



**Annual Report**  
**2022**



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## Our Mandates

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# ANNUAL REPORT 2022

**T**he 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

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The year 2022 unfolded with the exciting challenge of building on the positive momentum of the eSkills Malta Foundation in the digital and ICT skills arena, as reflected in the results of the Digital Economy and Society Index (DESI). According to the EU report, Malta secured an impressive 6th place overall and 7th in Human Capital. As I consistently emphasise, digital skills not only impact Human Capital but also play a crucial role in the integration of digital technologies and the provision of digital public services.

Adding to the year's complexity, we faced a new challenge with the introduction of the National eSkills Strategy 2022-2025. This Strategy serves as a roadmap, outlining the necessary steps for further advancements in Education, Industry, Society, and ICT pillars. While the goals set are ambitious, the successes of previous years inspire us to aim even higher. The Strategy also highlights the importance of collaborative efforts among stakeholders, focusing on priorities, monitoring progress, and demanding our sustained attention.

Amidst these developments, the Digital Skills Bootcamp 2022 continued its growth trajectory, introducing a fresh approach to upskilling. With 16 training providers offering courses, the Bootcamp reached over 500 participants spanning across different demographics – from youths and adults to the elderly in society. It made significant inroads into the education, industry, and the ICT sector, with a special focus on encouraging participation from girls and women.

A notable initiative took the form of a study exploring the potential recognition of ICT professionals and practitioners. This study delved deeper into the sentiments expressed in the Foundation's previous research, providing valuable insights for future considerations.

The Foundation also spearheaded numerous initiatives, collaborating with various entities such as EU Codeweek, which saw the participation of 516 activities. Collaborations with the Ministry for Education, Sport, Youth, Research, and Innovation Code.Sprint, MCAST Hackspace, Skolasajf, and others showcased our commitment to fostering a comprehensive approach to digital skill development.

In closing, I extend my heartfelt gratitude to the entire team. Their unwavering commitment to understanding and supporting my vision, often with patience, has been instrumental in our achievements. I eagerly look forward to the continued impact we can make in the upcoming year.

Thank you.

**Carm Cachia**  
**Chief Administrator - eSkills Malta Foundation**

## Founder Members

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**Marthese Vella**  
Malta Chamber of  
Commerce Enterprise  
and Industry



**Anthony Vassallo**  
Malta Enterprise



**Carm Cachia**  
Chief Administrator



**Etienne Gatt**  
Malta Gaming Authority



**David Sant Cortis**  
Malta Information  
Technology Agency



**Grazio Gixti**  
Ministry for Education  
and Employment



**Joseph Seychell**  
Malta Communications  
Authority



**Wilfred Spiteri**  
Ministry for the  
Economy, EU Funds  
and Lands.

## Introduction

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In 2022, the eSkills Malta Foundation displayed unwavering dedication to enhancing digital skills across the country.

A pivotal achievement was the launch of the National eSkills Strategy 2022-2025, a collaborative effort involving four governmental organizations. This strategy outlines a comprehensive plan to develop abilities, expertise, and mindsets across education, business, government, and ICT sectors. It aims to prepare the Maltese generation for the evolving digital landscape.

The Foundation's focus on ICT professionalism shone through in a project recognizing ICT professionals on a national level. Advocating for national recognition, the Foundation believes this step will play a crucial role in the sector's future growth.

The EU CodeWeek witnessed remarkable success in Malta, with over 500 coding activities and the country ranking second on the EU CodeWeek Scoreboard. The Foundation's innovative events, including robotics workshops and coding sessions for grandparents and grandchildren, showcased its commitment to engaging diverse groups in digital literacy.


Digital Skills Boot Camps emerged as a vital initiative, offering training to youth, adults, and teachers. With over 15 participating training providers and more than 20 courses, the Foundation facilitated skill development in areas like upskilling teachers and emerging technologies.

Collaboration with the Ministry of Education further reinforced the Foundation's commitment to promoting ICT education. School visits and engagement with students highlighted the importance of digital careers, contributing to the long-term goal of preparing students for the digital future.

The Foundation actively participated in various events, including CodeSprint, MCAST Freshers Week, and workshops on digital skills. With a clear impact on the community, the Foundation is motivated to continue its impactful work in 2023, excited about the prospect of achieving even greater milestones.





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**National  
eSkills  
Strategy  
2022 - 2025**

## National eSkills Strategy 2022 - 2025

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The Maltese National eSkills Strategy for the years 2022 to 2025 is focused on achieving and maintaining digital skills, both now and in the future. This approach takes into account domestic, national, sectoral, and specialist strategies and initiatives related to digital skills. It seeks to expand upon the groundwork established by the previous National eSkills Strategy while also acknowledging the present opportunities and challenges confronting Malta in the realm of digital skills and competencies. Furthermore, this Strategy is aligned with the European Union's Path to the Digital Decade, which outlines specific targets for all Member States to achieve by 2030.

The Strategy is built upon several key principles. These encompass an all-encompassing and inclusive approach that caters to all segments of society and the economy. Educational efforts, awareness campaigns, multi-stakeholder engagement, and alignment with pertinent strategic directions supplement this approach. The Strategy employs a comprehensive four-dimensional model encompassing its goals, intended outcomes, strategic pillars, and the foundational governance elements that facilitate its implementation.

The strategic pillars and objectives outlined in the Strategy remain consistent with those of its predecessor and the priorities defined by the European Coalition for Digital Skills and Jobs. These pillars are Education, Society, the Workforce, and ICT professionals, with a shared aim of achieving the following goals:

1. Enhancing digital capabilities to a higher degree.
2. Advocating for inclusive, ethical, and responsible use of digital technologies.
3. Cultivating a promising digital career path.
4. Making a positive contribution to the digital economy by ensuring the availability of essential current and future skills.

