



MCAST



# ANNUAL REPORT 2022



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This report covers the period  
**JANUARY - DECEMBER 2022**

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## OUR VISION

To foster a working and learning community in which any individual or group can feel welcome, respected, supported, and valued.

## OUR MISSION

To provide universally accessible vocational and professional education and training with an international dimension, responsive to the needs of the individual and the economy.

## OUR VALUES

### INCLUSION

Emphasise diversity and allow for the opportunity for all people to have meaningful learning and working experiences.

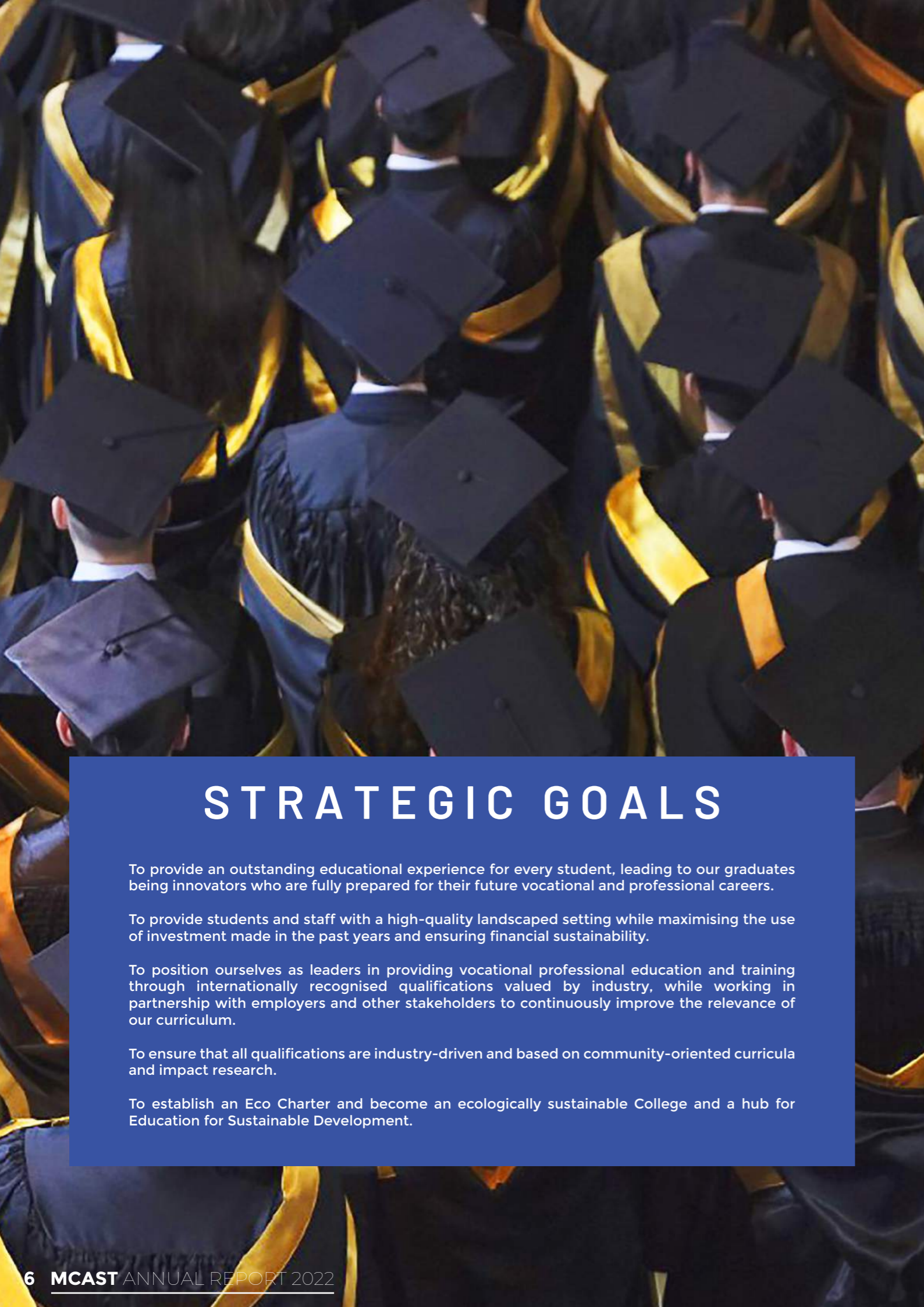
### EXCELLENCE

Promote the highest standards of intellectual inquiry and rigour; address complex, real-world problems in partnership with our communities; embrace continuous improvement while celebrating the success of our staff and students.

### EQUITY

Create an educational institution where personal and educational potential is achieved, irrespective of personal and social obstacles.





# STATEMENT

## from the Minister

HON. DR CLIFTON GRIMA – MINISTER FOR EDUCATION, YOUTH, SPORT, RESEARCH AND INNOVATION

My experience of MCAST over these last few years has been very positive. Indicators show that the College is growing not only in numbers but also in the quality of its education and training provision.

Every time I meet employers, they refer to MCAST students as among the best workers they have in their business. Their hands-on experience at the College is making a huge difference to their work practices. Many of these students actually hit the ground running on day one of their employment. This is precisely why the government has doubled the College's budget since 2013 and has considerably increased its capital budget to meet the demands of an infrastructure which must remain attractive and efficient for the learning experiences of the 21st century.

The College is a microcosm of our society and an excellent powerhouse for the education and training of the current and future workforce of our country. With over 180 full-time and 300 part-time courses spanning all levels of our qualifications framework, this is truly a unique College concurrently, a further and higher educational institution. With over 10,000 enrolled students - 23% of whom are international students - the growth of the College is evidence of the attractiveness of vocational and professional training and the students' fast employability in our labour market. Notwithstanding its success stories, the College also faces challenges in the post-Covid-19 period, notably retention, students' and staff's well-being, as well as the image of a second-choice institution in further and higher education.

The dedicated staff at the College are regularly addressing such challenges. Data gathering is making a significant difference in meeting these challenges and allocating resources accordingly. Similarly, plans are in hand to restructure and strengthen the well-being hub. The promotion of the College in social media is also gathering momentum, and more people are making the College their first choice. These indicators show that education and training today is becoming a very complex sector that requires new regulations, new initiatives, and new ways of retaining students in formal education.

With artificial intelligence gaining more ground in all sectors of our economy, the College is investing more time and energy in making technology part of its attractiveness. Students today learn faster and smarter. The College is moving towards more micro-credentials, better assessment procedures, and increased work-

based learning (WBL) opportunities for pupils. It is also investing in increasing international students and staff members all year round. In doing so, it will ensure that its learning and working environments continue to attract lecturers, students, and other staff members to the College.

With a new Act being discussed in Parliament giving the College greater autonomy and better governance structures, the future for MCAST is bright. My Ministry will continue to support its initiatives so that younger and older learners and workers will possess the skills and competences needed to increase Malta's affluent economy and the quality of life of our citizens.



## STRATEGIC GOALS

To provide an outstanding educational experience for every student, leading to our graduates being innovators who are fully prepared for their future vocational and professional careers.

To provide students and staff with a high-quality landscaped setting while maximising the use of investment made in the past years and ensuring financial sustainability.

To position ourselves as leaders in providing vocational professional education and training through internationally recognised qualifications valued by industry, while working in partnership with employers and other stakeholders to continuously improve the relevance of our curriculum.

To ensure that all qualifications are industry-driven and based on community-oriented curricula and impact research.

To establish an Eco Charter and become an ecologically sustainable College and a hub for Education for Sustainable Development.





## PRESIDENT'S STATEMENT

**PROFESSOR IAN REFALO**  
- PRESIDENT OF THE MCAST BOARD OF GOVERNORS

Education has always played a fundamental role in civilised countries. It has helped citizens understand how quality of life can be improved through the sharing of knowledge, skills, and competences. People have learnt to appreciate the beauty of new inventions, new ideas, and new forms of living and working together. In essence, education and with it training, gave populations the comfort of a house, the luxury of travelling from one country to another, the leisure of eating in restaurants, the possibility of calling and talking to persons from one continent to another and many more facilities thanks to technology and more recently, artificial intelligence.

Without educational institutions, such achievements would have been impossible. This is why, in my third year as President of MCAST, I am proud of the achievements

that this College has accomplished in such a brief period. This annual report and the numbers shown in many of its pages bear witness to an institution which is growing in numbers but also in the quality of its programmes. The fact that a first doctoral programme has been launched two years ago and is today attracting almost twenty students is a success story on its own merit. Besides such levels of excellence, I have also witnessed discussions about and the implementation of several policies that cater for students with learning difficulties, equality, apprenticeship programmes, retention of learners in post-secondary education, the promotion of community social responsibility, the setting up of a community college for the Third Age, and the development of the MCAST Gateway to Industry structure and governance. In addition to these initiatives, these last years have seen the completion of the consultation on the new Act for MCAST which is currently being discussed in Parliament.

The new Act is a new chapter in the history of this College. It shall give greater autonomy to the institution but also better governance structures. The Act will also reorganise most of its statutory bodies and establish a closer institutional rapport with the world of employment. These changes are vital for MCAST, as it is attracting more learners and workers to its programmes of education and training. The relationship with industry is growing and must continue to grow to ensure that each student is employable and finds in MCAST the opportunity to experience the world of work while studying. The combination of work and study is at the heart of MCAST's work-based learning strategic goal. It is fascinating to see so many graduates who have a guaranteed job in the sector of their choice. Statistics show that the employment rate of MCAST students is over 96%, with a very strong percentage in the areas of their education and training at the College.

With a strengthened and transparent governing structure as well as functioning managerial procedures, MCAST can only grow further and in the right direction for our country, its thriving economy, and the well-being of its citizens. I am excited about the future of MCAST and its role in building a skills system that can make a difference in people's lives.

The commitment of its pro-active management and staff members is exemplary. The College's success is sustained by their passion and drive to give students a bright future.

## PRINCIPAL/CEO'S STATEMENT

**PROFESSOR JOACHIM JAMES CALLEJA**  
- PRINCIPAL/CEO

The post-COVID-19 period has brought fresh challenges to the College. The use of technology is drifting MCAST into a new era of augmented intelligence across the board. With ChatGPT and other platforms developing alongside this revolutionary tool, the College is moving towards its future with today's developments. With the increase in the requirement for online learning and the use of technology across all sectors of the College's education and training programmes, 2022 has been a year in which MCAST has fully implemented a college-wide management information system with customised built-in support to manage apprenticeship and WBL and our Moodle-based virtual learning environment, as well as a unified interface to the software being used by HR, which is being provided by Dakar Software Solutions, to provide excellent digital access to the way we operate.

In a context in which the internet of things is grasping our entire operational structures, it is time to move towards a sustained approach to enable teachers, learners, and administrators to benefit from the effectiveness and timeliness of such tools. One clear example has been the efficiency by which we gather data across the College and design policies to enhance our learning environments. Data is also revealing facts that were unknown or blurred from management's attention, such as the retention of students, the need for resources to cater for students' and staff's well-being, as well as the processes that we need to enhance to make it easier for students to enrol in our programmes. Such developments are indicators of a fast-growing institution which caters for all learners and all abilities.

Some data from the NSO is helpful to illustrate MCAST's growth; for instance, whereas the number of students registered in full-time Further Education across Malta between 2019-2021 was -1.9%, at MCAST, we registered an increase of 12.5% (2019-2023). The number of students registered in full-time Further Education per gender across Malta was: F -0.08%; M +3.6% (2019-2021), while at MCAST: F+14.7%; M +11.4%; and others (2019-2023).



The College today also has a non-Maltese population of 13%, compared to 87% of Maltese students - a growth of 3% over the last three years. Today's student population, including part-time learners, is close to 11,000, whereas the number of staff members has exceeded 1,500. If numbers speak louder than words, then MCAST's growth requires more resources. The new library which was inaugurated in February 2022 had a significant positive impact on our students, with an increased attendance of over 35%. Similarly, we expect an increase in the number of students when the new Institute for Communication Technology will be inaugurated in early 2024.

An improved infrastructure attracts more young learners (and seasoned workers) to the College. Our Master Plan is in its final phase of implementation. Modern infrastructure is required to accommodate the growing student population of the Institute for the Creative Arts (1,110) and the Institute for Community Services, now with more than 1,500 students. The College is also in need of a students' residence as well as open spaces for recreation and outdoor sports activities. Detailed plans have been drafted and discussions are underway to establish the financial options to fund the completion of the Paola Campus. In addition, talks are in an advanced stage to build a new MCAST Gozo Campus which would accommodate Gozitan as well as international students on short- and long-term education and training programmes.

Another new initiative is to boost the trades sector. A new Institute for the Trades (which would include micro-credentials) is also in the pipeline to widen the choice

for students leaving compulsory education, give the opportunity to learners to embark on learning a trade for businesses, as well as open new short courses for people who wish to learn or polish a trade of their choice. In addition, the Institute will also enhance the love for crafts, especially those which attract tourists, and others that adorn our homes, our offices, historical buildings, and other places. Keeping our historical and cultural legacy alive is a mission which MCAST wishes to realise in the coming years.

Looking back at 2022, this report highlights a selection of activities that took place during the year. Notably, we intensified our relationship and consultation with industry (through the programme Encounters with Industry) and research through the international conference organised with the European Higher Education Society (EAIR), the Research Expo (December), and in November, the Qualitative Research Conference entitled Fueling Creative Minds through Applied Qualitative Research. Significantly, in 2022, MCAST joined a consortium of Universities of Applied Sciences to create a first Centre of

Excellence on Dual Education. The EU4DUAL European University Alliance, co-funded by the EU ERASMUS+, aims to create higher education programmes using the dual system of education based on research and work-based learning.

2022 was a year in which the pandemic subsided and the College came back to its normal operations. We are proud to underline the success of our Community and Social Responsibility (CSR) Programme, which continued to flourish, providing 55,000 accredited hours of MCAST students' input to NGOs and the public sector. In addition, the various events held on campus by NGOs and other organisations are fulfilling our strategic objective of a community college for all.

I am confident that the initiatives taken during the year under review will provide the College of tomorrow with added value and more attractiveness from industry, students, workers, and other stakeholders.

# GOVERNANCE





The MCAST Strategic Plan 2022-2027 sets out a clear agenda to continue building on good governance and management systems that promote transparency, accountability and a strong commitment towards excellence.

The College has prioritised the following initiatives:

Consolidate the business model through closer alignment among strategy, planning, evaluation, and accountability.

Augment the MCAST Integrated Quality Management System (IQMS) to the next level of excellence.

Recognise and strengthen staff commitment, engagement, and dedication.

The College's governance structure enables us to fulfil our strategic plan and ensure we are well managed and accountable to our learners and stakeholders.

## BOARD of Governors



Standing from left – Mr A. Scicluna, Ms M. Xuereb, Prof. I. Refalo, Ms L. Grech, Mr B. Farrugia, Dr M. Borg

Sitting from left – Ms M. Lanzon, Prof. J. Calleja (Principal and CEO), Mr K. Farrugia, Ms R. Garland



## MANAGEMENT

### Principal/CEO and Deputy Principals

From Left

**MR PHILIP VELLA**  
Deputy Principal - Administration

**DR MARIO CARDONA**  
Deputy Principal - Vocational and Professional E&T Programmes - Arts and Social Sciences

**ING. PIERRE DALMAS**  
Deputy Principal - Quality Assurance and Student Academic Management

**MR STEPHEN VELLA**  
Deputy Principal - Business Development and Communications

**DR TATJANA CHIRCOP**  
Deputy Principal - Research and Innovation

**PROF. JOACHIM JAMES CALLEJA**  
Principal and CEO

**MR RONALD CURMI**  
Deputy Principal - Vocational and Professional E&T Programmes - Technology and Applied Sciences



# GRIEVANCE OFFICE

In 2022, there were 234 contacts by students, staff, and others with the MCAST Grievance Office, as shown below.



