



# LINO SPITERI FOUNDATION

*Enabling Inclusion Through Employment*

## ANNUAL REPORT

### IMPACT AND PERFORMANCE

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**2025**



*“The service supports people into work, job retention and securing alternative employment and are an excellent provider ... their passion and drive in being an excellent service supporting their customers shone through.”*

The British Association for Supported Employment, 2025



## LSF Academy

### Headstart for Employment (MQF 4 Certificate)

In 2025, LSF was officially established as a fully-fledged academy following the accreditation of the Headstart for Employment Programme at MQF Level 4 certificate.

The programme is designed to strengthen individuals' employability by developing key competencies needed for the world of work.

Through a structured blend of learning units, individual coaching sessions, and simulated work practice, participants acquire essential job skills and gain a clear understanding of workplace expectations and ethics.

Since the launch of the academy, **38** individuals graduated. In 2025, **44** individuals started Headstart.



## **PG Unit**

**5,374** appointments

**771** referrals to job vacancies and pre-employment courses

## **CR Unit**

**868** outreach calls to employers

**940** visits to companies

**327** unique companies supported

**283** carved job vacancies

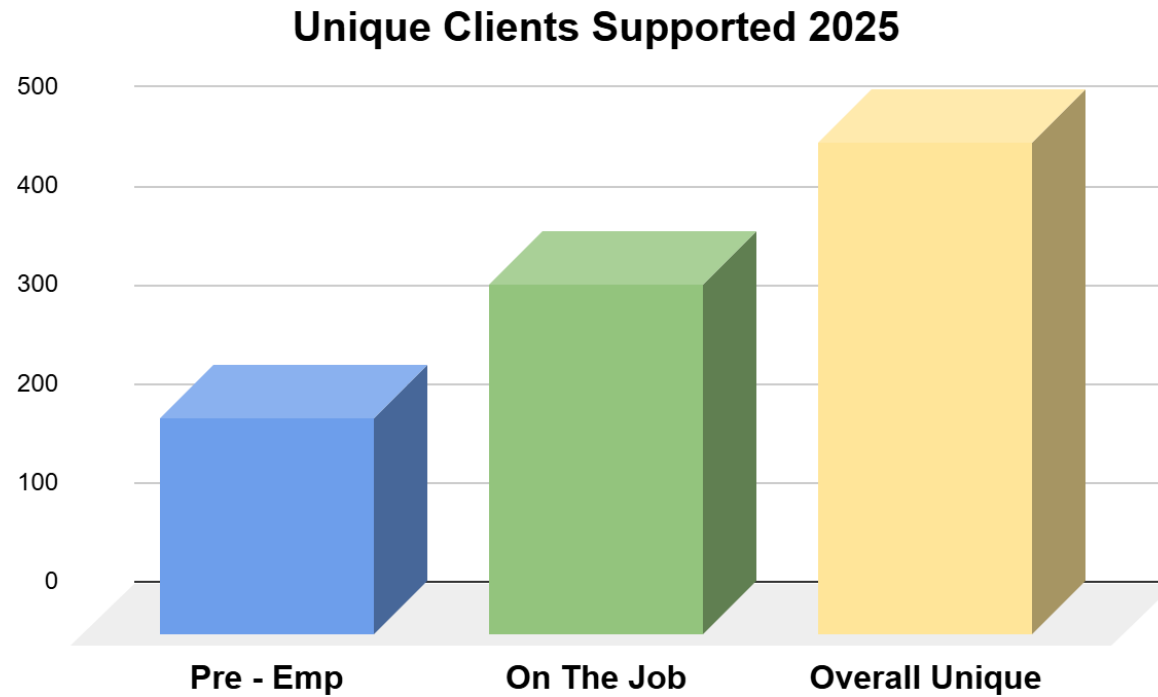
A total of **176** job placements were made by LSF in 2025.

## JC Unit

The Job Coaching Unit supported a total of **498** unique clients through various interventions during the year.

