Annual Report
2025

jobsplus

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2025

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01

Looking Back – 35 Years of Service


jobsplus

SCAN TO WATCH
35th Anniversary video

Foundations: 1990-2015

1990

The Employment and Training Corporation (ETC) was founded in August 1990, legally established to register job seekers, provide career guidance and match candidates to employment opportunities.

1990s-2000s

Expansion into training, employability initiatives, apprenticeship schemes and active labour-market measures.

A Decade of Transformation: Jobsplus (2016-2025)

2016 ETC rebranded as Jobsplus, marking a strategic shift towards a modern, service-oriented Public Employment Service.

2017 Core job seeker and employer services consolidated, strengthening registration, advisory and vacancy-matching functions.

2018 Training, upskilling and reskilling provision expanded to address skills mismatches and workforce adaptability.

2019 Labour market intelligence and data-driven capabilities were strengthened, alongside more structured employer engagement to support policymaking in a tight market.

2020 Services adapted during the COVID-19 pandemic, ensuring continuity and labour-market stability.

EU accession era

Alignment with EU employment policy and European funding instruments.

2010-2015

Modernisation of services, preparing for a more integrated Public Employment Service.

2021 Active labour-market measures scaled up to support economic recovery and workforce reintegration.

2022 Acceleration of digital services, improving online access, schemes administration and operational efficiency.

2023 Targeted pathways were advanced for youths outside employment and education, and other vulnerable groups, supported by further skills development and employer engagement initiatives.

2024 Participation in the PES Benchlearning Exercise reinforced a quality-driven approach to service delivery and policy contribution.

2025 Marking 35 years of service, Jobsplus is positioned as a strategic enabler of Malta's labour market.

2025 Highlights

Key initiatives, services and outcomes delivered:

Initiative / Area	2025 Highlight
Youth Guarantee Scheme (Youth & Education)	Launch of the new Youth Guarantee Scheme, strengthening early intervention and tailored employment and training pathways for young people.
SEC Revision Classes (Youth & Education)	SEC Revision Classes reopened to support learners in improving academic outcomes and employability prospects.
ALMA Initiative (Youth & Mobility)	Re-launch of ALMA Initiative, delivering training, mentoring and mobility activities for young people.
Training for Employment (TFE) (Training)	Approval of the Training for Employment Project, reinforcing structured training pathways aligned with labour-market needs.
Work Exposure Scheme (WES) & Traineeship Scheme (Training & Work Exposure)	Opening of mainstream, summer and traineeship streams, providing practical work experience opportunities to students, and people of working age.
VASTE II (Inclusion, services to vulnerable groups)	Launch of VASTE II, building on previous programme's success with enhanced stakeholder engagement aligned to assist the most vulnerable in Vocational Assessment, Support and Training for Employment (VASTE).
New Training Courses (Training)	Launch of new training courses expanding Jobsplus's training portfolio in line with labour market priorities and in-demand skills.
Mentoring Services Initiative	Launch of the Mentoring Services Initiative, supporting persons of pensionable age to remain actively engaged while sharing their knowledge and experience with young people entering the labour market.
Free Childcare Scheme (Social Measures)	Restructuring the Free Childcare Scheme, supporting labour-market participation.

Migration Policy Implementation, Phases 1 & 2	Continued implementation of Malta's Labour Migration Policy, supporting regulated access to employment.
Vacancies & Employer Services	Strengthened vacancy management and employer services, supported by improved digital tools.
Inspections & Enforcement (Compliance)	Strengthened the inspection model to include coordinated action with other enforcement entities in relation to inspections, compliance, and safeguarding fair labour practices.
Atypical In-Work Benefit Scheme (Schemes)	Ongoing delivery of the In-Work Benefit scheme, supporting workers in atypical working hours.
Investing in Skills (IIS) (Schemes)	Continued delivery of the Investing in Skills (IIS) scheme to employers in order to skill, upskill and re-skill the workforce.
Access to Employment (A2E) (Schemes)	Delivery of the Access to Employment (A2E) scheme, supporting labour-market integration of vulnerable groups.

02

Forewords

Chairperson’s Foreword

Dr Charmaine Cristiano Grech
CHAIRPERSON

Malta’s labour market continues to perform strongly, with employment levels among the highest in the EU. These results – highlighted in the first section of this report – did not come about by chance. They are the outcome of sustained government policy in support of the labour market, long-term and ongoing investment in people throughout their career, and the effective deployment of a vast range of labour market measures by Jobsplus.

At the same time, strong headline indicators mask a labour market that continues to become evermore complex. Skills shortages remain a concern, workforce demographics continue to shift, and employers are operating in a more demanding and competitive environment. The challenge today is therefore not only to maintain employment levels, but to ensure that work is highly productive while respecting employees’ wellbeing. In achieving these goals we must ensure that our labour makret remains inclusive and resilient over the long term.

Within this context, Jobsplus has continued to play a pivotal role as both a service provider and a contributor to national labour market policy. Over the past year, the organisation has supported the implementation of key measures aimed at facilitating access to employment, skills development and labour market participation across different cohorts. Flagship initiatives, such as the Free Childcare Scheme, the VASTE programme and skills-focused schemes, have contributed meaningfully to Malta’s strong labour participation rates and workforce adaptability.

A significant development in 2025 was Jobsplus’s role in supporting the implementation of the Malta Labour Migration Policy. As Malta’s economy continues to rely on foreign workers to address structural labour shortages, it is essential that migration remains well managed, balanced and aligned with national priorities. Jobsplus’s contribution in this area has focused on supporting labour market needs while safeguarding fair working conditions and regulatory integrity.

From a governance perspective, the Board has remained focused on ensuring that Jobsplus continues to evolve in line with its expanding remit. Particular emphasis has been placed on strengthening the organisation, enhancing strategic capacity and ensuring that the institution remains responsive to future labour market challenges. In this regard, the Board has initiated the preparatory work for a review of the Jobsplus Strategic Plan, with a structured programme of stakeholder consultations planned for 2026. This process will ensure that future priorities are informed by the perspectives of employers, social partners, educators and other key stakeholders.

Inclusivity remains a cornerstone of Jobsplus’s mandate. As the labour market continues to diversify, policies and services must adapt to ensure that participation is broadened and that barriers to employment are addressed effectively. Supporting vulnerable groups, promoting access to well matched work opportunities and fostering long-term employability will remain central considerations in shaping the agency’s future direction.

I would like to thank the Board of Directors for their continued commitment and strategic oversight, as well as the management team and employees of Jobsplus for their professionalism and dedication. Jobsplus remains well positioned to continue supporting Malta’s labour market in a manner that is balanced, forward-looking and sustainable.

CEO’s Foreword

Ms Celia Falzon
CHIEF EXECUTIVE OFFICER

The year under review was one of sustained intensity for Jobsplus, characterised by high operational demand alongside significant strengthening of internal processes. Operating within a tight labour market and an increasingly complex regulatory environment, the organisation was required to deliver at pace while continuing to invest in long-term capacity and institutional resilience. Throughout the year, our efforts were directed towards reinforcing delivery capability, strengthening governance and ensuring that Jobsplus continues to operate as a credible, dependable public institution.

Jobsplus established a dedicated Quality Unit to embed consistent standards across services and support continuous improvement. In parallel, a Culture and Wellbeing Programme was launched to strengthen staff engagement and organisational resilience, recognising that sustainable client-centric performance depends on a supported, motivated workforce. A dedicated Communications Unit was established, providing clearer ownership of the function and a more defined framework for its continued development.

Strengthening our IT function, together with formalisation of Jobsplus’s strategic planning and management capability, were other key areas of focus. These investments are essential in supporting a data-informed organisation capable of operating at scale, improving service accessibility and responding efficiently to changing demands. At the same time, we continued to reinforce our compliance function, including through closer co-ordination and joint inspections with other authorities. Through its compliance function, Jobsplus continued to contribute to the integrity of the labour market and the protection of workers’ rights.

In parallel, a restructuring exercise led to the establishment of a dedicated Training and Schemes Division, further strengthening Jobsplus’ strategic focus on skills development, workforce support and alignment with national and EU lifelong learning priorities.

The implementation of the Malta Labour Migration Policy represented a major operational responsibility. Jobsplus processed approximately 100K applications, supporting a more structured, co-ordinated approach to labour migration. This work relied on close intra- and inter-ministerial collaboration, particularly with Identità, immigration authorities, Malta Enterprise, Transport Malta and the Malta Tourism Authority, ensuring coherence across procedures and in the implementation of the various measures included in the policy.

Stakeholder engagement remained integral to effective delivery. Jobsplus maintained regular dialogue with employer organisations, social partners, chambers and sectoral representatives, as well as individual employers. These engagements helped ensure that implementation remained grounded in labour market realities and responsive to emerging needs.

Several EU-funded programmes were launched and are under implementation, including the Training for Employment programme, Youth Guarantee initiatives and VASTE II. Jobsplus sustained a strong absorption performance, committing approximately €10.6 million in EU funding to support employability, skills development and inclusion. Governance of the Free Childcare Scheme was also strengthened, with approximately 3,500 new beneficiaries and expenditure of around €61 million overseen.

None of this would have been possible without the dedication and professionalism of the team. I sincerely thank all employees for their commitment and adaptability throughout a demanding year.

Looking ahead, priorities for the coming year include continued IT modernisation, further strengthening of the compliance function, and consolidation of operational and strategic management structures. These efforts will ensure that Jobsplus remains a resilient, responsive and adaptable institution capable of meeting future challenges.

03

Introduction – Labour Market Context

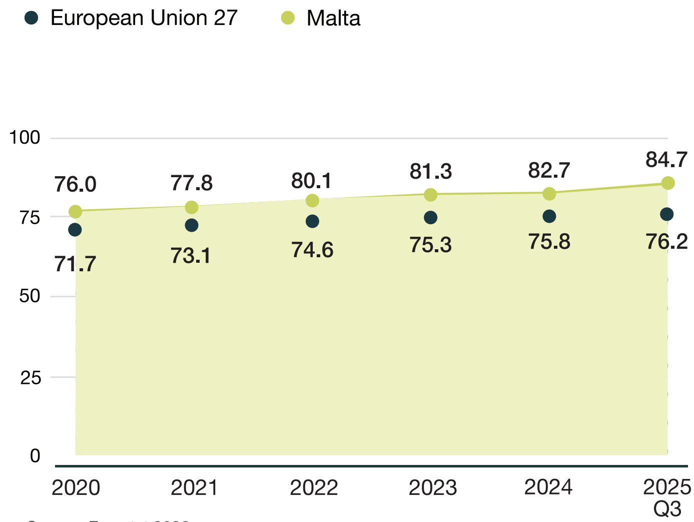
3.1

Employment and Participation

Employment Rate

Malta's employment rate for the 20- to 64-age cohort remained consistently and significantly above the EU-27 average over the whole 2020-2025 period, with the gap widening over time. While the EU-27 recorded a steady increase from 71.7% in 2020 to 76.2% in Q3 of 2025 (up 4.5 percentage points), Malta's rate increased from 76.0% to 84.7% (up 8.7 percentage points). Consequently, Malta's lead over the EU-27 expanded from 4.3 percentage points in 2020 to 8.5 percentage points in Q3 of 2025. The latest data point also confirms stronger recent momentum in Malta: between 2024 and Q3 of 2025, Malta increased by 2.0 percentage points, compared with an increase of 0.4 percentage points for the EU-27.

Employment Rate (%)

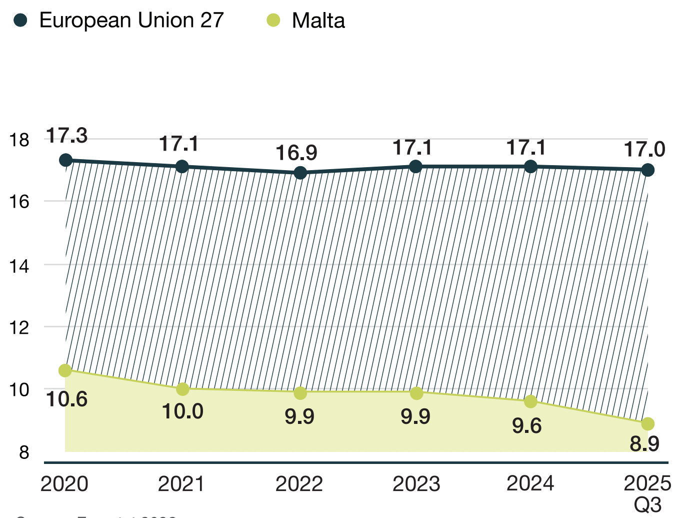


Source: Eurostat 2026

Part-Time Employment Rate

Malta's part-time employment rate remained consistently and substantially below the EU-27 average across the period, with the gap widening further in recent years. At EU level, the indicator is broadly stable, edging down only slightly from 17.3% in 2020 to 17.0% in Q3 of 2025 (down 0.3 percentage points). By contrast, Malta recorded a clearer downward trend, falling from 10.6% to 8.9% over the same period (down 1.7 percentage points). As a result, Malta's shortfall relative to the EU-27 increased from 6.7 percentage points in 2020 to 8.1 percentage points in Q3 of 2025. The latest observation confirmed this pattern: between 2024 and Q3 of 2025, the rate declined by 0.7 percentage points in Malta, compared with a marginal 0.1 percentage point decline for the EU-27.

Part-Time Employment Rate (%)

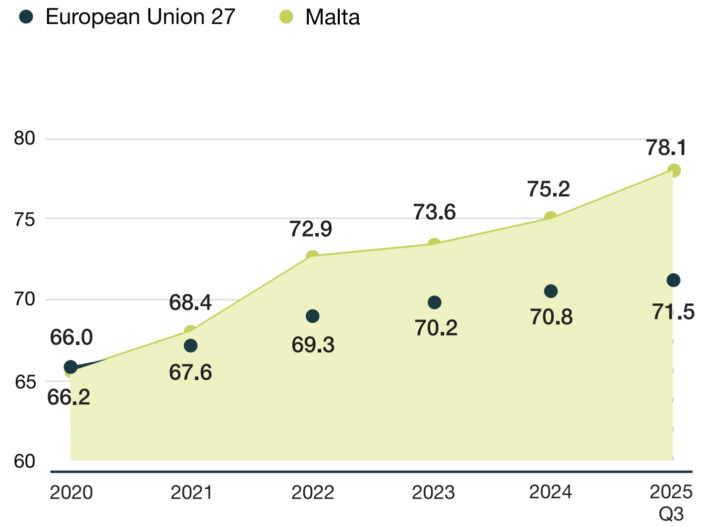


Source: Eurostat 2026

Female Employment Rate

Malta's female employment rate has increased rapidly over the period and has moved from slightly below the EU-27 average to well above it. The EU-27 recorded a steady increase from 66.2% in 2020 to 71.5% in Q3 of 2025 (up 5.3 percentage points). Malta, by contrast, rose from 66.0% to 78.1% (up 12.1 percentage points), indicating a markedly stronger improvement. As a result, Malta has shifted from 0.2 percentage points below the EU-27 in 2020 to 6.6 percentage points above the EU-27 by Q3 of 2025. The latest data point confirmed continued momentum: between 2024 and Q3 of 2025, Malta increased by 2.9 percentage points, compared with an increase of 0.7 percentage points for the EU-27.

Employment Rate - Female (%)



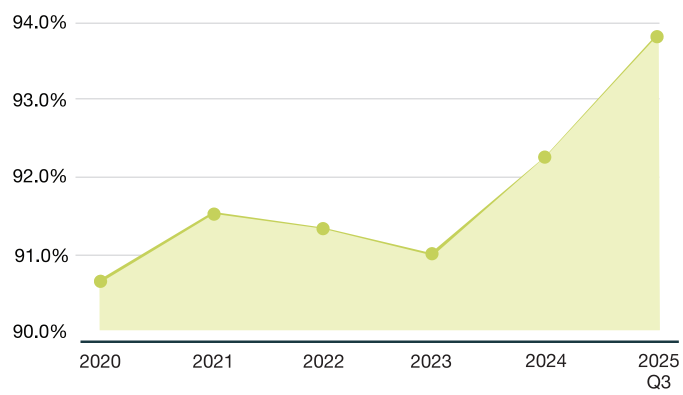
Source: Eurostat 2026

Retention Rate – Overview

Retention rates are calculated on a year-on-year basis using year-end snapshots (December), measuring the proportion of employees present in the previous reference period who remained employed in the subsequent period.

The retention rate has shown a generally positive trend over the period from December 2020 to August 2025. Starting at 90.7% in December 2020, it increased to 91.5% in December 2021. A slight dip occurred in December 2022 to 91.3% and in December 2023 to 91.0%, but the rate recovered strongly in December 2024, reaching 92.2%. The most recent data from August 2025 shows the highest retention rate in this period at 93.9%, indicating an overall improvement in retention over time.

Retention Rate



Source: Jobsplus administrative data

Retention Rate Male/Female/ By Age Group

Retention rates improved steadily between December 2020 and August 2025 across all age groups for both genders. Among females, the youngest group (under 25) increased from 84.9% to 90.1%, showing the strongest growth; the 25-29 group rose from 89.3% to 92.6%; the 30-54 group, consistently the highest, improved from 93.0% to 95.6%; and the 55+ group increased from 88.6% to 93.5%. For males, under 25, retention grew from 84.0% to 88.6%, 25-29 from 88.3% to 91.7%, 30-54 from 92.6% to 94.6%, and 55+ from 89.1% to 93.7%. Overall, younger age groups saw the largest relative gains, while older groups maintained high retention, with the gender gap narrowing over time, particularly among under-25s and 25-29s.

Source: Jobsplus administrative data

3.2

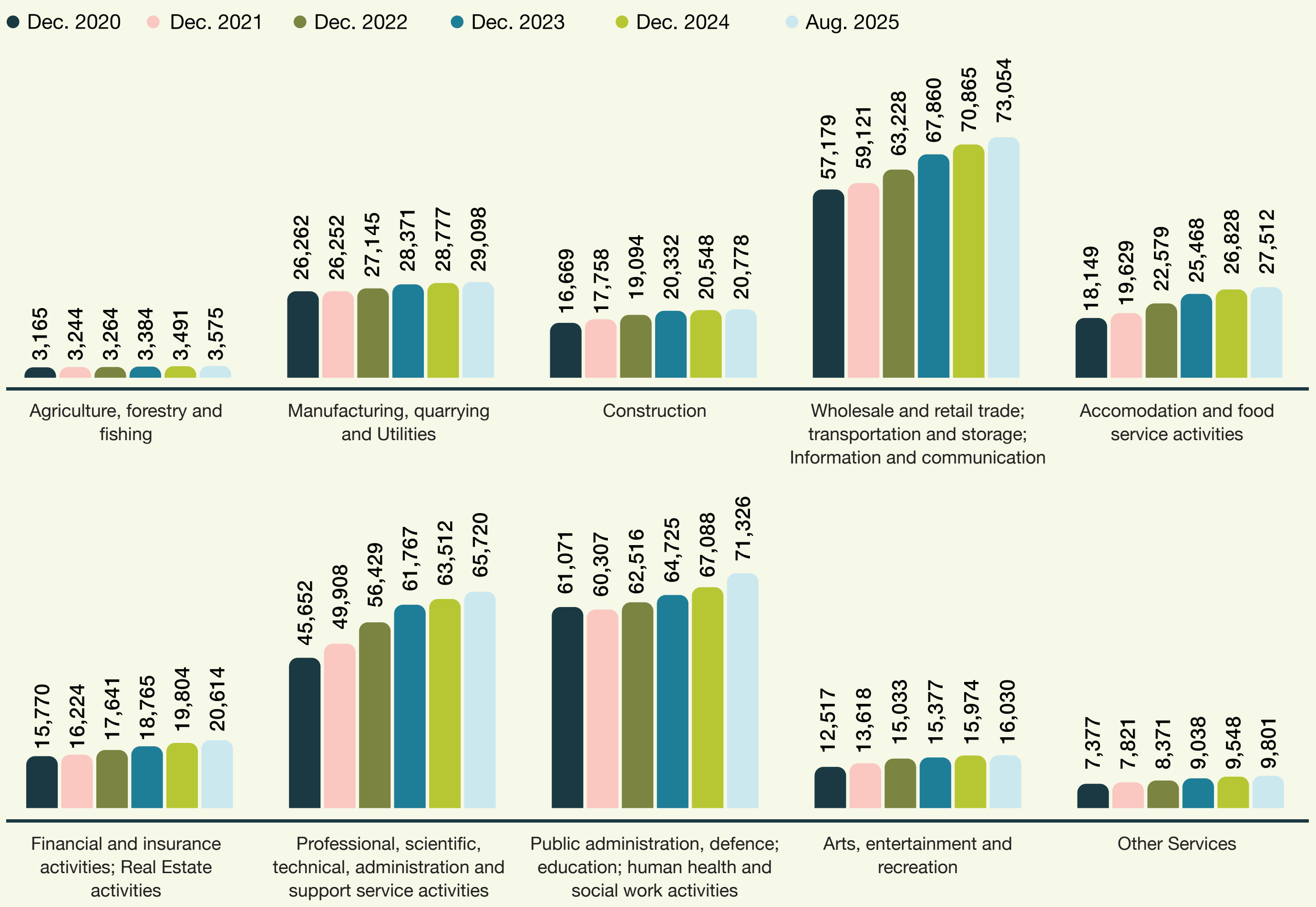
Sectoral Performance

Sectoral Employment Growth

Employment growth was recorded across all sectors between December 2020 and August 2025, although the pace of expansion varied significantly, with service-oriented industries growing more rapidly than traditional and primary sectors.

During this period the accommodation and food services recorded the highest increase (+52%), followed by professional, scientific, administrative and support services (+44%). Financial and real estate activities (+31%), other services (+33%), arts and recreation (+28%), and trade, transport and ICT (+28%) also expanded at above-average rates. In contrast, construction (+25%), public administration, education and health (+17%), manufacturing and utilities (+11%), and agriculture (+13%) grew more moderately. Overall, the figures highlight a clear shift towards service-led employment growth, with traditional and primary sectors expanding at a slower pace.

Employment by Sector



Source: Jobsplus administrative data

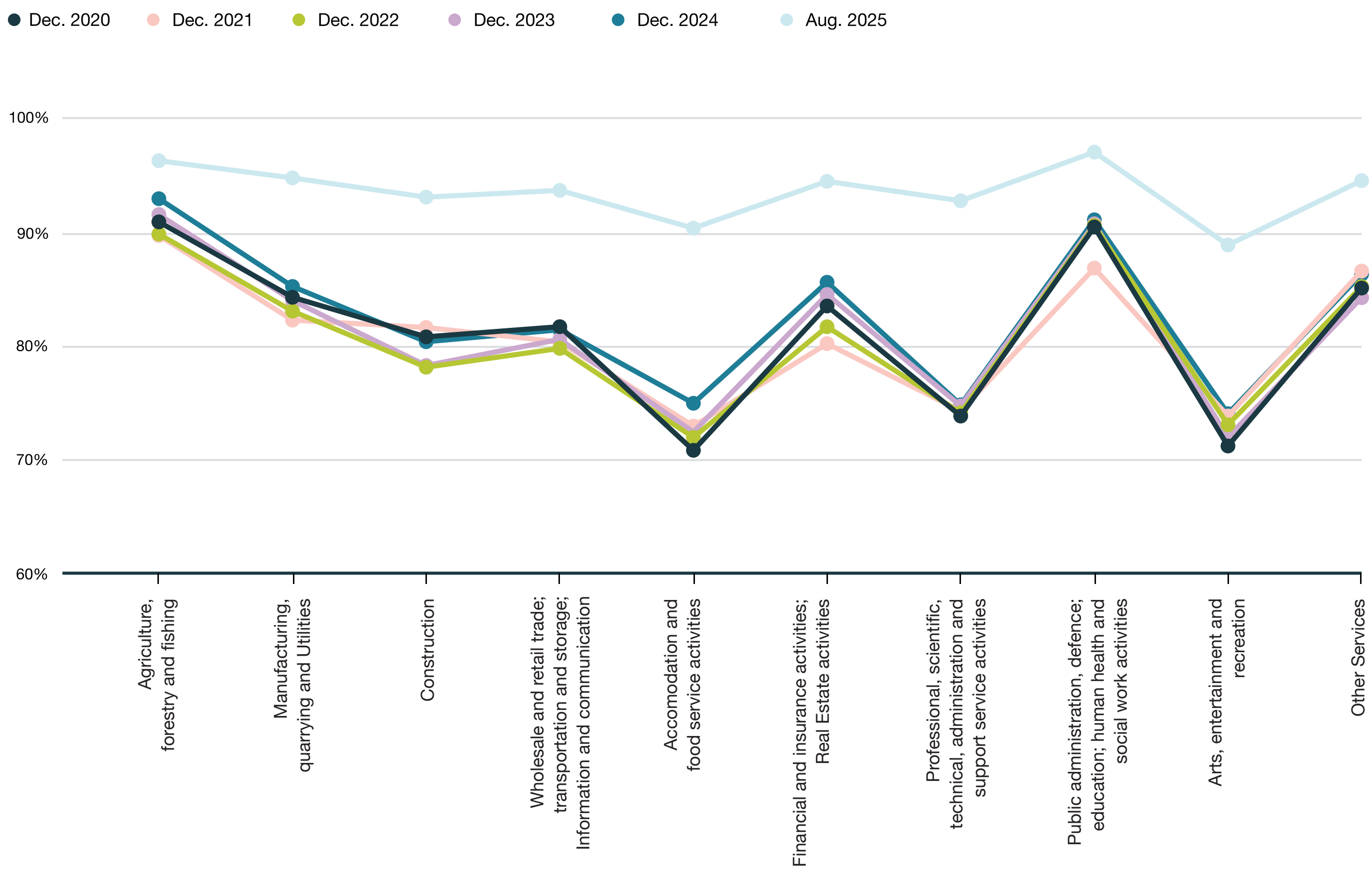
Sectoral Retention Rate by NACE Category

The sector retention rate is calculated as the percentage of individuals employed in a given sector in December of the reference year and who are still employed in the same sector in December of the reference year +1. The figures show clear differences in retention rates across NACE sectors, with consistently higher retention observed in public administration, education and health, as well as agriculture, forestry and fishing, where rates generally exceeded 90% throughout the period.