# INTERNAL AUDIT OFFICE



RECOMMENDATIONS



FOREIGN EXTERNAL REVIEWS

# MCAST

## Gateway to Industry (MG2i)

**MCAST Gateway to Industry Ltd. (MG2i) was established in 2008 as the commercial subsidiary of MCAST, with the primary objective of supporting, enhancing, and complementing the College's commercial operations.**

The Part-Time Course Prospectus has once again been published twice in 2022, as per usual. These publications were accompanied by several improvements to the layout, website content, and user experience. Throughout the year, over two thousand individuals have enrolled in MCAST part-time courses at some point. New courses, based on popular demand and industry feedback, have consistently featured in each issue, while established courses have benefitted from cyclical reviews and the same feedback.

The primary focus in 2022, which will continue into 2023, has been on enhancing accessibility to part-time professional development courses for the adult working population. Various measures have been implemented to improve work-life balance, aligning with major initiatives led by the College and reflecting national targets. A greater number of courses at all levels are now delivered fully online or in a hybrid format, catering to the expectations of mature adult workers in today's fast-paced and demanding professional landscape.

Train 4 Industry (T4i) is customer-centric, and this approach is reflected in the College's ability to deliver bespoke and highly technical training to various industry sectors, including manufacturing, engineering, aviation, construction, maritime, and agriculture logistics.



Over the past two years, T4i has successfully organised a series of significant events, including Fresher's Week, Summer Teens Camp, and MCAST Open Day. The College has developed a highly professional stand that is consistently utilized in all MG2i events. These events have not only attracted sponsorship from clients but have also garnered active participation from them.

MG2i leads the international forefront at MCAST, spearheading various initiatives ranging from student recruitment to fostering partnerships with esteemed institutes worldwide. With travel bans lifted in 2022, the company has witnessed a remarkable surge in international student enrolment, with nearly 20% of MCAST's student body now comprising international students. Throughout the year, MG2i has actively sought avenues for further expansion in the international arena. The team has engaged in trade missions to Ghana and Morocco and participated in a recruitment drive in Vietnam. These endeavours have yielded exponential growth in new markets, positioning MG2i as a key player in global education.

In 2022, the College welcomed its inaugural group of Norwegian students. This achievement was made possible through a collaboration with Kuben College, based in Oslo, which was formally established during the Dubai World Expo 2022. Throughout the year, MG2i worked diligently with local employers to ensure that all international students have access to excellent employment prospects. MCAST takes great pride in its exceptional employability rate, with a majority of students securing job opportunities even before completing their studies. With a commitment to staying at the forefront of international education in Malta, MG2i eagerly anticipates expanding its network and forging partnerships with new institutions.

# WHAT WE STAND FOR



# WELL-BEING Centre

The Well-Being Centre provides a holistic service to both students and staff. The services available include:

- Mental Health Services
- Addiction-Related Issues Advice
- Sexual Health
- Tobacco Cessation Therapy Sessions
- Psychology Services
- Therapy Services
- Psychology Educational Services

All services are provided by specialised professionals in a confidential setting.



**3558  
SESSIONS**

carried out by the Well-Being Centre, including therapy, mental health, and nutritionist.

**331 PERSONS  
BENEFITTED  
FROM THESE  
SESSIONS**







**Inclusive**

**words**

**reflect**

**an inclusive**

**community**

Equality Committee Publication

## EQUALITY

### At MCAST

In 2022, the Equality Consultative Committee became operational. The committee's primary objective is to actively pursue the goals set forth in the equality policy, which is the driving force behind its establishment. To maintain the policy's relevance and alignment with the latest legislation and practices, the Committee remains up-to-date with local and European legal provisions related to equality and inclusion. This ensures that the policy remains in line with current legislation and practices. Additionally, the Committee collaborates with HR and Student Support Services to address equality-related matters, while also fostering a culture of equality awareness throughout the entire College.

During the period under review, the Committee developed a comprehensive two-year roadmap to provide guidance for its activities. In March 2022, a significant milestone was achieved when the Committee submitted the Equality Mark application to the National Commission for the Promotion of Equality (NCPE), which resulted in MCAST being considered for this prestigious recognition. Concurrently, the Committee diligently drafted and prepared for the publication of key policies, namely the Equality Policy, the Anti-Harassment Policy, and the Transgender Policy.

Throughout the year, the Committee took proactive measures to ensure compliance with legislative and public sector obligations by commissioning an internal audit. This comprehensive assessment evaluated the adherence of all internal policies, procedures, systems, and practices to the prescribed standards. Additionally, the Committee conducted a thorough review of internal policies, procedures, systems, and practices to promote gender equality and inclusivity.

The findings of the audit report revealed areas where College policies, procedures, systems, and practices fell short in promoting gender inclusivity and gender equality. To address these gaps, the report put forth recommendations for the way forward, outlining actionable steps to close these gaps and enhance gender inclusivity and equality within the College.

In parallel to this process, the Committee already reviewed 22 MCAST policy documents for gender-neutral language, and 18 of them were updated.

MCAST also consolidated the Equality-related information available on a single page within its website. This includes all initiatives taken, easy links to all the policies, and gender-segregated data for monitoring purposes.



# MCAST

## A Sustainable College

MCAST's commitment to sustainability is reflected in its construction practices. All new buildings and renovations prioritise energy efficiency, incorporating features such as LED lighting, passive shading, heat recovery, rainwater harvesting, PVs, and double-glazing for all apertures. All recently built campus structures use recyclable materials, along with building management systems that promote better energy optimisation, reduce maintenance costs, save time, and improve occupant comfort. These systems also collect valuable data to inform ongoing efforts to enhance sustainability on campus.

MCAST is also committed to promoting sustainable transportation options for students and staff. To encourage more use of alternative transport to the campus, MCAST students designed and manufactured two bicycle racks, strategically placed in key locations. Additionally, in collaboration with Move and Transport Malta, MCAST organised a Bicycle Bus event in April 2022 to raise awareness of the benefits of cycling to work or college and advocate for safer cycling infrastructure.

MCAST's commitment to sustainability extends to its teaching and learning practices, which are designed to support its ambitious goals. The College has established an MCAST ECO Charter and implemented a Community Social Responsibility (CSR) program that has enabled students to contribute over 75,000 hours of voluntary work to various NGOs. Additionally, MCAST has continued to provide migrant integration support courses and has issued 1179 certificates in 2022 alone.

Research and innovation are also integral to achieving sustainable development, and MCAST recognises this. The College is committed to conducting research in areas such as urban mobility, waste management, food production, and agricultural and aquaculture sustainability, among others.







# EXCELLENCE IN VOCATIONAL EDUCATION





# QUALITY

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## At MCAST

MCAST has devised a Quality Assurance Framework (QAF) built on leadership and strategy, teamwork, customer focus, systems, processes, and procedures. The QAF follows guidelines, indicators, and criteria established by institutions such as EQAVET, the National Quality Assurance Framework issued by the Malta Further and Higher Education Authority (MFHEA), and best practices as mandated by the international quality management system standards.

## DOCUMENTATION

A total of 132 documents, 46 of which were new documents, were discussed, approved, and released during the period.



### Internal Verification and Lead Internal Verification (LIV)

The findings from various LIV initiatives of assessment tools and decisions carried out by the QAD have indicated that a number of quality practices were predominant, in that several observations showcased good practice of the internal verification process underpinning its credibility and validity in assuring the quality of programmes. LIV was conducted on samples taken from the 6 Institutes.

**MIS Use Check** Auditing the rigour of the assessment process from the uploading of the front sheet/assignment brief to the results and feedback was the aim of a sample Cluster Check, MCAST's Management Information System (MIS), to ensure that the internal verification process is meticulously reflected in the Workflow Log. Cluster Checks were carried out on samples taken from 3 Institutes.

**Internal Audits** A total of 9 quality reviews of key processes have been conducted during the period that follow the 'plan', 'do', 'check', and 'act' continuous improvement cycle.

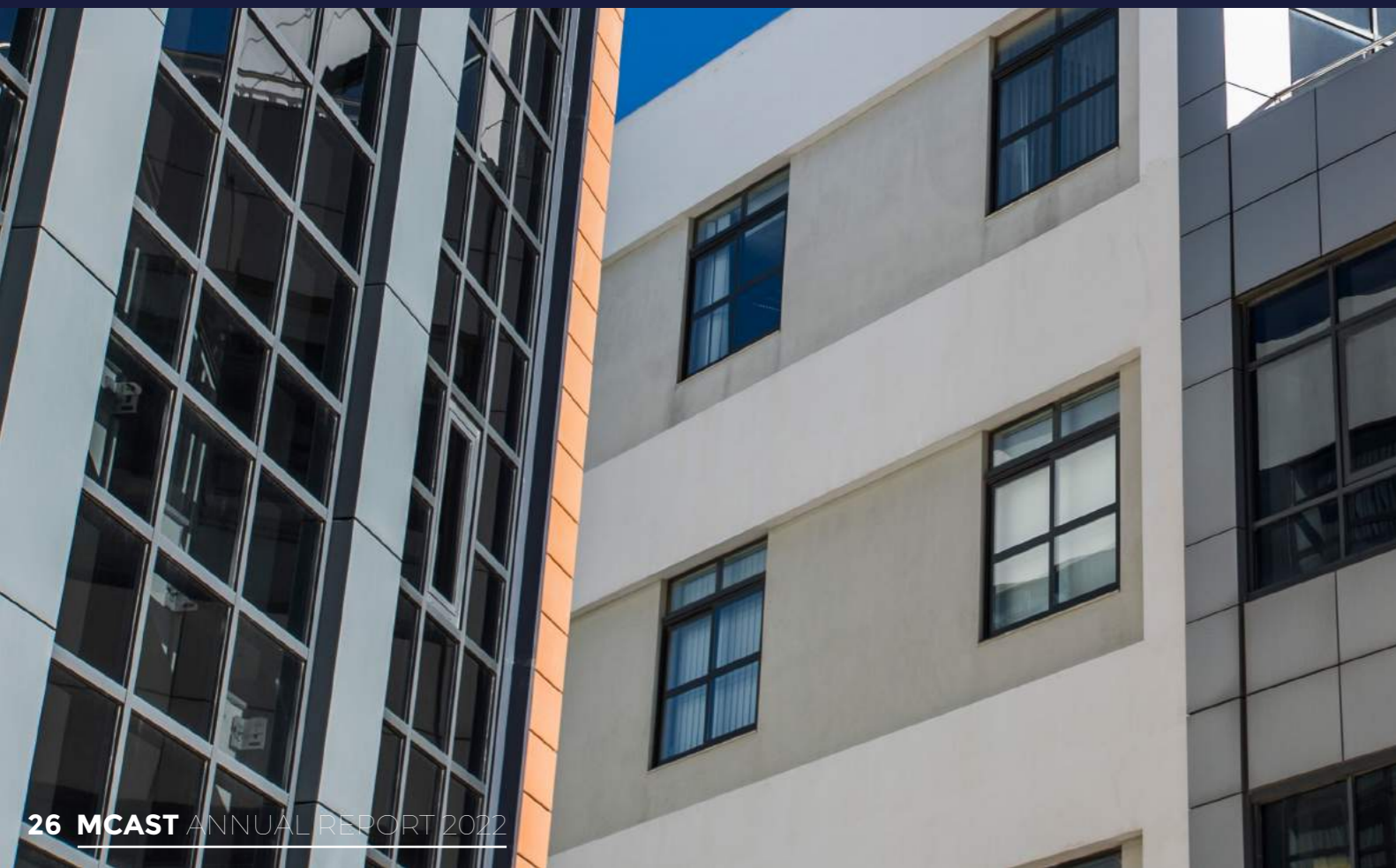
**Appraisal** A lecturer teaching appraisal exercise of both face-to-face and online teaching, learning and assessment is also integral to the system. The QAF acts as a catalyst, encouraging staff and students to inspire and aspire to an innate quality culture. A total of 15 appraisals were conducted during the period.

**QA of New and Cyclical Review of Programmes** The process of new and cyclical review of programmes is quality assured through structured methods that are measured, monitored, and reported. A total of 24 programmes and 267 units were reviewed and updated as part of the programme cyclical review process, while 7 new programmes were launched during the period.

**External Peer Reviews** The External Examiners' reports are integral to the management review process, and key learning points from these reviews are regularly communicated to both academic staff and students. A total of 19 foreign External Reviewers were invited to the College during the period to cover 23 areas under review.

**External Quality Assurance** MCAST has developed and implemented several measures to gauge and assure quality in line with the 10 Internal Quality Assurance Standards.

MCAST is committed to maintaining and upgrading the dynamic nature of the quality assurance (QA) measures described above and the supporting documentation emphasising the constant current relevance of its processes and procedures. The scope of such internal and external QA measures is to reinforce the strengths of the legacy accumulated over the past 20 years, since MCAST's inception, identify the opportunities, anticipate the threats, and address the weaknesses through an open and transparent encounter with personnel, an overview of related documentation, and the observation of the interactions of those involved.







## RESEARCH at MCAST

The year 2022 started with the opening of the MCAST Resource Centre on MCAST's main campus. The new block, called Binja Oliver Friggieri houses, comprises amongst others, the Applied Research and Innovation Centre on the ground floor and part of the 1st floor, while the 2nd and 3rd floors make up the new MCAST Library. The ground floor R&I Foyer boasts a state-of-the-art visualisation wall and motion capture equipment as part of the innovative EdTech hub, attracting and nurturing innovative ideas and projects.

During the year 2022, the Applied Research and Innovation Centre has continued to strengthen the research output of the College, increasing the number of externally funded research projects as well as the Research Themes to 29.

Some highlights during this year included the first annual Qualitative Research Conference which ARIC organised in November as well as the annual Research and Innovation Expo held in December, showcasing research and innovation projects taking place within the College. ARIC also supported in hosting the EAIR (European Higher Education Society) 2022 Malta Forum at MCAST in September.

Another highlight was the publication of no less than 4 issues of the MCAST Journal of Applied Research and Practice, including 2 special editions focusing on particular areas of expertise.

