

# ANNUAL REPORT



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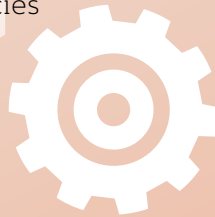
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# Our Mandates

## Advise

Government and relevant stakeholders on matters related to eSkills policies

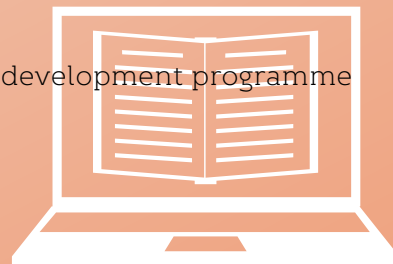


## Contribute

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 of ICT education community

## Champion

campaigns and promote the Maltese eSkills potential locally and internationally



## ▶ Annual Report 2019

The eSkills Malta Foundation, which was set up in 2014, is committed to focus on the ICT skills that are fundamental to developing a resilient ecosystem of institutional and human capital, to sustain a Digital Economy through the further advancement of skills and competences, related to ICT in Malta. The Foundation will continue to work closely with collaborating partners, to implement the underpinning policies, taxonomies, resource demand and supply monitors, supporting standards and incentives that government, industry, and society require, nurturing the ICT skills, for a leading Information Society and Digital Economy.

The Government remains fully committed to support the Foundation as a key player in the implementation of the National Digital Strategy (2014 - 2020).

# ▶ Introduction from the Chief Administrator



*“2019 was an iconic Year for the eSkills Malta Foundation”*

As predicted, the importance of basic and advanced digital skills continued to grow in Europe due to the advancement and the emergence of technology into the mainstream of any organisational and personal activity.

Society and its citizens have been introduced further to the capacity of Artificial Intelligence, Internet of Things, cybersecurity, social applications and other technology and as to how it can greatly benefit their life. Society has now learned that although these technologies are technically advanced, these are on the brink of deeply affecting their everyday life. This has created the desire to know more and therefore creating the need for upskilling their knowledge and skills.

All organisations, whether commercial, public or NGO, have a desire and demand to increase their digital skills and competences. It is well known that should they fail to implement such technologies they would not be able to thrive in their business. But one can only implement these technologies with digitally skilled workforce. The need for urgent digital transformation in their operations is crucial, as is a change in direction for the course or training content development and the education provision.

The Training and Educational sector has had to review their course content and the way and mode this is provided. European organisations in this sector have improved further their online presence, and this has somewhat helped in the supply. However, although the students have been exposed to more industry

skills during their studies, they are still far-off from what industry requires.

To a large extent, the status of the Digital Economy in Malta reflects the European status, and while in some areas, we exceed the European average, we fail to make in some others. In 2019, Malta is still ranked 10th in the European Digital Economy and Society Index (DESI), and this augurs well.

The year 2019 was an iconic year for the eSkills Malta Foundation due to the launch of the National eSkills Strategy 2019-2021. The Strategy gave the Foundation a clearer direction towards achieving the aims of its digital agenda in a more effective and coordinated manner, identifying areas of intervention that needed more attention.

Having the right digital education is crucial for today's life, career development and future employment. Schools must prepare for Digital educational needs as early as possible. Hence, the implementation of the digital Self Reflection tool (SELFIE), developed by JRC of the European Commission, is very important, and the Foundation is supporting the Ministry for Education and Employment on this. The Foundation sponsored a plenary event and workshop to help in awareness.

One of the Foundation's objectives is the further development of the IT Profession. This year an international IT Professionalism Conference was organised by our Foundation with a back-to-back local and European CEN Technical Standards Committee 428 meeting.

The EU Codeweek has become one of the most effective events by the European Commission. Malta takes this very seriously, and the event has become a local star initiative for the Foundation. Malta ranked first in Europe for the number of sessions carried out per capita.

Similarly to previous years, eSkills Malta Foundation implemented and supported many other sustainable initiatives throughout the year. These included Career Sessions to Career Guidance Teachers and students, School industry visits, PingFin, Million Dollar Idea, DigiGirly, CodeSprint 2019, Malta Robotics Olympiad, MCAST Expo and other new initiatives like First Lego Junior, First Global Olympics Olympiad, National Occupational Standards, and Summer Bootcamps

We think that the Foundation has increased its viability, visibility and effective tasks in Malta and abroad. These efforts reflect our outreach in a buoyant awareness campaign with 6525 photos taken, 980 Facebook posts, over 88,000 Twitter impressions and over 28,000 website visits.

The Foundation's efforts are bearing more fruit, and we are so glad that, with all the limitations that we face, we still manage to turn a good year. Our efforts and recognitions help in motivating us to do more and better for the coming years. We trust that the following pages are a good testament for our hard work.