Manufacturing and financial and real estate activities recorded mid-to-high retention levels, showing gradual improvement over time. In contrast, accommodation and food service activities and arts, entertainment and recreation consistently exhibited the lowest retention rates, reflecting higher workforce turnover typical of these sectors.

By August 2025, retention increased markedly across all sectors, with the most pronounced improvements seen in construction, wholesale and retail trade, and professional and administrative services. Overall, the data point to structurally stronger employment stability in the public and primary sectors, while service industries with more flexible employment models continue to experience comparatively higher labour mobility, despite recent gains.

Retention by Sector



Source: Jobsplus administrative data

Sectorial Retention Rate Male/ Female by Age Group

The figures indicate that retention rates increase consistently with age for both genders, with under-25s recording the lowest retention and workers aged 30-54 and 55+ showing the highest levels throughout the period. Between December 2020 and December 2024, retention among younger cohorts (under 25 and 25-29) declined slightly, while older age groups remained broadly stable or improved, particularly among females aged 55+. By August 2025, retention rose sharply across all age groups and genders, exceeding 90% in most categories. Gender differences were generally modest, though females tended to record slightly higher retention rates than males, especially in the 25-29 and 30-54 age groups. Overall, the data highlight stronger employment stability among older workers and a notable recent improvement in retention across the entire workforce.

Retention % by Age Group and Gender

Source: Jobsplus administrative data

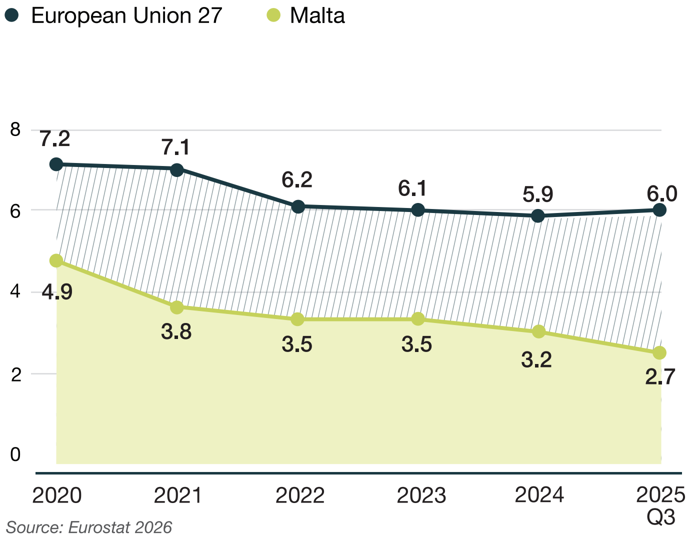
3.3

Unemployment And Youth Dynamics

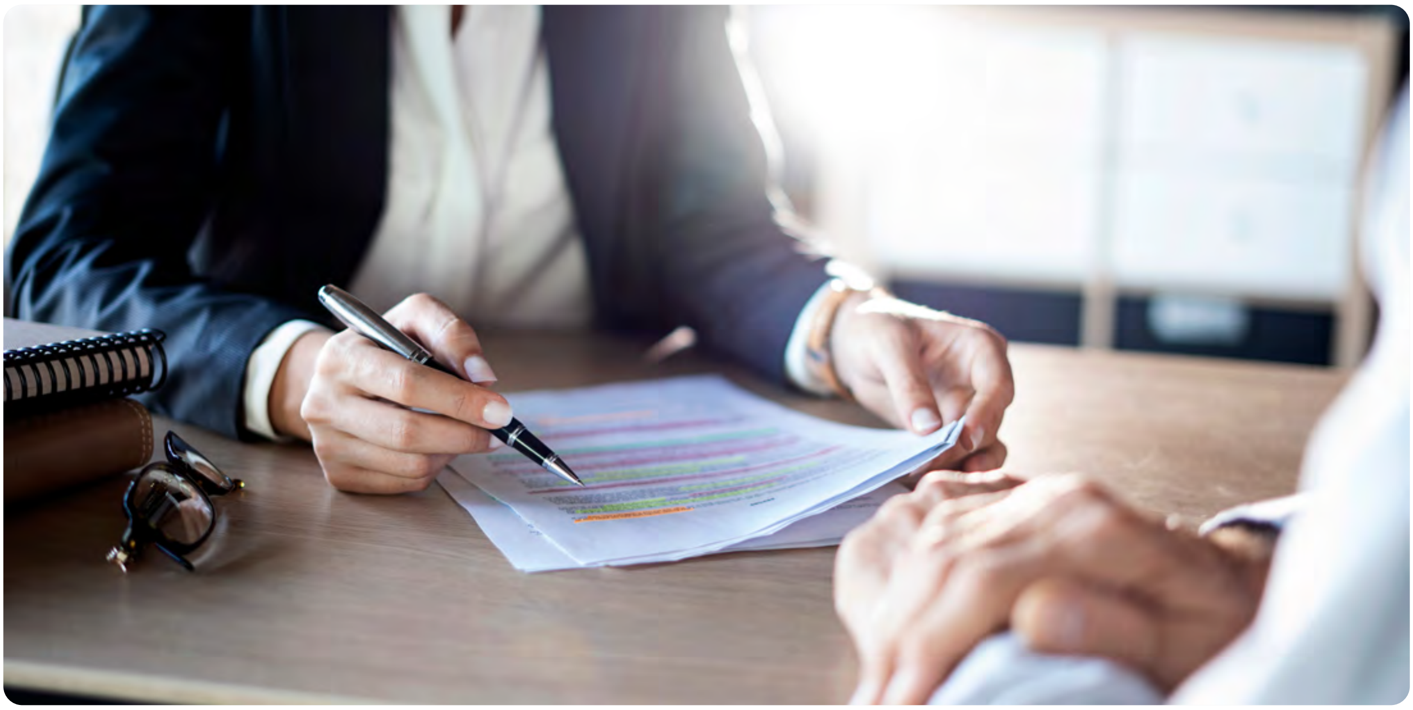
Unemployment Rate

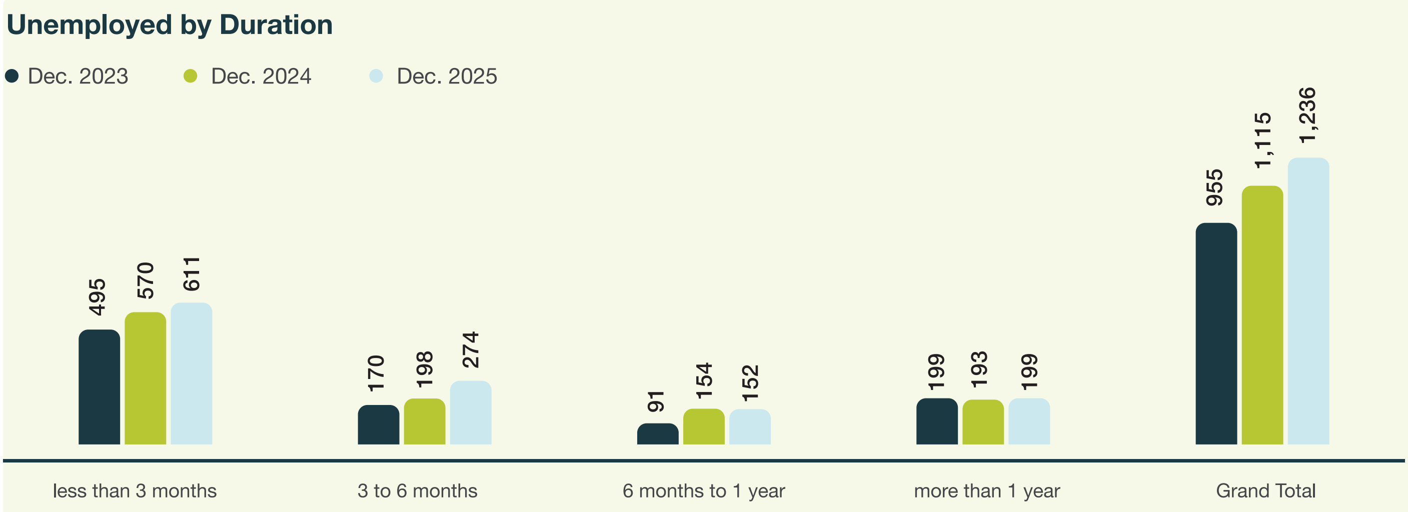
Malta's unemployment rate for the 15- to 74-age cohort remained consistently well below the EU-27 average throughout the period and continues to decline, reaching a new low in Q3 of 2025. At EU level, unemployment fell from 7.2% in 2020 to 6.0% in Q3 of 2025 (a reduction of 1.2 percentage points), with a slight increase between 2024 and Q3 of 2025. Malta recorded a stronger and more sustained improvement, decreasing from 4.9% to 2.7% over the same period (a reduction of 2.2 percentage points). Consequently, Malta's gap relative to the EU-27 widens from 2.3 percentage points in 2020 to 3.3 percentage points in Q3 of 2025. The latest data point underscored this divergence: between 2024 and Q3 of 2025, EU unemployment edged up by 0.1 percentage point, while Malta's declined by 0.5 percentage point.

Unemployment Rate (%)



Source: Eurostat 2026



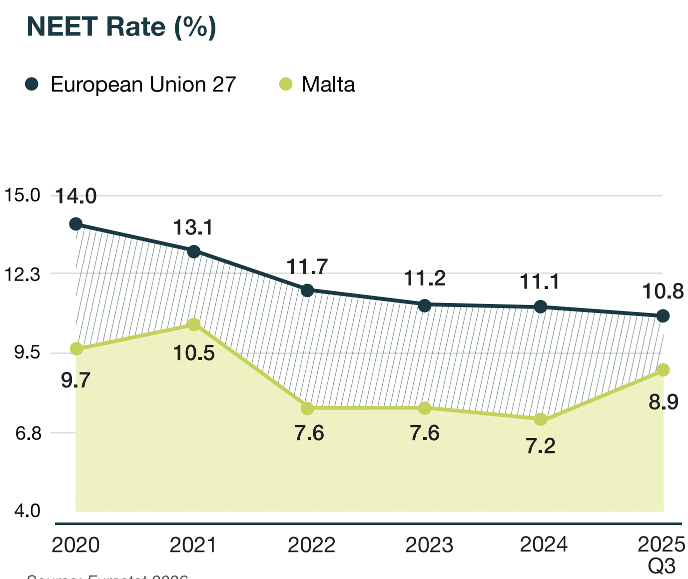


Source: Jobsplus administrative data

Registered Unemployed

Registered unemployment, as of December 2025, stood at 1,236. An analysis of the registered unemployed shows that 49% of those looking for employment with Jobsplus have been registering for less than 3 months, signifying short-term unemployment. Another 22% were registering for 3 to 6 months, whereas 12% had been registering for 6 to 12 months and 16% had been registering for more than 12 months.

68% of persons registering for employment were males; 32% were females. 18.5% of these were in the under-25 age cohort; 9.5% were between 25 and 29 years old; 56.3% were between 30 and 54 years old; and the remaining 15.6% were over 55 years old.



Source: Eurostat 2026

Share of NEETs

Malta's NEET (neither in employment nor in education and training) rate[1] for the 15- to 29-age cohort remained below the EU-27 average across the period. However, the latest data point indicates a partial reversal of the gains recorded up to 2024. The EU-27 showed a sustained downward trend, declining from 14.0% in 2020 to 10.8% in Q3 of 2025 (a reduction of 3.2 percentage points). Malta started from a lower level and improved overall from 9.7% to 8.9% (a reduction of 0.8 percentage points) but followed a more volatile path. After decreasing markedly between 2021 and 2024 (from 10.5% to 7.2%), Malta's rate increased in Q3 of 2025. As a result, Malta's gap relative to the EU-27 narrowed from 4.3 percentage points in 2020 to 1.9 percentage points in Q3 of 2025.

1 The indicator young people neither in employment nor in education and training, abbreviated as NEET, corresponds to the percentage of the population of a given age group and sex who is not employed and not involved in further education or training.

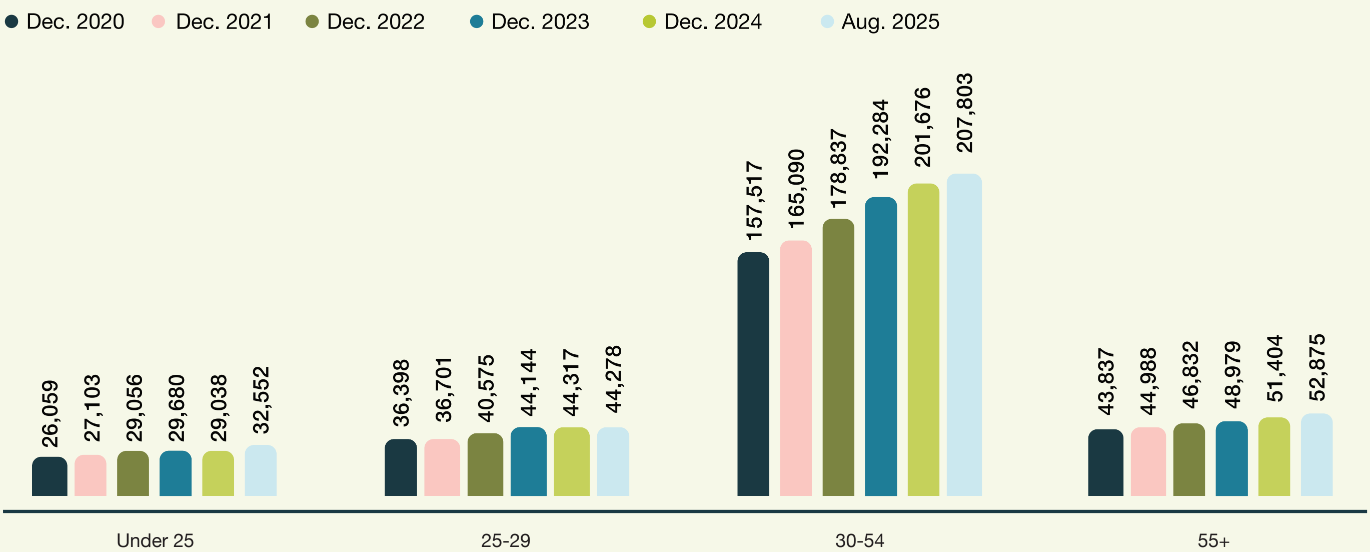
3.4

Structural Challenges

Employment By Age

Employment increased across all age groups between December 2020 and August 2025, indicating broad-based growth in labour market participation. The largest absolute increase was recorded among those aged 30-54, rising from 157,517 to 207,803, reinforcing this group's position as the core of the workforce. Employment among older workers aged 55+ also grew steadily over the period, from 43,837 to 52,875, pointing to continued extension of working lives. Younger age groups recorded more moderate growth, with employment among under-25s increasing overall despite some volatility after 2023, while employment in the 25-29 age group stabilised from 2024 onwards. Overall, the figures suggest sustained employment expansion, driven primarily by prime-age and older workers.

Employment by Age Group

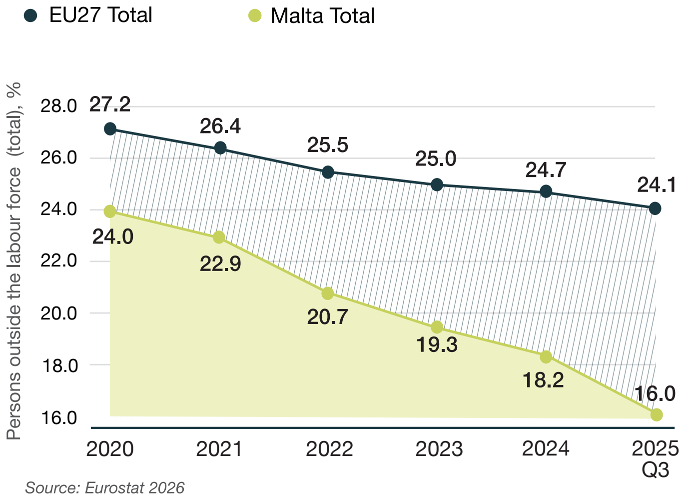


Source: Jobsplus administrative data

Inactive Population

Malta's share of persons outside the labour force remained consistently and markedly below the EU-27 average throughout the period, with the gap widening over time. While the EU-27 recorded a gradual decline from 27.2% in 2020 to 24.1% in Q3 of 2025 (a reduction of 3.1 percentage points), Malta fell more sharply from 24.0% to 16.0% (a reduction of 8.0 percentage points). As a result, Malta's advantage relative to the EU-27 expanded from 3.2 percentage points in 2020 to 8.1 percentage points in Q3 of 2025. Looking at the latest available observation (Q3 of 2025), Malta showed a larger recent decline than the EU-27: from 18.2% in 2024 to 16.0% in Q3 of 2025 (-2.2 percentage points), compared with a decline from 24.7% to 24.1% in the EU-27 (-0.6 percentage points).

Inactivity (total) - MT vs EU-27, 2020-2025-Q3

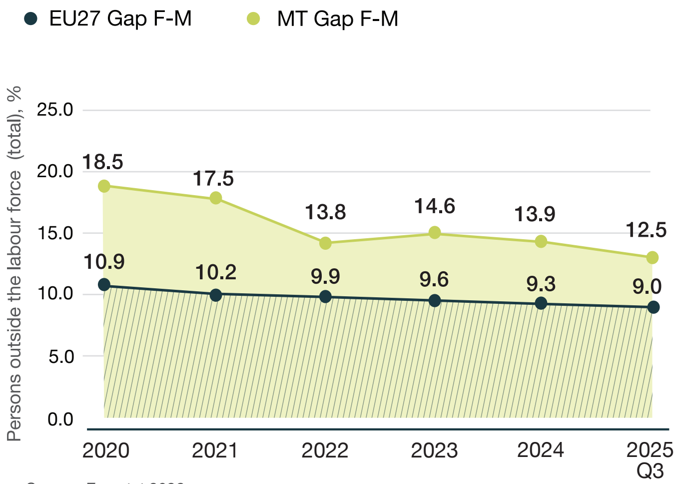


Source: Eurostat 2026

Inactive Male/Female

From a gender perspective, Malta also performed better than the EU-27 for both men and women, but the profile differs. In 2024, for the 15- to 64-year cohort, male inactivity stood at 11.9% in Malta versus 20.0% in the EU-27 (a gap of 8.1 percentage points), whereas female inactivity stood at 25.8% in Malta compared to 29.3% in the EU-27 (a gap of 3.5 percentage points). Over 2020-2024, Malta's reduction is particularly pronounced among women (from 33.8% to 25.8%, down 8.0 percentage points), outpacing the decline among men (from 15.3% to 11.9%, down 3.4 percentage points). Although Malta has reduced its gender gap substantially, the gap remains larger than the EU-27's. In 2024, the gender gap was 13.9 percentage points in Malta (25.8% vs 11.9%), compared with 9.3 percentage points in the EU-27 (29.3% vs 20.0%). In Q3 2025, Malta's inactivity gender gap stood at 12.5 percentage points, with female inactivity at 22.9% and male inactivity at 10.4%. The series shows a continued improvement over time, as the gap narrowed from 18.5 percentage points in 2020 to 12.5 percentage points in Q3 2025.

Inactivity – gender gap (F-M): MT vs EU-27, 2020-2025-Q3



Source: Eurostat 2026

Female inactivity in Malta declined markedly over the 2020-2024 period and continued to fall into 2025 (Q3). For the 25-49 age group, the inactivity rate decreased from 22.1% in 2020 to 13.3% in 2024, reaching 11.1% by Q3 2025. A similar downward trend was observed among women aged 55-64, where the rate fell from 61.8% in 2020 to 54.3% in 2024, and further to 49.3% by Q3 of 2025.

According to news release issued by the National Statistics Office (NSO), in the period July-September 2020, female inactivity was primarily driven by personal or family responsibilities (32.2%) and other unspecified reasons (33.1%), which together accounted for nearly two-thirds of the total inactivity. Retirement-related factors, including having reached retirement age or opting for early retirement, represented a further 24.7%, while participation in education or training accounted for 10%.

During the period July-September 2025, the distribution of reasons remained broadly similar. Personal or family responsibilities accounted for 33.3% of female inactivity, education and training for 10.1%, retirement-related factors for 23.5% and other reasons for 33%.

Taken together, the evidence points to a cohort-driven decline in female inactivity, as generations with stronger labour market presence move into older age groups.

04

Supporting People and Business

4.1

Enabling Individuals

4.1.1 Access & Advisory

Registration and Profiling

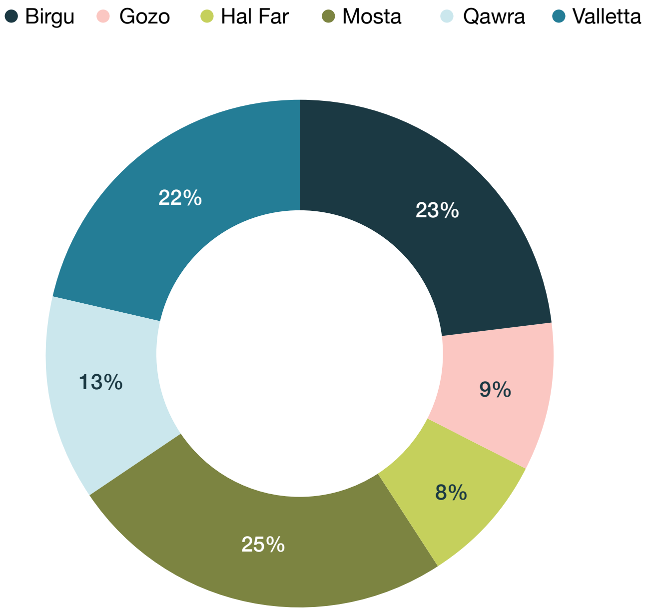
Jobsplus registers both unemployed individuals seeking employment and employed persons looking for alternative job opportunities. Once a job seeker registers with Jobsplus, an Employment Advisor is assigned to support the individual return to the labour market.

Job seekers received Jobsplus services through Jobsplus Job Centres and online. In 2025, 27,424 clients visited Jobsplus Job Centres across Malta and Gozo, as indicated in the chart below.

Registration Services – 2025 Highlights

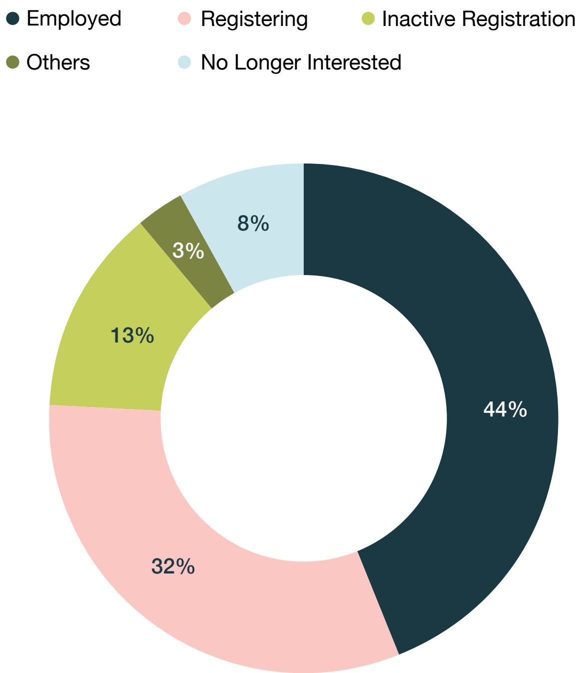
- 8,304 registration service applications submitted
- 6,757 unique job seekers
- 37% of job seekers were female, 63% were male

Reaching the Community Through Our Jobs Centres



Source: Jobsplus administrative data

Registration Outcomes of Registered Jobseekers by End of Year 2025
3872 Unique Persons



Source: Jobsplus administrative data

A total of 3,872 unique individuals registered as unemployed during 2025. Of these, 44% (1,702) moved to employment, with 39 % (1,510) of them taking up employment within the first 6 months of registration. As at end 2025, 32% (1,237) were on the unemployment register and 24% (933) had moved off the register, with 45% (420) leaving the unemployment register due to retirement, relocating abroad, being unfit for work and other reasons.

