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“Today’s Opportunities and Challenges in Employment for SMEs”

FRIDAY 18TH OCTOBER 2019 | DOLMEN HOTEL – QAWRA



SMEs NATIONAL FORUM MALTA 2019



SPONSORED BY



2019



Joseph Farrugia

Director General
Malta Employers' Association

This conference is being held at a time when the Maltese labour market is passing through a rapid and radical transformation.

The shortage of Maltese employees to fill jobs available is increasing the pressure to import labour and closer collaboration between industry and educational institutions is becoming more essential to match employability skills with the requirements of the labour market. The stakeholders gathered for this event will look at the different dimensions of this transformation in a fruitful networking exercise that will enable them to engage in their specialisations in a more holistic manner. The programme is an ambitious one, and the invited speakers and contributors read like a who's who of those who are involved in Malta's employment strategies, coming from more than 40 different entities. This is evidence of the commitment that the Malta Employers' Association has towards the promotion of a constructive and healthy dialogue that is the ideal environment for policy makers and social partners to interact and take informed decisions in their respective fields. Thus, the relevance of this event is not just the presentations and discussions which we shall listen to and participate in today, but the follow-up that will occur after we leave.



Dolores Sammut Bonnici

MEA President

Opportunities and Challenges in Employment, indeed a vast topic, and I'm sure there is so much to say especially in today's local business environment.

There was never a time as now, where we are really evaluating the importance and value of the employee. Not only because of the shortage of good labour force, but given the circumstances, the true value of employees who are fully engaged, others who watch their watch, and others who shine. The toughest challenge today is finding, nurturing, training and investing in employees for long term stable employment. There are Opportunities around us everywhere, and if it is up of the taking, what are we waiting for? Is it really the time to take on new opportunities? Today, during this event, The Malta Employers Association is inviting you all to share with us your experiences and knowledge about all this and much more. We intend to publish an MEA position paper on Employment, and I am confident that with today's input, together we will be able to compile a rich document which gives light for a clearer way forward on Employment strategies. Hope we will have a fruitful morning, which will be beneficial for us all.



Anton Vella

MEA- SME Helpdesk Executive
And SMEs National Forum
coordinator

This Year's SME WEEK event, is being organised and coordinated by the SME Helpdesk within the Malta Employers' Association, under my direction and is focusing specifically on the situation of Employment vis-a-vis SMEs in Malta.

I take this opportunity to thank all those who kindly accepted our invitation to participate in this first ever SMEs National Forum organised by MEA. The overwhelming response from local business experts encourages us to definitively continue working and organising similar events. Thanks to the collaboration with the Ministry for Economy, Investment and Small Businesses, the Ministry for Education and Employment, PwC Malta, and MEAINDEX, we managed to attract distinguished elite key speakers, and thanks to our supportive sponsors we were able to escalate this event to a National Level. We are also pleased to welcome on board today, officials and participants from over than 200 different business-related entities, who kindly accepted our invitation to be part of this event and contribute towards "Today's Opportunities and Challenges in Employment for SMEs". Through the MEAINDEX project, we are managing to create a social network between entities within our local business ecosystem, and bring together different perspectives, ideas, and proposals enhancing the collective effort towards improving the business environment. I believe that today's main introductory speeches, presentations, the panel discussion, the three Symposia, together with your direct contribution and participation in the EMPfest, will certainly give positive results, and pave the way to successfully compile a relevant MEA position paper on the present and future projections of employment in Malta.

I conclude by expressing my gratitude to MEIB secretariat, MEA secretarial staff, and all those who somehow or other collaborated and contributed towards the administration and logistical preparations for this Conference. While hoping that you find this event interesting, I look forward to continue communicating with you all.



Isabelle Maquet

European Commission Deputy Head
of Unit B4 responsible for Malta and
Spain at DG Employment, Social
Affairs and Inclusion.

The new Commission President elect's ambition is for Europe to lead the transition towards a greener economy and a new digital world, while strengthening its social market economy.

Today I will be focusing on the impact of these challenges on the current and future EU labour markets, and in Malta in particular. Malta, of all EU countries, is facing the sustainability challenge, and needs to engage forcefully in this transition. Despite a booming economy, risks to Malta's future growth include constraints on natural resources, infrastructure bottlenecks, labour and skills shortages, including in ICT, an ageing population, and vulnerabilities in the governance framework. These challenges affect SMEs in particular. Thanks to the SME Helpdesk within the Malta Employers' Association who invited me over today, I will definitely be taking the opportunity to illustrate how the EU can help SMEs strive in such a changing environment by supporting skills development and investment in human capital, by facilitating the mobility of EU workers, or by supporting their access to finance, their research and innovation potential, and their adaptation to a digital economy. During today's SMEs National Forum we will also be looking into various examples of good practices from other EU countries.



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Ewropea



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MALTA ENTERPRISE

MALTA ENTERPRISE

Malta Enterprise is the country's economic development agency, tasked with attracting new foreign investment, helping local startups to set up, as well as facilitating the growth and development of existing operations. Thanks to its close and constant interaction with the main economic players in the country, the Corporation acts as an adviser to government on economic policy. Besides providing various incentives and support measures, Malta Enterprise also operates facilities with services aimed at supporting businesses and in particular startups. These include Business First, which provides a one stop shop for the essential business services.

It also operates the Malta Life Sciences Park, which facilitates collaboration mainly in research and life sciences between the University of Malta, Mater Dei Hospital, the specialised Oncology Hospital, as well as the private sector. The Park also houses innovative, leading edge projects in digital technologies, particularly those having synergies with the life sciences sector.

The Kordin Business Incubation Centre (KBIC) provides the space for startups proposing novel or enhanced solutions to industry, especially within sectors such as manufacturing, industrial services, ICT, digital games development, audio-visual and life sciences. Malta Enterprise is also the national contact point for the Enterprise Europe Network (EEN), through which Malta-based startups can collaborate with their counterparts in over 60 other countries and expand their prospects beyond our shores.



JOBSPLUS

The Employment and Training Corporation was established in August 1990 through an act of Parliament entitled the Employment and Training Services Act.

The primary functions of the Corporation, as established by the said Act, were that of providing a public employment service and training persons to improve their skills to find employment. Active labour market measures were introduced and improved upon along the years and they started being addressed to specific target groups for maximum effect. Initiatives such as the free childcare and the tapering of benefits schemes led to the employment of thousands of persons who were previously inactive.

In June 2016, an act of Parliament brought about the change in name from Employment and Training Corporation to Jobsplus. Jobsplus positioned itself as an innovative and dynamic organisation that excels in meeting the labour market needs of employers, jobseekers and employees.

The vision that is guiding Jobsplus in its operations is to provide enhanced and easier access to jobs and the labour market while ensuring taxpayers' value for money through the provision of effective services and an effective use of the budget allocated to it.