## ▶ Founder Members



**Carm Cachia**  
*Chief Administrator*



**Anthony Vassallo**  
*Malta Enterprise*



**Marcel Cutajar**  
*Malta Chamber of Commerce  
Enterprise and Industry*



**Chris Formosa**  
*Malta Gaming Authority*





**David Sant**  
*Malta Information  
Technology Agency*



**Grazio Grixti**  
*Ministry for Education  
and Employment*



**Joseph Seychell**  
*Malta Communications  
Authority*



**Donnha Barbara**  
*Office of the Prime  
Minister*

# ▶ Introduction

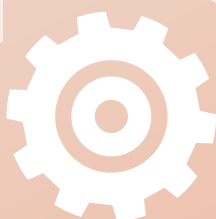


Malta has always been at the forefront when it comes to the technology sector. This is not by chance and there are various reasons for this. A very good education system and first-class training have developed some well-drilled and talented resources on the island. A combination of reasonable investment by digital entrepreneurs and forward-looking government policies implemented by the government, have created an ideal digital economy that attracts more local investment and some excellent leading technology firms to operate from Malta.

The country's stability, the attractive business incentives, and the "can do" attitude adopted by the government has not only assisted but has served as a springboard to our flourishing digital economy. Indeed, amongst all members of the European Union, Malta ranks 10th overall in the European Digital and Economy Index (DESI), and 9th in the Human Capital of the same Index. DESI is compiled annually by the European Commission to serve as a barometer of countries in the Digital sector.

Of course, when it comes to human resources, this has created a considerable challenge for Malta. The Digital Industry requires ICT human resources not just in quantity but also in quality and equipped with the right industry skills. This has kept any organisation involved with the supply end of the equation very busy. Coupled with this, requirements for digital skills has gone sky-high due to the proliferation of technology in our everyday life.





# LAUNCHES



# ▶ National eSkills Strategy 2019-2021

On the 13th March 2019, the then Parliamentary Secretary for Financial Services, Digital Economy and Innovation, Honourable Silvio Schembri launched the National eSkills Strategy 2019-2021, making Malta one of the first EU member states to have a national strategy for digital skills.

Since its inception, the eSkill Malta Foundation has been at the core in the contribution towards the increase of digital skills and the development of the ICT profession. Indeed, the Foundation has been visible not just locally but also at a European level. Its National eSkills Strategy 2019-2021 coalition model has also been considered as a European best practice.

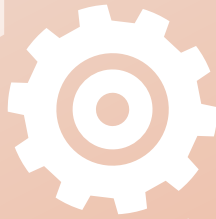
The eSkills Malta Foundation had embarked on this project in April 2018. The study carried out was of the current state in digital and ICT skills, the upcoming local and international emerging technologies, the upcoming education and training methods. The project charted the level that Malta would preferably be at by 2021, and the steps needed to get there.





“The launch of a National Digital Skills Strategy by the eSkills Malta Foundation is very important and crucial for Malta.”

*Hon. Silvio Schembri*





# Encouraging National Events



## ▶ Million Dollar Idea

The Million Dollar Idea is a start-up competition which takes place every year. It is a 3-day competition where people from all backgrounds can apply to compete. Participants with the help of mentors enhance entrepreneurial skills whilst developing their idea into a realistic business model. Every year the eSkills Malta Foundation supports this brilliant initiative wherein workshops are hosted to enrich participants' entrepreneurial and business modelling skills.

The winning idea received a start-up package to continue improving the idea. The cash prize of €300 as in previous years was sponsored by eSkills Malta Foundation.



# ▶ PINGFIN 2019

PingFin is a yearly event that brings together European universities to participate in a PL/SQL driven SEPA payment challenge. Every year, this interesting activity is sponsored by eSkills Malta Foundation. This year 30 ICT students from MCAST and 15 students from the Odisee Hogeschool of Belgium took part in an international e-payments workshop using industry standard Oracle PL/SQL, eSkills Malta Foundation was one of the main sponsors of the workshop and also formed part of the judging panel. PingFin stands for Financial Ping (Financial Digital Event) and is an International e-Payments Workshop. The workshop entailed the design and implementation of a system to cater for bank transactions following the SEPA protocol.



## ► iChoose Careers Fair

The Ministry for Education and Employment embarked on the 'iChoose' initiative that targets all 5th formers. The event hosted all post-secondary educational institutions and entities under one roof. The students were offered the opportunity to seek one to one guidance from the career guidance practitioners who were available throughout the event. This was another opportunity whereby students could further their future career options further to their compulsory education. The Foundation is always on the front line to support and sponsor such events. This is in line with its purposes which include actions aimed at improving ICT educational offerings and capacity building in the ICT Education Community.



# ▶ MCAST Expo 2019

The eSkills Malta Foundation supports the ICT educational system across the board and works incessantly to increase the numbers and the quality of resources. MCAST is one of the major providers for ICT Professionals.

