

Annual Report 2015



Introduction

The eSkills Malta Foundation brings together a coalition of representatives of the Ministry of Education, the Malta Information Technology Agency, Malta Enterprise, the Malta Communications Authority, the Malta Gaming Authority and the Chamber of Commerce Enterprise and Industry.

The Foundation is a multi-stakeholder partnership with a mandate to:

- advise Government and stakeholders on matters related to e-skills policy;
- contribute to the expansion of ICT educational programmes and related formative initiatives;
- lead an ICT professionalism development programme;
- instigate further reform in the ICT educational offerings and contribute to capacity-building in the ICT education community; and
- champion campaigns and promote the Maltese potential locally and internationally.

The mandate also allows for additional sub-committees to be set up to represent the views of other stakeholders and together create a stronger synergised network of partners who can work collectively to implement more holistic programmes.

2015 was another successful year for the Foundation. The Foundation focused on increasing awareness of its activities among students and student representative bodies and reaching out to the public through targeted messages on the social media. The Foundation also participated in career oriented events organised by the Malta College of Arts, Science and Technology (MCAST) and the University of Malta.

During 2015, the eSkills Malta Foundation, together with MCAST, joined thousands of other participants coming from various countries across Europe in a week of activities on coding. As the National Contact Point for the eSkills for Jobs 2015 project, the Foundation promoted and coordinated Malta's participation in the eSkills for Jobs ICT Competition. 2015 proved to be a very successful year in terms of Malta's participation in competitions with the Maltese student body ICTSA winning the Digital Entrepreneurship category.

The Foundation is looking forward to 2016 which will undoubtedly be a very challenging but hopefully successful year. It will continue to deliver a programme of events and communication activities to inform students, unemployed persons, ICT professionals and SMEs about the vast range of opportunities presented by ICT related jobs.



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Chief Administrator's Statement



The importance of information and communication technologies (ICT) in the global economy is unquestionable and the demand for e-skills continues to grow exponentially. However, finding a sufficient number of employees with the necessary e-skills is an international challenge.

Anticipating the need for skills and minimising mismatches with labour market demands is vital for our competitiveness. The Foundation will continue to instil and enhance cooperation between public authorities, industry and academia through awareness raising and bridge building between formal and industry-based qualifications. This is a challenge that calls for a concerted action to design a system that works for the benefit of all stakeholders.

As the National Contact Point for the eSkills for Jobs 2015 project, the Foundation promoted and coordinated Malta's participation in this prestigious competition where the Maltese ICT student association within the Faculty of ICT (ICTSA) were pronounced winners of the Digital Entrepreneurship category.

Moreover, the Foundation continued to promote and assist other initiatives including school visits; the MCAST EXPO 2015; Codeweek 2015 with participants from across Europe and the IDC ITC Leadership Forum of which it was one of the official supporters.

Looking ahead at 2016, we will continue to broaden and raise awareness of e-skills through dialogue with key stakeholders and through engagement in partnerships which will allow the pooling of resources, expertise and experiences with other collaborating countries. I consider such alliances to be extremely valuable as they provide unique opportunities to strengthen our mutual understanding of key issues so that together we can deliver real solutions.

A handwritten signature in black ink, appearing to read 'C. Formosa', written in a cursive style.

Mr Carmelo Formosa
Chief Administrator

Committee of Administrators

The Committee of Administrators held twelve meetings in 2015 where a range of matters were discussed. The administrators focused on a number of operational matters in line with the Foundation's mandate.



Mr Carmelo Formosa
Malta Information Technology Agency
Chief Administrator



Mr Nicholas Vella
Malta Communications Authority
Administrator



Mr Paul Fenech
Malta Gaming Authority
Administrator



Mr Emanuel Zammit
Ministry for Education and Employment
Administrator



Mr Anthony Vassallo
Malta Enterprise
Administrator



Mr Keith Fearne
The Malta Chamber of Commerce and Industry
Administrator



A blurred background image showing several people sitting around a table, possibly in a meeting or workshop setting. The image is dark and out of focus, with the text overlaid on the left side.

Promoting eSkills through Events

In 2015, the Foundation selected a number of key themes for activities that champion and promote eSkills with a special emphasis on the take up of ICT skills by students.

eSkills Malta Foundation and eSkills for Jobs official supporters of IDC ICT Leadership Forum

The eSkills Malta Foundation is proud to have been one of the Official Supporters of the IDC ICT Leadership Forum - The Smart IT Buyer Tour 2015. The Forum discussed how the effective use of technologies, including cloud, mobility, virtualisation, big data analytics, telecommunications and social media can help organisations to survive and succeed in the current business environment.

