



Training and Development

Government aided programmes

The Government understands that to sustain its growth, investing in its workforce through training and development is essential. In order to encourage employers to provide training to a maximum number of employees, several training incentives and programmes have been developed.

➤ TRAINING GRANT SYSTEM

Under the Training Grant System, employers can recover up to 75% of course fees depending on their tax rate.

The Human Resource Development Council (HRDC) has developed a training grant scheme based on a cost-sharing principle between employers and the HRDC.

Eligibility to benefit from the Levy Grant Incentive Scheme

- ✓ Only employers contributing monthly to the training levy will be eligible.
- ✓ Only training courses and programmes which have received the prior approval of the MQA/ TEC will qualify. The training has to be job-related and must lead to acquisition of new skills.
- ✓ As the objective of the Council is to upgrade the local workforce, grants are restricted to trainees who are Mauritians or Permanent Residents of Mauritius.

Employers may apply for refund under the following schemes:

- ✓ In-House Training Scheme
- ✓ Overseas Training Scheme
- ✓ Training Needs Analysis Scheme
- ✓ Multimedia Facilities Scheme
- ✓ Foreign Expertise Scheme
- ✓ Pre-Operational Training Incentive (POTI) Scheme

Additional information and guidelines can be downloaded from the Levy Grant Incentive Scheme website <http://www.hrdc.mu>.

➤ YOUTH EMPLOYMENT PROGRAMME

The Ministry of Finance and Economic Development, in partnership with the Joint Economic Council, has established a joint public-private initiative called the Skills Working Group (SWG), in order to implement the Youth Employment Programme.

Government wishes to facilitate the transition of youth from education to employment and to provide them with the core skills required by different sectors of the economy.

Objectives

The main objectives of the Youth Employment Programme are:

- a) To enable unemployed youth to obtain training/placement for an initial period of one year, with the possibility of permanent employment thereafter on condition of satisfactory performance;
- b) To ensure that appropriate training is provided to youth to promote the development of necessary skills in the labour force;
- c) To assist employers in obtaining appropriate skilled manpower.

Incentives

The YEP will offer a subsidy on the stipend paid to the youth during his/her first year of placement/training.

Registered employers can either recruit directly, or use the SWG Database to select youth that satisfy their requirements. The Database will provide the opportunity for youth to specify their fields of interest.

The SWG will refund 50% of the youth's monthly stipend subject to a maximum of Rs 4000 per person for non-degree holders (including diploma holders). For individuals holding a degree from a tertiary education provider accredited by the Tertiary Education Commission, or such equivalent qualification overseas, the maximum monthly refund is Rs 7500 per person.

Should the youth's stipend exceed Rs 8000 for non-degree holders, and Rs 15000 for degree holders, the amount refunded will not exceed Rs 4000 and Rs 7500 respectively.

Employers are encouraged to provide training where this is desirable. The SWG will subsidize the cost of MQA approved training up to 50% (not exceeding Rs 7500 per person).

An independent consulting group will carry out the monitoring and evaluation of the programme and provide feedback to the SWG on a regular basis.

Contact

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➤ **PLACEMENT AND TRAINING SCHEME**

The Placement and Training scheme attempt to address the problem of mismatch in the labour market, with on one hand, employers finding it difficult to find the labour force they need, and on the other, a high rate of unemployment. The programme is designed to provide the unemployed with an in-company placement coupled with a work-related formal training so as to make them employable. The Placement and Training Scheme is managed by the National Empowerment Foundation (NEF).

The Scheme approved by the Government is as follows:

- a) the duration of the training and placement scheme should not exceed 12 months;
- b) the NEF will contribute only 50% of the training cost, up to a maximum of Rs 7,500;
- c) for stipend to a non-graduate NEF will contribute 50% of the stipend up to a maximum of Rs 4,000 per month, and the other 50% will be met by the employer. NEF's contribution to the stipend will be limited to Rs 4,000 only should the employer choose to pay a stipend above the amount of Rs 8,000;
- d) for stipend to a graduate NEF will contribute 50% of the stipend up to a maximum of Rs 7,500 per month, and the other 50% will be met by the employer. NEF's contribution to the stipend will be limited to Rs 7,500 only should the employer choose to pay a stipend above the amount of Rs 15,000
- e) in cases where 10 or more trainees have been recruited, employers are required to retain at least 50% of those trainees for at least one additional year
- f) employers should retain at least 60% of the trainees in placement for at least 13 months so as to participate again in this scheme.

Contact:

For further information, to contact the Programme Manager, Placement and Training, NEF

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