



Co-funded by
the European Union

Social Innovation 
Initiative

digital report

- Provide an overview of **ALMAIta**
- Highlight the benefits of **ALMAIta**
- Present a counterfactual analysis
- Share feedback from transnational partners and participants
- Highlight participants outcomes throughout the project
- Express gratitude to all national and transnational partners

introduction

As Malta's Public Employment Service, **Jobsplus** is committed to delivering excellent services that address the evolving needs of the labour market. Jobsplus **empowers people** in their employment and career development journeys by supporting job seekers in finding suitable employment, assisting individuals in exploring alternative career paths, helping employers connect with qualified candidates, offering training to enhance skills aligned with market demands, and managing diverse schemes.

In line with its strategic objectives, Jobsplus successfully piloted the innovative project, **ALMA**ta, following the acceptance of its proposal under the ALMA call in October 2023. This transformative initiative has been designed to complement Jobsplus' extensive services for young people, particularly NEETs (Not in Employment, Education or Training). Through **ALMA**ta, 38 NEETs aged 18 to 29 were provided with a **life-changing opportunity** to develop essential life skills through non-formal education methods.

almalta

Participants engaged in comprehensive training (indoor and outdoor setup) that focused on building soft skills, fostering independence, and encouraging personal growth. They explored their strengths, addressed challenges, and enhanced their overall self-awareness. Following the training phase, two groups of participants embarked on a two-month work exposure experience in Italy and Spain. This **unique opportunity** allowed them to develop self-confidence and resilience while navigating shared living, independence, diverse cultural environments, and a 30 hour per week work placement.

Participants were supported and accompanied throughout the project by Jobsplus mentors in full collaboration with the transnational partners and other professionals so as to guarantee them the necessary skills for employment and daily life, and the necessary guidance to help them define their future paths - whether entering the job market or pursuing further education. By empowering these young individuals to unlock their full potential, **ALMAlta** has demonstrated a meaningful impact, reinforcing Jobsplus' mission to support Malta's workforce, job retention and youth development.

benefits of almalta

benefits of almalta



Enhanced Employability

A key component of ALMAIta was the two-month work exposure in Brescia (Italy) and Barcelona (Spain), which offered participants invaluable professional experience. This hands-on work placement enhanced their employability through building practical skills, expanding their professional networks, and exposing them to real-world workplace environments. By equipping participants with the tools to thrive in a competitive labour market, the project helped bridge the gap between education and employment.

benefits of almalta



Mobility and Cultural Exposure

The international mobility aspect of **ALMAIta** allowed participants to immerse themselves in a new cultural and geographic setting. This exposure enhanced their open-mindedness, cross-cultural understanding, and adaptability. Living and working in a foreign country challenged participants to navigate diverse environments and shared living arrangements, promoting independence, and linguistic and cultural intelligence that are fundamental in today's globalized world.

benefits of almalta



Career Guidance and Advisory

Following the mobility, **ALMA**ta entrusted participants to Jobsplus employment advisors to help them plan their future. Whether they chose to enter the job market or pursue further education, the program equipped them with the clarity and confidence to make informed decisions about their career paths. This personalized support ensured that participants left the program with actionable goals and a clearer sense of direction.

benefits of almalta



Strengthened Independence and Resilience

Living independently in a foreign country for two months provided participants with a unique opportunity to develop resilience and problem-solving skills. Through shared living arrangements and adapting to new environments, participants built independence and learnt to manage challenges effectively. These experiences helped prepare them for both personal and professional obstacles they may face in the future.

benefits of almalta



Broader Societal Impact

The benefits of **ALMA**ta extend beyond the individual participants, positively impacting society as a whole. By equipping young people with enhanced employability and life skills, the program has positively contributed to reducing social inequality and fostering a more inclusive workforce in Malta. Participants returned to their communities as confident, skilled individuals ready to contribute to the economy and society, creating a ripple effect of positive change.

counterfactual analysis

counterfactual analysis

The **AIM** of the counterfactual analysis is to assess the effectiveness of the **ALMA**ta project by comparing the status of NEETs eligible for the program with those who actively participated in it.

counterfactual analysis

Methodology:

NEETs were categorised into distinct groups and tracked their status over time.