The Institute of ICT at MCAST organised the student projects EXPO on Tuesday 2nd July 2019, at the MCAST Student Hub.

The EXPO provides a platform for the students across levels 2 and 6 within the MCAST Institute of ICT to showcase their work and highlight the emerging technologies which are being researched within our institute. Research topics included Augmented Reality, Virtual Reality, Games Development, Blockchain-enabled applications, AI, Computer Networks and more.

This year the Foundation was invited and participated in a panel including students and the industry. The Foundation sponsored the first 3 ranked students for the projects in Level 6 awarding them with a cash prize reward for their achievement.



# ▶ First Lego League JR.

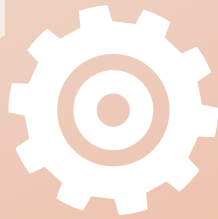
eSkills Malta Foundation was one of the sponsors of the First Lego League JR.

The FIRST LEGO League JR. guides youth through STEM learning and exploration at an early age. From Discover, to Explore and then to Challenge, students will understand the basics of STEM and apply their skills in an exciting competition while gaining productive learning habits, confidence, and teamwork skills along the way. The First Lego League JR, is a non-competitive and hands-on program which builds interest in science, technology, engineering, and mathematics (STEM).



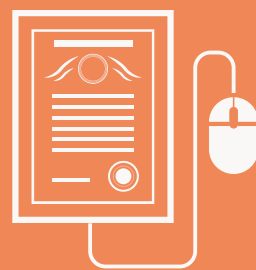
This initiative guides youths through STEM learning at an early age. Teams of up to six students aged 6 – 10 explored a new and exciting challenge based on a real-world theme every year.







# Participation



# ▶ Delta Summit

The Foundation participated in the Delta Summit by presenting its initiatives and briefed interested parties from its stand.

The Delta summit is Malta's official platform whereby Blockchain, cognitive technologies such as AI and IoT and other emerging technologies were showcased. With the launch of the public consultation for AI strategy, Malta is continuing to position itself as a cutting-edge hub for emerging technology companies seeking to establish themselves in this space, as well as providing a place for individuals to develop and innovate.



# ▶ Malta Robotics Olympiad

The eSkills Malta Foundation is proud to have once again taken part in the prestigious national event – the Malta Robotics Olympiad (MRO). The Malta Robotics Olympiad has become the largest technology event in Malta. The main objectives of this event are to bring the students and public closer to technology in education, to experience investments in a hands-on manner and display the best the island has to offer in technology and robotics as well as being a STEM popularisation event at its core.



# ▶ SELFIE Workshop

“It is being recommended that the Foundation supports the use of SELFIE, the self-reflection online tool for local schools to help measure the adoption of digital technologies in six key areas of digital education, including leadership, infrastructure and equipment, professional development, teaching and learning practices, assessment practices and also the student’s digital competence”

– National eSkills Strategy – 2019 - 2021



In line with the recommendation, on 31st May 2019 some 100 educators coming from Public, Church and Independent Schools attended a SELFIE Seminar at St Nicholas' College Secondary School, Dingli. The seminar was organised as a collaboration between the eSkills Malta Foundation and the Directorate for Digital Literacy and Transversal Skills (DDLTS) within the Ministry for Education and Employment (MEDE).



# ▶ CEN/TC 428 Plenary Meeting

On 23rd October 2019 eSkills Malta Foundation welcomed over twenty high-calibre ICT professionals from various EU member states, to meet in Malta for their CEN/TC 428 plenary meeting. The eSkills Malta Foundation was authorised by the Malta Competition and Consumer Affairs Authority, the national standards body, to represent the country at this important ICT standards committee. CEN is the recognised European commission standards committee, and the CEN/TC 428 is the technical committee responsible for the standardisation of the professional ICT competences, skills and knowledge applied in all ICT domains.



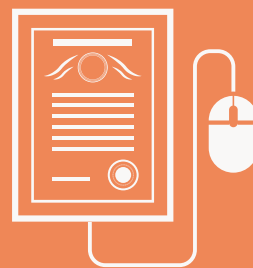
The Foundation feels that establishing standards to guide in the maturity of the IT profession will provide enormous benefits to the IT professional and practitioner community engaged across various business and governmental sectors. Additionally, these standards must take into consideration wider implications related to the European Union single market strategy and policy, industry requirements, innovation trends and finally social needs. Events like this remind us of the responsibility we must all recognise in the midst of the fast-developing ICT industry.