These short periods of unemployment were supported by the guidance and assistance provided by Jobsplus staff and further facilitated by the highly dynamic labour market.

Personal Action Plans

The outcomes reported in the previous section on persons registering for employment are the result of a buoyant economy, coupled with intensive efforts by Jobsplus to ensure that no stone is left unturned in terms of providing support to persons who may find it more challenging than others to enter and remain in the labour market. The sections below provide a brief overview of the vast, diverse initiatives and work-streams adopted by Jobsplus to ensure that it can support each and every person with the potential to contribute successfully to the labour market.

These efforts require intensive investment of effort and, by their very nature, touch a limited number of persons. However, the impact they make on the lives of the individuals who are supported and their families is immeasurable. The benefit to society and the economy when a person who may otherwise remain dependent on social services becomes an active contributor to the economy is also not to be discounted.

Jobsplus has continued to further develop its person-specific, targeted Job seeker Advisory Services to cater to the unique needs of each job seeker, including:

- Registered Youth Job Seekers – Guiding young people towards the Youth Guarantee work packages to enrol in further training or enter the labour market;
- Adult Job Seekers – Supporting individuals transitioning from unemployment to employment, changing career paths, or re-entering today's evolving labour market;
- Long-Term Unemployed – Assisting individuals who have been out of work for a prolonged period to reintegrate into employment;
- Persons with a disability and disadvantaged job seekers – Providing person-centred and tailored approaches to encourage, empower and facilitate inclusion, upskilling and retention in employment through job coaching and mentoring;
- Migrants – Supporting migrants in navigating the local job market to secure appropriate employment;
- Job Changers – Offering direction and resources for those wishing to change career or industry; and
- Inactive Persons – Encouraging and assisting individuals to reconnect with the labour market.

Advisory Services remain central to guiding individuals towards employment through tailored support and practical, actionable advice.

Key Objectives

1. Career Guidance – Offering personalised support to help job seekers identify suitable career paths aligned with their skills and interests.
2. Job Matching – Aligning job seekers' competencies with available vacancies and exploring opportunities in emerging sectors.
3. CV Support – Delivering focused CV-writing sessions to ensure qualifications and experiences are presented effectively.
4. Interview Preparation – Providing coaching on interview techniques and common questions to enhance confidence and performance.
5. Training & Workshops – Recommending relevant training and facilitating workshops to strengthen job seekers' employability.
6. Labour Market Information – Sharing up-to-date insights on labour market trends, in-demand roles and sectoral opportunities.
7. Networking & Events – Organising and participating in conferences, panels, workshops, expos, media engagements, and regional meetings to expand employment access and stakeholder collaboration.

Service delivery in 2025 reflects a year of effective, outcome-focused engagement within a tight labour market context. This trend aligns with shorter unemployment durations and faster transitions into employment.

Employment Advisors (EAs) engaged with a high number of job seekers, through 18,000 appointments, implementing a case-management approach with frequent follow-ups with each job seeker. EAs provided continuous, tailored support to respond effectively to evolving job seeker needs. The effectiveness of these actions enabled over 2,200 job seekers to successfully enter the labour market or change employment within a short time frame. Of these, 32% were registered unemployed, and the remaining 68% were job changers.

Good Practice -
Jobsplus adoption of the 'Outcomes Star'

During a stakeholders meeting held in Brussels in November 2024, Jobsplus participated in the 'Market of Possibilities', with other member states who showcased their good practices in support of vulnerable persons seeking employment.

Jobsplus presented the Outcomes Star, which is a tool used within Job Seeker Advisory Services to gauge each step of the client's journey of change towards employment and support.

Subsequently, in 2025, Jobsplus was approached to further explain the use of this tool. The model garnered significant interest and was published on the PES online document repository (CIRCABC) as a best practice.

The Outcomes Star Model allows Jobsplus and the client to:

- Identify a job seeker's underlying barriers to employment and facilitate his/her areas of progress and/or fall back in a timely manner through their journey of change;
- Provide management with an overview of common issues; and
- Support management in the development and implementation of new activities aimed at tackling identified issues.

To date, Jobsplus has rolled out the use of four stars; the 'Work Star' for adults out of work, the 'Pathway Star' for people who need considerable support, the 'Student Star', which was piloted for the first time in 2025 with persons with learning difficulties, disability or other needs in a training environment, and the 'Youth Star' which was adopted as part of the Youth Guarantee for young people with a range of needs and starting points requiring support in their first steps towards employment.

The use of the Outcome Star Tool increased significantly, with 613 sessions with job seekers experiencing more complex or multiple barriers to employment. The majority were participants in the Youth Guarantee.

Outreach activity expanded substantially, particularly in the context of the launch of the Youth Guarantee Programme. This proactive approach included systematic outreach through social media, stakeholders' engagement, school to work interventions and other awareness measures.

Overall, performance in 2025 should be viewed within the context of a strong labour market, where high employment levels and rapid job placements shaped service demand and delivery patterns. The data reflect a shift towards efficient, targeted and outcome-driven support, with EAs playing a central role in facilitating timely, sustainable labour market transitions.

Networking & Events – Outreach and Stakeholder Engagement

Jobsplus continued to strengthen outreach and stakeholder engagement through active participation in conferences, panels, workshops, expos, information sessions, and regional meetings across Malta and Gozo.

As part of ongoing professional development, staff attended intensive training in career guidance, enhancing their ability to build rapport and deliver personalised support to clients. Staff members also participated in the Euroguidance Annual Conference, which focused on the use of Artificial Intelligence in career guidance, ensuring alignment with emerging European practices.

Community-based interventions were carried out throughout the year, including school-to-work initiatives aimed at supporting young people in their transition to employment. In collaboration with entities such as FSWS and DSS, targeted sessions were delivered to specific client cohorts, focusing on employability, reskilling and labour market integration.

4.1.2 Youth & Early Intervention

Youth Guarantee 3.0 - ESF+.01.194

Co-financed by the European Social Fund+ (2021-2027), the Youth Guarantee 3.0 is Malta's flagship initiative designed to respond to the evolving challenges of youth unemployment and skills mismatches. The Youth Guarantee was formally launched in 2025 with

an increased €10 million budget to offer re-skilling and upskilling pathways, mobility experiences and strong multi-stakeholder partnerships to support disadvantaged youths aged 15-29 who are not in education, employment or training (NEETs).

Jobsplus is committed to strengthening youths' employability and inclusion through concentrated services, including mentoring, as required.

Since launch, 1,897 youths have applied to participate in the Youth Guarantee. The main activities in 2025 were the SEC revision classes and MCAST preventive measures, which supported 67% of the referred applicants, who will potentially remain in education or progress to post-secondary pathways and thus reduce early school leaving.

Another 20% underwent individual profiling and one-to-one guidance, enrolled in tailored, flexible training programmes addressing emerging labour market demands, particularly in the digital, green and care sectors, equipping participants with skills required for future employment.

The remaining 13% are being followed up to reintegrate them in the Youth Guarantee pathway or support them in retaining employment.

The SEC Revision Classes continue to be a high-impact work package. Overall, 483 eligible students attended the classes. of whom 191 (40%) successfully improved their grade and achieved Level 3 in September, confirming the positive effect of the intervention.

Efforts were also undertaken to strengthen systems, improve targeting mechanisms and broaden inter-agency collaboration:

Comprehensive Mapping and Profiling

Specific assessment tools were introduced to better identify young people's skills, needs and barriers to employment, ensuring more precise targeting and tailored support.

Enhanced Partnerships

In collaboration with educational institutions, Jobsplus delivered targeted interventions including talks, mock interviews and training, to specific youth cohorts. Jobsplus also organised its usual yearly seminar for guidance practitioners in secondary and higher secondary schools. Staff within the advisory services also co-operated with other stakeholders, including employers, youth agencies and community organisations, to continue reinforcing the outreach and quality of service.

The Youth Guarantee partnered with Victim Support Malta to provide specialised support services to ensure that youth wellbeing needs are addressed as required prior to or alongside their employment pathway. This holistic support structure includes mental health support, such as counselling, psychological services and therapeutic interventions.

Referrals to the different levels of support are confidential, timely and co-ordinated. The aim of this support is to reduce/eliminate any weaknesses so that the youths can fully benefit from the Youth Guarantee pathways and progress towards sustainable education, training or employment outcomes.

ALMA 2025

ALMA (Aim, Learn, Master, Achieve) supports social inclusion and employability by combining tailored training with supervised work-placement mobility in another EU country.

Young people not in employment, education or training (NEETs) represent not only a social challenge but also a significant economic cost. According to Eurofound (2023), each NEET is estimated to cost the European Union approximately €15,125 per year in lost productivity and increased social expenditure, with the overall annual cost of 8 million NEETs across the EU estimated at €121 billion. Targeted interventions such as ALMA therefore constitute both a social investment and a sound economic response aimed at preventing long-term labour market exclusion.

The ALMA Network connects and supports organisations implementing the initiative across Europe. It assists members in planning and managing ALMA calls, promotes peer learning and good practice exchange, and strengthens programme quality across ESF+ Managing Authorities and Implementing Bodies. Supported by the European Commission and the European Competence Centre for Social Innovation, the Network operates as a practitioner-driven platform focused on continuous improvement and capacity building.

Following the success of the pilot project ALMAlta, in 2025, Jobsplus has fully integrated ALMA in the Youth Guarantee in these three phases:

- Preparatory Training (Malta): A three-month tailored programme delivered to 21 NEETs, focusing on soft skills, independence and personal development.
- Mobility Phase (Barcelona): Two-month work placements for 10 participants, with mentors supporting the youths to enhance their independent living skills, and build their confidence, resilience and intercultural skills.
- Follow-up Support: Continued psychological guidance and job advisory services, as required, to help participants transition into employment or further education.

With an 84% success rate, the Jobsplus ALMA model has been recognised by Interreg Europe as an Expert Approved Best Practice, highlighting the effectiveness of combining training, mobility and continuous personalised support.

ALMA 2025 Participant Testimonial:

> “My 2-month internship in Barcelona was a truly transformative experience, both professionally and personally. During my time there, I had the opportunity to work as a clean-up artist on a 2D animation short film, attend film festivals and animation seminars, and developed a better understanding of how animation studios work. This experience helped me find a full-time position at an animation studio afterwards. Beyond that, living in Barcelona was incredibly inspiring. The city’s diverse art and music scene, architecture and local festivities deeply influenced me as an artist, broadened my perspective and motivated me to keep pushing my creative boundaries. The friendships I built and the experiences I gained along the ALMA programme are something I will always hold close to my heart.”
>
> LANA BERTY SPITERI

Interreg Europe Thematic Expert Testimonial:

> While part of a larger EU-wide pilot, the ALMA methodology in Malta had a great success rate in ending participants’ NEET status within just five months. It illustrates the importance of combining training and work placement mobility with continuous, tailored guidance and support
>
> MART VELISTE

atWork4NEETs

Co-funded by Interreg Europe, atWork4NEETs (2023-2027) supports seven European regions to improve policies for young people not in education, employment or training (NEETs). Led by Jobsplus, the project brings together partners from Italy, Croatia, Romania, Slovenia, Luxembourg and Lithuania.

Across its core semesters, partners examined key themes, including NEETs profiling, training and personalised support, work exposure and follow-up services, labour market matching and outreach strategies. Best practices identified during interregional exchanges are submitted to Interreg Europe for expert review and translated into recommendations to enhance the Youth Guarantee implementation at regional level.

4.1.3 Inclusive & Targeted Support

Disability

Jobsplus plays an essential role in supporting individuals with disabilities by offering personalised services that guide them towards meaningful employment or career exploration. The process begins with thorough assessments to evaluate employability, identify training needs and enhance the overall job-matching process.

Jobsplus medical officers conducted 267 assessments and a further 305 occupational assessments and reviews were undertaken by Jobsplus's Occupational Therapist. The latter assessments, which are funded through the ESF+.02.223 VASTE II programme, review each person's abilities and recommend the most suitable training or employment pathway – whether Sheltered Employability Training or other specific training, including mainstream training where appropriate. Jobsplus's partner in the disability sector, the Lino Spiteri Foundation (LSF), builds on these evaluations to provide tailored guidance and support clients access appropriate Supported Employment or job opportunities in the open labour market.

On 4 December, Jobsplus broadened its commitment to promote inclusion on an organisational level by becoming one of the signatories of the Malta Diversity and Inclusion Charter. Launched by the CORE Platform and supported by the Malta Council for the Voluntary Sector, the Charter seeks to foster diversity and inclusion across all sectors of Maltese society through collaboration and information sharing between members and beyond. Jobsplus is dedicated to cultivate a diverse, equitable and inclusive workplace while championing inclusive employment pathways for all disadvantaged job seekers.

The LSF strengthened its efforts to promote inclusive, sustainable employment for persons with disabilities in the open labour market. Through funds secured under the ESF+.02.223 VASTE II programme, the Corporate Relations Unit conducted 940 company visits, providing guidance and support to 327 businesses in recruiting, onboarding and retaining employees with disabilities.

A total of 219 clients benefited from tailored job coaching during pre-employment activities, with 355 individuals receiving ongoing support to ensure their successful integration, growth and independence at the workplace. The LSF successfully facilitated the employment of 176 persons with disabilities, reflecting its ongoing commitment to delivering tangible, positive outcomes for both job seekers and employers.

2025 marked the Lino Spiteri Foundation's 10th anniversary, which was commemorated through a conference showcasing a decade of growth, innovation and commitment to meaningful employment with the presentation of disabled job seekers' and employers' success stories.

The LSF has also been officially established as a fully-fledged academy following the accreditation of the Headstart for Employment Programme at MQF Level 4. The programme is designed to strengthen individuals' employability by developing key competencies needed for the world of work. Through a structured blend of learning units, individual coaching sessions and simulated work practice, participants acquire essential job skills and gain a clear understanding of workplace expectations and ethics.

A total of 27 students successfully graduated from the Headstart for Employment Programme in 2025. Through funds secured under the ESF+.02.223 VASTE II programme, the LSF also expanded its educational offering with the launch of the Tech Hub course, equipping 54 individuals with essential digital skills.

The LSF underwent an extensive operations audit, conducted by BASE UK, in which it was awarded 'Excellence' on the Supported Employment Qualitative Framework. This recognition reflects the organisation's consistent focus on quality, professionalism and measurable impact.

Throughout the year, LSF staff shared their expertise across the sector through presentations, panel discussions and participation in a wide range of conferences, training sessions and stakeholder engagements. Notable contributions included a presentation delivered at the National Career Guidance Network Committee Meeting, and participation in panels during the Year 11 Transition Non-Formal Award Celebration Day, organised by the Department for Education.

In addition, the organisation took part in the second stakeholder engagement workshop for the National Skills Strategy and delivered a lecture on Employment and Mental Health as part of the Mental Health Association's Empowerment Course. Apart from participating in local events, the Foundation also participated in international events, such as the British Association for Supported Employment's annual conference in London, reinforcing its position within the global supported employment community.

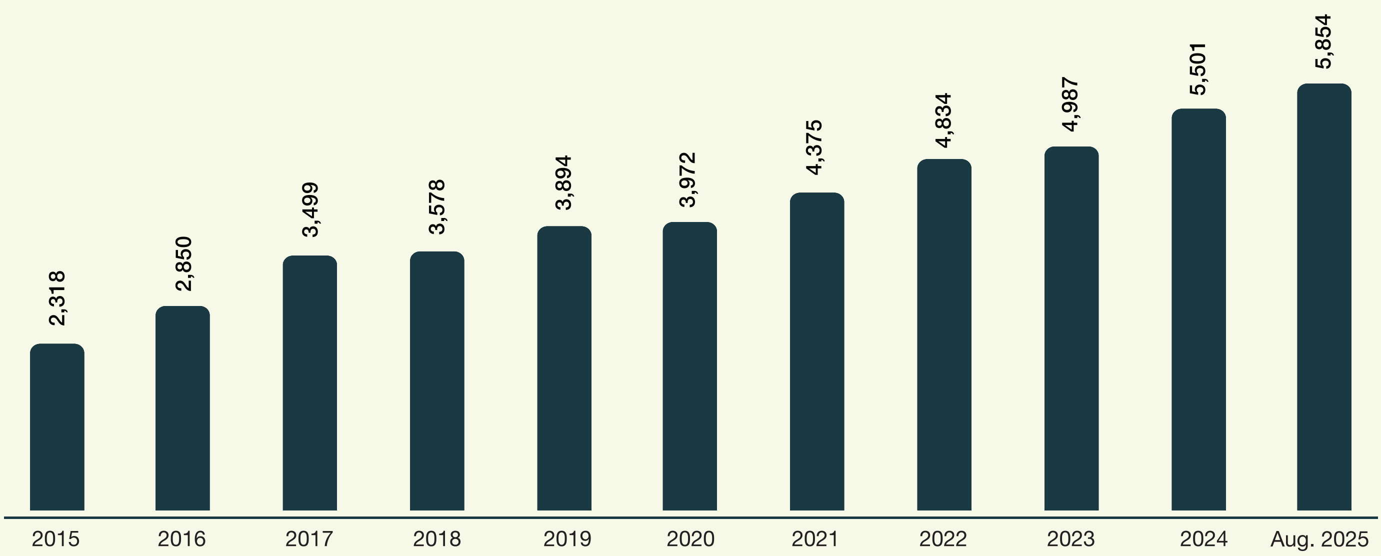
Exemption of the employer's share of the national insurance contribution and fiscal incentive scheme

Jobsplus processed 606 applications for the exemption of the employer's part of the National Insurance contribution of employees with a disability in 2025. In addition, 119 companies received a fiscal incentive in relation to the employment of 283 employees with disability.

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

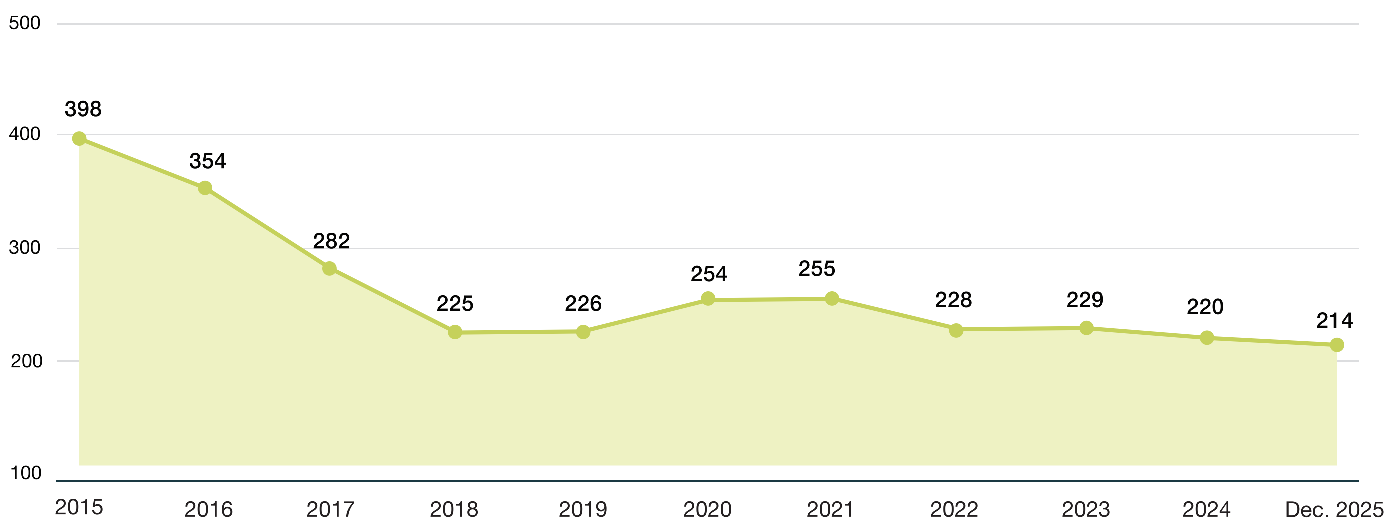
The introduction of the 2% employment quota, reinforced by targeted labour market interventions under the VASTE programmes and the partnership with the Lino Spiteri Foundation, has generated positive structural labour market outcomes. These support measures have increased labour force participation and employment levels among persons with disability, while effectively absorbing new market entrants.

Persons with Disability in Employment



Source: Jobsplus administrative data

Registered Disabled Persons Registering for Work



Source: Jobsplus administrative data

Jobsplus continued with the enforcement of this Legislation, issuing invoices to collect the contribution due by those employers that were not compliant by end 2024. In this regard, invoices were issued to 806 private companies, of which 651 paid the contribution due. Jobsplus is still following up on pending contribution payments through its Finance Department and Legal Office. Employers who are not compliant with this legislation are prohibited from employing Third Country Nationals (TCNs) until their situation is regularised.

Sheltered Employability Training (SET)

Co-funded under the ESF+.02.223 VASTE II programme, Jobsplus offers sheltered training with a core curriculum tailored to the needs of persons with a disability (including pre-employment upskilling, work tasks, work simulations and short, assisted exposure within a formal work setting). Participants are trained by Jobsplus Job Coaches under the guidance of in-house Occupational Therapists and professionals provided by its project partners, the Richmond Foundation Malta (mental health) and Inspire Foundation (intellectual disabilities).

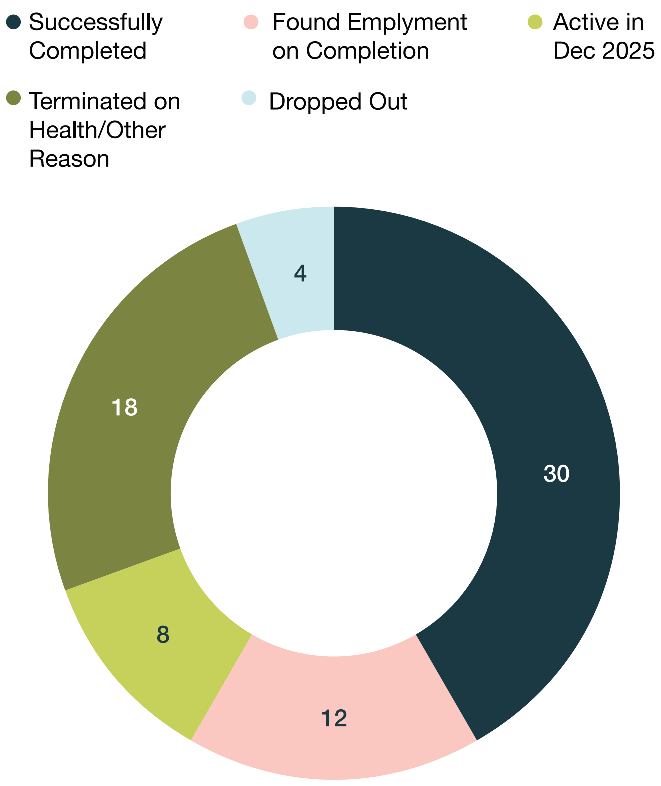
The adopted inter-collaborative approach between the clients, their guardians, staff at SET and other professionals, such as social workers, psychiatrists and psychologists, is showing promising results in clients reaching expected goals and increasing their opportunities for sustainable employment. In 2025 the programme was further developed to include:

- Adapted and tailored training focusing on the specific needs of participants for a minimum of six months, extendable to a maximum of 18 months to cater for persons with more challenging issues.
- Ongoing assessment with the adoption of the 'Outcomes Student Star', designed specifically for students with a range of needs, including autism, learning disabilities and others. The tool is used to highlight milestones reached by each participant, making them aware of their journey of change towards employability.

Occupational simulations have been introduced as a central mechanism to upskill clients in different areas and occupations, such as:

- Interview simulation, a practical session designed to help clients experience and prepare for interviews through two-way communication and structured feedback;

72 SET Clients in 2025



Source: Jobsplus administrative data

- Retail simulation, a preparatory session designed to equip clients for work experience in the retail sector, enhancing their employment prospects;
- Gardening simulation, a structured activity that provides wellbeing benefits for clients with severe mental health needs and skills development to enhance their employability; and
- Kitchen hand programme and canteen simulations, a programme aligned with the basic skills required in the hospitality industry.

The support provided by the job coaches and other professionals under the Sheltered Employability Training is highly intensive, requiring sustained commitment, individualised attention and close collaboration at every stage of the training programme. By end of 2025, 24 participants were in employment.

Each placement is precious, restoring dignity to the individual and creating lasting, life-changing impact for the entire family.

Testimonials of clients who completed SET in 2025.

