and another 42 individuals were trained.

## **Bridging the Gap Scheme**

This scheme is designed to support individuals with disabilities and other vulnerable groups during their transition from unemployment to employment. In 2024, 45 job seekers from disadvantaged backgrounds participated in the scheme: 32 individuals with disabilities; and 13 from other vulnerable groups. This initiative provides work exposure opportunities, allowing employers to assess the client's performance before committing to formal employment, while also offering financial support and job placement assistance.





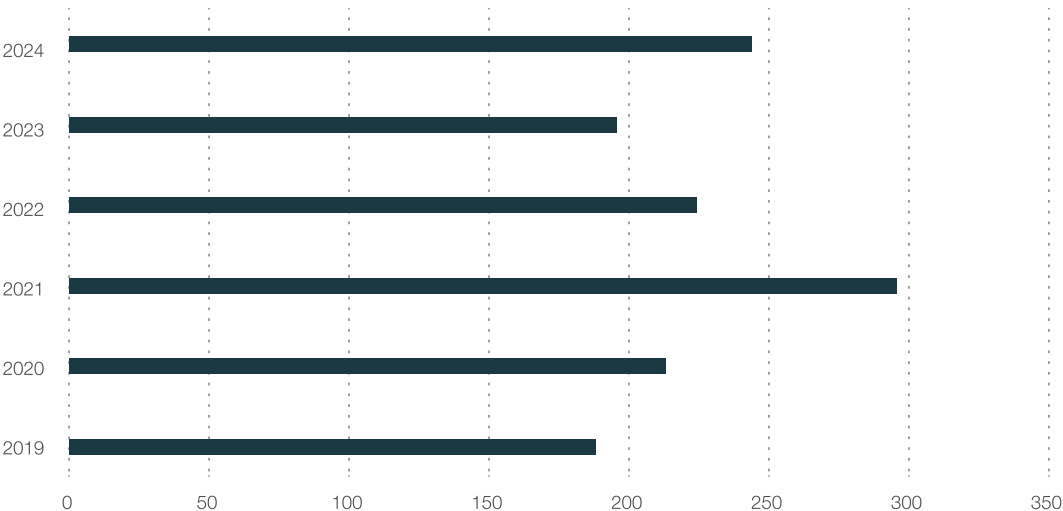
## Assistance to vulnerable job seekers

	2023	2024
<b>Total Appointments</b> An 8.4% increase in engagement with job seekers.	1,149	1,361
<b>New Personal Action Plans</b> Slight increase due to enhanced profiling processes.	65	79
<b>Personal Action Plan reviews</b> Indicates enhanced follow-up and support.	491	882
<b>DETOX</b> Services offered at DETOX, including outreach to new clients.	311	283
<b>Correctional Services Agency</b> Profiling of inmates who are approaching their release to make them aware of the services offered and assisting in their job search.	52	60

**Placements of vulnerable job seekers**

A total of 246 placements were concluded in 2024.

**Figure 2.5**  
Total placement of vulnerable job seekers



**Services offered to migrants**

The Migrants’ Unit offers a holistic approach to migrants by offering all services to migrants under one roof.

The unit works closely with NGOs, homeless shelters and other stakeholders in the field to offer migrants the best guidance possible not only towards employment but also to the most suitable services. During 2024, employment advisors within the unit participated in several information sessions with stakeholders (including the United Nations High Commissioner for Refugees, the International Organisation for Migration and the European Migration Network).

Moreover, the unit, in collaboration with the Agency for the Welfare of Asylum Seekers, Djakonija Qawra and Jobsplus training co-ordinators, organised 11 courses specifically addressed at this client group. Training included language courses and first aid courses, which were held either in communities or at the Jobsplus training centre.



**2024**

## Migrants' Unit highlights

# 1,286

Migrants requested  
the service

# 107

**Vacant positions  
from employers**

received by the job  
brokerage service

of which

## 11

migrants were retained  
in the same employment

# 147

**Migrants were  
placed in  
employment**

## Training

on migrants and human trafficking given to staff  
by the International Organisation for Migration.

Jobsplus also plays an active role in working towards the commitments of the Gender Equality and Mainstreaming Strategy and Action plan 2022-2027, and contributes to the work carried out by the National STEM Engagement working group and the Human Trafficking Round Table.

## **New ESF+ Project – VASTE II**

In 2024, Jobsplus submitted an application under the Priority 2: Fostering Active Inclusion for All, of the European Social Fund+ 2021-2027 Programme.

The proposed project will continue building on the original VASTE concept through different work packages, which will include research, assessments, informal training/development options, resources, professional services and supported employment (job coaches/mentors) – all targeted at supporting persons with disabilities, vulnerable individuals and those unemployed at risk of poverty and social exclusion in their path towards employment.

The project's overarching strategic objective is to establish and further sustain several new and improved actions focused on enhancing the skills and confidence needed for the targeted clientele to be able to navigate the complexities of the labour market. The project aims to promote the employability of this cohort of job seekers. Through suitable employment opportunities, these individuals are encouraged to participate in the formal economy through active participation in the labour market, promoting a more inclusive, equitable society.

## 2.1.4 Service Aimed at Reducing the Gender Employment Gap

### Free Childcare Scheme

Description of scheme	This scheme, which is provided through the services of a mix of public and private childcare centres, was launched in 2014. Since inception, it has provided free childcare services to thousands of families with children in the 0 to 3 age group.
Key indicators	9,442 children benefited from the scheme in 2024, of which 4,178 were new children enrolled in the scheme.
Impact on employees	Working parents and parents who are studying for a formal qualification with children of pre-school age can benefit from this free childcare scheme, enabling parents to either stay in employment or further their studies. Since its launch, this scheme has contributed significantly to the sharp increase in female employment observed in the country.
Impact on employers	The implementation of the Free Childcare Scheme has increased the supply of labour in Malta since many inactive women took advantage of this scheme to participate in the labour market. This benefited employers through the availability of a larger labour supply pool.
Impact on the economy	The impact on the economy is markedly positive. In 2024, €54.7 million were paid to childcare centres by Jobsplus to finance their childcaring costs. This not only ensured the survival of existing childcare centres providing services to parents, but even stimulated the opening of new ones, creating more childcaring jobs in the economy. At the end of 2024, there were 192 operational childcare centres, four more than at the end of 2023. Moreover, parents who were previously inactive in the labour market and are now in employment thanks to this scheme are contributing to the economy while enjoying higher disposable income and better living conditions.
Role in future proofing	The support provided by this scheme to parents enables them to remain in employment or to continue their studies to develop their knowledge and skills. This increases the supply of productive, skilled labour in the Maltese economy.
Looking ahead	This scheme will continue to be a lead active labour market policy measure operated by Jobsplus. The aim is to continue supporting families with free childcare, enabling parents of pre-school children to actively participate in the labour market or further their studies.

2020		2021		2022		2023		2024	
Total enrolled	Of which new*	Total enrolled	Of which new*	Total enrolled	Of which new*	Total enrolled	Of which new*	Total enrolled	Of which new*
<b>6,702</b>	<b>2,544</b>	<b>7,509</b>	<b>3,868</b>	<b>8,437</b>	<b>4,029</b>	<b>8,960</b>	<b>3,905</b>	<b>9,442</b>	<b>4,178</b>

\*new = started at any point within the respective year

Total enrolled = were enrolled in previous year/s and continued making use of the Free Childcare Scheme in consecutive year/s +

New for respective year

## 2.1.5 Training Services

### Overview of Jobsplus training courses

Description of initiative	<p>The provision of a wide range of courses aimed at helping individuals acquire transversal or specific skills that are related to the labour market. The strength of the initiative lies in the variety of options offered, ranging from short courses to vocational programmes pegged to Maltese and European qualification frameworks. Delivery also blends offline and online channels to maximise reach and accessibility. With regard to employers, Jobsplus also offers bespoke courses to address the skills needs identified by employers.</p>
Impact on employees	<p>2024 highlights</p> <ul style="list-style-type: none"> <li>447 courses were delivered across the Maltese Islands: <ul style="list-style-type: none"> <li>269 physical courses were held either at the Jobsplus Training Complex, at employers' premises, or other venues such as local councils and schools;</li> <li>173 courses were delivered online; and</li> <li>5 courses were blended, combining online and physical sessions.</li> </ul> </li> <li>5,406 trainees (6,858 training instances) started a course with Jobsplus.</li> <li>83% of trainees who completed their course in 2024 obtained a certificate.</li> <li>78% of trainees were employed persons, 6% were registering unemployed and the rest were neither employed nor registering for employment with Jobsplus.</li> <li>97% of the trainees who attended Jobsplus' courses in 2024 stated that they are very satisfied or satisfied with the quality of training.</li> <li>The following is the list of courses that were revised and resubmitted for accreditation: <ol style="list-style-type: none"> <li>Award for A+PC Technician (MQF level 4) – re-accreditation obtained;</li> <li>Award for Assistant Electrical Fitters (MQF level 2) – re-accreditation obtained;</li> <li>Award in Digital Literacy (MQF level 1) – re-accreditation obtained;</li> <li>Award in Digital Skills for Green Jobs (MQF level 3) – awaiting re-accreditation;</li> <li>Award in English for Foreigners Level 1 (MQF level 1) – re-accreditation obtained;</li> <li>Award in English for Foreigners Level 2 (MQF level 2) – re-accreditation obtained;</li> </ol> </li> </ul>

### Overview of Jobsplus training courses

Impact on  
employees

7. Award in Maltese as a Foreign Language Level 1 (MQF level 1) – re-accreditation obtained;
8. Award in Maltese as a Foreign Language Level 2 (MQF level 1) – re-accreditation obtained;
9. Award in Principles of Electrical and Electronic Engineering (MQF level 3) – re-accreditation obtained; and
10. Award in Web Design (MQF level 4) – re-accreditation obtained.

- New courses that were submitted for accreditation:
  1. Award in Career Essentials (MQF level 4) – awaiting accreditation;
  2. Award in GDPR for the Data Protection Officer (MQF level 4) – accreditation obtained;
  3. Award in Health and Safety for Construction Workers (MQF level 1) – accreditation obtained;
  4. Award in Marketing and Sales (MQF Level 4) – accreditation obtained;
  5. Award in Mental Health Support (MQF level 4) – accreditation obtained; and
  6. Award in Agricultural Science (MQF level 3) – awaiting accreditation.
- New non-accredited courses:
  1. Change Management;
  2. Conflict Resolution;
  3. Understanding Artificial Intelligence;
  4. Developing Individual Leadership Skills;
  5. Emotional Intelligence;
  6. English for Construction Workers;
  7. Maltese for Construction Workers;
  8. Enhancing Sustainable Building Practices;
  9. Green Public Procurement;
  10. Maltese Conversation for Foreigners;
  11. Maltese for Clerical Workers;
  12. Maltese for foreign retail workers; and
  13. Moving and Safe Handling of Patients.

Other activities conducted by the Unit:

- 91 quality assurance visits were conducted. Visits were done during courses, assessments and placements.
- 7 information sessions were held to inform new trainers about the quality standards they are to follow.
- The Standard Operating Procedures for training programmes were revised.

### Overview of Jobsplus training courses

Impact on employees	<p>Training Fund – as part of a budgetary measure, Jobsplus reached out to employers to address any skills gaps that they identified in their employees. For the scope of this initiative, a survey was distributed through the social partners in July asking employers to identify the upskilling needs of their workforce. Employers with 10 or more employees were specifically targeted and sent an e-mail outlining courses designed to enhance their employees' skills.</p> <p>Bespoke training courses were held either online or at the employer's premises for 166 employees from different employers. The courses most in demand were in transversal skills, language skills, mental health support, after sales and customer care, green skills, care courses and ICT. Another 43 employees from various employers joined existing Jobsplus courses.</p>
Impact on employees	<p>The Average Wage Earners Scheme – employed persons, who successfully completed a training course and do not earn more than €300 per week in basic pay, have the possibility to benefit from the Average Wage Earners Scheme. Eligible participants are entitled to a training allowance of €25/week throughout the course duration, subject that they attend at least 4 hours of training in any given week. In 2024, Jobsplus received 150 applications, out of which 87 were deemed eligible. The total funds that were issued amounted to €28,075.</p>
Impact on employees	<p>Individuals who are in employment are given the opportunity to reskill or upskill and raise their advancement potential.</p> <p>Persons who are inactive but wish to enter or re-enter the workforce can improve their employability skills.</p>
Impact on employers	Employers benefit from better skilled workers at no cost to their organisation.
Impact on the economy	Accessibility to training opportunities leads to a more skilled and productive workforce, producing goods and services more efficiently and to a higher quality standard. This forms the basis for stronger economic growth.
Role in future proofing	Lowering the share of inactive and unskilled persons of working age boosts economic resilience and raises living standards.
Looking ahead	Transversal skills are becoming more important in today's shifting landscape and this trend is likely to intensify over this decade. Green and digital skills will also gain prominence. Training courses will be designed to respond to these evolving needs.