TECH.MT

With a drive to expand the value of the Technology industry in Malta, Tech.mt aims to position Malta as a quality, creative tech-savvy country, and promote Malta as a suitable set-up for foreign direct investment, whilst also promoting the local technological industries abroad. Tech.mt shall be instrumental in taking the Technology industry to the next level, as it will seek to make the world notice the huge potential the technology sector in Malta has to offer thanks to the economic performance and financial stability of the island. We acknowledge that data is the new oil, Tech.mt wants to be part of the IOT evolution and be on the forefront of the global digital revolution that we are experiencing.

To encourage human resources and aid growth in the Technology, Tech.mt plans to partner with Education Institutions to position Malta as a vibrant location for tech talent and in turn attract human capital to our shores. Furthermore, Tech.mt is working closely with academic institutions to better understand how the local STEM and IT curricula can be made more attractive to be chosen as the basis for a career in technology. We also need to consider new areas of specialisation revolving around digital & creative technology.

Tech.mt is also focusing its energies on engaging the youth community. Youths are major stakeholders who are constantly using digital technology thus, encouraging youth participation in the transformation of the digital economy is crucial.



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MALTA EMPLOYERS' ASSOCIATION

The MEA is a multisectoral association dedicated to the promotion of healthy industrial relations by providing members with a range of advisory services enabling them to be better informed about their rights and obligations regarding their employees.

Our Association provides numerous services to its members, and all these are included in the membership fee. These services include:

- Representation on Government bodies;
- Representation on International relations;
- Consultancy services in industrial relations;
- Collective bargaining, representation on the Industrial Tribunal, and assistance in human resources management issues;
- The MEA is also formally registered as an employers' union, and this provides our members with the same rights as unions, including the right to lock out.
- The Malta Employers' Association is the leading lobby group for employers in Malta on issues related to Industrial Relations and Human Resources.

The MEA has also its own SME Helpdesk, through which gives advice and carries out a handholding exercise with start-ups, business owners and potential entrepreneurs. It also manages the MEAINDEX online platform – the online toolbox for business entrepreneurs.

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The online toolbox for business entrepreneurs

index.maltaemployers.com/meaindex.com

The "MEAINDEX – the online toolbox for business entrepreneurs", is a further development of the innovative initiative which has been undertaken during the past 4 years, by the SME Helpdesk within the Malta Employers' Association, and is now definitely assisting enterprise start-ups, scale-ups and entrepreneurial growth, by simplifying administrative procedures for business and implementing the "Think Small First" principle in favour of small and medium-sized enterprises.

It's a unique single point of reference platform, embracing Malta's business-related regulatory entities, schemes, incentives and EU Funded programmes relevant to the local business ecosystem. It is facilitating access for information, contributing in improving the business environment, and continuously creating networking fora amongst Government Authorities, regulators, Departments and others while enhancing intercommunication, synergy and harmonisation throughout, for the benefit of entrepreneurship.

MEAINDEX incorporates in one place, all Local Licensing Authorities, Business Regulatory Bodies, other Government entities, Educational Institutions, Associations, Voluntary Organisations, Local Councils, so as to reduce bureaucracy, waste of time, and confusion when it comes to identifying which entity offers what.

MEAINDEX was officially introduced to the media, on the 19th June 2018 and is now being supported, by a number of collaborating key entities within Malta's Business Ecosystem.

The concept behind MEAINDEX kicked off three and a half years ago, (2015), and was then followed by a half day seminar, which was held in September 2016 – "Better Access of information for SMEs – SMETOOL a possible solution?", whereby a number of SMEs participated during an interactive discussion on how MEA could be a facilitator, through which start-ups, scale-ups and business people could retrieve relevant information for their business ventures, via a single point of reference, while avoiding excessive bureaucratic procedures. The challenges were not few and crucial in the development process of the MEAINDEX were the various one to one meetings with a number of Government Department officials, and entrepreneurs within the small business sector.

MEAINDEX also managed to create a networking forum, whereby representatives from all Licencing Authorities, Legislation Regulatory bodies, and a good number of NGOs, continuously share their experiences, and give their suggestions on how we can continue developing further the concept of

having this interactive online platform which facilitates access to information related to business activities.

Meeting and working so closely with officials from top entities and entrepreneurs who form part of our local business ecosystem was a healthy experience, because through this process we were able to identify what's really beneficial to the SMEs sector and to potential entrepreneurs. Throughout, we made sure not to divert from creating the right tool which offers a solid stepping stone, for all those who intend to become potential entrepreneurs, while enabling others to scale-up and move forward with their business venture.

We believe that MEAINDEX serves as a unique tool which successfully facilitates communication, through a one-stop-shop concept, while creating an interactive online single point of reference that helps entrepreneurs understand better the operation of the local business ecosystem. MEAINDEX is also filling a gap, and creating a virtual bridge amongst the business regulatory entities, enabling them depart from the idea of working in silos, and enhancing their interactivity by working together, for the benefit of SMEs.

While embracing more than 200 business related entities within the Business Ecosystem, and 150 Educational institutions based in Malta, MEAINDEX is also closely collaborating with 20 other key business stakeholders on the island, with whom a networking forum has been established to facilitate intercommunication, synergy and harmonisation within services being offered to the business community.

Besides being a Directory which host all entities related to setting-up a business, it's also being found very useful by academics, especially for students attending Trade Schools, Local Universities, and other Educational Institutions, in assisting them to compile information, while preparing their thesis, assignments and entrepreneurial projects.

During these last months, MEAINDEX already served as a popular platform for Business related Commercial Entities, Government Bodies and Training Institutions to promote their services, courses and initiatives, within the current news section.

For further information one can access <https://index.maltaemployers.com/> or email on anton.vella@maltaemployers.com



SMEs National Forum - Malta 2019 - AGENDA

8.00am **REGISTRATION, WELCOME COFFEE & EMPFEST OPENING**

8.45am **WELCOME** by Keith Demicoli, as conference moderator

8.50am **INTRODUCTORY REMARKS** by Dolores Sammut Bonnici
Malta Employers' Association President

8.55am **ADDRESS** by Hon. Christian Cardona
Minister for the Economy, Investment & Small Businesses

9.00am **KEYNOTE SPEECH** by Hon. Evarist Bartolo
Minister for Education and Employment

9.10am **ADDRESS** by Isabelle Maquet
European Commission Deputy Head of Unit B4 responsible for Malta and Spain at DG Employment, Social Affairs and Inclusion - "EU labour markets in transition: risks and opportunities for Maltese SMEs"

9.25am **PRESENTATION** by Joseph Farrugia
Malta Employers' Association Director General - "The Role of Industrial Relations in a Changing Economy"

9.45am **PRESENTATION** by Dr Anne Marie Thake
Head of Public Policy, University of Malta "Graduate Employability Skills in Malta"

10.00am **PRESENTATION** by Mark Bugeja
Chairman Tech. MT - "How Technology is effecting employment"

