

Annual Report



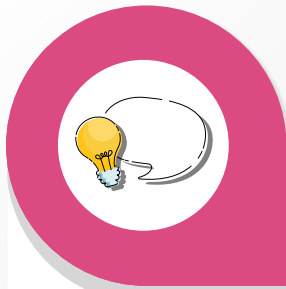
2021

 eSkills
eSkills Malta Foundation

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Our Mandates



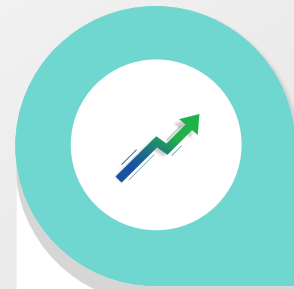
ADVICE

Government and relevant stakeholders on matters related to eSkills policies



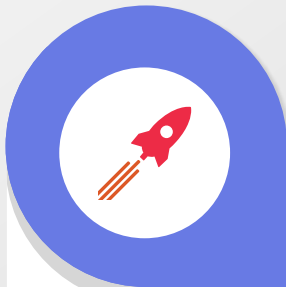
CONTRIBUTE

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 the ICT education community; and finally to



CHAMPION

campaigns and promote the Maltese eSkills potential locally and internationally





ANNUAL REPORT 2021

The eSkills Malta Foundation is a National Coalition made up of various representatives from Government, industry and education, who can contribute to the increase in digital skills and the development of the IT profession and help us with the following mandates:

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

International best practises indicate that multi-sectoral partnerships are one of the key approaches in achieving synergy in the sustainable development of the right digital skills. The eSkills Malta Foundation was established by the Maltese Government to reflect this paradigm of inclusive synergy. The Founding members of the Foundation are the Ministry for Education and Employment, the Malta Information Technology Agency, the Malta Communications Authority, the Malta Enterprise, The Malta Gaming Authority and The Malta Chamber of Commerce Enterprise and Industry.

Introduction from the Chief Administrator



The year 2021 presented us with a post-Covid challenge. Most of the organisations were still reeling in the demise of the pandemic, and therefore re-igniting the motivation for digital skills initiatives was quite challenging. Nevertheless, it is my opinion that we did not fair too badly with our achievements. Yes, many things went online, and meetings were much more difficult, but we did manage to finalise many initiatives, either as planned or that slowed down in the previous year.

Our Awareness campaign on digital skills and education had to be boosted considerably, and this year we also included the use of television to get our message across. This was done through a social TV programme, namely 'Popolin', which was aired in prime time, increasing outreach.

We finalised two crucial studies. The Demand and Supply Monitor is a study that started in the previous year and was slowed down due to the difficulty in meeting with stakeholders, even if these were done online. The online meeting had quadrupled for most organisations, and finding slots was difficult. But we finalised and launched it. The study gives an accurate outlook of the needs of the ICT industry and the provision status to cater for those needs. This identifies the gaps that Malta needs to cover. Another study involves the attractiveness and pursuit of a digital career for girls in Malta. Increasing the number of girls and women considering an ICT or digital career has always been one of our goals. We needed to identify and question some of the reasons from the education aspect.

The Foundation also managed to organise or support several training courses. This includes the Annual Digital Bootcamp, this year doubling in the number of courses and hence students, the introduction of a non-accredited but certified course in the eBiznify eCommerce course, in collaboration with MCA, Amazon Web Services (AWS) cloud courses in collaboration with Melita Foundation and TechMT, Public Speaking courses for the ICT sector in collaboration with Toastmasters, the introduction of various LinkedIn courses in collaboration with Microsoft, e-Competence Framework Training, and the active support of CodeSprint competition organised by the Ministry For Education. And, of course, the EU Codeweek and EU Codeweek Summer School.

We also managed to organise an IT Professionalism Conference and a Community-led event in collaboration with the European Commission. So yes, we can say that we managed 2021 quite well!

Carm Cachia
Chief Administrator - eSkills Malta Foundation

Founder Members



CARM CACHIA

Chief Administrator



ANTHONY VASSALLO

Malta Enterprise



MARCEL CUTAJAR

Malta Chamber of
Commerce Enterprise
and Industry



ETIENNE GATT

Malta Gaming
Authority



DAVID SANT CORTIS

Malta Information
Technology Agency



GRAZIO GRIXTI

Ministry for Education
and Employment



JOSEPH SEYCHELL

Malta Communications
Authority



STEPHANIE ROCCO

Ministry for the Economy
and Industry

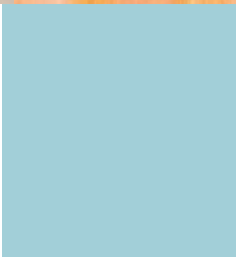
Introduction

2021 The year that was still a little overshadowed by Covid-19, the virus that revolutionised the way we do business forever. Everyone’s ambitions evolved throughout that year, including our partners, stakeholders, organisations, and their owners and staff. Despite this, the Foundation rose to the challenge and rigorously implemented the new operating model.

Everyone suddenly realised that digitisation is a critical component of the industry and its employees, as well as any level of education and any individual in society. To cope, the business model had to be drastically altered, resulting in a significant shift in industry requirements, even in the digital sector. With this in mind, the Foundation capitalised on the situation. Skilling, upskilling, and reskilling have all been prioritised by the Foundation.