### Jobsplus training courses – key indicators 2020-2024

	2020	2021	2022	2023	2024
Training instances with successful completion <sup>1</sup>	1,563	3,548	4,559	5,970	5,717

1. This indicates that a person could have attended and completed more than one training course.



## Overview of the Training for Employment Project

Description of project	<p>From 2016 to 2023, Jobsplus administered the ESF.01.001 – Training for Employment Project. In 2024, Jobsplus completed the reporting related to this project and, owing to its success, Jobsplus applied for new funds to continue sustaining this programme.</p> <p>According to a thematic evaluation conducted on this project, it emerged that:</p> <ul style="list-style-type: none"> <li>- The project's initial targets were exceeded by 47% despite the Covid-19 pandemic outbreak during the implementation of the project. The original target was to support 4,303 unique individuals. However by the end of the project, 9,045 persons participated.</li> <li>- Of the 4,815 persons who were not in employment at the time of applying under this project, 29% of the trainees found employment within 4 weeks from exiting the measure and 51% found employment within 6 months from exiting the measure.</li> <li>- The project supported vulnerable groups, such as women, older workers with low educational attainments and migrants.</li> <li>- The project yielded intangible benefits, such as the acquisition of valuable skills, enhanced self-confidence and increased motivation that can significantly enhance individuals' prospects of entering employment in the medium-long term.</li> </ul> <p>The scope of the ESF+.01.195 – Training for Employment Project will be to assist in the upskilling and reskilling of unemployed and inactive persons, as well as of those who are in employment.</p>
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## Overview of the Training for Employment Project

Key indicators	<p>2024 highlights</p> <ul style="list-style-type: none"> <li>Jobsplus submitted a project to implement the following activities: <ol style="list-style-type: none"> <li>Work Exposure Scheme, offering a work placement experience to unemployed and inactive persons of working age. The proposed scheme will have a different duration and remuneration, based on the occupation chosen by the applicant.</li> <li>Traineeship Scheme, offering unemployed and inactive persons the possibility of pre-employment training, including a course offered by Jobsplus and a placement with an employer. The payable training allowance will vary depending on the chosen occupation.</li> <li>To further encourage upskilling and reskilling, Jobsplus intends to launch a scheme that will offer assistance to individuals participating in formal training. The terms and conditions of this scheme are still being fine-tuned.</li> <li>A research study to analyse the employment outlook of the Alpha and Z generations.</li> </ol> </li> <li>The project has a value of €12 million. It will run from 2025 until end 2029.</li> <li>The targeted number of participants is 8,260.</li> </ul>
Impact on employees	Unemployed, inactive and employed persons are incentivised to develop their skills or acquire new ones. This strengthens their career prospects and empowers them by facilitating transition to other careers or sectors in accordance with their preference.
Impact on employers	Employers benefit from a better skilled and more motivated workforce.
Impact on the economy	The broad nature of this project means that it can cater for vocational or academic training that may be undertaken by means of formal or non-formal learning. This allows individuals who may already be skilled to improve these skills or to acquire new skills, enabling them to transition to a different occupation or sector or to transition from unemployment to employment. This mobility boosts labour market adaptability to changing trends.
Role in future proofing	Through its activities, this project allows individuals to access training in its various forms. This contributes to inclusive growth, which is the foundation of a resilient economy.
Looking ahead	Through the new Training for Employment project, Jobsplus will continue to assist individuals in their upskilling and reskilling journey, as well as help employers adapt to the future of work.

## Trade Testing Scheme

Description of scheme	Assesses individuals who have acquired knowledge, skills and competences in a particular occupation but do not possess a formal qualification. Following an assessment, participants undergo a trade test and are awarded a competence certificate, if successful. In many cases, these certificates are pegged to the MQF framework.
Key indicators	<p>2024 highlights:</p> <ul style="list-style-type: none"> <li>365 applications received.</li> <li>316 individuals completed the assessment process.</li> <li>298 (94%) individuals passed the assessment.</li> </ul> <p>Jobsplus added a new occupation under its portfolio, the Ambulance Emergency Responder 2, pegged at MQF level 4. An Internal Quality Policy was drawn up to align all assessments and ensure they are in line with the guidelines proposed by the Malta Further and Higher Education Authority (MFHEA). A checklist for the trade testing co-ordinator and feedback forms for the assessors, as well as the candidates who sit for the assessment, were introduced.</p>
Impact on employees	Employees who acquire a level of skill in a particular occupation on the job and not through a formal training process are given the opportunity to have that skill recognised and certified. This increases their employability potential, builds self-confidence and improves prospects for career advancement.
Impact on employers	Employers benefit from the certification of their workers in a specific occupation, resulting in higher staff morale and greater opportunities for staff to take on jobs requiring certification. Trade testing and the certification of employees also enhance the profile of the employers' organisation.
Impact on the economy	Employing skills recognition and certification processes to target workers who may otherwise be excluded from more formal educational formats ensures that these people's skills are formally recognised, giving them the opportunity to continue in the path of formal education or take on roles requiring certification. This reinforces the formation of the skilled workforce that is essential for economic growth.
Role in future proofing	A system for the assessment of knowledge and skills acquired through informal learning provides an alternative to other assessments that may not be accessible to persons who have not followed the formal education route.
Looking ahead	Closer collaboration with industry is likely to ensure that key occupations are incorporated in this initiative.

### Trade Testing – key indicators 2019-2024

	2019	2020	2021	2022	2023	2024
Number of individuals assessed	623	468	437	290	260	316
Number of individuals successfully certified	530	434	422	268	211	298

## Other Initiatives

Erasmus+ Projects:

A. Job Mobility Programme – 2024-1-MT01-KA121-VET-000225757

Jobsplus submitted an Erasmus+ project to finance:

- a short-term learning mobility experience for five youths following full-time studies at the University of Malta. Participants will follow a Jobsplus course and, subsequently, will undertake a 10-day work placement with an employer within the EU; and
- a job shadowing experience for nine Jobsplus employees.

B. Mobility of Staff – Monitoring and Mentoring Techniques – KA121-VET-000123141

This ERASMUS+ project for the Mobility of Staff – Monitoring and Mentoring Techniques had the main aim to upskill 11 Jobsplus staff through exposure to different processes and techniques used in other EU member states.

The first part of the project was dedicated to monitoring techniques. Jobsplus' Monitoring Unit assesses continuous implementation and progress of ESF schemes, including Access to Employment (A2E), the Work Exposure Scheme (WES) and Investing in Skills (IIS), to determine whether the outputs, deliverables and schedules are according to plan.

The unit adopts a continuous learning and development cycle to capitalise on previous successes and challenges to make informed decisions on how to improve the assessment and monitoring of initiatives and schemes. Bulgaria and Cyprus were chosen as partners in this project.

The second part of the project was dedicated to mentoring techniques as a key tool to enhance job retention. This part of the project was taken up by the Inclusive Employment Services Unit. This provided the foundation for the design and development of a mentoring programme to be rolled out across the Jobsplus job seekers services, with particular attention to the more disadvantaged client cohorts. Iceland was chosen for this partnership.

Invited experts from the respective countries where job shadowing took place were also hosted by Jobsplus in Malta to share their expertise on implementing monitoring and mentoring programmes.

### 2.1.6 Supporting Mobility – EURES

In a constantly evolving labour market, the smooth transition of workers between jobs, and in and out of employment, is a key aspect of employment policy. At a national level, it is indispensable to address labour shortages, whether cyclical, structural or temporary, while also offering workers opportunities for upward economic and social mobility. Through its various services, Jobsplus supports mobility on several fronts, including through skilling, upskilling and reskilling. Through EURES, it also facilitates mobility within the single European labour market.

EURES is a European-wide network bringing together the European Commission and public employment agencies in 31 countries. It offers a range of services aimed at facilitating worker mobility across Europe and supports both job seekers as well as employers.

In 2024, the EURES Malta service aided local employers to fill vacant positions with EU national job seekers. EURES Malta managed 925 vacant posts, for which 1,821 CVs were shortlisted and sent to employers. Forty-one persons were placed in employment directly via the support of EURES Malta. EURES Malta also assisted job seekers who wanted to relocate to Malta as well as Maltese nationals who had an interest in working abroad (11% of total queries from job seekers).

EURES Malta participated in eight events, either online or abroad, aimed at promoting local vacancies and recruitment, as well as providing information on living and working conditions in Malta.

The EURES team also manages three social media channels providing targeted content for relevant audiences.

### 2.1.7 Atypical In-Work Benefit Scheme

The Atypical In-Work Benefit Scheme supports employees in the private sector who work shifts on weekends or after 6 p.m. Employees who worked with the same employer for six months in the previous calendar year (in this case 2023) in specific sectors and whose income did not exceed €25,000 (main emoluments) are entitled to a €150 benefit.

Covering industries including accommodation, food services, manufacturing, transport, storage, and the wholesale and retail trade, this scheme only applies to primary employment. The €150 benefit provides tangible recognition to workers with unconventional hours in key sectors. It encourages continued participation in pivotal industries, supporting the stability and growth of essential services. In 2024, 36,862 employees received the €150 benefit (the scheme is ongoing).

## 02.2

# Employer Services

### 2.2.1. Enabling Employers

#### Employer engagement – highlights

A core tenet of Jobsplus' mission is to provide support to employers through active collaboration. Jobsplus provides a one-stop-shop service to employers seeking services spanning the full employment cycle, from recruitment and engagement through to termination. This collaboration was recently enhanced with the launch of the corporation's new website with its job-matching system and customisable features. In 2024, 11,075 requests were made to Jobsplus by employers who wanted to set up a website account. 8,756\* of these accounts were activated.

\* 2,319 accounts were either pending at the end of year due to missing documentation or were not activated after employers failed to comply with the requirements.

Other highlights include:

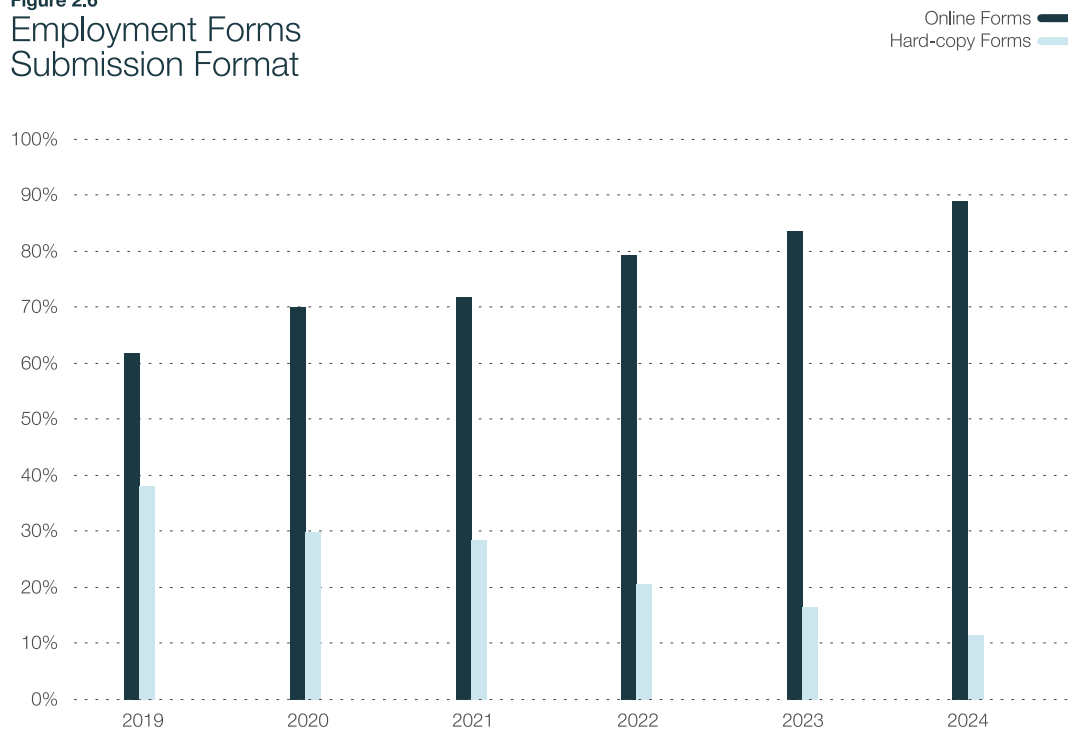
- 15 employer events were held with the participation of 1,595 employers;
- Virtual individual meetings were held with 830 employers;
- 380 vacant positions were obtained from employers through outreach efforts;
- 329 applications for different schemes were submitted;
- Participation in five employer events; and
- Collaboration with employer associations by meeting them annually, as well as organising in-person meetings with their members at their premises.

## 2.2.2. Employment Records

In 2024, 286,414 employment forms were processed by Jobsplus, an increase of 16,409 over those processed in 2023.

The overall share of online forms received at Jobsplus increased to 89% compared to the 83% share of 2023.

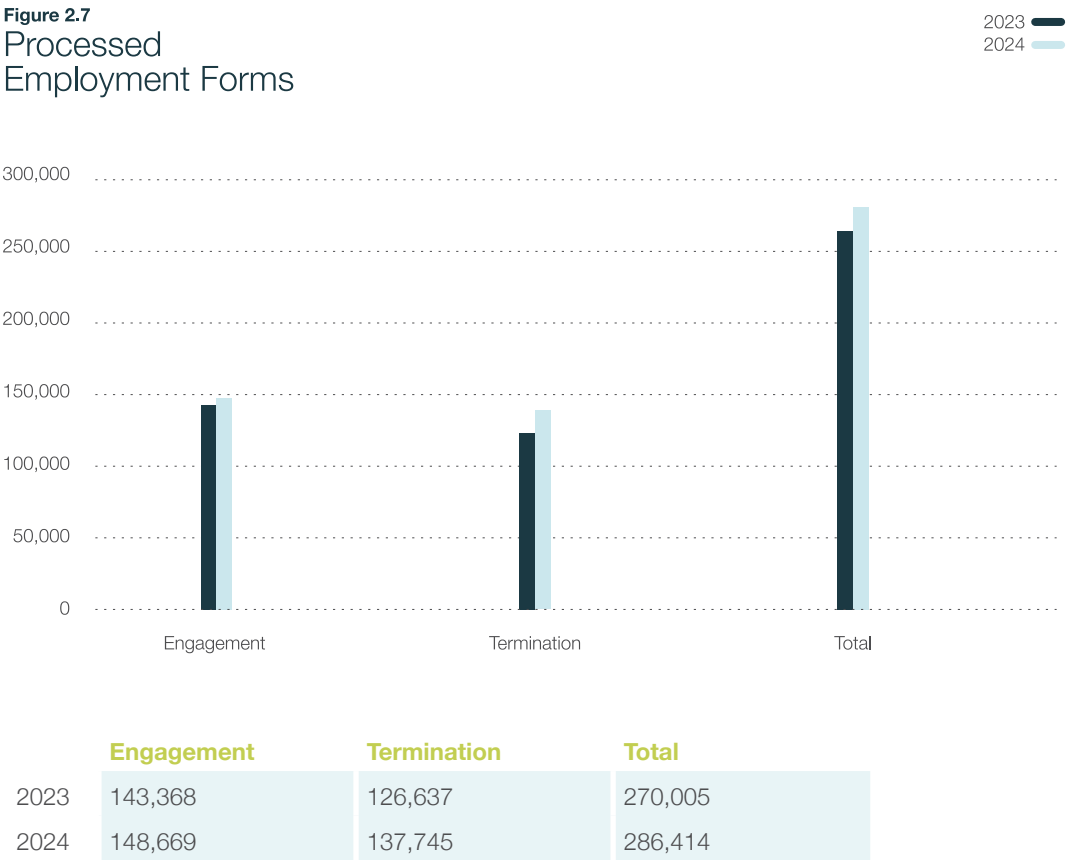
**Figure 2.6**  
Employment Forms  
Submission Format



	2019	2020	2021	2022	2023	2024
Online Forms	62%	70%	72%	79%	83%	89%
Hard-copy forms	38%	30%	28%	21%	17%	11%

Jobsplus focused on data cleaning and analysis to enhance both the efficiency of data collection and the overall quality of these national employment records. These exercises involved meticulous scrutiny and validation of existing records to identify and rectify discrepancies or inaccuracies. This process aimed to create a more reliable, accurate dataset, laying the foundation for improved reporting and analysis, supporting better decision-making within the organisation and providing more accurate information to stakeholders and policymakers. As a result of this process, over 500,000 amendments were made in the database.