10.05am **PANEL DISCUSSION "How SMEs are expected to handle employability in a quasi-full employment scenario?"**

1. Prof. James Calleja, *MCAST Principal*
2. Dr Roberta Lepre, *Managing Consultant, WEAVE Consulting: the CSR Specialists*
3. William Portelli, *CEO - MUBE*
4. Clyde Caruana, *CEO - Jobsplus*
5. Claudine Attard, *Senior Manager, People and Organisation Advisory at PwC Malta*
6. Jesmond Saliba, *Executive Chairman - Corporate ID Group*
7. Josef Said, *CEO Konnekt*
8. Anton Sevasta, *CEO - Identity Malta*
9. Kurt Farrugia, *CEO - Malta Enterprise*

11.00am **QUESTIONS FROM THE FLOOR**

11.15am **COFFEE BREAK**

11.45am **SYMPOSIUMS SESSIONS**

Symposium A - "Sustainable Employment Through Education"

Coordinated and facilitated by Daniela Gauci Borda, Claudine Attard and Mark Grech from PwC Malta.

Discussion Main contributors:

1. Dr Maria Brown, *Sociologist and a Researcher*
2. Vince Maione, *National Skills Council*
3. Carm Cachia, *Chief Administrator, eSkills Malta Foundation*
4. Chris Attard, *Forum*
5. Josianne Azzopardi, *Agenzija Sedqa*
6. Prof Matthew Montebello, *Department of AI, Faculty of ICT, University of Malta*
7. Stephen Cachia, *MEDE*
8. Joseph Cini, *Agenzija Sapport*

Symposium B - "Employment in a fast-changing Demographics scenario"

Coordinated and facilitated by Daniela Gauci Borda, Pamela Mamo and Andrew Abela from PwC Malta.

Discussion Main contributors:

1. Oliver Scicluna, *CRPD*
2. Josef Bugeja, *GWU*
3. Sandra Gatt, *DEIR*
4. Amanda Borg, *Economist*
5. Abigail Mamo, *GRTU, The chamber for SMEs*
6. Manuel Tabone, *NSO,*
7. Saviour Cachia, *DPO*
8. Andre Fenech, *Malta Chamber of Commerce, Enterprise and Industry*

Symposium C - "Employment Strategy and its ripple effect on the Economy."

Coordinated and facilitated by Daniela Gauci Borda, Robert Debono and Tamara Matrenza from PwC Malta.

Discussion Main contributors:

1. Helga Ellul, *CORE Platform*
2. Julian Zarb, *Consultant*
3. Josef Vella, *UHM - Voice of the Workers*
4. Grace Attard, *NCW, BPW and EESC/CCMI*
5. Patrick Harvey, *Caritas*
6. Porf. Louis Naudi, *Lecturer in Entrepreneurship*
7. Diane Vella Muscat, *DIER*
8. Anamaria Magri Pantea, *Ascend Consulting*

1.00pm **SYMPOSIUM REPORTS**

1.10pm **CLOSING REMARKS** by MEA's Director General - Joseph Farrugia

1.25pm **NETWORKING LUNCH / EMPFEST**

Networking session (services fair) whereby 22 entities will be promoting their services to employers.



KEITH DEMICOLI / *Conference Host*

Keith Demicoli is a multi-award winning presenter and reporter who throughout his professional achievements established himself as one of Malta's finest and favourite broadcasters. He manages to present with so much ease and a natural charm borne out of his happy demeanour. Graduated in IT and later in European Economy, Politics and Law from the University of Malta. Trained at BBC Academy, London and during the past few years he became Malta's National TV (TVM) lead news anchor. Keith presented or moderated some of Malta's most important events and high profile debates. He leads a very active lifestyle and if he's not in a studio or on stage, you might see him running. Keith is an active voluntary 'reading ambassador', a school based literacy programme aimed to promote the love for reading amongst children.

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SMEs National Forum main speakers



MINISTER CHRIS CARDONA B.A., LL.D., LL.M., M.P.
Ministry for the Economy, Investment and Small Businesses

Hon. Dr. Christian Cardona graduated as Notary Public and Doctor of Laws from the University of Malta. Prior to his appointment as Minister for the Economy, Investment and Small Businesses, Dr. Christian Cardona was a Senior Partner at CV Advocates.

He furthered his studies in International Maritime Law at the United Nations International Maritime Organisation where he obtained a First Class Masters degree in Shipping Law. Dr. Cardona is the author of the thesis entitled ‘United Nations Commission on International Trade Law – A Maltese Perspective’.

Dr. Christian Cardona was first elected to Parliament in 1996 and was re-elected in the 1998, 2003, 2008, 2013 and 2017 general elections. During the 2008 – 2013 legislature he served as the Labour Party main Spokesperson for the Industry, Self Employed and Foreign Investment. In previous legislatures he even served as the Labour Party Spokesperson for Competition, Communication and IT.

Dr. Cardona also served as a member in the Malta EU Parliamentary Committee during the negotiation process of Malta’s application to join the European Union as a full member. In 2016, he was elected as Deputy Leader for Party Affairs for the Labour Party.



EVARIST BARTOLO
Minister of Education and Employment

Hon. Evarist Bartolo has three brothers and three sisters. His father worked as a primary school teacher. He is married to Gillian and they have two children, Katrin and Louisa.

In 1975 Bartolo graduated from the University of Malta with a B.A. (Hons) degree in English Literature and continued his studies in journalism at Stanford University. He also read for a Master’s in Education at the University of Cardiff.

He spent three years teaching at De La Salle College as well as working with the national broadcasting station and worked as an editor at numerous of numerous media organisations.

A member of Parliament since 1992, he worked mostly in education, European affairs and tourism as well as serving as Minister of Education and National Culture under a Labour government.

Minister Bartolo is known for being a proponent of civil rights in Malta, co-sponsoring a Parliamentary Bill for the introduction of divorce legislation in Malta. The bill was approved in Parliament in October 2011 following a successful referendum campaign.



DOLORES SAMMUT BONNICI
MEA President

Representing the Health & Professional Services sector at a Malta Employers’ Association Council meeting, Ms. Dolores Sammut Bonnici was appointed President of the Association for the years 2019/21. Ms Sammut Bonnici served as President between 2017 and 2019. Ms. Sammut Bonnici is an entrepreneur and is the Managing Director and co-proprietor of the Green Skip Services Ltd, dealing in industrial waste management. She has served on the MEA council for a number of years, and previous to being appointed President, was also Deputy President of the MEA during the previous four years.

Ms. Sammut Bonnici served as President of Malta Association of Women in Business, whose mission is the promotion of female entrepreneurship, enhancement of business education, mentoring and business networking. As President of MAWB she has actively participated in two European projects: AMIE, (Women ambassadors for Entrepreneurship), and BREAKING GENDER STEREO TYPES, GIVE TALENT A CHANCE (Creating awareness for equal job opportunities).