These goals will translate into specific outcomes, including greater digital awareness and confidence within society, the digital transformation of public administration in line with the Public Service Strategy, increased readiness of enterprises to embrace digital transformation, the evolution of the educational system to meet the demands of current and future digital skills and an increased number of ICT professionals in the local labour market.

The Strategy's four strategic pillars are supported by common governance enablers that are crucial for its effectiveness and successful implementation. These enablers encompass collaboration, leadership, shared responsibility, benchmarking, funding, and strategic alignment.

Each strategic pillar, along with some governance measures, proposes various actions and recommendations to execute the Strategy. Where applicable, these actions align with proposals from other existing strategies to ensure coordination, coherence, and the avoidance of duplication among stakeholders. However, it's important to note that these proposed actions and recommendations are subject to further review, based on evolving social, economic, and technological developments.

The National eSkills Strategy for the period 2022-2025 serves as the current roadmap, building upon the strong Foundation established in the previous National eSkills Strategy for 2019-2021.

## National eSkills Strategy 2022 - 2025



## National eSkills Strategy 2022 - 2025



GOVERN TA' MALTA  
MINISTRI TAL-IKONOMIJA,  
IL-FONDI EWROPEJ U L-ARTIJIET

eSkills  
eSkills Malta Foundation



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**The  
European  
Digital  
Economy  
and Society  
Index (DESI)**

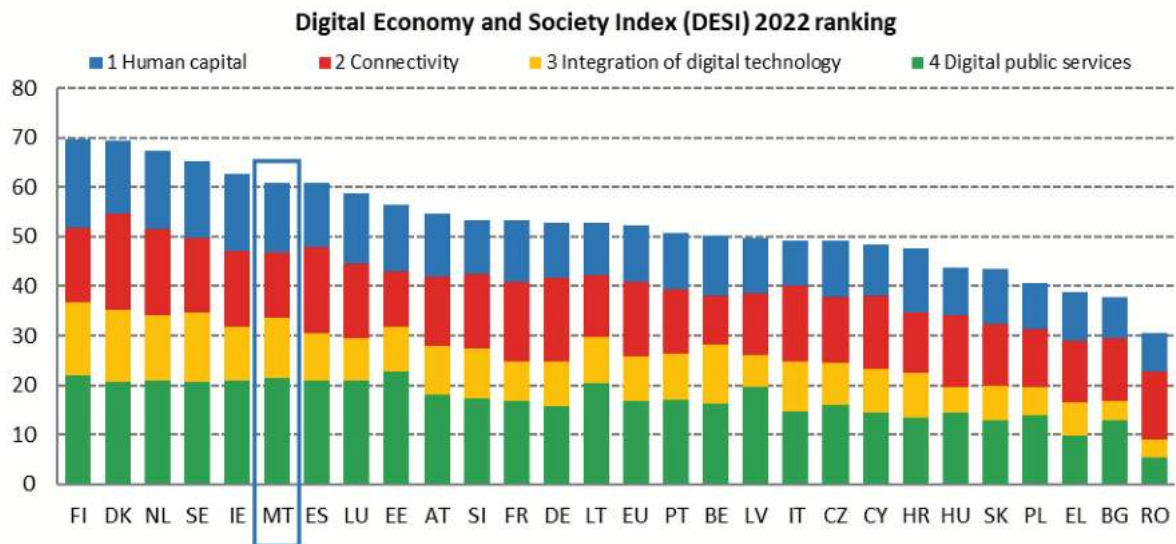
## The European Digital Economy and Society Index (DESI)

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In 2022, Malta's digital success, as highlighted in the European Digital Economy and Society Index (DESI), can be associated with organisations like eSkills Malta Foundation. The eSkills Malta Foundation, the national digital skills coalition for Malta, is involved in initiatives and programs aimed at improving digital skills in the country. The Digital Economy and Society Index (DESI) is an annual composite index that measures the progress of EU member states in their digital performance and competitiveness.

It assesses various factors, including connectivity, human capital, use of internet services, integration of digital technology, and digital public services. The Foundation played a role in surpassing EU averages in digital skills, with a notable emphasis on basic and advanced capabilities. eSkills Malta Foundation has contributed to the impressive statistics, such as 71% possessing basic digital content creation skills and 72% using e-government services. Additionally, the Foundation could have influenced Malta's workforce composition, with 4.9% ICT specialists and 6.5% ICT graduates, particularly with a noteworthy 26% female representation. This aligns with Malta's excellence in digital technology integration, outperforming EU averages in various key areas.





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# Initiatives

## Initiatives

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The eSkills Malta Foundation stands at the forefront of cultivating a digitally proficient and competitive Malta through its dynamic range of initiatives. Dedicated to bridging the digital skills gap and fostering innovation, the Foundation strategically designs and implements programs that cater to various sectors and demographics.

One of the cornerstone initiatives is the National eSkills Strategy. This comprehensive roadmap outlines strategic objectives for improving skills, knowledge, and attitudes in the realms of education, industry, society, and ICT sectors. This forward-looking Strategy addresses the evolving needs of a digital society, aiming to equip individuals with the necessary competences to thrive in a technology-driven world.

In collaboration with key stakeholders, the Foundation actively promotes initiatives to enhance digital literacy and awareness across different age groups. From tailored programs for school curricula to specialised training for professionals, the Foundation ensures that diverse segments of the population are empowered to harness the opportunities presented by the digital era.

