




**Annual**   
**2023**



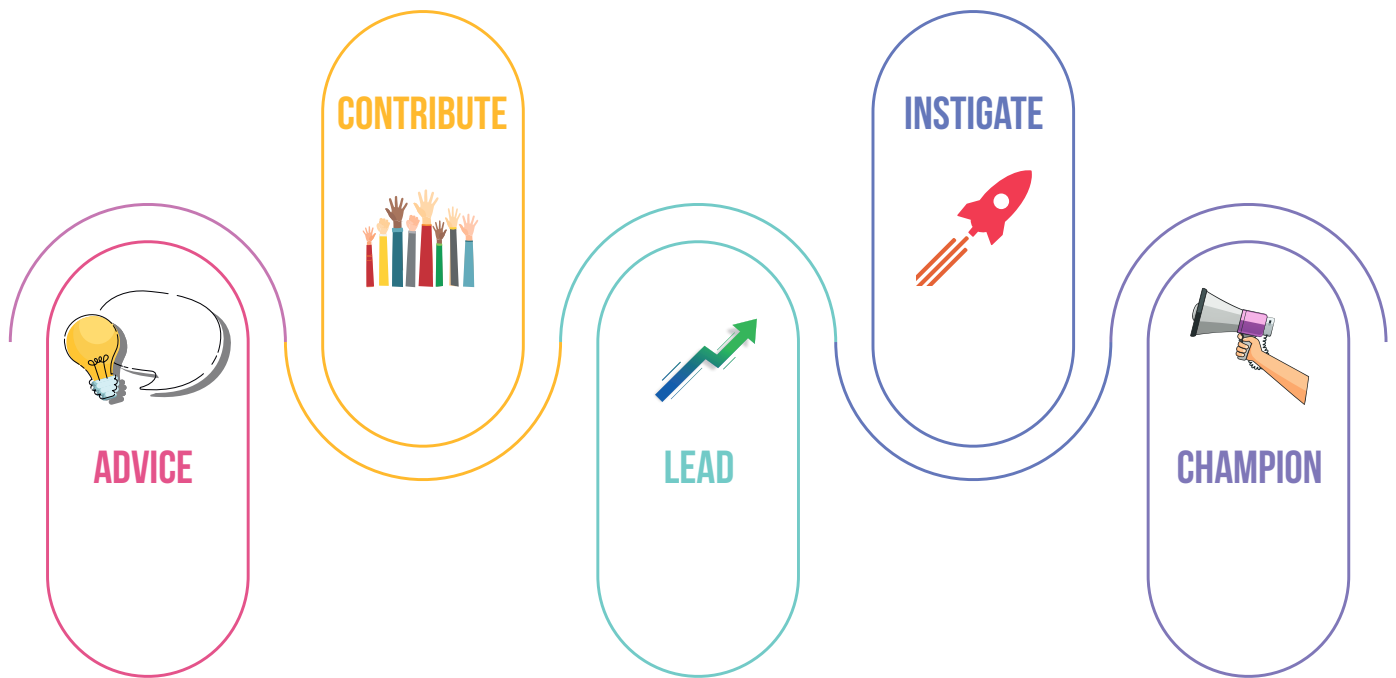
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## Our Mandates

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# ANNUAL REPORT 2023

**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.

## Introduction from the Chief Administrator

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The eSkills Malta Foundation remained a driving force in Malta’s digital transformation journey throughout 2023. This mission is to equip the nation with the skills to thrive in a digital economy.

The Foundation tackled this challenge on multiple fronts, including education, workforce development, and public engagement. All its initiatives are aligned with national digital skills and job creation strategies. Amongst the many initiatives, some are worth a mention.

**Digital Skills and Jobs Platform:** This ambitious EU-funded project is nearing completion. Already a valuable resource, the platform offers a central hub for local and European digital skills training, best practices, events, and more.

**Future Innovators and the Digital Summer Camp:** Partnering with key institutions, the Foundation launched these summer programs to ignite a passion for digital skills in young minds. Participants gained hands-on experience with emerging technologies, fostering a new generation of tech talent.

**Robotics Education:** The Foundation’s commitment to “SkolaSajf” continued, offering engaging robotics sessions. These sessions aimed to spark students’ creativity, problem-solving skills, and interest in STEM fields, receiving positive feedback for their practical approach.

**Upskilling and Reskilling:** The Foundation continued to offer various training programs and certifications to meet the evolving needs of industry, education, and society. Their annual Digital Bootcamps remain a success story, attracting over 800 participants. Collaborations with tech giants like AWS and Microsoft provided free courses for ICT professionals and young people.

Embedding Digital Skills in Education from primary to post-tertiary levels remained a priority. This supported educational reforms and capacity-building activities to ensure students and educators possess the necessary digital competencies.

It was also very important to continuously develop digital competencies across industry sectors.

Training programs were designed to align with industry needs, enhancing digital skills in both public and private workforces.

The empowerment of ICT Professionals is crucial for the digital economy. This is why the Foundation promoted ICT professionalism and supported advanced training and certifications to ensure professionals meet the digital economy's demands.

Digital Education for All remains a big challenge for the foundation. In this respect, community-driven projects and public awareness campaigns were launched to bridge the digital divide and promote digital literacy among diverse populations.

In conclusion, the eSkills Malta Foundation's comprehensive approach in 2023 was, and will remain, pivotal in Malta's digital transformation. By addressing the digital skills gap and fostering an inclusive digital culture, the Foundation significantly contributed to Malta's aspiration of becoming a leading nation in Europe.

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 Grixti**  
Ministry for Education  
and Employment



**Joseph Seychell**  
Malta Communications  
Authority



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

## A Spotlight on eSkills Malta Foundation

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The eSkills Malta Foundation stands as a beacon of empowerment in digital proficiency. Established with a clear vision to bridge the digital divide and foster a digitally literate society, the Foundation since its inception in 2014, has equipped thousands of Maltese residents with the digital skills necessary to thrive in the modern digital landscape.

At the core of the eSkills Malta Foundation's mission is the commitment to cultivate a digitally competent workforce and empower individuals of all ages to harness the full potential of digital technologies. Through comprehensive programs and initiatives, the Foundation strives to enhance digital literacy, promote innovation, and drive economic growth.

Through strategic partnerships with educational institutions, government bodies, and industry stakeholders, the eSkills Malta Foundation delivers a diverse range of initiatives tailored to meet the evolving needs of the digital age. These initiatives include:

- 1. Digital Skills Training:** Offering accessible and high-quality training programs to individuals, businesses, and educational institutions, the Foundation empowers participants with essential digital skills, ranging from basic computer literacy to advanced technical proficiencies.
- 2. Youth Empowerment:** Recognising the importance of nurturing digital talent from a young age, the eSkills Malta Foundation invests in initiatives to engage and inspire youth to pursue careers in STEM fields, thereby ensuring a pipeline of skilled professionals for the future workforce.
- 3. Industry Collaboration:** By fostering collaboration between academia and industry, the Foundation facilitates the development of relevant and up-to-date curricula, ensuring that educational programs align with the digital economy's demands.
- 4. Advocacy and Awareness:** Through advocacy efforts and public awareness campaigns, the eSkills Malta Foundation raises awareness about the importance of digital literacy and advocates for policies that support the integration of eSkills into education and training frameworks.

The impact of the eSkills Malta Foundation extends far beyond individual skill development. By empowering individuals with the tools and knowledge to navigate the digital landscape, the Foundation is pivotal in driving innovation, fostering economic growth, and enhancing social inclusion.

As we reflect on the past year's achievements, it is evident that the eSkills Malta Foundation continues to be a driving force in shaping a digitally inclusive society. With a steadfast commitment to excellence and innovation, the Foundation remains dedicated to empowering Maltese residents and organisations to thrive in the digital age. Moreover, through its initiatives, the eSkills Malta Foundation actively contributes to Europe's Digital Decade Policy Programme 2030, aligning its efforts with broader strategic objectives to propel Malta towards a digitally empowered future.



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## Digital Skills Training

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Offering accessible and high-quality training programs to individuals, businesses, and educational institutions, the Foundation empowers participants with essential digital skills, ranging from basic computer literacy to advanced technical proficiencies.



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## Youth Empowerment

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## Industry Collaboration

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## Advocacy and Awareness

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The European  
Digital Economy  
and Society Index  
(DESI) & Europe's  
Digital Decade  
Policy Programme  
2030

## The Digital Economy and Society Index (DESI) and Europe’s Digital Decade Policy Programme 2030

Commencing in 2024, as an integral component of the Digital Decade Policy Programme 2030, DESI has been integrated into the State of the Digital Decade report. Consequently, the DESI reporting from 2023 onwards will be incorporated into this report, serving as a pivotal tool to monitor and evaluate progress towards achieving the digital objectives outlined in the program.