Mother of IA wrote:

> Isaac mar tajjeb ħafna last Monday fuq ix-xogħol. Ġie ħafna happy d-dar. Li qed jagħmel 4 hours iżommu ħafna motivat. Għamel xi wires qalli kif kien jagħmel qabel. Dalgħodu reġa' mar. Wassaltu bil-karozza u lura d-dar b'tal-linja. Mar ok hemm. Iltqajna mal-job coach ta' LSF u qiegħed miegħu u ma' klijent ieħor għax iltqajna miegħu u ma' ommu Monday li għadda. Bdew flimkien.
>
> Bagħatlek din l-email biex anke int tkun taf kif inhu Isaac. Għalkemm spiċċa il-programm, però xorta ħassejt li għandi nagħtik feedback lura ta' kif inhu sejjer.
>
> Grazzi ta' kollox tal-appoġġ li dejjem tajtu lil Isaac. Li issa qiegħed fuq il-post tax-xogħol.
>
> GRAZZI ĦAFNA ALISON

Father of SPG wrote:

> Thank you for this contact and a big thank-you for the positive meeting. We had a completely different impression due to Simon's behaviour and today's discussion was positively enlightening.

Mother of DM wrote:

> I am writing to let you know that my son, Denzel, will no longer be attending Jobsplus, as he has been fortunate enough to find a job and will be starting soon.
>
> I would like to express my heartfelt gratitude to you for the patience, kindness and encouragement you have shown him. Your support has made a real difference, and I truly appreciate the time and care you dedicated to helping Denzel during this stage in his life.
>
> Thank you once again for everything you have done. I wish you continued success in your valuable work, supporting and guiding many more young people towards their future.

Vulnerable Job Seekers

The Jobsplus Inclusive Employment Services Unit assisted 246 vulnerable job seekers (recovering substance users, convicts, ex-convicts and persons with socio-economic challenges) through several tailor-made client-centred schemes and services. Such assistance, resulted in 204 employment placements during 2025. In addition, Jobsplus supported 130 vulnerable individuals during the ongoing outreach at Detox and Correctional Services Agency. Jobsplus has reinforced its collaboration with a specialised network of stakeholders, including the Correctional Services Agency (CSA), the Detox centre, Aġenzija Appoġġ, the Human Rights Directorate, the Young Men's Christian Association (YMCA), the Probation and Parole Department, Mount Carmel Hospital, Caritas and the OASI Foundation, with the aim of offering its most disadvantaged service users the indispensable holistic support they require on their journey towards employment.

In June, through Erasmus+ funding, staff working with vulnerable groups were given training in mentoring techniques and the use of self-awareness tests. Jobsplus adopts an andragogical approach, which is particularly effective in reinforcing autonomy, ownership, self-development and empowerment, especially within this client cohort. This form of self-improvement not only enhances service users' employability but also equips them with the soft skills and personal qualities necessary not only to secure employment, but – most importantly – to retain it.

Job Brokerage Services for Protection Holders

Jobsplus continued to support protection holders. During 2025, a total of 1,163 migrants received assistance through these services, resulting in 109 employment placements.

Previously, job matching for this cohort was carried out by staff within the Vacancy Unit; however, this responsibility has since been transferred to the Job Brokerage Office (JBO). This change aimed to improve the visibility of suitable employment opportunities for protection holders and enabled JBO staff to follow up with clients more effectively.

The unit also supported a substantial number of immigrants who opted for self-employment. Some had previously been engaged in informal work but enforcement actions by authorities encouraged them to regularise their employment status. Others, particularly individuals formerly employed as drivers with local companies, transitioned to self-employment during the year.

Additionally, the JBO is now working more closely with the Department for Social Security (DSS) to provide targeted support to protection holders identified by the DSS, ensuring a more proactive co-ordinated approach to service delivery.

Employment advisors from the unit also participated in several information sessions throughout 2025 to ensure migrants received appropriate guidance not only on employment opportunities but also on access to the most suitable support services.

Bridging the Gap Scheme

The Bridging the Gap Scheme serves as an essential transitional measure supporting persons with disabilities and other vulnerable individuals as they move from unemployment into the labour market. In 2025, the scheme engaged 21 participants from disadvantaged backgrounds, comprising 13 persons with disabilities and eight individuals from other vulnerable groups. Through this initiative, participants gain meaningful work exposure, enabling employers to evaluate a candidate's suitability prior to entering formal employment. At the same time, the scheme provides critical employment integration assistance and job placement support, facilitating a smoother and more sustainable transition into employment.

Mentoring 1to90 – Supporting Retention in Early Employment

In 2025 Jobsplus launched this new service, co-funded under the ESF+.02.223 VASTE II programme. This programme provides dedicated mentors who work closely with both the job seeker and employer to address early challenges in the workplace, support adaptation and encourage long-term engagement.

The support includes:

- An introductory session with a dedicated mentor, including a Self-Awareness Test (SAT);
- Ongoing mentoring during work exposure scheme placements and in the early stages of employment; and
- Practical workplace advice, emotional support and coaching, as needed.

Assisting job seekers during the critical transition from unemployment or inactivity into employment, this service provides tailored, short-term support to ensure smoother integration and long-term retention in the workplace.

Document Management Scheme

The Document Management Project, which is based in Gozo and contracted to MaltaPost p.l.c., celebrated its 10th anniversary with an activity organised by the contractor. The event brought together the 63 Gozitan employees with disabilities enrolled in this project, representatives from MaltaPost, Jobsplus management, LSF job coaches, as well as parents and carers.

Over the past decade, this public-private partnership has successfully fostered a supportive, accessible work environment for persons with disabilities, ensuring that participating employees are equipped with the necessary tools and resources to succeed in the workplace.

The initiative has proven successful in delivering document scanning services to more than 20 public entities, ensuring the efficient and secure handling of documents, while at the same time strengthening meaningful employment opportunities for persons with disabilities in Gozo.

Collaboration agreements with key stakeholders in the social sector

Jobsplus has co-operation agreements with major stakeholders to refer clients for services to support their overall well-being. Individuals recovering from substance abuse and undergoing rehabilitation at Caritas (Malta) and OASI (Gozo) participated in specialised programmes.

These programmes provide employability training and work-exposure opportunities aimed at strengthening participants' job readiness. They also support individuals in entering the labour market and sustaining employment through ongoing mentoring and monitoring.

During 2025, 92 participants took part in the programme implemented by Caritas, while 43 individuals were supported by OASI.

On 1 July, Jobsplus signed new agreements with Caritas and OASI to ensure the continued provision of these services. These initiatives offer several key benefits, including support for long-term stability and the facilitation of successful reintegration into society. By ensuring continuity, these agreements enhanced the employment prospects of participants, their social integration and overall well-being.

VASTE II Programme ESF+.02.223

The VASTE II Programme, with a budget of more than €18 million, was approved for co-financing through the European Social Fund+ 2021-2027 Programme in February 2025 and officially launched in June.

The programme, which stands for the provision of Vocational Assessment, Support and Training for Employment (VASTE), builds on the original VASTE concept through the introduction of embellished and new work packages. It is planned to run till the end of 2029 and will include research, assessments, informal training/development streams, resources, professional services and supported employment (job coaches/mentors) aimed at facilitating the employment of persons with disabilities, vulnerable individuals, and those unemployed at risk of poverty and social exclusion.

The core activities of this scheme are primarily delivered by Jobsplus and the Lino Spiteri Foundation, and include:

- Ability assessments undertaken by Occupational Therapists;
- Pre- and post-employment support to persons with disability and vulnerable persons through the provision of job coaches for persons with disability and 1to90 mentoring for other vulnerable individuals, as required;
- Corporate Relations, aimed at outreach, support, awareness raising and the provision of bespoke training to employers to foster the inclusion of persons with disabilities within the workforce; and
- Enhanced, tailored training for persons with disabilities under the Sheltered Employability Training (SET) and Tech hub.

Globally, through these individual activities, by the end of December 2025, over 900 persons with disability, former inmates, former substance abusers and other socially challenged individuals were supported, often through multiple services, in their pathway towards employment. The vast majority (99%) of participants are registered persons with disabilities.

In addition, the project also allows for continuous training and upskilling of staff. In 2025 courses in Mental Health First Aid and De-escalation were offered to relevant staff.

Future supportive activities planned under the project include:

- Window of opportunities campaign;
- Professional support services to those facing mental health issues;
- Training allowances;
- The purchase of additional vocational tools, assessments and other resources; and
- Research into emerging disabilities.

Together with its project partners, Jobsplus strives to achieve the overarching strategic objectives of the project by establishing and further sustaining several new and improved actions. These actions are 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 also aims to promote the employability of all members of society by fostering a more inclusive, equitable society whereby, through suitable employment opportunities, these citizens may become active contributors in the Maltese economy.

Best Practice Case:

> IA is on the autism spectrum and communicates non-verbally. During his school years, he was bullied, which made it difficult for him to build trust. With continuous encouragement and motivation from his mother, and following an assessment by a Jobsplus occupational therapist, he enrolled in the Sheltered Employability Training Programme (SET) in November 2024, successfully completing the course in June 2025.
>
> IA made significant progress. Initially, it was challenging for him to attend a workshop with other clients. However, through the ongoing support of his job coaches – who used visual aids to explain workplace practices, including health and safety requirements – IA gradually accepted that a change in behaviour was needed and eventually mastered the allocated tasks successfully. Additionally, he was encouraged to use public transport when needed and to increase engagement in relevant

Activities of Daily Living (ADLs), such as preparing his daily packed lunch, to support his independence and readiness for the workplace.

Following a workplace assessment, IA was provided with exposure in a real work setting, supported by SET job coaches. He quickly understood his responsibilities and performed the tasks effectively. The company was pleased with his progress and offered him a position once the on-the-job experience was completed.

Once employed, Lino Spiteri Foundation job coaches continued to provide IA their support. Working hours were increased gradually, and IA is happily employed in the same company, where his employer is also benefiting from salary subsidies through the Jobsplus A2E scheme.

His mother sent an email to thank the job coaches at SET:

> ”Jien ferħana ħafna li ġie magħżul u nirringrazzjakom li dejjem kontu ta' sapport miegħu. ……….. *Monday* ser jibda. Jien minn qalbi nerġa' nirringrazzjakom li dejjem urejtu fiduċja ma' Isaac u li kontu ta' sapport kbir biex ikun jista' jidħol fid-dinja tax-xogħol. Jien fiduċjuża li ser ikun ferħan hemm u diġà rajt mingħandhom kemm huma ta' sapport lejn Isaac. Jien nibqa' nżomm kuntatt miegħek meta nirċievi xi ħaġa mingħand LSF…
>
> GRAZZI ĦAFNA ALISON”

4.1.4 Skills & Employability Development

Training Services

Following a restructuring exercise, Jobsplus entered a new phase in 2025 with the establishment of a dedicated Training and Schemes Division. This marked more than an organisational change; it reaffirmed Jobsplus's national role in helping individuals acquire new skills, supporting employers in developing their workforce, and strengthening Malta's labour market in line with EU and national lifelong learning priorities.

In a labour market characterised by rapid technological change and shifting socioeconomic needs, Jobsplus positioned itself as a central pillar in Malta's lifelong learning ecosystem. The new Division brought together a wide portfolio of services, including training, validation, work exposure schemes, mentoring and employer-focused support, ensuring individuals and businesses alike could access meaningful, high-quality development opportunities. These initiatives align with the National Skills Strategy, the Lifelong Learning Strategy and Malta's ESF+ 2021-2027 investment priorities, which emphasise employability, inclusion, digital transformation and resilience.

They also contribute to the long-term objectives set out in Malta Vision 2050, which places investment in human capital, future-proof skills and adaptability at the centre of sustainable national development. Through structured upskilling and reskilling initiatives, employer-responsive training pathways and accredited learning provision, Jobsplus supports Malta's ambition to strengthen productivity, enhance competitiveness and ensure long-term labour market resilience.

Courses

As a licensed Further Education Institution, Jobsplus continued to expand its training portfolio to offer learning opportunities that are practical, employer-led and rooted in real labour market needs. Beyond its regular course offering, Jobsplus has become known for its bespoke, tailor-made courses, developed in response to skills gaps identified directly by employers.

Companies benefited from customised training in areas, such as language proficiency, communication and customer-facing skills, selling techniques, infection control, manual handling for care workers and the development of personal leadership skills. These courses ensure that employers can address skills shortages quickly and effectively, while employees gain targeted, industry-relevant competencies.

The stakeholder uptake of Jobsplus courses encompassed a broad range of entities across public, private, and non-profit sectors. These included six Church entities, such as the Malta Archdiocese. Privately owned organisations comprised a total of 13 entities, including four large organisations operating in the banking, retail, transport and postal sectors, one medium-sized entity in the wholesale/retail sector, seven small enterprises across the wholesale/retail, hospitality and technology sectors, and one micro-enterprise operating in the construction sector.

In addition, 18 Government Departments, Agencies and Ministries were involved, representing a wide cross-section of public bodies, including the Malta Tourism Authority (MTA), Enemalta and the Foundation for Social Welfare Services (FSWS). The healthcare and social care sectors were also well represented, with 15 care homes of varying sizes, including Care Malta, 3C Malta and Villa San Lawrenz, as well as three government hospitals, namely Karin Grech Hospital, Mater Dei Hospital and Mount Carmel Hospital. Furthermore, five non-governmental organisations used Jobsplus training services, including Hospice, Caritas, and OASI.

Building on this momentum, Jobsplus also introduced 23 new courses in 2025, strategically designed around Malta's socio-economic priorities. These courses fall under the pillars of Agricultural Science, Business Skills, Care Workers, Childcare Educators, Construction, and Health, Safety and Security.

Stakeholder uptake of Jobsplus courses

18	Government Departments, Agencies and Ministries
15	Care homes
13	Private entities
6	Church entities
5	Non-governmental organisations

Accredited courses introduced

- Introduction to Agriculture, Practices, Technology and Policy (MQF Level 3)
- Soil and Plant Science (MQF Level 3)
- Genetic Techniques & Innovation (MQF Level 3)
- Sustainable & Intensive Agriculture (MQF Level 3)
- Pests, Diseases & IPM (MQF Level 3)
- Animal Husbandry (MQF Level 3)
- Farm Management (MQF Level 3)
- The Use of Machinery & Equipment (MQF Level 3)
- Food and Food Systems (MQF Level 3)
- Award in Career Essentials (MQF Level 4)
- Award in Dementia Care and Awareness (MQF Level 3)
- Award in Nutrition and Food Safety (MQF Level 3)

- Award in Moving and Safe Handling for Care Workers (MQF Level 3)
- Award in Health & Safety for Construction Workers (MQF Level 1)
- Award in Assistant Child Care Educator (MQF Level 3).

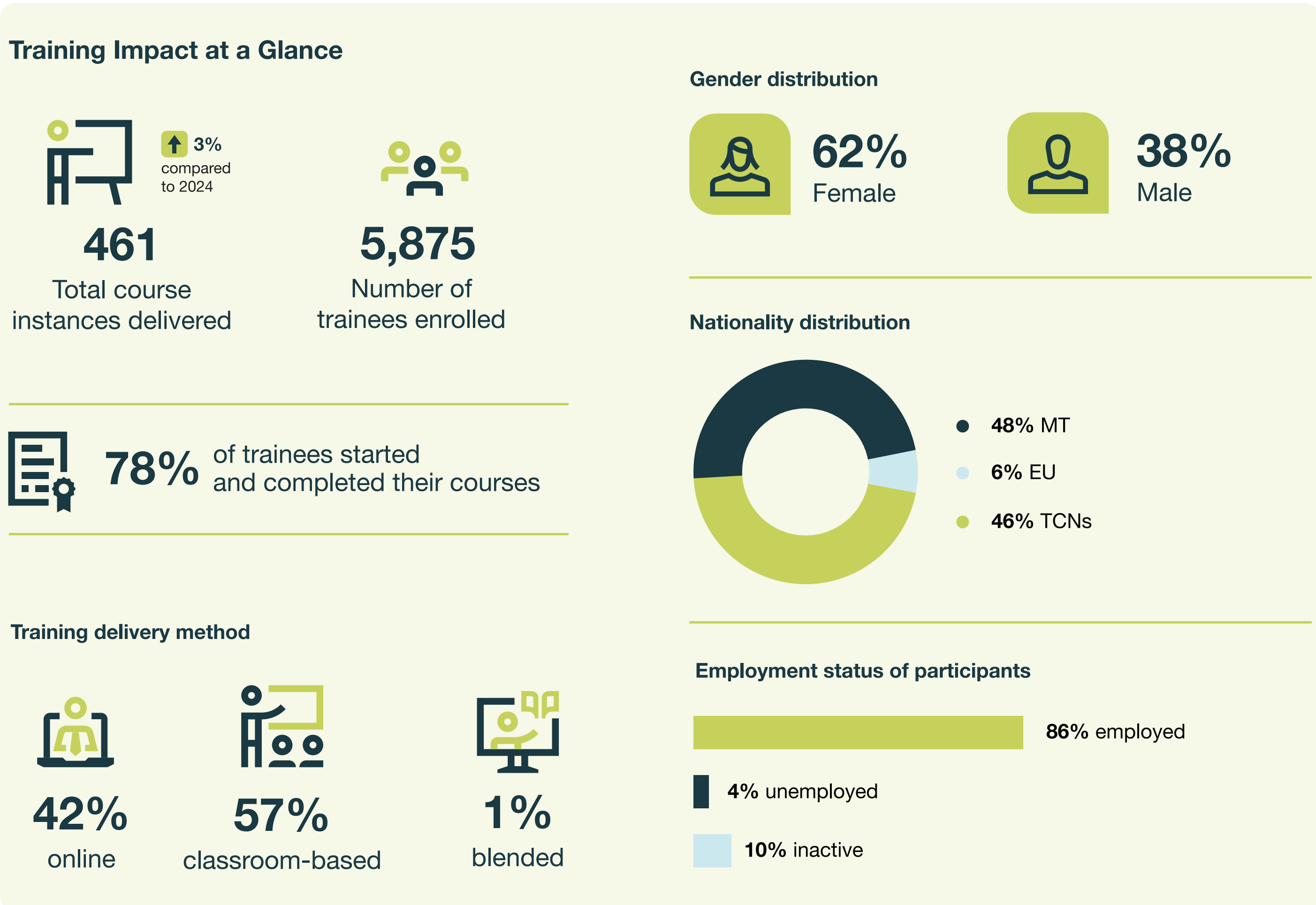
Non-accredited courses

A selection of specialised, industry-specific short courses was also delivered, including:

- Safeguarding the Well-Being of Vulnerable Individuals
- Storytelling in Early Childhood Education
- Implementing the Child-Led Approach in Early Years
- Early Identification & Inclusive Support in Early Years
- Progress Reporting & Parent Communication
- Keyword Signing for Early Years
- Maltese and English for Construction Workers
- Maltese OHS Legislative Framework.

Key indicators:

- Total course instances delivered – 461 (3% increase when compared to 2024);
- 42% of the courses were online, 57% classroom-based and 1% as blended (a mix of online and classroom training);
- Number of trainees enrolled – 5,875 unique; 7,827 course instances;
- Number of trainees who successfully completed – 78% of the trainees who started and completed their courses in 2025 completed the course successfully;
- Employment status of participants – 86% employed; 4% unemployed and 10% inactive;
- Gender distribution – 62% female; 38% male;
- Nationality distribution – MT 48%; EU 6%; TCNs 46%.



Trade Testing and Validation

To complement formal learning pathways, Jobsplus also operates a Validation Assessment Centre. In 2025, it continued to strengthen access to validation of prior learning and trade testing. Through this process, individuals who gained skills through experience rather than traditional education can have their competences formally recognised.

Successful candidates receive a Certificate of Achievement, opening pathways to better roles and more structured career development. Employers benefit as well since validated employees become more confident, productive and better positioned to mentor colleagues.

Key indicators:

- Total applications received – 582 unique applications;
- Number of successful assessments – 95% successfully completed the assessment.

Jobsplus was entrusted by the Examinations Department within the Ministry for Education, Sport, Youth, Research and Innovation to assess 246 public sector workers employed in trade and technical roles in 2025. Assessments were conducted in woodwork, welding, and plastering and painting, strengthening quality standards across the public service. This collaboration is expected to continue next year.

A testimonial from the Examinations Department reflects this successful collaboration:

> "Our collaboration with Jobsplus throughout the 2025 competitive exercise has been highly positive and productive… We value this strong working relationship and look forward to continued collaboration in the future."
>
> MS DESIREE SCICLUNA BUGEJA
> *Director Examinations*

Training for Employment (ESF+ 2021-2027)

Jobsplus launched the ESF+.01.195 Training for Employment Project in March, with a budget of €12 million, building on the achievements of the previous iteration. Running until December 2029, the project aims to further strengthen Malta's human capital by addressing skills shortages, supporting career transitions and promoting greater labour market participation.

The initiative supports:

- Unemployed individuals;
- Inactive persons seeking re-entry into the labour market;
- Workers wishing to reskill or upskill; and
- Young people preparing for future employment.

The five core activities being implemented under the project are:

1. Work Exposure Scheme (WES) for Mainstream clients

This aims to provide practical work experience in real working environments by placing participants with employers for occupation-specific, hands-on training to improve their employability and prospects of entering the labour market. Individuals of working age who are not in employment or enrolled in a post-secondary or higher education programme are eligible.

Participants complete 200 hours within 10 weeks or 280 hours over 14 weeks, based on the occupation. They are paid €7.50/hour for occupations under ISCO groups 3-5, with occupations under ISCO groups 6-9 receiving the minimum wage. With 71 participants enrolling (37% male and 63% female), 48 successfully completed at least 70% of the scheme, 13 are still attending and 26 found employment. Average age is 31.

With 64 employers taking part in the scheme, the large majority (77%) were micro or small enterprises. The highest demand for placements was in ISCO Groups 3-5 (Technicians and Associate Professionals, Clerical Support Workers, and Service and Sales Workers).

2. Work Exposure Scheme (WES) for Summer Students

This aims to provide short-term practical experiences during summer, aligned with occupational interests and industry needs. Participants gain experience in occupations under ISCO groups 3-5 through supervised work placements. Individuals aged 17-24 who are enrolled in a post-secondary or higher education programme are eligible.

Participants, who complete 200 hours in a maximum of 10 weeks, get increased awareness of labour market expectations and improve their employability once they graduate. With 231 participants enrolling (40% male and 60% female), 93% successfully completed at least 70% of the scheme hours. Average age is 18.

With 127 employers taking part in the scheme, the biggest share (63) were micro enterprises. Top sectors for students mirrored mainstream demand.

Testimonial

> My experience with the Jobsplus WES was a unique, essential part of being introduced to the role of a junior lawyer in the realm of human rights law in Malta, together with hands-on experience at local NGO aditus foundation.
>
> The scheme was especially valuable as it allowed me to move beyond observation and engage with clients under the supervision of experienced lawyers. This equipped me with better client communication and case management skills. It also offered deep insight on the practical application of the Maltese and European legal framework, and the tools lawyers can use to protect and advocate for human rights in Malta.
>
> The WES served as a great bridge between academic knowledge and legal practice.
>
> LEANNE SCICLUNA
> *Junior Lawyer*

3. Traineeship Scheme

This aims to enhance employability through a combination of on-the-job and off-the-job training, improving the transition into sustained employment. The scheme aims to develop leadership skills and a strong work ethic. Individuals of working age who are not in employment are eligible.

Participants complete 320 hours in a maximum of 14 weeks comprising 270 hours of on-the-job training and 50 hours of Jobsplus-led off-the-job training (including self-study). They are paid €7.50/hour for occupations under ISCO groups 3-5, with occupations under ISCO groups 6-9 receiving the minimum wage. Of the 24 participants (nine – 38% – male and 15 – 62% – female) who enrolled, half successfully completed and were awarded an MQF 4 Certificate. Average age is 18.

With 17 employers taking part in the scheme, the biggest share (10) were micro enterprises. Similarly to the Work Exposure Scheme, the highest demand for placements was in occupations under ISCO Groups 3-5 (Technicians and Associate Professionals, Clerical Support Workers, and Service and Sales Workers).

4. MySkills Scheme

This aims to support individuals, irrespective of employment status, by facilitating upskilling and reskilling through financial subsidies for training, promoting lifelong learning and labour market adaptability. The scheme builds on the success of the previous initiative, Training Pays, through which 5,048 individuals received financial support on over 6,192 occasions, directly enabling training and upskilling activities that contributed to their career development.

The scheme promotes greater alignment between workforce skills and labour market needs, improved employability and the promotion of lifelong learning. Unemployed or inactive individuals, employed individuals (excluding self-employed) working-age adults who completed compulsory schooling and individuals beyond pensionable age who are still in employment are eligible.

The scheme provides reimbursement for eligible training programmes that are not mandatory by law and are either accredited or non-accredited but aligned with industry needs. Training providers were invited to register their courses in the Course Catalogue, with applications opening in early 2026.

Courses accredited by the MFHEA, must be delivered by a licensed training service provider. They can be accredited at MQF Level 5 or below, or are a Short Course Award at MQF Level 6 or 7. Non-accredited courses must relate to the Maritime, Aviation, Digital or Green sectors and reflect industry standards.

Employed individuals will receive 80% reimbursement, with full reimbursement for unemployed or inactive individuals up to a maximum of €5,000 per application, subject to the de minimis Regulation (EU 2023/2831), where applicable.