She is an active local and international speaker for the promotion of entrepreneurship, women empowerment. In 2018 she was awarded as one of the enterprising women of the year in Miami, by Enterprising Women Magazine USA, and presented with an award for appreciation for her work by the Jordan Forum for Business & Professional Women, and the Mediterranean Women Entrepreneurs Forum in Amman Jordan in November 2018.



JOSEPH FARRUGIA
Malta Employers’ Association Director General

Joseph Farrugia has occupied the post of Director General of the Malta Employers’ Association since 2001. He is also a visiting lecturer at the Department of Marketing at the University of Malta.

Mr Farrugia has extensive experience in marketing consultancy and human resource management. Between 2010 and 2013 he served as President of the Malta College of Arts, Science and Technology, which is the major vocational education institution in Malta.

Mr. Farrugia sits on the board of directors of the Employment and Training Corporation, the Employment Relations Board and represents the MEA on the Malta Council for Economic and Social Development. He also represents employers on panels of the Industrial Tribunal.

He has represented Maltese employers on a number of international fora, amongst them the Board of Directors of the European Foundation for the Improvement in Living and Working Conditions, the European Social Fund, CEEP and the International Organisation of Employers.

Mr Farrugia is known in cultural circles as an artist. He has organised numerous exhibitions of his paintings in various venues in Malta and abroad.



ISABELLE MAQUET
European Commission Deputy Head of Unit B4 responsible for Malta and Spain at DG Employment, Social Affairs and Inclusion

Isabelle Maquet is Deputy Head of the Unit for Spain and Malta in the Directorate General for Employment, Social Affairs and Inclusion (DG EMPL) at the European Commission. The Unit is in charge of the monitoring of employment and social policies and of the management of the European Social Funds in Malta and Spain. From 2011 to 2015, she was the main editor of the Employment and Social Development In Europe Annual Review published by DG EMPL. Her main areas of expertise are labour market reforms, social protection, social inclusion policies and social indicators.



DR ANNE MARIE THAKE B.A. (Hons), (Medit.), M.Sc. (Manchester), Ph.D. (Bath)
Head of Public Policy, University of Malta

Anne Marie Thake is a specialist in human resource development and social and policy sciences. Her main interests are in human resource and skills development, employability, gender issues, public management and leadership affairs. She recently published a book entitled “Graduate Employability Skills in Malta” and has been invited to deliver lectures on the subject at the University of Coimbra, Portugal and University of California, Irvine, USA.

Prior to reading for her PhD, Dr Thake worked in different economic sectors ranging from the public and parastatal to private organisations. She has over 25 years’ experience in HRM issues, including recruitment, performance management and developing employees in different organisations. At the start of her career, she worked in the European Parliament – Directorate General for Research – Luxembourg related to performance management. She has also participated in diverse EU projects related to policy.

Dr Thake was primarily instrumental in drafting an HR Policy and Strategy Plan for Malta. She was appointed on the Commission to report on the post-secondary and tertiary Education Government Funding. Dr Thake also served on various educational scholarship committees including the Commonwealth and Fellowships Board and the MGSS.



MARK BUGEJA
Chairman Tech.MT

Mark Bugeja is a seasoned entrepreneur having over 30 years experience in the fields of Education, HR, Travel, IT, Marketing and Catering. He was one of the first Maltese to have programmed his own website back in 1996 after developing a keen interest in the new Internet industry. Mark also has 20 years experience in

Human Resources where he was employed by a large foreign manufacturing plant. In parallel to this experience he also has vast foreign marketing experience in the Middle East and Asian countries. Today he has developed a good understanding of knowledge of the new wave of the Fintech industry and promotes it through personal informative talks.



Main Panel Discussion Speakers



PROF JOACHIM JAMES CALLEJA

B.A. Hons (Educ), D.Ed (Padua), Ph.D (Bradford), CEDR Mediator (Lond.)
Prof. James Calleja, MCAST Principal

Professor James Calleja has been involved in vocational education and training since 2001. Before his appointment as Principal and CEO of the Malta College of Arts, Science and Technology in June 2018, Mr Calleja was Director of European Centre for

the Development of Vocational Training (Cedefop) from 2013 to May 2018. Before joining Cedefop, he served as Permanent Secretary of the Ministry of Education and Employment in his native Malta from 2011 to 2013. In 2005 he was entrusted with the setting up of the Malta Qualifications Council where he served as Chief Executive up to December 2010. He is an Associate Professor and served as Council member of the University of Malta.

Prof Calleja is a graduate of the Universities of Malta, Padua (Italy) and Bradford (UK) from where he obtained his PhD in International Relations. Since 2001, he is an accredited commercial mediator with CEDR (London). Since 2016 Mr Calleja is Governing Board Member of the Hong Kong Council for Accreditation of Academic and Vocational Qualifications. In 2001, he was appointed Administrative Director of the Malta College of Arts, Science and Technology and in 2004 he moved to the European Training Foundation in Turin. He started his working life at the Foundation for International Studies of the University of Malta (1986-1995) followed by other upward career moves to the United Nations International Institute on Aging (1995-1998) and to the Ministry of Economic Services Malta (1998-2001). He represented Malta on the European Qualifications Framework Advisory Group, on CEDEFOP's Governing Board and on the Bologna Follow-Up Group.



ROBERTA LEPRE

Managing Consultant, WEAVE Consulting: the CSR Specialists

Roberta Lepre, graduated Doctor of Laws from the University of Malta in 2003, Roberta has acquired substantial experience in the social sector in Malta, having served on public bodies as well as in the non-profit sector. Her skills and expertise include legal drafting, policy development, and project drafting and implementation. She has served on the Guardian for Future Generations, the Platform for Human Rights Organisations in Malta, the Commission on Domestic Violence, Victim Support Malta and the Malta Psychology Professions Board. She has participated in various conferences both in Malta and overseas, and is a regular contributor to the media. Roberta is currently Managing Consultant at Weave Consulting - engaging the business community to adopt sustainable practices to have a more positive impact on society and the environment and to contribute to the achievement of the Sustainable Development Goals.



WILLIAM PORTELLI

CEO - MUBE

William Portelli has over thirty-eight years' experience as a banker out of which 19 years as President of the Malta Union of Bank Employees MUBE. He is specialised in Industrial Relations relating to Banking and Finance, and was elected to the role as President of the Malta Union of Bank Employees during HSBC's take-over of Mid-Med Bank Ltd. Mr Portelli currently occupies the role of President of the Malta Union of Bank Employees - MUBE and Vice-President of the Confederation of Malta Trade Unions - CMTU following 10 years of Presidency and deal with national issues and National Reform whether economic or social. Represented the CMTU as an active member on the Employment Relations Board for nearly 10 years and the Malta Council of Economic and Social Development - MCESD. After a 2 year stint in the post of Chairperson of the National Euro-Changeover Consumers' Sub-Committee he also served on the Employment Relations Board for another 10 years up to 2016. Actively supportive of developments in the areas of the European Social Dialogue, Banking and Financial services that relate to impact on resource, Innovative Training methods and the processes of managing change by regularly attending conferences, seminars and participating in working groups. Mr Portelli acts as the coordinator for the Social Dialogue in Banking at European level and recently elected as President of UNIMED Finance which is representative of Banking employee representatives Southern Europe and the Med Region.



