



# **LINO SPITERI FOUNDATION**

## **2024 ANNUAL REPORT**



## Overview

During its 9th year of operation, the Lino Spiteri Foundation (LSF) has continued to maintain its efforts to promote the sustainable employment and inclusion of persons with disabilities in employment. Through its various services, the Foundation has **secured employment for 173 persons with a disability** during 2024.

One of LSF's primary objectives for 2024 was to achieve accreditation as an Academy and establish structured courses to better support persons with disabilities in preparing for sustainable employment. With the accreditation process now in its final stages, the Foundation is excited to report on its flagship initiative, the *Headstart For Employment Programme*. This comprehensive six-month training programme simulates a work environment, equipping participants with the skills and confidence needed to thrive in the labour market.

## PG UNIT

**280** new persons have registered themselves as persons with a disability throughout 2024 and started receiving services from the Foundation. In total, at the end of 2024, 212 persons were registering with the Foundation to search for full time employment, whilst 550 persons were looking for other forms of employment, such as part-time employment, temporary employment, or alternative employment.

A total of 4,567 appointments were scheduled in 2024.

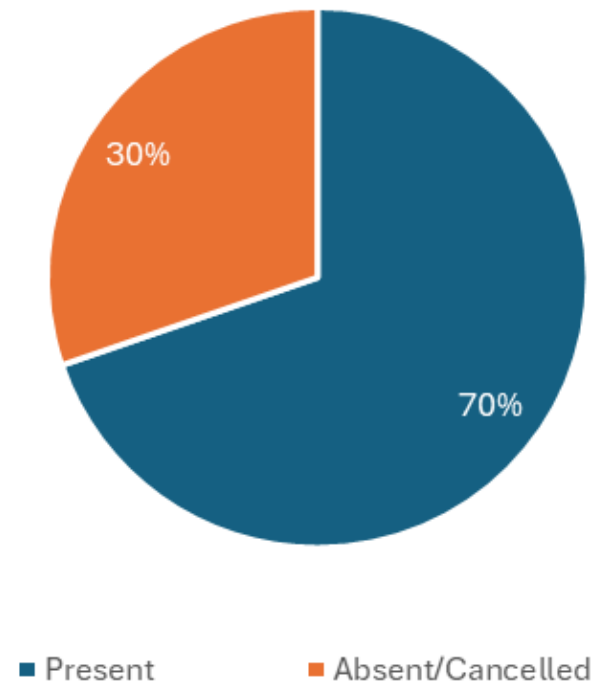
### Client Referrals in 2024

**137** referrals to Jobsplus courses

**86** referrals to training

**526** Internal vacancy referrals

PG Appointments

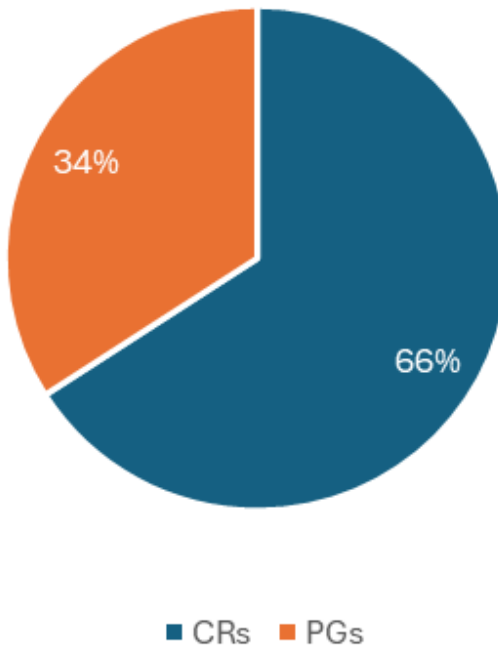


## CR Unit

In 2024, the Corporate Relations Unit maintained its dedication to fostering connections between employers and individuals with disabilities. The team conducted **803 visits** to companies, engaging with **370 unique businesses** to support inclusive recruitment practices. These efforts directly contributed to the creation of **276 carved job vacancies**, further enhancing employment opportunities in the open labour market.