5. Research Study – Job Outlook of Gen Z & Alpha

This aims to analyse the anticipated impact of Gen Z and Alpha's entry in the labour market and to identify emerging skill requirements and workplace expectations. Employers, educational institutions, policymakers and future labour market entrants are invited to take part.

This research initiative will provide strategic insights to inform future training initiatives and policy development leading to data-driven understanding of evolving labour market trends, enabling proactive workforce planning and training design.

Mentoring Services Initiative

Launched in 2025, the Mentoring Services Initiative creates a bridge between experienced retirees (65+) and new entrants to the workforce. Retired mentors support onboarding, skill transfer and workplace integration at no cost to employers.

This initiative supports inclusion, diversity and lifelong learning, while preserving institutional knowledge.

A participating employer shared:

> "Patrick has been incredibly helpful. This initiative is truly priceless for the value it's bringing us right now."
>
> MR ANTONIO CARDENAS
> *CEO, Vivirse World Ltd.*

Erasmus+ Learning Mobility Project

In collaboration with the University of Malta, Jobsplus facilitated short-term mobility for five Vocational Educational Training (VET) learners, who completed the Developing Individual Leadership Skills course. Through 10-day job shadowing placements in Lanciano, Italy, participants gained exposure to real work environments and industry practices. Their feedback showed high levels of satisfaction and clear evidence of learning impact.

4.1.5 Labour Mobility & Sectoral Incentives

EURES Malta Services

Through the European Employment Services that are housed within Jobsplus, support is given to facilitate 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.

Supporting employers and job seekers

In 2025, the EURES Malta service assisted local employers with filling their vacant positions with EU National job seekers. EURES Malta managed 1,865 vacant posts for which 2,563 CVs were shortlisted and sent to employers. Sixty-four persons were placed in employment in Malta 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.

Outreach and promotion

EURES Malta participated in nine recruitment and mobility events, both online and abroad, in 2025 promoting local employment opportunities and providing information on Malta's labour market. The team also manages three dedicated social media channels, delivering targeted content to relevant audiences to enhance visibility and engagement.

Strategic importance in a tight labour market

The strategic importance of EURES Malta is further amplified in the context of Malta's tight labour market and persistently high vacancy rates across several sectors. Despite historically low unemployment levels locally, the European Union continues to register millions of unemployed persons, with the EU-27 unemployment rate hovering around 6%, as recorded in the first chapter of this report. This represents a substantial pool of available talent within the Single Market. For Maltese employers, tapping into this European labour force should constitute a first line of action when addressing recruitment pressures.

The engagement of EU nationals eliminates the need for single permit procedures and related administrative requirements applicable to third-country nationals, resulting in shorter recruitment timelines and reduced compliance burdens. In this environment, EURES Malta serves as a practical and strategic gateway for employers seeking efficient, sustainable solutions to labour shortages while operating fully within the European mobility framework.

Atypical In-Work Benefit

The Atypical In-Work Benefit is another scheme managed by Jobsplus. While the scheme directly benefits the employee, its primary aim is to encourage private sector employees who work shifts on weekends or after 6 p.m. A payment of €150 is awarded to employees who worked for six months with the same employer in the previous calendar year (in this case 2024) in specific sectors and whose main emoluments did not exceed €25,000. Covering industries such as accommodation, food services, manufacturing, transport, storage, and wholesale and retail trade, this scheme applies solely to primary employment.

The €150 benefit represents a tangible acknowledgment of the commitment of workers engaged in key sectors characterised by unconventional working hours. By recognising this contribution, the measure encourages continued participation in pivotal industries, supporting

the stability and sustained growth of essential services. In 2025, 42,782 employees benefitted from the €150 payment.

The administration of this scheme requires careful verification of sectoral eligibility, income thresholds and employment duration criteria across a significant volume of beneficiaries. Despite the operational intensity involved, Jobsplus remains committed to ensuring the timely and accurate delivery of this measure, reflecting the Corporation's determination to reward workers in essential sectors while upholding strong standards of governance and accountability in the management of public funds.

4.1.6 Free Childcare Scheme

Impact highlights 2025

The Free Childcare Scheme continued to play a vital role in supporting families and empowering parents to participate in the labour market, while ensuring children have access to safe, quality early-years environments.

The scheme's reach expanded once again, with 14 new centres added, bringing the total number of centres participating in the scheme to 206. This ensures easy access to the service by parents, reflecting the ongoing growth in demand and parents' confidence in the services provided.

Since the scheme's inception, 40,643 children benefited from the scheme. In 2025 alone, 3,513 new beneficiaries joined the scheme and childcare providers received €60,852,585.91[2] in funding to sustain and enhance their services.

New agreement with the Association of Child Care Providers and the Chamber of SMEs

Jointly with the Ministry for Home Affairs, Security and Employment, Jobsplus negotiated a new agreement with the Association of Child Care Providers and the Chamber of SMEs in 2025. The agreement sets the rates per hour to be paid to centres participating in the scheme and will run until 2028. The agreement seeks to ensure that the qualify of service provided by the centres participating in the scheme continues to improve. In addition, it caters for an allowance to child carers and childcare managers who meet the required level of proficiency in Maltese. This allowance is intended to contribute to the exposure of children in their early years of development to the Maltese language.

2 Aggregate of the end of month payment for January to December 2025.

Strengthening support for families

This year's work focused strongly on making the scheme more accessible, efficient and responsive to parents' needs. This involved extensive investment of effort in enhancing service responsiveness and supporting parents in taking the steps necessary to ensure correct use of the service. These improvements resulted in quicker feedback to applicants, reduced uncertainty during periods of change such as starting new employment or adjusting childcare arrangements, and enhanced guidance to ensure uninterrupted childcare provision. By streamlining processes and improving responsiveness, the scheme contributed to greater stability for working parents and helped alleviate some of the practical challenges associated with balancing employment and parenthood.

Collaboration and sector development

Jobsplus continued to work closely with national partners to support the wider childcare ecosystem.

Collaboration with the Directorate for Quality and Standards in Education (DQSE) was strengthened through enhanced information-sharing procedures. This partnership ensures that childcare centres benefiting from the scheme operate within legislative frameworks and uphold required standards.

Meanwhile, preliminary work began to refine the scheme's eligibility criteria and supporting documentation, paving the way for clearer guidelines and a more transparent, equitable application process in future years. The steps taken in 2025 lay the foundation for more efficient administration, better data-driven decision making, and improved experiences for parents and providers alike.

4.2

Enabling Employers

4.2.1 Employer Relations and Outreach

Overview and Highlights

Malta's economic and labour market performance is largely driven by local enterprises that continue to invest in growth and create jobs. Supporting and enabling employers to employ more workers in rewarding jobs is therefore central to Government's employment policy.

Effective support depends on active collaboration with employers, which is a core feature of Jobsplus's mission. To further reduce the administrative burden on enterprises, the Corporation works to provide a one-stop-shop service to employers seeking its services spanning the full employment cycle, from recruitment and engagement right through to termination. This collaboration includes online services that are available via the Employer Dashboard on the Jobsplus website. In 2025, 10,821 requests were made to Jobsplus by employers who wanted to set up a website account; 73% of these accounts were activated.

Testimonials Employer Services

> Keep it up! Your people skills are excellent, you are patient and give instructions respectfully. I felt so supported and it was a pleasure working with both of you.
>
> ELAINE MICALLEF AVALLONE
> *Consultant*

> Thank you for the follow up. (It) was very helpful in guiding me to find the right advice to invest further in my company & finding the right fit for my clinic to help more patients. Much appreciated!
>
> DR CRISTIN
> *Mediterranean Brain & Spine Centre*

Employer Engagement – 2025 Highlights

- Seven webinars held with the participation of 1,261 employers. Topics covered included the Labour Migration Policy and Jobsplus online services, among others.
- 30 meetings with employers held in collaboration with MEA and the Malta Chamber.
- Virtual individual meetings held with 880 employers.
- Annual meeting with representatives from all employer associations (one in Malta and one in Gozo).
- 520 vacant positions obtained from employers through outreach efforts.
- 441 applications for different schemes submitted.
- Participation in five employer events.

4.2.2 Recruitment & Matching Services

Vacancy Management

Jobsplus continued matching vacancies with job seekers on the unemployment register and other persons registered on its website.

Jobsplus processed a total of 15,714 vacancies in 2025, representing 48,060 vacant positions.

The significant increase in the number of vacant positions notified to Jobsplus when compared to the previous year can be attributed to the enforcement of Recommendation 16 of the Malta Labour Migration Policy, which came into force on 1 October and which stipulates that, prior to applying for the hiring of new TCNs, an employer must place one job advert with Jobsplus and the EURES portal for at least three weeks within the two months preceding the application for a 'New (still abroad)' single permit.

If an employer receives applications from Maltese, EEA or Swiss nationals, they must provide reasons for their rejection. Jobsplus has the authority to evaluate these reasons and, if deemed unsatisfactory, refuse the application. Any job advert that does not meet these criteria will be considered ineligible, and the application for a single permit will be denied.

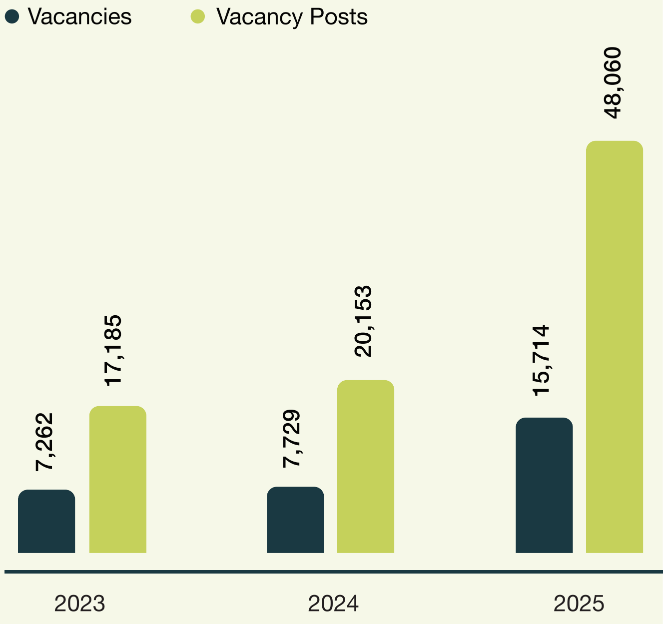
As from October 2025, employers registering vacancies with Jobsplus were required to select one of two service options: **Publish Vacancy Only** or **Publish Vacancy and Avail of Expert Matching**.

When considering only vacancies registered under the Publish Vacancy and Avail of Expert Matching option, a total of 10,639 vacancies were processed, corresponding to 30,023 vacant positions across private and public entities. This service resulted in the placement of 2,018 individuals into employment, with 6.7% of the vacant positions filled through expert matching support.

Jobsplus also recorded vacancies matched directly by employers through the Jobsplus portal. In 2025, these amounted to an additional 1,522 vacancies, accounting for 2,681 vacant positions.

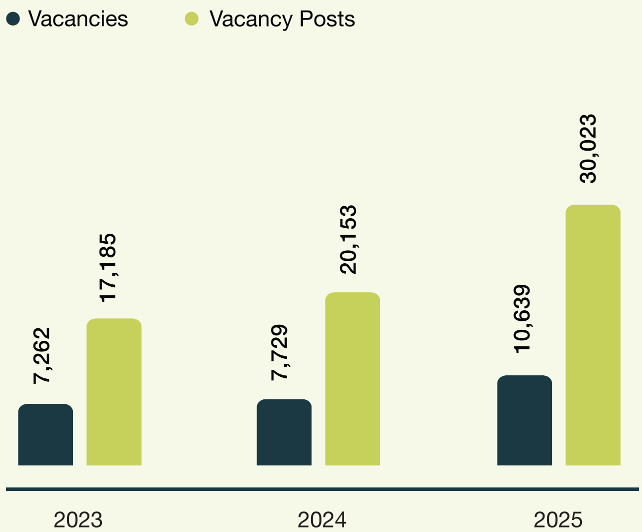
When it comes to private vacancies, over 90% of the advertised jobs were full-time, with more than half being for definite or temporary contracts (51%), indicating a decrease in indefinite contracts. Vacancies related to restaurants, mobile food service activities, hotels and similar accommodation were the most common, accounting for over 15% of all the vacancies.

Vacancies and Vacancy Posts



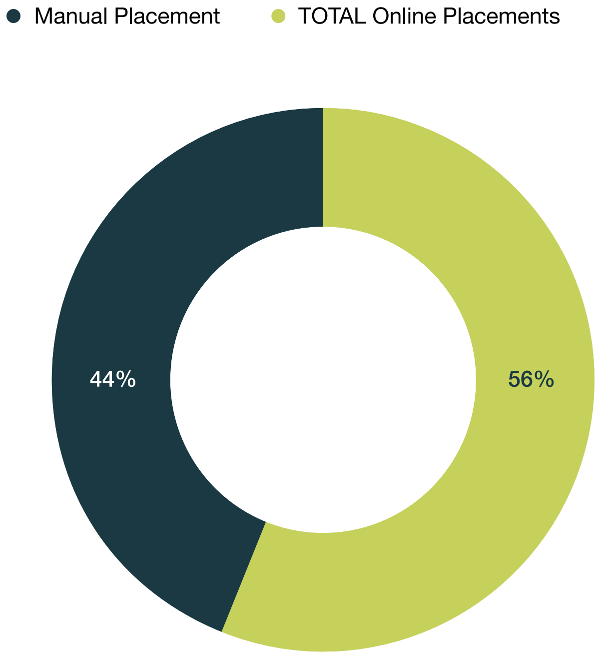
Source: Jobsplus administrative data

Vacancies and Vacancy Posts Publish Vacancy and Avail of Expert Matching Option



Source: Jobsplus administrative data

Direct Placement ratio



Source: Jobsplus administrative data

Encouraging job seekers and employers to make full use of the functions available to them through the Jobsplus portal had once again reaped its fruits, with over 50% of the placements being facilitated solely through the website, while the remaining placements were supported through direct submissions and matching efforts carried out by staff within the Job Seeker and Recruitment Advisory services.

Efforts continued to collect feedback from employers on candidates submitted for interviews through Jobsplus's matching services. This feedback is crucial since it enables Jobsplus to assess the effectiveness of its services and make improvements where needed. In 2025, feedback was received for 84% of vacancies.

Process Updates

1) Process re-engineering of Recruitment Services.

Prior to the introduction of Recommendation 16 of the Malta Labour Migration Policy, Jobsplus re-engineered its recruitment services, enabling the organisation to absorb the increased workload and enhance its recruitment solutions to employers.

To achieve this, Jobsplus deployed two upgrades through the Employer Dashboard of the Jobsplus portal:

A. New service levels offered to employers when creating a new vacancy.

Apart from carrying out a match on the fly, employers can now choose from 2 service levels:

i. Option 1 – Simply publishing a vacancy on the Jobsplus platform and reaching a wide audience of qualified candidates. Quick, easy and effective visibility.

ii. Option 2 – Getting expert support with their recruitment where Jobsplus not only publishes the vacancy but offers experienced Recruitment Advisors who match and select the best-fit candidates. Other interested candidates may also apply through the advertised vacancy.

B. The option to self-generate the Vacancy Publication Report required for single-permit applications serving as evidence of compliance with the vacancy requirement of the Malta Labour Migration Policy.

2) Upgrade in Jobsplus vacancy/job seeker matching engine.

In December 2025, Jobsplus migrated to an updated version of its matching engine. The upgrade delivers benefits that support operational efficiency improvements, including improved stability and maintainability, reducing the risk of unexpected disruptions.

This enhanced performance ensures faster processing and more reliable match results, improving both user experience and productivity. It also includes strengthened security measures to safeguard sensitive data, reinforcing compliance. Additionally, a clearer set of configuration rules contributes to better data quality over time, enabling more accurate matching.

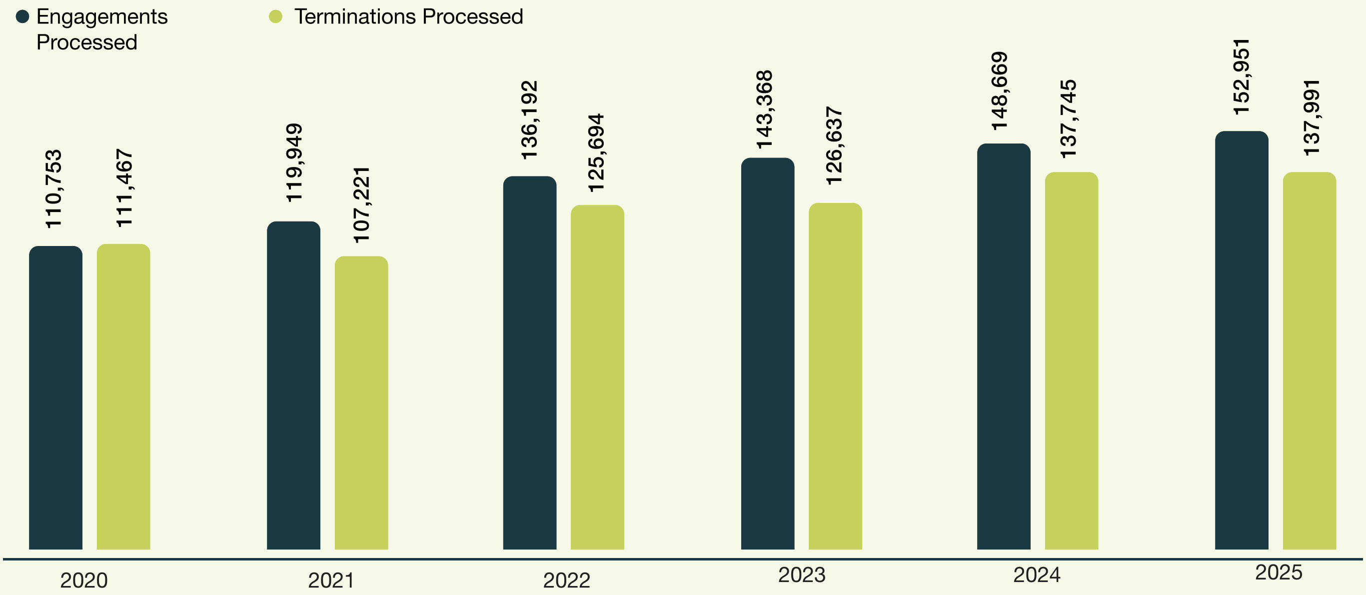
4.2.3 Employment Records & Data Management

Employment Forms and Administration

Jobsplus processed 290,942 employment forms in 2025, representing an increase of 4,528 (290,942 – 286,414) (2%) compared to 2024. Jobsplus is pleased to note the ongoing shift to paperless operations on employment records. Indeed in 2025, the share of forms submitted online reached 93%, up from 89% in 2024.

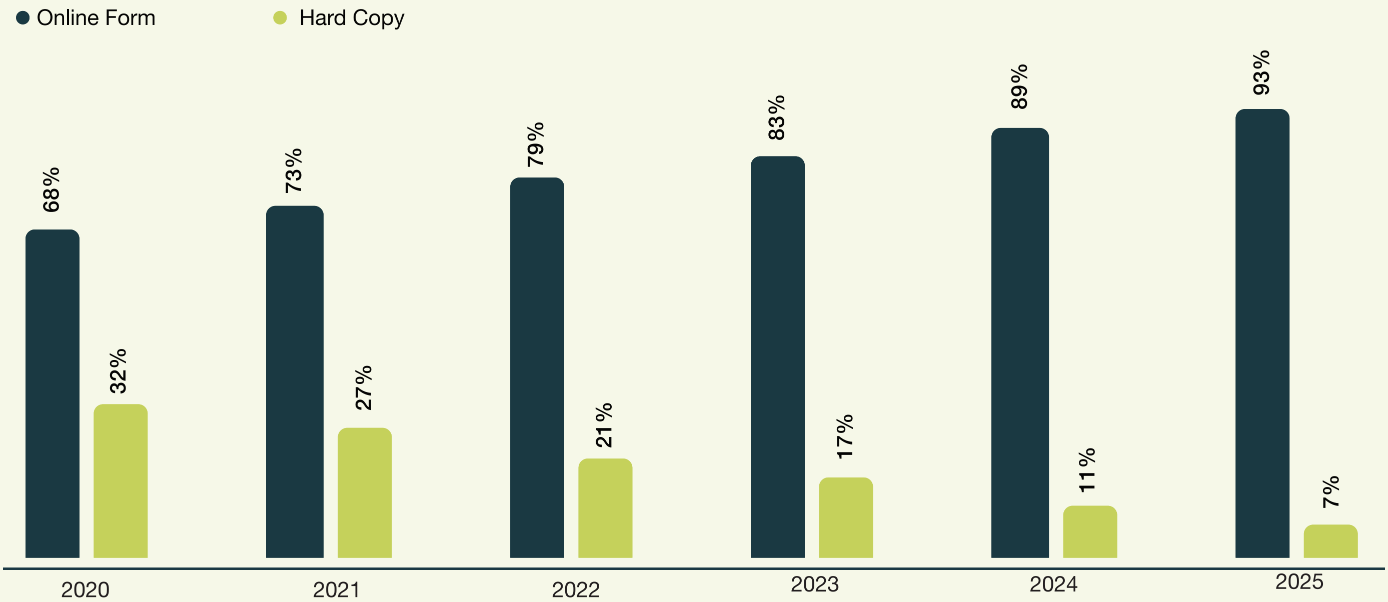
Jobsplus focused on data cleaning and analysis to improve the efficiency of data collection and the quality of national employment records. This process involved scrutinising and validating existing records to identify and correct discrepancies or inaccuracies. The goal is to create a fully reliable, accurate dataset, supporting better reporting and analysis, informed decision-making within the organisation, and more precise information for stakeholders and policymakers. As a result, over 609,179 amendments were made to the database.

Engagements and Terminations Processed



Source: Jobsplus administrative data

Engagements and Terminations by Type



Source: Jobsplus administrative data

On the launch of the Malta Labour Migration Policy in 2025, employers were reminded of their obligation to submit employment and termination forms within four working days, in accordance with Chapter 594 of the Laws of Malta. Efforts to secure compliance with this legal obligation remain ongoing.

4.2.4 Employer Incentives & Activation Schemes

Access to Employment (A2E)

The A2E scheme continued to support hundreds of job seekers and employers. The scheme eased access to employment for disadvantaged and disabled individuals while helping employers strengthen their workforce through targeted financial incentives.

This EU-funded initiative provides financial assistance to enterprises to encourage the recruitment of inactive individuals and job seekers who face significant barriers to enter the labour market. The scheme supports the labour market integration of disadvantaged and disabled individuals while providing financial assistance to employers. As a result, the number of job seekers and inactive persons is reduced, contributing to a more inclusive and sustainable labour market.

Jobsplus continues to serve as the Intermediate Body[3] for the 2021-2027 programming period. The A2E initiative was reintroduced under the ESF+ and, due to strong demand and full budget subscription, the scheme had to close at the end of September 2025.

The initial budget allocation of €12 million was supplemented by an additional €4 million. The scheme was launched with enhanced simplifications, enabling employers to submit all documentation seamlessly through the Digital Form portal – ensuring efficiency and preventing the loss or misplacement of documents.

In 2025, 695 applications were received; 497 persons were placed in employment; and €7,751,391.34 million worth of financial grants were contracted. With 326 unique companies taking part in the initiative, the breakdown was: 25 large companies; 65 medium-sized companies; 83 small companies; and 153 micro-sized companies.

Jobsplus conducted 1,131 monitoring visits to ensure compliance and quality, and 2,101 payments were issued through the ESF+, amounting to €4,867,145.66 million. A total of 1,372 job seekers were successfully placed in employment through the scheme since the start of this programming period.

Although the Access to Employment scheme has now closed due to full fund subscription, its long-term impact continues to support Malta's labour market. The scheme has strengthened pathways for disadvantaged and disabled individuals to access stable employment, while helping employers build more inclusive, resilient workforces.

The scheme was audited by the Internal Audit and Investigations Department (IAID) and Jobsplus is pleased to note that no irregularities were identified. This highlights Jobsplus's commitment to administer this aid scheme diligently and in line with local and EU regulations.

The systems and practices introduced – such as digital submission processes and targeted financial support – remain valuable foundations for future employment initiatives and policy planning.

Testimonials:

> Having availed of the Access to Employment (A2E) scheme, our organisation has benefited considerably from both an enhanced recruitment process and the addition of dedicated talent to our workforce. The scheme has enabled us to identify and integrate individuals who bring valuable skills, commitment and fresh perspectives to our operations.
>
> Their contribution has not only supported the business's operational needs but has also strengthened our ongoing efforts to foster a diverse and inclusive working environment. These employees stand as a clear example of how meaningful opportunities can promote inclusivity and enrich the workplace for everyone.
>
> We highly value the positive impact the A2E scheme has had on our organisation and remain committed to supporting such initiatives in the future.
>
> ALLAN LIA
> *Human Resources Manager*
> *Cardinal Health Malta 212 Limited*

3 An intermediate body is an organisation that sits between the main funding authority and the beneficiaries, and is delegated responsibility similar to those of the Managing Authority.