**Year** 2022

**Number of new externally-funded R&I projects** 18

**Number of different funding schemes for new projects** 7

**Budget: Total project value for new projects**  
(includes the total budget for all the collaborating project partners to conduct the project) € 16,263,049.11

**Budget: MCAST's project value** € 1,529,829.85

ACADEMIC YEAR	NUMBER OF ACADEMICS ENGAGED IN RESEARCH	WEEKLY NUMBER OF CONTACT HOURS FOR RESEARCH PER SEMESTER
2021/22 Semester 1	87	298
2021/22 Semester 2	88	338

No of ongoing externally funded Research and Innovation Projects  
**35**

No of research thematic themes  
**29**



# LIBRARY

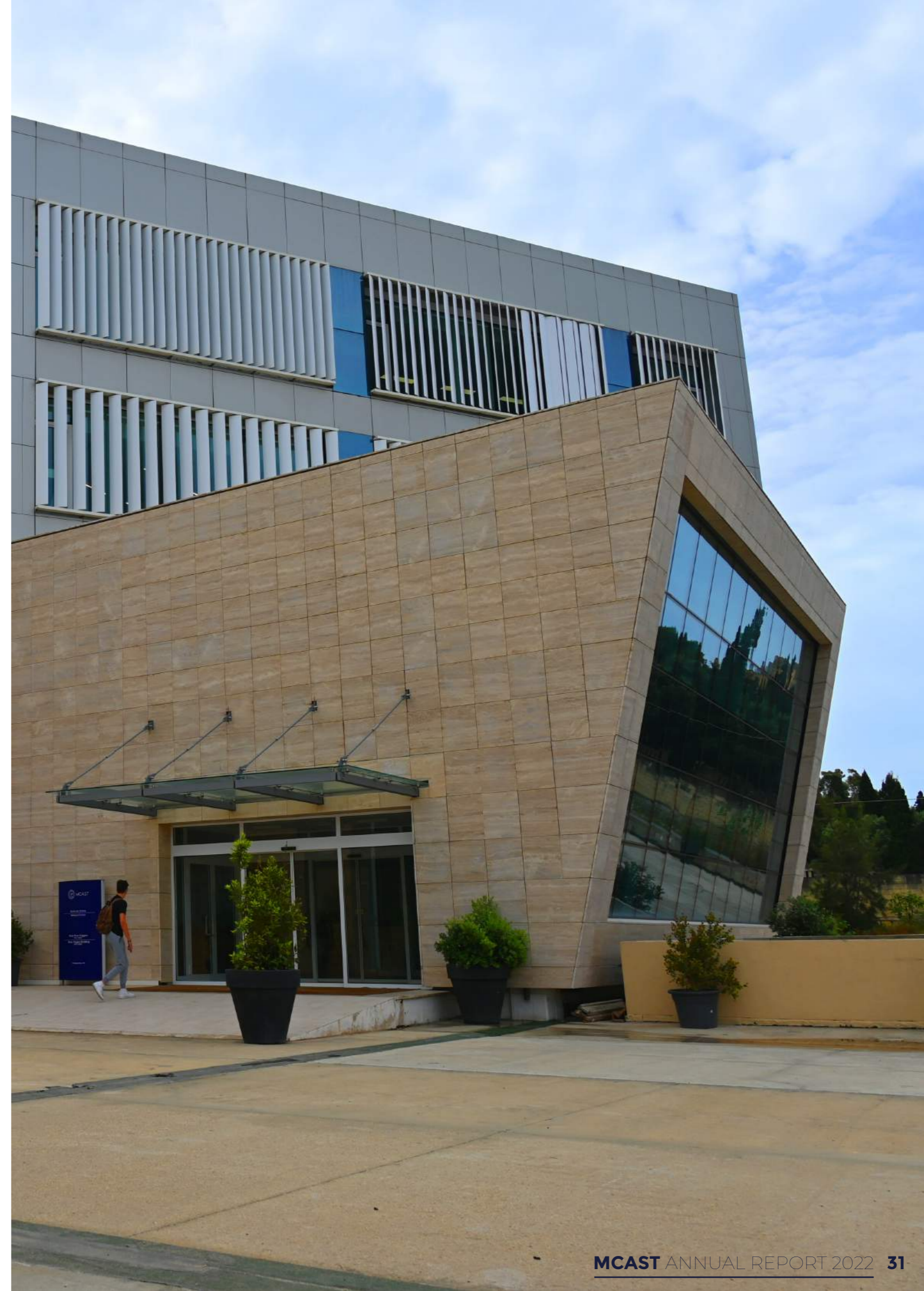
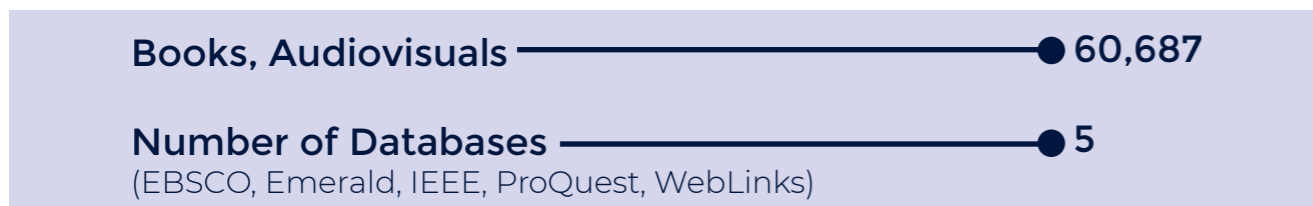
The new MCAST Library at the MCAST Resource Centre (MRC), with its modern concept and design and its seating capacity of 340, lends itself to contemporary student needs and has seen a substantial and welcome increase in the number of users, both from students who are after group study as well as from those who prefer silent areas of study. While the Library has become a must-see for visitors from international delegations, it has also hosted a number of high profile national events, exhibitions, and book launches. It has increased its investment in physical books, e-books, and magazines as well as databases such as EBSCO, Emerald, IEEE, ProQuest, and WebLinks. It has also extended its opening hours to accommodate users after College hours.



## BOOKS, E-BOOKS, AND MAGAZINES PURCHASED IN 2022



## TOTAL NUMBER OF VISITS AND RESOURCES UNTIL 31 DEC 2022





# WORK-BASED Learning

Work-based learning (WBL) is at the heart of all our professional and vocational training programmes. As a Vocational Education and Training (VET) Institution, WBL is an integral and core activity of high-value vocational education and training for all students. MCAST is responsible for designing, developing, and implementing WBL within several areas of economic activity, spanning various disciplines across all levels of the Qualifications Framework. WBL provides students with an excellent opportunity to develop employability skills.

The MCAST Apprenticeship and Work-Based Learning Department is there to support and assist students in finding vacancies for on-the-job training that fuels their interest, motivation, skills and competences, in their area of study.

Our aim is to:

Consider WBL more holistically, recognising alternative models where boundaries and models are evolving.

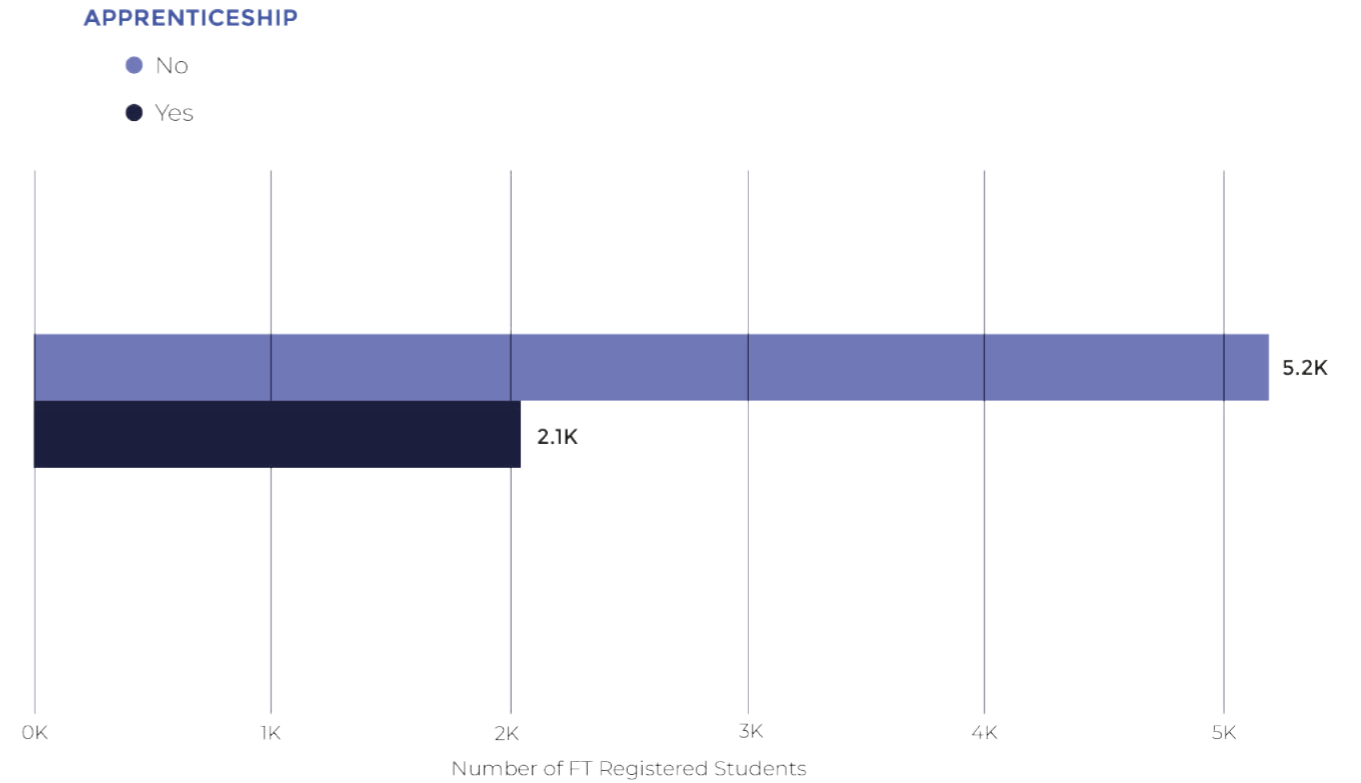
Provide professional development for lecturers, mentors (at the place of work), and WBL coordinators to develop instructional strategies.

Create and sustain relationships with employer associations, the public sector, and relevant stakeholders in order to further strengthen the endorsement and active involvement towards a meaningful WBL experience.

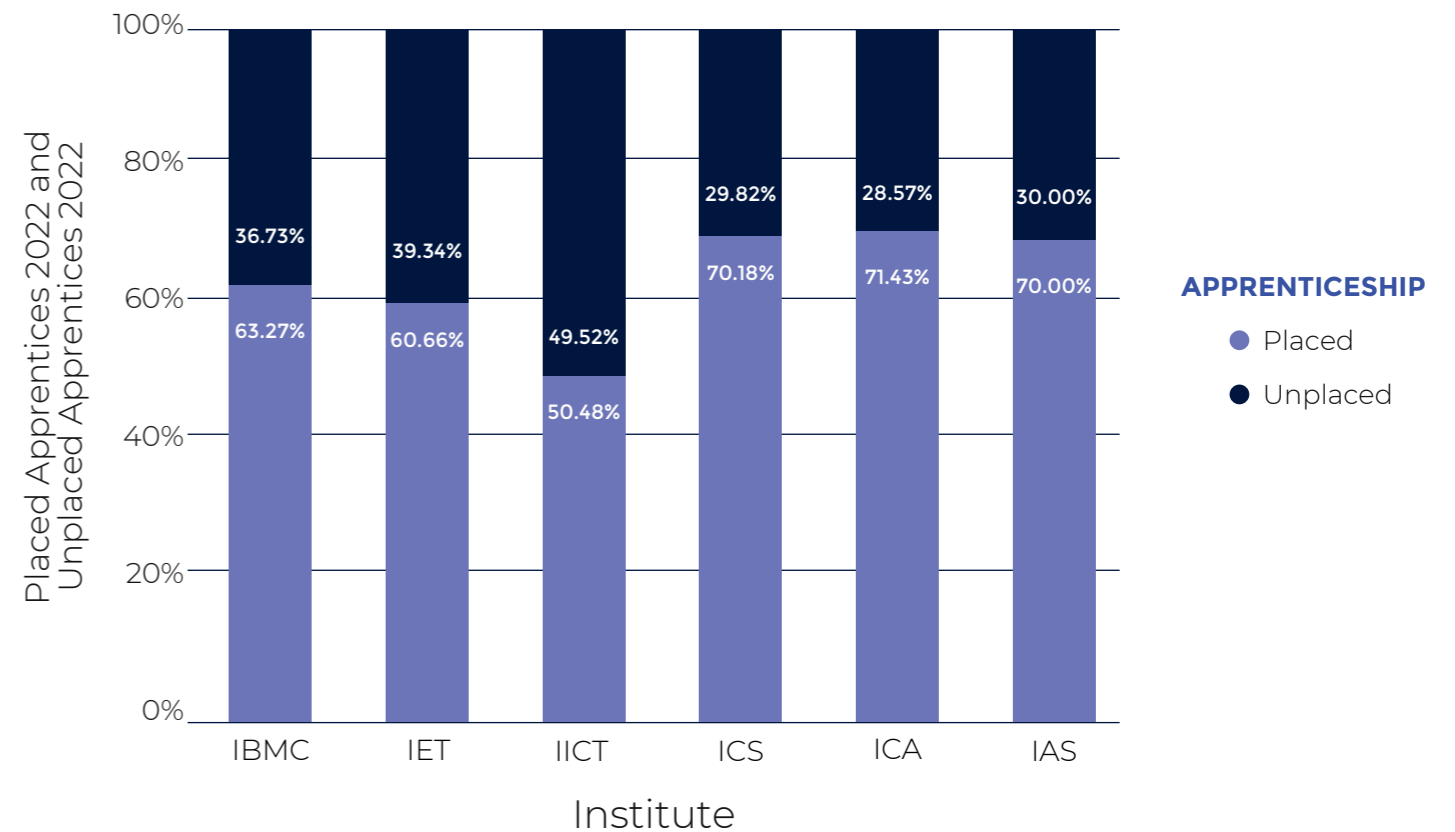
No of industry partners registered in 2022 - **2175**

No of full-time registered Students enrolled in an Apprenticeship-based Course - **2050**

## FT REGISTERED STUDENTS ON APPRENTICESHIP COURSE



## % OF PLACED AND UNPLACED APPRENTICESHIP PER INSTITUTE (14/09/2022)



# LEARNING and Employability

The Education and Training Programmes Office was further reinforced in 2022 by the addition of 2 new team members. As a result, the Office continued to strengthen and diversify the services provided to the College and to all MCAST Institutes.

No of Students provided with Extra Support by the Centre for Learning and Employability - **114**

No of Students that completed the Pastoral Care Programme - **238**

Number of Students who benefitted from Preventive Classes - **100**

No of Encounter Meetings with Industry - **6**

## PARTNER SCHOOLS 2022

The Partner School Project is an indispensable project for Maltese education, as it prepares and gives a unique opportunity to young students to pursue their vocational studies, and later, progress in their career. This project exposes the students to furthering their education and gives them the proper mindset to carry out an informed decision about their career and studies.

MoUs signed ●————— Dec-22

Participating Schools ●————— 4

Number of Programmes ●————— 13

Number of Students ●————— 176

Training for Partner Schools Sessions ●————— 4

Participants for Training ●————— 25

## ALP AND ALP+ 2022

The main aim of the ALP+ Programmes is to give an opportunity to students who have completed their vocational programme at ALP school to continue a Level 3 Diploma and focus on their vocational area.