Distinct Groups:

- Eligible NEETs who did not submit their interest for ALMAIta, where their status was recorded 1 and 3 months from the deadline of the application date (14th Feb 2024)
- Applicants who did not start training, where their status was recorded 1 and 3 months from the Pre-mobility Training start date (1st April 2024)
- Participants who enrolled in training, where their status was recorded 1 and 3 months from the Pre-Mobility Training completion (18th August 2024)
- Participants who undertook mobility, where their status was recoded 1 and 3 months from the completion of the mobility experience (15th November 2024)

To ensure accuracy and avoid duplication, each group was extracted from the other so that no individual was counted in multiple categories. For each group, **employment, education enrollment, or inactivity** status was recorded.

counterfactual analysis

Limitations:

- This counterfactual analysis has certain limitations due to data availability. It does not record individuals who engaged in further training, as such information was not accessible.
- Employment data is based on Jobsplus records, while education status is derived from MEYR records, which may not capture all forms of engagement or career transitions outside these databases.

counterfactual analysis

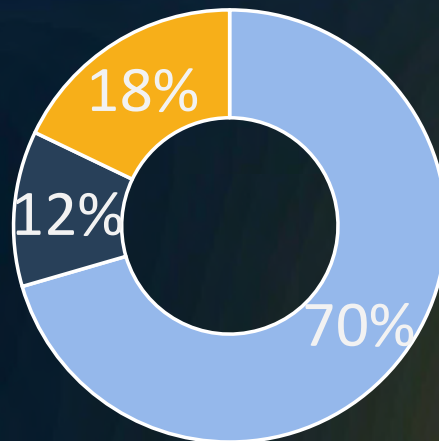
From the 6290 NEETs who were eligible to participate in **ALMA**lta:

Data as of : 15th March 2024

■ Remained NEETS

■ Enrolled in Education

■ Engaged in Employment

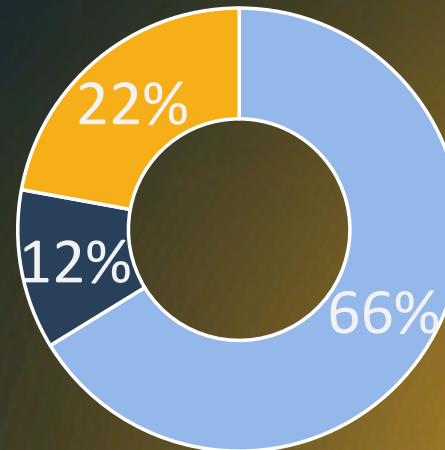


Data as of : 15th May 2024

■ Remained NEETS

■ Enrolled in Education

■ Engaged in Employment



Counterfactual analysis

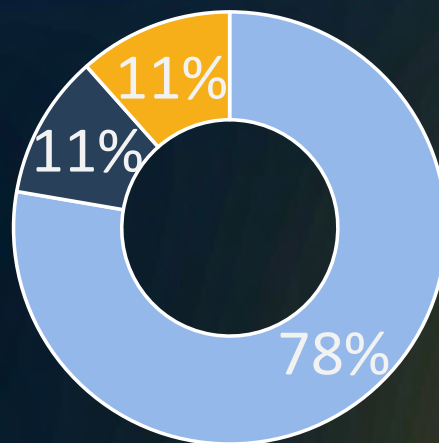
From the 130 who **applied** and were eligible but did not participate in **ALMA**ta:

Data as of : April 2024

■ Remained NEETS

■ Enrolled in Education

■ Engaged in Employment

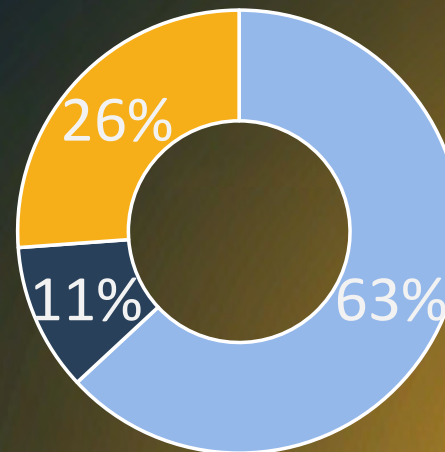


Data as of : June 2024

■ Remained NEETS

■ Enrolled in Education

■ Engaged in Employment



counterfactual analysis

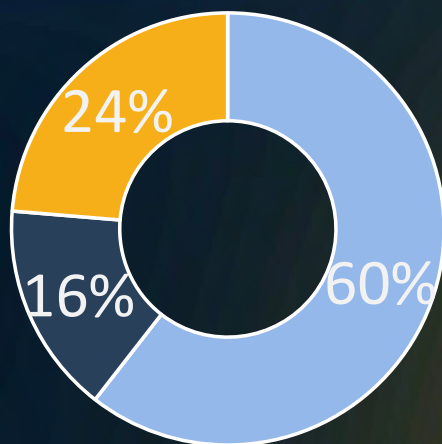
From the 38 who participated in ALMAAlta:

Data as of : 15th Dec 2024

■ Remained NEETS

■ Enrolled in Education

■ Engaged in Employment

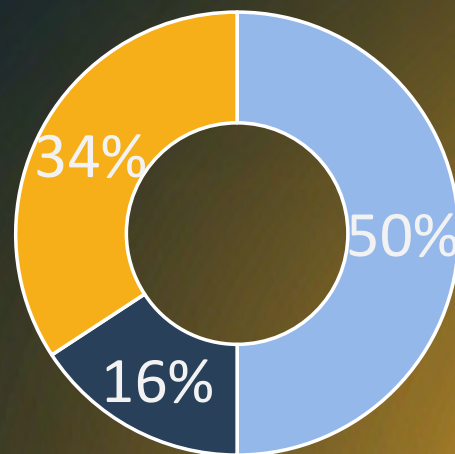


Data as of : 15th Feb 2025

■ Remained NEETS

■ Enrolled in Education

■ Engaged in Employment



counterfactual analysis

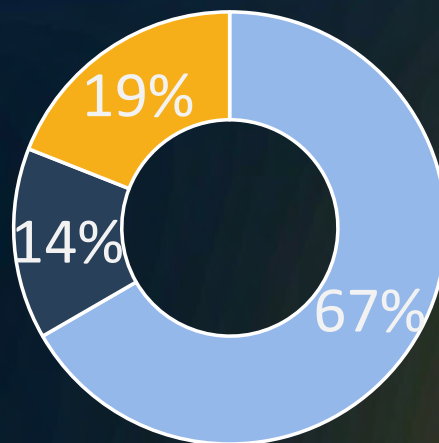
From the 21 who participated in ALMAIta Pre-Mobility training only:

Data as of : 18th Sept 2024

■ Remained NEETS

■ Enrolled in Education

■ Engaged in Employment

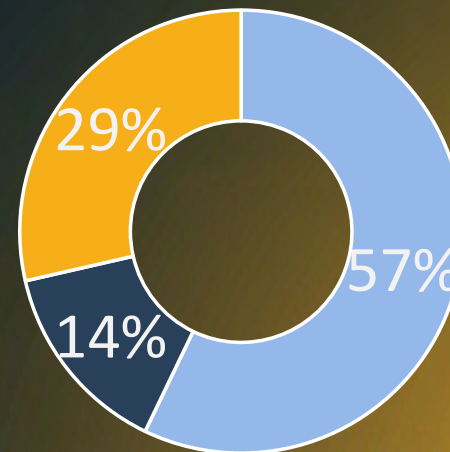


Data as of : 18th Nov 2024

■ Remained NEETS

■ Enrolled in Education

■ Engaged in Employment



counterfactual analysis

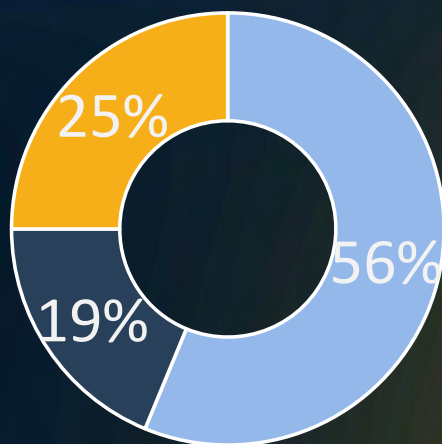
From the 17 who participated in ALMAIta Mobility:

Data as of : 15th Dec 2024

■ Remained NEETS

■ Enrolled in Education

■ Engaged in Employment

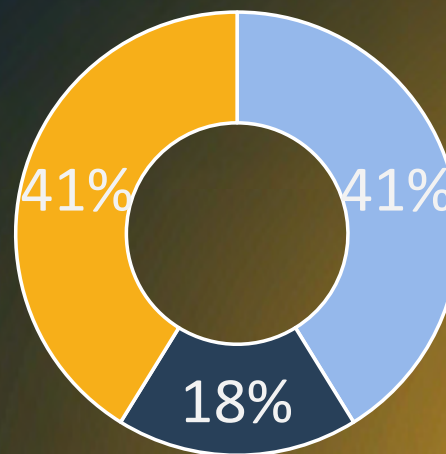


Data as of : 15th Feb 2025

■ Remained NEETS

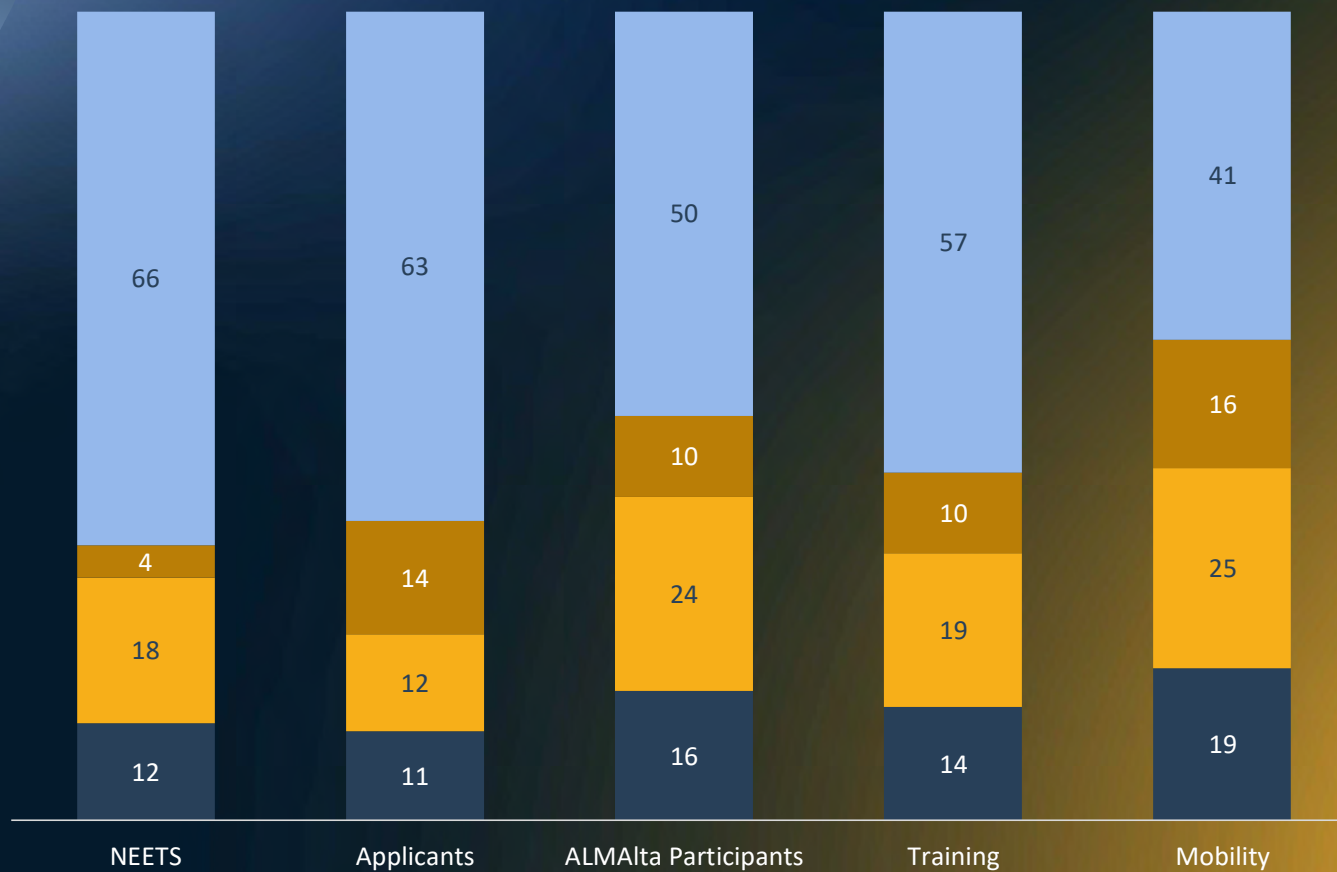
■ Enrolled in Education

■ Engaged in Employment



counterfactual analysis

■ Education ■ Employment 1 month ■ Employment 3 months ■ Needs



feedback from transnational partners

feedback

Tempo Libero Società Cooperativa Sociale ONLUS and Jobsplus



“Throughout the stay between the Jobsplus and Tempo Libero mentors, there was continuous and active **communication** and updating on individual participants. This contributed to an effective alignment and integration of **mentors' interventions**. The common methodology was also adopted in the management of the cohabitation.”