**Figure 2.7**  
**Processed  
Employment Forms**





### 2.2.3. Recruitment Services

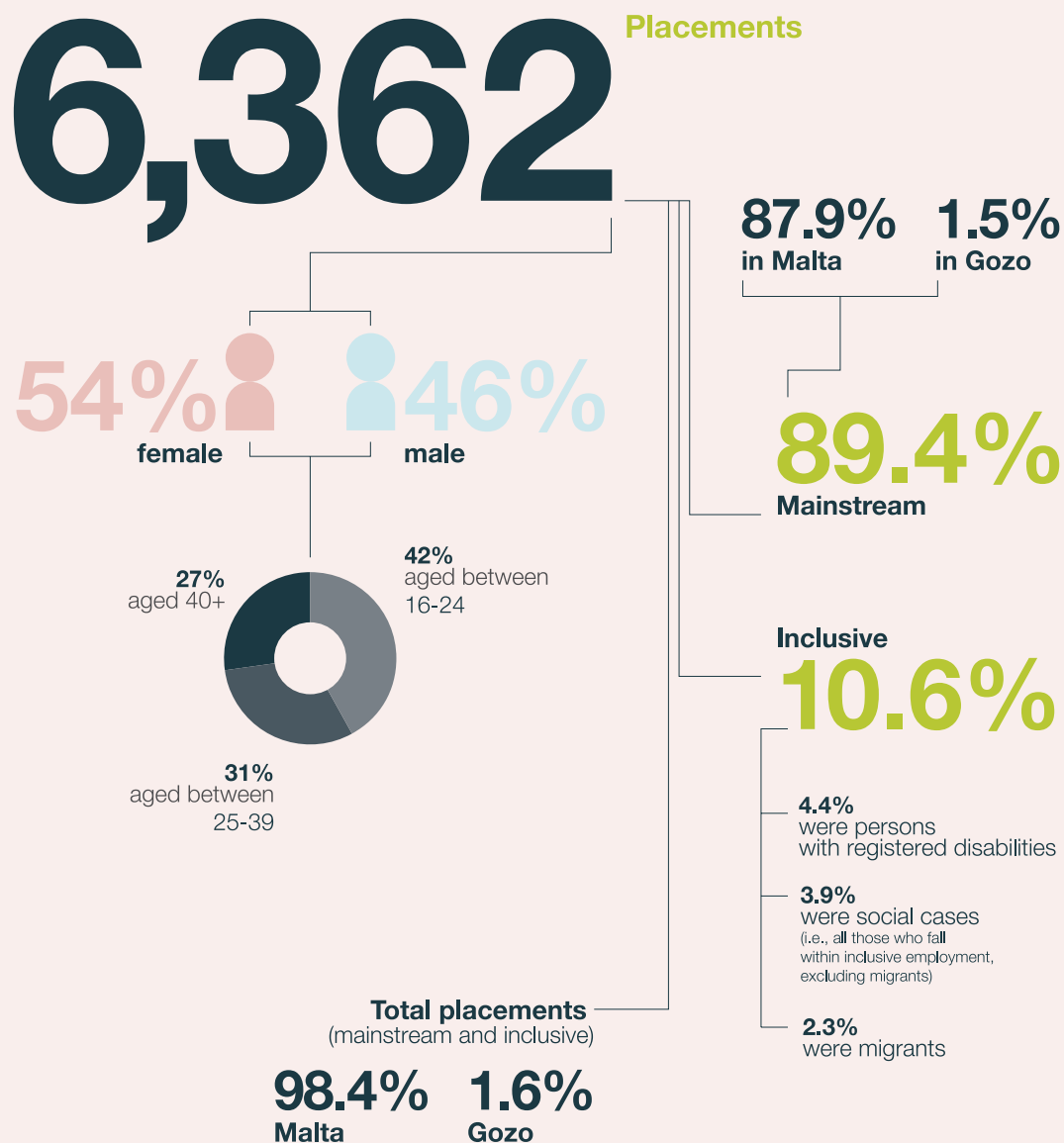
In 2024, Jobsplus processed 7,729 vacancies (6,471 in the private sector and 1,258 in the public sector), covering a total of 20,153 vacant positions with both private and public entities that resulted in the employment of 6,362 individuals.

The majority of vacancies in the private sector were for full-time (87%) jobs. The submitted vacancies were most prevalent for the Wholesale and Retail Trade, followed by the Accommodation and Food Services Activities. Vacancies in the private sector ranged across different occupational levels.

To overcome the challenge of the low supply of job seekers, while providing a quality service to employers seeking to recruit individuals, Jobsplus continued matching vacancies with those on the unemployment register and persons registered on its website.



# Recruitment Services 2024 highlights



## 2.2.4 Aid schemes – promoting the recruitment and upskilling of employees (A2E & IIS)

Two aid schemes help employers in their recruitment and upskilling of employees. The first is the Access to Employment (A2E) scheme.

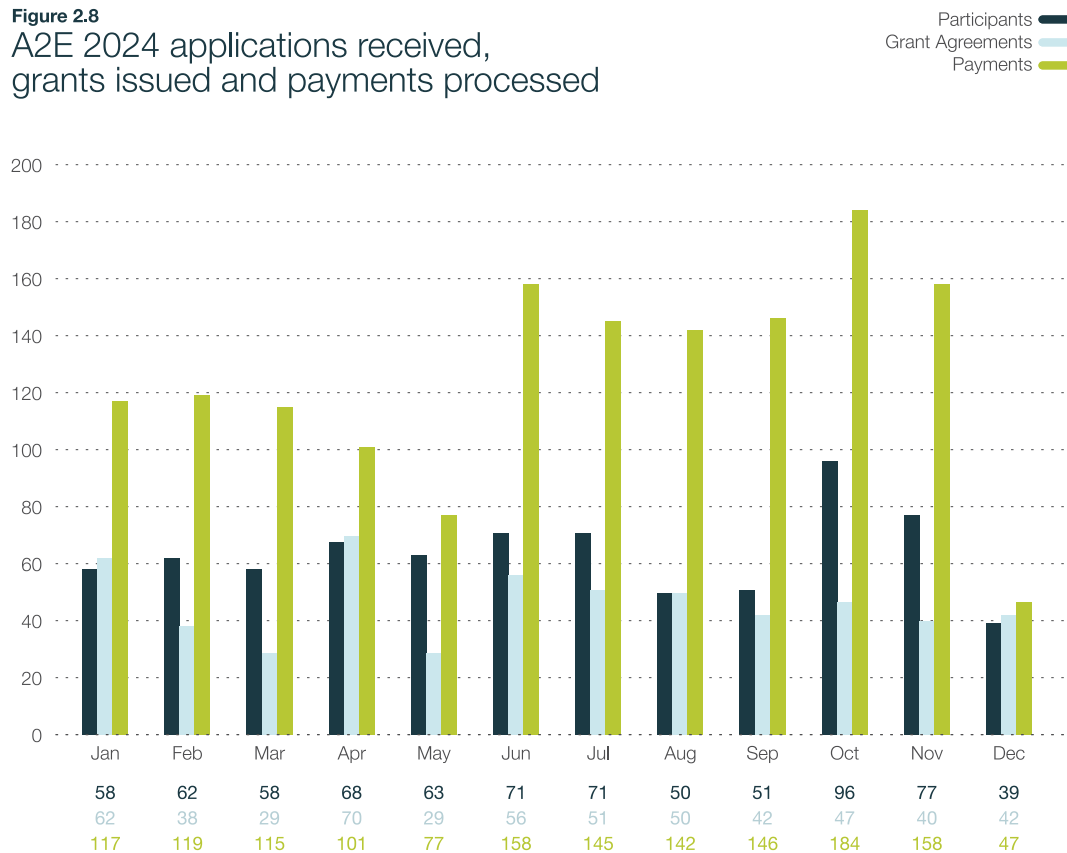
### Access to Employment (A2E)

Description of scheme	<p>This EU-funded scheme provides financial aid to enterprises to promote the recruitment of inactive persons as well as job seekers who encounter significant barriers to employment.</p> <p>Last year this scheme was subject to an external evaluation conducted by the Managing Authority. Among the strengths highlighted were:</p> <ul style="list-style-type: none"> <li>- the scheme triggered a behavioural change in the participants by helping vulnerable persons access the labour market, favouring social inclusion and increased employability; and</li> <li>- the A2E support was perceived as having a high added value because of the long-term strategic perspective, guaranteeing sustained assistance for disadvantaged, vulnerable people in their endeavours to enter the workforce, pointing to a positive scale effect of this EU support initiative.</li> </ul>
Key indicators	<p>Access to Employment – 2024 highlights</p> <ul style="list-style-type: none"> <li>■ 764 applications received</li> <li>■ 530 persons placed in employment</li> <li>■ €7.13 million worth of financial grants contracted</li> <li>■ 355 participant companies</li> <li>■ 934 monitoring visits to ensure compliance and quality delivery</li> <li>■ 1,830 payments issued through the ESF+ amounting to €3.02 million</li> </ul>
Impact on employees	530 job seekers were placed in employment
Impact on employers	355 companies are participating in the Access to Employment Scheme. €7.13 million worth of financial grants were contracted with these companies.
Impact on the economy	This scheme facilitates the employment of disadvantaged and disabled persons by assisting employers financially.

### Access to Employment (A2E)

Role in future proofing	The A2E Scheme ensures ongoing support for disadvantaged and disabled individuals, as well as their employers, for the years ahead. This initiative is central to fostering inclusivity and resilience in the workforce.
Looking ahead	Jobsplus reintroduced the A2E initiative under the new ESF+ programming 2021-2027, initiating an ongoing application process for employers seeking employment aid. The initial budget allocated for this scheme is €12 million. The scheme was launched with enhanced simplifications, allowing employers to submit all required documentation electronically, reducing bureaucracy and facilitating record keeping.
Key achievements	In 2024, the A2E unit successfully processed €3.02 million in payments to employers, reflecting the scheme's continued impact and effectiveness in supporting workforce integration.

**Figure 2.8**  
A2E 2024 applications received,  
grants issued and payments processed

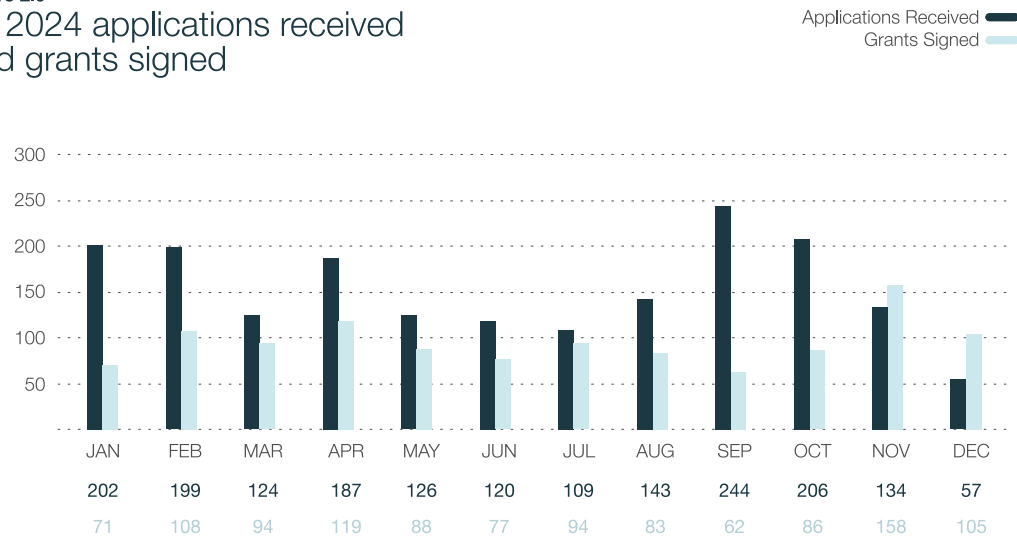


Another employer-oriented scheme is ‘Investing in Skills’.