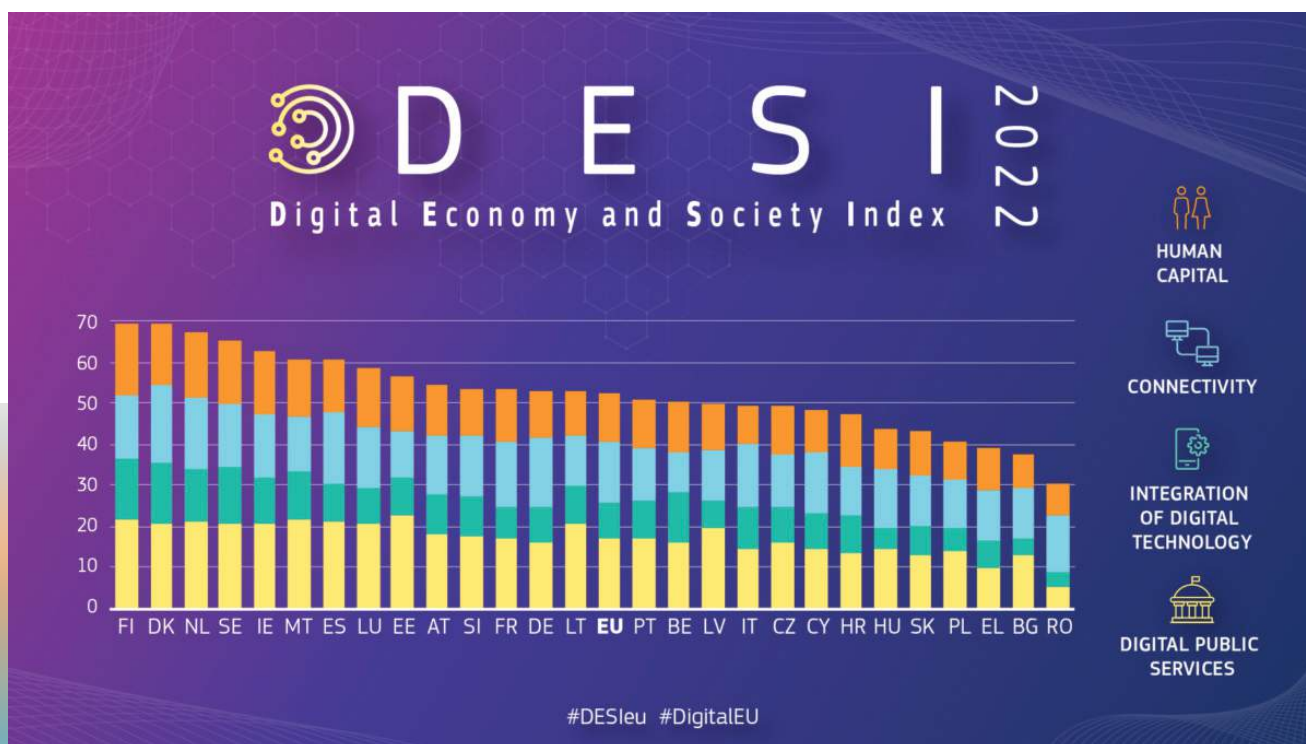
Malta performs above the EU average in basic digital skills, with 61% of the population possessing these skills compared to the EU’s 54%. However, disparities persist among older individuals, those with lower education levels, and those not in the workforce. Malta offers digital skills training programs to bridge these gaps, including initiatives targeting vulnerable groups and gender convergence efforts.

The country has invested in various projects, such as the ‘One tablet per child’ initiative and the Malta Digital Skills and Jobs Platform, to enhance digital literacy. The Digital Connect Scheme aimed to provide laptops and internet connections to low-income households, but there’s a need for further analysis to assess its impact.

Malta allocates EUR 2.6 million (less than 4% of overall digital expenditure) to digital skills in its Recovery and Resilience Plan (RRP). Investments include an educational app store, digital competencies for educators, and participation in the CyBARverse project to train teachers on cybersecurity.

While Malta has a higher percentage of ICT graduates and specialists than the EU average, there’s still a gender gap and labour market shortages. Malta Enterprise provides financial incentives for upskilling, but more effort is required to meet the demand for ICT skills in the job market. The country is addressing this through education reforms, including making ICT compulsory at upper secondary levels.

Despite progress, the Demand and Supply Monitor highlights ongoing challenges, emphasising the need for continued efforts to bridge digital divides, improve digital literacy, and align with EU objectives for the Digital Decade.



# Europe’s Digital Decade Policy Programme 2030

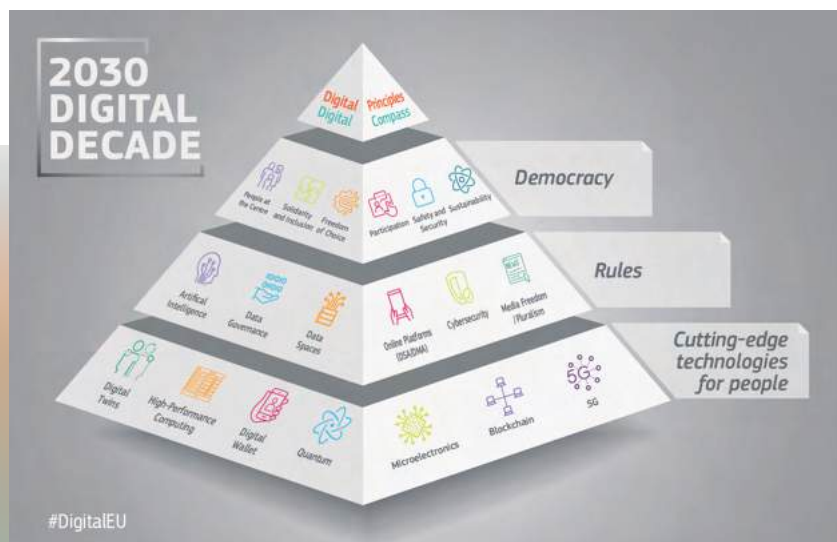
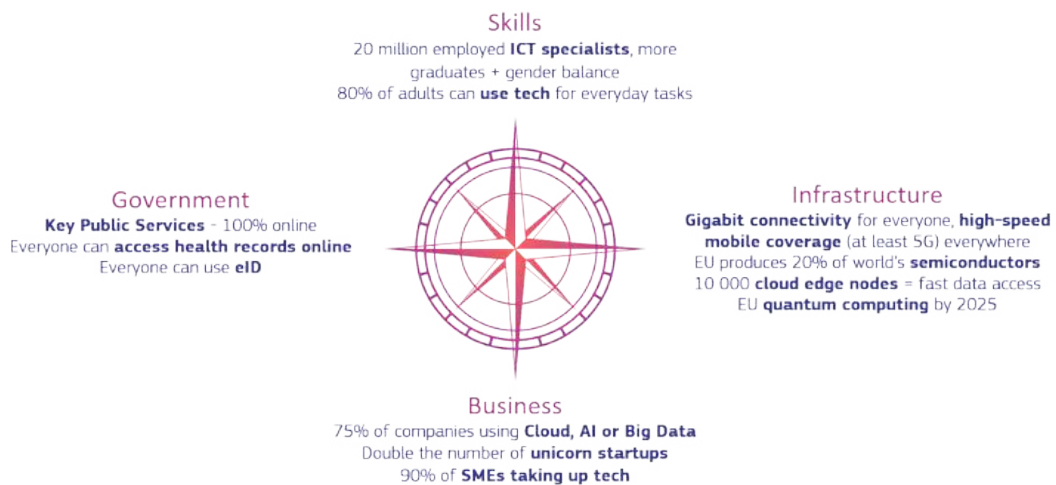
The European Union is dedicating a people-centred and sustainable approach to building a digital society over the next decade. This commitment aims to empower both citizens and businesses.

In today’s digital age, abundant opportunities exist for learning, entertainment, work, exploration, and success. However, along with these opportunities come new challenges. The digital world must reflect European values, ensuring fairness, inclusivity, freedom, and protection for everyone. The Digital Decade aims to provide people with the skills to use technology daily, help small businesses grow through technology, and connect even the most remote communities.

At the core of the Digital Decade is a detailed plan that includes goals, targets, projects, and principles. Together, these elements guide efforts to ensure technology and innovation benefit people.

The Digital Decade plan sets specific goals for internet access, digital skills, business technology, and online services. Alongside these goals, the plan outlines objectives to ensure everyone can benefit from digital progress, creating a safe, fair, and competitive digital world.

Member States will play a crucial role in achieving the Digital Decade’s objectives by reporting their planned actions to the Commission. With a focus on cybersecurity, accessibility, innovation, and sustainability, the Digital Decade plan will shape future actions and policies across Europe, fostering a united and forward-looking approach to digital advancement.







## EU CodeWeek 2023

### Malta shines bright: Record-breaking participation!

Demonstrating a strong dedication to digital literacy and innovation, Malta has positioned itself as a leader in EU CodeWeek 2023, boasting the highest number of registered coding activities per capita. With over 700 impressive events and activities per capita, Malta is a frontrunner in fostering coding education and engagement within its population. This remarkable achievement places Malta at the pinnacle of the EU Code Week scoreboard. It marks a historic milestone as the country breaks its record for the number of events held during this prestigious coding celebration.

EU Code Week, a continent-wide initiative aimed at demystifying coding and promoting digital skills, witnessed Malta’s enthusiastic embrace of technology-driven learning experiences.

From hands-on coding workshops to interactive hackathons, the Maltese community rallied to create diverse events, engaging participants of all ages and backgrounds. The sheer magnitude of Malta’s participation in EU Code Week 2023 underscores the nation’s unwavering dedication to fostering a digitally literate society. By breaking the record for the number of events held, Malta has showcased its vibrant tech community and set a benchmark for other EU member states in promoting coding as an essential skill for the future.