“Periodically, the cooperative's mentors contacted the companies to get an update on the progress of the placement. This made it possible to monitor each individual participant and intervene as necessary. In addition, the **monitoring** made it possible to align the participant's skills more and more appropriately with the place of placement. “

feedback

Tempo Libero Società Cooperativa Sociale ONLUS and Jobsplus



“**The Jobsplus mentors motivated** the trainees appropriately both for the conduct of the placement and for some of the initiatives proposed by Tempo Libero. “

“Thanks to the **continuous cooperation, openness and commitment** of the mentors from Jobsplus, Tempo Libero and the helpfulness and acceptability of the mentors from the companies that welcomed the trainees this project has been a rich experience for everyone.”

feedback

Nexes and Jobsplus



“Just as we work with participants on the principles of holistic and intercultural learning when they arrive in a new place, I truly feel that this intercultural team has embraced these values, **learning from each other** and integrating our diverse perspectives into something that enriches us all.”

“For us it was definitely special and rewarding process and wanted to thank you all again, colleagues from Jobsplus and also all dear colleagues in Nexes! For so smooth, **professional and human approach** in all moments.”

feedback

Nexes and Jobsplus



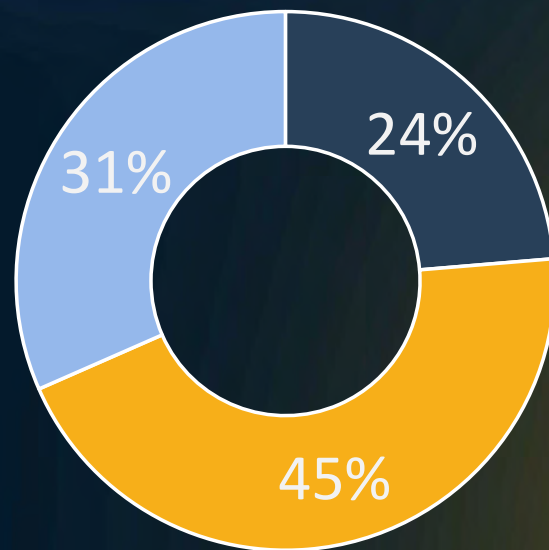
“All of you have inspired me with your **patience, listening, professionalism and humour** to continue working with young people. As all of you know, sometimes working with young people is not easy...”

project outcomes

training outcomes

From a total of 38 Participants:

- Successfully completed Training only
- Successfully completed Training and were chosen for mobility
- Dropouts from Training

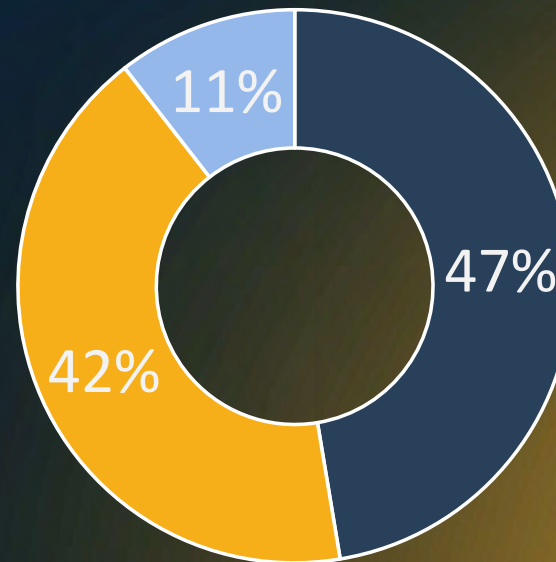


- **Dropouts:** 50% left the program upon entering the labour market.
- **Training Completers Only:** 45% of those who completed training **but were not selected for mobility** secured employment.