As a result, it has held Digital Skills Bootcamps for various target groups throughout the year, as well as Women in ICT events and the sponsorship of other courses, all of which are targeted at improving basic or advanced digital skills of diverse audiences and industries. In 2021, the Foundation accomplished a lot, and in 2022, it will do much more. One of its significant milestones will be the implementation of the Malta Digital Skills Platform (LISP), which will work with other 25 national digital skills coalitions to help the EU meet its Digital Decade goals. The Foundation recognises the need to improve the pool of people with basic or intermediate coding or coding-related digital skills in Malta, as well as their accessibility to such abilities.

With all of this in mind, the Foundation is looking forward to getting started in 2022.







Digital Skilling

Digital Skills Bootcamps 2021

The Foundation has become synonymous with summer coding boot camps. These boot camps offer instruction in a variety of digital technologies and programming languages to a variety of target groups. These free classes were offered all year in 2021 and were fully funded by the eSkills Malta Foundation. This is in accordance with one of the Foundation’s primary goals, which is to improve Malta’s fundamental and advanced digital abilities. As a result, an Expression of Interest (Eoi) for these Bootcamps was released, with Citizens, the Labour Force, ICT Professionals and Practitioners, and Education as the target groups.

The goals of these summer coding boot camps include introducing youngsters to the joys of coding, developing adolescents and people who may desire to enhance their professions with emerging technologies, and familiarising youths, adults, retirees, and others with the use of digital tools. The response to this Eoi was overwhelming, with over ten service providers participating. These Bootcamps were a complete success, and in some cases, they were even oversubscribed.



Women in Digital Events 2021

The Foundation has always felt that increasing the number of women working in the digital sector benefits the industry, government, and education. The Foundation is always working to encourage girls and women to choose technology careers. Although significant progress has been made in recent years, much more is still to be done. The Foundation, which has always been at the forefront of doing so, hired Training Providers to set up training sessions/events or information session events between September 2021 and December 2021. The primary goals of these events were to raise the number of women in the ICT sector and to pique the interest of girls and women in ICT and STEM topics.

The Foundation also recognises the necessity of educating female youths and adults about developing technology, as well as how to use digital office tools, among other things. Girls and women attended these activities in good numbers. This answer gives the Foundation the boost it needs to keep working in this sector and maintain its position as a pioneer in the field of women in ICT.



Elements of AI

Elements of AI is a massive open online course (MOOC) that teaches the fundamentals of AI. The University of Helsinki and the technology company Reaktor devised and coordinated the course, which was first offered in 2018. Machine learning, neural networks, the concept of artificial intelligence, and applying artificial intelligence to solve problems are among the topics covered in the course. It is divided into two sections: Building AI, the successor to Introduction to AI, was released in late 2020.

This online course was launched and delivered free of charge by the eSkills Malta Foundation in collaboration with the University of Malta in 2021. This course is designed for non-technical people who want to learn what artificial intelligence is and isn't, how it may be applied to real-world problems, and what the consequences of this technology are for individuals, businesses, and society. This course aims to promote a broad understanding of what artificial intelligence (AI) is, what it can (and cannot) do, and how to begin developing AI approaches. The course can be completed at the applicant's leisure, although it is recommended that the course be completed within six weeks. To date, more than 500 followed this course.

Elements of AI — The AI Challenge

Course overview

- What is AI?**
 - i How we should define AI?
 - ii Related fields
 - iii Philosophy of AI
- Real world AI**
 - i Odds and probability
 - ii The Bayes rule
 - iii Naive Bayes classification
- AI problem solving**
 - i Search and problem solving
 - ii Solving problems with AI
 - iii Search and Games
- Machine Learning**
 - i The types of machine learning
 - ii The nearest neighbor classifier
 - iii Regression
- Neural networks**
 - i Neural network basics
 - ii How neural networks are built
 - iii Advanced neural network techniques
- Implications**
 - i About predicting the future
 - ii The social implications of AI
 - iii Summary

Amazon Web Services (AWS)

The eSkills Malta Foundation, Melita Foundation, and Tech.MT have all invested in these 100 per cent sponsored courses in order to encourage the industry sector, as well as employees and citizens, to pursue additional learning to improve their digital skills. Through Industry Certifications, the tech sector, in particular, is urged to become more aligned with industry needs. The Foundation has been collaborating with Amazon Web Services (AWS) on a locally funded program to bring several 'Cloud' certifications from the world leader in the field to Malta.

The eSkills Malta Foundation has made a significant contribution to the development of digital skills and the ICT profession. Individuals seeking employment, particularly school graduates, must possess relevant in-demand industry skills to compete in the marketplace. This is an official AWS training course.

Architecting on
AWS Cloud Course
100% Sponsorship
—
2021 Recipient

sponsored by

eSkills
eSkills Malta Foundation

melita
foundation

Tech.mt

aws partner
network
Training Partner

ICT

icemalta.com

eBiznify

The eBiznify eLearning platform offers training programmes in digital business and was launched by the Malta Communications Authority in 2018. In April 2020, the eSkills Malta Foundation teamed up with the Malta Communications Authority to roll out further intakes of this training programme. By 2021, forty-one (41) business owners and employees had completed this eCommerce training.

eBiznify Lite, a new digital commerce training program which was established and offered for enrolment in July 2021. The Hon. Silvio Schembri, Minister for the Economy and Industry, officially launched the eBiznify Lite online eCommerce training program, together with eSkills Malta Foundation Chief Administrator Carm Cachia and MCA CEO Jesmond Bugeja.

eBiznify Lite is a self-study program that gives you the most flexibility and control.