The eSkills Malta Foundation engaged with the Maltese business community and provided it with information about its mandate and projects. One of the promoted projects was the Career Exposure Experience that the Foundation coordinates in collaboration with the Ministry for Education and Employment.

eSkills Malta Foundation representatives highlighted the current trends and challenges that the business community is facing when it comes to recruiting professionals with adequate skill sets. The realities of the digital transformation and the need for more e-leadership related initiatives were also discussed.



Participation of eSkills for Jobs Malta at the MCAST EXPO 2015

eSkills for Jobs Malta participated at the fourth edition of MCAST EXPO 2015. This four-day event was held between Wednesday 24th June and Saturday 27th June 2015 at the Institute of Applied Sciences at the MCAST's Main Campus in Paola. The Foundation's stand featured the theme 'Digital Skills for Tomorrow's Jobs' and focused on the promotion of standard ICT career profiles.





Introducing University students to the eSkills Malta Foundation

Once again the Foundation and the ICT Students Association (ICTSA) joined forces at the University of Malta Freshers' Week to promote ICT Careers and provide students with information on the Foundation's goals and mission. Freshers' Week also served as good promotion for the Foundation's upcoming events. This was the second time the Foundation participated in Freshers' Week.

Foundation joins the rest of Europe in Codeweek 2015

"Digital skills are essential for a true Digital Single Market and help us understand how our increasingly connected world is built. Coding is not just about computer programming, it's also about improving problem solving, communication, collaboration and creativity which are needed for the jobs of today and the future." - Andrus Ansip, Digital Single Market Vice-President.

Coding is becoming a key competence which will have to be acquired by all young students and increasingly by workers in a wide range of industries and professions. The EU Code Week was launched in 2013 by the Young Advisors for the Digital Agenda. The European Commission supports EU Code Week as part of its strategy for Digital Single Market.

The third edition of EU Code Week was held between 10th and 18th October 2015. Forty eight countries participated in the event. Apart from programming events in the twenty eight EU Member States, other events were held in Albania, Australia, Bosnia and Herzegovina, China, Egypt, the Former Yugoslav Republic of Macedonia, Iceland, Korea, Kosovo, Moldova, Morocco, Norway, Russia, Serbia, Switzerland, Tunisia, Taiwan, Turkey, Ukraine and the US. Millions of children, young adults, adults, parents, teachers, entrepreneurs and policy makers came together in events and classrooms to learn to create with code.

In Malta, the eSkills Malta Foundation, in collaboration with MCAST, organised a series of short courses on various subjects such as how to develop your first mobile app, how to build a site or blog, how to design a logical network and also on how to use Python and C#. These eight sessions were open to all those who have basic computer skills and were held free of charge. The sessions were well attended and the participants were presented with a certificate of attendance.



ICT Career Exposure Experience Week 2015 - 2016

The eSkills Malta Foundation, in collaboration with private and public organisations, offered 14 to 15 year old ICT students a one-week work exposure opportunity during 2015. The Foundation secured over 100 placements in 2015. This initiative aims to give these Form 4 students a taste of what it is like to be part of a vibrant ICT sector. The Foundation believes that exposure to the real dynamic working world could be instrumental in the students' future decisions and skills-set acquisition.

The initiative is organised by the eSkills Malta Foundation together with the Education Psycho-Social Services Section within the Ministry for Education and Employment. Organisations had the flexibility of hosting the students during any week between 16 November 2015 and 13 May 2016. This initiative presents a unique opportunity for ICT organisations to fulfil their corporate social responsibility by offering to help entice young people to become the next generation of ICT practitioners with the much sought after skills-set.





ICT in Education - School Visits

The eSkills Malta Foundation, in collaboration with MITA, organised a number of school visits. Over 500 students hailing from 25 state, church and independent schools were hosted at the MITA Data Centre. The main purpose of these visits was to encourage the take up of ICT and to increase the students' interest in Information Technology. The visits gave students from the secondary education sector the opportunity to tour Malta's vital network operations hub and the government help desk and call centre. The students were also briefed on networking infrastructure, the 'StopHate' campaign and careers at MITA.



**500 students hailing from 25
state, church and independent
schools were hosted at the
MITA Data Centre**



eSkills for Jobs 2015

The eSkills Malta Foundation is the National Coordinator of a European wide eSkills for Jobs campaign spanning 2015/2016. It is working together with the Government, industry and stakeholders to promote the EU eSkills strategy to fill digital skills shortages, gaps and mismatches, promote the adoption of best practices, tools and solutions and foster eLeadership and ICT professionalism. The main focus of the campaign, which is running in 21 European countries, is to raise awareness of the education, training, jobs and other opportunities that are available to people with e-skills, that is, people who know how to use digital technologies effectively. The participating countries are Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Malta, the Netherlands, Poland, Romania, Slovakia, Slovenia, Spain and the UK.