### Investing in skills 2021-2027

Description of scheme	This scheme provides employers with direct financial assistance to invest in training for their employees.
Key indicators	<p>1,851 applications received.</p> <ul style="list-style-type: none"> <li>1,145 grants signed.</li> <li>€2.09 million worth of funds committed.</li> <li>614 payments issued, amounting to just under €0.75 million.</li> <li>Training costs for 3,678 trainees covering 4,730 training instances reimbursed.</li> <li>58% of the trainees were Maltese, followed by TCNs and EU nationals.</li> <li>Among the courses identified by employers, the most popular ones were related to management, administration, HR, finance and audit.</li> <li>The top sectors that applied under IIS were: Accommodation and Food Service Activities; Human Health and Social Work Activities; and Manufacturing.</li> <li>688 monitoring visits to ensure compliance and quality delivery.</li> </ul>
Impact on employees	Employees are given the opportunity to improve their skills and increase their prospects for advancement within their employer organisation.
Impact on employers	Employers are assisted financially to invest in their employees to acquire and develop their skills, contributing to the productivity and competitiveness of the organisation.
Impact on the economy	The economy benefits by having a higher skilled workforce resulting from industry-led training initiatives.
Role in future proofing	Economic resilience is dependent on the reduction of the skills gap being experienced in several sectors through training initiatives that improve the skills profile of the working population.
Looking ahead	Industry-led training initiatives are essential to address the emerging skills needs in the economy, especially in relation to digital and green skills, and other skills required to maintain economic competitiveness.

**Figure 2.9**  
IIS 2024 applications received  
and grants signed



## 02.3

# A responsive institution of work

### 2.3.1 Employment Licences

The demand for labour remained consistent in 2024, with employers continuing to rely on foreign workers to fill workforce gaps. Jobsplus continued to receive single permit applications from Identità to undertake labour market testing for the employment of Third Country Nationals (TCNs). A significant portion of these applications related to changes in employers or extensions of existing permits, while the remainder were submitted by new TCNs seeking to enter the labour market.

Additionally, Jobsplus received and processed 9,678 applications for Employment Licences. Of these, 537 were refused. These applications would be for TCNs who do not qualify for the Single Permit or TCNs who are already in employment and wish to work on a part-time basis. Jobsplus received 3,785 Secondary Employment Licence applications for part-time employment in 2024, a 160% increase over the 2023 figures.

In collaboration with various government entities, Jobsplus played an active role in a co-ordinated effort to safeguard the working conditions of Y-plate cab drivers and food couriers. A number of actions were implemented to regulate the market, safeguard workers' rights and promote a more structured access to the labour market for TCN drivers and food couriers. Employers were encouraged to prioritise the recruitment of TCNs who are already residing in Malta.

Jobsplus actively contributed to discussions on the development of the forthcoming Labour Migration Policy, leveraging its expertise and first-hand experience to provide valuable insights to the policymakers and experts shaping the framework. By engaging in these discussions, Jobsplus played a key role in ensuring that the policy addresses current labour market challenges and promotes a sustainable, well-regulated immigration system.

Jobsplus remains confident that the upcoming Labour Migration Policy will introduce a more structured, efficient and fair approach to managing labour migration, ultimately benefiting both employers and workers alike.

## 2.3.2 Legal Compliance

Jobsplus is mandated by Maltese legislation to identify abuses related to employment, including persons being in employment without their employer having notified Jobsplus of the start of their employment; registered job seekers being in employment at the same time; as well as minors and foreigners being in employment without the necessary permits.

In 2024, Jobsplus performed 5,471 inspections at workplaces and carried out 9,584 interviews. As a result, 3,445 infringements were identified. As per Chapter 568 of the Laws of Malta, Jobsplus is one of the entities responsible under the Inspections Co-ordination Office. Jobsplus collaborates with several entities. These include Identità, the Department for Industrial and Employment Relations (DIER), the Occupational Health & Safety Authority (OHSA), Transport Malta, the Police including Immigration Police and Traffic Police, the Malta Tourism Authority, the Education Department (in case of minors) and the European Labour Authority.

## 2.3.3 Labour Market Information And Analysis

The Labour Market Analysis Unit conducted a number of surveys to evaluate employer satisfaction and service effectiveness in 2024. Each survey targeted specific cohorts, addressing areas including recruitment methods, satisfaction with Jobsplus schemes and training outcomes.

### Surveys conducted and findings

#### Survey on Recruitment Methods

This survey covered the first eight months of 2024. It targeted employers who did not submit a vacancy with Jobsplus in the previous 10 years. Out of a target population of 6,197, a sample of 390 respondents participated in the survey. Findings noted that social media is the most commonly used platform for advertising job vacancies, followed by word of mouth and company websites.

#### Investing in Skills (IIS) Satisfaction Survey

The IIS Satisfaction Survey covered the period from September 2023 to August 2024. It focused on employers who participated in the IIS scheme. Of 75 respondents, 30.7% and 50.7% stating that they were 'very satisfied' and 'satisfied', respectively, with the service received; 34.7% declaring that they would not have trained the same number of employees if the scheme were not offered by the State; and 97.3% stating that they would apply to benefit again from the scheme.



### **Access to Employment (A2E) Satisfaction Survey**

This survey targeted employers who participated in the A2E scheme and covered the period from September 2023 to August 2024. Of the 205 employers who participated in the survey, 59.5% and 36.1% stated that they were 'very satisfied' and 'satisfied', respectively, with the service received; 46.8% and 40.0% stating that were 'very satisfied' and 'satisfied', respectively, with the administrative process; and 99% declaring that they would apply to benefit again from the scheme.

### **Training Satisfaction Survey**

The Training Satisfaction Survey was conducted in Q3 of 2024, covering the period from July to September. It focused on trainees who participated in an online course; 367 trainees participated. The majority were female (72.43%) and over two-thirds were aged 25-44 (68.1%). High satisfaction levels were reported, with 70.6% 'very satisfied' and 26.2% 'satisfied' with online services; and 71.1% 'very satisfied' and 26.2% 'satisfied' with the course quality.

### **Employers' Satisfaction Survey:**

*Employers whose notified vacancies did not lead to a placement*

This survey targeted employers who opened a vacancy with Jobsplus between January 2023 and April 2024, which did not result in a placement (2,161 employers). With a 95% confidence interval and 5% margin of error, the sample size was 327 respondents. Replies received totalled 406. Employers highlighted dissatisfaction with candidate quality (24.18%), though 97% of respondents indicated they would use Jobsplus' service again in the future, reflecting confidence in the platform's potential, despite the challenges.

### **Employers' Satisfaction Survey:**

*Employers whose notified vacancies led to a placement*

This survey focused on employers who submitted and successfully placed candidates between January 2023 and April 2024 (469 employers). The sample size was 214 respondents.

Of these, 50.9% were neither satisfied nor dissatisfied with the quality of candidates sent to them for job interviews; 91.1% of respondents expressed satisfaction with the availability and helpfulness of Jobsplus staff; and 98.1% expressed willingness to use Jobsplus' services again in future.

## Other support

- a. The Labour Market Analysis Unit continued to provide support to students, private companies and researchers in line with Jobsplus' research policy, addressing research requests and delivering presentations on labour market trends and other related topics.
- b. Jobsplus carried out the Youth Guarantee and Long-term Unemployed monitoring exercises. These involve qualitative as well as quantitative information, and were duly submitted to the European Commission.
- c. Data relating to the Labour Market Policy (LMP) database is also collected and submitted annually to the European Commission. LMP statistics cover labour market interventions – public interventions in the labour market aimed at helping it reach its efficient functioning and correcting disequilibria. LMP interventions are distinguished from other general employment policy interventions by acting selectively to favour disadvantaged groups in the labour market.

Three main target groups are recognised: unemployed, employed at risk and inactive. For each intervention, the LMP database collects quantitative data on expenditure and participants, together with qualitative data, which apply to and describe the intervention, defining the qualification criteria of schemes, how the schemes work and the financing sources.

## 2.3.4 Internal Performance Management and Process Mapping

Monthly performance reports were compiled and passed on to management for analysis and to assist in the execution of operations and strategic goals.

Work on the mapping and remapping of processes continued in earnest in 2024. Some changes to existing processes came about owing to the relaunching of ESF funded projects with enhancements. The ongoing digitisation exercise has also made staff look at their work in a different light, and changes to processes were made as applicable.

## 2.3.5 Collaboration with Servizz.gov

Jobsplus continued its collaboration with Servizz.gov in 2024, handling thousands of requests for service. Although the number of requests for information from the public about Jobsplus services raised with Servizz.gov increased from 53,747 in 2023 to 66,428 in 2024, an increase in referrals was not registered (11,069 in 2023, down to 8,085 in 2024).

This lower referral rate is attributable to the constant training provided to and the information shared with the agents to keep them regularly abreast of the launch of new services or changes to specific services. This lower rate of referrals also meant that callers were provided with a first contact resolution service and did not have to wait until a Jobsplus member of staff followed up on their query.

## 2.3.6 Internal People Management

The People Management Department is responsible for hiring and selecting employees, training and developing employees through the competency indicator tool, the career progression process, maintaining General Data Protection Regulations and Freedom of Information queries, maintaining interoffice relationships, providing job analysis and descriptions, wellness and well-being, development of workplace policies, compensation and benefits administration through the corporation's collective agreement, employee motivation and engagement, the employee strengths builder and resilience mechanisms, which led to the creation of the employee buddying system, providing information and interpreting employment laws when necessary, as well as the health and safety function in Jobsplus.

Jobsplus continued to strengthen its workforce with the engagement of employees at different levels in its organisational structure. The procedure adopted is as per Directive 7.3 issued by People & Standards at the Office of the Prime Minister. Jobsplus has channelled considerable investment towards the personal and professional development of its staff, allowing employees to fulfil their potential and further their skills. The mean number of training days per employee in 2024 was seven and the total number of training hours delivered was 6,566. The People Management Department strives to achieve a dynamic state in which employees can develop their potential, work productively and creatively, build strong and positive relationships with others, and contribute to their community. The corporation also engaged the services of an organisational psychologist to assist it to reach these goals.

The People Management Department organised the Employee Satisfaction Survey. The five domains that were investigated were employee satisfaction, performance potential, service provision, management and employee relations, and relations with senior management.

### Awards won by the People Management Department

#### The International Business Awards

The People Management Department was awarded the Bronze Award at the 21st annual Stevie® Awards, an international business awards programme. The People Management Department was awarded the Human Resources of the Year category for the Public Sector category. The International Business Awards® are open to all organisations worldwide and include categories to honour accomplishments in all aspects of working life. The 2024 IBAs received entries from organisations in 62 nations and territories. The international judges praised the Maltese entry as an excellent, comprehensive and structured approach to human resources management.



## Internal people management



**266** Jobsplus  
employees

**10.5** Average years  
of service

**6,566** Staff training  
hours delivered

**42** Average age  
of the corporation's  
workforce

**63.1** Percentage of Jobsplus  
staff using work-life  
balance measures

**7.0** Mean number of  
training days per  
employee in 2024

### **The MEA HR & Learning Achievement Awards**

The MEA HR & Learning Achievement Awards, which were held in Dubai, UAE, recognised the most outstanding HR & Learning achievements for 2023-2024. The selection of winning organisations was based on comprehensive research, ratings from industry experts, and careful deliberations on their innovations, services and solutions. Jobsplus, through the People Management Department, competed with its Competency Indicator Tool and was placed first in the 'Best Learning Measurement Strategies' category.

### **The HR Quality Award**

The People Management Department achieved the HR Quality Mark Award (2024-2027) from the Foundation for Human Resources Development (FHRD). The FHRD introduced a national HR Quality Mark through which organisations may be recognised for their effective practices in the field of Human Resources. The objective of the FHRD Quality Mark is to recognise the professionalism, competence and contribution of the HR function in any organisation. The FHRD Quality Mark, awarded for three years, is a valuable recognition acknowledging the hard work and genuine commitment towards effective HR practices in Jobsplus.

### **The Equal Pay Certification Award**

Jobsplus was awarded the Equal Pay Certification by the National Commission for the Promotion of Equality (NCPE), valid for the next three years. This certification is based on evidence of a true commitment by Jobsplus to implement relevant policies and practices that concern gender equality and family-friendly measures at the place of work, and in the access to and provision of goods and services. Equality has been a top priority on the government's agenda, with efforts focused on achieving equality between men and women. The Equal Pay Tool helps organisations to identify pay discrepancies and address the gender pay gap.

### **Bright Ideas and the Employee Recognition Awards**

The People Management Department launched the Jobsplus Bright Ideas Suggestion Scheme and the Jobsplus Employee Recognition Awards.

To honour outstanding staff members, Jobsplus established seven Employee Recognition Awards, which will be awarded yearly. Part of the mission of Jobsplus includes the creation and dissemination of knowledge and appropriate services in a friendly, supportive atmosphere for the benefit and welfare of all people using Jobsplus' services. Nominees for these awards will be judged on their performance in advancing Jobsplus towards these goals.

### **2.3.7 Internal Procurement and Purchasing Control**

The Procurement and Purchase Control Unit (PPCU) continued to support other divisions in the corporation by procuring the necessary services, supplies and works, operating within the Public Procurement Regulations framework (L.N. 352 of 2016).

The PPCU provided the necessary support to draft, vet and publish tenders. This included the co-ordination of evaluation meetings and assisting in the award of contracts, together with post-contract addenda, guarantee renewals and queries related to the execution of the contract.

During 2024, the PPCU published eight calls for tenders, of which four were awarded, one of which was published the previous year.





03

# Contribution at EU Level





### 03.1

## Employment Policy Making and Implementation

In 2024, the EU and International Affairs Unit at Jobsplus strengthened its role as a key contributor to discussions shaping European labour market policies. Through active engagement in the Employment Committee and its subgroups, the Indicators Group and the Policy Analysis Group and other related fora, the unit ensured that Maltese priorities were taken into consideration when integrated in the broader EU agenda.

The main themes discussed at EU level in 2024 included the pact for migration, green skills, the social economy and the way forward for the Social Convergence Framework after the initial pilot. A major focus of the year was the advancement of employment indicators to support EU-wide goals, particularly in relation to sustainability and skills development.