The eBiznify initiative contributes to the upskilling and skills development recommended in the National eSkills Strategy 2019-2021.

“eSkills Malta Foundation is pleased to contribute and support the eBiznify initiative and will continue to do so since this forms part of its mission to upskill young and established entrepreneurs,” Carm Cachia, Chief Administrator.



Microsoft Free LinkedIn learning courses

One of the Foundation's goals is to close the digital skills gap among diverse target groups, and it will take advantage of every opportunity to do so. As a result, it has partnered with Microsoft, one of the world's leading technological companies, to advertise its free courses and resources on LinkedIn Learning and Microsoft. In the GitHub Learning Lab, you may learn and practice technical skills.

Obtaining a new job at a favoured company nearly always entails the acquisition of new skills that will set one apart from the competition. It might be tough to decide where to start or which skills are worth developing. These LinkedIn Learning courses are designed to assist in the search for a new job and career prospects. Whether you're a beginner or a seasoned pro, the hands-on approach will help to achieve and master goals more quickly and confidently.



e-Competence Framework Training

The e-Competence Framework (e-CF) is a European standard for IT workers' abilities. It comprises 41 broad and comprehensive e-competences that are divided into five key ICT business domains and stated at five competency levels and may be changed and customised to fit diverse situations.

This e-Competence Framework is supported by the Foundation as an appropriate building block for the local ICT industry and community of ICT practitioners. For the past three years, it has been sponsoring training in this area. In March 2021, the Foundation organised a two-day online training event in partnership with IT Professionalism Europe (ITPE) to improve participants' capacity to use the Framework as an effective support tool. The workshops covered the fundamentals of e-CF and related documentation, as well as how to learn by exchanging ideas and practising with key components and use cases. The attendees included a good mix of Industry, HR, Recruitment and Government employees.



Toastmasters

For the second year, the eSkills Malta Foundation sponsored an online course in Public Speaking, Presentation, and Communication Training for personnel in the ICT sector. Toastmasters Malta skilfully presented the four-session program. Toastmasters International is a non-profit educational organisation that teaches public speaking and leadership skills through a global network of clubs.

Participants learnt how to overcome fear, worry, and aggravation when preparing and making presentations. By the end of the training, participants were able to converse more confidently.

The Toastmasters approach, which has been a worldwide success since 1924, was used in these sessions.



Public Speaking, Presentation & Communication Training for ICT

“ Do you feel Fear, Anxiety & Frustration when you are preparing or delivering presentations? This is the time to polish your Presentation & Public Speaking skills! ”

FREE ONLINE COURSE

A 4-session communication skills online training serie

eSkills Malta Foundation

TOASTMASTERS INTERNATIONAL





Events

IT Professionalism Conference

The European Commission has declared the next ten years to be Europe’s “Digital Decade”. This implies hastening the adoption of new technologies while also increasing the pool of IT skills in the region. One of the EU’s objectives is to have 20 million IT professionals working by 2030, which re-energises existing programs to professionalise the European IT workforce and calls on all stakeholders to increase their efforts and collaboration.

The ‘IT Professionalism Conference 2021’ was organised in April 2021 over three days of online sessions to address current and future challenges. IT Professionalism Europe, eSkills Malta Foundation, and the Irish Digital Skills and Jobs Coalition co-hosted the event.

The conference included a wide range of subjects relevant to both new and seasoned IT professionals and practitioners. It included perspectives from Europe as well as other continents. The conference presented many European software and blockchain initiatives, ideas, and projects. This year’s conference focused on what it takes to be an IT professional, especially for young people considering a career in IT.



Remote Sensing Hackathon (REMSEN)

RemSen21 is the first Remote Sensing Hackathon, as well as an educational and networking opportunity for everyone interested in using Geographical Information Systems and Earth Observation for monitoring the environment and climate change. This is a rapidly expanding and in-demand field.

The Institute of Information and Communication Technology at MCAST hosted its first Remote Sensing hackathon, REMSEN 21, on Friday, June 11, 2021. The participants underwent a three-month training program to learn how to use Copernicus satellite data provided by the European Space Agency. This data is crucial for determining what events could impact Maltese Island’s environmental and climate change scenarios.

The e-Skills Malta Foundation was one of the key sponsors of the hackathon and completely supported it.



CodeSprint

CodeSprint is a national coding competition that began in 2018 and has since grown into an annual event. It was created with high school students in mind who were learning about computers. Currently, it is a coding competition available to all Computing secondary students, as well as post-secondary and university students studying Computing/IT. The top three code sprinters in each category will be provided access to world-class study programs and mentorship to help them improve their programming abilities. Secondary students may be eligible for an MQF level-3 certification as well.

This year, the Foundation was once again one of the major sponsors of Codesprint.



MCAST Freshers' Week

MCAST organised the 2021–2022 Freshers' Week, which took place from the 11th to the 19th of October 2021. Freshers' Week activities were attended by around 80 companies and non-profit organisations. The eSkills Malta Foundation attended this event, which gave a great chance for the Foundation to meet new students as well as those who are continuing their studies.

