

SOCIAL

Labour market and employment

€1.14 M EU FUNDING | MAR 2023 - MAY 2027



## Career Orientation Visits for Year 9 students



Career Guidance Department, Wellbeing  
Services Directorate



Ongoing

**Objective:** to raise students' aspirations and motivation by connecting their studies to real-world careers, showcasing role models, and highlighting essential workplace skills and labour market opportunities.

**Target group:** students at the age of 13.

### Key components of the practice:

- **Planning and outreach to schools:** Teachers coordinate with various entities and hold preliminary meetings to define learning outcomes and assess safety on-site. The Career Guidance Team sends invitations to senior state schools with information about available visits.
- **Student selection:** Schools inform students and manage the application process internally. Preferences are collected and sent to the Career Guidance Team.
- **Coordination and preparation:** The team requests the required number of visits and manages logistics (dates, times, number of students, consent forms, etc.) with both schools and entities.
- **Visit day:** At least two adults accompany the students. Students receive an overview of the entity, explore job roles and required skills, and are given a guided tour, often with opportunities to interact with staff.

### Key outcomes:

- **Increased social justice:** students who may come from a limited social reality are exposed to sectors or professions that they may not be exposed to in their social circles.
- From the employers' perspective, it is **an opportunity to inform young students** of the opportunities in their sector.

### Evidence of success:

- OECD Education Working Papers No. 323 show Maltese students engage in career development activities at a comparable or higher rate than the OECD average. PISA 2022 results show that **55.4% of Maltese students feel well-prepared for their future after compulsory education.**



Employment  
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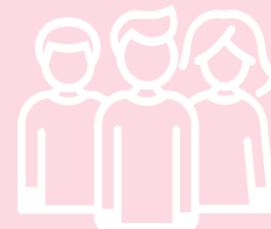
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ALMAIta



Jobsplus, Malta



October 2023 – April 2025

**Objective:** **ALMA (Aim, Learn, Master, Achieve)** is an EU initiative supporting disadvantaged NEETs accessing work or training. It targets young people facing individual or structural barriers such as long-term unemployment, low skills, or a migration background.

**Target group:** young people (aged 18 – 29).

**Key components of the practice:**

- **An intensive 3-month tailored training** in their home country (preparatory phase)
- **A supervised work-related experience** with accompanying mentoring services for 2 months in another EU country (mobility phase)
- On their return, **continued support** guides participants in using the newly acquired skills to gain employment or further education in their home country (follow-up phase).

ALMA covers the costs for participants, such as travel, insurance, accommodation, transport, training, mentoring, and psychological services before, during, and after the stay abroad. Furthermore, participants received a cash allowance of 860 € for the training and an additional 2600 € for the mobility.

**Key outcomes:** NEETs developed **soft skills, life skills, and independence skills, enhanced their self-esteem, and learned how to navigate challenges**, embrace diverse cultures, and thrive in new environments during the mobility phase. This helped them identify their educational aspiration or desired work opportunities.

**Evidence of success:** Of the participants who completed all three phases:

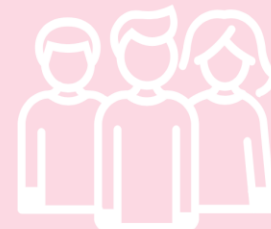
- 47% were engaged in full-time employment.
- 16% started tertiary education.
- 21% embarked on further training.
- 16% are still registering for work with Jobsplus.
- **An overall 84% success rate.**

[Find out more](#)

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## Work Exposure Scheme



Jobsplus, Malta



2014 – July 2029

**Objective:** to enable unemployed individuals to gain relevant skills and competences in a real working environment while receiving a training allowance.

**Target group:** unemployed individuals, registered at Jobsplus.

### Key components of the practice:

- **Application process:** The process begins when Jobsplus receives an application from the jobseeker and a second application from the employer offering the placement.
- **Matching preferences:** The preferences identified by the trainees are matched with those of the employer.
- **Selection process:** Trainee details are forwarded to the employer, who conducts the selection process.
- **Agreement signing:** Once a placement is confirmed, Jobsplus issues an agreement, which is signed by the trainee, employer, and Jobsplus.
- **Training allowance:** During the scheme, the trainee receives a training allowance paid by Jobsplus.
- **Monitoring visit:** Jobsplus conducts a monitoring visit, gathering feedback from the employer and the trainee.
- **Certificate of participation:** If the trainee completes the minimum required hours, they receive a certificate of participation.

**Key outcomes:** The scheme allows learners to adjust their attendance according to their needs, making it more accessible to individuals with caring responsibilities and other disadvantaged groups.

### Evidence of success:

- Almost 50 % of participants find employment within 6 months from the scheme's end date.
- This scheme supported 3.335 unique trainees, of whom 905 were NEETs.

### [More about the project](#)



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