The main aim of the campaign is to raise awareness of the need for citizens to improve their information and communication technology (ICT) skills in their place of work. It is a response to the growing demand for ICT-skilled professionals which is currently not being met. Employers are constantly struggling to find employees with the right ICT competencies for positions across the board and many students entering the market

are unaware of the huge range of ICT jobs available in different industries, ranging from designers of games to programmers. Europe, including Malta, might face a shortage of up to 825,000 ICT professionals by 2020, risking its potential for growth, social cohesion and digital competitiveness. The demand for ICT professionals is always on the rise, but the number of people graduating in computer studies, maths, science, technology and engineering is actually falling across Europe.

E-skills are vital for professionals working in small to medium sized companies, for youths and the unemployed looking to enter the workforce. They are also important for companies that need a highly skilled workforce. At this point in time, e-skills are more crucial than ever to help get Europe's economy back on its feet. People with strong e-skills will also play a central role in making Malta an innovative and competitive country.

The campaign was launched under the European Commission's Grand Coalition for Digital Jobs, a multi-stakeholder partnership to address the shortfall in e-skills among Europeans and to encourage people to fully exploit the potential employment opportunities that ICT provides, while also ensuring that women are able to partake equally in the opportunities offered by the digital economy.





Malta Winner of the digital Entrepreneurship Category

"The eSkills Digital Entrepreneurship award is meaningful in the sense that it translates into recognition on a national and European level. We know that Europe is currently lacking in the innovation it needs to remain competitive to compete with other large economies. This is a problem we must not take lightly and as Europeans, it is our duty to take a proactive stance on this issue.

I have been serving the ICTSA executive for three semesters and as president of this

organisation, I have witnessed a high rate of student engagement when it comes to the entrepreneurial competitions and initiatives that we organise. I believe that, to have a winning team, it must be equipped with members from different backgrounds with different expertise. This motivation showed in all the events we organised, and so far we have witnessed levels of success which I have no doubt will continue to improve. This is the mentality that we, as Europeans, need to instil in our policy makers, NGOs and youth. We need to remain innovative, competitive and engage more of these European winning teams." - Etienne Buttigieg, Hon President ICTSA



The eSkills for Jobs 2015 European competition is organised within the context of the eSkills for Jobs awareness raising campaign. The European Competition is an opportunity to highlight and reward persons with a high level of digital skills and literacy at a European level.

In 2015, the competition was divided into 5 categories:

- Digital Citizenship;
- Digital Entrepreneurship;
- Career Campaigner;
- Young Digital Talent Competition;
- Outstanding use of ICT for teaching.

The ICT Student's Association (ICTSA) were the winners of this year's Digital Entrepreneurship Category. ICTSA is a student organisation which represents all students studying an ICT course based at the University of Malta. For the second year running, ICTSA took part in the eSkills for Jobs competition and used this platform to showcase the work it does as an organisation throughout the year. ICTSA strongly believes in the potential of students and young adults and it

has provided a framework to empower Malta's youth through digital e-skills and entrepreneurial flair over a five year-long project.

ICTSA's mission is to bridge the gap between students and the industry and it has witnessed a high engagement with students especially when the students are made aware of the opportunities they can exploit when equipped with the right e-skills.

The Digital Entrepreneurship category was open to entrepreneurs working on creative entrepreneurial projects building on ICT tools and/or media and e-skills. In this category each participant had to submit a video presenting an entrepreneurial project using ICT tools and/or media.

The winners were announced during the eSkills and Ada Awards Dinner held in Luxembourg on the 14 December 2015. Etienne Buttigieg, ICTSA's Honorary President who at the time was a final year student reading for a Bachelor in IT studying Computing and Business was in Luxembourg to receive the award.

ESKILLS MALTA FOUNDATION

Administrators' Report

for the year ended 31 December 2015

Administrators	Mr Anthony Vassallo Mr Keith Fearne (resigned on 9 October 2015) Mr Emanuel Zammit Mr Paul Fenech Mr Nicholas Vella Mr Marcel Cutajar (appointed on 8 April 2016)
Chief Administrator	Mr Carmelo Formosa Mr Matthew Gatt (resigned on 29 July 2015)
Executive co-ordinator	Mr Roderick Spiteri (appointed on 2 September 2015 and resigned on 30 October 2015) Mr Carmel Cachia (appointed on 1 April 2016)
Founders	Malta Information Technology Agency Malta Enterprise Corporation Malta Communications Authority Malta Gaming Authority Ministry for Education and Employment The Malta Chamber of Commerce, Enterprise and Industry
Registered address	Gattard House National Road Blata l-Bajda Hamrun HMR 9010 Malta

The administrators present their report and the audited financial statements for the year ended 31 December 2015.