The Foundation recognises the importance of reaching out to students and took advantage of the occasion to publicise its activities and programs. This is in line with the Foundation's mandate – 'Instigate', which promotes 'further reform in the ICT educational offerings and contribute to capacity-building of ICT education community'.



UoM Faculty of ICT Projects 2021

The Faculty of Information and Communication Technology at the University of Malta held its annual Projects Exhibition from Friday, July 23 to Sunday, July 25, 2021, displaying more than 85 projects headed by students in the Faculty. The exhibition, titled 'Digital Technology Research and Education for All,' featured work from undergraduate and postgraduate students in a variety of disciplines, including Software Engineering and Web Applications, Internet of Things, Audio Speech and Language Technology, Data Science, Deep Learning, Blockchain & Fintech, PG Research, Testing & Verification, and Digital Health.

Carm Cachia, eSkills Malta Foundation Chief Administrator, was invited to speak on a panel as part of the Faculty of ICT's end-of-year projects exhibition. The topic of 'IT Professionals'. How will the 20 million goals be met by 2030? The panel discussed Malta's Obstacles. The eSkills Malta Foundation also presented three Masters Scholarships for 'Best ICT projects with a Social Impact' as part of the exhibition.

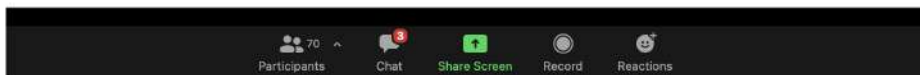


Maltese Community-led Event

On April 7, 2021, the eSkills Malta Foundation hosted a Maltese coalition community event. The event was held in collaboration with BluSpecs and the Secretariat of the Digital Skills and Jobs Coalition. “Digital skills for a conscious and active use of digital technologies” was the topic of the webinar.

Mr Alexander Riedl, Deputy Head of the Digital Economy, Recovery Plan & Skills from the European Commission, Mr Brendan Rowan from the Digital Skills and Jobs Coalition Secretariat, Dr Alex Grech, Executive Director at the 3CL Foundation, Mr Grazio Grixti, Director on Digital Literacy at the Ministry for Education, and Ms Dana Farrugia, CEO of TechMT all took part, as did Dr Alex Agius Saliba, a Maltese Member of the European Parliament

The eSkills Malta Foundations considers this webinar to be another excellent success.



**Maltese National Coalition
Community-led Event
7th April 2021**

#DSJcommunity #DigitalSkills



Digital Skills and Jobs Coalition



Digital Skills Forum

A High-Level Digital Skills Forum for Eastern Partner Countries was held on the 27th and 29th of October, focusing on best practices and experiences of EU Member State National Coalitions. The Forum focused on putting Digital Skills and Jobs Coalitions into action and sharing best-practice examples from around the EU. The Forum also focused on workforce digital competences and the required changes in light of these changes.

The Malta Qualification was presented by the eSkills Malta Foundation, followed by a Q&A session. Malta is seen as an excellent example of how to support varied target audiences with digital skills.



Digital Skills Forum

Date: 27/10/21 to 29/10/21

Share: [f](#) [t](#) [in](#) [✉](#)

Collaboration with Local Councils

The “Working with Local Councils on Financial Capability Education” information meeting was held on September 30, 2021, at the Local Council Association (LCA) headquarters by the eSkills Malta Foundation in collaboration and partnership with Gemma.

LCA’s Mario Fava greeted the guests and gave a quick event overview. David Spiteri Gingell presented a presentation on ‘GEMMA’ initiative and its goals, as well as the goal of forming a partnership with the Local Councils Association on financial literacy and pension issues. The responsibilities of the eSkills Malta Foundation and the synergy developed with Gemma were then discussed by Claude Calleja. He highlighted initiatives such as the Digital Bootcamps and the EU Codeweek. This meeting was well-received by many councillors and representatives from regional councils from all around Malta.