The unit contributed to discussions on refining methodologies to monitor progress towards the 2030 skills targets, emphasising the importance of harmonised, reliable data sources and to the pilot review of the Social Convergence Framework. These efforts were instrumental in ensuring that Malta's specific context was considered in the development of shared EU frameworks.

The unit contributed to the revision of the Council Recommendation on a Quality Framework for Traineeships and the proposal for a Directive on improving and enforcing working conditions of trainees, and combating regular employment relationships disguised as traineeships, which took a central stage in EU affairs.

The European Commission's proposal to enhance working conditions for trainees underscores the EU's commitment to fair, inclusive labour practices. By advocating for improved pay, inclusiveness and quality of traineeships, the initiative aims to ensure that trainees receive equitable compensation and valuable learning experiences, fostering a more skilled and motivated workforce. This development is pivotal in promoting social equity and economic growth across member states, which also keeps a focus on youth following the Year of Youths.

Additionally, the unit played a crucial role in highlighting the work done by Jobsplus to promote labour market inclusion, particularly for underrepresented groups, such as persons with disabilities. Jobsplus established quantitative national employment targets for persons with disabilities in 2024 in accordance with the Strategy for the Rights of Persons with Disabilities 2021-2030. Through the establishment of these targets, Jobsplus reinforced its commitment to create equitable opportunities for all workers.

Beyond its contributions to policy development, the unit actively engaged in strengthening Malta's presence at the international level. In January 2024, Jobsplus participated in the United National Human Rights Council Periodic Review – 45th session, during which information on Jobsplus services was presented to showcase the actions taken to improve human rights situations. This not only enhanced Malta's visibility but also ensured that domestic policies benefited from the latest international developments and insights.

Looking ahead to 2025, the Unit aims to build on these achievements by further aligning Malta's employment strategies with EU and international objectives. The coming year will bring a renewed focus on fostering resilience in the labour market, advancing sustainability goals and enhancing the adaptability of the workforce to meet future challenges. Jobsplus will continue to play a pivotal role in bridging Malta's national priorities with the EU's strategic vision, ensuring that the country remains at the forefront of European labour market developments.

### **Joint Employment Report 2024**

The 2024 Joint Employment Report, adopted by the EPSCO Council on 11 March, 2024, provides an annual overview of key employment and social policy developments in the European Union. The report acknowledges Malta's strong labour market performance, highlighting its low unemployment rate, rising workforce participation - especially among women - and strong job growth. The report also praises Malta's investments in digital skills, lifelong learning and vocational education, positioning it as a leader in employment growth and workforce adaptability within the EU.

#### **Labour market performance**

- High employment rate: Malta continues to have one of the highest employment rates in the EU, significantly above the EU average.
- Strong job growth: Employment levels in Malta grew faster than the EU average, driven by an expanding workforce and economic resilience.
- Low unemployment: The unemployment rate remains one of the lowest in the EU, showing a stable and resilient labour market.
- Increasing female labour participation: Women's employment in Malta has continued to rise steadily, contributing to a narrowing of the gender employment gap.

### **Skills and Training**

- High participation in adult learning: Malta performs well in lifelong learning, with increased participation in upskilling and reskilling programmes.
- Digital skills development: Malta has a high proportion of adults with digital skills, exceeding the EU average.
- Investment in green and digital skills: Malta is actively investing in training for the green transition, digital skills, and AI-related competencies.

### **Labour market policies and social inclusion**

- Effective use of EU funds: Malta successfully leverages EU funding (e.g., ESF+, RRF) to support employment and skills development.
- Support for vulnerable groups: The country is focusing on inclusive employment policies, including training programmes for persons with disabilities and targeted support for NEETs (young people not in employment, education, or training).
- Strong workforce policies: Malta has implemented measures to match labour market demand with skills supply, ensuring continued economic growth.

### **Progress towards EU 2030 targets**

- On track for EU employment targets: Malta is progressing well towards the EU-wide employment target of 78% by 2030.
- Recognition of strong performance: The report highlights Malta as a leading country in employment growth, workforce adaptability and skills development within the EU.

Source: [op.europa.eu](https://op.europa.eu)

## 03.2

# PES Network

The European Network of Public Employment Services was established following a Decision (No 573/2014/EU), amended in 2020 (No 2020/1782) by the Council and the European Parliament to maximise efficiency of public employment services (PES). Jobsplus, one of the members in this Network, continued to share information and provide feedback to public employment services in other member states about its operations.

Queries ranged from the segmentation of job seekers to policy measures to support adolescent work, and the handling of collective redundancies to the implementation of the Blue Card Directive.

A senior member of staff participated in the external bench learning assessment for Hungary. Jobsplus itself went through an extensive self-assessment with the participation of internal staff as a prelude and in preparation for an external assessment by the Network's assessors that took place in October.



04

# Financial Statements



### Orderbook

↑ 2 909,3

Bid Size	Bid Price	Ask Price	Ask Size
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5,040	2 909,1	2 909,3	2,837
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2,640	2 909,0	2 909,4	0,805
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17,178	2 908,9	2 909,5	17,178
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17,178	2 908,8	2 909,8	17,178
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30,167	2 908,7	2 910,0	17,179
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1,300	2 908,5	2 910,1	5,357
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0,100	2 908,4	2 910,2	7,490
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1,287	2 908,3	2 910,5	24,432
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23,379	2 908,2	2 910,7	3,434
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0,804	2 908,0	2 910,8	0,007
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3,453	2 907,9	2 911,0	0,405
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### Market Trades

Price	Time
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2 909,3	6,5
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2 909,3	6,423
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2 909,3	
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2 909,2	
---------	--

2 909,0	
---------	--

2 908,0	
---------	--

2 907,3	
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2 907,3	
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## 04.1

# Directors' Report

The directors present their report and the audited financial statements for the year ended Tuesday, 31 December 2024.

### Directors

In accordance with Section 6 subsection (5) of the Employment and Training Services Act, the Board of Directors shall be appointed for a period of one year and the members of the previous board are eligible for reappointment.

The following have served on the Board of Directors of the Corporation during the year under review:

Dr Charmaine Cristiano Grech - Chairperson (reappointed on 14 October 2024)  
Prof. Ernest Azzopardi - Deputy Chairperson (reappointed on 31 January 2025)  
Ms Alexandra Gatt (reappointed on 31 January 2025)  
Mr Edmund E. Tabone (reappointed on 31 January 2025)  
Mr James H. Pearsall (reappointed on 31 January 2025)  
Mr Angelo Fenech (reappointed on 31 January 2025)  
Mr Michael Grech (resigned on 31 January 2025)  
Ms Abigail Mamo (resigned on 31 January 2025)  
Mr Joseph Farrugia (reappointed on 31 January 2025)  
Ms Ingrid Vella Scerri (resigned on 31 January 2025)  
Mr Josef Bugeja (resigned on 31 January 2025)  
Mr Kenneth Abela (appointed on 31 January 2025)  
Mr Miguel Cauchi (resigned on 31 January 2025)  
Ing. Ruben Cuschieri (reappointed on 31 January 2025)  
Ms Maria Antonia Cassar (reappointed on 31 January 2025)  
Ms Bernice Farrugia (reappointed on 31 January 2025)  
Ms Rhoda Claire Garland (resigned on 31 January 2025)  
Mr Clifford Portelli (appointed on 31 January 2025)  
Mr Daniel Borg (appointed on 31 January 2025)  
Mr Kiran Falzon (appointed on 31 January 2025)  
Mr Leonid McKay (appointed on 31 January 2025)  
Ms Marcel Mizzi (appointed on 31 January 2025)  
Mr Josef Vella (appointed on 31 January 2025)  
Ms Sharon Camenzul - Board Secretary (resigned on 31 January 2025)  
Mr Larkin Bonnici - Board Secretary (appointed on 31 January 2025)

The term of office of the current Board of Directors extends to 30 January 2026.



## Principal Activities

Jobsplus has functioned since 3 August 1990 as Malta's national employment service by keeping a register of job seekers and by engaging in the matching of job vacancies with job seekers; a register of persons in employment is also kept to supply data on Malta's gainfully occupied population. It engages in the implementation of active measures in the form of employment and training programmes and schemes with the aim of assisting job seekers to find gainful employment. Job search assistance and training is also extended to persons already in employment to contribute towards the upgrading of the skills portfolio of the workforce.

Jobsplus is an active member of the European Network of Public Employment Services (PES) whose mission statement reads:

“PUBLIC EMPLOYMENT SERVICES AS PUBLIC SERVICES HAVE A SPECIFIC ROLE IN THE LABOUR MARKET: THEY DELIVER SERVICES FREE OF CHARGE TO JOBSEEKERS (BOTH UNEMPLOYED AND JOB CHANGERS) AS WELL AS TO EMPLOYERS, WHICH AIM TO BRING JOBSEEKERS AND VACANCIES TOGETHER, AND ALSO CONTRIBUTE TO IMPROVED TRANSPARENCY IN THE LABOUR MARKET. THEY PLAY THIS SPECIFIC ROLE AMONG OTHER ACTORS.”

In improving the functioning of the labour market within which it operates, any PES member shall set national targets and outcomes which will benefit directly their Jobseeker and Employer customers, and which meet the requirements established by Government. A PES member should contribute to:

- the development of labour market policy through the provision and analysis of relevant labour market information and trends;
- the appropriate implementation of labour market policies;
- improved dissemination of employment opportunities;
- a decrease in unemployment through active engagement with jobseekers;
- a reduction in bottlenecks and mismatches in the labour market;
- an increase in labour market participation rates and employment;
- helping the disadvantaged and the more marginalised jobseekers into the active labour market;
- engage in partnerships with other relevant organisations; and
- engage in continuous development of staff skills.

The PES mission statement identifies the strategies to be adopted to reach the above objectives as being: customer focus, early identification and intervention to reduce unemployment spells, modernising service delivery through self-service facilities, partnerships and networking, effectiveness and quality of services. The activities of the Corporation must remain consistent with such mission statement for the foreseeable future.

## Results

The Corporation based its expenditure for the year under review on its budgetary expenditure as approved by Parliament.

During the year, the Corporation continued to adopt International Financial Reporting Standards as adopted by the European Union (EU) in its presentation of the financial statements.

The Corporation reported a surplus for the year ended Tuesday, 31 December 2024 of €1,116,437 (2023: surplus of €3,847,547) which when added to the reserves brought forward from the previous year of €10,284,074, leaves a balance of €11,400,511 in accumulated reserves at the end of the financial reporting year.

The result for the year is arrived after considering the Government subvention received amounting to €81,736,412 (2023: €72,169,306), recurrent expenditure amounting to €85,433,257 (2023: €75,522,043) and other income amounting to €4,827,800 (2023: €7,218,134).

## Disclosure of information to the auditor

At the date of making this report, the directors confirm the following:

- As far as each director is aware, there is no relevant information needed by the independent auditor in connection with preparing the audit report of which the independent auditor is unaware; and
- The directors have taken all steps that they ought to have taken as directors in order to make themselves aware of any relevant information needed by the independent auditor in connection with preparing their report and to establish that the independent auditor is aware of that information.

## Events after the reporting period

There were no particular important events affecting the Corporation which occurred since the end of the reporting period.

## Auditors

PKF Malta Limited, Registered Auditors, have expressed their willingness to continue in office and a resolution for their reappointment will be proposed at the Annual General Meeting.

This report was approved and authorised for issue by the Board of Directors on Friday, 7 March 2025 and signed on its behalf by:



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**Dr Charmaine Cristiano Grech**  
Chairperson



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**Prof. Ernest Azzopardi**  
Deputy Chairperson

### Registered Address:

Head Office  
Hal Far, BBG 3000  
Malta

Friday, 7 March 2025

## **Jobsplus**

### **For the Year Ended 31 December 2024**

#### **Statement of Responsibilities of the Board of Directors**

The Board of Directors of the Corporation are required by the Employment and Training Services Act, Section 32(1) to prepare the annual financial statements which give a true and fair view of the state of affairs of the Corporation at the end of each financial period and of its profit or loss for that period. In preparation of the annual financial statements, the directors are required to:

- Select and apply appropriate accounting policies;
- Make judgments and estimates that are reasonable and prudent;
- Comply with International Financial Reporting Standards as adopted by the EU; and
- Prepare the annual financial statements on a going concern basis unless it is inappropriate to presume that the Corporation will continue in business.

The Board of Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Corporation and to enable them to ensure that the financial statements have been properly prepared in accordance with the requirements of International Financial Reporting Standards as adopted by the EU. This responsibility includes designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. They are also responsible for safeguarding the assets of the Corporation and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board of Directors are responsible for the maintenance and integrity of the Annual Financial Report on the website in view of their responsibility for the controls over, and the security of, the website. The financial statements of Jobsplus for the year ended 31 December 2024 are included in the Annual Financial Report 2024, which is available for viewing or download on the Corporation's website. Access to information published on the Corporation's website is available in other countries and jurisdictions, where legislation governing the preparation and dissemination of financial statements may differ from requirements or practice in Malta.

The Board of Directors confirm that, to the best of their knowledge:

- The financial statements give a true and fair view of the financial position of the Corporation as at 31 December 2024, and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards as adopted by the European Union on the basis explained in note 1 to the financial statements; and
- The Annual Financial Report includes a fair review of the development of the business and the position of the Corporation, together with a description of the principal risks and uncertainties that the Corporation faces.

## 04.2

# Independent Auditor's Report

We have audited the accompanying financial statements of Jobsplus set out on pages 8 to 31 which comprise the statement of financial position as at Tuesday, 31 December 2024, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies. In our opinion, the accompanying financial statements give a true and fair view of the balance sheet of the Corporation as at Tuesday, 31 December 2024, and of its financial performance for the year then ended in accordance with International Financial Reporting Standards as adopted by the European Union and have been properly prepared in accordance with Section 32(1) of the Employment and Training Services Act.

### Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Corporation in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in accordance with the Accountancy Profession (Code of Ethics for Warrant Holders) Directive issued in terms of the Accountancy Profession Act (Cap. 281) in Malta, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Other Information

The management is responsible for the other information. The other information comprises the directors' report shown on pages 1 to 4. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

With respect to the directors' report, we also considered whether the directors' report includes the disclosures required by Art. 177 of the Companies Act (Cap. 386) and Art. 31 (4) of the Employment and Training Services Act (Cap. 594).

Based on the work we have performed, in our opinion:

- the information given in the directors' report for the financial period for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with the Companies Act (Cap.386) and the Employment and Training Services Act (Cap. 594).

In addition, in light of the knowledge and understanding of the Corporation and its environment obtained in the course of the audit, we are required to report if we have identified material misstatements in the directors' report and other information. We have nothing to report in this regard.

### **Responsibilities of those charged with governance for the financial statements**

The management is responsible for the preparation of the financial statements that give a true and fair view in accordance with IFRS as adopted by the EU, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In addition, Section 32(1) of the Employment and Training Services Act, states that the Corporation shall cause to be kept proper books of account and other records in respect of its operations and shall cause to be prepared a statement of accounts in respect of each financial year.

In preparing the financial statements, the management is responsible for assessing the Corporation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management or the Government of Malta either intend to liquidate the Corporation or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Corporation's financial reporting process.

## Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Corporation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Corporation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Corporation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

### **Report on Other Legal and Regulatory Requirements**

Under the Employment and Training Services Act (Cap. 594), we are required to report to you if, in our opinion:

- We have not received all the information and explanations we require for our audit.
- Adequate accounting records have not been kept, or that returns adequate for our audit have not been received from branches not visited by us.
- The financial statements are not in agreement with the accounting records and returns.

We have nothing to report to you in respect of these responsibilities.

The partner in charge of the audit resulting in the independent auditor's report is Mr. George Mangion for and on behalf of

PKF Malta Limited  
Registered Auditors  
15, Level 3, Mannarino Road  
Birkirkara BKR 9080  
Malta

Friday, 7 March 2025



## 04.3

# Statement of Comprehensive Income

	Note	2024 €	2023 €
Subvention from Consolidated Fund	4.	81,736,412	72,169,306
Recurrent Expenditure		(85,433,257)	(75,522,043)
<b>Operating deficit from recurrent expenditure</b>	5.	(3,696,845)	(3,352,737)
Finance costs		(14,518)	(17,850)
Income from disability contribution	6.	2,906,400	4,800
Income from employment licences and other services		1,331,682	822,540
Income from ESF projects' indirect expenditure		589,718	6,390,794
		1,116,437	3,847,547
<b>European Social Fund projects:</b>			
Project finance		-	4,568,006
Project costs	8.	-	(4,568,006)
<b>Surplus for the year Net excess of income over expenditure</b>		1,116,437	3,847,547

The notes on pages 13 to 31 form an integral part of these financial statements.

## O4.4

# Statement of Financial Position

ASSETS	Note	2024 €	2023 €
<b>Non current assets</b>			
Intangible assets	10.	2,439,957	1,796,379
Property, plant and equipment	11.	1,314,047	1,266,384
Property, plant and equipment ESF Projects	12.	296,426	340,887
<b>Total non current assets</b>		4,050,430	3,403,650
<b>Current assets</b>			
Inventories	13.	22,884	28,840
Trade and other receivables	14.	4,130,607	4,752,863
Cash and cash equivalents	15.	8,659,994	6,537,661
<b>Total current assets</b>		12,813,485	11,319,364
<b>Total Assets</b>		16,863,915	14,723,014

EQUITY AND LIABILITIES	Note	2024 €	2023 €
<b>Equity</b>			
Endowment Capital	16.	582,343	582,343
Accumulated reserves	16.	11,400,511	10,284,074
<b>Total equity</b>		11,982,854	10,866,417
<b>Liabilities</b>			
<b>Non current liabilities</b>			
Lease Liability	9.	65,742	164,175
Deferred grant liability	17.	251,963	296,364
<b>Total non current liabilities</b>		317,705	460,539
<b>Current liabilities</b>			
Lease Liability	9.	98,433	92,769
Deferred grant liability	17.	44,462	44,523
Trade and other payables	18.	4,420,461	3,258,766
<b>Total current liabilities</b>		4,563,356	3,396,058
<b>Total liabilities</b>		4,881,061	3,856,597
<b>TOTAL EQUITY AND LIABILITIES</b>		16,863,915	14,723,014

The notes on pages 13 to 31 form an integral part of these financial statements.

These financial statements on pages 8 to 31 were approved and authorised by the Board of Directors on Friday, 7 March 2025 and were signed on its behalf by:



Dr Charmaine Cristiano Grech  
Chairperson



Prof. Ernest Azzopardi  
Deputy Chairperson

## O4.5

# Statement of Changes in Equity

2024	Endowment Capital €	Accumulated Reserves €	Total Equity €
Balance as at Monday, 1 January 2024	582,343	10,284,074	10,866,417
Excess of income over expenditure for the year	-	1,116,437	1,116,437
<b>Balance as at 31 December 2024</b>	582,343	11,400,511	11,982,854

2023	Endowment Capital €	Accumulated Reserves €	Total Equity €
Balance as at Monday, 1 January 2023	582,343	6,436,527	7,018,870
Excess of income over expenditure for the year	-	3,847,547	3,847,547
<b>Balance as at 31 December 2023</b>	582,343	10,284,074	10,866,417

The notes on pages 13 to 31 form an integral part of these financial statements.

## O4.6

# Statement of Cash Flows

	Note	2024 €	2023 €
<b>Operating activities:</b>			
Deficit from operations		(3,711,363)	(3,370,587)
Adjustments	19.	1,572,797	1,054,480
Net changes in working capital	19.	1,689,107	(2,275,455)
Income received from disability contribution, employment licences and other services		4,238,082	827,340
Income received from ESF Projects' indirect expenditure		589,718	6,390,794
<b>Net cash flows from operating activities</b>		<b>4,378,341</b>	<b>2,626,572</b>
<b>Cash flows from investing activities:</b>			
Payments to acquire property, plant and equipment	11.	(1,817,556)	(137,964)
Payments to acquire intangible assets	10.	(331,757)	(1,848,118)
<b>Net cash flows used in investing activities</b>		<b>(2,149,313)</b>	<b>(1,986,082)</b>
<b>Cash flows from financing activities:</b>			
Repayment of lease liabilities	9.	(106,695)	(73,729)
Proceeds to finance acquisitions of property, plant and equipment ESF Projects	12.	-	-
<b>Net cash flows used in financing activities</b>		<b>(106,695)</b>	<b>(73,729)</b>
<b>Net cash from in cash and cash equivalents</b>		<b>2,122,333</b>	<b>566,761</b>
Cash and cash equivalents at beginning of year		6,537,661	5,970,900
<b>Cash and cash equivalents at end of year</b>	15.	<b>8,659,994</b>	<b>6,537,661</b>

The notes on pages 13 to 31 form an integral part of these financial statements.

## **04.7**

# **Notes to the Financial Statements**

## **1. General Information**

Jobsplus was set up on 3 August 1990 through the Employment and Training Services Act. Its registered office is at Head Office, Hal Far, BBG 3000, Malta.

The financial statements of the Corporation have been prepared and presented in accordance with the requirements of the International Financial Reporting Standards (IFRS) as adopted by the European Union (EU) and in accordance with the provisions of Section 32(1) of the Employment and Training Services Act.

The financial statements are presented in euro (€), which is the Corporation's functional currency.

## **2. Changes In Accounting Policies And Disclosures**

Standards, interpretations and amendments to published standards as endorsed by the EU effective in the current year

During the current financial year, the Corporation adopted new standards, amendments and interpretations to existing standards that are mandatory for the Corporation's accounting period beginning on 1 January 2024. The adoption of these revisions to the requirements of IFRSs as adopted by the EU did not result in substantial changes to the Corporation's accounting policies, not impacting the Corporation's financial performance and position.

Standards, interpretations and amendments to published standards that are not yet adopted  
Certain new standards, amendments and interpretations to existing standards have been published by the date of authorisation for issue of these financial statements but are mandatory for the Corporation's accounting periods beginning after 1 January 2024. The Corporation has not early adopted these revisions to the requirements of IFRSs as adopted by the EU, and the Corporation's board of directors are of the opinion that, except as disclosed below, there are no requirements that will have a possible significant impact on the Corporation's financial statements in the period of initial application.

### 3. Significant Accounting Policies

#### a. Overall considerations

The preparation of financial statements in conformity with IFRS requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Corporation's accounting policies.

The financial statements have been prepared using the significant accounting policies and measurement basis summarised below.

The accounting policies have been consistently applied by the Corporation and are consistent with those used in previous years.

#### b. Going Concern

The financial statements have been prepared on the going concern basis which assumes that the Government of Malta will continue to provide the necessary funding to the Corporation to enable it to continue with its activities.

#### c. Income and expense recognition

##### i Government subvention

Income from subvention voted to the Corporation from the consolidated fund is accrued for in accordance with the Corporation's approved budget for the year.

##### ii ESF reimbursements

ESF claims for reimbursements are recognised in the period in which the eligible expenses are incurred.

##### iii ESF projects' indirect expenditure reimbursements

ESF projects' indirect expenditure reimbursements pertains to additional funds received based on the eligible claims processed by the managing authority. It also includes eligible profiling and training services expenses which are not reported in the claims for reimbursements. These are recognised on cash basis.

##### iv Other income

Other income, including income from disability contribution, employment licences and other services, are recognised on cash basis.

v **Interest**

Interest income and expenses are reported on an accrual basis using the effective interest method.

vi **Deferred grants**

Deferred grants in relation to property, plant and equipment co financed by the EU are released to the statement of income and expenditure yearly in amounts equivalent to the depreciation charge on the related assets.

vii **Operating expenses**

Operating expenses are recognised in the statement of income and expenditure upon utilisation of the service or at the date of their origin.

viii **Provision for expenditure on projects and employment and training initiatives**

Expenditure on projects and employment and training initiatives include funds committed by way of a provision in the financial statements.

#### **d. Right of Use Asset**

A right of use asset is recognised at the commencement date of a lease. The right of use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right of use assets are depreciated on a straight line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the Corporation expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right of use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The Corporation has elected not to recognise a right of use asset and corresponding lease liability for short term leases with terms of 12 months or less and leases of low value assets. Lease payments on these assets are expensed to profit or loss as incurred.



## **e. Lease Liabilities**

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Corporation's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right of use asset, or to profit or loss if the carrying amount of the right of use asset is fully written down.

## **f. Intangible assets**

Intangible assets are initially recorded at cost. They are subsequently stated at cost less accumulated amortisation and impairment losses.

Amortisation is provided at rates intended to write down the cost of the assets over their expected useful lives. The annual rates used, which are consistent with those applied in the previous year, are as follows:

Computer software 25%

## **g. Property, plant and equipment**

### **i Value method**

Items of property, plant and equipment are measured at cost less accumulated depreciation and accumulated impairment losses.

Cost includes expenditure that is directly attributable to the acquisition of the asset and any other costs directly attributable to bringing the assets to a working condition for their intended use, and the costs of dismantling and removing the items and restoring the site on which they are located.

ii **Depreciation**

Depreciation is charged to the statement of comprehensive income on a straight line basis over the estimated useful lives of items of property, plant and equipment, using the rates below. The rates applied, which are consistent with those applied in the previous year, are as follows:

Building Improvements	4-20%
Motor Vehicles	20%
Computer and Other Equipment	10-25%
Furniture and Fittings	10%

Gains and losses on the disposal or retirement of an item of property, plant and equipment are determined as the difference between the net disposal proceeds and the carrying amount at the date of disposal. The gains or losses are recognised in the statement of comprehensive income as other operating income or other operating costs, respectively.

No depreciation is provided on assets that are not yet brought into use.

## **h. Impairment testing of intangible assets and property, plant and equipment**

For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are largely independent cash inflows (cash generating units). As a result, some assets are tested individually for impairment and some are tested at cash generating unit level.

All individual assets or cash generating units are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable.

An impairment loss is recognised for the amount by which the asset's (or cash generating unit's) carrying amount exceeds its recoverable amount, which is the higher of its fair value less costs of disposal and its value in use. To determine the value in use, the Corporation's management estimates expected future cash flows from each cash generating unit and determines a suitable interest rate in order to calculate the present value of those cash flows. Discount factors are determined individually for each cash generating unit and reflect current market assessment of the time value of money and asset specific risk factors.

Impairment losses for cash generating units reduce first the carrying amount of any goodwill allocated to that cash generating unit. Any remaining impairment loss is charged pro rata to the other assets in the cash generating unit. With the exception of goodwill, all assets are subsequently reassessed for indications that an impairment loss previously recognised may no longer exist. An impairment loss is reversed if the asset's or cash generating unit's recoverable amount exceeds its carrying amount.

## i. Inventories

Inventories are stated at the lower of cost and net realisable value. Stocks are determined by the weighted average basis. Net realisable value represents the estimated selling price for inventories less all estimated costs of completion and costs necessary to make the sale.

## j. Financial instruments

### i Recognition and derecognition

Financial assets and financial liabilities are recognised when the Corporation becomes a party to the contractual provisions of the financial instrument.

Financial assets are derecognised when the contractual rights to the cash flows from the financial asset expire, or when the financial asset and substantially all the risks and rewards are transferred. A financial liability is derecognised when it is extinguished, discharged, cancelled or expires.

### ii Classification and initial measurement of financial assets

Except for those trade receivables that do not contain a significant financing component and are measured at the transaction price in accordance with IFRS 15, all financial assets are initially measured at fair value adjusted for transaction costs (where applicable).

Financial assets, other than those designated and effective as hedging instruments, are classified into the following categories:

amortised cost;  
fair value through profit or loss (FVTPL); or  
fair value through other comprehensive income (FVOCI)

In the periods presented the Corporation does not have any financial assets categorised as FVPTL and FVOCI.