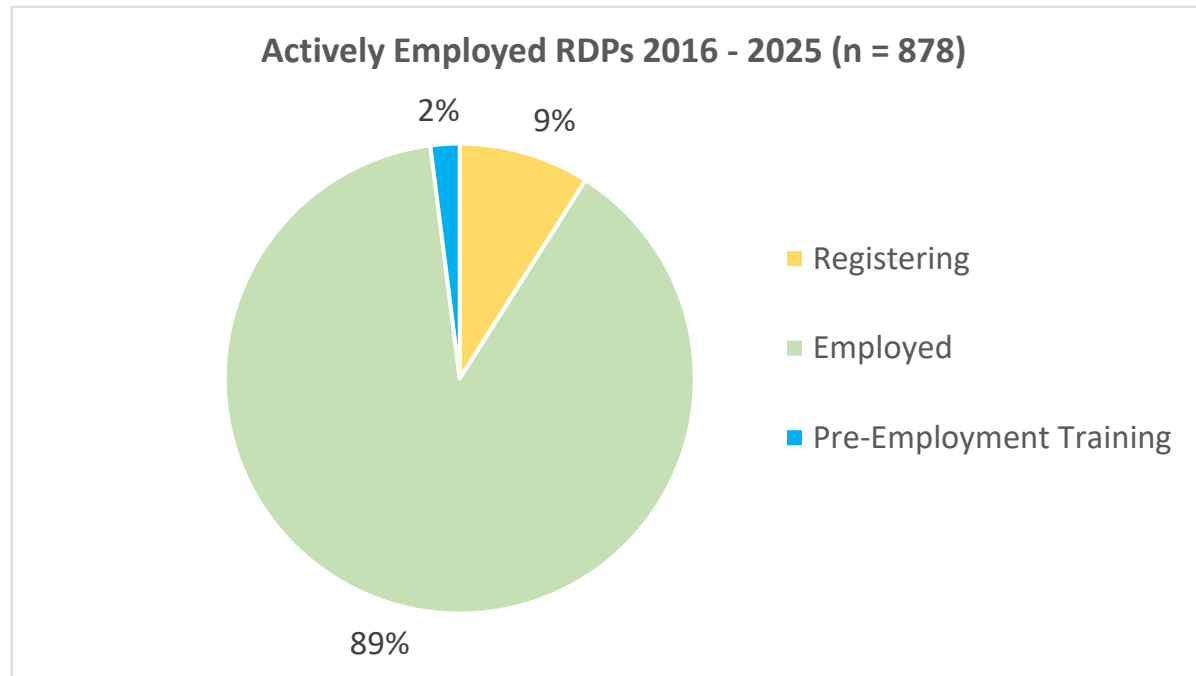
Of these, **219** individuals received pre-employment support, primarily comprising persons with disabilities who required additional one-to-one assistance to enhance their employability. This included support with CV preparation, interview skills development through mock interviews, and tailored individual guidance where required.

A further **355** individuals benefited from on-the-job coaching, contributing to strong employment retention outcomes for LSF clients in 2025.



## Retention 2025

Between 2016 and 2025, LSF supported **1109\*** (see footnote) unique individuals to enter the labour market.