Beyond the numbers, these events have been pivotal in inspiring a new generation of digital enthusiasts, nurturing creativity, problem-solving and collaborative skills. Malta’s achievement in EU Code Week 2023 is a beacon of innovation, reflecting the island nation’s commitment to staying at the forefront of the digital revolution. This record-breaking feat not only celebrates the present success but also lays a Foundation for a future where digital literacy is not just a skill but a way of life in the Maltese archipelago.

Malta’s leadership in this area benefits its residents and contributes to the broader international community, inspiring others to prioritise and invest in digital literacy and coding initiatives. The collaborative spirit demonstrated during EU Code Week reflects the power of a united effort in advancing technology education and preparing individuals of all ages and backgrounds for the digital future.



## EU CodeWeek Meetings 2023

In March 2023, the EU CodeWeek Community convened in Brussels for its first in-person meeting post-COVID-19. Discussions centred on reflection, planning for the 11th edition, and collaboration, yielding outcomes such as creating an activities pallet and workshops on the micro:bit and Hedy. Future initiatives included the EU CodeWeek Academy and engaging Ministries of Education. In August-September 2023, another meeting emphasised collaboration and planning for EU CodeWeek 2023, showcasing statistics from 2022 and announcing new podcasts, hackathons, and the Leading Teachers Awards. Discussions highlighted the European Year of Skills, initiatives like the European Olympiad for Girls, and tools for teaching coding. The meeting concluded with a focus on enhancing data analytics for the EU CodeWeek website, fostering collaboration and strategic planning for future initiatives.







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# Initiatives

## MOU with JA Malta Foundation

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The eSkills Malta Foundation has renewed its collaboration agreement with Junior Achievement Malta, recognising JA Malta’s strong commitment to developing youth work readiness skills through entrepreneurship education programs at all levels of education in Malta and Gozo. Sharing a mutual goal of enhancing youth skills in effective technology use, eSkills Malta has extended its sponsorship of the eSkills Best Use of Tech Award for the JA Company Programme.

Under this agreement, the foundation reviews project entries through a panel of industry experts in innovation, who shortlist three main contenders for the final award. This award honours the project that demonstrates the most effective and impactful use of technology in social or economic contexts. Participants must showcase technological innovation that yields beneficial outcomes in their projects. Over twenty-five projects compete for this prestigious award.



## MOU with the Kottonera and Kalkara Local Councils

On 14th November 2023, the eSkills Malta Foundation and the Kottonera and Kalkara Local Councils formalised their collaboration by signing an MoU.

This historic event at the Birgu Local Council marks the beginning of a new era focused on enhanced cooperation, resource sharing, and community development. The MoU outlines a commitment to work together on projects to improve the quality of life in the region. The signing ceremony, attended by representatives from all parties, symbolises a mutual dedication to shared goals and principles.

This collaborative effort aims to bring positive change and lasting impact to the communities, ushering in a new era of progress and prosperity.



## MOU with Tech.mt

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Tech.mt is a Public-Private Partnership established in 2019 by the Government of Malta and the Malta Chamber of Commerce, Enterprise and Industry, to promote Malta as a tech centre for innovative technologies. In November 2023, the eSkills Malta Foundation signed a Memorandum of Understanding (MOU) with the Tech.mt Foundation to foster mutual cooperation in developing eSkills across various technology domains. These domains include Cloud Applications, the Internet of Things, Distributed Ledger Technology, Artificial Intelligence (AI), Machine Learning, Regulatory Technology, and Big Data Analytics. The objectives of this collaboration are to:

- Actively promoting each other's digital platforms, projects, and initiatives.
- Conducting joint research on eSkills, including the exchange of research findings, scientific and technical information, and documentation.
- Participating together in research and innovative projects and programs.
- Building capacity through the exchange of training materials developed during previous EU-funded projects and other mutually identified projects.
- Collaborating on joint publications of shared interest.

Both eSkills Malta Foundation and Tech.mt are committed to establishing and supporting academic, technical, and technological cooperation in fields of mutual interest, particularly those related to technology.



## Digital Skills Bootcamps and Events 2023

The eSkills Malta Foundation is responsible for enhancing digital skills in Maltese society through initiatives like skilling, upskilling, and reskilling. To achieve this goal, during 2023, the Foundation provided training courses, sessions, and events for specific closed groups or the public. In response to the growing need for expanded coding and coding-related digital skills in Malta, the Foundation aimed to increase accessibility to such skills for individuals with varying levels of expertise. Through a call-for-quote process, the Foundation successfully engaged training providers to deliver targeted coding and digital skills education sessions to diverse audiences, including females, teachers, educators, employees in SMEs, adults, and senior citizens.



## Digital Skills Bootcamps and Events 2023 for Females

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The Digital Skills Bootcamps and Events 2023 for Females showed commitment to inclusivity and empowerment. Programs like “Bootcamp: Up-to-Scratch IT Skills” targeted refugee and expat girls, while “Upskilling the Digital Skills and Competencies of Female Educators and Teachers” addressed the gender gap in technology within the education sector. The “FIT (Females in Tech) Coaching Program” was dedicated to fostering the growth of young women in the tech industry. Courses such as the “Complete Social Media Marketing Course to Start Your Small Business” and the “EmpowerHer” program enhanced employability and promoted gender inclusivity in the digital workforce. These initiatives underlined the unwavering dedication to diversity and empowerment in digital skills.



## Digital Skills Bootcamps and Events 2023 for Society

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The Digital Skills Bootcamps and Events 2023 for Society demonstrated the ongoing commitment to inclusivity and empowerment through programs like digital literacy for adults and senior citizens. Initiatives such as “ Basic Digital Literacy for Senior Citizens and Online Government Services and Financial Skills,” “Introduction to Artificial Intelligence,” and “Safety on the Internet” provided Foundational digital competences and instilled confidence in individuals to navigate the digital age proficiently and securely.



## Digital Skills Bootcamps and Events 2023 for Teachers and SMEs

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The Digital Skills Bootcamps and Events for Teachers and SMEs offered a rich landscape for participants seeking to enhance their digital competences. From the “Practical Approach for IoT and Digital Health,” tailored for non-technical audiences, to the “Digital Deep-Dive: 12-hour intensive training bootcamp,” designed to transform coding novices into proficient coders, the offerings catered to various skill levels and interests. Covering a spectrum of digital skills, from “Digital Tools Mastery for Educators” to “ChatGPT: From Zero to Hero” and “Demystifying Web3,” participants gained insights into AI, explored the low-code revolution, and navigated big data technologies. These courses equipped the workforce with transversal skills, enabling them to navigate the evolving digital transformation landscape and enriching participants with a wealth of past experiences and knowledge.



## Web Accessibility Bootcamps for the Public Sector

In 2023, public sector service providers faced the distinctive challenge of developing online services accessible to a diverse audience, regardless of their abilities, interaction modalities, or user agents.

In this regard, the eSkills Malta Foundation organised a collaborative initiative, together with the Malta Communications Authority and the Faculty of Information and Communication Technology at the University of Malta, as part

As part of this initiative, a workshop was organised to provide a thorough grasp of web accessibility and cover concepts and practices relevant across the entire lifespan of online services.

The workshop, conducted by Dr Chris Porter, a senior lecturer in the Faculty of ICT at the University of Malta, featured his expertise in human-computer interaction, focusing on web accessibility, assistive technologies, and software engineering. Dr Porter, holding a Ph.D. in Computer Science from University College London (UCL), is also the manager of the Human-Computer Interaction Lab within the Faculty of ICT.

The eSkills Malta Foundation is committed to further nurturing diversity, closing gaps, and adeptly navigating the ever-evolving digital landscape. Collectively, we have embarked on a journey toward a digitally empowered future, envisioning a landscape where everyone possesses the tools and knowledge to flourish in the digital age.



## EmpowerEDUC: Recognising Excellence in EU Code Week 2023

The EmpowerEDUC initiative, a joint effort between the eSkills Malta Foundation, and the Secretariat for Catholic Education (SfCE) sought to acknowledge and commend the exceptional contributions of educators in Church Schools throughout EU Code Week 2023. The initiative concluded with an Awards Ceremony on November 22, 2023, hosted at the Malta Information Technology Agency (MITA) Data Centre, Santa Venera.

There was registration of 97 coding initiatives in the six categories of the EmpowerEDUC Awards 2023. Judges carefully selected the top 3 coding initiatives as finalists during the ceremony, emphasising excellence and innovation in coding education.

The highlighted coding activities demonstrated integration with the curriculum, transversal skills, creativity, and active learner participation, showcasing commendable efforts to make coding education engaging and impactful.

The Awards Ceremony brought together a diverse audience, including the Delegate for Catholic Education, Directors from the Secretariat for Catholic Education, the eSkills Malta Foundation Chief Administrator, and the eSkills Malta Foundation team. Judges, sponsors, senior leadership members, and finalists from respective schools added to the event's significance.

A notable addition to the ceremony was the presence of Mr. Tommaso Della Vecchia, the Development and Advocacy Manager at European Schoolnet, and the EU Code Week representative from Brussels, who served as the guest speaker. His insights added a broader perspective to the celebration of educators and their achievements in coding education.









## Industry School Visits

eSkills Malta Foundation, in cooperation with National School Support Services within the Ministry for Education, Sport, Youth, Research and Innovation, organised a school visit campaign in the ICT Industry throughout the 2022-2023 scholastic year.