The eSkills Malta Foundation is a catalyst for fostering partnerships between the private and public sectors, academia, and industry experts. Through collaborative efforts, the Foundation facilitates the development and implementation of cutting-edge initiatives that propel Malta's digital landscape forward.

Recognising the critical importance of cybersecurity in the digital age, the Foundation spearheads initiatives focused on enhancing national cyber resilience. By promoting best practices and awareness campaigns, the Foundation contributes to creating a secure and robust digital environment.

In essence, the eSkills Malta Foundation's initiatives are not just about addressing the present challenges but also about envisioning and shaping Malta's digital future. Through strategic planning, collaboration, and a commitment to lifelong learning, the Foundation continues to be a driving force in advancing digital skills and capabilities across the nation.



## Digital skills Bootcamps and Women in ICT events 2022

eSkills Malta Foundation has been entrusted with a number of mandates relating to skilling, upskilling and reskilling mandates. The Foundation has the overall objective to increase digital skills. In line with this objective, the Foundation is offering training courses/sessions/events for specific closed groups or open to the public namely Digital Bootcamps.

The Foundation recognises that there is a need to broaden the range of coding or coding-related digital skills in Malta and increase the accessibility to such skills. There is a need to increase persons with higher basic or advanced digital skills and to develop a larger pool of persons that are better equipped for their future education or employment.

As per previous years, eSkills Malta Foundation contracted Training Providers to provide coding or coding-related or basic or advanced digital skills education sessions to one or more target audience.

The Digital Bootcamps are crafted to meet the evolving demands of the digital economy ensuring that participants gain practical and relevant skills. The Foundation also held gender specific courses such as Women in ICT sessions to address unique challenges that women may face in the tech industry.



## EU CodeWeek 2022

EU CodeWeek 2022 concluded with resounding success, hosting around 71,000 events. EU CodeWeek was celebrated from October 8 to October 22. Malta stood out with over 460 events, earning the second-highest per capita ranking on the EU CodeWeek Scoreboard. This achievement owes much to the dedication of Malta's Government and Church Schools, supported by the Directorate for Digital Literacy in Government Schools and the Transversal Skills and Digital Literacy team at the Secretariat for Catholic Education, alongside MCAST.

Events showcased diverse and creative coding activities like Boom Whackers music, Java programming, Lego We Do robotics, and storytelling with Qobo. Notable collaborations included eSkills Malta Foundation teaming up with Foundation of Educational Services (FES) and Data Science Malta to introduce robotics sessions to 200 primary school students during SkolaSajf at 30 centers.

Partnerships extended to local councils as seen in Senglea, where a session titled “Nanniet u Neputijiet” (Grandparents and Grandchildren) engaged participants with Scratch Junior. The Foundation also promoted year-round coding with a call for instructors and funding over 16 coding boot camps throughout 2022.

Recognising the importance of coding skills across industries, the eSkills Malta Foundation remains committed to promoting coding literacy for students and professionals alike, striving for widespread competency in this vital field.



## EU CodeWeek Educators Programme 2022

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The EU CodeWeek Educators Programme 2022 is another pivotal initiative empowering educators with essential skills to integrate coding and digital literacy into classrooms. This program is tailored for teachers and provides specialised training, resources, and collaborative opportunities. The program aims to enhance students' problem-solving abilities and foster a deeper understanding of technology by equipping educators with the tools to facilitate coding activities. Through hands-on workshops and a supportive community, the EU CodeWeek Educators Programme catalyses the development of a tech-savvy generation, preparing students for the challenges of the digital era and ensuring that coding education becomes an integral part of the modern curriculum.



## Collaboration with MCAST

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The eSkills Malta Foundation and the Malta College for Arts, Science, and Technology (MCAST) in May 2022 entered into a new sponsorship agreement. Under this collaboration, the eSkills Malta Foundation will extend its sponsorship and support to MCAST's Institute of Information and Communication Technology (ICT).

The first project of this sponsorship agreement is the establishment of the MCAST Hackspace. The inspiration for the HackSpace project stemmed from the dearth of local venues catering to those interested in cybersecurity. In response, MCAST initiated this project, which seeks to create a dedicated space where students can convene, learn, and engage in discussions on security-related matters. The primary objective of the initiative is to offer students an environment conducive to exploring new technologies and enhancing their comprehension of various facets of cybersecurity.