MoUs Signed ●————— Dec-22

Students from ALP ●————— 94

ALP+ Students ●————— 42

Number of Programmes ●————— 23

MCAST Workshop Student Attendance ●————— 106

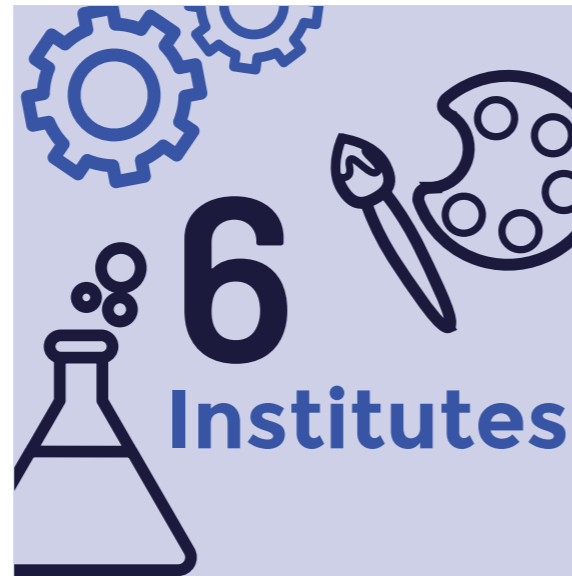




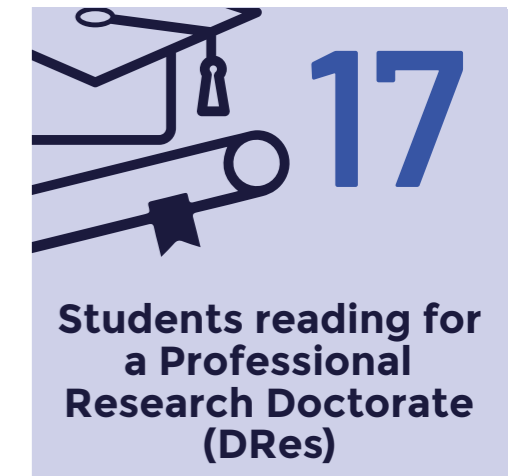
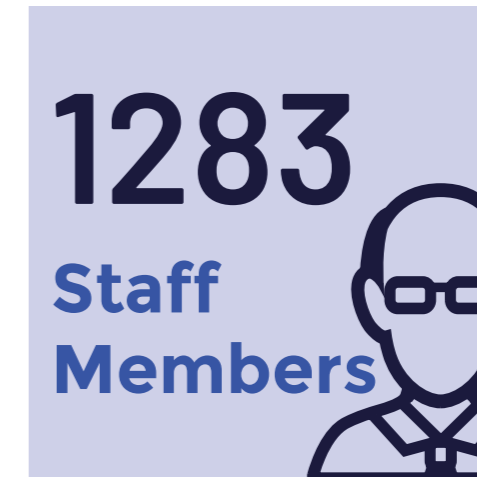


# MCAST IN NUMBERS

## OUR CAMPUS & COURSES

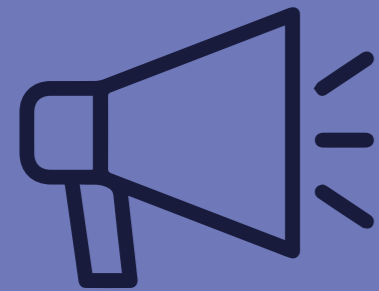


## OUR COMMUNITY





# ADMINISTRATION



**220**

TOTAL CALLS  
ISSUED IN 2022

17	Full Time Lecturing
141	Part-Time Lecturing, Coordinators, & Dissertation Supervisors
6	Part-time Unit Writers/Developers
7	Senior Management
6	Middle Management
28	Administrative and Support (FT & PT)
4	Technical (FT & PT)
11	Researcher (FT & PT)



**52** CALLS FOR QUOTATION

PUBLISHED ON EPPS

# FUNDING

## GOVERNMENT FUNDS

In 2022, the budget allocation for the recurrent vote was of €40,265,000, and the capital vote was of €2,500,000.



## EU PROJECTS

During 2022, the EU Projects Office was responsible for the implementation of three major projects, which were co-funded through the European Structural Funds 2014-2020.

Two of these projects, having a total financial allocation of €12.7 million, are being part financed by the European Social Fund (ESF), and the third project, whose eligible value is €30.9 million and is co-financed by the European Regional and Development Fund (ERDF), focuses on the provision of educational infrastructure.

Expenditure for 2022 was €4.03 million. Up to end 2022, MCAST has benefitted from €36.63 million in EU funding under the programming period 2014-2020.



# 12 CAPITAL PROJECTS



## ERASMUS+

### Projects and Mobility Office

The Erasmus+ Projects and Mobility Office has remained active in its efforts to boost the involvement of MCAST students and staff in both Higher Education (HE) and Vocational Education and Training (VET) Erasmus+ programs, through a variety of activities and promotional events. While the impact of the pandemic is reflected in the figures below, the Erasmus+ mobilities were able to resume midway through the year once all COVID-19 travel restrictions were lifted.

### OUTGOING MOBILITIES - 314 KA1

VET – 125 students and 53 staff

Higher Education – 97 students and 39 staff

Totals: 222 students outgoing and 92 staff outgoing

### INCOMING MOBILITIES - 172

43 foreign students studied at MCAST for 1 semester at MQF Level 6

153 Erasmus+ agreements with international VET and PVET institutions HE – 86, VET – 67

### NEW PARTNERSHIPS

Higher Education Erasmus+ Inter Institutional Agreements – 11

VET Erasmus+ Agreements, MOUs – 20

Total: 31 new

### NEW AND ONGOING ERASMUS PROJECTS

New Erasmus+ Projects – 6

Ongoing Erasmus+ Projects – 25

Closed Erasmus Projects – 10



# INSTITUTES

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## INSTITUTE FOR THE CREATIVE ARTS

The Institute for the Creative Arts offers a growing portfolio of courses, ranging from art and design to graphic design and printing, creative media production, photography and journalism, fashion design and performing arts, as well as cultural heritage skills. The Institute works closely with the industry to provide students with realistic assignment briefs and experiences. The creative arts play a crucial role in communicating visions and ideas which words alone cannot fully express.

## INSTITUTE OF BUSINESS MANAGEMENT & COMMERCE

The Institute of Business Management and Commerce offers courses ranging from Financial Services and Accounting to Marketing and Procurement. At the lower levels, courses are of a generic nature and offer a taster of different sectors. Across the spectrum of studies, course content becomes more specific, helping learners attain a better focus on their career path. An integral characteristic of VET programmes of study is that learners benefit thoroughly from different forms of industry experience.

## INSTITUTE OF COMMUNITY SERVICES

The Institute of Community Services equips learners with the required holistic skills in Sports, Health and Social Care, Early Years, Beauty, Hairdressing, Inclusive Education and Protection, Security and Enforcement. The programmes amalgamate theory and practice to provide a hands-on experience to the learners which reflects the workplace and its requirements. This Institute is equipped with a number of resources to enable this approach to learning, such as a fully-functional hair salon, a beauty salon, and a care room.

## INSTITUTE OF ENGINEERING & TRANSPORT

The Institute of Engineering and Transport is equipped with the latest technology in related training programmes. The Institute is organised into a number of Centres and Departments, covering the respective areas, namely: Aviation Maintenance and Training, Building and Construction, Electrical and Electronics, Mechanical Engineering, Automotive Engineering, and Maritime Studies. Learners interested in embarking on a career in these areas can start off their studies at an entry level, progressing towards the achievement of prestigious exit level qualifications.

## GOZO CAMPUS

The MCAST Gozo Campus offers a selection of full-time day courses ranging from MQF Levels 1 to 6 and covering a broad spectrum of vocational disciplines. Some of these programmes lead learners directly to employment, whilst others lead to higher level studies in Gozo and/or Malta. MCAST training programmes delivered at the Gozo Campus fulfil the same quality assurance standards that are applicable to the same programmes delivered at the respective MCAST Institutes in Malta, ensuring that Gozitan students benefit from the same quality of service on their home ground.

## INSTITUTE OF APPLIED SCIENCES

At the Institute of Applied Sciences, learners are prepared for technological careers within the health, pharmaceutical, environmental, and food and beverage sectors. Students learn to appreciate the fundamental principles of science related to technological operations at the workplace, while developing the skills to work in laboratories, hospitals, farms, and with environmental technologies and methodologies. The Institute also caters for students who study Agriculture, Aquatics, and Animal Sciences.

## INSTITUTE OF INFORMATION & COMMUNICATION TECHNOLOGY

The Institute of Information and Communication Technology is the natural choice for qualifications serving the ICT industry. The Institute offers various entry points to successfully obtain the required qualifications with the possibility to continue furthering one's studies at higher levels. Qualifications focus on networking, software development, and business analytics. This Institute works closely with the industry to keep courses relevant to their needs while providing the best training using the latest tools and new emerging technologies.

# OUR STUDENTS

No of Applications - **9916**

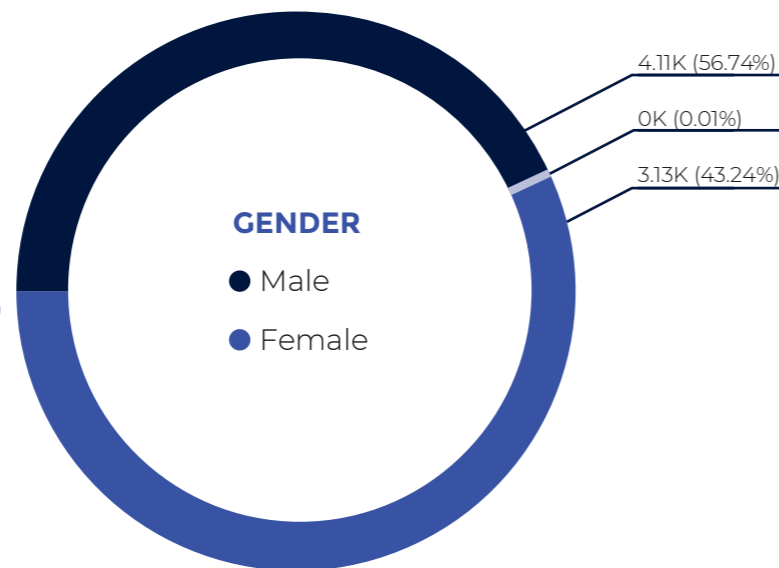
No of Full-time Registered Students at MCAST - **7243**

No of Part-time Registered Students at MCAST - **820**

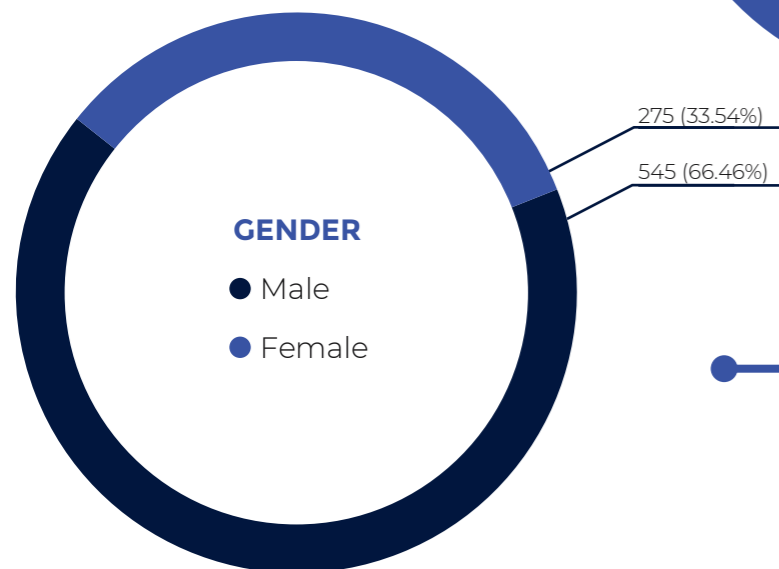
## NUMBER OF APPLICATIONS PER REGISTRATION

TIME BASIS	APPLICANT	REGISTERED	TOTAL
Full-Time	1252	7243	<b>8495</b>
Part-Time	601	820	<b>1421</b>
<b>Total</b>	<b>1853</b>	<b>8063</b>	<b>9916</b>

## NUMBER OF FULL-TIME REGISTERED STUDENTS BY GENDER



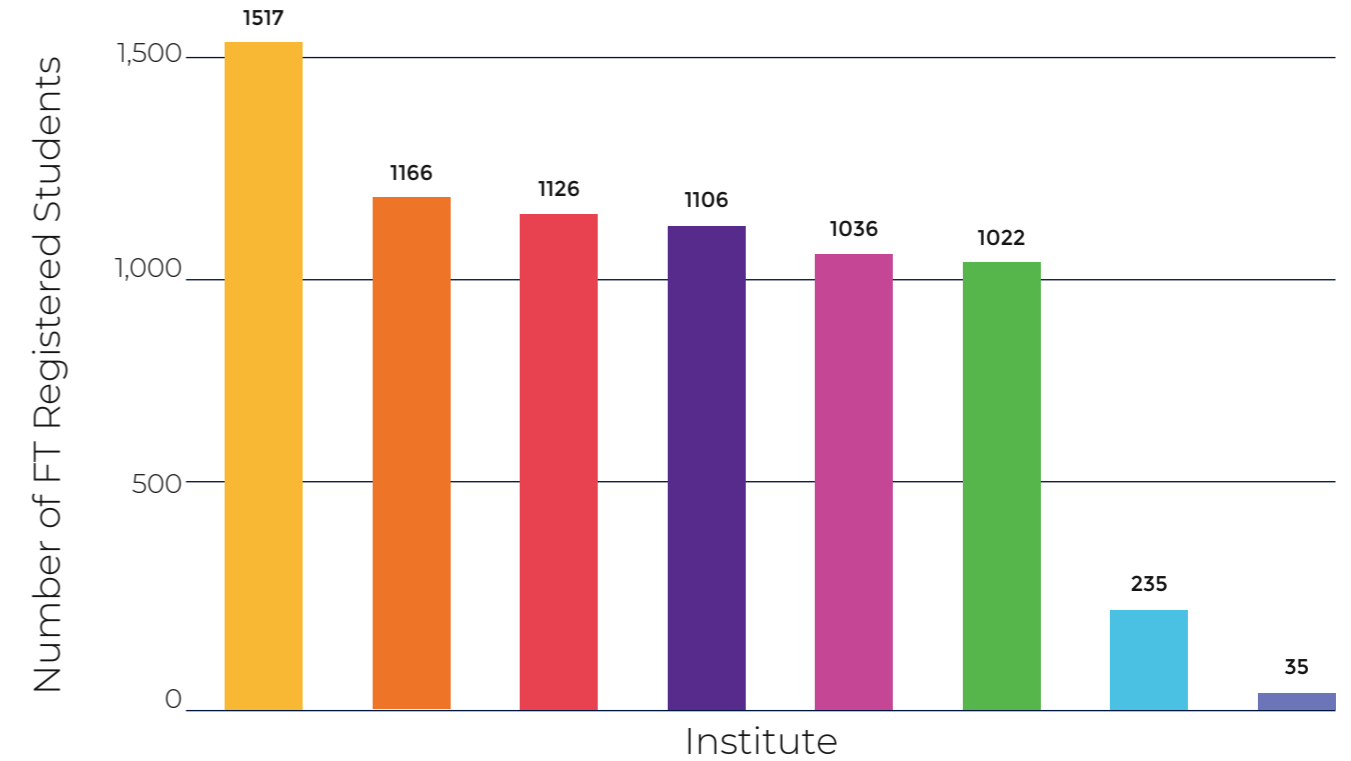
## NUMBER OF PART-TIME REGISTERED STUDENTS BY GENDER



The data refers to November 2022.