The campaign aimed to provide secondary government school students with real-life work experiences in the digital sector, encouraging them to pursue studies and careers. Utilising partnerships, the eSkills Malta Foundation arranged visits to companies, giving students an overview of business operations, tours of facilities, and information about different job roles within each organisation.

Representatives from the Foundation discussed career opportunities in the digital workforce tailored to each organisation's context. With approximately 20 students per visit, engagement was high, and feedback from teachers indicates a lasting impact, likely leading to increased interest in working in the digital sector among students.

eSkills Malta Foundation remains committed to organising and participating in similar future initiatives to enhance the national workforce's digital direction.



## Level Up! Master Your Future

On January 10, 2023, the eSkills Malta Foundation, in collaboration with St Benedict College Hal Kirkop, organised an educational initiative titled Level Up! Master Your Future. This event allowed attendees to explore potential career paths and educational avenues beyond their current studies. Professionals from diverse sectors, including health, hospitality, and academia, actively engaged with students, aiming to ignite their interest in their respective fields.

At the forefront of this initiative, the eSkills Malta Foundation presented vast opportunities within the digital sector. The eSkills Malta Foundation delivered an enlightening presentation about the significance of digital literacy and encouraged them to pursue further studies in digital fields to enhance their future professional prospects.

The high participants' engagement levels and the thoughtful questions raised made this event successful. It was warmly received, demonstrating its appeal and impact on all attendees.



## Women in ICT

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One of the primary objectives of the eSkills Malta Foundation is to enhance the impact of women in our digital economy. To achieve this, the Foundation has launched several projects and initiatives aimed at supporting women in the ICT sector. A key initial step was organizing a focus group comprising female professionals from various fields, including ICT, digital marketing, and digital entrepreneurship.

This focus group was created to raise awareness and advocate for increased hiring of women in the IT industry. In 2023, under the capable leadership of Ing. Marthese Vella, the focus group convened to discuss strategies for promoting awareness about women in Information and Communication Technology (ICT). The consensus was that a comprehensive, multifaceted approach is necessary, addressing cultural, educational, and professional aspects to effectively foster this awareness.

A fruitful initiative that emerged from these meetings was when Representatives from Women in ICT were featured on the TV program 'Illum ma' Steph' on TVM on March 3rd 2023. The participants included Ing. Marthese Vella, a Women in ICT Ambassador, Giannella Borg, President of ISACA, and Anne Camilleri, another Women in ICT Ambassador. During the program, the representatives discussed the initiatives of the eSkills Malta Foundation, emphasizing its key programs, including Women in ICT, and underscoring the importance of raising awareness about women's roles in the field.

The discussion also touched on their personal experiences in the ICT industry and the numerous benefits of pursuing a career in IT. They shared insights on how working in IT offers opportunities for innovation, problem-solving, and professional growth, aiming to inspire more women to enter and thrive in this dynamic sector.

The Foundation puts up a lot of effort to inspire young women to choose STEM degrees, which may eventually lead to jobs in information technology. It works hard to increase the participation of women and girls in the digital sector as well as other sectors that are important to Malta's digital economy. It has been hosting targeted digital bootcamps for girls and women for the last couple of years. Girls (ages 15 to 24), women (ages 24 and above), female instructors, women and girls with special needs, women without jobs or training, and women who are self-employed or in training were the target audience for the activities. The response was outstanding! This encourages the Foundation to launch and fund related projects in the future.

## Women in ICT







## MaLta Digital Skills and Jobs Platform (LISP)

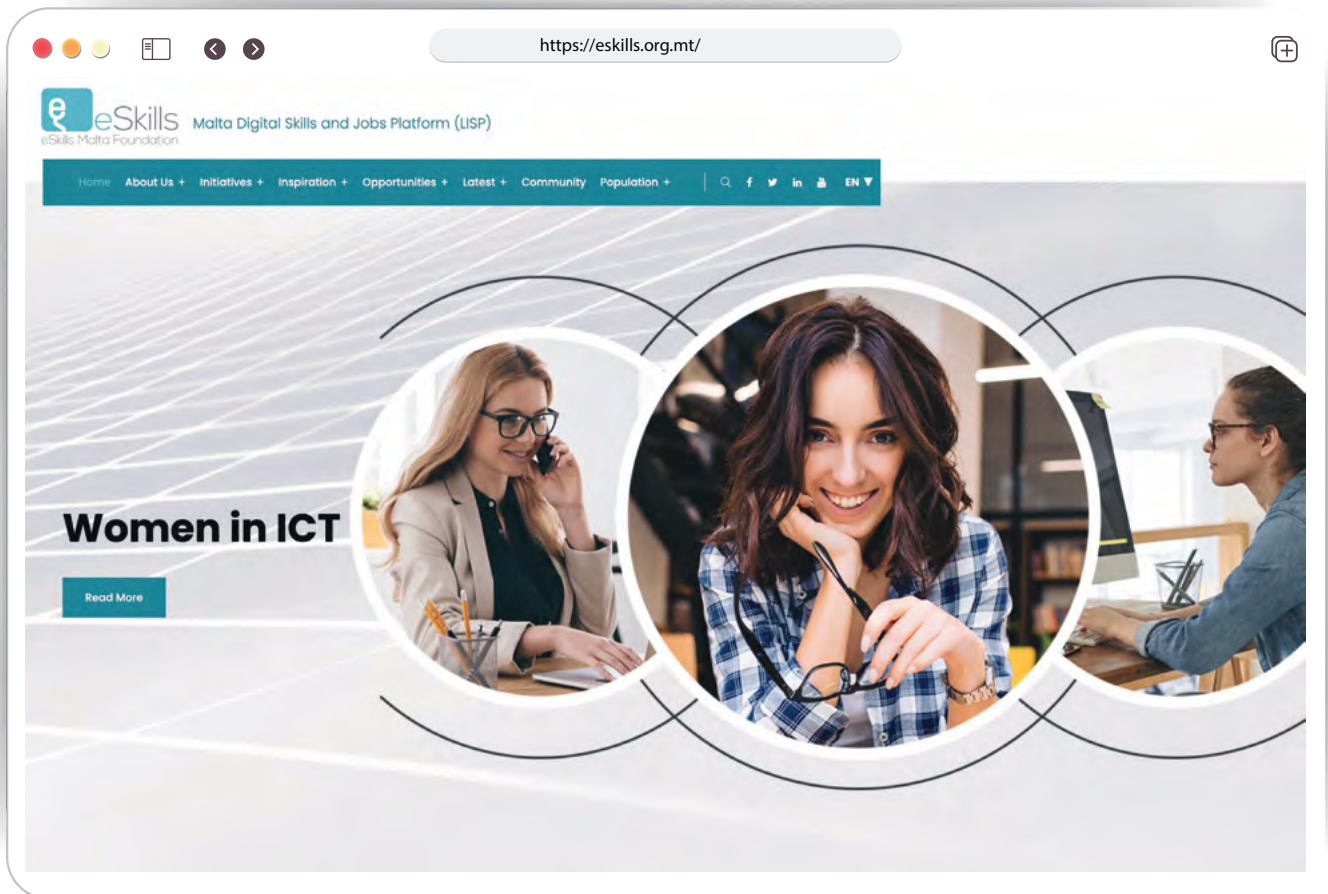
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The Digital Skills and Jobs Platform is an initiative by the European Commission that follows suggestions from the national coalitions of member states. It aims to enhance digital skills across Europe by providing comprehensive resources, including training programs, funding opportunities, and educational materials. The platform supports national digital strategies and policies, offers insights from experts, and showcases best practices. It also encourages community engagement through interactive features, allowing users to network and collaborate.

At a local level, the eSkills Malta Foundation secured EU CEF funding in 2021 to develop the Malta Digital Skills and Jobs Platform (LISP). The aim of this platform is to support the Maltese National Coalition to share their Digital skills and jobs-related activities and content with the national population and stakeholders, including other relevant national coalitions/networks of actors in the Member States of the European Union. It particularly focuses on companies, job seekers, students, national coalitions, and networks to get innovative inspiration, knowledge, easy access and overview on digital skills intelligence, careers, and initiatives at both national and European levels by linking national infrastructure to the EU Core Service Platform. In essence, LISP hosts a digital skills-related repository of good practices, self-assessment tools, training opportunities, courses, MOOCS, intelligence reports, national and regional strategies, funding opportunities, and events.

For more information, visit the EU Digital Skills and Jobs Platform at <https://digital-skills-jobs.europa.eu/en/about/digital-skills-and-jobs-platform> and the Malta Digital Skills and Jobs Platform at <https://eskills.org/mt/>









## Annual ScratchJr Coding Event

As part of the EU CodeWeek 2023, the eSkills Malta Foundation organised a collaborative event with the Senglea Local Council and Senglea Primary School. The event brings together parents, guardians, and grandparents, of Year 5 and Year 6 students to explore the world of coding in a magical and engaging environment with the students themselves. Over the past five years, it has become a beacon of educational excellence and family togetherness in Senglea.

The event highlighted several vital components, including a strong emphasis on inclusivity and family engagement. Attendees had hands-on learning experiences with the ScratchJr coding platform, fostering creativity through activities like storytelling and game creation. The event aimed to build confidence in coding abilities among participants, fostering a sense of empowerment and proficiency in programming skills. It also showcased successful community collaboration between the local council and the school, underscoring the importance of partnership in educational initiatives.