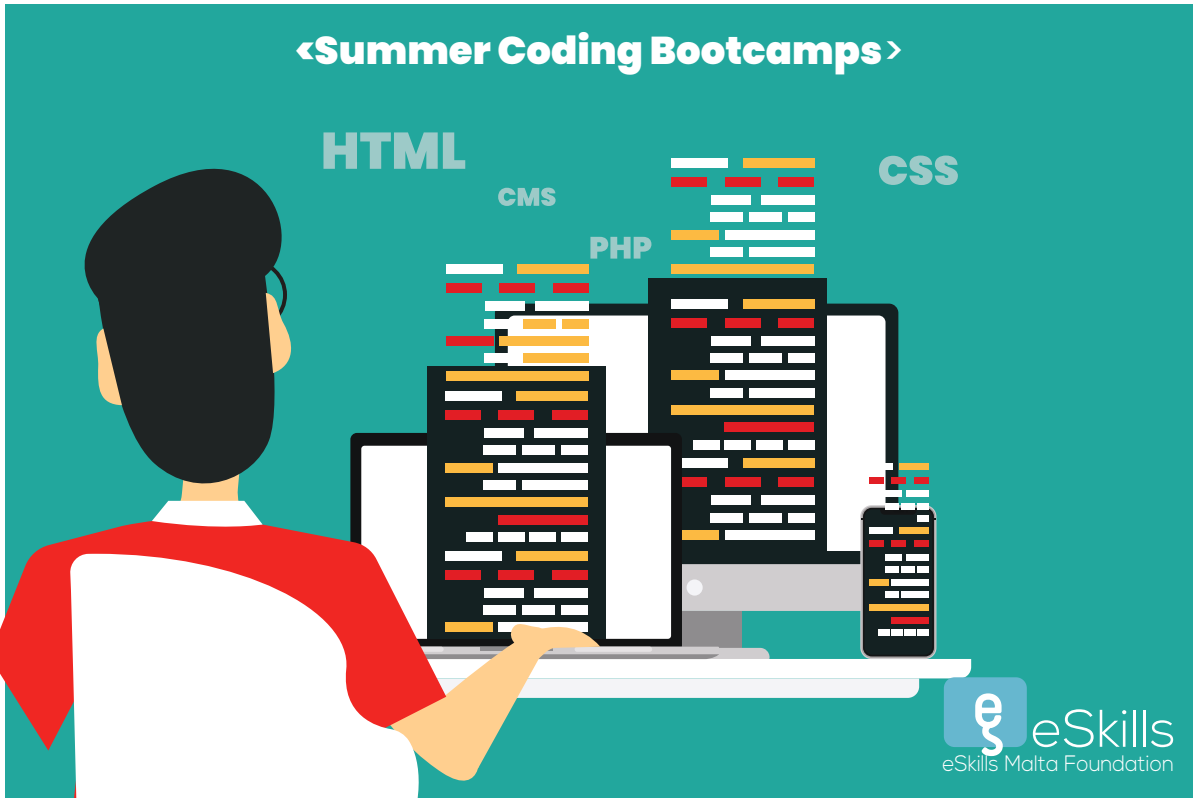


# Education



# ▶ Summer Coding Bootcamps

During 2019 the eSkills Malta Foundation embarked on a new initiative to fund various Summer Coding Bootcamps. The Bootcamps were held with various education providers, targeting children, teenagers and adults and the coding boot camps gave the attendees the opportunity to taste coding during their free time or perhaps brush up on a certain skill that they may wish to enhance.



The main objectives of these bootcamps was to introduce children to coding at an early age, to produce coding trainees who may want to expand their careers in coding at a very early stage.

The bootcamps were well attended and attendees enjoyed the experience. The Foundation considers this a success and will continue to pursue such initiatives in the future.



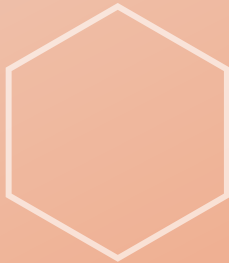
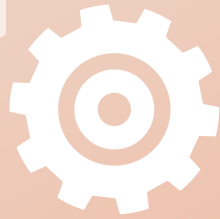
# ▶ E-Competence Framework Training

On 25th November 2019, the eSkills Malta Foundation organised a one-day training session which was very well attended by the industry and Government officials. The session served as a 1-day training programme for IT professionals, HR representatives and management staff who wished to learn about the European e-Competence Framework (e-CF), its fundamental principles and how to apply the e-CF in their organisations.

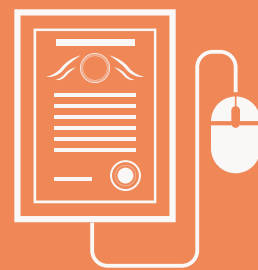


The programme is the ideal stepping-stone for bringing the benefits of the framework to businesses. The European e-Competence Framework provides a common language to describe the competences including skills and knowledge requirements of ICT professionals. The Foundation is committed to promote and encourage the use of this important and useful framework.






# Outcomes, Statistics & Sponsorships



# ► Outcomes & Statistics



CodeWeek.