The classification is determined by both:  
the entity's business model for managing the financial asset; and  
the contractual cash flow characteristics of the financial asset

### iii Subsequent measurement of financial assets

Financial assets are measured at amortised cost if the assets meet the following conditions (and are not designated as FVTPL):

they are held within a business model whose objective is to hold the financial assets and collect its contractual cash flows;  
and the contractual terms of the financial assets give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding.

After initial recognition, these are measured at amortised cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial. The Corporation's cash and cash equivalents and receivables fall into this category of financial instruments.

iv **Impairment of financial assets**

IFRS 9's impairment requirements use more forward-looking information to recognise expected credit losses - the 'expected credit loss (ECL) model'. This replaces IAS 39's 'incurred loss model'. Instruments within the scope of the new requirements included loans and other debt-type financial assets measured at amortised cost and FVOCI, trade receivables, contract assets recognised and measured under IFRS 15 and loan commitments and some financial guarantee contracts (for the issuer) that are not measured at fair value through profit or loss.

Recognition of credit losses is no longer dependent on the Corporation's first identifying a credit loss event. Instead the Corporation considers a broader range of information when assessing credit risk and measuring expected credit losses, including past events, current conditions, reasonable and supportable forecasts that affect the expected collectability of the future cash flows of the instrument.

In applying this forward-looking approach, a distinction is made between: financial instruments that have not deteriorated significantly in credit quality since initial recognition or that have low credit risk ('Stage 1') and financial instruments that have deteriorated significantly in credit quality since initial recognition and whose credit risk is not low ('Stage 2'). 'Stage 3' would cover financial assets that have objective evidence of impairment at the reporting date.

'12-month expected credit losses' are recognised for the first category while 'lifetime expected credit losses' are recognised for the second category.

Measurement of the expected credit losses is determined by a probability-weighted estimate of credit losses over the expected life of the financial instrument.

**Classification and measurement of financial liabilities** As the accounting for financial liabilities remains largely the same under IFRS 9 compared to IAS 39, the Corporation's financial liabilities were not impacted by the adoption of IFRS 9. However, for completeness, the accounting policy is disclosed below.

The Corporation's financial liabilities include trade and other payables.

Financial liabilities are initially measured at fair value, and, where applicable, adjusted for transaction costs unless the Corporation designated a financial liability at FVTPL.

Subsequently, financial liabilities are measured at amortised cost using the effective interest method except for derivatives and financial liabilities designated at FVTPL, which are carried subsequently at fair value with gains or losses recognised in profit or loss (other than derivative financial instruments that are designated and effective as hedging instruments).

All interest related charges and, if applicable, changes in an instrument's fair value that are reported in statement of income and expenditure are included within finance costs or finance income.

#### **k. Taxation**

Section 34 of the Employment and Training Services Act, exempts the Corporation from any liability for the payment of income tax.

#### **l. Cash and cash equivalents**

For the purpose of the statement of affairs and statement of cash flows, cash and cash equivalents comprise cash on hand and demand deposits.

#### **m. Endowment capital**

The endowment capital is classified as equity.

#### **n. Provisions, contingent assets and contingent liabilities**

Provisions for legal disputes, onerous contracts or other claims are recognised when the Corporation has a present legal or constructive obligation as a result of a past event, it is probable that an outflow of economic resources will be required from the Corporation and amounts can be estimated reliably. Timing or amount of the outflow may still be uncertain. Provisions are measured at the estimated expenditure required to settle the present obligation based on the most reliable evidence available at the reporting date, including risks and uncertainties associated with the present obligation.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. Provisions are discounted to their present values, where the time value of money is material.

Any reimbursement that the Corporation can be virtually certain to collect from a third party with respect to the obligation is recognised as a separate asset. However, this asset may not exceed the amount of the related provision.

No liability is recognised if an outflow of economic resources as a result of present obligations is not probable. Such situations are disclosed as contingent liabilities unless the outflow of resources is remote.

#### **o. Significant management judgement**

The Corporation uses its judgement in determining whether an arrangement contains a lease, based on the substance of the agreement and makes assessment whether it is dependant on the use of a specific asset or assets, conveys a right to use the asset and transfers substantially all the risks and rewards incidental to ownership to/from the Corporation.

#### **p. Estimation uncertainty**

Information about estimates and assumptions that have the most significant effect on recognition and measurement of assets, liabilities, income and expenses is provided below. Actual results may be substantially different

##### **i Impairment of non financial assets**

In assessing impairment, management estimates the recoverable amount of each asset or cash generating units based on expected future cash flows and uses an interest rate to discount them. Estimation uncertainty relates to assumptions about future operating results and the determination of a suitable discount rate (see note 3g).

##### **ii Useful lives of depreciable assets**

Management reviews its estimate of the useful lives of depreciable assets at each reporting date, based on the expected utility of the assets. Uncertainties in these estimates relate to technical obsolescence that may change the utility of certain software and IT equipment.

## 4. Subvention From Consolidated Fund

The Corporation is entitled to a yearly subvention from the Government of Malta. The subventions from consolidated fund were allocated as follows:

	2024 €	2023 €
Subvention received under recurrent vote 35 item 5876 Jobsplus Programmes	16,565,271	15,471,559
Subvention received under recurrent vote 35 item 6163 Jobsplus	10,800,000	10,800,000
Subvention received under recurrent vote 35 item 5703 Child Care For All	54,371,141	45,897,747
<b>Total</b>	<b>81,736,412</b>	<b>72,169,306</b>

## 5. Operating Deficit From Recurrent Expenditure

The deficit from recurrent expenditure is stated after charging:

	2024 €	2023 €
Staff costs (note 7)	8,668,104	8,125,918
Directors' fees (note 7)	74,922	81,373
Amortisation of intangible assets (note 10)	1,173,978	728,218
Depreciation of property, plant and equipment (note 11)	282,817	307,509
Loss on disposal of property, plant and equipment	684	903
Auditor's remuneration	20,100	20,690
<b>Total</b>	<b>10,220,605</b>	<b>9,264,611</b>

## 6. Income From Disability Contribution

The following amounts have been included in the statement of income and expenditure for the reporting periods presented.

	2024 €	2023 €
Income from disability contribution	2,906,400	4,800

Income from disability contributions comprises income received by virtue of the Disability Quota Contributions in terms of Article 16 of the Persons with Disability (Employment) Act, Chapter 210 Laws of Malta.

The obligation to meet the Persons with Disability quota was waived by Jobsplus for the years 2019 to 2022, due to the impact of the COVID 19 pandemic and was reinstated from 2023 onwards.

Consistent with previous years, the Board of Directors considers that income from such contributions is recognised one year in arrears due to the inherent uncertainty in determining the applicable contributions by the end of the reporting period.

The contributions received during 2024 amounting to €2,906,400 (2023: €4,800) have been utilised to partly finance the following expenditures:

	2024 €	2023 €
Contributions towards 'Lino Spiteri Foundation'	1,600,000	1,603,843
Fiscal Incentives for Persons with Disability	953,051	716,837
Inclusive job support for vulnerable persons	104,808	167,460
<b>Total</b>	<b>2,657,859</b>	<b>2,488,140</b>



## 7. Staff Costs

### a. Wages and salaries

Payroll costs for the year comprise of the following:

	2024 €	2023 €
Wages and salaries	8,010,248	7,851,776
Corporation's share of social security contributions	657,856	640,072
Salaries recharged to the European Social Fund (note 8.)	-	(365,930)
Directors' fees	74,922	81,373
<b>Total</b>	<b>8,743,026</b>	<b>8,207,291</b>

### b. Average number of employees

The average number of persons employed by the Corporation during the year was as follows:

	2024 €	2023 €
Directors	18	17
Employees	252	264
<b>Total</b>	<b>270</b>	<b>281</b>

## 8. European Social Fund Project Costs

The Corporation is the beneficiary on projects funded under the European Social Fund Cohesion Policy, 2014 2020. Funding for these projects is to be provided by the EU (80%) and the Government of Malta (20%).

The projects funded under the European Social Fund closed on 31 December 2023. The disbursements on these projects are detailed below:

	2024 €	2023 €
ESF.01.001 'Training for Employment'	-	2,813,041
ESF.01.002 'Youth Guarantee 2.0'	-	195,624
ESF.02.048 'The VASTE Programme'	-	1,493,195
MT/2017/AMIF/11.01 Asylum, Migration and Integration Fund	-	66,146
<b>Total</b>	-	4,568,006

Salaries included in the above costs amounted to Nil for the year ended 31 December 2024 (2023: €365,930), as further disclosed in note 7. to these financial statements.

## 9. Lease Liability

	2024 €	2023 €
Lease Liability on Property and Motor Vehicles	164,175	256,944

	2024 €	2023 €
Non current	65,742	164,175
Current	98,433	92,769
<b>Total</b>	164,175	256,944

Maturity Analysis	Less than one year €	One to five years €	More than five years €	Total €
31 December 2024	98,433	65,742	-	164,175
31 December 2023	92,769	164,175	-	256,944

## 10. Intangible Assets

The carrying amounts of the Corporation's computer software are as follows:

	Computer Software €	Total €
Cost		
At 1 January 2023	1,746,732	1,746,732
Additions	1,848,118	1,848,118
<b>At 31 December 2023</b>	<b>3,594,850</b>	<b>3,594,850</b>
At 1 January 2024	3,594,850	3,594,850
Additions	1,817,556	1,817,556
<b>At 31 December 2024</b>	<b>5,412,406</b>	<b>5,412,406</b>

	Computer Software €	Total €
Amortisation		
At 1 January 2023	1,070,253	1,070,253
Charge for the year	728,218	728,218
<b>At 31 December 2023</b>	<b>1,798,471</b>	<b>1,798,471</b>
At 1 January 2024	1,798,471	1,798,471
Charge for the year	1,173,978	1,173,978
<b>At 31 December 2024</b>	<b>2,972,449</b>	<b>2,972,449</b>

	Computer Software €	Total €
Carrying Amounts		
<b>At 31 December 2023</b>	<b>1,796,379</b>	<b>1,796,379</b>
<b>At 31 December 2024</b>	<b>2,439,957</b>	<b>2,439,957</b>

## 11. Property, Plant And Equipment

Property, plant and equipment comprise right of use of property, improvements, motor vehicles, computer and electronic equipment and furniture and fittings. The carrying amounts can be analysed as follows:

	Right of Use Asset €	Building Improvements €	Furniture and fittings €	Motor Vehicles €	Computer and office equipment €	Total €
<b>Cost</b>						
Opening balance	703,118	2,069,504	789,582	233,492	3,226,108	7,021,804
Additions	-	187,719	56,156	-	87,882	331,757
Disposals	-	-	(3,006)	-	(8,101)	(11,107)
<b>Balance at Tuesday, 31 December 2024</b>	703,118	2,257,223	842,732	233,492	3,305,889	7,342,454
<b>Depreciation</b>						
Opening balance	(495,455)	(1,389,938)	(679,541)	(229,532)	(2,960,954)	(5,755,420)
Depreciation	(67,889)	(75,690)	(26,284)	(3,960)	(109,587)	(283,410)
Disposals	-	-	2,848	-	7,575	10,423
<b>Balance at Tuesday, 31 December 2024</b>	(563,344)	(1,465,628)	(702,977)	(233,492)	(3,062,966)	(6,028,407)
<b>Carrying amount</b>						
<b>At Monday, 1 January 2024</b>	207,663	679,566	110,041	3,960	265,154	1,266,384
<b>At Tuesday, 31 December 2024</b>	139,774	791,595	139,755	-	242,923	1,314,047

## 12. Property, Plant And Equipment - ESF Projects

Property, plant and equipment ESF Projects comprise improvements, computer and electronic equipment and furniture and fittings. The carrying amounts can be analysed as follows:

Cost	Building Improvements €	Computer and office equipment €	Furniture and fittings €	Total €
Opening balance	800,623	347,009	140,480	1,288,112
Additions	-	-	-	-
Reclassification	-	9,645	(9,645)	-
<b>Balance at Tuesday, 31 December 2024</b>	800,623	356,654	130,835	1,288,112
<b>Depreciation</b>				
Opening balance	(508,611)	(342,739)	(95,875)	(947,225)
Depreciation	(32,025)	(5,434)	(7,002)	(44,461)
<b>Balance at Tuesday, 31 December 2024</b>	(540,636)	(348,173)	(102,877)	(991,686)
<b>Carrying amount</b>				
<b>At Monday, 1 January 2024</b>	292,012	4,270	44,605	340,887
<b>At Tuesday, 31 December 2024</b>	259,987	8,481	27,958	296,426

Since 2007, the Corporation has been the beneficiary for 11 projects (2023: 11 projects) involving property, plant and equipment funded under European Social Fund Cohesion Policy and under the European Regional Development Fund (ERDF). Funding for projects for the period 2007 2013 was provided by the European Union (85%) and the Government of Malta (15%). For the period 2014 2024, funding for projects is provided by the EU (80%) and the Government of Malta (20%).

### 13. Inventories

	2024 €	2023 €
Stationery and consumables	22,884	28,840
<b>Total</b>	22,884	28,840

### 14. Trade And Other Receivables

	2024 €	2023 €
Trade receivables, net (Note 14.1 and 14.3)	2,636,864	1,696,317
Other receivable (Note 14.2)	1,322,474	1,162,098
<b>Financial assets</b>	3,959,338	2,858,415
Prepayments	171,269	1,894,448
<b>Trade and other receivables</b>	4,130,607	4,752,863

- 14.1 Included with trade receivables are amounts of €1,711,746 (2023: €1,204,095) which are due from other government entities.
- 14.2 Included with other receivables are amounts of €454,931 (2023: €442,449) which are due from other government entities.
- 14.3 As at 31 December 2024, trade receivables amounting to €100,800 are provided for as doubtful debts (2023: Nil).
- 14.4 The carrying value of receivables is considered a reasonable approximation of fair value.