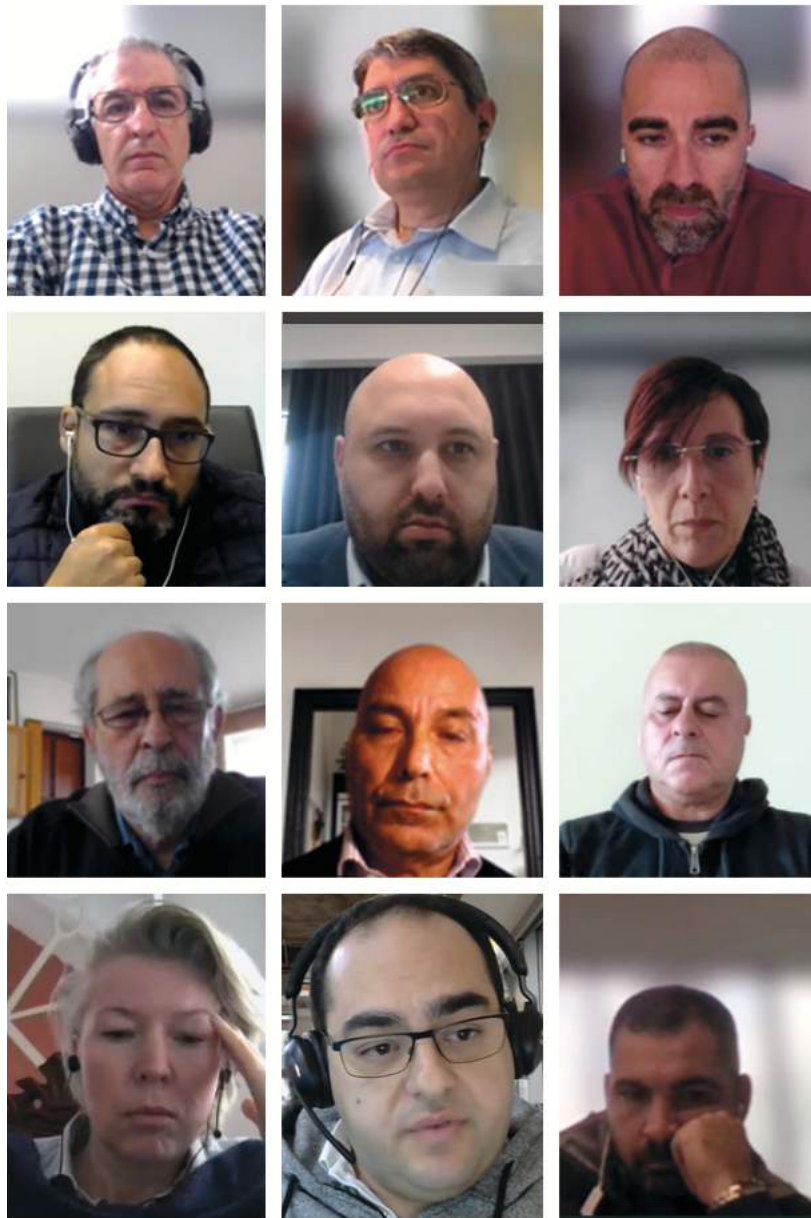
This initiative empowered students to acquaint themselves with emerging technologies while deepening their knowledge of cybersecurity-related areas.

Past trends in the field of ICT have highlighted the critical need for cybersecurity skills as essential tools across various industries. Notably, the sponsorship agreement catalysed motivation for MCAST students to continue their studies and enhance their proficiency in ICT.



## National Recognition of ICT Professionals in Malta Workshop

The Malta ICT Professionals Recognition Workshop held on 28th November 2022 unveiled a comprehensive study's background, objectives, and findings, exploring formal recognition for ICT professionals in the nation. With no current mandatory licensing or professional association, the workshop attendees suggested potential paths for recognition, examining attributes of a profession, approaches in other countries, and the benefits of formal recognition, revealing practitioner preferences and a positive inclination toward establishing a local ICT society, aiming to elevate Malta's ICT professionalism.







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# Collaborations

## CodeSprint 2022

The Ministry for Education, Sport, Youth, Research and Innovation Code.Sprint initiative is commendable for its role in bridging the education-industry gap. This initiative is, in fact, a coding hackathon where students participate in a series of coding competitions targeting different levels of secondary, upper-secondary and tertiary education. coding competition provides a vital platform for students to apply their skills in real-world scenarios.

Noteworthy aspects include its inclusive structure spanning secondary and post-secondary categories, promoting a diverse talent pool. The focus on skill development through world-class study programs and mentorship prizes reflects a commitment to continuous learning. Additionally, offering MQF level-3 accreditation enhances recognition for secondary students.

The competition's real-world environment, industry alignment, practical judging criteria, and community-building elements collectively position Code.Sprint as an exemplary initiative fostering education-industry integration in the dynamic field of information technology.

The eSkills Malta Foundation is thrilled to support this significant and esteemed event each year as a sponsor. Witnessing such a remarkable display of local coding skills is quite pleasing and bodes well for the field of coding in the future.



## SkolaSajf 2022

SkolaSajf is an initiative run by the Foundation for Educational Services (FES) to provide a summer programme for students of different ages to use their spare time in extra-curricular activities. These subjects usually complement the children's education in a fun way. In 2022, the eSkills Malta Foundation expanded its commitment to promoting coding by delivering robotics sessions to 30 SkolaSajf Centres. This was implemented by using a third-party service provider. SkolaSajf, caters to children aged 3 to 16 during the summer months. FES invited the Foundation to contribute to robotics sessions, recognising the potential to introduce coding and engineering in a fun and interactive manner. The Foundation believes that robotics serves as a gateway to programming, fostering problem-solving, curiosity, and creativity.

The sessions, featuring Dash Robot and Qobo, were met with enthusiasm from students in years 3 to 6, showcasing the success of merging programming with creativity and problem-solving. The Foundation remains dedicated to participating in SkolaSajf, aligning with its mission to introduce coding to children enjoyably and educationally, providing them with essential foundational skills for the future.



## Raspberry Jam: A Europe Fit for the Digital Age Hackathon

The Raspberry Jam Hackathon, an initiative by the European Commission Representation in Malta, was organised by the eSkills Malta Foundation and held on the 28th and 29th of May 2022 in collaboration with Headstart Technologies. The hackathon was the inaugural event in a series dedicated to fostering digital skills across all segments of society. This hackathon emphasised students aged 12 to 15, particularly those contemplating computer studies as a school option or those already immersed in computing and eager to expand their knowledge. This hackathon welcomed game design students from the Taitotalo Institute in Finland. They were instrumental in helping students explore the intricate connection between game design and programming.