IChoose

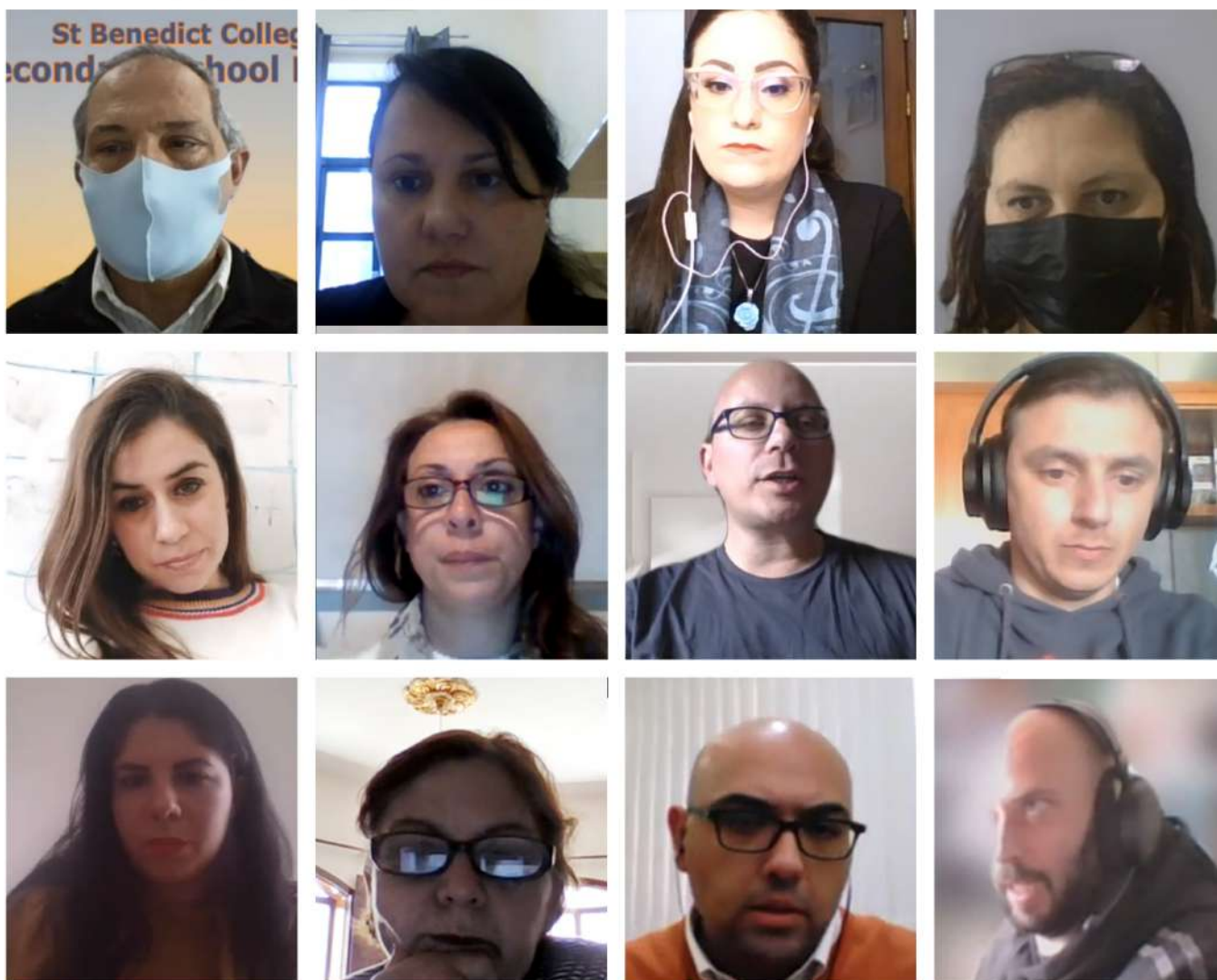
The Ministry for Education in 2021 held the 'I Choose' campaign, which is aimed at all Year 11 pupils. As students finish compulsory education, this is another opportunity for them to explore their career and educational possibilities. 'I Choose – Nagħzel il-Karriera Tiegħi' consisted of recorded online presentations given by professionals from many employment and educational areas to assist students in determining their future career options.

One of these talks, on Careers in ICT, was given by Carm Cachia of the eSkills Malta Foundation.



Careers in ICT for Guidance Teachers

COVID 19 blighted another year in 2021, affecting everything and everyone in particular in the way we work. Regardless, the Foundation proceeded with an online session with the Guidance teachers. The Foundation realises the importance and how critical it is for students to have a better awareness of the various IT career choices. The Foundation recognises the critical contribution that Career Guidance teachers serve. Greater awareness of the many job pathways available in ICT is important. Career Guidance teachers play an important role in picking students' interest in ICT-related occupations.







Studies

ICT Skills Demand and Supply Monitor

The eSkills Malta Foundation conducted a study called the Demand and Supply Monitor Report. The Demand and Supply Monitor is a vital effort that gives an accurate picture of the present demand for ICT education and training in Malta from ICT organisations (ICT enterprises, departments, and units). The project also examines international trending technology and provides an in-depth study of a number of specialised sectors. The project should serve as a guide for both demand and supply organisations in terms of the measures that must be taken in the near and long term.

This report is required to target the unique needs of industry and ensure that the Government of Malta's policies, the eSkills Malta Foundation's work program, and the outputs of the eSkills Malta Foundation are all met.



ICT Skills Demand and Supply Monitor

2
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2
1

A study prepared by
The eSkills Malta Foundation

The Attractiveness and Pursuit of Digital Careers for Girls in Malta

This survey of secondary school students' and educators' perceptions of the attractiveness of and pursuit of digital careers by girls in Malta was conducted as part of the eSkills Malta Foundation's 'Women in Digital Initiative.' The survey is also a follow-up to the 2020 'Analysis of the Gender Gap in the Digital Sector in Malta' and its recommendations.

The report's most important result was that an outmoded Maltese culture and stereotypes, including those in the education system, are the primary causes of the significant gender disparity in the digital sector, particularly in more technical positions. In ICT-intensive organisations, just one out of every five digital roles is filled by women. Even when considering the overall range of employment available in such organisations, women are under represented. The gender disparity in digital jobs appears to be much higher among companies that use technology more frequently but less intensively.







Awareness Campaign





EU CodeWeek

EU CodeWeek Malta

EU CodeWeek is a grassroots initiative that uses programming and other tech activities to promote creativity, problem-solving, and teamwork. The goal is to make programming more visible, to show young people, adults, and the elderly how to use code to bring ideas to life, demystify these skills, and bring people together to learn. Volunteers organise EU Code Week. The program is coordinated in each country by one or more Code Week Ambassadors.