Ultimately, the event aimed to continue strengthening an annual tradition centred around enjoyable and enriching learning experiences for all involved.



## Engaging Sessions at Junior College

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The collaboration between the eSkills Malta Foundation and the Junior College aims to provide students with valuable early exposure to digital concepts. Through engaging sessions, students can interact with various aspects of technology, fostering a hands-on and interactive learning experience.

The significance of this collaboration lies in recognising the importance of introducing digital concepts at an early stage of education. By actively participating in these sessions, students gain practical insights into technology and develop a sense of curiosity and critical thinking. The goal is to inspire a passion for digital literacy and equip students with the skills necessary to navigate the increasingly digitalised world.

The engaging sessions aim to go beyond traditional classroom learning, encouraging students to explore, ask questions, and think critically about the role of technology in their lives. This proactive approach to digital education seeks to empower students with the knowledge and skills needed to meet the evolving demands of the digital age.



## ICT Demand and Supply Workshop

On March 8th, 2023, the eSkills Malta Foundation, in collaboration with EY Malta, organised a workshop called 'The ICT Workforce of Tomorrow.' The workshop aimed to engage critical stakeholders in the Maltese ICT sector, raising awareness and prioritising action areas for driving growth and generating value through developing digital skills.

Aligned with challenges other European nations face, Malta meets the demand for ICT professionals, as highlighted in the 2021 ICT Skills Demand and Supply report. This initiative endeavours to scrutinise skills, initiatives, and tools that will equip the ICT workforce of tomorrow, ensuring the attainment of industry goals and bolstering Malta's competitive position in the global digital and ICT economy.

The workshop aimed to design objectives that provide guidelines for essential stakeholders, including educational institutions, ICT professionals, local organisations, and government agencies, while fostering collaboration among these entities.

Participants actively contributed to Malta's digital and technological objectives by voicing opinions and leveraging their sectoral and professional knowledge. This collaborative effort benefits all stakeholders, supporting future business needs and providing input for the development of ICT professionals and educational institutions.



## EY Engage Conference 2023

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For the second year, the eSkills Malta Foundation collaborated with EY Engage again to unite Malta's top CIOs, CTOs, and IT managers for a day dedicated to delving into critical themes in the digital agenda, key technology trends, and their impact on business transformation.

The full-day conference provided a collaborative space for engagement with experts, technologists, thought leaders, and vendors. Attendees, including the eSkills Malta Foundation as collaborators, actively participated in various presentations, roundtables, and workshops, gaining insights into the latest technical solutions and practices shaping the digital landscape.

EY Engage Conference 2023, with the valued collaboration of the eSkills Malta Foundation, successfully brought together industry leaders, fostering a collaborative environment for knowledge-sharing. Attendees gained valuable insights into the latest technological advancements, making it a day well spent for all involved. Anticipation is high for future editions of EY Engage, with the eSkills Malta Foundation continuing



## SkolaSajf 2023

During SkolaSajf 2023, the eSkills Malta Foundation capitalised on the summer period to bolster digital skills among students through robotics sessions, providing an array of advantages for children. These sessions aimed at delivering an interactive and enjoyable learning experience focusing on programming and STEM concepts. The incorporation of robotics aimed to cultivate problem-solving skills, stimulate imagination and curiosity, and equip students for the challenges of a technology-driven world.

As part of the Skolasajf initiative, which extends its services to state primary schools and resource centres in Malta, the Robotics Sessions engage children from various school backgrounds. In a collaborative effort, the eSkills Malta Foundation partnered with one of its Training Providers and the Foundation for Educational Services (FES) to deliver robotics sessions to 30 Skolasajf Centres.

The initiative acknowledged the potential of robotics to introduce children to programming and engineering in a lively and interactive manner. The Foundation emphasises the value of robotics as a skill for future career development. It also enhances problem-solving abilities, fosters curiosity and creativity, and prepares kids for a world where technology will rule.

The Skolasajf program, which took place from July 17th to August 11th and resumed from August 21st to September 1st, provided a structured platform for students to engage in robotics sessions, contributing to their holistic learning experiences during the summer.



## Transformative GenAI Course in Adult Education

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In December 2023, through a strategic partnership with ALL Digital, the eSkills Malta Foundation initiated an innovative training programme to empower teachers, educators, facilitators, and training providers throughout Europe. Launching the Integrating Generative Artificial Intelligence (GenAI) course in Adult Education signifies a substantial advancement in promoting digital education and transformation on a continental level.

The initiative aims to empower and support educators by fostering digital education and transformation across Europe, cultivating a profound understanding of Generative Artificial Intelligence (GenAI), and exploring effective methods for seamlessly integrating GenAI into education and training services.

Additionally, the training program aims to equip educators with the skills to design and deliver impactful training programs using GenAI, by providing practical insights to enhance the teaching experience. This training programme runs until September 2024.



Generative AI in Education





## “My Journey” and “I Choose” Events

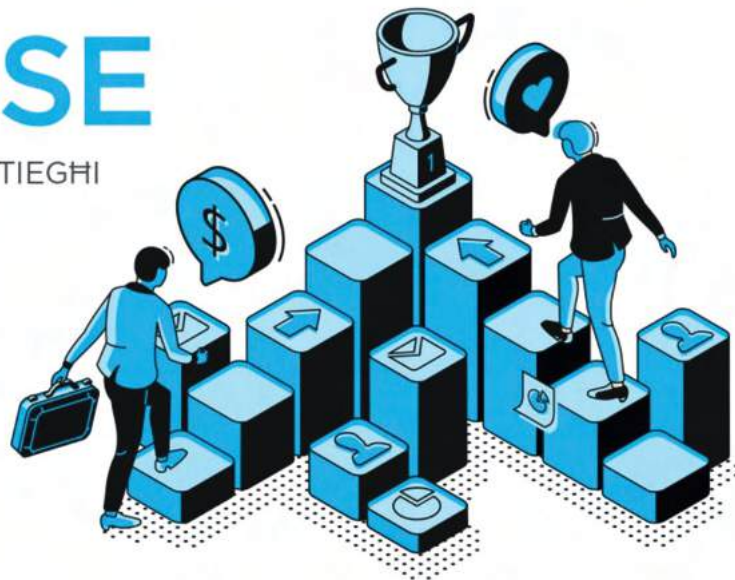
The eSkills Malta Foundation played a significant role in the My Journey and I Choose events organised by the Ministry for Education, Sport, Youth, Research, and Innovation in January and July for Year 11 students transitioning from compulsory education. As a critical contributor to the fair, the Foundation conducted an insightful presentation highlighting various career paths within Malta’s Information and Communication Technology (ICT) sector.

The eSkills Malta Foundation’s presentation explored the dynamic nature of the ICT sector, presenting career trajectories such as programming, cybersecurity, data science, and digital innovation. The presentation covered essential skills and qualifications required for different roles and addressed the industry’s evolving demands in response to technological advancements. Students gained insights into current industry trends and future projections, fostering a comprehensive understanding of the rapidly changing technology landscape.

The eSkills Malta Foundation’s dedication to empowering youth aligns with the broader goal of fostering a skilled and future-ready workforce in Malta. Beyond laying a Foundation for students’ educational journeys, the event set the stage for future collaborations and initiatives to bridge the gap between education and the dynamic needs of the ICT industry.

# I CHOOSE

NAGĦŻEL IL-KARRIERA TIEGHI



GOVERNMENT OF MALTA  
MINISTRY FOR EDUCATION,  
SPORT, YOUTH, RESEARCH  
AND INNOVATION

## Public Administration Expo 2023

From May 10th to May 12th, 2023, the eSkills Malta Foundation proudly showcased its commitment to advancing digital skills at an exciting event. With a captivating stand on the expo floor, attendees had the opportunity to engage with our team.

Visitors to the eSkills Malta Foundation stand experienced engaging demonstrations, spontaneous workshops, and interactive activities designed to motivate and inspire.

The event served as a platform for fostering collaboration, exchanging ideas, and staying informed about the cutting-edge methodologies shaping the future of Public Administration.

eSkills Malta Foundation remains dedicated to empowering individuals and organisations with the digital skills needed to thrive in the evolving landscape, and the recent event was another testament to our ongoing commitment.



## National Skills Council Conference

eSkills Malta Foundation participated in the “SkillScape Malta – Towards Tomorrow’s Skills” conference convened by the National Skills Council on September 7, 2023, at the Mediterranean Conference Centre in Valletta. This significant event aimed to tackle challenges and explore opportunities in skills development while aligning with the European Year of Skills objectives.

Six key recommendations emerged after thoughtful discussions during the conference and engagements with stakeholders leading up to the event. The focus areas include Digital Literacy, Green initiatives, and Active Citizenship. These recommendations underscore the importance of fostering skills to contribute to a better future.

Encouraging active citizenship entails motivating citizens to play an engaged role in their communities while promoting sustainable practices, which is crucial for environmental stewardship. Moreover, developing digital literacy skills is essential in navigating the rapidly evolving technological landscape.

The emphasis on Digital Literacy, Green initiatives, and Active Citizenship reflects the recognition that these skills benefit individuals and play a pivotal role in shaping a more sustainable, technologically advanced society. Mastering these skills equips individuals to address future challenges and actively contribute to societal well-being.