The page features a vibrant, abstract background. At the top, there are grey splatters and brushstrokes. Below this, a horizontal band contains various colorful shapes: a large white circle with the word 'Outreach' in orange, surrounded by purple, blue, yellow, and red rounded squares and smaller grey squares. The bottom half of the page is filled with a pattern of grey circles and dots of varying sizes, creating a textured, organic feel.

# Outreach

## Industry School Visits

Throughout the 2022 / 2023 academic year, the eSkills Malta Foundation collaborated with the Ministry for Education for a school visit campaign, exposing secondary students to real-world digital environments. Leveraging a broad network, the Foundation organised tailored visits to diverse organisations featuring presentations, guided tours, and interactive activities. With each visit accommodating around 20 students, the initiative aimed to spark interest in digital studies and careers. Positive feedback and student enthusiasm suggest a lasting impact. The Foundation is grateful to partners like Malta Information Technology Agency and Ernst & Young, eSkills Malta Foundation plans to continue similar initiatives, ensuring students are prepared for a digitally-driven future.



## Freshers' Week 2022

The eSkills Malta Foundation actively participated in the 2022 edition of Freshers' Week held at the MCAST Main Campus in Paola. This event is designed to welcome students to the campus, featuring orientation visits, talks, demonstrations, and more. As part of its involvement, the Foundation conducted a talk for students enrolled in degree programs, shedding light on potential career paths and roles within the ICT industry. The talk showcased examples from both traditional and emerging digital industry sectors, including eCommerce, robotics, DLT, AI, and more. The session proved engaging, valuable, and impactful, evidenced by the students' substantial attendance and active interaction, who posed inquiries.

Following the Careers in ICT lecture, the eSkills Malta Foundation recognised and rewarded excellence by presenting gift vouchers to three students who emerged as the overall winners of a Cybersecurity-related Hackspace Challenge. The MCAST Hackspace is a dedicated platform for students to discuss and delve into cybersecurity, and it is co-sponsored by the Foundation. Notably, earlier in the year, MCAST HackSpace organised two online hacking competitions from January to March 2022, followed by the HackSpace Challenge held in person in April 2022. The Foundation's continued support underscores its commitment to fostering hands-on learning experiences and promoting excellence in cybersecurity among MCAST students. The event allows students to explore careers,



## iChoose

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The Ministry for Education, Sport, Youth, Research and Innovation embarked on the 'I Choose' event in August 2022. This was another opportunity whereby students explored further career and educational options as they left compulsory education. eSkills Malta Foundation delivered an interesting informative session on Careers in ICT, outlining a wide range of careers, from technical to managerial positions.