Malta has consistently performed well during EU CodeWeek in previous years. The year 2021 was no different. The Foundation's participation in the EU CodeWeek in 2021 was similarly exceptional, with over 500 coding activities held. Schools from the government and the church, as well as MCAST, private training providers, IT firms, and local governments, played a key role in this year's accomplishment. There was also an increase in Coding tutors this year, whose coding workshops were hugely successful.



EU CodeWeek Summer School

The EU CodeWeek Malta Summer School 2021 was organised by the Directorate for Digital Literacy and Transversal Skills in partnership with the EU Code Week Team in Brussels and the eSkills Malta Foundation. For the first time in Malta, a train-the-trainer program was held to provide educators with new insights into different approaches to incorporating coding and computational thinking into the learning process, with a focus on online educational games, robotics, and creating digital stories. Participants got the opportunity to learn about the Code.org

Computer Science Fundamentals curriculum during these training sessions. Educators who attended the EU Code Week Malta Summer School were encouraged to become EU CodeWeek multipliers in their schools and were urged to participate in the EU CodeWeek campaign.



EU CodeWeek Malta Summer School 2021





Outcomes, Statistics and Sponsorships

CodeWeek.

Around the world



Malta

4 million



Participants

128 Events

80 Countries



78K Events



562

Social Media Posts



46,772

Website hits



67

Published Articles



60

Free Courses offered



48

TV adverts



68

Published Adverts

Sponsorships



e-Competence Framework Training



eBiznify



CodeWeek



Toastmasters



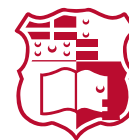
MCAST Remsen



MCAST Expo



ICTSA Million Dollar Idea



University of Malta



Digital Skills Bootcamp



eTwinning EMBED Awards



Women in Digital Events



Amazon Web Services Courses (AWS)