**1<sup>ST</sup>**

Poland

Malta

Montenegro

**Worldwide**  
84 Countries  
72,711 Events  
2.7 Million Participants  
6,000 Teachers

**Malta**  
537 Events  
82% of Schools  
23,500+ Students

*With over 4.2 million participants, 72k events, and 80+ countries, CodeWeek 2019 has broken records once again!*

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**6,525**  
Photos  
Taken



**200+**  
Students during  
school visits



**980** Facebook posts  
88,626 impressions on Twitter  
**28,950** website visitors



# ► Sponsorships

During 2019 the eSkills Malta Foundation sponsored the Million Dollar Idea, CodeSprint, Malta Robotics Olympiad, SELFIE Project, University Final ICT Projects, Summer Coding Bootcamps, PingFin, MCAST Expo, First Lego League JR. and the First Global Robotics Olympics.





# Digital Education in Schools



# ▶ Half-day event on Digital Education initiatives

On 15th March 2019, the eSkills Malta Foundation, in collaboration with the Ministry for Education and Employment, organised a half-day morning event on the subject of Digital Education in Schools. People from both industry and the educational sectors contacted the eSkills Malta Foundation expressing their interest in becoming more aware about the various initiatives that Malta's Education Ministry embarked on in the sphere of digital education. The umbrella of digital education is wide and touches all levels, from the formative years to the adult and lifelong learning. The event provided the opportunity for people from the ICT industry and education to listen, discuss and provide feedback about the various initiatives being held by the Ministry of Education and Employment.



# ► Career Exposure Experience

As in the past years, the eSkills Malta Foundation together with the Education Psycho-Social services section within the Ministry for Education and Employment collaborated with the industry and public entities to organise a week-long opportunity for selected Year 10 (Form 4) students to witness the different occupations within the ICT industry. The scope behind the Career Exposure Experience is to give students the opportunity to experience a one-week exposure in a work-based environment thus giving real-world knowledge of how the ICT sector works.



73 students, 17 Companies, agencies and ministries took part in the 2019 ICT Career Exposure Scheme.

# ▶ School visits

In line with its statutory purpose, one of the eSkills Malta Foundation's activities is focused on increasing awareness amongst students on the career opportunities and competences required for ICT jobs. With this in mind, the Foundation in collaboration with the Student Services Department within the Directorate for Educational services organised a number of school visits during the scholastic year 2018/2019.



The main purpose of these visits is to help students to understand better the use of ICT and the skills required. As in previous years these visits proved to be a huge success. This would not have been possible without the collaboration of various entities namely, MITA, Ascent Software Limited, University Services, Vodafone Malta, PwC and Nefreer. Nearly 200 year 9 students participated in these visits. It is the Foundation's mandate to encourage the students to pursue ICT studies at post-secondary and tertiary levels.



# ▶ Code Sprint Malta 2019

eSkills Malta Foundation supported the Computing department within the Directorate for Learning & Assessment Programmes together with ICE Malta as the educative partner, a successful national coding competition, Code Sprint Malta 2019.





Code Sprint Malta 2019 was another big success whereby 56 participants from secondary and post-secondary schools/institutions had the chance to showcase their programming abilities and meet other programming enthusiasts.





# Conferences



# ▶ The Malta IT Professionalism Conference

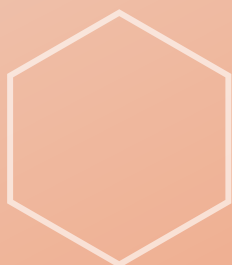
The eSkills Malta Foundation, organised its now annual IT Professionalism Conference on the 24th October 2019.



The Foundation invited several local and foreign professional and expert speakers who presented a number of topical subjects about competences and skills development that are so essential in the IT Industry.

The National eSkills Strategy identifies clearly that ICT Professionals need to be recognised and have the commitment to act professionally, and to make sure they have the right competence and knowledge for the role. It is also important that they keep themselves abreast with the latest methods and technologies. ICT professionals have a desire and aspiration for recognition and national and status.





# Women in ICT



# ▶ Participate, Support & Sponsor

The eSkills Malta Foundation has been entrusted with a number of mandates relating to digital skills. One of the main national concerns is the participation of certain groups in society, both for the participation in the ICT industry and for having access to equal opportunities in taking advantage of the digital opportunities.

One of these target groups is the female gender, where, especially in the ICT industry, the numbers are very low. In this respect the Foundation feels a certain responsibility to address this. The Foundation would like to make our digital economy contribution more attractive to girls and women, and increase their participation in the digital industry. With this in mind the Foundation participates, supports and sponsors events aimed specifically to females.