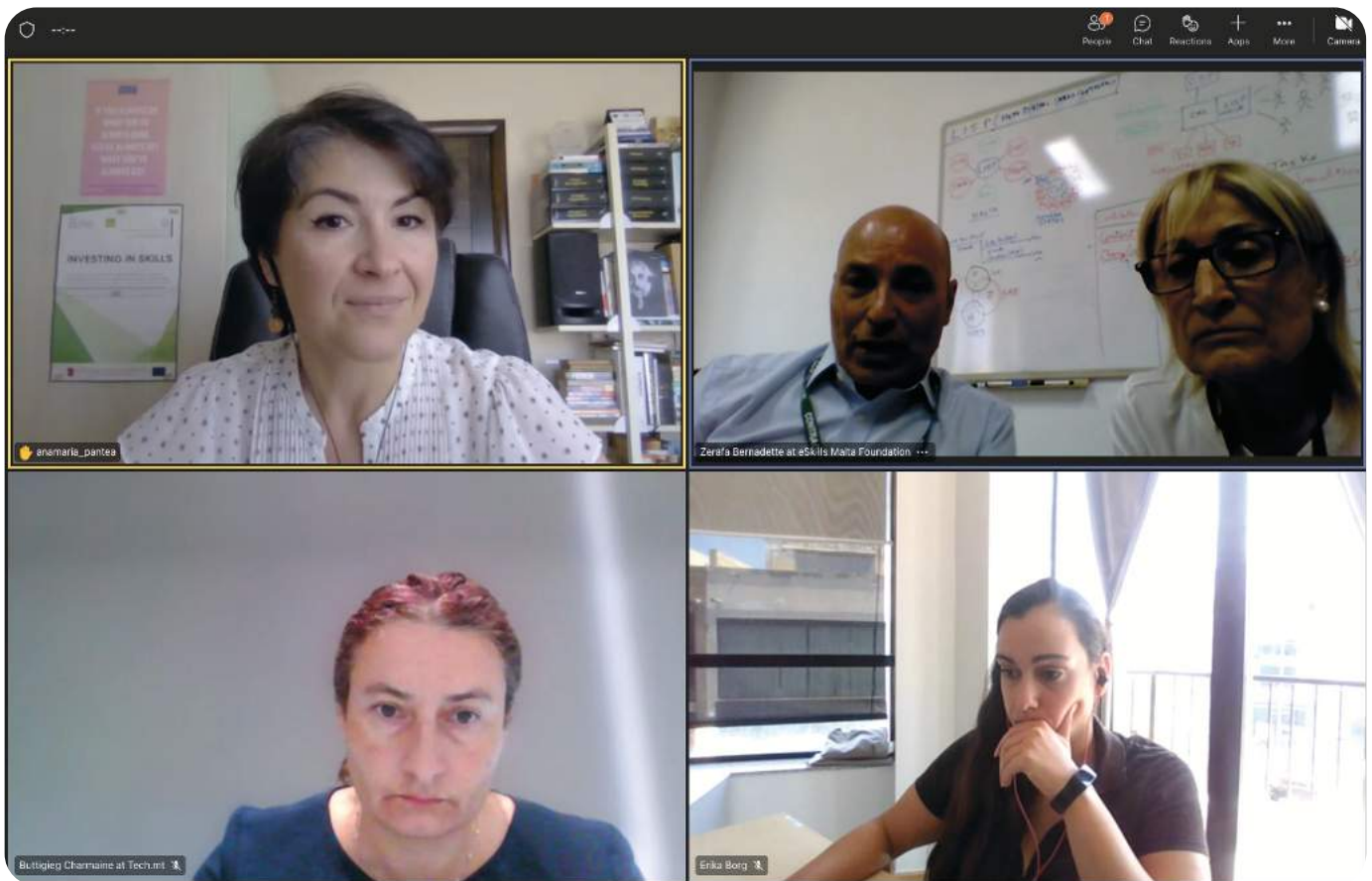


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**Women  
in  
ICT**

## Women in ICT

Since 2016, the Maltese National Coalition – eSkills Malta Foundation has been at the forefront in promoting women in the ICT sector through proactive initiatives. An essential endeavour involves convening a diverse focus group of 20 women with backgrounds in ICT. This group addresses pertinent issues surrounding women’s participation in the digital field and supports specific projects. Industry and education Ambassadors identified from this group have contributed by creating inspirational promotional videos to encourage more women to enter the ICT domain.



## Women in ICT

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Recognising the importance of workplace inclusivity, the National Coalition has also acknowledged the necessity for guidelines to assist local employers in enhancing and retaining the presence of women in ICT roles. This commitment extends to a comprehensive study assessing gender gaps within the ICT and telecom sectors, SMEs, and public administration. The eSkills Malta Foundation works to empower and advance women in the ICT sector fostering a more inclusive and diverse digital landscape.





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# Sponsorships

## Sponsorships



SkolaSajf



eBiznify



CodeWeek



MCAST  
Expo



ICTSA



Code Sprint



University  
of Malta



University  
of Malta



Digital Skills  
Bootcamp



eTwinning  
EMBED  
Awards



Upskilling &  
ReSkilling of  
Women in ICT  
Sector



Amazon Web  
Services Courses  
(AWS)





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# Awareness Campaign







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# Future Outlook

## Future Outlook

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The eSkills Malta Foundation is poised for an exciting and impactful future as it continues to play a crucial role in shaping Malta's digital landscape. Fueled by the success of its activities, campaigns and participations the Foundation is gearing up for a sustained effort to advance digital education and careers across the nation.

One key aspect of the Foundation's future outlook is its commitment to fostering student interest in digital studies.

A significant strength of the eSkills Malta Foundation is its extensive network of industry partners. Collaborations with organizations such as the Malta Information Technology Agency, APS Bank, Ernst & Young, and others have been instrumental in the success of past initiatives. The Foundation seeks to deepen these partnerships and potentially forge new ones. A robust network ensures a diverse range of opportunities for students, offering exposure to various aspects.