**173 Persons** with disabilities secured employment with LSFs support in 2024.

### PwD Employed 2024

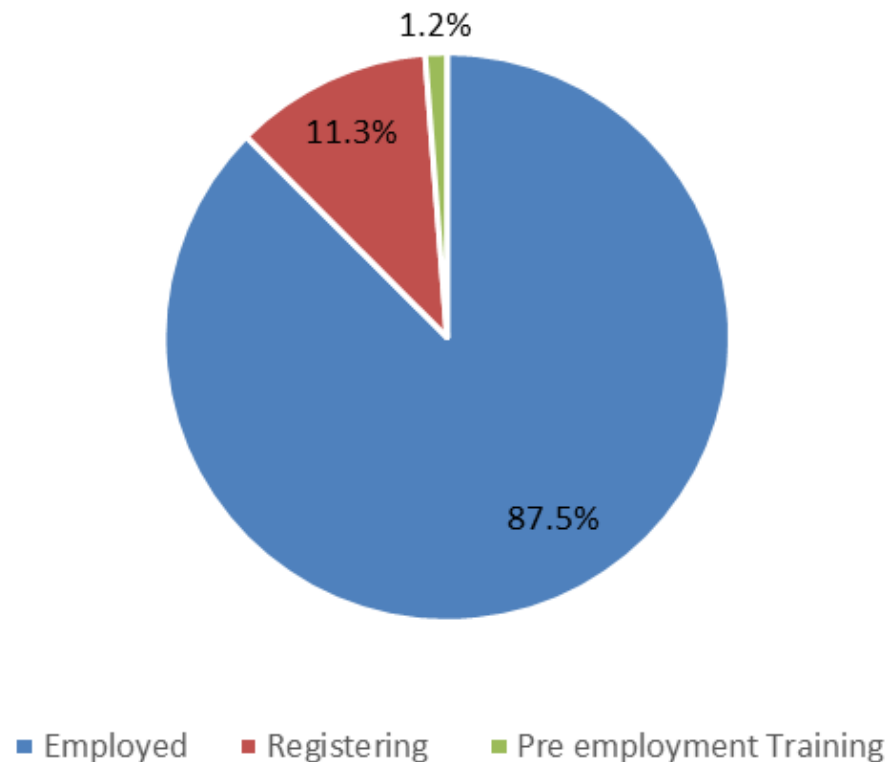


## JC Unit

The Job Coaching Unit assisted a total of **497 unique clients** with multiple support interventions throughout the year. **221** unique individuals received pre-employment assistance. In the main this comprises persons with a disability who required additional 1-2-1 support to increase employability, including support to draft CVs, support with Interview performance through mock exercises and further bespoke one-to-one support when this is necessary. **347** unique individuals benefitted from on-the-job coaching, once again ensuring a high level of retention for LSFs clients in 2024.



## Actively Employed RDPs 2016-2024



998 Unique individuals were supported by LSF to enter the labour market during this period. Of these, 17 persons are now deceased, 39 persons who were registered as having a temporary disability but are now no longer part of the RDP register, and 137 persons who have indicated that, for various reasons, they no longer wish to pursue employment, effectively removing their names from the unemployment register. These 193 individuals have been removed from the above infographic, given that LSF is no longer able to support these clients with securing/retaining employment. The remaining 805 individuals are represented in the above infographic. This includes 76 persons who were registered as persons with a disability and required LSFs support to secure employment, but have now decided to remove themselves from the RDP register.

## **Pre-Tertiary Certificate in Headstart For Employment (32 ECTS) (MQF-Level 4)**

The *Headstart For Employment Programme* is designed to increase participants' employment prospects by enhancing their competences through a combination of class room based, practical and targeted training.

The Headstart Programme has been delivered by LSF for eight years, during which valuable insights have been gained into the skills required by students to succeed in the open labour market. Through continuous observation and analysis, the programme has been refined to provide comprehensive support and equip students with essential skills aimed at enhancing their employability. 8 distinct modules have been created and were delivered during 2024.

Students can exit the programme through 3 main routes:

1. Complete all modules and pass all assessments to receive a pre-tertiary certificate accredited at level 4
2. Complete some of the modules and receive an award for the completed modules accredited at level 4.
3. Complete a simplified version of the programme which does not require the student to complete and pass assessments. The student will receive a certificate of attendance.

***Module 1: JOB SEARCH SKILLS (4 ECTS)***

***Module 2: HOLISTIC WELLBEING (4 ECTS)***

***Module 3: WORK ETHICS (4 ECTS)***

***Module 4: BASIC COMPUTER SKILLS (4 ECTS)***

***Module 5: BASIC ENGLISH (4 ECTS)***

***Module 6: BASIC FINANCE (4 ECTS)***

***Module 7: INDEPENDENT LIVING (4 ECTS)***

***Module 8: WORK PRACTICE (4 ECTS)***

During 2024, 48 persons participated in Headstart. The below indicates their status as at end of 2024