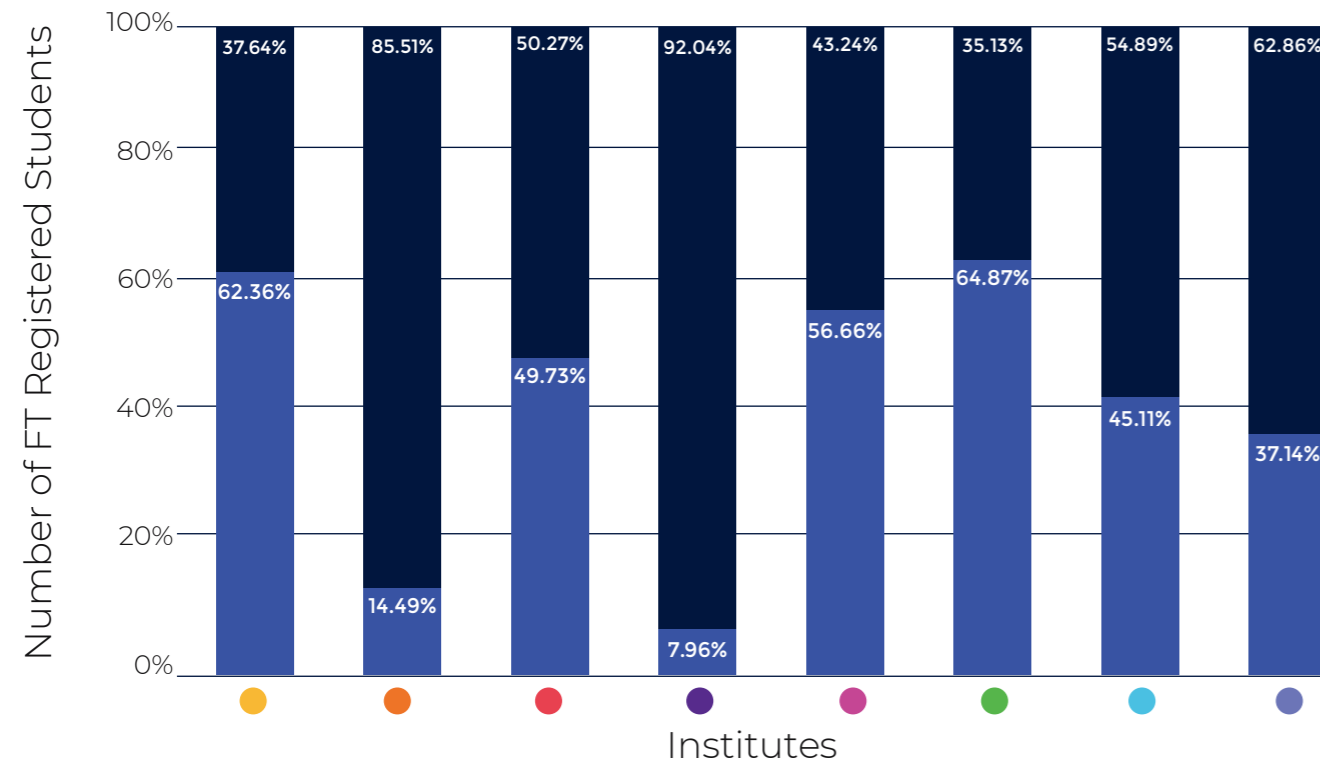
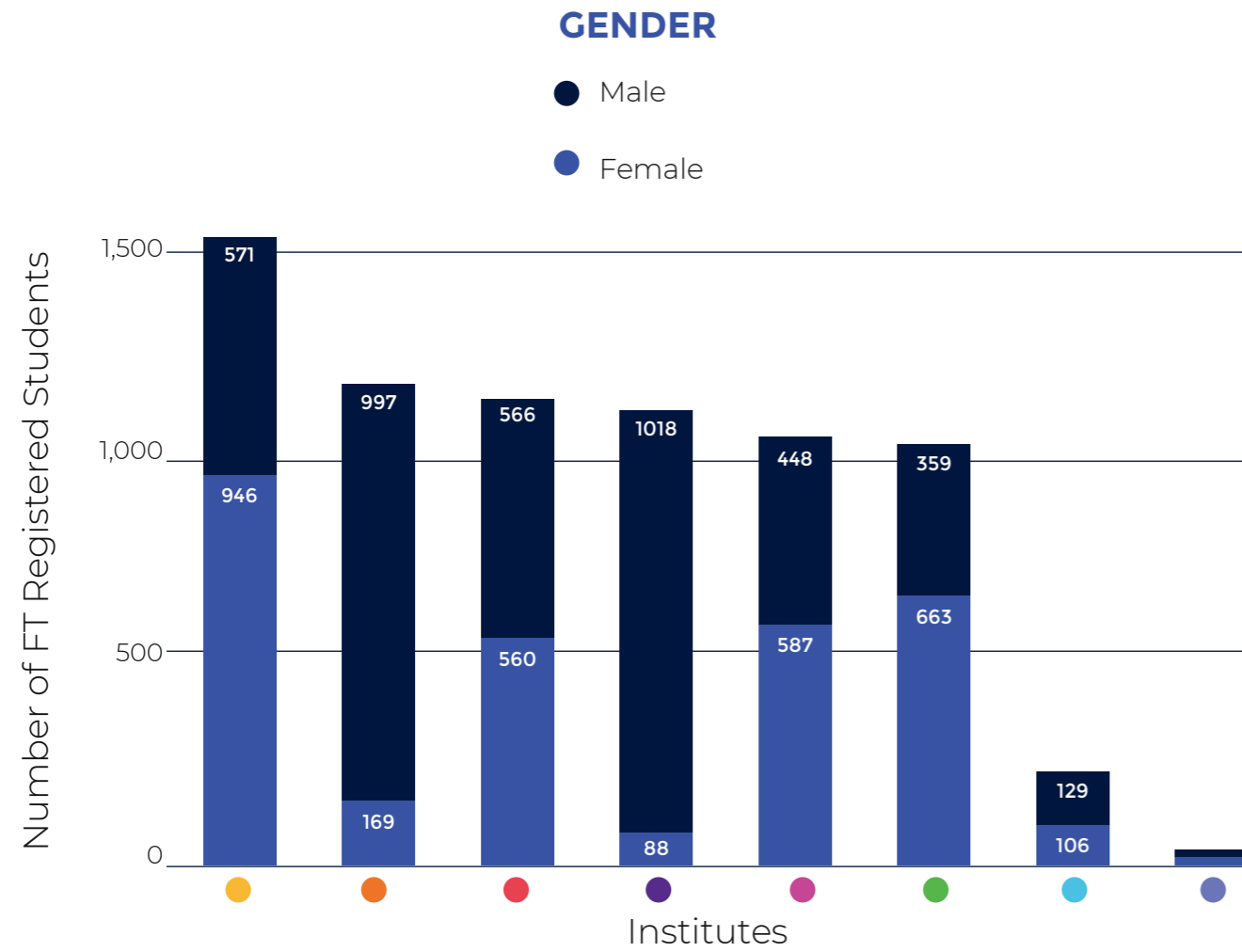
## NUMBER OF FULL-TIME STUDENTS PER INSTITUTE

INSTITUTE	FT REGISTERED STUDENTS
Institute of Community Services	1517
Institute of Information and Communication Technology	1166
Institute of Business Management and Commerce	1126
Institute of Engineering and Transport	1106
Institute for the Creative Arts	1036
Institute of Applied Sciences	1022
Gozo Campus	235
Centre for Learning & Employability	35
<b>Total</b>	<b>7243</b>

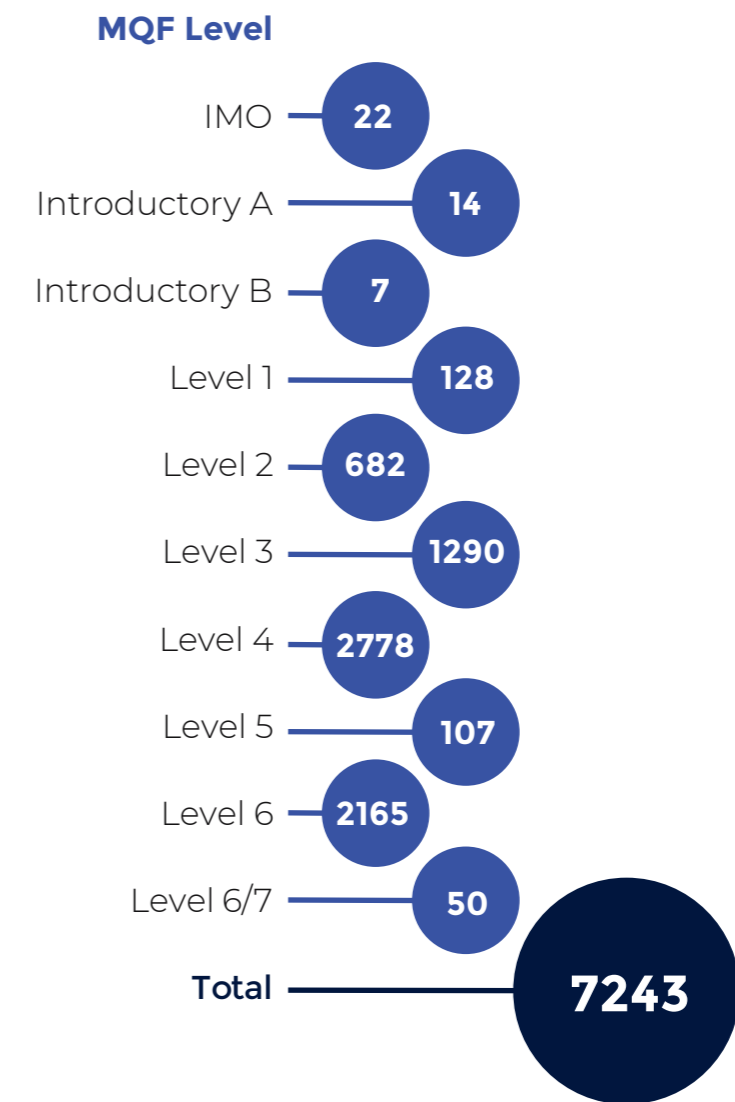




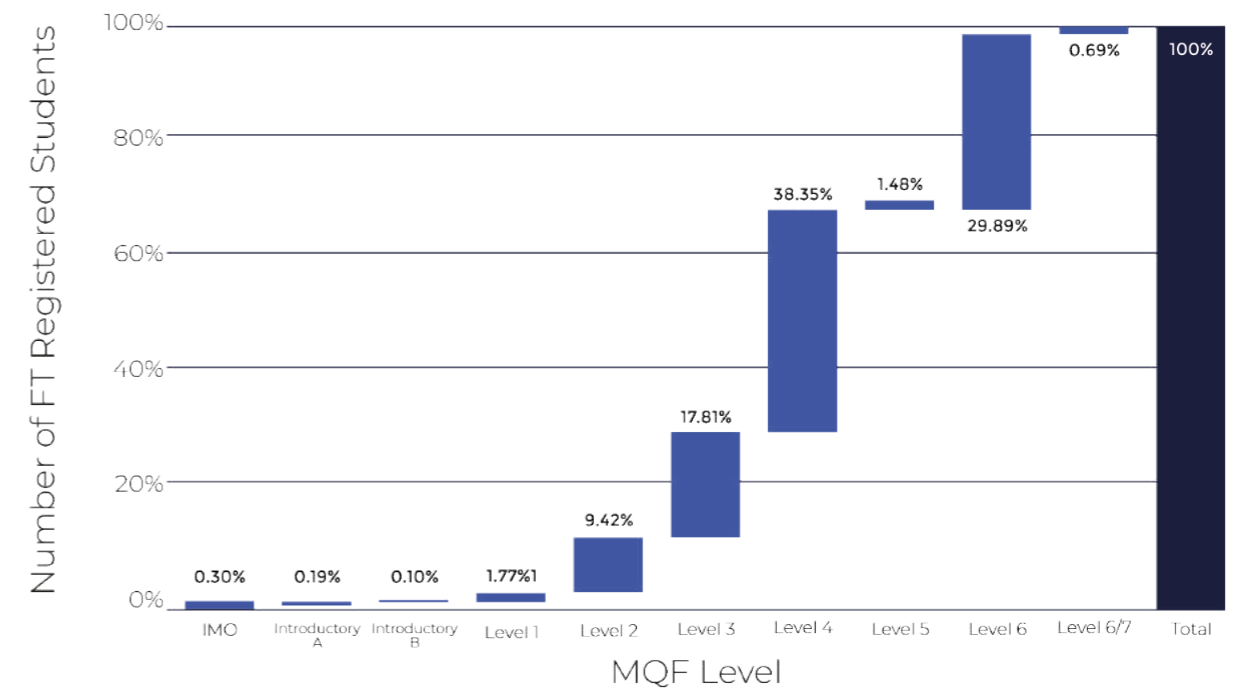
## NUMBER OF FULL-TIME STUDENTS PER INSTITUTE AND GENDER



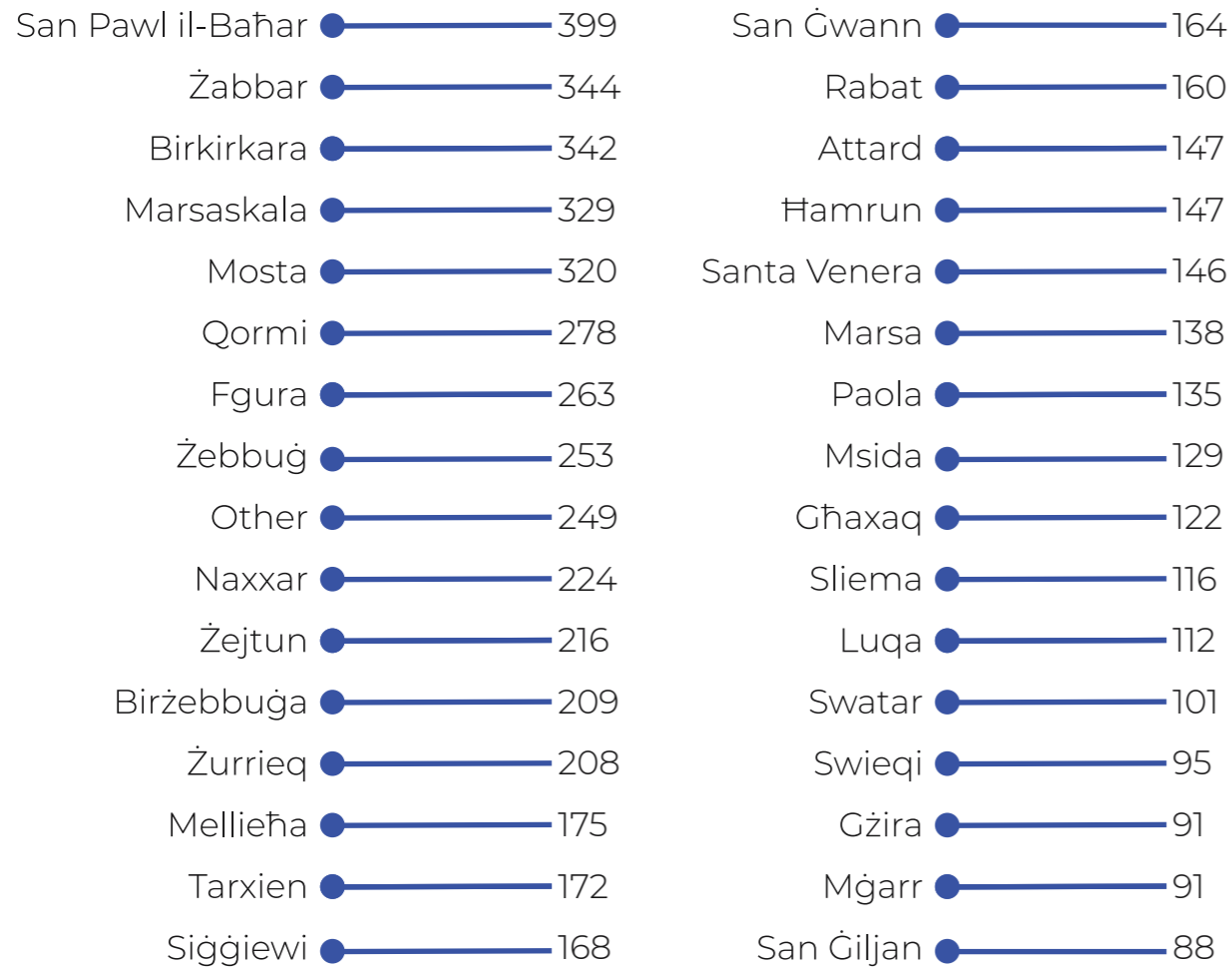
## NUMBER OF FULL-TIME STUDENTS PER MQF LEVEL