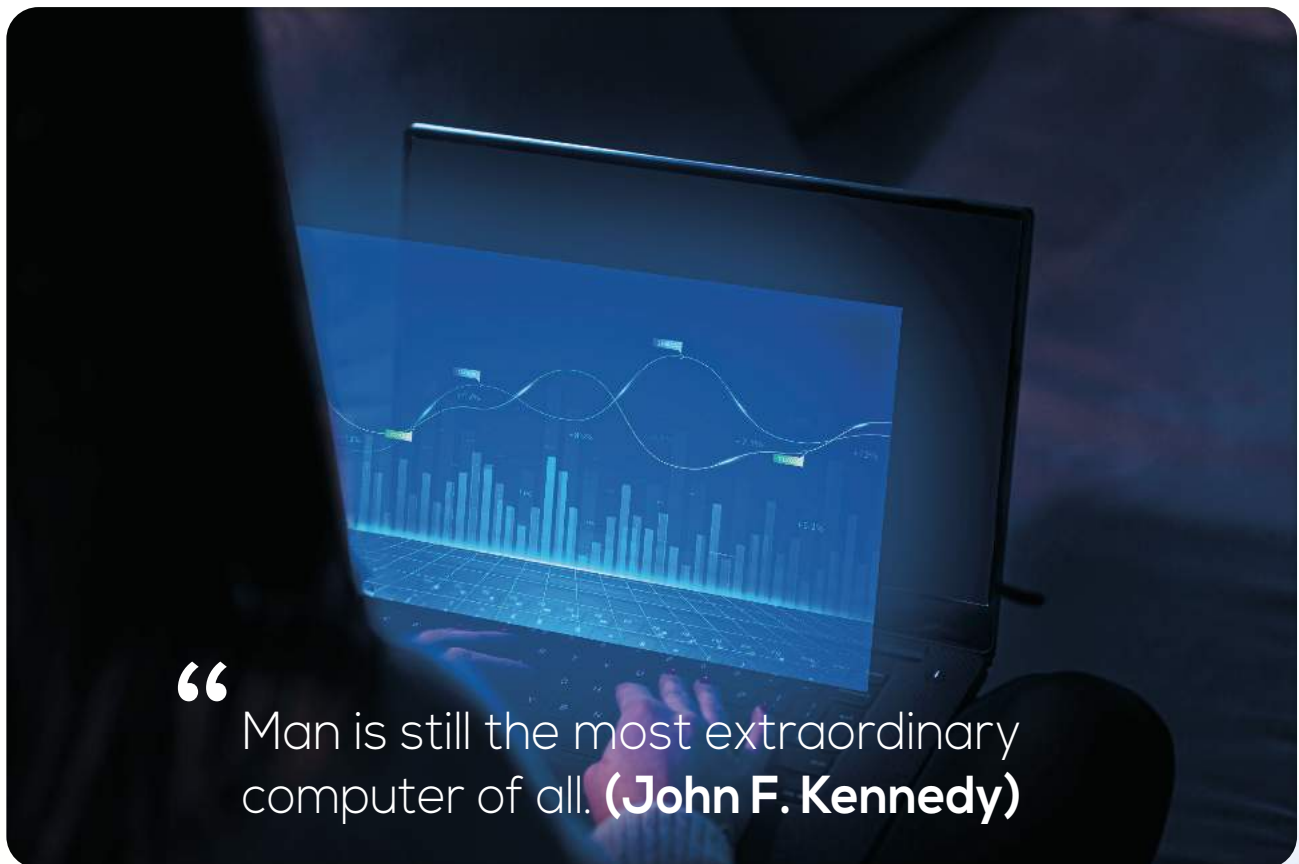


## Future Outlook

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The Foundation's commitment to bridging the gap between education and the digital sector is underlined by its plans to organise similar initiatives. By consistently providing students with a firsthand understanding of the dynamic digital landscape, the Foundation aims to prepare them for the evolving demands of the workforce. This forward-looking approach ensures that eSkills Malta Foundation remains at the forefront of initiatives that contribute to the growth and competitiveness of Malta's digital workforce.

In summary, the future outlook for eSkills Malta Foundation is characterised by sustained efforts to inspire, educate, and connect students with the digital sector. With a strong foundation of successful initiatives and a collaborative network, the Foundation is well-positioned to continue significantly impacting the digital arena in Malta.



“ Man is still the most extraordinary computer of all. **(John F. Kennedy)** ”



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# Financial Report

# Financial Report

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eSkills Malta Foundation  
Annual report and Financial Statements - 31 December 2022

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## Board of Administrators' report

### For the year ended 31 December 2022

The board of Administrators present their report, together with the audited financial statements for the year ended 31 December 2022.

### Board of Administrators

The Board of Administrators of the eSkills Malta Foundation (the 'Foundation') during the year were:

Chief Administrator

Carmel Cachia

Chairperson

Raymond Vella (as from 21/07/2022)

Administrators

Anthony Vassallo (Malta Enterprise)

David Sant Cortis (Malta Information Technology Agency)

Joseph Seychell (Malta Communications Authority)

Grazio Grixti (Ministry for Education)

Etienne Gatt (Malta Gaming Authority)

Marcel Cutajar (Malta Chamber of Commerce, Enterprise and Industry) (as from 01/01/2022)

Fabienne Ruggier (Malta Chamber of Commerce, Enterprise and Industry)(01/07/2022-29/08/2022)

Maria Therese Vella (Malta Chamber of Commerce, Enterprise and Industry) (as from 29/08/2022)

Stephanie Rocco (Ministry for the Economy, EU Funds & Lands) (08/06/2021-13/04/2022)

Wilfred Spiteri (Ministry for the Economy, EU Funds & Lands) (as from 13/04/2022)

### 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 2022.

### 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 2022 is disclosed on page 9, while the results for the year under review are disclosed on page 10.

### Future developments

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

# Financial Report

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eSkills Malta Foundation  
Annual Report and Financial Statements - 31 December 2022

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## **Board of Administrators' report - continued**

### **Financial reporting framework**

The Board of Administrators have resolved to prepare the Foundation's financial statements for the year ended 31 December 2022 in accordance with the International Financial Reporting Standards as adopted by the European Union ("IFRS").

### **Statement of Board of Administrators' responsibilities**

The board of administrators' responsibility is to prepare financial statements in accordance with International Financial Reporting Standards as adopted by the European Union which give a true and fair view of the state of affairs of the foundation at the end of each financial year and of the gain or loss for the year then ended. In preparing the financial statements, the board of administrators:

- Select suitable accounting policies and apply them consistently.
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on a going concern basis, unless it is appropriate to presume that the foundation will not continue in business.

The board of administrators are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Foundation and to enable them to ensure that the financial statements have been properly prepared in accordance with the provisions of the Act.

The board of administrators are also responsible for safeguarding the assets of the foundation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The board of administrators are responsible to ensure that it establishes and maintains internal control to provide reasonable assurance with regard to reliability of financial reporting, effectiveness and efficiency of operations and compliance with applicable laws and regulations.

In determining which controls to implement to prevent and detect fraud, management considers the risks that the financial statements may be materially misstated as a result of fraud.

# Financial Report

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eSkills Malta Foundation  
Annual Report and Financial Statements - 31 December 2022

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## Board of Administrators' report - continued

### Auditors

The auditors, CSA Audit Ltd, have intimated their willingness to continue in office. A resolution proposing their re-appointment will be put before the members at the next annual general meeting.

Approved by the Board of Administrators on 20 April 2023 and signed:



Carmel Cachia  
Chief Administrator



Raymond Vella  
Chairman

**Registered address:**  
Gattard House,  
National Road,  
Blata l-Bajda  
Hamrun

# Independent Auditor's Report

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## ***INDEPENDENT AUDITORS' REPORT***

To the Founders of eSkills Malta Foundation

*Report on the audit of the financial statements*

### *Opinion*

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In our opinion, the accompanying financial statements (the “financial statements”) of eSkills Malta Foundation (the “Foundation”):

- Give a true and fair view of the financial position of the Foundation as at 31 December 2022, and of its financial performance for the year then ended in accordance with International Financial Reporting Standards (‘IFRSs’) as adopted by the EU.