CLYDE CARUANA

CEO - Jobsplus

Clyde Caruana is a 34-year-old economist with a specialisation in welfare state topics. He occupies the post of Executive Chairman at Jobsplus, Malta's Public Employment Service. Mr. Caruana holds an M.A. in Economics and has worked as a statistician at the National Statistics Office of Malta between 2007 and 2012. For the past years, Mr. Caruana has been lecturing various economics related credits at the University of Malta. His main areas of interest include the labour market, welfare policy, poverty and income distribution. Mr. Caruana was the main author of a number of policy documents such as the Jobs+ policy (2013) and the National Employment Policy (2014).



JOSEF SAID

CEO Konnekt

Josef Said - Konnekt is the largest recruitment agency in Malta with a 40-strong team of professionals involved in recruitment within Finance & Legal, Tech & Gaming as well as other industries. Konnekt attracts more than 85,000 applications and runs more than 4,500 interviews annually. Josef is a Director in a number of startups involved in recruitment, HR tech and education. Josef holds an Honours degree in Economics and a Masters in European Studies.



CLAUDINE ATTARD

Senior Manager, People & Organisation Advisory at PwC Malta

Claudine Attard, is a Senior Manager within PwC's People and Organisation Consulting Practice with over 15 years of consultancy experience. Between 1998 and 2005, Claudine worked as a consultant with Management Efficiency Unit - the Government's in-house management consultancy organisation within the Office of the Prime Minister. During this period, Claudine worked on numerous consulting engagements including organisational reviews and restructuring exercises of Government departments and entities. Since joining PwC in 2005, Claudine has worked for numerous clients both within the public and private sector. Between 2016 and 2018, Claudine worked with PwC UK Consulting specialising in Organisation Design. She now leads the People and Organisation consulting practice at PwC Malta which primarily focuses on supporting clients in relation to organisation design, HR transformation, strategic workforce planning, upskilling and performance management. She has been a member on the FHRD Board since 2015. Claudine holds a Master of Science in Organisational Change and Development from the University of Manchester.



JESMOND SALIBA

Executive Chairman - Corporate ID Group

Jesmond Saliba is a strategist, an avid communicator and a creator of effective and lasting synergies. He formed Corporate Identities in 2008, which today forms part of CiConsulta - an information-based boutique advisory firm in specific areas of expertise including GeoPolitics, European Affairs, Corporate Communications, Marketing, Public Affairs, effective Social and Community Impact Analysis and AI. He heads the Corporate ID Group specialising in the Maltese news aggregator Corporate Dispatch, and the company's Corporate Social Advocacy initiative Advocacy for Legacy and the Insights Institute. Jesmond is also a seasoned journalist and opinionist who presents number of EU and geopolitical radio programmes. He also serves as a board member at Dar Tal-Providenza and Fondazzjoni Sebħ.



ANTON SEVASTA

CEO - Identity Malta

Anton Sevasta is the Chief Executive Officer of Identity Malta, a government entity which is responsible for citizens' identity management and the implementation of migration processes. An academic by profession, having Masters degree in Business and Information Technology, Mr. Sevasta joined Identity Malta's senior management team in 2014 and proved to be pivotal in the setting up of the Agency. In his initial role as Chief Information Officer, Mr. Sevasta spearheaded Malta's e-ID card mass roll-out and upgraded the government's identity management software. In March 2018, Mr. Sevasta was appointed Chief Executive Officer and is committed towards quality.



KURT FARRUGIA

CEO - Malta Enterprise

Kurt Farrugia was appointed Chief Executive Officer of Malta Enterprise on 1st August 2019. Previously, he served as Head of Government Communication and spokesperson for the Prime Minister between 2013 and 2019. In August 2017, the Prime Minister appointed Mr Farrugia on the Malta-UK Business Promotion Task Force where he actively contributed on matters related to investment promotion in the UK. In April 2019 he was appointed on the New Economic Niches Committee of Malta Enterprise. Mr Farrugia formed part of the Task Force organising the Valletta Summit on Migration and the Commonwealth Head of Governments Meeting held in 2015, as well as the Informal European Council during Malta's Presidency of the Council of the European Union in February 2017. He accompanied the Prime Minister in most of his international engagements at EU level. Mr Farrugia's career before his role at the Office of the Prime Minister was in journalism and politics. He graduated in Communications and is currently reading for a Masters Degree in Entrepreneurship at the University of Malta.

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EMPfest TWENTY19

Participants

 jobsplus	 Foundation for Social Welfare Services <small>Here for you</small>	 MINISTRY FOR THE ECONOMY, INVESTMENT AND SMALL BUSINESSES	 pwc	 IDENTITY MALTA
 AGENZIA SAPPOR	 MALTAENTERPRISE	 CRPD	 exigy <small>strategic software solutions</small>	 Corporate ID GROUP
 boldidentities <small>CREATIVE INSTINCT</small>	 BOV Bank of Valletta	 Business 1 ST	 ogs RECRUITMENT	 Tech.mt <small>MALTA - LEADING THROUGH INNOVATION</small>
 misco	 Kite <small>www.kitegroup.com.mt</small>	 FAMILY BUSINESS OFFICE	 COMMERCE DEPARTMENT	 ENTERPRISE INCENTIVES
 mbr publications <small>Events • Publishing • Videography</small>	 ZAFFARESE <small>signs • display ltc</small>	 Stephanieborg	 MEA <small>MALTA EMPLOYER ASSOCIATION</small>	 X MEAINDEX <small>The online toolbox for business entrepreneurs</small>





Main Contributors Symposium A



MARIA BROWN
Sociologist and Researcher

Maria Brown holds a Doctorate in the Sociology of Adult Education and Community Development and is a Visiting Senior Lecturer at the University of Malta. She lectures and publishes in the areas of education, social inequality, community, subcultures, research methods and social policy. She is active in the European Cooperation in Science and Technology (COST) and is a founding member of the Malta Sociological Association. Dr Brown is also a Times of Malta blogger and co-hosts newspaper analysis program 'Hadt l-Aħbar' on TVM.