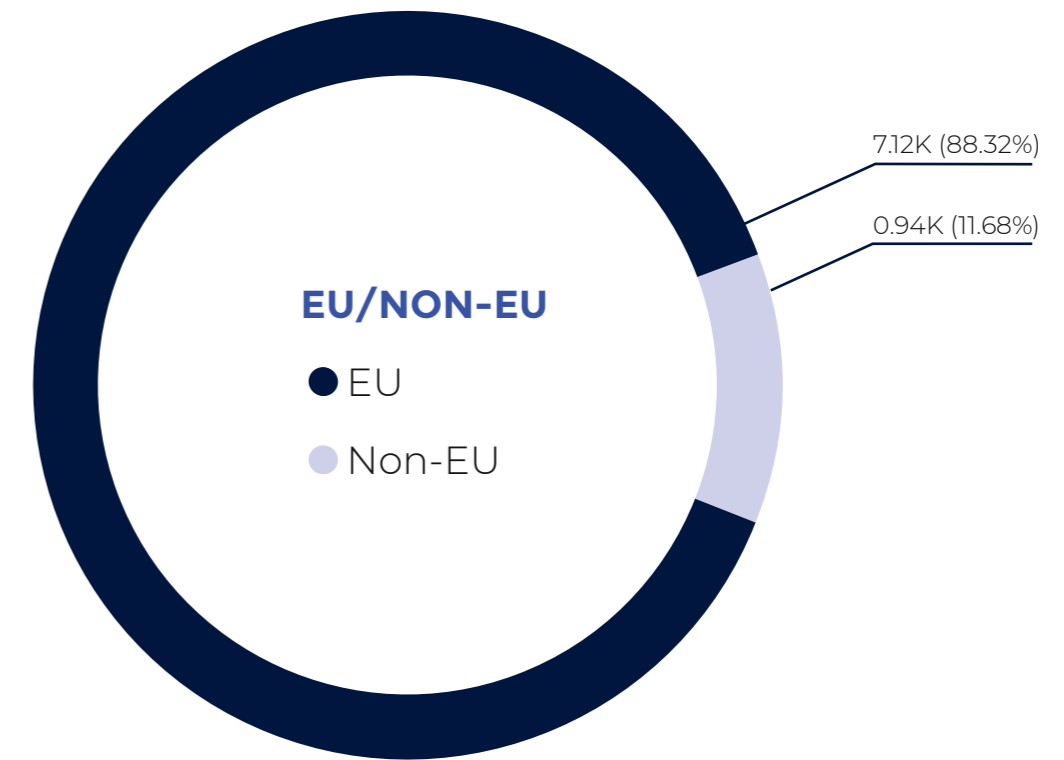
## FULL-TIME REGISTERED STUDENTS PER MQF LEVEL



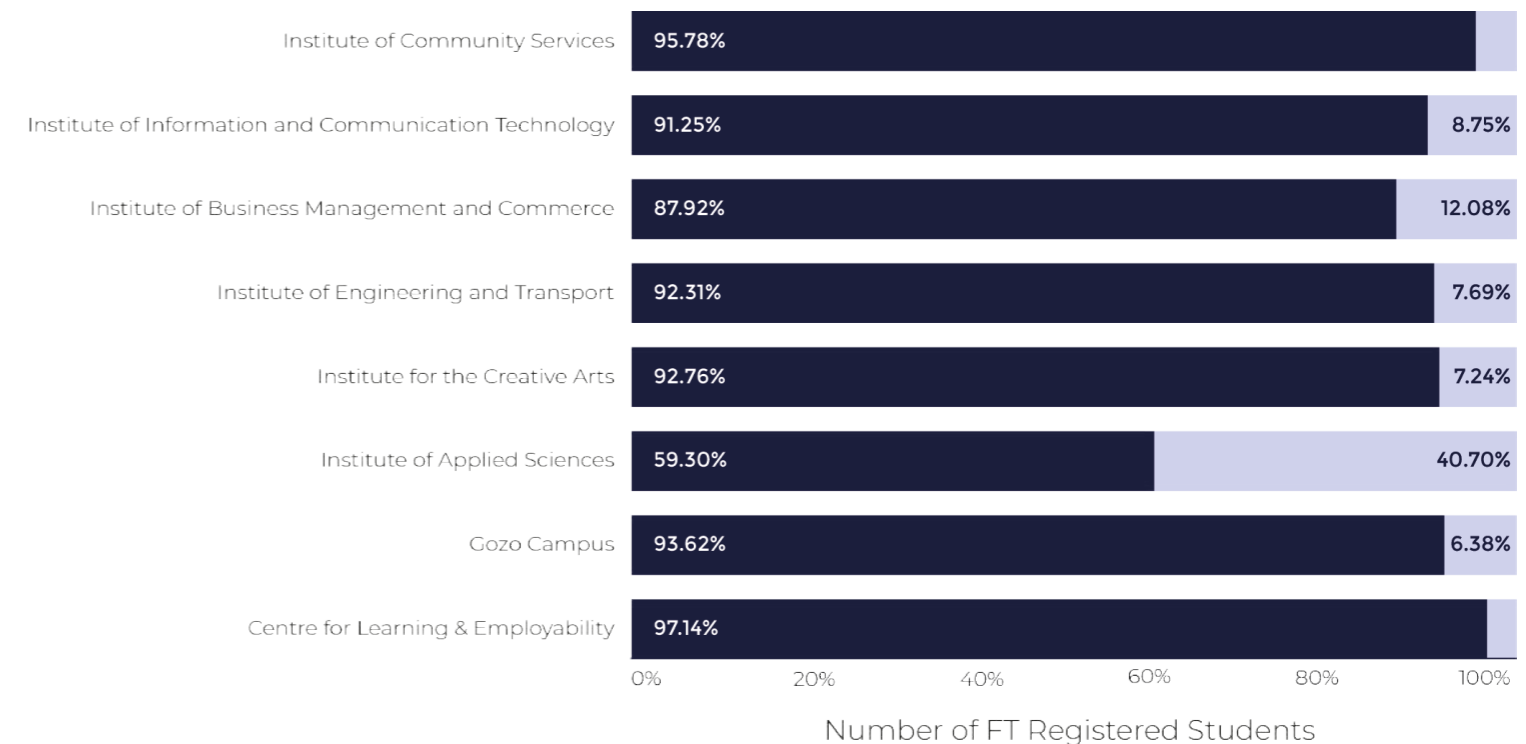
## NUMBER OF FULL-TIME AND PART-TIME STUDENTS PER TOP LOCATION



## FULL-TIME AND PART-TIME REGISTERED STUDENTS - EU AND THIRD COUNTRY NATIONALS



## FULL-TIME REGISTERED STUDENTS PER NATIONALITY AND INSTITUTE



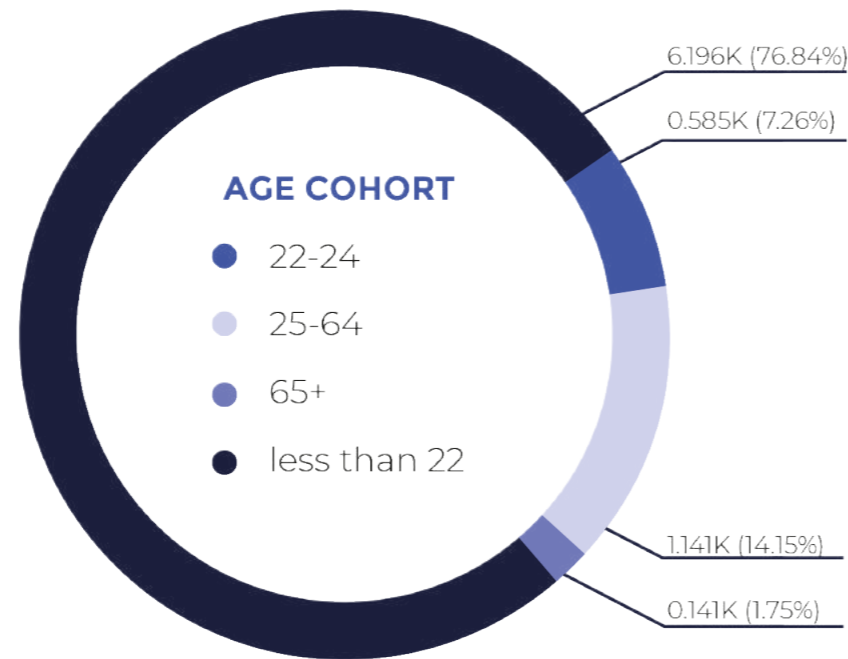
### INTERNATIONAL STUDENTS

The 12% of FT and PT Registered Students are Non-EU nationals (942), while the remaining 88% (7121) consist of EU nationals (including Maltese citizens).



## NUMBER OF FULL-TIME AND PART-TIME STUDENTS BY AGE

AGE COHORT	FT	PT	TOTAL
22-24	543	42	585
25-64	605	536	1141
65+	1	140	141
less than 22	6094	102	6196
<b>Total</b>	<b>7243</b>	<b>820</b>	<b>8063</b>



# COMMUNITY COLLEGE

## of the Third Age

The Community College for the Third Age, an initiative within MCAST, is committed to providing free informal education to senior citizens. Its primary goal is to promote active ageing in the community by creating a platform for seniors to gather, learn, and engage in meaningful discussions. Through weekly meetings, the Community College facilitates opportunities for seniors to explore a wide range of topics in a relaxed and friendly environment. These meetings serve as a means for seniors to enhance their knowledge and skills while fostering social connections.

The Community College for the Third Age plays a vital role in addressing the intellectual and social needs of senior citizens. By empowering seniors to continue learning, exploring new interests, and maintaining an active and fulfilling lifestyle, the Community College provides invaluable educational opportunities and a supportive environment.

No of Voluntary Work Hours done by Students

During the academic year 2021-2022, 2495 students registered and were accepted to carry out community work with more than 650 organisations and initiatives, 127 within the Sports Sector (346 students)

No of Graduates - 2527

No of Students that benefitted from the I Belong Programme - 2575

No of Students Examinations by Foreign Awarding Bodies  
34 - Bachelor of Science (Honours) in Nursing Studies, Northumbria University

No of Students that benefitted from Career Guidance –  
694 individual sessions

This data is accurate as of November 2022.



Registrations for the  
Community College  
of the Third Age  
as at October 2022

**150**  
students registered



# OUR EMPLOYEES

## NUMBER OF FULL-TIME AND PART-TIME MEMBERS OF STAFF

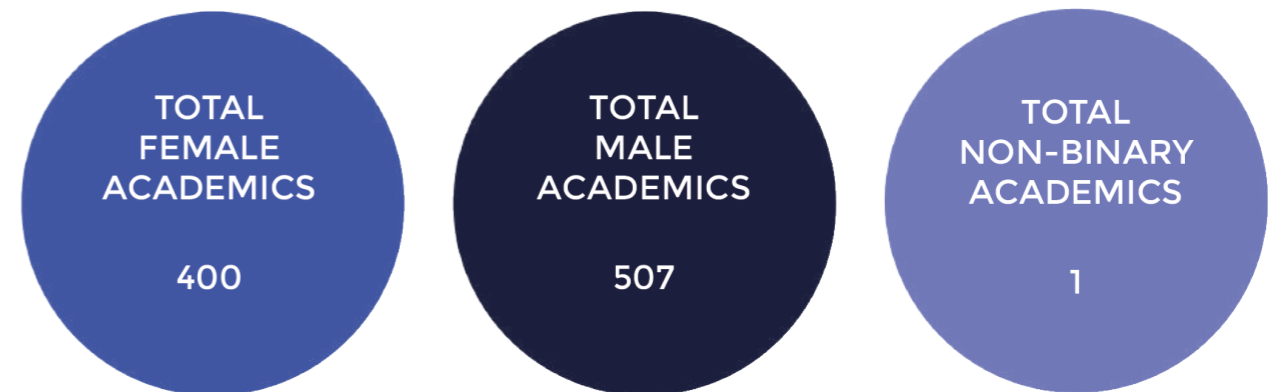
YEAR 2022

FT Academic	593	FT Administration	302
PT Academic	315	PT Administration	73
<b>TOTAL ACADEMICS</b>	<b>908</b>	<b>TOTAL ADMINISTRATION</b>	<b>375</b>

TOTAL — 1283

## NUMBER OF ACADEMIC STAFF BY GENDER

YEAR 2022



## NUMBER OF ADMINISTRATION STAFF BY GENDER

YEAR 2022







During the year 2022 these Memoranda of Understanding (MoUs) were signed between MCAST and the following:

Environment and Resource Authority (ERA)

Koperattivi Malta

Shanghai Industrial and Commercial Polytechnic

Malta Public Transport (MPT)

Junior Achievement Young Enterprise Malta Foundation (JAYE)

DELAWS Ltd

Università ta Malta / eSKILLS / Servizzi Pubbliċi / OPM

Fukuoka Foreign Language College

National Statistics Office (NSO)

Fondazzjoni Ċentru għal-Kreattività (Spazju Kreattiv)

ICCE International Council for Coaching Excellence

Heritage Malta & Institute of Public Service within the People and Standards Division

Teatru Malta c/o Arts Council

Design Technology Institute (DTi)

Price Water House Coopers (PWC)

Alternative Learning Programme

# HIGHLIGHTS & EVENTS IN 2022

# MCAST Highlights 2022

## NEW STATE-OF-THE-ART 'MCAST RESOURCE CENTRE' BUILDING INAUGURATED

MCAST has officially opened its new flagship building, the MCAST Resource Centre (MRC), which was built at a cost of €9.3 million. This building is a key part of the College's strategic plan and provides a dynamic learning space for students, where innovation and knowledge can thrive. The MRC is part of a master plan venture worth €30.86 million.

The fully accessible MRC is located at MCAST's Main Campus in Paola and boasts a striking 4-floor design with a total footprint of 1920 m<sup>2</sup> and a gross floor area of 7,920 m<sup>2</sup>.



## MCAST INAUGURATES THE NEW CENTRE FOR MARITIME STUDIES

MCAST inaugurated new premises and facilities for the fully accredited Centre for Maritime Studies (CMS), which forms part of the Institute of Engineering and Transport (IET).

The CMS offers a wide range of maritime programmes at different qualification levels, supporting both local and international demands in the maritime industry through proven, qualified, experienced lecturers and mentors.

The new facilities on level four of the Institute of Engineering and Transport building include three new simulators: a Bridge Control, Global Maritime Distress and a Safety System in Radio Communication, and an Electronic Charts Display Information System. The new seamanship workshop is equipped with all necessary tools and devices, including first aid and emergency wear equipment for emergency exercises. The Centre also has its own lifeboat and fast boat.





## I BELONG PROGRAMME

The I Belong Programme comprises two courses: Stage 1 and Stage 2, with a third course currently under development. The third course will provide learners with basic instruction in both Maltese and English languages, as well as a fundamental introduction to digital literacy. An additional agreement was signed between MCAST and the Human Rights Directorate in October 2022, extending the project for two more years. Over the course of the programme, a total of 2,470 students have benefitted from Stage 1, while another 105 students have benefitted from Stage 2.

The primary objective of the I Belong Programme is to facilitate the integration of non-Maltese citizens into Maltese society. Learners who successfully complete Stage 2 can utilise the certificate as evidence of their integration measures when applying for Long-Term Resident Status. To accommodate learners residing in different areas of Malta, classes are conducted either in person at the MCAST Paola Campus or the MCAST Mosta Campus, with the option of online classes also available.

Below is the breakdown of students per cohort for the academic year 2021/2022:

COURSE COHORT NO. OF STUDENTS	COURSE	COHORT	NO. OF STUDENTS
	Stage 1	9.2	360
	Stage 1	10.2	470
	Stage 1	11.1	380
	Stage 1	11.2	290
	Stage 1	12.1	360
	Stage 1	12.2	120
	Stage 1	13.1	140
	Stage 1	13.2	350
	Stage 2	2	105

## POVE WATER SCALE-UP PROJECT KICK-OFF MEETING HELD AT MCAST

MCAST hosted the Platform of Vocational Excellence (POVE) Water Scale-Up project on campus on the 14th, 15th, and 16th of September 2022.