## 15. Cash And Cash Equivalents

Cash and cash equivalents for the purpose of the cash flow statement are as follows:

	2024 €	2023 €
Cash on hand	5,477	5,708
Bank balances	8,654,517	6,531,953
<b>Cash and cash equivalents</b>	<b>8,659,994</b>	<b>6,537,661</b>

The Corporation has a bank guarantee of €322,000 as at 31 December 2024 (2023: €322,000). The Corporation does not have any other restrictions on its cash in hand and at bank at year end.

## 16. Equity

### a. Endowment Capital

In accordance with Section 19(1) of the Employment and Training Services Act, 1990, the endowment capital of the Corporation is €582,343.

### b. Accumulated Reserve

Accumulated reserve represents accumulated profits or losses. The Corporation has accumulated profits of €11,400,511 as at Tuesday, 31 December 2024.

## 17. Deferred Grants

Cost	Youth Guarantee €	VASTE €	ESF 3.59 NISTA €	ESF 3.1114 ESEP €	ESF 3.113 ESPD €	ESF 3.60 YEP €
At 1 January 2023	2,832	80,935	914	2,391	74,061	14,215
Additions	-	-	-	-	-	-
<b>At 31 December 2023</b>	2,832	80,935	914	2,391	74,061	14,215
At 1 January 2024	2,832	80,935	914	2,391	74,061	14,215
Additions	-	-	-	-	-	-
<b>At 31 December 2024</b>	2,832	80,935	914	2,391	74,061	14,215
<b>Depreciation</b>						
At 1 January 2023	2,832	26,664	914	2,391	66,963	14,215
Transfer to Income Statement	-	8,919	-	-	3,579	-
<b>At 31 December 2023</b>	2,832	35,583	914	2,391	70,542	14,215
At 1 January 2024	2,832	35,582	914	2,391	70,543	14,215
Transfer to Income Statement	-	8,919	-	-	3,519	-
<b>At 31 December 2024</b>	2,832	44,501	914	2,391	74,062	14,215
<b>Net Book Value</b>						
At 31 December 2023	-	45,352	-	-	3,519	-
At 31 December 2024	-	36,435	-	-	-	-



<b>Cost</b>	<b>ESF 2.4 EP €</b>	<b>ERDF 08 €</b>	<b>ERDF 045 €</b>	<b>ESF 2.65 TAF €</b>	<b>ESF 3.64 EAP €</b>	<b>Total €</b>
At 1 January 2023	7,713	590,809	512,693	8,846	6,440	1,301,849
Additions	-	-	-	-	-	-
<b>At 31 December 2023</b>	7,713	590,809	512,693	8,846	6,440	1,301,849
At 1 January 2024	7,713	590,809	512,693	8,846	6,440	1,301,849
Additions	-	-	-	-	-	-
<b>At 31 December 2024</b>	7,713	590,809	512,693	8,846	6,440	1,301,849
<b>Depreciation</b>						
At 1 January 2023	7,713	434,917	344,545	8,846	6,440	916,440
Transfer to Income Statement	-	17,321	14,703	-	-	44,522
<b>At 31 December 2023</b>	7,713	452,238	359,248	8,846	6,440	960,962
At 1 January 2024	7,713	452,239	359,248	8,846	6,440	960,963
Transfer to Income Statement	-	17,321	14,703	-	-	44,462
<b>At 31 December 2024</b>	7,713	469,560	373,951	8,846	6,440	1,005,425
<b>Net Book Value</b>						
At 31 December 2023	-	138,571	153,445	-	-	340,887
At 31 December 2024	-	121,249	138,741	-	-	296,425

Since 2007, the Corporation has been the beneficiary for 11 projects (2023: 11 projects) involving property, plant and equipment funded under the European Social Fund Cohesion Policy and under the European Regional Development Fund (ERDF). Funding for projects for the period 2007 2013 was provided by the EU (85%) and the Government of Malta (15%). For the period 2014 2024, funding for projects is provided by the EU (80%) and the Government of Malta (20%). The grants received are being deferred and released to the statement of income and expenditure yearly over the useful lives of the assets.

## 18. Trade and Other Payables

	2024 €	2023 €
Trade payables	1,076,631	562,978
Accruals	2,378,590	1,620,534
Other payables	965,240	1,075,254
<b>Total</b>	<b>4,420,461</b>	<b>3,258,766</b>

18.1 Included with trade payables are amounts of €468,370 (2023: €415,036) which are due to other government entities.

18.2 Included with other payables are amounts of €748,274 (2023: €748,274) which are due to other government entities.

18.3 The carrying value of payables is considered a reasonable approximation of fair value.

## 19. Adjustments and Net Changes in Working Capital

The following non cash flow adjustments and net changes in working capital have been made to the (deficit) income on recurrent expenditure and European Social Fund projects for the year to arrive at operating cash flow:

	2024 €	2023 €
<b>Adjustments</b>		
Interest on lease liability	14,518	17,850
Depreciation charge of property, plant and equipment	327,279	352,032
Amortisation of intangible assets	1,173,978	728,218
Release of grant on property, plant and equipment ESF projects	(44,462)	(44,523)
Loss on disposal of property, plant and equipment	684	903
Provision for doubtful debts	100,800	-
<b>Total adjustments</b>	<b>1,572,797</b>	<b>1,054,480</b>

	2024 €	2023 €
<b>Net changes in working capital:</b>		
Change in inventories	5,956	3,437
Change in trade and other receivables	521,456	(2,110,381)
Change in trade and other payables	1,161,695	(168,511)
<b>Total net changes in working capital</b>	<b>1,689,107</b>	<b>(2,275,455)</b>

## 20. Risk Management Objectives And Policies

The Corporation is exposed to credit risk, liquidity risk and market risk (including foreign currency exchange risk and interest rate risk) through its use of financial instruments which result from both its operating and investing activities. The Corporation's risk management is coordinated by the Board of Directors and focuses on actively securing the Corporation's short to medium term cash flows by minimising the exposure to financial risks.

The most significant financial risks to which the Corporation is exposed to are described below. See also note 20(e) for a summary of the Corporation's financial assets and liabilities by category.

### a. Credit risk

The Corporation's exposure to credit risk is limited to the carrying amount of financial assets is recognised at the end of the reporting periods, as summarised below:

	2024 €	2023 €
Trade and other receivables (Note 14.)	3,959,338	2,858,415
Cash and cash equivalents (Note 15.)	8,659,994	6,537,661
	12,619,332	9,396,076

The Corporation continuously monitors defaults of its counterparty receivables, identified either individually or by group, and incorporate this information into its credit risk controls. The Corporation's policy is to deal only with creditworthy counterparties.

The Corporation's management considers that the above financial assets that are not impaired for each of the reporting dates under review are of good credit quality, including those that are past due.

None of the Corporation's financial assets is secured by collateral or other credit enhancements.

The credit risk for liquid funds is considered negligible, since the counterparties are reputable banks with high quality external credit ratings.

b. **Liquidity risk**

The Corporation's exposure to liquidity risk arises from its obligations to meet its financial liabilities, which comprise payables, accruals and provisions (see note 18.). Prudent liquidity risk management includes maintaining sufficient cash and committed credit facilities to ensure the availability of an adequate amount of funding to meet the Corporation's obligations when they become due.

The Corporation manages its liquidity needs through cash flow forecasts by carefully monitoring expected cash inflows and outflows on a daily basis. Except as described below, the Corporation's liquidity risk is not deemed to be significant in view of the matching of cash inflows and outflows arising from expected maturities of financial instruments, as well as the Corporation's reliance on funding available from the Government of Malta. Included within financial liabilities are amounts totalling to €748,281 (2023: €748,281) representing funds provided by the Government over a number of years to cover various schemes and projects. Should payment of these amounts be requested, the Corporation might require additional funding in order to cover its financial liabilities as these fall due.

The Corporation's financial liabilities at the reporting dates under review are all short term and their contractual maturities fall within one year (see note 18).

c. **Market risk**

Market risk is the risk that the fair value or future cash flows of financial instruments will fluctuate due to changes in market variables such as interest rates and foreign exchange rates. Jobsplus does not consider that it is exposed to significant market risk.

d. **Foreign currency exchange risk**

The Corporation transacts in euro and therefore the Corporation has no exposure to foreign currency risk.

e. **Interest rate risk**

The Corporation is exposed to interest rate risk on its bank balances at variable rates.

The Corporation does not expect significant shifts in the interest rates in the next 12 months.

Based on current market conditions a change of +/- 25 basis points in the market interest rates is considered possible. Consequently the effect on the results of the Corporation resulting from a change in the cash returns derived from variable short term assets would be considered negligible.

f. **Summary of financial assets and liabilities by category**

The carrying amounts of the Corporation's financial assets and liabilities as recognised at the end of the reporting periods under review may also be categorised as follows. See note 3(j) for explanations about how the category of financial instruments affects their subsequent measurement.

	2024	2023
	€	€
<b>Current assets</b>		
<b>Financial assets measured at amortised cost:</b>		
Receivables (note 14)	3,959,338	2,858,415
Cash and cash equivalents (note 15)	8,659,994	6,537,661
Release of grant on property, plant and equipment ESF projects	12,619,332	9,396,076
<b>Current liabilities</b>		
<b>Financial liabilities measured at amortised cost:</b>		
Payables (note 18)	4,420,461	3,258,766

## 21. Capital Management Policies And Procedures

The Corporation was set up on 3 August 1990 through the Employment and Training Services Act. In addition to the initial endowment capital introduced by means of the requirements of Section 19(1) of the Act, amounting to €582,343, the Corporation receives annual subventions from the consolidated fund as approved by Parliament through its recurrent vote.

The Corporation monitors the level of debt, which includes payables less cash and bank balances against total capital on an ongoing basis. The Board of Directors considers all funding received from the Government and income from other sources and in order to maintain its capital, adjusts the level of expenditure in line with the funds made available to the Corporation.

In view of the nature of Jobsplus' activities and its financial position, the capital level as at the end of the reporting period is deemed adequate by Jobsplus.

## 22. Commitments

	2024 €	2023 €
Building refurbishment (note 22.2)	9,000,000	-
Purchase of property, plant and equipment	72,125	26,796
Employment and training initiatives	1,047	1,708
Other recurrent expenditure	33,250	89,507
	9,106,422	118,011

- 22.1 The Corporation's committed expenditure represents commitments purchase property, plant and equipment, expenditure on employment and training initiatives and other recurrent expenditure.
- 22.2 The Corporation intends to utilise €9 million of its accumulated earnings reserve (note 16.b.) to partially finance the planned refurbishment of its premises in Hal Far.

## 23. Contingent Liabilities

The Corporation presently has court cases pending against it, for which no provision has been made in the financial statements since the outcome of such claims and damages is still unknown. Based on the information available to date, the Corporation is not expecting any significant damages to be borne by the Corporation and accordingly no provision is deemed necessary by the Board of Directors.

## 24. Related Party Disclosures

### a. Relationships with Related Parties

The equity of the Corporation is held entirely by the Government of Malta, being the ultimate controlling party of the Corporation.

### b. Transactions with Related Parties

During the course of its operations, the Corporation entered into transactions with its major stakeholder, the Government of Malta through Government controlled entities, and conducted business with Government controlled entities. These transactions are disclosed in notes 14. and 18. to these financial statements.

### c. Compensation of Key Management Personnel

The Corporation has entered into transactions with key management personnel which are disclosed in note 7. to these financial statements.

## 25. Post Balance Sheet Events

There were no adjusting or significant non adjusting events which occurred between the end of the reporting period and the date of authorisation by the Board.

Schedules	2024	2023
	€	€
<b>Programmes &amp; Initiatives</b>		
Employment and training initiatives	593,081	537,787
EU Projects related Expenditure	33,942	31,612
Community Work Scheme	12,250,650	12,602,380
Data Document Management	1,401,046	1,316,990
Contribution towards Lino Spiteri Foundation	1,600,000	1,603,843
Inclusive Support	104,808	167,459
Persons with Disability Fiscal Incentive	953,051	716,837
<b>Total Training Programme</b>	<b>16,936,578</b>	<b>16,976,908</b>
	<b>2024</b>	<b>2023</b>
	€	€
<b>Childcare for All</b>		
Free Childcare Scheme	54,386,974	45,876,271
<b>Total Childcare for All</b>	<b>54,386,974</b>	<b>45,876,271</b>
<b>Total Programmes &amp; Initiatives</b>	<b>71,323,552</b>	<b>62,853,179</b>



<b>Schedules (continued)</b>	<b>2024</b>	<b>2023</b>
<b>Other Recurrent Expenditure</b>	<b>€</b>	<b>€</b>
Staff Costs	8,668,106	8,125,918
Board Fees	74,922	81,373
Staff training	193,487	155,684
Childcare expenses	116,243	101,790
Telework expenses	4,006	4,354
Uniforms	5,959	5,216
Rent payable	57,707	57,008
Licences and permits	64,816	31,785
Insurance	100,342	98,733
Water and electricity	87,063	82,126
Cleaning	205,550	202,883
Repairs and maintenance	278,824	301,658
Office supplies	97,201	86,815
Marketing and advertising	193,274	114,663
Postage and telecommunications	231,602	253,773
Security	251,656	186,068
Medical expenses	2,248	2,767
Transport expenses	207,015	257,325
Travelling and accommodation	107,898	121,902
Professional Fees	1,166,393	956,244
Audit Fee	20,100	20,690
Financial charges	5,461	5,374
Staff welfare	21,898	54,546
General expenses	15,949	15,657
Amortisation of intangible assets	1,173,978	728,218
Depreciation of property, plant and equipment	214,928	239,620
Depreciation right of use asset	67,889	67,889
Loss on Disposal Finance Unit	684	903
Call centre expenses	373,706	283,666
Research	-	24,216
Provision for doubtful debts	100,800	-
<b>Total Other Recurrent Expenditure</b>	<b>14,109,705</b>	<b>12,668,864</b>

## Notes

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