Code Sprint



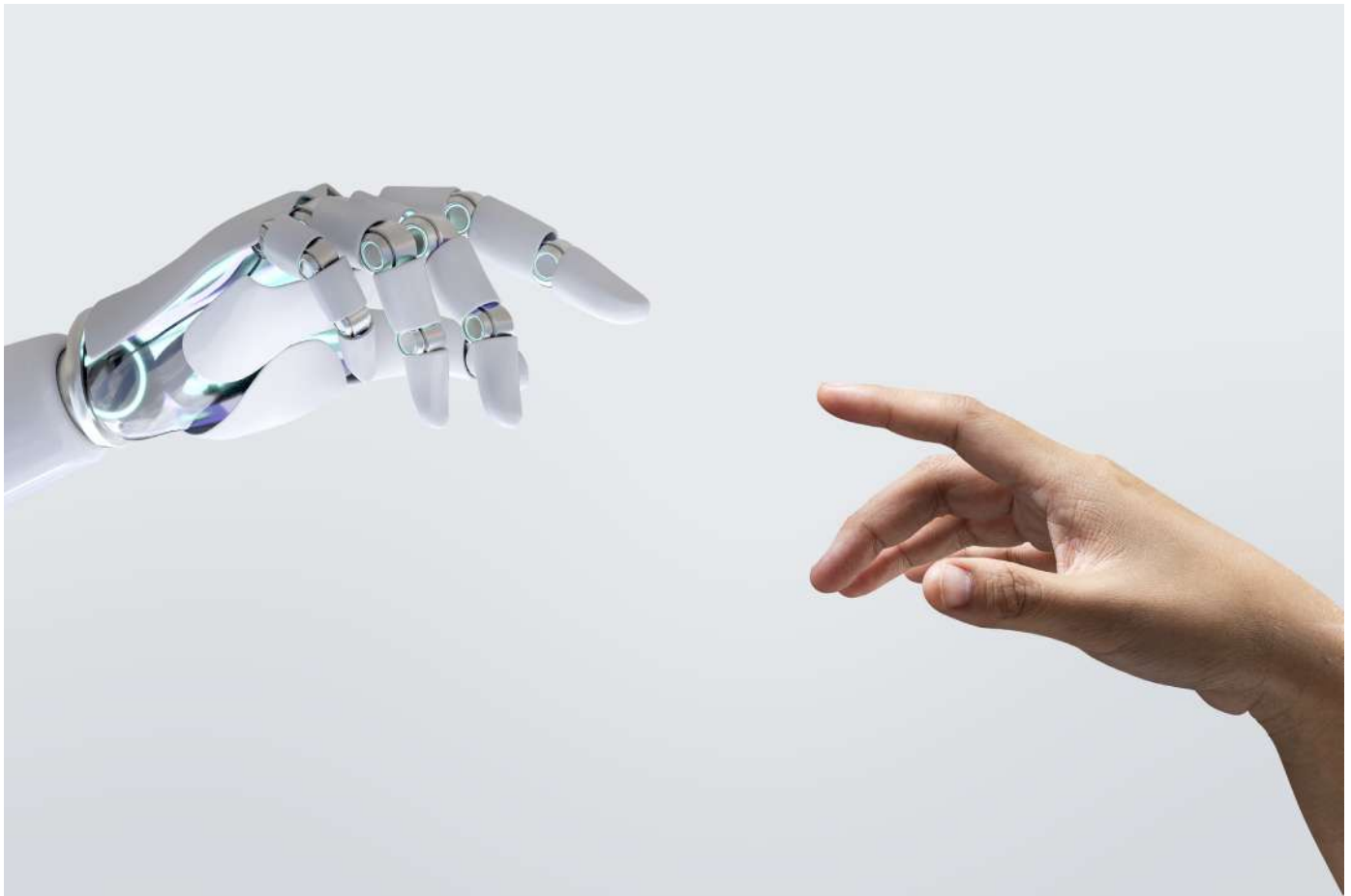


Looking Forward

Looking Forward

In all world countries, there is a lack of digital skills both from the basic and advanced points of view. The COVID-19 pandemic came like a storm, affecting our service delivery process. But we are pleased with our outcome and what we achieved in 2021. However, the pandemic also pushed the button for the virtual way of working and living. This has created a positive effect on the participation of several of our various initiatives.

The future looks bright for Malta in terms of digital skills and education. The fact that we have placed 5th in the European Digital Economy and Society Index (DESI) amongst all the EU countries clearly indicates this. But like all other countries, we need to keep working hard and persisting with our efforts to improve the nation's digital skills. The foundation is working on the next Digital Skills Strategy, which should have further positive effects. The influence of our previous strategy had many positive effects, and this is already shown in the survey we are carrying out to assess the strategy. Other projects are in the pipeline, and with these results, we have built a certain momentum within the foundation. Many of our initiatives have become established and contribute well to the national good in education, training, awareness, and policy direction. We are sure that other new initiatives will surface from the foundation or other digital skills and education stakeholders, and we will be available for help and collaboration.





“

Technology is nothing, What's important is that you have a faith in people, that they're basically good and smart, and if you give them tools, they'll do wonderful things with them.

(Steve Jobs)





Financial Report

Financial Report

eSkills Malta Foundation
Annual report and Financial Statements - 31 December 2021

Board of Administrators' report

The board of Administrators present their report, together with the audited financial statements of eSkills Malta Foundation, for the year ended 31 December 2021.

Board of Administrators

The Board of Administrators of the foundation during the year were:

Chair & Chief Administrator

Carmel Cachia (eSkills Malta Foundation)

Administrators

Anthony Vassallo (Malta Enterprise)

Etienne Gatt (Malta Gaming Authority)

Marcel Cutajar (Malta Chamber of Commerce, Enterprise and Industry)

David Sant Cortis (Malta Information Technology Agency)

Joseph Seychell (Malta Communications Authority)

Grazio Grixti (Ministry for Education)

Donnha Barbara (Ministry of Economy and Industry) (resigned on 8 June 2021)

Stephanie Rocco (Ministry of Economy and Industry) (Appointed on 8 June 2021)

Date of incorporation

The Foundation was incorporated on the 20 November 2014. These financial statements disclose the results of the Foundation for the year ended 31 December 2021.

Principal activity

The Foundation's principal aim and purpose is the acquisition and advancement of basic and advanced digital skills and competencies by the education, citizens, labour force, and ICT professionals target groups, as well as the further development of the ICT profession in Malta.

Review of business development and financial position

The financial position of the Foundation as at 31 December 2021 is disclosed on page 9, while the results for the year under review are disclosed on page 10.

Events during the end of the reporting year

By March 2020, the world was suffering from a widespread COVID-19 pandemic, resulting in disruptions to business worldwide. The uncertainty surrounding the duration of this situation is making the way towards recovery unclear.

Future developments

No changes are envisaged in Foundation 's operations during the forthcoming year.

Financial Report

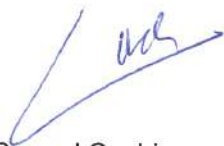
eSkills Malta Foundation
Annual report and Financial Statements - 31 December 2021

Board of Administrators' report - continued

Auditor

The auditor, Charles Scerri, has intimated his willingness to continue in office. A resolution proposing his re-appointment will be put before the members at the next annual general meeting.

Approved by the Board of Administrators on 21 June 2022 and signed:



Carmel Cachia
Chief Administrator



Anthony Vassallo
Administrator

Registered address:

Gattard House,
National Road,
Blata I-Bajda
Hamrun

Independent Auditor's Report

CHARLES SCERRI

INDEPENDENT AUDITOR'S REPORT

To the members of eSkills Malta Foundation

Report on the audit of the financial statements

Opinion

In my opinion:

- eSkills Malta Foundation's financial statements (the "financial statements") give a true and fair view of the Foundation's financial position as at 31 December 2021, and of the Foundation's financial performance for the year then ended in accordance with the International Financial Reporting Standards (IFRSs), as adopted by the EU; and
- The financial statements have been prepared in accordance with the requirements of the Maltese Companies Act (Cap. 386).

What I have audited

eSkills Malta Foundation's financial statements, set out on pages 9 to 22, comprise of:

- the statement of financial position as at 31 December 2021;
- 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

I conducted my audit in accordance with International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the *Auditor's Responsibilities* for the *Audit of the Financial Statements* section of my report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Independence

I am independent of the Foundation 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 my audit of the financial statements in Malta. I have fulfilled my other ethical responsibilities in accordance with these Codes.

Independent Auditor's Report

CHARLES SCERRI

INDEPENDENT AUDITOR'S REPORT

To the members of eSkills Malta Foundation

Other information

The board of administrators is responsible for the other information. The other information comprises the information included in the Annual Report, but does not include the financial statements and my auditor's report thereon.

