

Corporate internal training 2 (BIO 2)

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Corporate internal training - Background

- Up to 2020: The Norwegian Labour and Welfare Service was responsible for the scheme
- From 2020: The County councils was handed the responsibility
- A highly rated market measure for businesses to prevent layoffs and dismissals and to support necessary restructuring

About Corporate internal training (BIO)

- The purpose
 - Prevent employees from being excluded from the labour market, by strengthening their skills or qualifications to make sure they will be qualified to keep working after the restructuring
- Important guidelines
 - Open for single companies
 - Only training in addition to the company's ordinary training
 - Grants up to 40-50 percent of approved costs
 - Grants can cover costs associated with providing training and salaries for the participants
- **Note: Employees can only participate while they are at work**

Covid-19 impact on the labour market

- Norway and Møre and Romsdal County normally has very low unemployment rate
- March 2020: Quick raise in unemployment and layoffs
- Strong restrictions for travel and gathering of people
- Corporate internal training well designed for providing support to prevent exclusion from the labour market
- Not designed for providing support for laid off employees

Our response - Corporate internal training 2

- In a few weeks we designed a new scheme – BIO 2
- About the scheme
 - Primarily aimed at persons who have been laid off in whole or in part
 - Grants could only cover cost related to provide training – no coverage of salaries for participants
 - Online training offers that are in addition to the company's ordinary training
 - Both individual companies and associations of companies could apply
- Example of associations of companies: Cluster projects, destination companies (Visit Ålesund), business parks etc.

The effects of the scheme

- Quick response – from both businesses and association of businesses
- Mobilized many local suppliers of online training
- By opening the scheme for associations of businesses helped us to reach out to many laid off employees
- Fuelled the transition to online training
- To give us an example; Lets bring in Håvar Risnes!