Mission statement

The foundation's vision is the furtherance and advancement of skills and competences related to the Information and Communication Technology in Malta.

Financial highlights

The profit for the year amounted to € 2,181 (2014 : Loss of € 386). During the year, the foundation lost its chief administrator, an administrator and its executive co-ordinator. Hence it was unable to perform the same number of initiatives in the second part of the year.

Events after the reporting period

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

ESKILLS MALTA FOUNDATION

Administrators' Report

for the year ended 31 December 2015

Administrators

In accordance with the company's Articles of Association, the present administrators remain in office.

Administrators' responsibilities

The deed of the foundation requires the administrators to prepare the financial statements for each financial year which give a true and fair view of the state of the affairs of the company and of the profit or loss of the foundation for that year, in accordance with the requirements of International Financial Reporting Standards as adopted by the EU. In preparing these the administrators are required to:

- adopt the going concern basis unless it is inappropriate to presume that the foundation will continue in business;
- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- account for income and charges relating to the accounting period on the accruals basis;
- value separately the components of asset and liability items; and
- report comparative figures corresponding to those of the preceding accounting period.

The administrators are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the foundation and to enable them to ensure that the financial statements comply with the International Financial Reporting Standards. They are also responsible for safeguarding the assets of the foundation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditors

The auditors, Nexia BT, have intimated their willingness to remain in office and a resolution proposing their reappointment will be put before the Committee of Administrators at the next annual general meeting.

This report was approved and authorised for issue by the Board of Administrators on 18 May 2016, and signed on its behalf by:



Mr Carmelo Formosa
Chief Administrator



Mr Anthony Vassallo
Administrator

Independent Auditors' Report

ESKILLS MALTA FOUNDATION

Independent Auditors' Report

To the Members of eSkills Malta Foundation

We have audited the accompanying financial statements of eSkills Malta Foundation, which comprise the Statement of Financial Position as at 31 December 2015, and the Statement of Profit or Loss and Other Comprehensive Income, Statement of Changes in Equity and Statement of Cash Flows for the year then ended, and a summary of significant accounting policies and other explanatory notes.

Administrators' Responsibility for the Financial Statements

The administrators are responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards as adopted by the EU. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the administrators, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

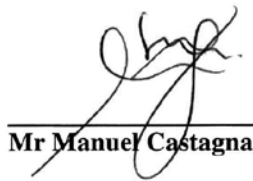
ESKILLS MALTA FOUNDATION

Independent Auditors' Report

To the Members of eSkills Malta Foundation

Opinion

In our opinion, the financial statements give a true and fair view of the financial position of eSkills Malta Foundation as of 31 December 2015 and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards as adopted by the EU.



Mr Manuel Castagna

for and on behalf of

Nexia BT

Certified Public Accountants

The Penthouse, Suite 2

Capital Business Centre, Entrance C

Triq taz-Zwejt

San Gwann SGN 3000

Malta

Date : 18 May 2016

Financial Statements

ESKILLS MALTA FOUNDATION

Statement of Profit or Loss and Other Comprehensive Income for the year ended 31 December 2015

		2015 (12 months) €	2014 (3 months) €
	Notes		
Contributions	2	119,808	42,373
Expenditure		<u>(116,453)</u>	<u>(42,486)</u>
Surplus/ (Deficit) before taxation	4	3,355	(113)
Income tax	5	<u>(1,174)</u>	<u>(273)</u>
Surplus/ (Deficit) for the year/ period		<u><u>2,181</u></u>	<u><u>(386)</u></u>
Total comprehensive income/ (expense)		<u><u>2,181</u></u>	<u><u>(386)</u></u>


ESKILLS MALTA FOUNDATION

Statement of Financial Position


at 31 December 2015

	Notes	2015 €	2014 €
ASSETS			
Non-current assets			
Property, plant and equipment	6	1,405	-
Current assets			
Trade and other receivables	7	22,520	27,271
Cash at bank and in hand	8	102,730	75,049
		<u>125,250</u>	<u>102,320</u>
Total assets		<u>126,655</u>	<u>102,320</u>
EQUITY AND LIABILITIES			
Capital and reserves			
Endowment capital	2	100,000	100,000
Retained earnings		1,795	(386)
Total equity		<u>101,795</u>	<u>99,614</u>
Current liabilities			
Trade and other payables	9	23,686	2,433
Current tax payable	10	1,174	273
Total liabilities		<u>24,860</u>	<u>2,706</u>
Total equity and liabilities		<u>126,655</u>	<u>102,320</u>

The financial statements were approved and authorised for issue by the Board of Administrators on 18 May 2016, and signed on its behalf by:



Mr Carmelo Formosa
 Chief Administrator



Mr Anthony Vassallo
 Administrator