mobility outcomes

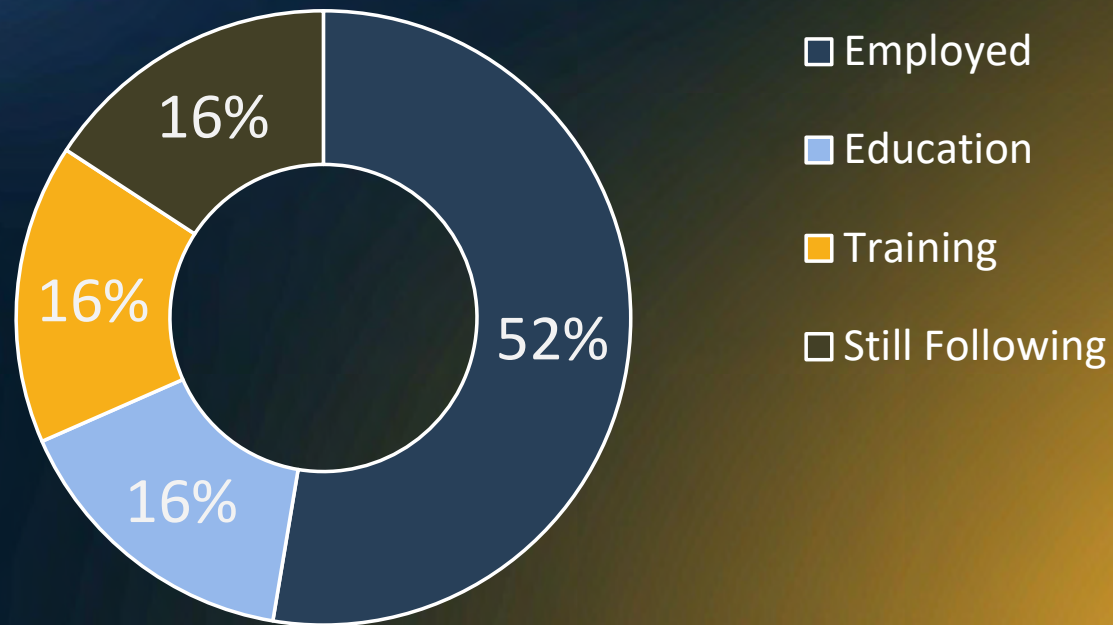
17 participants took part in the mobility experience:

- Brescia (Italy)
- Barcelona (Spain)
- Mobility Dropouts



follow-up outcomes

Of the 17 participants who participated in the mobility experience:



* 2 of which completed training, served as a stepping stone for a fulltime employment

feedback from participants

participants' feedback



Alexander (Barcelona, Mobility)

“The entire experience with ALMalta, from the sessions to the mobility was a great experience to **get me out of my comfort zone** and becoming **more confident** with people and myself. It has helped me develop certain skills like leadership and communication in which I **did not get to do with normal education.**”

Hongija Liu (Brescia, Mobility)

“It was a **transformative experience** that pushed me out of my comfort zone, exposed me to new cultures and perspectives, and helped me grow into a more **adaptable, confident, and open-minded** person.”

Sharun (Barcelona, Mobility)

“An experience that opened **new opportunities** in employment, culture, and personal development. All the skills and knowledge gained throughout this experience will help me in my **future**, both for the world of employment and also for the day-to-day life.”

participants' feedback

Liza (Brescia, Mobility)