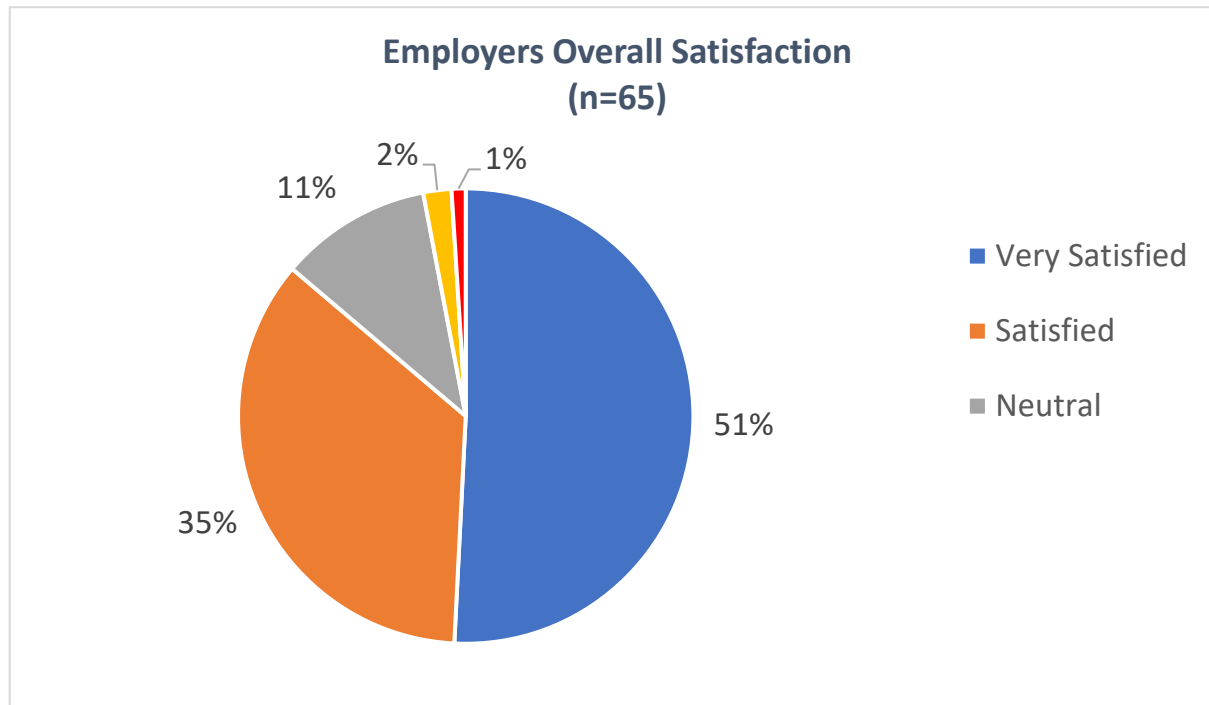
\* 230 individuals have been removed from the above infographic given that LSF can no longer support them as per below breakdown. 20 persons are now deceased, 43 persons who were registered as having a temporary disability but are now no longer part of the RDP register, and 167 persons who have indicated that, for various reasons, they no longer wish to pursue employment, effectively removing their names from the unemployment register. 1 person has transferred to the Vulnerable Unit from Jobsplus.

# Feedback Surveys

In 2025, surveys were designed and utilised to gather extensive feedback from our client base and service users. A whole-population approach was adopted, with the surveys distributed to the entire respective client base.

## 1. Local Enterprise Survey

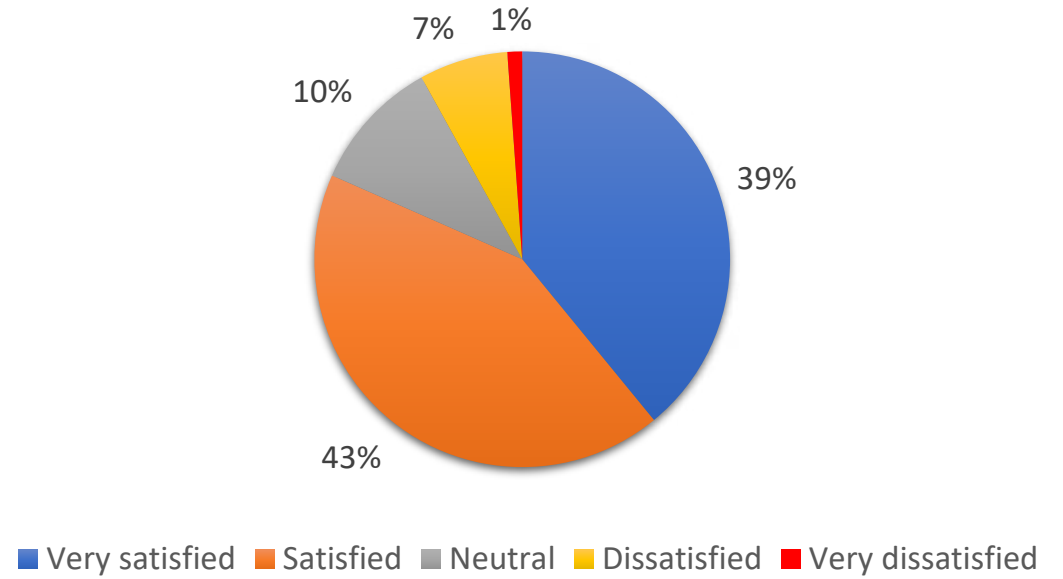
An average score of **4.32** out of 5 was recorded.



## 2. Registrants (Jobseekers) Survey

An average score of **4.11** out of 5 was recorded.

### Jobseekers Overall Satisfaction (n = 87)



## 3. Supported Employees Survey

An average score of **4.69** out of 5 was recorded.

### Supported Employees Overall Satisfaction (n = 148)