JOSIANNE AZZOPARDI
Agenzija Sedqa

Josianne Azzopardi works with Agenzija Sedqa within the Foundation for Social Welfare Services, working in the field of substance misuse and problem gambling for the past 22 years. Ms. Azzopardi graduated as a social worker in 1997 and holds a B.A. in Social Work (Hons) Melit. She also holds a Certificate in Social Work Management and a Diploma in Workplace Psychology. Ms. Azzopardi worked in the care sector as a social worker for 6 years whereby she worked with persons who had alcohol and/or gambling related problems. Moreover, Ms. Azzopardi also worked with families of the said individuals. During this period of time, she also occupied the role of Unit Leader of the Alcohol Community Team.



VINCENT MAIONE
National Skills Council

Vincent Maione is an engineer by profession having studied electrical engineering at the University of Malta and the University of California Los Angeles. He started his career in industry working in semiconductor manufacturing as an engineer and eventually moved on to managerial positions. His career in industry spanned a period of almost twenty five years. Eventually he moved into Education and joined MCAST where he spent almost fifteen years and occupied the position of Vice Principal. During his time at MCAST he dedicated a lot of effort to build strong Industry links in order to make vocational education more relevant. As from November 2018 he occupies the position of Chief Executive Officer of the National Skills Council. In this role he strives to develop an understanding of the skills gap in Malta and then work with the various training providers and also tries to influence Government policies in order to address the skills gap.



MATTHEW MONTEBELLO
Department of AI, Faculty of ICT, University of Malta

Matthew Montebello is an Associate Professor and Head of the Department of Artificial Intelligence at the Faculty of ICT, University of Malta. He graduated from the University of Malta - B.Ed.(Hons) in 1990, pursuing his studies in UK reading Masters (1996) and Doctorate (1999) in Computer Science. Furthermore, completed M.A. (2009) and Ed.D. (2016) specialising in application of AI to e-learning. Appointed adjunct professor at the University of Illinois in Urban-Champaign, USA.



CARM CACHIA
eSkills Malta Foundation

Carm Cachia is a chartered fellow of the BCS with a pioneering career reflecting his systems and management qualifications coupled with vast and successful experience in leadership of tech companies and projects of national interest. During the course of his career, he has encompassed most of the areas in digital sphere including software engineering, infrastructure, design, information security, project management and executive leadership. He is a member of the Council at the University of Malta and board member of various University Institutes. Currently chairs the BCS Malta Section and heads the eSkills Malta Foundation and its board.



STEPHEN CACHIA
MEDE

Stephen Cachia - Following his graduation from the University of Malta, Mr Cachia has worked throughout his career within the State Education sector in Malta. After working for 14 years as a teacher, he was appointed Assistant Head of School, then Head of School and eventually College Principal of St Margaret's College. During this period he also achieved qualifications in educational leadership and management including a Post-graduate Diploma from the University of Malta and a Masters from the University of Sheffield. He subsequently served between 2012 and 2018 as Principal and CEO of the Malta College of Arts, Science and Technology (MCAST). In 2018, he was appointed Director General (Curriculum, Lifelong Learning and Employability) within the Ministry for Education and Employment.



CHRISTOPHER ATTARD
Forum

Christopher Attard has Graduated with Honours from the Birmingham City University in Environmental Planning and later as Master of Environmental Management. In 2013 he graduated from the University of Malta as Master of Mediation with research focusing on alternative dispute resolution in employment disputes. He has 20 years' experience in policy making and development control. He is a member of the Malta Chamber of Planners. Since 2004, Mr Attard has held the position of President of the Union Professionisti fl-Ambjent u l-Ippjanar, representing professional staff in a number of Government Authorities and led negotiation of a number of collective agreements. He is a founder member of FORUM Unions Maltin and since 2009 has held the position of Vice President. Between 2010 and 2013 he was appointed as Chairperson of the Industrial Tribunal and today besides practising as Mediator in employment disputes, he sits as an independent member on employment dispute boards of a number of private and public entities. He actively participates in national and international fora such as the ETUC and national boards that concern the conditions and rights of workers and their families.



JOSEPH CINI
Chief Executive Officer of Agenzija Support

Joseph Cini brings with him almost 30 years of private sector experience, having worked first as Chief Accountant with a renowned furniture manufacturing firm and later as Financial Controller with a reputable car importer and after-sales service group. During this time, he more than often deputised as General Manager for both sectors. He also served as Director in a number of private companies in the private sector. Joe later joined the Foundation for Social Welfare Services (FSWS) as Group Financial Controller where he was responsible for all the financial reporting, budgeting and projections of FSWS, Agenzija Appoġġ, Agenzija Sedqa and Agenzija Support. Following the demerger of Agenzija Support from FSWS, Joe was appointed CEO, which post he took over as from the 13th October 2016. By profession, Joe is a fully-qualified warranted Accountant. He is a fellow member of the Malta Institute of Accountants, and a fellow member of the Association of Chartered Certified Accountants (ACCA), a global professional accounting body.

PwC Malta - Symposia Coordinators & Facilitators



PwC Malta is the leading and largest professional services organisation in Malta with over 725 people employed from 30 different countries. The firm provides industry-focused assurance, tax and advisory services to enhance value for its clients. The Maltese firm belongs to the PwC network where more than 250,000 people in 158 countries share their ideas, experience and solutions to develop fresh perspectives and practical advice. The firm serves a large and diverse client portfolio including some of Malta's top organisations. We build tailored solutions to help business and HR leaders achieve their strategic ambitions to create value through their people and to get prepared for the future of work. Through the breadth of our service offering, PwC is able to bring together an unmatched combination of strategy, talent management, upskilling, HR transformation, organisation design, analytics and technology expertise.

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Main Contributors Symposium B



OLIVER SCICLUNA
CRPD

Oliver Scicluna graduated in software programming from Cambridge University and then obtained a Masters degree in Business Administration. He served as part of an advisory committee to the Government for the preparation of the National Disability Policy. He was appointed Chairman of the

National Commission for Persons with Disability in 2014 and has sat on various Boards within the sector of education, sports and transport. He is currently serving his second term as the Commissioner for the rights of persons with disability.



JOSEF BUGEJA
General Workers Union (GWU)

Josef Bugeja started his career in trade unionism in 1987, as a workers' representative. In the year 2003 as Junior Secretary he was assigned to assist in the running of the Government & Public Entities Section. In 2005 he was elected Secretary of the same section where he served the post until 2011 when he

became Secretary to the Government & Public Entities Section. In January 2014 he was voted in as Deputy Secretary General, the Union's second highest post, during an extraordinary session of the National Delegates Conference. In September 2014 he was appointed Designate Secretary General. In October 2015, during the GWU National Conference, that Josef Bugeja was confirmed as Secretary General. Currently, Josef Bugeja represents the GWU in various national and international institutions like the International Labour Organisation, European trade unions confederations and global trade unions confederations.



ALEXANDRA GATT
DEIR

Alexandra Gatt joined the Public Service in May 1982, serving in various positions within the Ministry for Finance as she made her way up the career ladder progressively. She started off at the Budget Office and hence continued at the Treasury.