## TechXpo 2023

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eSkills Malta Foundation actively participated in the MED9 Meeting of Ministers responsible for the Digital Economy, hosted during TechXpo in September 2023 at the Malta Fairs and Conventions Centre (MFCC).

This event gathered Economy Ministers and representatives from Croatia, Cyprus, France, Greece, Italy, Malta, Portugal, Slovenia, and Spain to exchange insights and ideas in the dynamic field of Artificial Intelligence (AI).

Adding a dynamic element to the event, the eSkills Malta Foundation set up a physical stand. This stand allowed public members, including training providers, students, and potential ICT students, to engage with the Foundation's representatives. These interactions facilitated meaningful discussions about digital skills, contributing to collaborative efforts addressing challenges and opportunities in the rapidly evolving domain of AI.



The event at MFCC on September 20 marked a collaborative effort among nations, with the active participation of the eSkills Malta Foundation, to address challenges and opportunities in the AI sector.










## Statistics





Around the world

 3 million participants

 50.24% Female participation

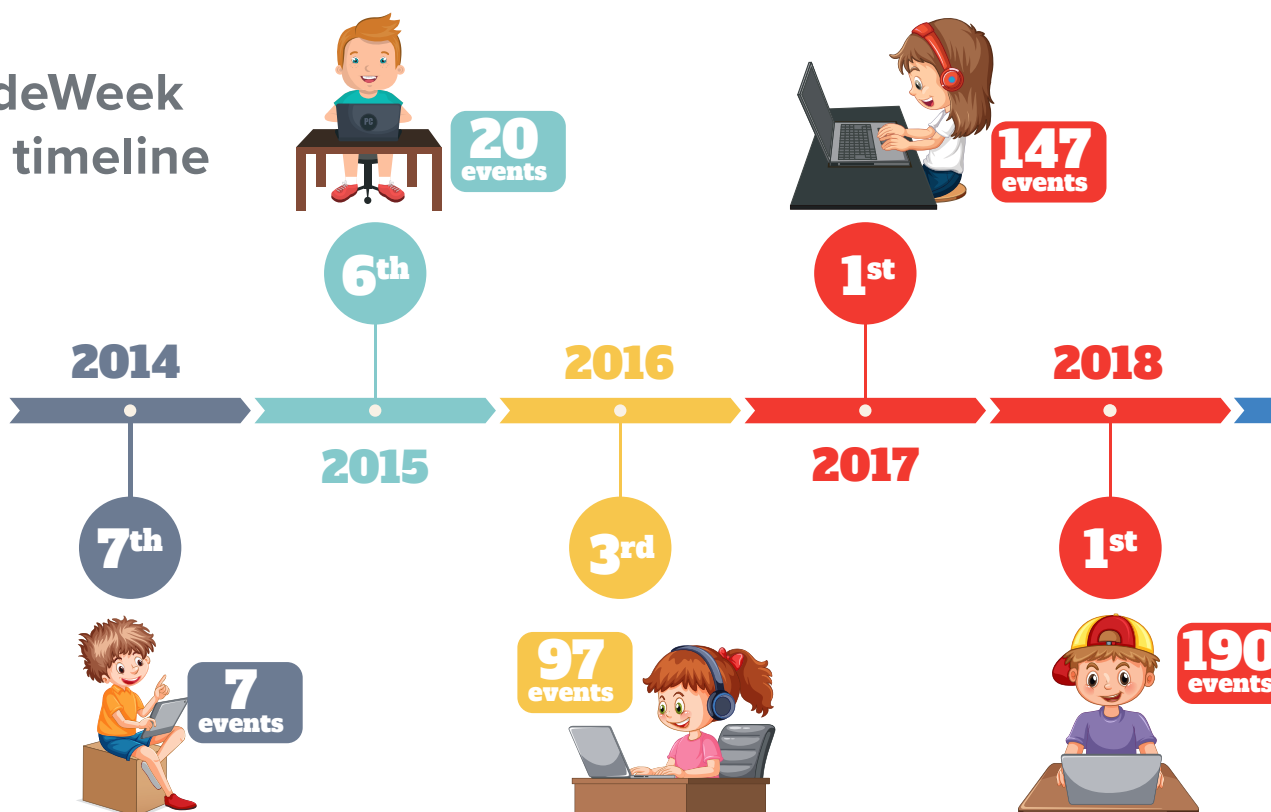
 80 Countries

 72K Events

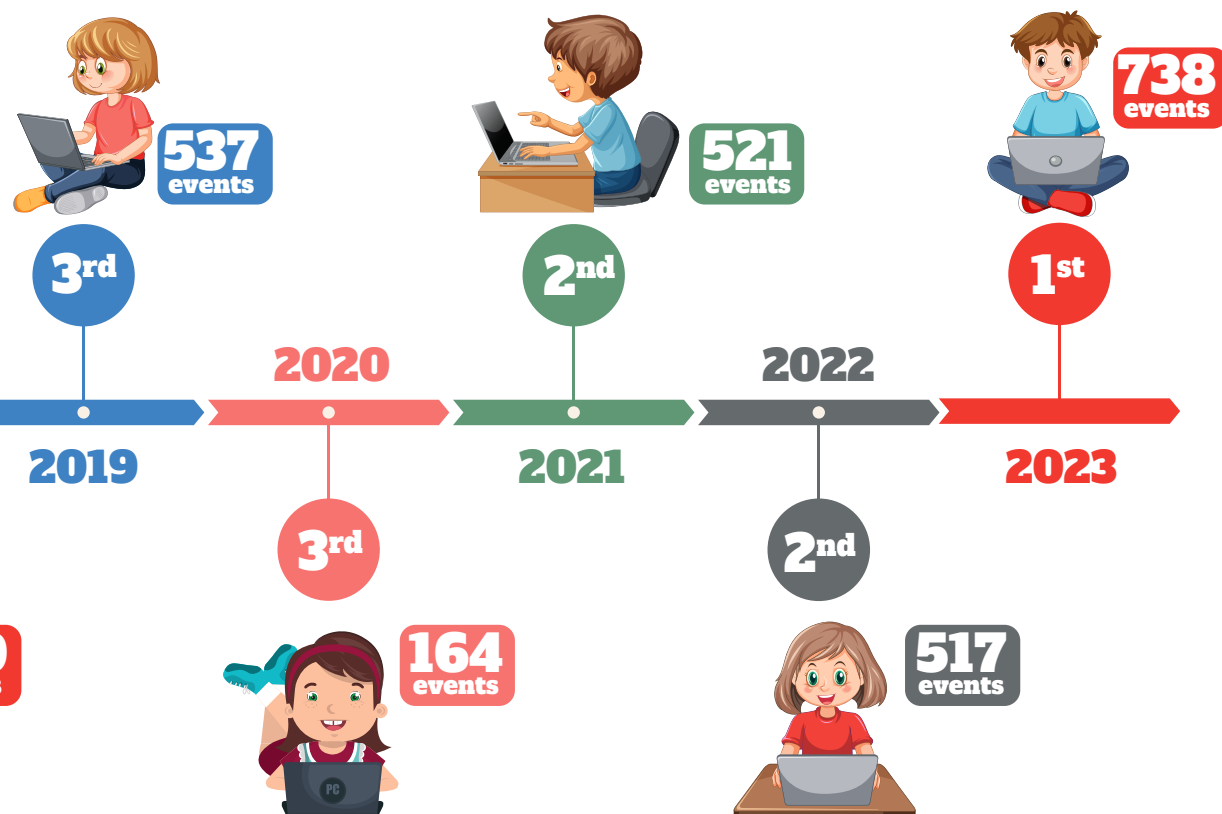
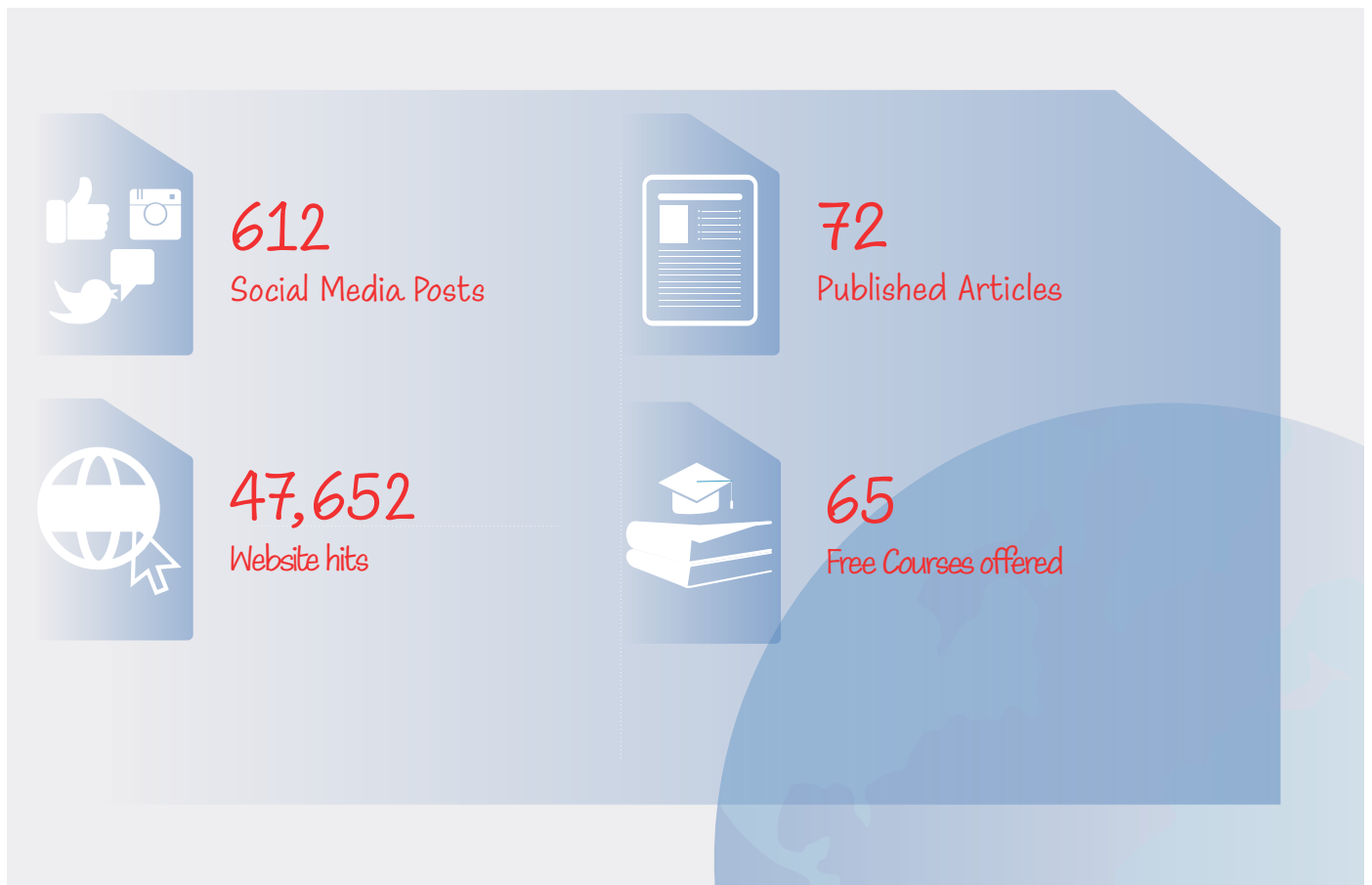
 **Malta**