# ► DigiGirlz

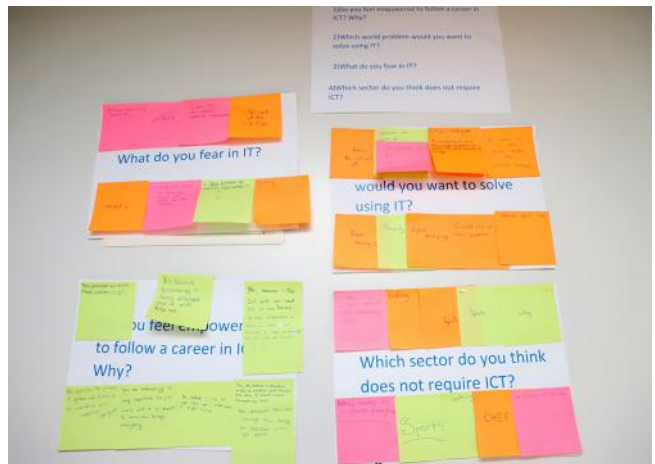
On 6th November 2019, the eSkills Malta Foundation together with Microsoft Malta organised the annual DigiGirlz event and this proved to be an outstanding success. Over 100 girls from St Clare College Pembroke, Russian Boarding School Malta, St Martin's College, Mater Boni Cosiglii School and St Monica attended the event. The DigiGirlz Day events have been designed by Microsoft Global Diversity and Inclusion team to provide middle and secondary school girls with a better understanding of what a career in technology is all about.



# ▶ Girls in ICT event

The eSkills Malta Foundation took part in the 'Girls in ICT Day' which is celebrated all over the world. The aim of this world event is to empower and encourage girls and young women to consider careers in the growing field of information and communication technology.

This was another event that certainly reinforced Malta's position as an ICT hub of excellence and made for a more gender-balanced ICT sector in the island.



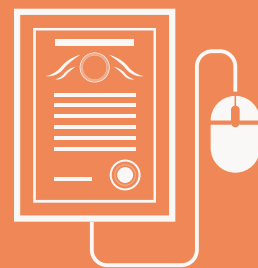
# ▶ Code Like a Girl - Vodafone

The Code Like a Girl initiative was organised by Vodafone Malta in collaboration with the eSkills Malta Foundation. The Foundation believes that empowering women and assisting young ladies increase their skill set through technology, are two important pillars in our growing digital world. With this in mind Vodafone Malta organised Code Like a Girl workshop held in August 2019. The workshop was designed to interest girls in a sector currently more popular with boys, helping widen their opportunities and increase their future career choices.





# Strategic Consultative Committee



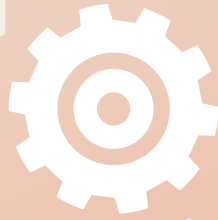
# ▶ Strategic Consultative Committee

One of the recommendations of the National eSkills Strategy was to set up a Strategic Consultative Committee to make sure that its implementation reflects the changes in the national requirements. For this purpose, the Strategic Consultative Committee working group was divided into four sub-groups, each tackling several thematic areas of intervention as detailed in the Strategy. The scope and objective of this strategic committee include:

- Engagement for transparent, on-going communication and information sharing to implement the various recommendations in the Strategy
- Facilitating the active engagement and input of relevant sectors affected by and effecting digital and ICT skills development
- Provision of strategic advice on mechanisms to achieve the digital skills development objective more effectively;
- and where possible monitor KPIs;

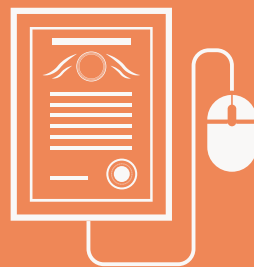








# EU Code Week



# ▶ EU Code Week

The seventh edition of EU Code Week took place between the 5th and 20th October 2019.

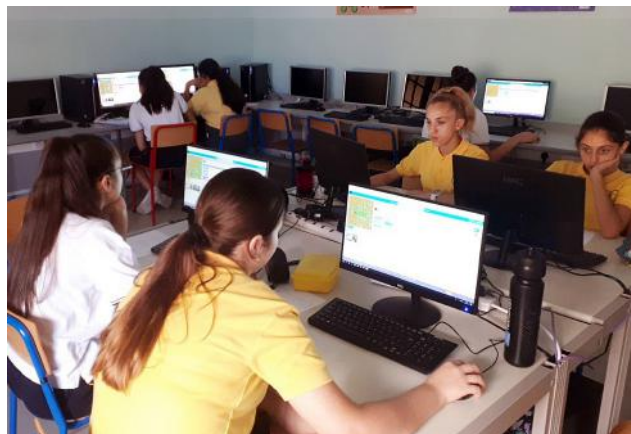
This year, for the third consecutive year, Malta placed first with the highest number of coding events held per capita during EU Code Week. The number of events held in Malta each year is constantly increasing, with 147 events in 2017, 190 events in 2018 and with the outstanding number of over 500 events in 2019.

