

Vestland County, Norway



## Trade certificate at work

Keyword(s):

Labour Market and VET



### Introduction

The Vestland county committee has approved five million kroner from government grants to the scheme Trade certificate at work. The programme is originally a national initiative. The training scheme is attractive for adult workers who get training in their ordinary job and keep their ordinary income during the training period. The theoretical requirements are one exam from upper secondary education, in the subject of the programme/certificate.

### Main challenge

The main challenge was financing

### Timing

The programme goes back to a national initiative in 2018. Today, companies that are affected by the corona pandemic could apply for funds to finance trade certificates at work for their own employees. Employees who are laid off will be given priority.

### Objective

The main objective of the programme is to get more skilled workers with a trade certificate. Companies demand this. A trade certificate will increase the chance of employees to keep a job or get a new one during recession. Trained employees are necessary and attractive for companies.



## **Target group**

A trade certificate at work is a training scheme for adult employees who want to complete training for a trade certificate in the company in which they are employed. You must have two years of relevant professional experience to start the training.

## **Geographical range**

Regional/national.

## **Stakeholders and partners**

Stakeholders and partners are in-service training establishments, apprentice training agencies, some public schools, and the county authorities. In addition, the partner companies get a grant scheme for training their employees this way.

## **Strategy / materials**

The national government established the scheme together with the social partners.

Our communication strategy consists of written information distributed by internet, and email sent to the training companies and -agencies.

The social partners participated in developing the strategy nationally.

## **Resources**

Regional budget 5 mill NOK and staff.

## **Compliance with Sustainable Development Goals (SDG)**

Yes.

## **Innovation(s)**

The innovation is that adults get help/training from their employers to achieve a trade certificate. An adult can also do this as an external candidate, on his or hers own. But here they are trained like apprentices, og can complete one year earlier.

## **Evaluation**

We follow the interest for trade certificate at work by how many contracts have been signed, and how many different trades are involved. We also follow the result of the training, by number of achieved trade certificates (success factor).

The stakeholders (social partners) take part via a common cooperation arena, Yrkesopplæringsnemnda. The administration of Vestland reports to Yrkesopplæringsnemnda, and decisions concerning the scheme are done by Yrkesopplæringsnemnda.

### **Success parameters**

Number of contracts that have been signed and number of achieved trade certificates.

### **Impact**

We know that a trade certificate can help workers to get a job.

### **Impediments**

Challenges are mainly related to the economy/financing of the trainings. They were overcome by government grants.

### **Replicability**

The replicability of the programme very much depends on training systems of a region or country. The general idea of getting a certificate while working in a specific job might, however, be replicable in different types of training systems but in different ways.

### **Concluding remarks**

There is great interest of workers and companies, so it can be assumed that the offer is attractive and effective.

### **Website/Social Media profile(s) of the initiative**

<https://www.vestlandfylke.no/utdanning-og-karriere/laerling/fagbrev-pa-jobb/>

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