The turning point in Ms Gatt's career took place in 2003 when she was one of the first five employees who commenced operations within the newly-founded Lotteries & Gaming Authority, now the Malta Gaming Authority (MGA). After nearly twelve years performing duties with the Gaming Regulator, in 2014, she returned to the Public Service to take up the position of Assistant Director, Human Resources within the Ministry for Education & Employment.

In 2015, she was appointed Director, Industrial & Employment Relations, being principally responsible for the implementation and enforcement of the Employment and Industrial Relations Act (EIRA) with a clear remit to protect parties in an employment contract and working towards achieving stable industrial relations.



AMANDA BORG
Economist

Amanda Borg holds a Master of Arts in Economics from the University of Malta. Her main field of research is social investment, including the areas of education and labour market policy.

Prior to taking up the post of Social Investment Economist at E-Cubed Consultants, she was employed as Commission Officer at the National Commission for Higher Education and as Research Officer at the Malta Council for Economic and Social Development working on labour market and social welfare policies. She also served as Board Member on the MQRIC Appeals Board within the Ministry for Education.

Over the past fourteen years, Ms. Borg has worked on consultancy projects related to the labour market, with institutions including the EU Commission, the International Labour Organization as well as Government ministries and authorities including Jobs Plus, the Malta Council for Economic and Social Development and private sector entities. In particular, she has worked on a number of cost benefit assessments related to human capital creation in line with EU requirements, evaluation studies in relation to ESF funds, industry-skills gaps as well as the drafting of a Human Resources Strategy for the island of Gozo. She was also involved in the technical preparation of the draft Council Conclusions on behalf of the Presidency which address the need for sustainable and long-term making work pay strategies.



ABIGAIL MAMO
GRTU

Abigail Mamo has occupied the role of GRTU CEO for the last five years. Her expertise involves the guidance of self-employed, micro and small businesses in economic issues and competitiveness issues. Ms Mamo is also an experienced lobbyist and campaigns for the betterment of conditions for the Maltese private sector

through policy initiatives. Abigail Mamo sits on a number of government boards and committees, including, the Malta Committee for Economic and Social Development (MCESD), the National Productivity Board, the Retail Price Index Board. Ms Mamo is also a Director for Business First, Jobsplus and the Occupational Health and Safety Authority and a Trustee on the Maternity Trust Fund Board.



MANUEL TABONE
NSO

Manuel Tabone currently works at the National Statistics Office (NSO) and is the Director responsible of Business Statistics. He holds a Master of Arts in Economics and a Bachelor of Commerce (Honours) in Economics and Management both from the University of Malta. He started his career at the NSO in 2001

as statistician at the National Accounts Unit. Subsequently, in 2005 progressed to middle management, being responsible for Tourism and Transport Statistics. To date, he has assumed six different managerial positions, four within the NSO and two external headship positions, one on secondment basis and the other on contract service within the Public Sector. Mr Tabone proved himself to be innovative and committed in driving change practices; keen to take on new projects and initiatives. He prides himself to be particularly passionate about concepts related to economic development and globalisation, notably the services industry.



SAVIOUR CACHIA
Information and Data Protection Commission (IDPC)

Saviour Cachia has experience in Systems Development and Data Management activities. He sat on inter ministerial committees to draft a legal framework to regulate and enable information practices, covering data protection regulations. He articulated and implemented a strategy to set up the Office of

the Commissioner, and to facilitate compliance within the Public Service. On 16th April 2014, Saviour Cachia took oath of Office as Commissioner for Information and Data Protection.

Apart from representing Malta in the Article 29 Working Party/EDPB, he was also the national expert to discuss the proposed data protection framework at DAPIX.



ANDRE' FENECH
Malta Chamber of Commerce, Enterprise and Industry

Andre' Fenech obtained his BA (Hons) in European Studies from the University of Malta in 2004. Mr Fenech successfully completed his M.A. in European Studies the following year. He is currently employed with the Malta Chamber of Commerce, Enterprise and Industry and has been employed with the same entity for

the last thirteen years. He currently holds the post of Head of Policy Development overseeing numerous activities such as the general operations of policy consultative committees which vary from subjects as diverse as education and training, energy and environment, Research and Development and social policy. Another area he's involved in includes activities aimed at SMEs ranging from training and education and policy development. His day-to-day duties also include compiling technical reports and position papers on behalf of the Malta Chamber and lobbying these positions with the relevant stakeholders. Recently he also took over the responsibility of the sectors' unit within the organisation which represents a number of business sectoral interests within the same organisation.

Main Contributors Symposium C



HELGA ELLUL
CORE

Helga Ellul was the Chief Executive Officer of Playmobil Malta Ltd. Comprising Playmobil, HOB software Ltd. and Importers & Distributors Ltd., till September 2012. The Group was originally set up in Malta in 1971 with some 50 employees and on her retirement employed over 1000 persons. Following her retirement she set up her own consultancy company Advise Ltd. and is Board Member and Chairman of Various Maltese Businesses. Helga Ellul has held various posts on boards of both constituted bodies and governmental organisations. She served as Deputy Chairman of the Employment + Training Corp. between 1990 and 1996. She was President of the Foundation for Human Resource Development from 1995 till 2003. She was also a member of the Council of the Malta Federation of Industry (FOI) and was at various times on board of Board of Malta Enterprise. She held the post of FOI Vice President for eight years and chaired various FOI committees and working groups.



PATRICK HARVEY
Fondazzjoni Caritas Malta

Patrick Harvey has graduated as a Social Worker from the University of Malta in 2006, and worked mainly with vulnerable families and individuals, children at risk, and crisis intervention. In 2015 he graduated with a Masters in Human Resources Management and Training from the University of Leicester, and eventually joined Caritas in October 2017. Within Caritas Patrick is responsible for devising and implementing HR strategy. He manages core HR functions such as recruitment processes, staff training and development, and development of policies. Besides responsibilities pertaining to staff, Patrick also manages over 100 volunteers who are an essential element of Caritas operations.



JULIAN ZARB
Consultant

Julian Zarb has had thirty six years' experience within the tourism industry, commencing with the first twenty five years within the Hospitality sector – working in both the Front of House as well as the Food and Beverage Departments of hotels and restaurants both in the UK and Malta. In 2003 he moved into the Public sector as Principal Officer within the Management Efficiency Unit, the Ministry for Infrastructure; as Senior Principal Officer and Assistant Director with the Consumer Affairs Directorate and the Ministry for Tourism and Culture and , more recently, as Director (Tourism) at the Ministry for Tourism and Culture.

Julian Zarb has been involved with a number of NGOs, including, the Hotel and Catering Institutional Management Association (HCIMA) Malta Group (where he occupied the posts of Chair, Vice Chair, PR Officer and Editor; as Vice Chair and Secretary for the Malta Cookery and Food Association (MCFA) as Founder President of the Malta Tourism Society and as Vice President of the European Union of Tourism officers.