738 Events  
Record – Breaking  
Participation in  
EU CodeWeek 2023

### EU CodeWeek events timeline



## Statistics



## Sponsorships

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### **Code.Sprint 2023**

The eSkills Malta Foundation played a crucial role in supporting Code.Sprint, a prestigious national coding competition organised by the Directorate for Learning and Assessment Programmes (DLAP) in collaboration with ICE Malta.

This highly esteemed event provides a challenging platform for participants to showcase their coding skills, emphasising excellence and creativity. The Foundation's sponsorship underscores the significance of fostering coding excellence among the younger generation, contributing to Malta's digital education landscape.

### **EY's Klimathon**

EY's Klimathon brought together passionate students dedicated to fostering social and environmental sustainability. Participants explored innovative solutions to contemporary challenges, promoting collaboration and creativity.

The event nurtured budding talents, offering opportunities for skill enhancement and networking with industry experts, fostering a community of change catalysts committed to shaping a better future.

### **Celebrating 5 Years of #MaltaPi**

The celebration of # MALTAPI's 5th anniversary, in collaboration with the eSkills Malta Foundation, showcased state-of-the-art technology and provided hands-on coding activities for participants of all ages and skill levels.

This inclusive event fostered innovation and collaboration, offering a diverse and unforgettable tech celebration.

### **Game Jam at Playcon at MCAST**

Sponsored by the eSkills Malta Foundation, the Game Jam at Playcon brought together students from MCAST for an intense hackathon focused on game development.

Participants showcased their skills, problem-solving abilities, and teamwork, with the Foundation's support emphasising the importance of nurturing digital skills and innovation among the youth.

### **ICT Annual Exhibition 2023 Chat with FICT**

The University of Malta's Faculty of Information and Communication Technology (FICT) hosted its annual exhibition, supported by the eSkills Malta Foundation.

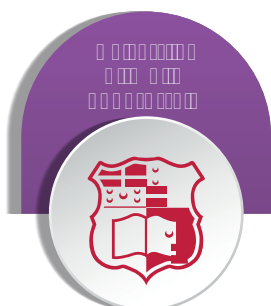
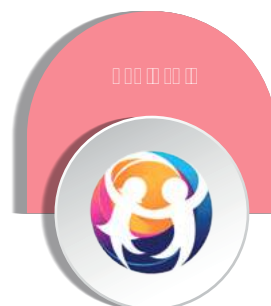
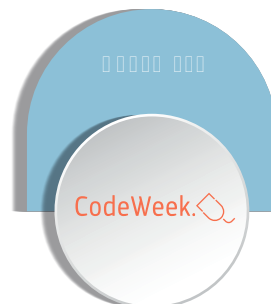
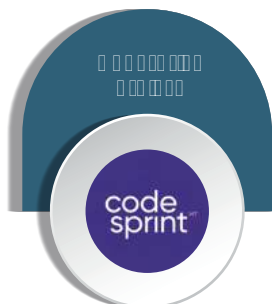
This event showcased innovative student projects and featured discussions and walkthroughs on technological advancements, highlighting the Foundation's commitment to fostering digital skills and innovation.

### **Game of Codes 2023**

Sponsored by the eSkills Malta Foundation, Game of Codes provided a platform for students to showcase their problem-solving skills in a hackathon format.

This event encouraged engagement in coding practice and soft skill development, reflecting the Foundation's dedication to nurturing the next generation of talent in the IT industry.

## Sponsorships







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# Awareness Campaign



# L-eSkills Malta Foundation Tniedi EU CodeWeek 2023

**L**-EU CodeWeek se tibda fl-2023 bil-kbir! Bħala parti minn din l-inizjattiva eċċitanti, l-eSkills Malta Foundation qed tirsisti biex tiprovdri sessjonijiet ta' coding b'xejn. F'dan l-artikolu, ser nsir nafu aktar dwar l-ghan tal-EU CodeWeek u kif l-eSkills Malta Foundation qed taghmel il-coding aċċessibbli għal kulhadd. Din is-sena l-EU CodeWeek se tiġi ċċelebrata bejn is-7 u t-22 ta' Ottubru 2023.

L-EU CodeWeek hija inizzjattiva ta' inkoraġġiment li tiffokus fuq il-kodiċjar u l-programmazzjoni, u l-ħalli ta' coding u l-programmazzjoni. L-eSkills Malta Foundation tiffokus fuq il-kodiċjar u l-programmazzjoni b'xejn u ta' coding u l-programmazzjoni. L-eSkills Malta Foundation tiffokus fuq il-kodiċjar u l-programmazzjoni b'xejn u ta' coding u l-programmazzjoni.



## KIF TUŻA SEAR

- 01** **Iftah il-Browser tiegħek**  
Iftah web browser sikur bħal Google Chrome, Mozilla Firefox, jew Microsoft Edge.
- 02** **Aghzel l-aqwa keywords**  
Aghzel klem importanti mill-mistoċċja tiegħek. Dawn huma l-keywords tiegħek.
- 03** **Hares lejn ir-Riżultati**  
Mafna websajts ser jidhru. Aghzel dawk li jidhru utli u sigur.
- 04** **Aqra u Tgħalliem**  
Aqra l-kliem, hares lejn il-stampi, u tgħalliem affarijiet godda!
- 05** **Ikklikkja fuq links jew aċċess l-informazzjoni**  
Dejjem iċċekċja ma' adult qabel tikklikkja fuq links jew aċċess l-informazzjoni.
- 06** **Ikklikkja fuq Riżultati**  
Aghzel websajt li tidher li għandha l-informazzjoni inti għandek bżonn.
- 07** **Staqsi lil min hu aħbar minnek**  
Jekk m'intix cert jew għand bżonn l-għajnuha, itob għal għajnuha mingħand xi had akbar minnek.
- 08** **Staqsi lil min hu aħbar minnek**  
Jekk m'intix cert jew għand bżonn l-għajnuha, itob għal għajnuha mingħand xi had akbar minnek.
- 09** **Hu pjaċir waqt il-tgħallim**  
L-esplorazzjoni tal-web hija eċċitanti. Kompji fitteħ, b'xejn ta' coding.
- 10** **Hu pjaċir waqt il-tgħallim**  
L-esplorazzjoni tal-web hija eċċitanti. Kompji fitteħ, b'xejn ta' coding.

## Lifestyle & Culture

# Recognition of the ICT Profession in Malta **PART 1**



**LORANNE AVSAR ZAMMIT**

**What's in it for the ICT Professionals?**  
Before discussing the recognition and possible regulation of the ICT profession at a local level, it is fundamental to understand why ICT practice can be regarded as a profession. Since, Freidson (1986) describes professions as a particular occupational category involving a detailed and specialist education, focusing on providing a service of some kind to the rest of society (Rus-



Nonetheless, there are compelling arguments on both sides of the ICT practice regulation debate. However, in a recent study commissioned by the Skills Malta Foundation: *Attaining more formal recognition of ICT professionals in Malta*, 84.4% of the survey respondents felt that some form of formal recognition of the ICT sector is called for. eSkills Malta Foundation identified several benefits having better recognition and possible formal regulation of the local ICT practice. These include:

- Protection of clients' and public interests
- Clearer expectations of required knowledge, competence, and behaviour from practitioners
- A means for better sharing of knowledge between ICT practitioners
- It provides a means for

## Nisfruttaw il-Kreattività u t-Taġġlim Fimkien: Il-5 Avveniment Annwali ta' Scratch Coding Jr



Immagina kamra mimlija ġenituri, nanniet, u studenti herqana tal-Year 5 u Year 6, mingħura f'imkien, impenġati fid-dinja mill-isbaħ tal-coding. Din hija l-magħja tal-5 Avveniment Annwali ta' Scratch Jr Coding, organizzati bi shubja bejn il-Kunsill Lokali tal-Ista, l-Iiskola Primarja tal-Ista, u l-eSkills Malta Foundation.

