

Vestland County, Norway

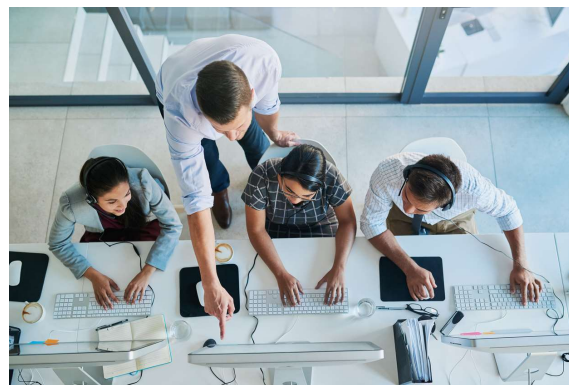


In-house training

Keyword(s):

Labour Market and VET

Financing of adult education



Introduction

All private businesses in Vestland have the opportunity to apply for funds for financing in-house training as part of their business transformation, or effort to eliminate skills gaps.

Main challenge

Funds for in-house training was previously managed by the work and welfare ministry (NAV), as of 2020, funds were transferred to the regions to secure local adaption for optimal use.

The idea behind in-house training is, that most skills gaps can be more efficiently eliminated by short and specific training programmes designed specifically for the applicant business and its staff.

Timing

Since 2020, the regions in Norway have been responsible for the programme. During the pandemic, the project and its budget were extended – so the time of the pandemic could be used to train people and close skills gaps.

Objective

The main objective is to reduce skills gaps of employees.

Target group

All private businesses (not individuals).

Geographical range

Vestland county.

Stakeholders and partners

Partners are the largest union (LO) and the largest employer's organisation in Norway.

Strategy / materials

The collaboration with stakeholders was essential. They contributed to develop the model in a way that fitted the needs.

To promote the programme, the following channels were used:

- presentations at stakeholders' events
- marketing through media and other partners with the same target group like Innovation Norway and NAV
- digital communication.

Our experience is that small businesses have large skills gaps in relation to use of digital tools and that in-house training is an effective tool for closing the most urgent gaps. (business specific digital tools)

Resources

Regional budget 5 mill NOK, per year.

Due to corona 25 mill NOK in 2020, and 35 mill NOK in 2021.

Compliance with Sustainable Development Goals (SDG)

Yes.

Innovation(s)

New ways of collaboration were developed.

Evaluation

All businesses that received funds reply to questionnaires. Stakeholders are also involved in the evaluation process.

Success parameters

To measure the success parameters, the number of applicants is relevant as well as the response from the questionnaires.

Impact

The impact was measured through the questionnaires.

Impediments

Challenges are mainly related to communicating this opportunity equally to all businesses.

Replicability

All counties in Norway have the same funds, but they are used with some difference. All counties share their insights with each other and adjust according to best practice.

The businesses must identify their transformation needs. The main challenge would be that those who need the most is not in the position where skills gap is identified. In our region a lot of businesses have this knowledge, but are lacking funds to take the correct measures.

Generally, concepts of tailored in-house training are replicable, however, public funding might be a key factor to ensure that companies establish such trainings.

Concluding remarks

In-house training is the cheapest and most effective solution, because the cost of up-/re-skilling is partly funded by the state. This reduces the risk.

Website/Social Media profile(s) of the initiative

<https://www.vestlandfylke.no/narings--og-samfunnsutvikling/kompetanse-i-arbeidslivet/utlysing-av-bio-midlar/>

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