The A2E Scheme has been highly beneficial to J.B. Stores Limited, allowing us to strengthen our workforce while supporting individuals in gaining meaningful employment. The subsidies provided have eased some of the financial burden associated with recruitment and training, enabling us to invest further in our employees' development.

Through this scheme, we have successfully recruited several team members who have become valuable contributors to our organisation. The process has always been smooth, efficient and supported by the helpful guidance of the Jobsplus team.

We truly appreciate the support offered and highly recommend the scheme to other employers seeking to grow their teams in a sustainable and effective way.

ANABEL SALIBA
Payroll Accounts Clerk
JB Stores Limited

Security First Services Ltd, a company based in Gozo, provides mainly security and crowd control services. We employ people to be able to provide the best services to our customers.

A2E has been pivotal for the company to give the opportunity to disadvantaged individuals to be employed to provide security and crowd control services, and these employees have grasped the opportunity to flourish in their career and have proved themselves to be among the best for the service they give to the company's customers. Special word of appreciation to the A2Eteam@ Jobsplus who managed to make this great scheme a real success, also from an operational point of view.

The financial assistance that A2E grants to the employers motivates the company to give a chance to these disadvantaged candidates and we look forward for the relaunch of this highly effective scheme.

DANIEL GALEA
Accountant
Security First Services Limited

Investing in Skills Scheme (IIS)

Employers play a critical role in shaping Malta's workforce. While Jobsplus offers training directly, it cannot meet every sector-specific need. Through ESF+ funding, the Investing in Skills scheme enables employers to access financial assistance to upskill and reskill their workforce.

Impact on Employees

- Greater access to quality training;
- Enhanced technical, digital and green skills;
- Stronger career progression; and
- Increased confidence and employability.

Impact on Employers

- Greater incentive to invest in training due to reduced cost impact;
- Higher productivity and competitiveness;
- Improved adaptability to market shifts; and
- Better employee retention and engagement.

Impact on the Economy

- Reduced skill gaps;
- Higher productivity; and
- Enhanced competitiveness aligned with EU priorities.

Key Indicators:

- 5,965 trainees (of which 4,696 were unique individuals) from 769 companies (of which 343 were unique companies) benefited directly from the Scheme;
- 1,840 applications received;
- 1,417 grants signed;
- Almost €2.8 million worth of funds committed;
- 769 payments issued amounting to just over €1.1 million;
- 393 monitoring visits to ensure compliance and quality delivery.

As part of Jobsplus's ongoing efforts to reduce bureaucracy and streamline processes, further simplification to both the application and reimbursement process was introduced in 2025.

In 2025, the Investing in Skills Scheme was audited by the Internal Audit and Investigations Department (IAID) and, out of the sample drawn, Jobsplus is pleased to note that no irregularities were identified. While a number of recommendations were made on how internal verifications may be improved, the findings highlight Jobsplus' commitment to strengthening the implementation of this aid scheme.

Looking ahead, IIS will continue to support future-proof skills development, ensuring Malta becomes more productive and remains agile, competitive and prepared for tomorrow's labour market.

Testimonials:

> Our partnership with Jobsplus has been a cornerstone of our human resources strategy for many years. At Seifert Systems Ltd, we have consistently believed that our greatest asset is our people, and investing in their professional development is paramount to our success.
>
> We have been proud beneficiaries of the Jobsplus training incentive schemes, starting from the early days of TAF1 and TAF2, and continuing with the current 'Investing in Skills' (IIS) scheme since its inception. This long-standing collaboration has been instrumental in fostering a culture of continuous learning and improvement at Seifert.
>
> The 'Investing in Skills' scheme, in particular, has provided us with an invaluable framework to enhance the capabilities of our workforce. It has enabled us to provide targeted training that directly addresses the evolving demands of the company and our industry. Through this support, we have been able to upskill our employees, improve operational efficiency and maintain a competitive edge in the market.
>
> The financial assistance and structured support offered by the IIS scheme have made it possible for us to implement comprehensive training programmes that might otherwise have been challenging to undertake. The guidance from the Jobsplus team has always been professional, clear and supportive, making the entire process seamless and effective.
>
> We wholeheartedly endorse the 'Investing In Skills' scheme and are grateful for the significant, positive impact it has had on our employees and our business as a whole. We look forward to continuing this fruitful partnership with Jobsplus for many years to come.
>
> IVAN REFALO
> *HR Manager, Seifert Systems Ltd*

> As an organisation, investing in our people has always been a priority. The Investing in Skills Scheme supported that commitment through meaningful funding, alongside a clear, fully digital process and an exceptionally supportive team. Together, this enabled us to build capability with purpose, and to keep investing in skills as an ongoing commitment.
>
> NIKOLAI SAMMUT
> *Co-Founder & Executive Chair*
> *Institute of Computer Education Ltd*

> As a beneficiary of the Investing in Skills Scheme multiple times over, we are grateful for the opportunity to make our training budget go further through this scheme. The process for application and reimbursement is simple and straightforward, without the endless red tape normally associated with EU Funding. Moreover, the IIS team at Jobsplus is professional and very helpful, and a pleasure to work with.
>
> ROSETTE THAKE
> *Talent Development Manager*
> *Simonds Farsons Cisk plc*

05

Shaping & Strengthening the Labour Market

5.1

Regulation & Labour Market Integrity

5.1.1 Employment Licences & Labour Migration

Labour Market Test

Demand for labour remained steady in 2025, with employers continuing to rely on upskilling but also foreign labour to address gaps. A total of 97,151 single permit applications for Third Country Nationals (TCNs) were referred to Jobsplus by Identità for the undertaking of the Labour Market Test. Of these, 92,881 applications successfully passed and 4,291 were declined following a negative Labour Market Test outcome.

The approval rate should be considered in the context of the applications received. Of the 97,151 applications received, only 35% were for new applicants, while 65% related to renewals or change in employer applications for third country nationals already residing in Malta. Furthermore, from August 2025, as part of measures to strengthen employer support and relations, the outcome of the labour market test began to be made visible to employers on their portal before they proceeded with the single permit application. This enabled employers to address any issues and regularise any shortcomings in advance, leading to fewer avoidable refusals at the permit stage.

Processing Volumes

Additionally, Jobsplus received and processed 11,851 applications for Employment Licences. These include applications for TCNs who do not qualify for the Single Permit procedure, such as persons under international protection, those with temporary humanitarian protection status or holders of specific residence authorisation. Of these, 10,431 were approved and 1,420 were refused.

Jobsplus undertook extensive efforts to engage directly with employers to support their understanding and compliance with the evolving regulatory framework. This included targeted outreach, advisory meetings, information sessions and ongoing assistance related to the new labour market testing and migration policy requirements.

The Employment Licences Unit within Jobsplus held over 250 employer meetings / advisory sessions in 2025, providing direct guidance on application procedures, policy changes and compliance obligations.

Policy Implementation Milestones

The year also marked a significant policy milestone. In January, the Malta Labour Migration Policy was issued for public consultation, resulting in extensive engagement with stakeholders and social partners. Following the comprehensive consultation process, the first set of measures was launched in August, with additional measures rolled out in October. Jobsplus played an instrumental role in implementing these measures.

Jobsplus remained closely engaged in the continued rollout and evaluation of the Malta Labour Migration Policy, contributing technical expertise and practical insights based on labour market data, and employer recruitment patterns. Through this work, Jobsplus supported the creation of more structured, efficient labour market test to strike a balance between the economic and employer needs, while ensuring fair, lawful treatment of all workers.

5.1.2 Law Compliance & Enforcement

The Law Compliance Unit (LCU) within Jobsplus plays a central role in enforcing Malta's employment laws, safeguarding fair labour market practices and detecting irregular employment. Its mandate is drawn from the Employment and Training Services Act, empowering warranted inspectors to carry out inspections and investigations, interview employees and employers, and refer cases for administrative or criminal enforcement, where needed.

Capacity Building – Recruitment of New Warranted Inspectors

To strengthen enforcement capacity, the LCU embarked on targeted recruitment and capacity building in 2025. This effort responds to labour market developments whereby the inspector complement needed reinforcing to better cover Malta's labour market and close gaps in enforcement presence. The number of warranted officers increased by four.

The recruitment drive in 2025 focused on increasing the number of warranted inspectors and officers, enhancing both ontheground visibility and overall capacity to conduct thorough compliance inspections across various sectors.

Increased Inspections Outside Normal Working Hours

In line with recommendations from oversight bodies and internal assessments, the LCU expanded its inspection activities beyond traditional office hours in 2025. Historically, a key gap in enforcement was that most inspections occurred during normal working hours – potentially leaving highrisk periods uncovered and exploitable by noncompliant employers.

Jobsplus introduced flexible, riskbased scheduling, enabling its inspectors to plan and conduct inspections when irregular or undeclared work is more likely to occur – such as evenings, weekends or peak activity periods. This shift represents a strategic move to enhance effective deterrence and improve risk-based deployment of enforcement resources.

Review of the Jobsplus RiskBased Methodology and Court Referral Procedure

Jobsplus, together with input from the European Labour Authority, undertook a comprehensive review of its riskbased inspection methodology, and the associated procedures for referring cases to court. This includes:

- Updating risk matrices to better identify highrisk sectors for irregular employment, based on evolving labour market data and enforcement outcomes; and

- Strengthening court referral procedures to ensure that evidence collected in field inspections meets legal standards for successful prosecution or administrative sanction.

In line with these procedures, inspectors use risk indicators – including time of work, geographic hotspots and sectors with high incidence of noncompliance – to prioritise inspections and allocate resources.

Ongoing Participation in Joint Inspections with Other Stakeholders

LCU continued to enhance collaboration with other enforcement entities in 2025, partnering in joint inspections with the:

- Malta Police Force and Identità (for irregular employment and immigration checks);
- Occupational Health & Safety Authority (OHSA) (for safety and employment compliance);
- Identità;
- Transport Malta (TM) (for transportrelated labour practices);
- Department for Industrial and Employment Relations; and the
- Building and Construction Authority (including servicing of the licensing unit).

These co-ordinated operations increase enforcement reach, leverage shared intelligence and ensure efficient use of enforcement assets.

Participation in the Inspections Coordination Office (ICO)

Jobsplus plays a significant role as one of the lead entities within Malta's Inspections Coordination Office (ICO), contributing to national efforts to align inspection strategies across enforcement agencies. Under this framework, Jobsplus participates in co-ordinated planning of compliance activities, sharing risk intelligence, and harmonising inspection scheduling to avoid duplication and optimise coverage.

Number of Inspections Carried Out

Jobsplus has maintained a high level of inspections throughout. Events during 2025, such as multiday inspection campaigns in key localities, also demonstrate ongoing enforcement activity.

In total, Jobsplus carried out 5,371 inspections and conducted 11,248 interviews, identifying 4,999 infringements.

Court Sittings Attended and Enforcement Outcomes

In 2025, the LCU continued to support legal proceedings arising from its compliance work.

- 10 Court sittings were held in 2025 (exclusively Jobsplus Court Sittings);
- Participated in the Immigration cases emerging from Joint Inspections;
- During these sittings, 224 cases were appointed and presented;
- Of these, 74 cases were won, resulting in a total sum of €237,050 paid in fines imposed by the law courts.
- Additionally, 37 cases were settled,
- 6 cases were lost.
- 106 were rescheduled.
- Attended NEA
- Attended IAB sittings

Other Court Requests

Jobsplus is regularly requested by the Law Courts to provide official evidence from its administrative records on individuals' registration and employment history. This evidence was submitted in 1,365 court cases in 2025, and 25 Investigation and attachment orders were processed.

5.2

Modernisation & Service Architecture

5.2.1 Digital Transformation & Service Modernisation

Over the past year, the ICT Department underwent significant capacity building, reflecting Jobsplus's efforts in support of full digitalisation of processes, coupled with alignment and integration of IT systems with other stakeholders, primarily the Malta Business Registry (MBR) and Identità, but also the Department of Social Security (DSS) and the Malta Tax and Customs Administration (MTCA), among others.

This transformation was supported by an increase in human resources within the Department, including the appointment of dedicated Unit Managers to strengthen governance, oversight and delivery capacity. A call was issued for the recruitment of a Chief Information Officer (CIO), who is expected to take up the role in early 2026, further reinforcing the organisation's strategic digital leadership and long-term modernisation objectives.

The team focused on various daily operations, modernisation, infrastructure upgrades and reporting. Beyond routine maintenance, the department successfully advanced the following key Digital Transformation projects:

1. Migration Policy Implementation.

The technical side of the Migration Policy was executed across three areas: Internal Systems, the Jobsplus Website and Data Reports.

- **Labour Market Test (LMT):** An automated internal report and a self-service website feature were developed. Employers can now check their LMT outcome immediately, eliminating the need to call Jobsplus for verification.
- **Vacancy Compliance:** The employer experience was refined, as explained in detail in the Vacancies section earlier in this report.
- **Compliance Documentation:** A feature was introduced allowing employers to generate a document proving a vacancy was published for the required three weeks (a requirement for TCN licenses). This is also viewable by Jobsplus staff for verification.

2. DSS Synchronisation.

A bi-directional process to sync engagements directly with DSS via API was introduced.

Functionality: The system sends employment data and verifies NI numbers. If a person is in the Malta registry without an NI number, DSS creates one and returns it to Jobsplus. If a person is not found, DSS e-mails them directly to regularise their status.

3. WCC Matching Engine.

As of December 2025, Jobsplus has collaborated with WCC to upgrade the matching engine. This newer version offers improved performance for both internal personnel and external clients.

5.2.2 Communications & Digital Engagement

Jobsplus continued to strengthen its digital channels as a key component of service accessibility and communication. The organisation's website, virtual assistant Nora, and social media platforms supported access to information, self-service use of services and engagement with stakeholders, while contributing to reduced pressure on front-line service channels.

Website analytics and usage

The Jobsplus website remained the primary digital gateway for information on employment services, schemes and employer support measures. Website analytics indicate sustained demand for digital access to information and services.

During 2025:

- total views: 9.4 million;
- total users: 735,000;
- sessions: 2 million
  - 56.4% desktop
  - 43.1% mobile
  - 0.5% tablet
- engaged sessions: 1.3 million;
- engagement rate: 66.7%; and
- average session duration: 00:06:49.

Excluding job seeker and employer homepages, dashboards and other logged-in portal areas, the most frequently accessed webpages were:

1. Vacancies;
2. Courses;
3. Find Candidates (Non-EU Nationals) ;
4. Knowledge Base Item – How to Download Employment History; and
5. Employer Funding – Investing in Skills Scheme.

Data indicates that access was primarily through desktop and mobile devices. User and traffic acquisition were mainly attributed to organic search result, direct traffic, referrals and organic social media, in that order.

9.4 million
Total views

735,000
Total users

2 million
Sessions

- **43.1%** mobile
- **0.5%** tablet
- **56.4%** desktop

1.3 million
Engaged sessions

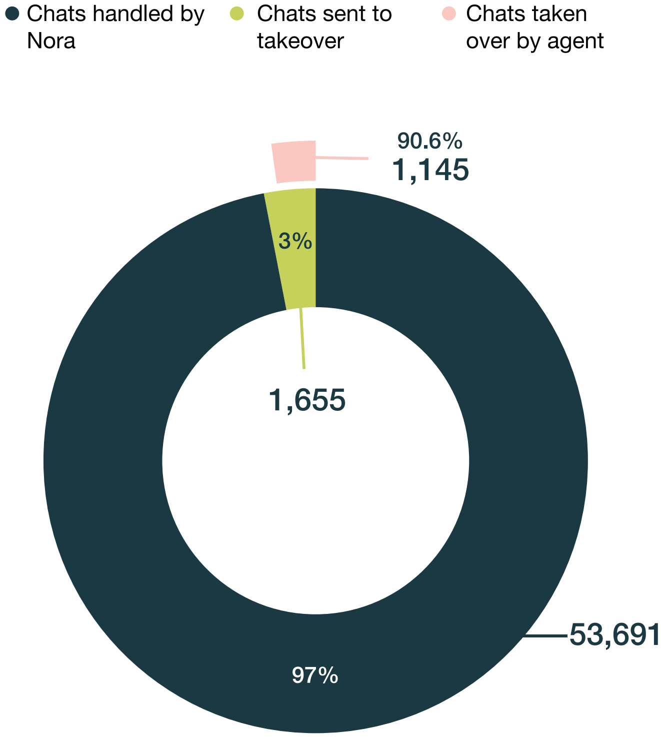
Nora – virtual assistant

Nora, Jobsplus's virtual assistant, continued to serve as an accessible, first-line digital support tool, providing guidance and responses to frequently asked questions on a 24/7 basis.

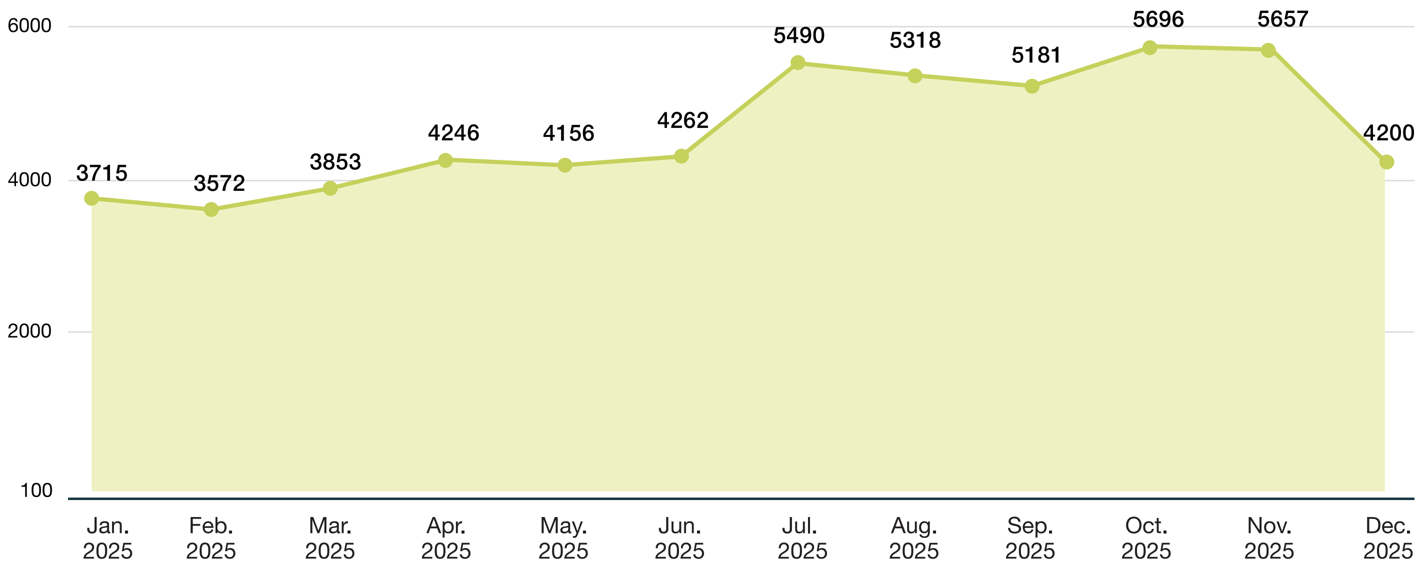
In 2025:

- total chats: 55,300;
- average monthly conversations: 4,600.

October registered the highest level of activity with 5,700 conversations and February recorded the lowest volume at 3,600 conversations.



Number of conversations by month



- Chats handled by Nora: 53,691 (97%);
- Chats sent for takeover by a human agent: 1,655 (3%);
- Chats taken over by a human agent: 1,145 (90.6%)*.

**Chats closed by users before agent intervention cannot be recouped.*

The majority of interactions involved users asking direct questions, accounting for 36,239 of the conversations.

The most common enquiry themes following that were:

- Employment history 17,424;
- Finding a job 16,806;
- Technical queries 10,476;
- Forms 4,995; and
- Courses 4,232.

Overall, the data demonstrates Nora's continued contribution to improved accessibility, efficient service delivery and reduced reliance on direct human intervention.

Building on these positive results, Jobsplus turned its focus to the next stage of development. By the end of the year, Jobsplus had laid the groundwork and advanced the planning for Phase II of Nora, with a focus on expanding functionality and introducing more AI-driven services.

This next phase will involve the fine-tuning and enhancement of conversational topics and use cases, alongside deeper backend integration aimed at reducing manual intervention. These improvements will enable the provision of up-to-date information autonomously, enhance operational efficiency and deliver more personalised user experiences.

Social media reach

Jobsplus maintained an active presence across its official social media platforms, including Facebook, LinkedIn, Instagram, X (formerly Twitter) and YouTube, supporting the dissemination of public information, campaigns and organisational updates. These channels complemented the organisation's website and other digital tools by extending the reach and accessibility of key messages.

Collectively, Jobsplus's social media channels reached over **78,000 followers** and subscribers by the end of 2025, generating in excess of **2.3 million content views** across platforms where analytics were available.

Instagram was introduced in April, expanding the organisation's digital footprint and providing an additional channel for visual and campaign-based communication.

Social media analytics are derived from platform-native insights available at the time of reporting. Variations in data availability, reporting periods and metric definitions across platforms limit direct comparability of performance indicators.

Servizz.gov – multi-channel service access

Through continued collaboration with Servizz.gov, Jobsplus maintained an additional structured entry point for clients seeking information and support.

A total of 64,387 service requests relating to Jobsplus services were handled through Servizz.gov channels in 2025.

Channel distribution was as follows:

- Telephone: 42,148 requests
- Email: 19,421 requests
- Walk-in services: 2,028 requests
- Live chat: 658 requests
- Facebook: 131 requests
- Website form: 1 request

The telephone remained the preferred contact channel, accounting for approximately two-thirds of total requests. Email was the second most utilised channel, and walk-in services represented a smaller but still relevant proportion of service access.

The data reflects continued demand for assisted support channels, alongside self-service digital platforms. Servizz.gov, therefore, complements Jobsplus's website and virtual assistant by facilitating direct human interaction where required, contributing to overall service accessibility and responsiveness.

User behaviour and service demand insights

Digital analytics and multi-channel service data provided insight into user behaviour and areas of sustained service demand.

Website usage patterns indicate that users primarily accessed the platform with a clear task-oriented intent, focusing on vacancies, training opportunities, employment documentation and employer-related services.

High engagement rates and extended session durations suggest purposeful interaction rather than casual browsing, reinforcing the website's role as a functional service gateway. Device usage patterns indicate continued strong desktop use, particularly for employer- and administration-related content, alongside substantial mobile access linked to job seeker information needs.

Data from the virtual assistant further reinforced these trends, with most enquiries relating to employment history, job search, technical assistance, forms and courses. Where distinguishable, job seeker-focused interactions centred on vacancies and documentation; employer-related demand focused on recruitment processes, migration-related services and funding schemes.

Complementary data from Servizz.gov further confirms sustained demand for assisted service channels, particularly for case-specific queries requiring direct human intervention.

Impact on service delivery

The use of digital and assisted multi-channel access points supported faster access to information, clearer navigation of services and improved support for informed user decision-making. While self-service tools, such as the website and Nora, handled high-volume routine queries, Servizz.gov channels absorbed a significant volume of assisted interactions, ensuring accessibility for clients requiring more direct human engagement.

Data-driven improvements implemented

Insights derived from digital analytics and user interaction data informed a series of incremental, data-led improvements aimed at enhancing clarity, accessibility and efficiency across digital channels. These included:

- content updates and prioritisation of high-demand topics identified through website traffic patterns and Nora enquiry trends;
- ongoing refinement of Nora's responses to address recurring and high-volume user questions more effectively;
- targeted improvements to navigation and service-related webpages to support faster access to frequently used information; and
- closer alignment between website content, knowledge base articles and digital communications based on observed user behaviour.

These enhancements contributed to improved self-service capability and reduced reliance on direct human support for routine interactions.

Jobsplus will continue to use digital analytics to support effective communication, enhance accessibility and strengthen alignment between digital engagement and service delivery, ensuring that digital channels remain responsive to evolving user needs.

5.3

Leadership

5.3.1 Stakeholder Engagement & EU Affairs

National stakeholder engagement

During the reporting year, Jobsplus continued to strengthen its role as a central co-ordinator within Malta's labour market ecosystem by actively engaging a wide, diverse network of stakeholders. Engagement efforts focused on ensuring that its services, policies and programmes remain aligned with evolving labour market needs, while reinforcing strong partnerships across sectors.

Engagement with key stakeholder groups
Jobsplus maintained regular dialogue with all major labour market actors, including employers, employer associations and social partners, training and education institutions, government ministries and agencies, NGOs and community organisations, job seekers and EU partners. These relationships ensured that strategic decisions remained informed, collaborative and responsive to national priorities.

Consultation and collaboration activities
Throughout the year, Jobsplus facilitated numerous stakeholder-focused initiatives, including employer roundtables, sector-specific skills consultations, and information sessions on recruitment and training opportunities. Collaboration with training providers continued to play a vital role in aligning educational programmes with labour market intelligence. Participation in job fairs, career expos and outreach events further enhanced visibility and accessibility for both employers and job seekers.