POVE is a platform of vocational excellence. The main leads in this project are the Institute of Applied Sciences (IAS) and the Institute of Information and Communication Technology (ICT) at MCAST.

A total of 23 partners from different countries participated in the kick-off meeting; these included representatives from academia, water utilities corporations, vocational education, and from the industry. The kick-off meeting served as a springboard which acted as a perfect networking opportunity for all partners and a chance to discuss and create a working plan focused on reaching the goals of this 'Water Scale-Up project.

## EU INTERREG PROJECT CALLED "EXCELLENT MEDITERRANEAN NET"

In 2022, MCAST issued two calls for individuals and enterprises to participate in the EU INTERREG project called Excellent Mediterranean Net (MEN). This project aims to foster cross-border collaboration between Malta and Sicily in the areas of guidance, employment, and higher education.

The primary objective of the Interreg Italia-Malta Project MEN is to generate knowledge on the Italian and Maltese labour markets. Additionally, the project aims to establish a cross-border network that supports the supply and demand of employment opportunities within the project's main sectors. Other Italian project partners involved in this initiative include the Municipality of Acireale, which acts as the lead partner, as well as ITS Archimede, ITS Steve Jobs, Itaca, GAL Terre di Aci, and ITS Mobilita Trasporti.



# TAL-INGĠINERJA U T-TRASPORT U L-PROFESSJONI TAL-INGĠINIERA

MINISTERU GĦALL-EDUKAZZJONI,  
SPORT, IŻ-ZGMAZAGĦ,  
RICERKA U L-INNOVAZZJONI  
MINISTERU GĦAX-XOĠHLIJIET  
U L-IPPJANAR



MCAST



## ENGINEERING BOARD APPROVES MCAST ENGINEERING COURSES

The Engineering Board approved the four Bachelor of Engineering programmes offered by MCAST. All current students will now be eligible to apply for an engineering warrant.



## MCAST LAUNCHES STAFF SOCIAL COMMITTEE

The MCAST Staff Social Committee was launched on 26th May during an activity for the College's staff members. The Committee, which is comprised of staff representatives, provides networking opportunities for the College's staff complement of over 1000 by organising events and outreach community activities.

The Committee intends to create opportunities for all the staff to acknowledge and further strengthen links with colleagues beyond their usual sphere through social networking activities. The activities aim to create a sense of belonging within the team and also enhance the idea of innovation, teamwork, and cooperation.

## MCAST STUDENTS WIN AI HACKATHON IN LITHUANIA

During the second week of May 2022, various teams from around Europe participated against each other in a hackathon event hosted by the Kaunas Institute of Technology (<https://kitm.lt>). The aim was to produce an AI-based prototype that would assist humans with improving their general quality of life by automating a given task through the use of Artificial Intelligence.

Malta, represented by MCAST ICT, was the winner of this event. The winning team was composed of Kurt Agius, Gabriel Bonello, Fabian Muscat, Luke Zammit and Luke Theuma. These students have shown interest in Artificial Intelligence and Machine Learning by voluntarily attending a number of units that were provided by the Institute of ICT as part of the Introduction to the Artificial Intelligence project funded by Erasmus.

From a project perspective, the team had to define the functional requirements and the overall goals to be reached. After prioritising the goals into mandatory and optional objectives, they proceeded to use a SCRUM-based approach. SCRUM is a lightweight framework that helps teams organise themselves to address a given problem in a systematic yet adaptive manner. The main advantage of using an agile approach is that it allows developers to re-adapt themselves in a quick and effective manner when unforeseen problems are encountered during development.





## A TEAM OF MCAST STUDENTS WINS AN INTERNATIONAL ROBOTICS COMPETITION

Students following courses at MCAST won the IEEE Region 8 Robot Championships 2022. The event aimed to promote science, technology, engineering, and maths (STEM) among members of IEEE and focused on STEM communication, entrepreneurship, creativity, problem-solving, and teamwork.

## MCAST STUDENTS SUCCESSFULLY LAUNCH A BALLOON INTO THE STRATOSPHERE

MCAST students successfully launched a special spatial balloon from Germany that reached the stratosphere.

This Erasmus+ project was led by the Institute of Engineering and Transport. The Students are currently following Advanced Diplomas in Robotics, Drone Technology, Automation, and Artificial Intelligence, and Advanced Diplomas in Industrial Electronics.

This innovative experimental project provided scientific data that students and academics can analyse from the IET. Through video data streamed from the stratospheric balloon, academics can also gain various insights that can be applied to solve problems in diverse societal areas.







## EDUCATIONAL POLITICAL DIALOGUES AT MCAST

The Kunsill Studenti MCAST (KSM), supported by MCAST, organised a series of educational, political dialogues at the College.

Key political speakers were invited for these question-and-answer dialogues. Institute of Creative Arts BA Journalism students prepared questions for all speakers invited. The students' turnout, activism, and participation during these four debates were encouraging and highlighted their critical thinking skills. Prime Minister Dr Robert Abela, Opposition Leader Dr Bernard Grech, and other political guests were invited to these dialogues.

## NEW MCAST CENTRE FOR LEARNING AND EMPLOYABILITY

On the 14th July 2022, the Board of Governors within MCAST approved a resolution for the set-up of the Centre for Learning and Employability, which replaced the Learning Support Unit at the College.

The Centre will continue to build on the achievements of what was previously known as the Learning Support Unit. This unit was set up to offer support to students across MCAST's institutes. Through tailor-made services, students are equipped with the necessary skills to become autonomous independent learners.

The Centre offers one-to-one support and small group mentoring to students to help them become high achievers. Among other student support services, the Centre offers vocational units support, assignment writing practice, academic and dissertation tutorials, and research-related help, and it holds workshops on study skills and time management.

## MCAST PLACES THIRD IN EUROPEAN TRIPLE E AWARDS

MCAST placed third in the 2022 European Awards on entrepreneurship and engagement excellence in higher education at an international competition for academic institutions, namely The Triple E Awards.

The awards were organised by the Accreditation Council for Entrepreneurial and Engaged Universities (ACEEU) during the 20th International Triple Helix Conference held at the University of Florence in Italy.

MCAST was represented by the management of the Applied Research and Innovation Centre (ARIC) within the College. Participants submitted an application within the category of the 'Triple Helix Collaboration of the Year - Project Level'.



## FRAMEWORK COLLABORATION AGREEMENT AND A SPECIFIC AGREEMENT SIGNED BETWEEN THE GRDA AND MCAST

The Gozo Regional Development Authority (GRDA) and MCAST have signed a Framework Collaboration Agreement together with a Specific Agreement, covering a period of 3 years.

The agreement shall endeavour to undertake collaborative initiatives in areas that are of common interest for both the GRDA and MCAST. The GRDA will be offering sponsorships from time to time for courses held at MCAST as the case may be. The GRDA will also be offering the possibility of publishing any research or studies related to Gozo that is carried out by MCAST students or its academic staff in one of the GRDA publications, including the publication 'Perspettivi: A Gozo Review'. Furthermore, MCAST will be assisting and providing guidance to the GRDA to the best of its ability when formulating policies and undertaking initiatives in line with the Gozo Regional Development Strategy.



## LAUNCH OF 2023/24 PROSPECTUS

MCAST launched the new prospectus for the academic year 2023-24 offering 200 courses from introductory level to degree courses. The vocational qualifications offered by the College include a strong element of work-based learning for students to enjoy practical, hands-on learning in various subjects, including creative arts, applied science, engineering, community services, information and communication technology.

The College announced that nine new courses will be offered from October 2023 in response to industry needs:

Diploma in Early Years

Higher Diploma in Transportation and Logistics Management

Bachelor in Conservation (Honours)

Bachelor of Science (Honours) in Digital Games Development

Master of Science in Applied Environmental Science (General)

Master of Science in Environmental and Water Resource Management

Master of Science in Environmental Resource Management

Master of Science in Urban Environmental Science Management

Master in Conservation

14

Audio-  
Visual  
Productions  
Produced



14

Publications  
Published



## MCAST STUDENTS NOMINATED FOR THE APPRENTICE OF THE YEAR AWARD

Three students following courses at MCAST were nominated for the 'Apprentice of the Year' award during the Malta Business Awards organised by the Malta Chamber of SMEs.

College students Mirhea Abdilla, Amber Borg, and Chris Saliba were the three shortlisted finalists in the mentioned category.

## FIFTH FORMERS DISCOVER LEARNING OPPORTUNITIES AT MCAST

Over 2,000 students from various secondary schools visited the College throughout November and December. These orientation visits were part of the College's awareness-raising initiatives organised by the Outreach and Student Affairs Department.

The department organises activities in schools and on campus. These initiatives ensure that all secondary school students know about the range of learning opportunities in various areas, including applied science, business, engineering, creative arts, community services, ICT, and more.

## MCAST WINS 2022 EUROPEAN INNOVATIVE TEACHING AWARD

The European Commission awarded the College with the 2022 European Innovative Teaching Award for work related to the Erasmus+ KA2 project code-named Connect2018 in the category of 'Learning together, promoting creativity and sustainability in VET schools'.

The project brought together the cities of Valletta and Leeuwarden, the European Capitals of Culture, in 2018. MCAST, as the lead partner, teamed up with three VET schools from the Leeuwarden area in the Netherlands and also with partners in Bulgaria and Italy in various project activities.

The activities brought together students from MCAST and the Netherlands who worked creatively and developed and produced significant project outputs celebrating the European Capitals of Culture. The project was acknowledged at EC level as an innovative teaching experience and rewarded with this prize.

## MCAST INSTITUTE FOR COMMUNITY SERVICES CELEBRATES WOMEN

On March 8, 2022, International Women's Day, MCAST celebrated and highlighted the importance of women's equality through various initiatives. The College strives to create an inclusive environment where all students and staff members can thrive, ensuring accessibility and safety for everyone. MCAST recognises and appreciates the crucial roles that women play in society and the positive impact they have on our daily lives. However, the College acknowledges that not all women experience the day with the same aspirations, as many still face silent struggles and hardships.

To support women facing challenges, the Institute of Community Services (ICS) collaborated with numerous NGOs that provide constant support to women in need. As part of their initiatives, MCAST's Hair and Beauty Salon offered complimentary hair and beauty treatments to women from March 7th to March 10th. This gesture aimed to bring visibility to MCAST's commitment to equality and inclusion and to express solidarity with women in difficult circumstances.

## MCAST PARTICIPATES IN THE MALTA AGRIFAIR 2022

MCAST actively participated in AgriFair 2022, a prominent event held at the Malta Fairs and Convention Centre. Students from MCAST's Centre of Agriculture, Aquatics, and Animal Sciences (CAAS) took the opportunity to showcase and explain their projects and initiatives to the event's attendees. Among the highlights were presentations on innovative approaches to cultivating fresh agricultural products and a captivating demonstration on beekeeping and honey production.

Mr. Malcolm Borg, the Deputy Director at CAAS, emphasised the significance of this initiative, stating that it allowed MCAST students to exhibit their work and enlighten visitors about the vital role of the agricultural sector within the wider community. This event served as a platform for students to not only showcase their knowledge and skills but also to foster an understanding of the importance of agriculture among the general public.

Furthermore, the collaboration between CAAS and MCAST's Applied Research and Innovation Centre (ARIC) resulted in the development of a state-of-the-art technological system. This cutting-edge system utilised virtual reality to offer visitors a captivating experience, simulating a field and farm environment. This immersive technology allowed attendees to gain insights into the agricultural industry and its processes, providing a unique and educational perspective.

MCAST's participation in AgriFair 2022 showcased their dedication to promoting agricultural innovation, knowledge sharing, and community engagement. Through this involvement, MCAST demonstrated its commitment to nurturing the next generation of agricultural professionals while raising awareness about the importance of the agricultural sector to society as a whole.

## MCAST ICT STUDENTS SELECTED TO COMPETE IN AN INTERNATIONAL ROBOTICS COMPETITION

A team of 5 students from MCAST's Institute of Information and Communication Technology (ICT) had the honour of being selected to represent Malta in an international robotics competition held in Geneva, Switzerland, from October 13th to October 16th, 2022.

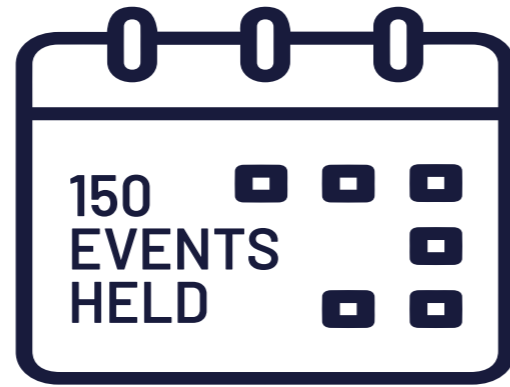
The competition, organised by First Global, extended invitations to 162 countries worldwide. First Global aims to promote STEM education by incorporating robotics and fostering participation and interaction between students from developed, underprivileged, and conflict-affected nations. Additionally, the competition serves as a platform to raise awareness about pressing environmental concerns. MCAST's ICT students showcased their talent, expertise, and dedication on an international stage, competing against teams from around the world.



# EVENTS

During 2022, the College organised 150 events.

A few of the major events organised are listed below.



## BUSINESS CAREER EXPO

The Institute of Business Management and Commerce (IBMC) organised a Business Career Expo for its students to further bridge the gap between students and the business world.

This event was held over two days, the 7th and the 8th April 2022, at the Lewis Victor Farrugia Building - MCAST Paola Campus.

## OPEN DAYS

MCAST successfully hosted prospective students and their families at the College's Main Campus in Paola and Creative Arts Institute in Mosta during the Open Days event held in June 2022. Over 3,000 visitors attended the Open Days enthusiastically seeking information about education and training opportunities.

Aspiring students had the opportunity to witness first-hand the MCAST campuses and explore the College facilities, including labs, workshops, and simulators. The College prides itself in offering a truly inclusive and supportive environment, and this was reflected in the open day activities.



## MCAST LAUNCHES 6TH EDITION OF THE ICA FESTIVAL AT SPAZZU KREATTIV

In July 2022, MCAST launched the 6th edition of the MCAST ICA Festival - 'Embrace Liminality'. The festival showcased the creative work of final-year BA students from MCAST's Institute for the Creative Arts (ICA). Ultimately, the MCAST ICA Festival's goal is to celebrate the students' creativity and hard work that came to fruition throughout their challenging but gratifying years of education and to exhibit their work to industry experts outside the formal educational context.







## FRESHER'S WEEK

Over 100 companies and NGOs participated in the much-awaited student-centred activity, Fresher's Week, held in October 2022. Over 40 educational talks took place at the new MCAST Resource Centre, which houses the College's impressive new library. The Gozo Campus also held Fresher's Day during the month of October 2022. The Fresher's activities included orientation visits, talks, and demonstrations.

## MCAST LAUNCHES THE 4TH EDITION OF THE RESEARCH AND INNOVATION EXPO

The College held the opening launch of the 4th edition of its annual Research and Innovation EXPO 2022. This two-day event recognises research endeavours, in a variety of disciplines, conducted under 29 research themes across the six College Institutes and Centres.

Over 80 participants registered for this yearly event showcasing the College's growing research community.

## MCAST INSTITUTE OF BUSINESS AND COMMERCE ORGANISED FEXSERV AWARDS

The MCAST Institute of Business Management and Commerce (IBMC) proudly hosted the 2022 IBMC Fexserv Awards at the College's Main Campus in Paola. This event brought together academic staff and students to celebrate the students' success.

Students reading for a Bachelor of Arts (Honours) in Business Enterprise and others reading for a Bachelor of Science (Honours) in Financial Services Management participated in the IBMC Fexserv Awards.

## CAREER GUIDANCE TEACHERS ATTEND MCAST SEMINAR

MCAST hosted around 90 career guidance teachers and professionals from state, church, and independent schools for a seminar titled, 'Your Route to Success', following the College's new prospectus launch.