### **What we have audited**

The Foundation’s financial statements, which comprise of:

- the statement of financial position as at 31 December 2022;
- 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 significant accounting policies and other explanatory information.

### *Basis for Opinion*

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

### **Independence**

We are independent of the Foundation in accordance with the International Ethics Standards Board for Accountants’ International Code of Ethics for Professional Accountants (including International Independence Standards) (‘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 our audit of the financial statements in Malta. We have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code.

## Independent Auditor's Report

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### **INDEPENDENT AUDITORS' REPORT**

To the Founders of eSkills Malta Foundation

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#### *Other information*

The board of administrators is responsible for the other information. The other information comprises the Board of Administrators' Report, but does not include the financial statements and our auditors' report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

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. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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#### *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 IFRSs as adopted by the EU, and for such internal control as the board of administrators determines is 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 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.

The board of administrators is also responsible for overseeing the financial reporting process.

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#### *Auditors' responsibility 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 skepticism throughout the audit. We also:

# Independent Auditor's Report

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## **INDEPENDENT AUDITORS' REPORT**

To the Founders of eSkills Malta Foundation

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### *Auditors' responsibility for the audit of the financial statements*

- 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 Foundation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the board of administrators.
- Conclude on the appropriateness of the board of 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 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, 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.
- 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.

We 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 we identify during our audit.

## Independent Auditor's Report

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***INDEPENDENT AUDITORS' REPORT***  
To the Founders of eSkills Malta Foundation

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*Other matter*

The financial statements of eSkills Malta Foundation for the year ended 31 December 2021, were audited by another auditor who expressed an unmodified opinion on those statements on 21 June 2022.

The Principal authorized to sign on behalf of CSA Audit Ltd on the audit resulting in this independent auditors' report is Charles Scerri.

A handwritten signature in blue ink, appearing to read 'CSA' or similar, with a horizontal line underneath.

**CSA Audit Ltd**  
**Registered Auditors**  
Level 6, Carolina Court,  
Giuseppe Cali Street,  
Ta'Xbiex XBX 1425  
Malta

20 April 2023

## Financial Statements

eSkills Malta Foundation  
Annual Report and Financial Statements - 31 December 2022

### Statement of financial position

	Note	As at 31 December	
		2022 €	2021 €
<b>ASSETS</b>			
<b>Non-current assets</b>			
Property, plant and equipment	7	14,176	17,911
<b>Total non-current assets</b>		<b>14,176</b>	<b>17,911</b>
<b>Current assets</b>			
Trade and other receivables	8	7,664	24,310
Current tax asset		5,889	10,384
Cash and cash equivalents	9	232,708	233,266
<b>Total current assets</b>		<b>246,261</b>	<b>267,960</b>
<b>Total assets</b>		<b>260,437</b>	<b>285,871</b>
<b>EQUITY AND LIABILITIES</b>			
<b>Equity</b>			
Endowment capital	10	100,000	100,000
Retained earnings		59,679	54,200
<b>Total equity</b>		<b>159,679</b>	<b>154,200</b>
<b>Non-current liabilities</b>			
Trade and other payables	12	6,169	8,893
Deferred tax liability		745	547
<b>Total non-current liabilities</b>		<b>6,914</b>	<b>9,440</b>
<b>Current liabilities</b>			
Trade and other payables	12	93,844	122,231
<b>Total current liabilities</b>		<b>93,844</b>	<b>122,231</b>
<b>Total liabilities</b>		<b>100,758</b>	<b>131,671</b>
<b>Total equity and liabilities</b>		<b>260,437</b>	<b>285,871</b>

The accompanying notes are an integral part of these financial statements.

The financial statements on pages 9 to 29 were authorised for issue by the board of administrators 20 April 2023 and were signed by:

  
Carmel Cachia  
Chief Administrator

  
Raymond Vella  
Chairman

## Financial Statements

eSkills Malta Foundation  
Annual Report and Financial Statements - 31 December 2022

### Statement of comprehensive income

	Note	Year ended 31 December	
		2022 €	2021 €
Revenue	13	368,324	402,000
Administration expenses	14	(358,002)	(416,301)
Other income		-	16,838
<b>Operating surplus</b>		<b>10,322</b>	<b>2,537</b>
Finance expense		(425)	(533)
<b>Surplus before tax</b>		<b>9,897</b>	<b>2,004</b>
Tax charge for the year	6	(4,418)	(2,626)
Surplus/(deficit) for the year		<b>5,479</b>	<b>(622)</b>
Total comprehensive income		<b>5,479</b>	<b>(622)</b>

The accompanying notes are an integral part of these financial statements.

## Financial Statements

eSkills Malta Foundation  
Annual Report and Financial Statements - 31 December 2022

### Statement of changes in equity

	Endowment Capital €	Retained earnings €	Total €
As at 1 January 2022	100,000	54,200	154,200
<b>Total Comprehensive income</b>			
Surplus for the year	-	5,479	5,479
<b>As at 31 December 2022</b>	<b>100,000</b>	<b>59,679</b>	<b>159,679</b>
As at 1 January 2021	100,000	54,822	154,822
<b>Total Comprehensive income</b>			
Deficit for the year	-	(622)	(622)
As at 31 December 2021	100,000	54,200	154,200



/ESkillsMalta



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[eskills.org.mt](http://eskills.org.mt)



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