Engagement efforts also included targeted co-ordination with employers and affected workers during restructuring and redundancy situations, supporting workforce transitions and mitigating labour market disruption.

Digital engagement also expanded through webinars, online service updates, and continuous interaction via our portals and communication channels. Survey tools and feedback mechanisms remained essential in capturing the perspectives of employers, job seekers and partners using our services.

Key insights from stakeholders
Engagement activities provided valuable insights into labour market challenges and opportunities. Employers highlighted skills gaps in digital, technical and sector-specific areas, alongside recruitment and retention challenges. Job seeker feedback emphasised the importance of accessible training pathways, personalised guidance and clearer progression opportunities. Education and training providers expressed a continued need for data-driven labour market intelligence to support curriculum planning.

Our response and improvements
Jobsplus integrated stakeholder insights into several initiatives in 2025. Training schemes were refined to better address emerging skills needs, and enhanced collaboration with industry partners supported the co-design of targeted, upskilling programmes. Continuous feedback drove improvements in its digital systems, streamlined processes, and strengthened employer and job seeker support services.

Additionally, engagement with social partners informed policy development discussions on workforce transitions, reskilling and inclusive labour market strategies. Evidence gathered through consultations contributed to improvements in labour market intelligence outputs and informed strategic planning.

Highlights

- Strengthened employer partnerships through sectoral consultations and joint initiatives.
- Enhanced training offer alignment with industry needs through collaboration with education providers.

- Increased public outreach through job fairs, employer events and community initiatives.
- Expanded digital engagement channels and feedback tools to improve service accessibility.

Challenges and opportunities

Despite strong collaboration, challenges persisted, including engaging hard-to-reach cohorts, rapidly shifting skills demands and addressing the needs of vulnerable job-seeker groups. Nonetheless, significant opportunities emerged, particularly in supporting new, growing sectors, leveraging EU-funded projects and advancing digital transformation across services.

Looking ahead

Jobsplus will continue to strengthen structured engagement with stakeholders by expanding employer advisory mechanisms, deepening collaboration with education and training partners, enhancing outreach to underrepresented communities and further embedding labour market intelligence into programme design. These efforts will remain central to delivering responsive, high-quality services that contribute to Malta’s economic and social development.

Surveys & Policy Reporting

The Labour Market Analysis (LMA) Unit conducted surveys with job seekers who made use of Jobsplus services in 2024. The surveys were fragmented by cohort, duration of registration and by those non registrants who made use of Jobsplus surveys. The overall response was positive, with 77.7% of respondents stating that they were satisfied or very satisfied with the advisory services received from Jobsplus.

Fifty-five research requests were processed in 2025, 16 of which were requests for interviews with Jobsplus staff. The rest were requests for data.

Jobsplus submitted information and statistics required for the Youth Guarantee and Long-term Unemployed monitoring exercises to the European Commission. These exercises led to the drafting of a country fiche as well as other EU reports.

The LMAU also provided data on the NSO Education Statistics Questionnaire. The National Statistics Office carries out its Graduate Statistics survey on a yearly basis. This survey collects information about all individuals who completed a qualification or award in a particular year. The data is used for official statistical analysis and to understand trends in education outcomes in Malta.

Educational institutions, including Jobsplus, are required to fill in a questionnaire listing each graduate, providing specific information, following NSO’s detailed instructions to ensure accuracy and consistency. In addition, PES (Public Employment Services) questionnaires were completed to gauge the customer satisfaction levels within the PES services network.

Contribution at EU Level

Jobsplus continued to actively contribute to EU-level employment policy processes, maintaining a strong, consistent presence in the governance structures of the European Semester. The Corporation contributed to the work of the EU's Employment Committee by providing analyses and updates feeding into the main annual monitoring exercises at EU level.

These include the Joint Employment Report, which assesses employment trends across member states; the Employment Performance Monitor, which compares countries' progress on key labour market indicators; and the Alert Mechanism Report, which helps identify emerging economic and social challenges. Through its input, the Corporation supported the EU's assessment of labour market developments and policy priorities. These contributions helped ensure that Malta's perspectives were taken into account in EU-level discussions on how to improve labour market policies. This included debates on reforms to support job seekers, measures to help people return to work, the indicators used to track employment progress and the development of skills policies across the Union.

Jobsplus strengthened its participation in the European Network of Public Employment Services (PES Network), a key EU platform where employment services from all member states exchange experiences, learn from each other and work together on common priorities. Jobsplus took part in board meetings, thematic seminars and working groups linked to the Network's bench-learning process, which helps PES improve their performance and share good practices.

Through this involvement, Jobsplus contributed to EU-level discussions on how employment services can make better use of digital tools, work more effectively with employers, use labour market data to guide their services, and support workers through the green and digital transitions. The PES Network also provided an opportunity for Jobsplus to showcase its strengths, including its work with vulnerable groups, its mentoring approaches and its advisory services for job seekers. Participation in the Network further supported the exchange of knowledge on early intervention, services for persons with disabilities and new ways of engaging with employers, areas that remain central to Jobsplus's service strategy.

Jobsplus also provided input to various surveys and comparative studies organised by the PES Network and the European Commission. These exercises collect information from all member states to better understand how public employment services operate and how they can improve. By taking part in these evidence-gathering activities, Jobsplus helped ensure that Malta's experience is reflected in EU-level analysis, while also contributing to the wider knowledge base used to support the development of more effective employment policies across the Union.

Overall, Jobsplus's work at EU level in 2025 helped to reinforce the Corporation's role in the Union's employment policy structures and in the PES Network. Through its active participation, Malta remained visible in strategic discussions on how to modernise employment services and respond to emerging labour market needs. This engagement also supported Malta's continued alignment with EU priorities, particularly in areas such as digital transformation, inclusive labour market policies, and the use of data and evidence to improve services for job seekers and employers.

5.4

Institutional Governance & Capability

5.4.1 Organisational Restructuring

Jobsplus underwent an organisational restructuring and capacity building exercise in 2025 with a view to ensuring continued alignment with labour market realities and capacity to meet the demands placed on the corporation by its broad range of services and responsibilities.

As part of the restructuring a new division responsible for Training and Schemes was established. Two existing divisions were revisited to place additional focus on Job Seeker Services, Employer Services and Policy and Planning functions. These changes reflect Jobsplus's focus on upskilling and re-skilling – in direct response to the tight labour market's demands – increased commitment to services related to disadvantaged individuals who find it more challenging to enter the labour market despite the opportunities currently available in Malta, and an increased focus on Jobsplus's strategic role in the national labour market both in terms of service provision and policy making.

To complement these top-tier changes, new departments were set up in:

- EU and International Affairs;
- Employment Licensing; and
- Employers' & Eures Services.

In addition, a Legal Unit and a Quality Unit were established.

This exercise was coupled with the establishment of a Culture and Wellbeing programme, further discussed below, aimed and ensuring that Jobsplus's employees embrace a culture that is aligned with the Corporation's values and strategic objectives.

5.4.2 People Management

The People Management Department oversees a wide range of functions in Jobsplus. Its responsibilities include recruiting and selecting employees, supporting staff development through the competency indicator tool and career progression process, and fostering strong interoffice relationships. The department also conducts job analysis and prepares job descriptions, develops workplace policies, and manages compensation and benefits as outlined in the Corporation's Collective Agreement. In addition, it administers the strengths builder and resilience mechanisms, and provides guidance on employment laws when needed. The Department also manages the organisation's health and safety function.

Jobsplus continued to enhance its workforce by engaging employees across various levels of its organisational structure. Significant investment was directed towards the personal and professional growth of staff, enabling employees to develop their skills and reach their full potential. The average number of training days per employee in 2025 was 6.0, with a total of 5,146.75 hours of training delivered.

Awards won by the People Management Department

Industry Eagle Awards 2025

The People Management Department competed in the Industry Eagle Awards 2025, which was held in the UK. The mission of the Industry Eagle Awards is to honour and celebrate the remarkable achievements of organisations worldwide, spanning diverse sectors. The International Industry Eagles Awards serve as the overarching umbrella, honouring outstanding achievement and innovation across diverse sectors.

The People Management Department was awarded the Gold Award for Learning and Development Excellence for the Competency Model it created regarding the learning and development of all Jobsplus employees.

The NCPE Equality Award

The National Commission for the Promotion of Equality (NCPE) granted Jobsplus the use of the Equality Mark logo for a period of 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.

Gold Award in Mental Health First Aid – Richmond Foundation

Jobsplus was officially recognised as a Mental Health First Aid Skilled Workplace and awarded the prestigious Gold Award from the Richmond Foundation. This significant milestone is a reflection of the People Management Department's ongoing commitment to fostering a mentally healthy, supportive and inclusive workplace. It is also a testament to the dedication and effort of all those who participated in the Mental Health First Aid training that made this achievement possible.

The Employee Recognition Awards and Bright Ideas Awards

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

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

As part of the Corporation's commitment to foster innovation and continuous improvement, the Bright Ideas Initiative was officially launched in January 2025. The suggestion must relate either to improving the composition of a service delivered by Jobsplus or to improving the methods and procedures used by Jobsplus to provide the service.

Childcare Centre at Jobsplus

The Childcare Services Centre at Jobsplus plays a vital role in supporting working parents by facilitating access to quality childcare, promoting workforce participation and economic independence. By offering guidance and resources on childcare options, subsidies and training opportunities, the centre empowers individuals – especially women – to balance family responsibilities with career advancement. This service not only contributes to a more inclusive labour market but also supports early childhood development through informed care choices.

Other People Management Details

278	Jobsplus employees
10.5 years	Average years of service
5,146.75 hours	Staff training hours delivered
44 years	Average age of the corporation's workforce
60.1%	Percentage of Jobsplus staff using work-life balance measures
6 days	Mean number of training days per employee in 2025

Culture and Wellbeing

Jobsplus set up a Culture and Wellbeing Programme, driven by a Committee composed of staff from different teams in 2025. This committee was tasked with identifying a set or organisation values that stemmed from internal consultation. The Jobsplus organisation values are:

- Belonging and Community
- Collaboration, Communication and Co-operation
- Teamwork and Team Spirit
- Professional Competence, Personal Development and Pursuit of Excellence
- Social Responsibility

Following this, a Jobsplus-wide audit was conducted to ascertain the level of engagement and how embedded these values are in the Corporation's day-to-day operations. The overall response was positive, with some areas identified for improvement.

Several subgroups were also set up to continue to organise events and initiatives that will continue strengthening Jobsplus's culture. The subgroups devised action plans that started to be implemented in 2025 and will continue going forward.

5.4.3 Procurement & Internal Controls

The Procurement and Purchase Control Unit (PPU) continued to support all Jobsplus divisions by managing the procurement of services, supplies and works in line with the Public Procurement Regulations (L.N. 352 of 2016). Daily procurement activity remained substantial, particularly for purchases below the €5,000 threshold, which were handled through competitive quotations or direct sourcing based on urgency, availability and value.

The PPU processed 595 purchasing requests in 2025, issued 975 quotation requests and generated 558 purchase orders. The Unit also provided full support in drafting, vetting and publishing tenders, co-ordinating evaluation processes, managing contract awards and addressing post-award obligations, such as addenda, guarantee renewals and contract execution queries.

All procurement calls were published through the Electronic Public Procurement System (e-PPS). Tenders valued between €10,000 and €750,000 were issued via the Sectoral Procurement Directorate, while those exceeding €750,000 were published through the Department of Contracts.

Five tenders were published in 2025. Seven contracts were subsequently signed, with a total value of €3,289,795.49, all locally funded. The PPU also processed 60 post-award requests, including contract modifications, extensions and bank guarantee renewals.

Additionally, the Unit issued three public calls for quotations, though only one resulted in an awarded contract valued at €4,860. Direct orders ranging from €5,000 to €140,000 amounted to €1,288,066; two negotiated procedures were processed with a combined value of €724,689.

Overall, the PPU maintained strong operational performance, ensured regulatory compliance and continued to deliver essential procurement support across Jobsplus.

06

Financial Statements

31 December 2025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Directors' report

The directors present their report and the audited financial statements for the year ended 31 December 2025.

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.

Jobplus 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 job seekers (both unemployed and job changers) as well as to employers, which aim to bring job seekers and vacancies together, and also contribute to improve transparency in the labour market. They play this special 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 Job seekers 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 job seekers;
- 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 job seekers 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, partnership and networking, effectiveness and quality 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 31 December 2025 of €3,303,574 (2024: €1,116,437) which added to the reserves brought forward from the previous year of €11,400,511 leaves a balance of €14,704,085 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 €88,237,508 (2024:€81,736,412) recurrent expenditure amounting to €91,175,376 (2024: €85,433,257) and other income amounting to €6,250,718 (2024: €4,827,800).

Directors

In accordance with Section 6 subsection (5) of the Employment and Training Services Act (Cap 594.), the Board of Directors shall be apponted 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 4 May 2026)
Prof. Ernest Azzopardi   Deputy Chairperson (reappointed on 4 May 2026)
Mr Angelo Fenech (reappointed on 4 May 2026)
Mr James Pearsall (reappointed on 31 January 2025 until 3 May 2026)
Mr Kiran Falzon (appointed on 31 January 2025 until 3 May 2026)
Mr Clifford Portelli (appointed on 31 January 2025 until 3 May 2026)
Ing. Rueben Cuschieri (reappointed on 4 May 2026)
Mr Josef Bugeja (appointed on 31 January 2025 until 3 May 2026)
Mr Joseph Farrugia (reappointed on 4 May 2026)
Ms Marcel Mizzi (reappointed on 4 May 2026)
Mr Daniel Borg (appointed on 4 May 2026)
Mr Leonid McKay (reappointed on 4 May 2026)
Mr Edmund E. Tabone (reappointed on 31 January 2025 until 3 May 2026)
Ms Marietta Cassar (reappointed on 4 May 2026)
Ms Bernice Farrugia (reappointed on 4 May 2026)
Mr Larkin Bonnici Secretary (reappointed on 4 May 2026)
Mr Kenneth Abela (appointed on 4 May 2026)
Mr Joswin Testa (appointed on 4 May 2026)
Ms Alexandra Gatt (appointed on 4 May 2026)
Mr Kevin Camilleri (appointed on 4 May 2026)
Ms Giulia Dalmonte (appointed 4 May 2026)
Mr Bryan Degabriele (appointed on 4 May 2026)

The term of office of the current Board of Directors extends to 3 May 2027.

Statement of directors’ responsibilities for the financial statements

The directors are required by the Employment and Training Services Act (Cap 594.), to prepare financial statements which give a true and fair view of the state of affairs of the Corporation as at the end of each reporting period and of the profit or loss for that period.

In preparing the financial statements, the directors are responsible for:

- ensuring that the financial statements have been drawn up in accordance with International Financial Reporting Standards as adopted by the EU;
- selecting and applying appropriate accounting policies;
- making accounting estimates that are reasonable in the circumstances and;
- ensuring that the financial statements are prepared on the going concern basis unless it is inappropriate to presume that the Corporation will continue in business as a going concern.

The directors are also responsible for designing, implementing and maintaining internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and that comply with the Employmeny and Training Services Act. They are also responsible for safeguarding the assets of the Corporation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditors

GCS Assurance Malta Limited have indicated their willingness to continue in office and a resolution for their re-appointment will be proposed at the Annual General Meeting.

On behalf of the board

Dr. Charmaine Cristiano Grech
Chairperson

Prof. Ernest Azzopardi
Deputy Chairperson

Registered office
Jobsplus
Birzebbugia Road
Hal Far BBG 3000
Malta

4 June 2026

Independent auditors' report
Report on the audit of the financial statements

Our Opinion

In our opinion:

- Jobsplus's financial statements give a true and fair view of the Corporation's financial position as at 31 December 2025, and of the Corporation's financial performance in accordance with the International Financial Reporting Standards (IFRSs) as adopted by the EU, and;
- have been properly prepared in accordance with Section 32(1) of the Employment and Training Services Act (Cap.594).

What we have audited

Jobsplus's financial statements, set out on pages 8 to 35 comprise:

- the statement of financial position as at 31 December 2025;
- the statement of comprehensive income for the year then ended;
- the statement of changes in equity for the year then ended;
- the statement of cash flows for the year then ended and;
- the notes to the financial statements, which include a summary of significant accounting policies.

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 Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other matter

The financial statements for the year ended 31 December 2024 were audited by a different auditor, who expressed an unqualified opinion on 7 March 2025.

Independence

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 of the Accountancy Profession (Code of Ethics for Warrant Holders) Directive issued in terms of the Accountancy Profession Act (Cap. 281) that are relevant to our audit of the financial statements in Malta. We have fulfilled our other ethical responsibilities in accordance with the IESBA Code.

Other information

The directors are responsible for the other information. The other information comprises the Directors' report on pages 1 and 3 (but does not include the financial statements and our auditors' report thereon).

Our opinion on the financial statements does not cover the other information.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above 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.

We also consider whether the Directors' Report includes the disclosures required Section 32(1) of the Employment and Training Services Act (Cap 594.) and article 177 of the Companies Act. Based on the work we have performed, in our opinion:

- The information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Directors' Report has been prepared in accordance with Section 32(1) of the Employment and Training Services Act (Cap 594.).

If, based on the work we have performed and in light of the knowledge and understanding of the Corporation and its environment obtained during the course of the audit, we conclude that there is a material misstatement in the Directors' Report, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the directors for the financial statements

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

In preparing the financial statements, the directors are 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 directors either intend to liquidate the Corporation or to cease operations, or have no realistic alternative but to do so.

Auditors' 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 auditors' 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 auditors' 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 auditors' 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 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 any other legal and regulatory requirements

Other matters on which we are required to report by exception

We also have responsibilities under Section 32(1) of the Employment and Training Services Act (Cap 594.) and under the Maltese Companies Act, (Cap. 386) to report to you if, in our opinion:

- Adequate accounting records have not been kept, or that returns adequate for our audit have not been received from branches not visited by ourselves.
- The financial statements are not in agreement with the accounting records and returns.
- We have not received all the information and explanations we require for our audit.
- Certain disclosures of the directors' remuneration specified by law are not made in the financial statements, giving the required particulars in our report.

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

Christian Gravina
Director
For and on behalf of
GCS Assurance Malta Limited
Registered auditor

Agora Business Centre, Level 2
Valley Road
Msida, MSD 9020
Malta

4 June 2026

Statement of financial position

	Notes	As at 31 December	
		2025	2024
		€	€
ASSETS			
Non-current assets			
Intangible assets	5	**1,341,173**	2,439,957
Property, plant and equipment	6	**1,199,641**	1,314,047
Property, plant and equipment ESF projects	7	**258,284**	296,426
Total non-current assets		**2,799,098**	4,050,430
Current assets			
Inventories	8	**30,897**	22,884
Trade and other receivables	9	**5,726,883**	4,130,607
Cash and cash equivalents	10	**10,449,957**	8,659,994
Total current assets		**16,207,737**	12,813,485
Total assets		**19,006,835**	16,863,915

	Notes	As at 31 December	
		2025	2024
		€	€
EQUITY AND LIABILITIES			
Equity			
Endowment Capital	11	**582,343**	582,343
Accumulated Reserves	11	**14,704,085**	11,400,511
Total equity		**15,286,428**	11,982,854
LIABILITIES			
Non-current liabilities			
Lease Liability	12	**3,651**	65,742
Deferred grant liability	13	**220,142**	251,963
Total non-current liabilities		**223,793**	317,705
Current liabilities			
Lease Liability	12	**62,091**	98,433
Deferred grant liability	13	**38,141**	44,462
Trade and other payables	14	**3,396,382**	4,420,461
Total current liabilities		**3,496,614**	4,563,356
Total liabilities		**3,720,407**	4,881,061
Total equity and liabilities		**19,006,835**	16,863,915

The notes on pages 13 to 35 are an integral part of these financial statements.

The financial statements on pages 8 to 35 were authorised for issue by the board on 4 June 2026 and were signed on its behalf by:

Dr. Charmaine Cristiano Grech
Chairperson

Prof. Ernest Azzopardi
Deputy Chairperson

Statement of comprehensive income

		Year ended 31 December	
		2025	2024
	Notes	**€**	€
Subvention from Consolidated Fund	15	**88,237,508**	81,736,412
Recurrent Expenditure		**(91,175,376)**	(85,433,257)
Operating deficit from recurrent expenditure		**(2,937,868)**	(3,696,845)
Finance costs	16	**(9,276)**	(14,518)
Income from disability contribution	17	**2,911,800**	2,906,400
Income from employment licenses and other services		**1,972,663**	1,331,682
Income from ESF projects' indirect expenditure		**1,366,255**	589,718
		3,303,574	1,116,437
European Social Fund projects:			
Project finance		**4,300,934**	-
Project costs	19	**(4,300,934)**	-
Surplus for the year – Net excess of income over expenditure		**3,303,574**	1,116,437

The notes on pages 13 to 35 are an integral part of these financial statements.

Statement of changes in equity

	Endowment capital	Accumulated reserves	Total
	€	€	€
At 1 January 2024	582,343	10,284,074	10,866,417
Comprehensive income			
Surplus for the year	-	1,116,437	1,116,437
Balance at 31 December 2024	582,343	11,400,511	11,982,854
Comprehensive income			
Surplus for the year	-	3,303,574	3,303,574
Balance at 31 December 2025	582,343	14,704,085	15,286,428

The notes on pages 13 to 35 are an integral part of these financial statements.

Statement of cash flows

	Notes	2025	2024
		Year ended 31 December	
		€	€
Cash flows from operating activities			
Cash used in operations		**(2,956,418)**	(3,711,363)
Adjustments	20	**1,333,123**	1,572,797
Net changes in working capital	20	**(2,628,391)**	1,689,107
Income received from disability contribution, employment license and other services		**4,884,463**	4,238,082
Income received from ESF Projects' indirect expenditure		**1,366,255**	589,718
Net cash generated from operating activities		**1,999,032**	4,378,341
Cash flows from investing activities			
Payments to acquire property, plant and equipment	6	**(142,661)**	(1,817,556)
Payments to acquire intangible assets	5	**(11,794)**	(331,757)
Disposal of property, plant and equipment	6	**43,819**	-
Net cash used in investing activities		**(110,636)**	(2,149,313)
Cash flows from financing activities			
Repayment of lease liabilities	12	**(98,433)**	(106,695)
Net cash used in financing activities		**(98,433)**	(106,695)
Net movement in cash and cash equivalents		**1,789,963**	2,122,333
Cash and cash equivalents at beginning of year		**8,659,994**	6,537,661
Cash and cash equivalents at end of year	10	**10,449,957**	8,659,994

The notes on pages 13 to 35 are an integral part of these financial statements.

Notes to the financial statements

1. Summary of material accounting policies

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

1.1 General Information

Jobsplus was set up on 3 August 1990 through the Employment and Training Services Act (Cap 594.). Its registered office is, Birzebbugia Road, Hal Far BBG 3000, Malta.

1.2 Principal activity

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.

1.3 Basis of preparation

The financial statements of the Corporation have been prepared and presented in accoradance 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 (Cap 594.) They have been prepared under the historical cost convention.

The preparation of financial statements in conformity with IFRSs as adopted by the EU requires the use of certain accounting estimates. It also requires directors to exercise their judgement in the process of applying the Corporation's accounting policies (see Note 3 – Critical accounting estimates and judgements).

1.4 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.

1.5 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.

1.6 Foreign currency translation

Functional and presentation currency

Items included in the financial statements are measured using the currency of the primary economic environment in which the entity operates ('the functional currency'). The financial statements are presented in euro, which is the Corporation's functional and presentation currency.

1.7 Intangible assets

An intangible asset is recognised if it is probable that the expected future economic benefits that are attributable to the asset will flow to the Corporation and the cost of the asset can be measured reliably. Intangible assets are initially measured at cost. Expenditure on an intangible asset is recognised as an expense in the period when it is incurred unless it forms part of the cost of the asset that meets the recognition criteria. The useful life of intangible assets is assessed to determine whether it is finite or indefinite. Intangible assets with a finite useful life are amortised. Amortisation is charged to statement of comprehensive income so as to write off the cost of intangible assets less any estimated residual value, over their estimated useful lives. The amortisation method applied, the residual value and the useful life are reviewed, and adjusted if appropriate, at the end of each reporting period.

	%
Computer software	25%

Intangible assets are derecognised on disposal or when no future economic benefits are expected from their use or disposal. Gains or losses arising from derecognition represent the difference between the net disposal proceeds, if any, and the carrying amount, and are included in the statement of comprehensive income in the period of derecognition.

1.8 Property, plant and equipment

All property, plant and equipment is initially recorded at historical cost. Valuations are carried out on a regular basis such that the carrying amount of property does not differ materially from that which would be determined using fair values at the end of the reporting period. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset, and the net amount is restated to the revalued amount of the asset.