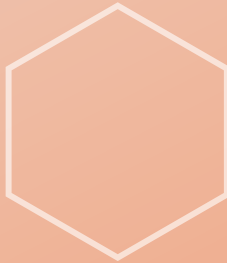
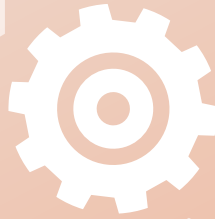
Across Europe, EU Code Week 2019 was a record-breaking year for the initiative, with over 66,000 activities organised, about 22,000 more than in the 2018 edition.



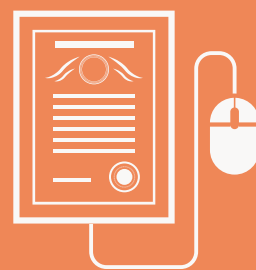
Malta surpassed the goal set by the Commission to reach 50 per cent of all schools in Europe. More than 80 per cent of local schools participated in the EU Code Week this year.

Public, church and independent schools in Malta were very busy organising coding activities, for all levels and subjects. For the first time eSkills Malta Foundation also secured the participation of the Senglea Local Council.





# The Future



# ► eSkills Malta Foundation moving forward

The National and European Agenda on Digital Skills are moving fast and at times changing quickly to keep up with the opportunities created by the technologies. New challenges will emerge for the eSkills Malta Foundation and these will need to be taken on board. Other local stakeholders are in the same situation and therefore we must work all together to achieve our common aims.

The future work of the Foundation will be to implement more digital means to carry out its work, develop a local, national platform, the up-skilling of SMEs and develop further recognition for our ICT Professionals. We are sure all this will be affected by European and government directions and policies, however we must strive to implement as much of our Strategy as possible.



The future looks bright for the country but there is still a lot of work to be done. However, should the Foundation be given enough space and opportunity for collaboration, it will achieve much more in the future.

“

“The advance of technology is based on making it fit in so that you don't really even notice it, so it's part of everyday life.”

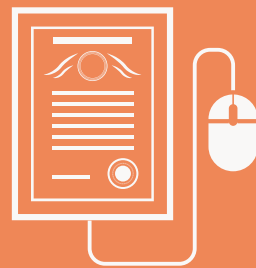
**Bill Gates**

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# Financial Report



# ▶ Financial Report

## ESKILLS MALTA FOUNDATION

### Administrators' Report

for the year ended 31 December 2019

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#### Administrators

Mr Anthony Vassallo  
Mr Christopher Formosa  
Mr Marcel Cutajar  
Mr David Sant  
Mr Grazio Grixti (appointed on 25 July 2019)  
Mr Joseph Seychell (appointed on 1 November 2019)  
Ms Donnha Barbara (appointed on 3 September 2019)  
Mr Nicholas Vella (resigned on 30 May 2019, reappointed on 8 July 2019 and resigned on 1 November 2019)  
Mr Steve Agius (appointed on 30 May 2019 and resigned on 8 July 2019)  
Mr Emanuel Grech (resigned on 25 July 2019)

#### Chief Administrator

Mr Carmel Cachia

#### Executive co-ordinator

Mr Carmel Cachia

#### 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  
Office of the Prime Minister (Ministry responsible for ICT)

#### Registered address

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National Road  
Blata l-Bajda  
Hamrun HMR 9010  
Malta

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The administrators present their report and the audited financial statements for the year ended 31 December 2019.

#### Mission statement

The foundation's vision is the acquisition and advancement of basic and advanced digital skills and competences by the education, citizens, labour force, and ICT professionals target groups, as well as the further development of the ICT profession in Malta.

#### Financial Highlights

The surplus for the year amounted to € 40,943 (2018: Deficit of € 18,319). As from 2019 in addition to the Government subvention, the foundation started receiving an additional contribution of € 125,000 per annum from its founding members. This enabled the foundation to employ an additional resource and to increase its expenditure on the various collaborations and initiatives on digital skills by 134.5% (2019: € 97,450, 2018: € 41,563).

## **ESKILLS MALTA FOUNDATION**

### **Administrators' Report**

for the year ended 31 December 2019

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#### **Events after the reporting period**

Subsequent to year-end, the World Health Organisation declared the spread of Coronavirus Disease (COVID-19), a world pandemic. COVID-19 is having significant effects on global markets, supply chains, businesses, and communities. The chief administrator is monitoring the situation and taking action to safeguard the interests of the foundation. To date the work of the foundation has slowed down as part of the planned events and sponsorships had to either be cancelled or postponed. The full impact of COVID-19 is unknown and cannot be reasonably estimated as these events are still developing.