LOUIS NAUDI
Lecturer in Entrepreneurship and Specialist in Marketing

Louis Naudi swapped academia for marketing early on in his career and over 30 years, started 4 successful small service based million + euro businesses. The last one was sold before his return to Malta in 2013. He won over 20 business awards and was appointed to sit on two government committees in the UK.

He is also a specialist in marketing, being the Chartered Institute of Marketing's Ambassador to Malta, only one of five Fellows in Malta, a Chartered Marketer, a board member of Women Directors Malta, a board member of the Ministry of Education's Skills Council and the Consultative council for women's rights. He lectures, hold workshops and at has spoken at several conferences, written numerous articles on entrepreneurship, marketing, why we work and gender equality in the boardroom, most published in Malta. He is an Hon. Professor and was educated at the universities of Oxford, Sheffield, Aarhus (Denmark) & London (London School of Economics)



JOSEF VELLA
UHM - Voice of the Workers

Josef Vella has experience in a number of boards, both on the national level and international level. Josef Vella was instrumental in introducing labour-related incentives through the Active Labour Market Policy, including Free Child Care Services. During UHM's General Conference of 2015, he launched the policy idea of mandatory unionisation of low-income workers with the idea to protect the most vulnerable in the labour market, as well as addressing the abuse of low-income workers. Currently, he is pushing forward a policy idea which he coined as the Pensions of Our Youths to address the issue of adequacy of pensions for future generations.



DIANE VELLA MUSCAT
DIER

Diane Vella Muscat joined the Public Service twelve years ago, where she occupied various roles in regulatory and compliance bodies, including the Internal Audit and Investigations Department. In January 2019, she was appointed Director General of the Department for Industrial and Employment Relations. As Director General (DIER) Diane sits on various boards which have a direct link with employment and industrial relations matters, such as the Employment Relations Board and the Occupational Health and Safety Authority Board.

Diane holds an MA degree in Public Policy and an MSc degree in Management. She is also a certified information system auditor.



GRACE ATTARD
NCW, BPW, & EESC/CCMI

Grace Attard former teacher of English, Media Literacy, History and Career Guidance and more recently trainer in 'Empowerment for Employment' Courses for adults. Ms Attard is former member of the MEUSAC Core Group and Chair of the MCESD CS (2004-2014). In 2004, she was elected Member of the EESC, working

on EU matters including Gender Equality, Entrepreneurship, Vocational Education, Lifelong Learning, Industry, the Single Market, Employment, Competition, Consumer protection, digitalisation and other issues. She was Bureau Member of the EESC SOC Section, member of the EESC REX and TEN Sections and of the EESC/CCMI on areas such as Services to Industry, the Economy and Competition, Consumer Affairs among others. Grace Attard is First Vice-President of NCW and Board member of BPW Malta. She is founder member and General Secretary of the Association for Consumer Rights, Malta (ACR). She was elected ANEC GA and Steering Committee member (2015-). She has been re-elected for the term 2019-2021. Currently, she is EESC delegate on the EESC/CCMI. She has also been appointed on the Board of the European Consumers Organisation – ECU.



ANAMARIA MAGRI PANTEA
Ascend Consulting

Anamaria Magri Pantea is the managing consultant of Ascend Consulting, offering innovation management, business development and access to finance services. As an economist with specialisation in finance and MBA alumni, Anamaria has 18+ years experience in projects structuring and funding sourcing, their management, monitoring or evaluation.

She worked with the European Commission as staff member of the European Institute of Innovation and Technology and as Malta National Contact Point and Management Committees representative for the EU's Competitiveness and Innovation Framework. She is also an independent expert engaged by various EU, governmental and intergovernmental bodies supporting innovation, entrepreneurship and SMEs development.



SME WEEK MALTA 2019

The Malta SME Week 2019 is being held for the eleventh consecutive year. During this period, several events are held to provide insight into what the EU and National Institutions offer to support Micro, Small and Medium-sized Businesses.

The SME Week aims to generate public awareness, especially amongst those people who wish to start a business or are already in business and wish to grow and expand their business activities.

The SME Week is organized by the Ministry for the Economy, Investment and Small Businesses (MEIB).

This year, the Malta SME Week will be held during the months of October and November and amongst other things aims to:

- provide information on what the EU and National, Regional and Local Authorities are offering as support to micro, small and medium-sized businesses;
- promote entrepreneurship so that more people, and in particular younger ones, seriously consider becoming an entrepreneur as a career option;
- give recognition to entrepreneurs for their contribution to Europe's welfare, jobs, innovation and competitiveness.

Upcoming event

Organised by the SME Helpdesk within the MEA, together with the Ministry for the Economy, Investment and Small businesses (MEIB)

Cloud Technology for SMEs Masterclass “Making a difference in my business using cloud technology”

Conducted by Francois Grech

Scheduled for Friday, 25th October 2019
between 2.00pm – 5.00pm

Venue: Malta Employers' Association Training Centre,
35/1, South Street Valletta.

We will explore how utilising existing cloud technologies can be implemented to make a difference in the operations and performance of an organisation. We will review some practical applications and how these can improve daily operations. In conclusion we will outline an action plan that an organisation can follow to start implementing some of these elements and reaping some of the benefits.

Registration is FREE.

Due to limited capacity, early registration is recommended.

To register your interest in attending kindly send an email on: anton.vella@maltaemployers.com

MEA TV PROGRAMME

For the 7th consecutive year as from the 1st October 2019 we kicked off another 26 episodes of “MEA” TV Programmes, all transmitted on TVM and TVM2.

We are presently working on a number of exciting topics, all related to employment and HR at the workplace and we are expecting to continue producing many more interesting programmes.

Each MEA TV programme is broadcasted 4 times a week:

First run on: Tuesdays at 20.15 hrs on TVM2
With repeats on: Thursdays at 13.00 hrs on TVM2
Saturdays at 08.00 hrs on TVM
and on Sundays at 23.00 hrs on TVM2

All past programmes may be reviewed on our YouTube channel or on: <https://www.maltaemployers.com/en/mea-tv-programme>; or through <https://index.maltaemployers.com/en/mea-tv-programme>

Corporate Sponsor - SMEs National Forum - Malta 2019



The Corporate ID Group is an organisation which represents a suite of strategy inspired advisory services. The Group introduces a unique blend of expertise to the corporate world that strengthens strategy through vision and foresight. The group's strengths are the creation of synergies, dependability, inventiveness and good judgement. Our professional advisory services are offered in Corporate Communications, Effective Social Impact Mitigation Programmes, AI Understanding and Enabling, GeoPolitical Risk Management, Market Position Advisory, Issue Management, Public Affairs, Economy, Political Strategies and Media Management. The group's advisory services arm is supported by a team of professionals to ensure the effective implementation of the services recommended and offered.