Fimkien, holqu esperjenza rikka li tgħaqqad generazzjonijiet flimkien biex jespjoraw id-dinja tal-coding.

### AKTAR STEJER

**Id-dritt tal-pubbliku li jappella permissi tal-ogġanar mħodded mir-riforma soġġerita**

**PROTEST GUDIZJARJU MILL-PIE: Il-Kommissarju għandu jehhu azzjoni dwar il-foot tal-istatjer**

**Mħux il-bahrin jiddeċidju d-direzzjoni Imma Mqattan** - Paul Abela President tal-Kamra tal-SMEs

## 'Digital skills are necessary irrespective of profession or societal roles' - eSkills Foundation Head

Carlene Carina, head of the eSkills Foundation shares insight on fostering an inclusive culture of ICT professionals and users.

Share

Digital skills have become indispensable in our daily lives, extending beyond the realm of professions that traditionally rely on them. Whether you're a student navigating the educational landscape or a CEO steering a company's strategic course, digital literacy is now an expected facet of societal skills.

Enter the eSkills Malta Foundation, established with the explicit goal of meeting the rising demand for digital skills while simultaneously advancing the ICT sector. Guiding this initiative is Chief Administrator Carlene Carina, a seasoned industry veteran boasting over 40 years of experience.

"My motivation for joining the foundation stems from a desire to contribute at a national level, while acknowledging the project-driven nature of the ICT industry. We understand the societal issue inherent in this role. The Foundation is a coalition of representatives coming from government, industry and education, and everyone comes together to contribute and to propel the country's development," Carlene starts off.

The role comes with a broad remit that includes multiple elements, each revolving around furthering an strategic leadership to help the Foundation reach its national goals. The process ensures that due importance is given to stakeholder engagement, including from the industry, educational and community sectors.

"The Foundation's mandates are flexible due to the very nature of the industry. While working with government entities, we're also recognized at EU level, and we collaborate with other member countries when it comes to all things related to digital skills. I am proud to say that we are one of the most active organizations across the EU and, moreover, we are also extremely open in this case, perhaps for smaller state helps," Carlene says.

He explains that the Foundation's priorities include advising government and relevant stakeholders on matters related to skills policies while contributing to the expansion of ICT educational programmes and related narrative relations. On a tangible level, it also leads an ICT professional development programme and international and local campaigns related to skills, while contributing to research leading of the ICT education community.

"One of the biggest challenges we face as a Foundation is the sheer rapidity with which the technology changes. Year after year, the landscape of society, industry and educational

## Opportunitajiet Edukattivi Matul is-Sajf - Skopri Aktar Dwarhom U Kif Tista' Tibbenefika Minnhom Int Ukoll!

Xi haġa interessanti għal kulhadd!

Gwida, mt  
21 ta' Lulju

L-eSkills Malta Foundation, b'kollaborazzjoni ma' diversi fornituri ta' tahriġ, qed torganizza d-Digital Bootcamps annwali tagħha biex jinkisbu aktar kompetenzi diġitali. Dawn l-inizjattivi huma mmirati għaż-żgħażaġħ, adulti, anzjani, għalliema, edukaturi, nisa, impjegati fis-settur tal-ICT, u l-kumpliement tal-komunità Maltija.

Fir-rigward tas-settur tal-edukazzjoni, l-għalliema għandhom opportunitajiet

### STEJER POPOLARI

**ISSA**

**"Striċh Zija Mary. Gr... Tal-Imhabba Bla Qie... Habbet Lili, Lili Fam... Pero Fuq Kollox Lili B...**





## eSkills Malta Foundation's Vision for the future

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The eSkills Malta Foundation is gearing up for an exciting journey, maintaining its crucial role in shaping Malta's digital landscape. We aim to advance digital education and careers nationwide by building on past achievements.

In the upcoming year, our primary focus is to spark interest in digital studies among students, including those who may face additional challenges. We've seen the positive impact of our school visit campaign, where students get hands-on experiences in real-world digital environments. Looking ahead, we plan to develop innovative programs that engage students and provide valuable insights into the dynamic digital sector, ensuring that everyone can participate.

Our strong network of industry partners, including collaborators and stakeholders, has been vital to our success. We'll continue to strengthen existing partnerships and explore new ones, ensuring a wide range of opportunities for students and fostering connections essential for their future careers.

We remain committed to bridging the gap between education and the digital sector. Our initiatives will continue to offer students first-hand experiences in the digital landscape, focusing on inclusivity and accessibility for vulnerable groups. By staying attuned to the changing needs of the job market and actively engaging with industry and civil society, we ensure our programs remain relevant and impactful.

The eSkills Malta Foundation remains committed to encouraging and empowering women in ICT. Through proactive measures, we aim to contribute significantly to Malta's efforts in promoting digital skills and gender equality.

We will focus on inspiring, educating, and connecting students with the digital sector, emphasising inclusivity and accessibility. With a solid Foundation of successful initiatives and a collaborative network, we're well-prepared to make a meaningful impact on Malta's digital education landscape in the year ahead.







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# Extract from the Financial Report

## Extract from the Financial Report

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### Board of Administrators' report

#### For the year ended 31 December 2023

The board of Administrators present their report, together with the audited financial statements for the year ended 31 December 2023.

#### 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) (Terminated on 24/07/2023)

Joseph Seychell (Malta Communications Authority)

Grazio Grixti (Ministry for Education) (Terminated on 28/07/2023)

Neil Patrick Attard (as from 28/07/2023)

Etienne Gatt (Malta Gaming Authority)

Maria Therese Vella (Malta Chamber of Commerce, Enterprise and Industry)

Wilfred Spiteri (Ministry for the Economy, EU Funds & Lands)

#### 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 2023.

#### 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 2023 is disclosed on page 7, while the results for the year under review are disclosed on page 8.

#### Future developments

Subsequent to the year-end, by virtue of a Resolution of Founders of the Foundation dated 2 December 2024, it was resolved that eSkills Malta Foundation's assets and business shall be transferred to Malta Digital Innovation Authority ('MDIA') (the 'Authority'). Subsequently, the Foundation is earmarked for voluntary liquidation.

## Extract from the Financial Report

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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 2023 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.

#### **Auditors**

The auditors, CLA 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 4 December 2024 and signed:

Carmel Cachia  
**Chief Administrator**

Raymond Vella  
**Chairman**

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

## Extract from the Financial Report

### Statement of financial position

	Note	As at 31 December	
		2023 €	2022 €
<b>ASSETS</b>			
<b>Non-current assets</b>			
Property, plant and equipment	6	10,258	5,449
Right of use asset	7	5,816	8,727
<b>Total non-current assets</b>		<b>16,074</b>	14,176
<b>Current assets</b>			
Trade and other receivables	8	19,961	7,664
Cash and cash equivalents	9	262,482	232,708
Current tax asset		-	5,889
<b>Total current assets</b>		<b>282,443</b>	246,261
<b>Total assets</b>		<b>298,517</b>	260,437
<b>EQUITY AND LIABILITIES</b>			
Endowment Capital	11	100,000	100,000
Retained earnings		88,555	59,679
<b>Total equity</b>		<b>188,555</b>	159,679
<b>Non-current liabilities</b>			
Lease liabilities	10	3,146	6,169
Deferred tax liability	17	884	745
<b>Total non-current liabilities</b>		<b>4,030</b>	6,914
<b>Current liabilities</b>			
Lease liabilities	10	3,023	2,905
Trade and other payables	12	86,553	90,939
Current tax liabilities		16,356	-
<b>Total current liabilities</b>		<b>105,932</b>	93,844
<b>Total liabilities</b>		<b>109,962</b>	100,758
<b>Total equity and liabilities</b>		<b>298,517</b>	260,437

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

The financial statements on pages 7 to 30 were approved and authorised for issue by the board of administrators on 4 December 2024 and signed by:

Carmel Cachia  
Chief Administrator

Raymond Vella  
Chairman

## Extract from the Financial Report

### Statement of comprehensive income

	Note	Year ended 31 December	
		2023 €	2022 €
Revenue	13	<b>413,760</b>	368,324
Administrative expenses	14	<b>(367,631)</b>	(358,002)
<b>Operating surplus</b>		<b>46,129</b>	10,322
Finance expense		<b>(310)</b>	(425)
<b>Surplus before tax</b>		<b>45,819</b>	9,897
Tax charge	16	<b>(16,943)</b>	(4,418)
<b>Surplus for the year</b>		<b>28,876</b>	5,479
Total comprehensive income		<b>28,876</b>	5,479

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



[/ESkillsMalta](https://www.facebook.com/ESkillsMalta)



[@eSkills\\_Malta](https://twitter.com/eSkills_Malta)



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



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