#### **Administrators**

In accordance with the foundation's Deed of Foundation, 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 foundation and of the surplus or deficit 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 company 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 company and to enable them to ensure that the financial statements comply with the Maltese Companies Act (Cap. 386). They are also responsible for safeguarding the assets of the company 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 27 June 2019, and signed on its behalf by:

  
\_\_\_\_\_  
**Mr Carmel Cachia**  
Chief Administrator

  
\_\_\_\_\_  
**Mr Anthony Vassallo**  
Administrator

# ► Independent Auditors' Report

## **ESKILLS MALTA FOUNDATION**

### **Independent Auditors' Report**

To the Members of eSkills Malta Foundation

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#### **Opinion**

We have audited the accompanying financial statements of eSkills Malta Foundation, which comprise the Statement of Financial Position as at 31 December 2019, and the Statement of Profit or Loss and Other Comprehensive Income, Statement of Changes in Equity and Cash Flow Statement for the year then ended, and a summary of significant accounting policies and other explanatory notes.

In our opinion, the financial statements give a true and fair view of the financial position of eSkills Malta Foundation as of 31 December 2019 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.

#### **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 are independent of the entity in accordance with International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in accordance with the Accountancy Profession Act in Malta, and we have fulfilled our ethical responsibilities in accordance with these requirements and the IESBA Code.

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

#### **Other Information**

The administrators are responsible for the other information. The other information comprises the Administrators' report. 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 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.

Based on the work we have performed, in our opinion, the information given in the Administrators' report for the financial year for which the financial statements are prepared is consistent with the financial statements.

In addition, in light of the knowledge and understanding of the entity and its environment obtained in the course of the audit, we are required to report if we have identified material misstatements in the Administrators' report and other information. We have nothing to report in this regard.

## **ESKILLS MALTA FOUNDATION**

### **Independent Auditors' Report**

To the Members of eSkills Malta Foundation

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#### **Responsibilities of the administrators**

The administrators are responsible for the preparation of the financial statements that give a true and fair view in accordance to International Financial Reporting Standards as adopted by the EU and for such internal controls as the administrators determine are necessary to enable the preparation of financial statements that are free from material misstatements, whether due to fraud or error.

In preparing the financial statements the administrators are responsible for assessing the entity'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 administrators either intend to liquidate the entity 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 judgement 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 entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the administrators.
- Conclude on the appropriateness of the Administrators' use of 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 entity'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 entity 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.

# ► Independent Auditors' Report

## **ESKILLS MALTA FOUNDATION**

### **Independent Auditors' Report**

To the Members of eSkills Malta Foundation

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We communicate with the administrators 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.



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**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 : 23 July 2020**

# ▶ Financial Statements

## ESKILLS MALTA FOUNDATION

### Statement of Profit or Loss and Other Comprehensive Income

for the year ended 31 December 2019

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	Notes	2019 €	2018 €
<b>Contributions</b>	<b>5</b>	307,883	176,973
Expenditure		(254,492)	(195,292)
<b>Operating surplus/(deficit)</b>	<b>6</b>	<u>53,391</u>	<u>(18,319)</u>
Finance costs	<b>7</b>	(266)	-
<b>Surplus/(deficit) before taxation</b>		<u>53,125</u>	<u>(18,319)</u>
Income tax	<b>8</b>	(12,182)	-
<b>Surplus/(deficit) for the year</b>		<u><u>40,943</u></u>	<u><u>(18,319)</u></u>
<b>Total comprehensive income/(expense)</b>		<u><u>40,943</u></u>	<u><u>(18,319)</u></u>

# ► Independent Auditors' Report

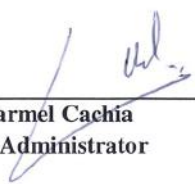
## ESKILLS MALTA FOUNDATION


### Statement of Financial Position

at 31 December 2019

	Notes	2019 €	2018 €
<b>ASSETS</b>			
<b>Non-current assets</b>			
Property, plant and equipment	9	8,401	5,021
Deferred taxation	10	296	-
		<u>8,697</u>	<u>5,021</u>
<b>Current assets</b>			
Trade and other receivables	11	79	5,146
Current tax recoverable	14	-	5,834
Cash at bank and in hand	12	156,030	98,743
		<u>156,109</u>	<u>109,723</u>
<b>Total assets</b>		<u>164,806</u>	<u>114,744</u>
<b>EQUITY AND LIABILITIES</b>			
<b>Capital and reserves</b>			
Endowment capital		100,000	100,000
Retained earnings		38,480	(1,474)
<b>Total equity</b>		<u>138,480</u>	<u>98,526</u>
<b>Current liabilities</b>			
Trade and other payables	13	22,485	16,218
Current tax payable	14	3,841	-
<b>Total liabilities</b>		<u>26,326</u>	<u>16,218</u>
<b>Total equity and liabilities</b>		<u>164,806</u>	<u>114,744</u>

The financial statements were approved and authorised for issue by the Board of Administrators on 23 July 2020, and signed on its behalf by:

  
Mr Carmel Cachia  
Chief Administrator

  
Mr Anthony Vassallo  
Administrator







/ESkillsMalta



@eSkills\_Malta



eskills.org.mt



**eSkills Malta Foundation**  
**Gattard House, National Road**  
**Blata l-Bajda HMR 9010**  
**Malta**