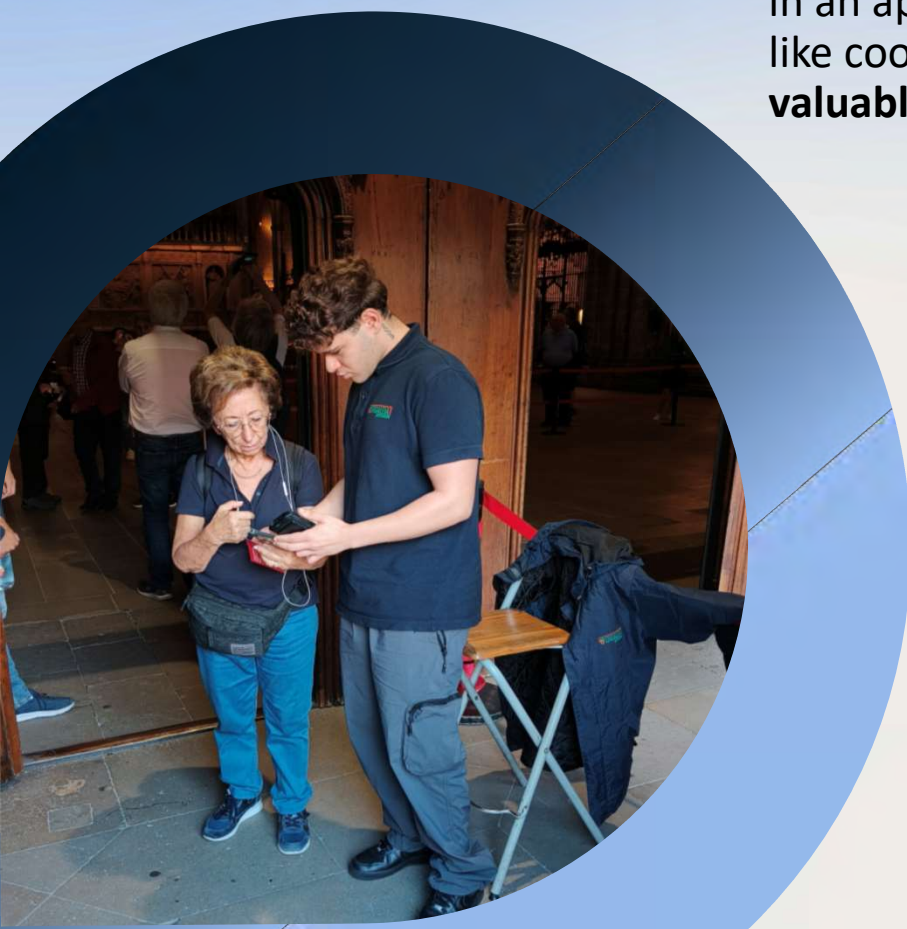
“Emotional experience as the project focused to build self-confidence, to **learn about oneself and others**, to be open to different experiences and to create a better life for oneself. Helped in **believing that I can achieve** anything I set my mind to.”

Connor (Barcelona, Mobility)

“During my time with the ALMalta project, I was committed to every task and activities that were put in place throughout the training phase, which assisted me to develop **valuable and new skills**. Working within this project, it helped me to grow **physically and mentally**, advancing all sorts of new capabilities, that I have not thought of obtaining in the first place. The experience overall, gave me a great sense of teamwork, collaboration, organisation and most importantly of all, as Juan has mentioned, **"Enjoyment"**”



participants' feedback



Kerim (Barcelona, Mobility)

"It was a very good and enjoyable experience. Through this program, I **learned a lot about managing home duties**. Having grown up in a big family, suddenly finding myself alone in an apartment was a huge adjustment. Even simple things, like cooking — something I don't normally do — became a **valuable learning experience**."

Rafael (Brescia, Mobility)

"This project was an **emotional experience** that helped me build self-confidence, gain a deeper understanding of myself and others, and become more open to new experiences, ultimately **empowering me** to create a better life and believe in my ability to achieve anything I set my mind to."

Marc (Barcelona, Mobility)

"I mean, it was a very nice experience, which I really enjoyed, and I learned such much, most especially how I should **interact with others**, and plan the day. If I am given the opportunity, I would do it again, cause it was an **exceptional experience**"

conclusive remarks

conclusion

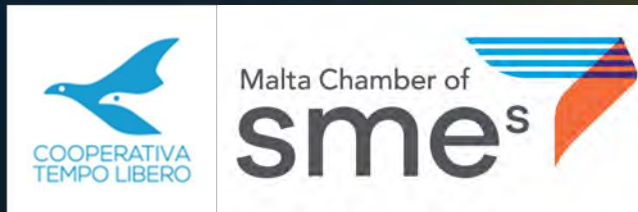
The **ALMAIta** project has proven to be a transformative and socially innovative initiative, fostering social inclusion and cultural exchange for NEETs. By providing hands-on experience through international mobility, participants gained **invaluable** life skills, personal growth, and professional development, equipping them for future employment and education.

Beyond its impact on participants, **ALMAIta** has enriched and expanded the services offered by Jobsplus, strengthening its role in supporting young people's career paths.

The project has also contributed to the growth of professionals within the organization and facilitated meaningful collaborations with local and international stakeholders.

Most importantly, **ALMAIta** has served as a **stepping-stone** for future mobility projects, paving the way for broader opportunities under the ALMA initiative and reinforcing the importance of inclusive, experience-based learning in shaping a more resilient and skilled workforce.

alma partners






thank you

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