



A WORK-ORIENTED APPROACH TO
PLACE AND TRAIN DISADVANTAGED
YOUNG PEOPLE FROM VULNERABLE
GROUPS.

Publication date: October 2021

Supported Employment (SE)

NORWAY

The Norwegian Government has decided that the PES practice for work-inclusion should be based on research and studies indicating better results for work-inclusion via a “place-train perspective”.

Based on the idea that every person is employable in the right setting with the right support, the Norwegian PES developed a concept in which disadvantaged young people are placed in employment and then trained (place-train perspective). This is proven to give better results for a sustainable work-inclusion than other concepts in which jobseekers are first trained and then integrated into employment.

The practice is based on close collaboration with companies and employers, and also takes into consideration the need for individual guidance and follow-up of young people with a variety of issues.

In order to support the labour market integration of young people from vulnerable groups, the practice is backed by three major ALMPs designed to reduce the risks related to employing people with complex problems and a need for support to get (re)integrated into work. These are:

- ▶ Wage subsidies
- ▶ A mentoring scheme
- ▶ An inclusion grant.

Name of the PES

Norwegian Labour and Welfare Administration (NAV)

Scope of measure
(a pilot project or a national reform)

National.

When was the practice
implemented?

The practice was started in 2016.

What was the driver for introducing
the practice? Was it internal or
external?

Internal driver: 183 000 persons in Norway are registered as having “reduced working capacities”. Among them, about 45 000 young people under the age of 30 have a reduced working capacity. This number has increased in the last ten years.

Which organisation was involved
in its implementation?

- ▶ Labour and welfare services are provided in collaboration with the municipalities.
- ▶ Close collaboration with employers, mental health and substance abuse services, the education sector such as upper secondary schools, apprenticeships, career centres, and so on.

Which groups were targeted
by the practice?

Vulnerable young people without a job.

What were the practice's
main objectives?

Implementation of *Supported Employment* and its key factors as a “leading” frame of reference for work inclusion in Norway.

What activities were carried out?

- ▶ Supported Employment Specialists hired in the PES.
- ▶ Setting up interdisciplinary youth teams locally in over 80% of the PES offices.
- ▶ Parallel focus on establishing contact with many employers – finding jobs and hiring opportunities.
- ▶ Market advisors within every local PES office.
- ▶ Establishing an internal guide for PES employees on Inclusion-competence – based on principles from Supported Employment.

What resources and other relevant organisational aspects were involved?	<ul style="list-style-type: none"> ► Collaboration with services at various levels, from the directorate, regional level, and locally. ► Approx. 200 employment specialists in Individual Placement and Support (IPS). ► Market advisors within every local PES office. ► Small caseloads: 12-20 customers per counsellor/advisor.
What were the source(s) of funding?	Financed through the annual budget measures, and implemented through close cooperation with the regional level.
What were the outputs of the practice: people reached and products?	<ul style="list-style-type: none"> ► Approx. 6 000 persons were placed and trained in 2018. ► Over 80% of all local offices have established interdisciplinary youth teams to meet young people more quickly, with a more comprehensive range of services. About one-third of all the teams had access to a job specialist / supported employment until 2020. ► From 2021, NAV will increase its efforts to increase general knowledge about inclusion-based supported employment and to further invest in young people with serious mental health challenges (IPS service).
What outcomes have been identified?	Results from supported employment and IPS follow-up show good transitions to work. It is nevertheless a challenge to work with young people from vulnerable groups and to support them effectively in creating a lasting and sustainable connection to working life.
What are the lessons learnt and success factors?	<p>Lessons learnt:</p> <ul style="list-style-type: none"> ► It takes time to establish a new frame of reference. ► The practice also involves changes for the service providers who have to be trained accordingly. ► For PES employees, it is difficult and time-consuming to adapt to their new roles and to work more closely with companies and employers. ► Stakeholders have to adjust their services and get used to the new approach. <p>Success factors:</p> <ul style="list-style-type: none"> ► Commitment from leaders from the job centres, case workers as well as health and social services. ► Young people themselves have played a crucial role when defining and developing support services and setting up the support processes. The practice is characterised by strong customer orientation.



Contact details for further information

Name: Laila Hove

Address: Norwegian Labour and Welfare Administration (NAV) - Fyrstikkalleen 1, 0661 OSLO

Tel.: +47 99163352

E-Mail: Laila.hove@nav.no