



MALTAENTERPRISE

# Skills Development

*Disclaimer: This presentation provides basic information on this support measure. The contents do not represent the full official text. Interested parties should read the official guidelines and regulations as published on the Corporation's website.*

# Introduction

## Skills Development

Supporting Business undertakings to provide training to develop **and update the skills and knowledge of their workforce** and to train new employees to acquire the necessary skills and knowledge to **perform effectively.**

# Objectives

- Provision of training to develop and update the skills and knowledge of employees.
- Training new employees to acquire the necessary skills and knowledge to perform effectively.
- Development of a knowledge-based workforce in order to perform effectively.

# Eligible Training

Training must be provided by trainers employed by the Applicant [Internal] **or engaged specifically** for the delivery of the training [External Providers]

- Primary focus is Internal Training.
- Support for External Training should first be sought through JobsPlus.

## Who can Apply?

- Open to SMEs / Large Undertakings that carry out an economic activity in Malta **[including self-employed]**;
- are registered with the Malta Business Registry / Jobsplus at the time of application;
- must be compliant in terms of VAT, Income Tax, and Social Security.
- be eligible to receive aid notified under GBER
- must not be an **Undertaking in Difficulty**
- are engaged in one or more qualifying activities;

# Qualifying Activities

NACE	Activity
A	Agriculture, forestry and fishing
C	Manufacturing
E	Water supply, sewerage, waste management and remediation activities
F	Construction
G.47	Retail trade, except of motor vehicles and motorcycles
H	Transportation and storage
I	Accommodation and food service activities
J	Information and communication
K	Financial and Insurance Activities
M	Professional, scientific and technical activities
N	Administrative and support service activities
P	Education
Q	Human health and social work activities
R	Arts, entertainment and recreation
S	Other Service Activities

# What training objectives criteria must be met? ---

## Training to meet at least **one** of the following criteria:

- lead to the acquisition of skills, knowhow or knowledge directly related to the business operations of the applicant undertaking;
- lead to the development of the current and future function of the trainees within the organisation;
- training non-Maltese employees to support them in learning the Maltese language and culture;
- lead to Digital Transformation (in the use of digital technologies, digital communications, cyber security, and other topics related to digitisation);
- improve the applicant's position vis-a-vis Environmental, Social and Corporate Governance practices.

# Conditional Criteria

---

- Training must be delivered to at least 5 employees and must have a **duration of at least 6 hours; OR**
- Training must have the scope of training employees in the use of heavy machinery & specialised equipment and requires **individual or group** training sessions of not less than **four [4] hours; OR**
- **Training that has the scope of training workers with disabilities or disadvantaged workers in carrying out their roles.**
- **Training in excess of 6 hours should be split into training modules.**
- Applicant must identify clear learning outcomes to be achieved from the training and establish a methodology on how the attainment of these outcomes will be measured at the end of the sessions.

# Ineligible Training

- Team building activities and training which focuses on corporate culture, values, organisational behaviour, brand identity or similar focused actions specific to the employer;
- Training which **undertakings** carry out to comply with national mandatory standards;
- Routine training which is carried out periodically, such as training aimed to keep employees updated of current processes and procedures
- Any training related to / for the Gambling Sector.



# Eligible Costs

- Wage costs of trainees;
- Wage costs of internal trainers
- **Hourly costs** covering direct contact hours of training provided by an external expert and including the cost of materials and supplies (including access to online tools) to the extent that they are used exclusively for the training project and have been requested by the external expert for the delivery of the training.
- Air travel expenses incurred to send trainees to a foreign training location
- Air travel expenses incurred to bring trainers to Malta;

# Form Of Aid

- Tax Credits / Cash Grants/ or a combination of both;
- **The Corporation shall, in principle, ONLY consider awarding Cash Grants:**
  - **To undertakings engaged in Manufacturing and Maintenance Repair and Overhaul [MRO] of electromechanical equipment;** or
  - **To support training initiatives related to investment projects that result in:**
    - the creation of a new establishment,
    - significant expansion of the current activities of an establishment or
    - the diversification of an establishment into products or services previously not provided by the undertaking

# Maximum Aid

Size of Applicant	Aid Intensity
Small	70%
Medium	60%
Large	50%

- Up to €2,000,000 per skills development project
- **The aid intensity may increase by 10% when training is provided to workers with disabilities, yet in no instance shall the aid intensity exceed 70%.**

# Submission of Application

---

- Applicants should submit a **COMPLETE** application prior to the Start of Works [entering into agreements with service providers or starting the training].
- The Corporation **may provide** formal consent to Applicants to start the project at their **own risk**, prior to issuing a final decision.
- The Corporation may also establish periodic cut-off points for the submission of applications.
- Undertakings may only request support for one training programme in any three [3] month period.
- Deadline for Applications 30th September 2026



MALTAENTERPRISE

**Thank You**

**For further information contact**

**[info@businessfirst.com.mt](mailto:info@businessfirst.com.mt)**

**[www.maltaenterprise.com](http://www.maltaenterprise.com)**