All other property, plant and equipment is stated at historical cost less depreciation and impairment losses. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Borrowing costs which are incurred for the purpose of acquiring or constructing a qualifying asset are capitalised as part of its cost. Borrowing costs are capitalised while acquisition or construction is actively underway. Capitalisation of borrowing costs is ceased once the asset is substantially complete, and is suspended if the development of the asset is suspended.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Corporation and the cost of the item can be measured reliably. The carrying amount of the replaced part is derecognised. All other repairs and maintenance are charged to profit or loss during the financial period in which they are incurred.

	%
Building improvements	4 - 20%
Motor vehicles	20%
Computer and office equipment	10 - 25%
Furniture and fittings	10%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing the proceeds with carrying amount and are recognised in profit or loss. When revalued assets are sold, the amounts included in the revaluation reserve relating to the assets are transferred to retained earnings.

1.9 Impairment of non-financial assets

Assets that have an indefinite useful life, for example certain intangible assets, are not subject to amortisation and are tested annually for impairment. Assets that are subject to amortisation are reviewed 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 carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash-generating units). Non-financial assets other than goodwill that suffered an impairment are reviewed for possible reversal of the impairment at the end of each reporting period.

1.10 Financial assets

1.10.1 Classification

All recognised financial assets that are within the scope of IFRS 9 are required to be measured subsequently at amortised cost or fair value on the basis of the entity's business model for managing the financial assets and the contractual cash flow characteristics of the financial assets.

The Corporation classifies its financial assets at amortised cost.

- debt instruments held within a business model whose objective is to hold to collect contractual cashflows are measured at amortised cost;
- debt instruments that are held within a business model whose objective is both to collect the contractual cash flows and to sell the debt instruments, and that have contractual cash flows that are solely payments of principal and interest on the principal amount outstanding, are measured subsequently at fair value through other comprehensive income (FVTOCI); all other debt investments and equity investments are measured subsequently at fair value through profit or loss (FVTPL).

1.10.2 Recognition and measurement

The Corporation recognises a financial asset in its statement of financial position when it becomes a party to the contractual provisions of the instrument. Regular way purchases and sales of financial assets are recognised on settlement date, which is the date on which an asset is delivered to or by the corporation. Any change in fair value for the asset to be received is recognised between the trade date and settlement date in respect of assets which are carried at fair value in accordance with the measurement rules applicable to the respective financial assets. Financial assets are initially recognised at fair value plus transaction costs. Subsequently they are measured according to their classification as details in note 1.10.1 Amortised cost is the initial measurement amount adjusted for the amortisation of any difference between the initial and maturity amounts using the effective interest method. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Corporation has transferred substantially all risks and rewards of ownership or has not retained control of the asset.

1.10.3 Impairment

In relation to the impairment of financial assets, IFRS 9 requires an ECL model. The ECL model requires the Corporation to account for ECL and changes in those ECL at each reporting date to reflect changes in credit risk since initial recognition of the financial assets. In other words, it is no longer necessary for a credit event to have occurred before credit losses are recognised. Specifically, IFRS 9 requires the Corporation to recognise a loss allowance for ECL on:

- Trade and other receivables; and
- Cash and cash equivalents.

In particular, IFRS 9 requires the Corporation to measure the loss allowance for a financial instrument at an amount equal to the lifetime ECL if the credit risk on that financial instrument has increased significantly since initial recognition, or if the financial instrument is a purchased or originated creditimpaired financial asset. However, if the credit risk on a financial instrument has not increased significantly since initial recognition (except for a purchased or originated credit-impaired financial asset), the Corporation is required to measure the loss allowance for that financial instrument at an amount equal to 12-months ECL. IFRS 9 also requires a simplified approach for measuring the loss allowance at an amount equal to lifetime ECL for trade and other receivables, and cash and cash equivalents in certain circumstances.

1.11 Inventories

Inventories are stated at the lower of cost and net realisable value. Cost is determined using the first-in, first-out (FIFO) method. The cost of inventories comprises the invoiced value of goods and, in general, includes transport and handling costs.

1.12 Trade and other receivables

Trade and other receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for impairment (note 1.10.3). The carrying amount of the asset is reduced through the use of an allowance account, and the amount of the loss is recognised in profit or loss. When a receivable is uncollectible, it is written off against the allowance account for trade and other receivables. Subsequent recoveries of amounts previously written off are credited against profit or loss.

1.13 Cash and cash equivalents

Cash and cash equivalents are carried in the statement of financial position at face value. In the statement of cash flows, cash and cash equivalents includes cash in hand and deposits held at call with banks.

1.14 Endowment Capital

The endowment capital is classified as equity.

1.15 Financial liabilities

The Corporation recognises a financial liability in its statement of financial position when it becomes a party to the contractual provisions of the instrument. The Corporation's financial liabilities are classified as financial liabilities which are not at fair value through profit or loss (classified as 'Other liabilities') under IFRS 9. Financial liabilities not at fair value through profit or loss are recognised initially at fair value, being the fair value of consideration received, net of transaction costs that are directly attributable to the acquisition or the issue of the financial liability. These liabilities are subsequently measured at amortised cost. The Corporation derecognises a financial liability from its statement of financial position when the obligation specified in the contract or arrangement is discharged, is cancelled or expires.

1.16 Trade and other payables

Trade and other payables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method.

1.17 Lease liability

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.

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

1.18 Offsetting financial instruments

Financial assets and liabilities are offset and the net amount reported in the statement of financial position when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis, or realise the asset and settle the liability simultaneously.

1.19 Current and deferred tax

Section 34 of the Employment and Training Services Act (Cap 594.), exempts the Corporation from any liability for the payment of income tax.

1.20 Provisions

Provisions for legal claims are recognised when the Corporation has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation, and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation.

1.21 Income and expense recognition

(a) 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.

(b) ESF reimbusement

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

(c) ESF projects' indirect expenditure reimbursement

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

(d) Other income

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

(e) 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.

2. Financial risk management

2.1 Financial risk factors

The Corporation's activities potentially expose it to a variety of financial risks: market risk (including currency risk, fair value interest rate risk and cash flow interest rate risk), credit risk and liquidity risk. The Corporation's overall risk management focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the Corporation's financial performance. The corporation did not make use of derivative financial instruments to hedge certain risk exposures during the current and preceding financial years.

(a) Market risk

(i) Foreign exchange risk

Foreign exchange risk arises from future commercial transactions and recognised assets and liabilities which are denominated in a currency that is not the entity's functional currency. The Corporation was not significantly exposed to currency risk at the reporting date.

(ii) Cash flow and fair value interest rate risk The Corporation is not exposed to interest rate risk as it does not have financial assets and liabilities with variable interest rates.

(b) Credit risk arises from cash and cash equivalents and credit exposures to customers, including outstanding receivables and committed transactions. The Corporation's exposures to credit risk as at the end of the reporting periods are analysed as follows:

	2025	2024
	€	€
Trade and other receivables (Note 9)	**5,174,722**	3,959,338
Cash and cash equivalents (Note 10)	**10,449,957**	8,659,994
Total exposure to credit risk	**15,624,679**	12,619,332

The maximum exposure to credit risk at the end of the reporting period in respect of the financial assets mentioned above is equivalent to their carrying amount as disclosed in the respective notes to the financial statements. The Corporation does not hold any collateral as security in this respect.

The Corporation banks only with local financial institutions with high quality standing or rating.

The Corporation manages credit limits and exposures actively in a practicable manner such that there are no material past due amounts receivable from customers as at the end of the reporting period. The Corporation's receivables, which are not impaired financial assets, are principally in respect of transactions with customers for whom there is no recent history of default. Management does not expect any losses from non-performance by these customers.

(c) Liquidity risk

The Corporation is exposed to liquidity risk in relation to meeting future obligations associated with its financial liabilities, which comprise trade and other payables (Note 14). Prudent liquidity risk management includes maintaining sufficient cash and committed credit lines to ensure the availability of an adequate amount of funding to meet the Corporation's obligations.

Management monitors liquidity risk by reviewing expected cash flows, and ensures that no additional financing facilities are expected to be required over the coming year. The Corporation's liquidity risk is not deemed material in view of the matching of cash inflows and outflows arising from expected maturities of financial instruments, coupled with the Corporation's committed bank borrowing facilities and other intra-group financing that it can access to meet liquidity needs.

3. Critical accounting estimates and judgements

Estimates and judgements are continually evaluated and based on historical experience and other factors including expectations of future events that are believed to be reasonable under the circumstances.

In the opinion of the directors, the accounting estimates and judgements made in the course of preparing these financial statements are not difficult, subjective or complex to a degree which would warrant their description as critical in terms of the requirements of IAS 1.

4. Changes in accounting policies

Standards, interpretations and amendments to published standards

The Corporation adopted new standards, amendments and interpretations to existing standards that are mandatory for the Corporation's accounting period beginning on 1 January 2025. 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.

(a) Amendments to IAS 21 – Lack of exchangeability

The amendments listed above did not have any material impact on the amounts recognised in prior periods and are not expected to significantly affect the current or future periods.

Standards, interpretations and amendments to published standards that are not yet effective

(a) Certain new standards, amendments and interpretations to existing standards have been published that are not mandatory for the Corporation's accounting period beginning after 1 January 2025. The Corporation has not early adopted these revisions to the requirements of IFRSs as adopted by the EU and the Corporation's directors are of the opinion that there are no requirements that will have a possible significant impact on the Corporation's financial statements in the period of initial application. The entity's assessment of the new standards and amendments are set out below:

(a) Amendments to the classification and measurement of financial instruments (IFRS 7 & 9 – effective on and after 1 January 2026)

(b) Amendments to contracts referencing nature-dependent electricity (IFRS 7 & 9 – effective on or after 1 January 2026)

(c) Annual improvements to IFRS – Volume 11: Amendments to IFRS 1, IFRS 7, IFRS 9, IFRS 10 and IAS 7 (effective on or after 1 January 2026)

Standards, interpretations and amendments to published standards that have not yet been endorsed by the EU.

Certain new standards, amendments and interpretations to existing standards have been published that are not mandatory for the Corporation's accounting period beginning after 1 January 2025. The Corporation has not early adopted these revisions to the requirements of IFRSs, nor have they been endorsed by the EU to allow for early adoption. The entity's assessment of the new standards and amendments are set out below.

(a) IFRS 18 Presentation and Disclosure in Financial Statements (effective on or after 1 January 2027)

(b) IFRS 19 Subsidiaries without Public Accountability (effective on or after 1 January 2027)

(c) Amendments to IAS 21: The effects of Changes in Foreign Exchange Rates: Translation to a Hyperinflationary Presentation Currency (effective on or after 1 January 2027)

5. Intangible Assets

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

	Computer Software €
Cost	
At 1 January 2024	3,594,850
Additions	1,817,556
At 31 December 2024	5,412,406
At 1 January 2025	5,412,406
Additions	11,794
At 31 December 2025	**5,424,200**
Amortisation	
At 1 January 2024	1,798,471
Charge for the year	1,173,978
At 31 December 2024	2,972,449
At 1 January 2025	2,972,449
Charge for the year	1,110,578
At 31 December 2025	**4,083,027**
Carrying Amounts	
At 31 December 2024	2,439,957
At 31 December 2025	**1,341,173**

6. Property, plant and equipment

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

	Right of use assets	Building improvements	Furniture and fittings	Motor vehicles	Computer and Office equipment	Total
	€	€	€	€	€	€
Cost						
At 1 January 2025	703,118	2,257,223	842,732	233,492	3,305,889	7,342,454
Additions	-	11,354	20,882	51,000	59,425	142,661
Disposals	-	-	(6,786)	(16,300)	(20,733)	(43,819)
At 31 December 2025	**703,118**	**2,268,577**	**856,828**	**268,192**	**3,344,581**	**7,441,296**
Depreciation						
At 1 January 2025	563,344	1,465,628	702,977	233,492	3,062,966	6,028,407
Charge for the year	67,889	76,102	26,210	10,200	76,666	257,067
Disposals	-	-	(6,786)	(16,300)	(20,733)	(43,819)
At 31 December 2025	**631,233**	**1,541,730**	**722,401**	**227,392**	**3,118,899**	**6,241,655**
Carrying amounts						
At 31 December 2024	139,774	791,595	139,755	-	242,923	1,314,047
At 31 December 2025	**71,885**	**726,847**	**134,427**	**40,800**	**225,682**	**1,199,641**

7. 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:

	Building improvements	Computer and Office equipment	Furniture and fittings	Total
	€	€	€	€
Cost				
At 1 January 2025	800,623	356,654	130,835	1,288,112
Additions	-	-	-	-
At 31 December 2025	**800,623**	**356,654**	**130,835**	**1,288,112**
Depreciation				
At 1 January 2025	540,636	348,173	102,877	991,686
Charge for the year	32,024	1,405	4,713	38,142
At 31 December 2025	**572,660**	**349,578**	**107,590**	**1,029,828**
Carrying amounts				
At 31 December 2024	259,987	8,481	27,958	296,426
At 31 December 2025	**227,963**	**7,076**	**23,245**	**258,284**

Since 2007, the Corporation has been beneficiary for 11 (2024: 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 2014-2020, funding for projects is being provided by the European Union (80%) and the Government of Malta (20%). For the period 2021-2027, funding for projects is being provided by the European Union (60%) and the Government of Malta (40%).

8. Inventories

	2025	2024
	€	€
Stationery and consumables	**30,897**	22,884

9. Trade and other receivables

	2025	2024
	€	€
Trade receivables	**4,377,040**	2,737,664
Less: Allowance for doubtful accounts	**(100,800)**	(100,800)
Other receivables	**898,532**	1,322,474
Financial Assets	**5,174,772**	3,959,338
Prepayments	**552,111**	171,269
Trade and other receivables	**5,726,883**	4,130,607

9.1 Included with trade receivables are amounts of €3,721,345 (2024: €1,711,746) which are due from other Government entities.

9.2 Included with other receivables are amounts of €908,525 (2024: €454,931) which are due from other Government entities.

9.3 As at 31 December 2025, trade receivable amounting to €100,800 (2024: €100,800) are provided for as doubtful debts.

10. Cash and cash equivalents

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

	2025	2024
	€	€
Cash in hand	**5,477**	5,477
Bank balances	**10,444,480**	8,654,517
Cash and cash equivalents	**10,449,957**	8,659,994

11. Endowment capital

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 reserves

Accumulated reserves represent accumulated profits or losses. The Corporation has accumulated profits of €14,704,085 as at 31 December 2025.

12. Lease liability

	2025	2024
	€	€
Lease liability on property	**65,742**	164,175
Non-current	**3,651**	65,742
Current	**62,091**	98,433
Total	**65,742**	164,175

	Less than one year	One to five years	Total
	€	€	€
Maturity analysis			
31 December 2025	62,091	3,651	65,742
31 December 2024	98,433	65,742	164,175

13. Deferred grant liability

	Youth Guarantee	VASTE	ESF 3.59 - Nista	ESF 3.1114 - ESEP	ESF 3.11 - ESPD 3	ESF 3.60 - YEP	ESF 2.4 - EP	ERDF - 08	ERDF 045	ESF 2.65 - TAF	ESF 3.64 - EAP	Total
	€	€	€	€	€	€	€	€	€	€	€	€
Cost												
At 1 January 2024	2,832	80,935	914	2,391	74,061	14,215	7,713	590,809	512,693	8,846	6,440	1,301,849
Additions	-	-	-	-	-	-	-	-	-	-	-	-
As at 31 December 2024	**2,832**	**80,935**	**914**	**2,391**	**74,061**	**14,215**	**7,713**	**590,809**	**512,693**	**8,846**	**6,440**	**1,301,849**
At 1 January 2025	2,832	80,935	914	2,391	74,061	14,215	7,713	590,809	512,693	8,846	6,440	1,301,849
Additions	-	-	-	-	-	-	-	-	-	-	-	-
As at 31 December 2025	**2,832**	**80,935**	**914**	**2,391**	**74,061**	**14,215**	**7,713**	**590,809**	**512,693**	**8,846**	**6,440**	**1,301,849**

13. Deferred grant liability - continued

	Youth Guarantee	VASTE	ESF 3.59 - Nista	ESF 3.1114 - ESEP	ESF 3.113 - ESPD	ESF 3.60 - YEP	ESF 2.4 - EP	ERDF - 08	ERDF 045	ESF 2.65 - TAF	ESF 3.64 - EAP	Total
	€	€	€	€	€	€	€	€	€	€	€	€
Depreciation												
As at 1 January 2024	2,832	26,664	914	2,391	66,963	14,215	7,713	434,917	344,545	8,846	6,440	916,440
Transfer to Income Statement	-	8,919	-	-	3,579	-	-	17,321	14,703	-	-	44,522
As at 31 December 2024	**2,832**	**35,583**	**914**	**2,391**	**70,542**	**14,215**	**7,713**	**452,238**	**359,248**	**8,846**	**6,440**	**960,962**
At 1 January 2025	2,832	44,501	914	2,391	74,062	14,215	7,713	469,560	373,951	8,846	6,440	1,005,425
Transfer to Income Statement	-	6,116	-	-	-	-	-	17,321	14,704	-	-	38,141
As at 31 December 2025	**2,832**	**50,617**	**914**	**2,391**	**74,062**	**14,215**	**7,713**	**486,881**	**388,655**	**8,846**	**6,440**	**1,043,566**
Net book value												
As at 31 December 2024	**-**	**36,435**	**-**	**-**	**-**	**-**	**-**	**121,249**	**138,741**	**-**	**-**	**296,425**
As at 31 December 2025	**-**	**30,318**	**-**	**-**	**-**	**-**	**-**	**103,928**	**124,038**	**-**	**-**	**258,283**

Since 2007, the Corporation has been the beneficiary for 11 projects (2024:11 projects) involving property,plant and equipment funded under the European Social Fund Cohesion Policy and under the European Regional Developmental 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 2014-2020, funding fro projects is provided by the EU (80%) and the Govenrment of Malta (20%). The grants received are being deferred and release to the statement of income and expenditure yearly over the useful life of the assets. For the period 2021-2027, funding for projects is being provided by the EU (60%) and the Government of Malta (40%).

14. Trade and other payables

	2025	2024
	€	€
Trade payables	**471,969**	1,076,631
Accruals	**2,029,634**	2,378,590
Other payables	**894,779**	965,240
Total	**3,396,382**	4,420,461

14.1 Included with trade payables are amounts of €28,528 (2024: €468,370) which are due to other Government entities.

14.2 Included with other payables are amounts of €2,974,430 (2024: €748,274) which are due to other Government entities.

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

15. Revenue

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

	2025	2024
	€	€
Subvention received under recurrent vote 26 item 5876	**16,500,000**	16,565,271
Subvention received under recurrent vote 26 item 5703	**60,739,868**	54,371,141
Subvention received under recurrent vote 26 item 6163	**10,997,640**	10,800,000
	88,237,508	81,736,412

Subvention received under item 5703 for 2025 includes subvention of €2,183,868 received in January 2026 as reimbursement for expenditure incurred in 2025.

16. Operating deficit from recurrent expenditure

The deficit from recurrent expenditure is stated after charging:

	2025	2024
	€	€
Staff costs (Note 18)	**8,713,789**	8,668,104
Directors' fee (Note 18)	**109,458**	74,922
Amortisation of intangible assets (Note 5)	**1,110,578**	1,173,978
Depreciation of Property, plant and equipment (Note 6)	**257,045**	282,817
Loss on disposal of property, plant and equipment	**22**	684
Auditors' remuneration	**21,240**	20,100
	10,212,132	10,220,605

17. Income from disability contribution

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

	2025	2024
	€	€
Income from Disability Contribution	**2,911,800**	2,906,400

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

The contributions received during 2025 amounting to €2,911,800 (2024: €2,906,400) have been utulised to partly finance the following expenditures:

	2025	2024
	€	€
Contributions towards 'Lino Spiteri Foundation'	**1,600,000**	1,600,000
Fiscal Incentives for Person with Disability	**1,007,717**	953,051
Inclusive job support for vulnerable persons	**84,254**	104,808
	2,691,971	2,657,859

18. Staff costs

a. Wages and salaries

Payroll cost for the year comprise of the following:

	2025	2024
	€	€
Staff costs	**7,061,663**	8,010,248
SSC	**1,367,486**	657,856
Salaries recharged to ESF	**284,640**	-
Board fees	**109,458**	74,922
Total	**8,823,247**	8,743,026

b. Average number of employees

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

	2025	2024
Directors	**18**	18
Employees	**259**	252
Total	**277**	270

19. European Social Fund Projects Costs

The Corporation is the beneficiary on projects funded under the European Social Fund + Cohension Policy, 2021-2027. Funding for these projects is to be provided by the EU (60%) and the Government of Malta (40%). The disbursements on these projects are detailed below:

	2025	2024
	€	€
ESF+01.194 – 'Youth Guarantee 3.0'	**1,842,578**	-
ESF+02.223 – 'The VASTE II Programme'	**2,458,356**	-
Total	**4,300,934**	-

20. 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 on recurrent expenditure and European Social Fund projects for the year to arrive at operating cash flow:

	2025	2024
	€	€
Adjustments:		
Interest on lease liability	**9,275**	14,518
Depreciation charge of property,plant and equipment	**251,390**	327,279
Amortisation of intangible assets	**1,110,578**	1,173,978
Release of grant on property,plant and equipment ESF projects	**(38,142)**	(44,462)
Loss on disposals of property,plant and equipment	**22**	684
Provision for doubtful debts	**-**	100,800
Total adjustments	**1,333,123**	1,572,797
Net changes in working capital:		
Change in inventories	**(8,013)**	5,956
Change in trade and other receivables	**(1,596,299)**	521,456
Change in trade and other payables	**(1,024,079)**	1,161,695
Total	**(2,628,391)**	1,689,107

21. Capital management Policies and Procedures

The Corporation was set up on 3 August 1990 through the Employment and Training Services Act (Cap 594.). In addition to the initial endowment capital introduced by means of the requirements of Section 19(1) of the Act, amounting €582,343, the Corporation receives annual subvention from the consolidated fund as approved by Parliament through 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 te reporting period is deemed adequate by Jobsplus.

22. Commitments

	2025	2024
	€	€
Building Refurbishment (Note 22.2)	**10,000,000**	9,000,000
Modernisation Projects (Note 22.3)	**4,700,000**	-
Purchase of Property, plant and equipment	**35,772**	72,125
Employment and training initiatives	**1,213**	1,047
Other recurrent expenditure	**62,671**	33,250
Other recurrent expenditure	**12,799,656**	9,106,422

22.1 The Corporation's committed expenditure represents commitments to purchase property,plant and equipment, expenditure on employment and training initiatives and other recurrent expenditure.

22.2 The Corporation intend to utilise €10 million of its accumulated earnings reserve (Note 11.b) to partially finance the planned refurbishment of its premises in Hal Har.

22.3 The Corporation will utilise €1.7 million of its accumulated earnings reserve (Note 11.b) to finance the modernisation and €3 million for modernisation of schemes software.

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 transactions

(a) Relationship 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) Transaction 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 9 and 14 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 18 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.

Jobsplus
For year ended 31 December 2025

Schedule

Programmes & Initiatives

	2025	2024
	€	€
Employment and training initiatives	**676,133**	593,081
EU projects related expenditures	**191,883**	33,942
Community work scheme	**11,848,072**	12,250,650
Data document management	**1,414,312**	1,401,046
Contribution towards Lino Spiteri Foundation	**1,600,000**	1,600,000
Inclusive support	**84,254**	104,808
Person with disability fiscal incentive	**1,007,718**	953,051
Total training programme	**16,822,372**	16,936,578

Child Care for all

Free child care scheme	**60,737,181**	54,386,974
Total child care for all	**60,737,181**	54,386,974
Total programme & Initiatives	**77,559,553**	71,323,552

Jobsplus
For year ended 31 December 2025

Schedule – continued
Other Recurrent Expenditure

	2025	2024
	€	€
Staff costs	**8,713,789**	8,668,106
Board fees	**109,458**	74,922
Staff training	**106,097**	193,487
Childcare expenses	**-**	116,243
Telework expenses	**772**	4,006
Uniform	**6,026**	5,959
Rent payable	**57,240**	57,707
License and permits	**33,409**	64,816
Insurance	**88,041**	100,342
Water and electricity	**74,986**	87,063
Cleaning	**310,637**	205,550
Repairs and maintenance	**186,304**	278,824
Office stationary	**51,164**	97,201
Marketing	**122,585**	193,274
Postage and telecommunication	**186,873**	231,602
Security	**328,334**	251,656
Medical expenses	**1,169**	2,248
Transport expenses	**263,823**	207,015
Travelling and accomodation	**155,427**	107,898
Legal & Professional fees	**1,017,964**	1,166,393
Audit fee	**21,240**	20,100
Financial charges	**5,035**	5,461
Staff welfare	**26,105**	21,898
General expenses	**29,820**	15,949
Amortisation of intangible assets	**1,110,578**	1,173,978
Depreciation of property, plant and equipment	**189,157**	214,928
Depreciation – right of use asset	**67,889**	67,889
Loss on disposal	**22**	684
Call centre expenses	**351,879**	373,706
Provision of bad debts	**-**	100,800
Total other recurrent expenditure	**13,615,823**	14,109,705