My opinion on the financial statements does not cover the other information, including the board of administrators' report.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated.

With respect to the board of administrators' report, I considered whether the board of administrators' report includes the disclosures required by the Article 177 of the Maltese Companies Act (Cap. 386).

Based on the work I have performed, in my opinion:

- the information given in the board of administrators' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the board of administrators' report has been prepared in accordance with the Maltese Companies Act (Cap.386).

In addition, in light of the knowledge and understanding of the foundation and its environment obtained in the course of the audit, I am required to report if I have identified material misstatements in the board of administrators' report and other information. I have nothing to report in this regard.

Responsibilities of the board of administrators for the financial statements

The board of administrators is responsible for the preparation of the financial statements that give a true and fair view in accordance with International Financial Reporting Standards (IFRSs), as adopted by EU and the Schedule accompanying and forming an integral part of those Regulations, and the requirements of the of the Maltese Companies Act (Cap.386) for such internal control as the board of administrators determine is necessary to enable the preparation of financial statements that are free from material misstatements, whether to due to fraud or error.

In preparing the financial statements the board of administrators is responsible for assessing the Foundation'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 board of administrators either intends to liquidate the Foundation or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibility for the audit of the financial statements

My 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 auditor's report that includes my opinion. Reasonable assurance is a high level of assurance,

Independent Auditor's Report

CHARLES SCERRI

INDEPENDENT AUDITOR'S REPORT

To the members of eSkills Malta Foundation

Auditor's responsibility for the audit of the financial statements

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, I exercise professional judgment and maintain professional skepticism throughout the audit. I 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 my 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 foundation'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 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 Foundation's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the foundation's ability to continue as a going concern. In particular, it is difficult to evaluate all of the potential implications that COVID-19 will have on the foundation's trade, customers and suppliers, and the disruption to its business and the overall economy.
- 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.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Foundation to express an opinion on the financial statements. I am responsible for the direction, supervision and performance of the audit. I remain solely responsible for my audit opinion.

I communicate with the board of 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 I identify during my audit.

Independent Auditor's Report

CHARLES SCERRI

INDEPENDENT AUDITOR'S REPORT

To the members of eSkills Malta Foundation

Report on other Legal and Regulatory Requirements

I also have responsibilities under the Maltese Companies Act (Cap.386) to report to you if, in my opinion:

- Adequate accounting records have not been kept, or that returns adequate for my audit have not been received from branches not visited by me.
- The financial statements are not in agreement with the accounting records and returns.
- I have not received all the information and explanations I require for the audit.

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

Charles Scerri

Certified Public Accountant

The Penthouse, Carolina Court, Giuseppe Cali Street, Ta' Xbiex XBX 1425



21 June 2022

Financial Statements

eSkills Malta Foundation
Annual Report and Financial Statements - 31 December 2021

Statement of financial position

	Notes	As at 31 December	
		2021 €	2020 €
ASSETS			
Non-current assets			
Deferred tax asset	4	-	296
Property, plant and equipment	5	17,911	6,296
Total non-current assets		17,911	6,592
Current assets			
Trade and other receivables	6	24,310	24,360
Current tax asset		10,384	-
Cash and cash equivalents	7	233,266	156,090
Total current assets		267,960	180,450
Total assets		285,871	187,042
EQUITY AND LIABILITIES			
Endowment capital		100,000	100,000
Retained earnings		54,200	54,822
Total equity		154,200	154,822
Non-current liabilities			
Deferred tax liability	4	547	-
Total non-current liabilities		547	-
Current liabilities			
Trade and other payables	9	131,124	22,111
Current tax liability		-	10,109
Total current liabilities		131,124	32,220
Total liabilities		131,671	32,220
Total equity and liabilities		285,871	187,042

The notes on pages 13 to 22 are an integral part of these financial statements.

The financial statements on pages 9 to 22 were authorised for issue by the board of administrators on 21 June 2022 and were signed by:


Carmel Cachia
Chief Administrator


Anthony Vassallo
Administrator

Financial Statements

eSkills Malta Foundation
Annual Report and Financial Statements - 31 December 2021

Statement of comprehensive income

	Notes	Year ended 31 December	
		2021 €	2020 €
Revenue	11	402,000	328,500
Other income		16,838	-
Operating expenses	12	(416,301)	(301,953)
Operating surplus		2,537	26,547
Finance expense		(533)	(96)
Surplus before tax		2,004	26,451
Tax charge for the year		(2,626)	(10,109)
(Deficit)/surplus for the year		(622)	16,342

Financial Statements

eSkills Malta Foundation
Annual Report and Financial Statements - 31 December 2021

Statement of comprehensive income

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Financial Statements

eSkills Malta Foundation
Annual Report and Financial Statements - 31 December 2021

Statement of changes in equity

	Endowment capital €	Retained earnings €	Total €
Balance at 1 January 2020	100,000	38,480	138,480
Comprehensive income			
Surplus for the year	-	16,342	16,342
- total comprehensive income			
Balance at 31 December 2020	100,000	54,822	154,822
Comprehensive income			
Deficit for the year	-	(622)	(622)
- total comprehensive income			
Balance at 31 December 2021	100,000	54,200	154,200



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