During the seminar, career guidance teachers were presented with the new MCAST prospectus, and a presentation on how College students gain the skills and competencies required to equip them with the right workplace attitude was delivered. Moreover, panel discussions and a meeting with the institute directors to update all career guidance practitioners with the latest information about MCAST's course offers for 2023-24 were held.

## MCAST HOLDS GRADUATION CEREMONIES

The MCAST graduation ceremonies were held from the 21st November till the 2nd December 2022. During the ceremonies, the College celebrated the success of 2,411 graduates. Around 621 students graduated at Master's and Bachelor's levels, while 708 and 112 students successfully completed Diplomas at Levels 4 and 5. At Levels 1, 2, and 3, another 937 students completed their studies.







**MCAST HOSTS THE 44TH ANNUAL EAIR FORUM 2022**

MCAST hosted the 44th edition of The European Higher Education Society (EAIR) annual forum 2022 at the College's Main Campus in Paola from 4th to 7th September 2022. The Forum attracted over 165 participants from 90 higher education institutions in 26 countries, including countries outside Europe like Australia, Canada, Chile, Malaysia, and the United States.

# FINANCIAL REVIEW FOR THE YEAR ENDING 2022

Welcome to the 44th  
**EAIR Forum: Malta**  
4-7 September 2022



**MCAST**



HSBC Malta Foundation

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GOVERNMENT OF MALTA  
MINISTRY OF EDUCATION, YOUTH  
& SPORTS  
MCAST COLLEGE OF ARTS SCIENCE & TECHNOLOGY  
PAOLA, MALTA

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## Malta College of Arts, Science & Technology

### Board of Governors' Report

For the Year Ended 31 December 2022

The Board presents this report and the audited financial statements of Malta College of Arts, Science & Technology ("the College") and consolidated financial statements of the College and its subsidiary (together "the Group") for the year ended 31 December 2022.

#### Principal Activities

The Malta College of Arts, Science and Technology (MCAST) mission is to provide universally accessible vocational and professional education and training with an internal dimension, responsive to the needs of the individual and the economy. To achieve this, the College and the Group provide full-time vocational courses at various levels leading to internationally recognised Certificates/Diplomas at further and higher education level as well as ad hoc courses to cater for retraining and up-skilling of the workforce, enhancing mobility, flexibility and employability to meet the challenges of restructuring and the development of the economy in a highly competitive world.

#### Review of Business Development and State of Affairs

The College and the Group registered a surplus for the year amounting to €1,973,266 (2021: €281,948) and €2,490,757 (2021: €624,941) respectively. The increase registered by the Group is mainly a result of an increase in the government subvention and an increase in revenue earned from courses offered to international students.

The Board of Governors has acted upon the recommendations raised by the auditors and in 2023, implemented a fixed asset register software integrated with the accounting software. Furthermore, in 2022, the College started a process of tagging the physical fixed assets for identification purposes and aim to complete this project later this year. Nonetheless, the Board of Governors acknowledges that currently, both the cost and net book value as per fixed asset register does not reconcile with the amount recognised in the financial statements. The result of a change in policy done some years ago has created the difference in the mentioned figures. As a result, the Board of Governors shall be working closely with Management to perform an extensive exercise aiming at reconciling the variance.

#### Principal Risks and Uncertainties

The Group's activities expose it to a variety of financial risks, mainly credit and liquidity risks. These are further described in note 2.1. to these financial statements.

#### Going Concern

The Governors have a reasonable expectation that the College and the Group have adequate resources to continue their operational existence for the foreseeable future. Therefore the consolidated financial statements of the Group have been prepared on the going concern basis which assumes that the College and the Group will continue their operational activity for the foreseeable future.

#### Events after balance sheet date

No significant events have occurred after the balance sheet date which require mention in this report.

#### Future Developments

The College and the Group are not envisaging any changes in operating activities for the forthcoming year.

#### Reserves and Dividends

The surplus for the year is set out on page 9.

## Malta College of Arts, Science & Technology

### Board of Governors' Report (continued)

For the Year Ended 31 December 2022

#### Board of Governors

The Governors of the College who held office during the year were:

Prof. Ian Refalo - President

Prof. Mark G. Borg - Deputy President

Mr. Brian J. Farrugia

Ms. Rhoda Gharland

Ms. Louisa Maria Grech

Ms. Marietta Lanzon

Ms. Marisa Xuereb

Ms. Davinia Sammut Hill (resigned on 26 March 2022)

Mr. Kurt Farrugia

Mr. Anthony Scicluna (appointed on 1 August 2022)

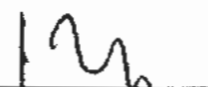
Dr. Amanda Bezzina (resigned on 26 March 2022)


In accordance with the Education Act, 1988, the Board of Governors are appointed by the Minister for a period of three years and they are eligible for re-appointment.

#### Auditors

PKF Malta Limited, Registered Auditors, have expressed their willingness to continue in office and a resolution for their reappointment will be proposed at the Annual General Meeting.

Approved by the Board on 25 July 2023 and signed on its behalf by:

  
Prof. Ian Refalo  
President

  
Prof. James Joachim Calleja  
Principal and CEO

Registered Address:  
MCAST Main Campus  
Corradino Hill  
Paola PLA 9032  
Malta



**Malta College of Arts, Science & Technology**  
**Statement of Board of Governors' Responsibilities**  
**For the Year Ended 31 December 2022**

The directors of the College are required by the Companies Act, 1995 to prepare the annual financial statements which give a true and fair view of the state of affairs of the College at the end of each financial period and of its profit or loss for that period. In preparation of the annual financial statements, the directors are required to:

- Select and apply appropriate accounting policies;
- Make judgments and estimates that are reasonable and prudent;
- Comply with International Financial Reporting Standards as adopted by the EU; and
- Prepare the annual financial statements on a going concern basis unless it is inappropriate to presume that the College will continue in business.

The directors are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the College and to enable them to ensure that the financial statements comply with the Companies Act 1995. The directors are also responsible for ensuring that an appropriate system of internal control is in operation to provide them with reasonable assurance that the assets of the College are being properly safeguarded and that fraud and other irregularities will be prevented or detected.



**Independent Auditor's Report**

**To the Governors of Malta College of Arts, Science & Technology**  
**Report on the Audit of the Consolidated Financial Statements**

**Qualified Opinion**

We have audited the accompanying financial statements of Malta College of Arts, Science & Technology ("the College") and the consolidated financial statements of the College and its subsidiary (together referred to as "the Group"), set out on pages 9 - 34 which comprise the statement of financial position as at 31 December 2022, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of the College and the Group as at 31 December 2022, and its financial performance for the year then ended in accordance with International Financial Reporting Standards as adopted by the European Union and have been properly prepared in accordance with the requirements of the Education Act, 1988 and Maltese Companies Act (Cap. 386).

**Basis for Qualified Opinion**

As disclosed in note 8., the College and the Group have buildings and improvements which were revalued as at 31 December 2021 with a revaluation gain amounting to €36,502,082 recognised in other comprehensive income and revaluation reserve. Prior to the revaluation and up to 31 December 2019, buildings and improvements were depreciated over a period of 5 years which did not reflect the pattern in which the asset's future economic benefits were consumed by the College deviating from IAS 16 Property, Plant and Equipment. The Board of Governors updated the depreciation policy from 1 January 2020 bringing it in line with the said standard. However, figures were not restated retrospectively resulting in an overstatement of accumulated depreciation and an understatement of the carrying amount of the assets up to 31 December 2022. We were unable to obtain sufficient appropriate audit evidence to quantify adjustments necessary to the carrying amount of buildings and improvements amounting to €6,551,542 as at 1 January 2021 and the corresponding revaluation gain for the year ended 31 December 2021.

Additionally, the net book value recorded in the College's and the Group's fixed asset register do not reconcile with these consolidated financial statements, amounting to a difference of €33,395,562. We were unable to obtain sufficient appropriate audit evidence to quantify adjustments necessary to the carrying amount of property, plant and equipment as at 31 December 2022.

The Board of Governors is committed to work closely with Management to perform an extensive exercise aiming at reconciling the variance.

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the College in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in accordance with the Accountancy Profession (Code of Ethics for Warrant Holders) Directive issued in terms of the Accountancy Profession Act (Cap. 281) in Malta, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

**Other Matter**

The consolidated financial statements of the College and the Group for the year ended 31 December 2021, were audited by another auditor who expressed a qualified opinion on those statements on 06 June 2022 on the basis of the first paragraph of the Basis for Qualified Opinion section mentioned in this report.

A qualified opinion was also expressed by the predecessor auditor in respect of the component financial statements of MCAST Gateway to Industry Limited for the year ended 31 December 2021, on the basis that sufficient appropriate audit evidence could not be obtained for refunds authorised and processed to foreign students who were unable to travel due to the outbreak of COVID-19 and related travelling restrictions. As a result, adjustments necessary to revenue, related deferred income and amounts due from/to foreign students could not be determined and quantified.

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Independent Auditor's Report (continued)

To the members of Malta College of Arts, Science & Technology

Report on the Audit of the Consolidated Financial Statements

Other Information

The Governors responsible for the other information. The other information comprises the Governors' report. Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

With respect to the Governors' report, we also considered whether the Governors' report includes the disclosures required by Art. 177 of the Companies Act (Cap. 386). Based on the work we have performed, in our opinion:

- the information given in the Governors' report for the financial year for which the consolidated financial statements are prepared is consistent with the consolidated financial statements; and
- the Governors' report has been prepared in accordance with the Education Act, 1988 and Companies Act (Cap.386).

In addition, in light of the knowledge and understanding of the College and its environment obtained in the course of the audit, we are required to report if we have identified material misstatements in the Board of Governors' report and other information. We have nothing to report in this regard.

Responsibilities of the Board of Governors

The Governors are responsible for the preparation of the financial statements that give a true and fair view in accordance with IFRS as adopted by the EU, and for such internal control as the Governors determine is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the Governors are responsible for assessing the College's and the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Governors either intend to liquidate the College and the Group or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's and the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Governors.

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Independent Auditor's Report (continued)

To the members of Malta College of Arts, Science & Technology

Report on the Audit of the Consolidated Financial Statements

- Conclude on the appropriateness of the Governors' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's and the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College and the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Governors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Report on Other Legal and Regulatory Requirements

Pursuant to the Education Act, 1988 and Articles 179(10) and 179(11) of the Maltese Companies Act (Cap. 386), we have nothing to report to you with respect to the following matters:

- proper accounting records have not been kept; or
- the consolidated financial statements are not in agreement with the accounting records; or
- we have not obtained all the information and explanations which, to the best of our knowledge and belief, we require for the purpose of our audit.

The principal in charge of the audit resulting in this independent auditor's report is Ms. Donna Greaves for and on behalf of



PKF Malta Limited  
Registered Auditors

15, Level 3  
Mannarino Road  
Birkirkara BKR 9080  
Malta

25 July 2023

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**MCAST**

**Consolidated Statement of Comprehensive Income**  
For the Year Ended 31 December 2022

Note	Group		College		
	2022	2021	2022	2021	
	€	€	€	€	
<b>Income</b>					
Funds allocated by Government	3.	40,318,332	38,055,627	40,318,332	38,055,627
Course fees		3,985,047	2,382,374	625,279	547,093
Finance income		375	345	333	275
Other income	4.	1,153,785	304,603	2,565,942	1,074,769
		<b>45,457,539</b>	<b>40,742,949</b>	<b>43,509,886</b>	<b>39,677,764</b>
<b>Expenditure</b>					
Recurrent expenditure		(42,713,028)	(39,842,838)	(41,536,630)	(39,272,050)
Pension contribution		-	(123,766)	-	(123,766)
Depreciation	5.	(12,370)	(6,338)	-	-
		<b>2,732,141</b>	<b>770,007</b>	<b>1,973,256</b>	<b>281,948</b>
Taxation	6.	(241,384)	(145,066)	-	-
		<b>2,490,757</b>	<b>624,941</b>	<b>1,973,256</b>	<b>281,948</b>
<b>Surplus for the year</b>					
Other comprehensive income for the year					
Gain on property revaluation		36,502,082	36,502,082	36,502,082	36,502,082
		<b>38,992,839</b>	<b>37,127,023</b>	<b>38,475,336</b>	<b>36,784,030</b>

**MCAST**

**Consolidated Statement of Financial Position**  
As at 31 December 2022

Note	Group		College		
	2022	2021	2022	2021	
	€	€	€	€	
<b>ASSETS</b>					
<b>Non-current assets</b>					
Property, plant and equipment	8.	57,290,512	57,494,857	57,241,532	57,462,334
Investment in subsidiary	9.	-	-	1,391,759	1,391,759
Deferred tax asset		700	700	-	-
		<b>57,291,212</b>	<b>57,495,557</b>	<b>58,633,291</b>	<b>58,854,093</b>
<b>Current assets</b>					
Trade and other receivables	10.	5,688,744	4,935,512	7,717,673	6,489,395
Current tax receivable	6.	276,388	44,943	-	-
Cash and cash equivalents	11.	22,803,983	20,656,657	14,530,516	13,464,000
		<b>28,749,115</b>	<b>25,637,112</b>	<b>22,248,191</b>	<b>19,953,395</b>
<b>TOTAL ASSETS</b>		<b>86,040,327</b>	<b>83,132,669</b>	<b>80,881,482</b>	<b>78,807,488</b>

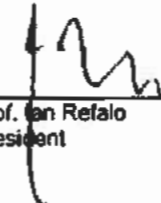
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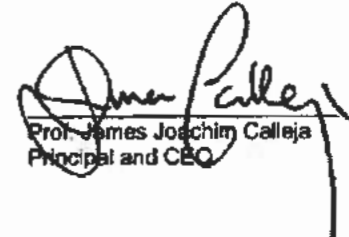
**Consolidated Statement of Financial Position**  
As at 31 December 2022

		Group		College	
		2022	2021	2022	2021
		€	€	€	€
<b>EQUITY AND LIABILITIES</b>					
<b>Equity</b>					
Endowment capital		232,937	232,937	232,937	232,937
Revaluation reserve	8.	36,502,082	36,502,082	36,502,082	36,502,082
Other reserves		28,392,470	29,809,191	28,392,470	29,809,191
Retained earnings		4,883,137	2,360,922	2,596,339	623,083
<b>Total equity</b>		<b>70,010,626</b>	<b>68,905,132</b>	<b>67,723,828</b>	<b>67,167,293</b>
<b>Liabilities</b>					
<b>Non-current liabilities</b>					
Provisions	13.	416,072	329,489	416,072	329,489
Other payables	12.	815,724	1,359,540	815,724	1,359,540
<b>Total non-current liabilities</b>		<b>1,231,796</b>	<b>1,689,029</b>	<b>1,231,796</b>	<b>1,689,029</b>
<b>Current liabilities</b>					
Trade and other payables	12.	14,797,905	12,538,508	11,925,858	9,951,166
<b>Total current liabilities</b>		<b>14,797,905</b>	<b>12,538,508</b>	<b>11,925,858</b>	<b>9,951,166</b>
<b>Total liabilities</b>		<b>16,029,701</b>	<b>14,227,537</b>	<b>13,157,654</b>	<b>11,640,195</b>
<b>TOTAL EQUITY AND LIABILITIES</b>		<b>86,040,327</b>	<b>83,132,669</b>	<b>80,881,482</b>	<b>78,807,488</b>

The notes on pages 15 to 34 form an integral part of these financial statements.

These financial statements on pages 9 to 34 were approved by the Board of Directors on 25 July 2023 and were signed on its behalf by:

  
Prof. Ian Refalo  
President

  
Prof. James Joachim Calleja  
Principal and CEO

