

Microsoft



Reference	EGF/2017/002 FI/Microsoft
Member State	Finland
Sector	Computer programming, consultancy and other services
Submitted to European Commission	1.02.2017
Total expenditure	5 072 420,61
EGF contribution	2 937 160,69
Intervention criterion	Article 4(1)(a)
Period of implementation	12.07.2016-01.02.2019
Redundancies during period of reference	1,248
Active employment measures	<p>Provided for 883 workers and include:</p> <ul style="list-style-type: none"> - Coaching and other preparatory measures - Employment and business services - Training and start-up grants - Pay subsidy and allowances for travel and accommodation (related to trainings)

LESSONS LEARNT / GOOD PRACTICES

- The EGF reached 883, which is 70% of all dismissed workers. At the end of the implementation period 813 workers (92%) had found a job, 811 as employees and 2 as self-employed persons.
- Twelve months after the submission of the final report (i.e. in December 2020), the employment situation had a slightly lower re-employment rate 87%. This decrease was attributed mostly to the COVID-19 pandemic, which had an impact on the employment situation of the EGF beneficiaries.
- The managing authority highlighted that one challenge faced during implementation was the high unemployment rates in the ICT sector in the areas where the redundancies took place. 40% of the beneficiaries that responded to a survey conducted in 2017 felt that the labour market situation in the area was the major hindering factor for the workers' re-employment and 26% considered that the age of the beneficiary negatively affected the re-employment.
- The lessons learned underlined by the managing authority were: the importance of intense cooperation with the company laying off personnel, mapping of skills and needs for the persons laid-off for offering guidance and tailoring the measures. It had also been concluded that proactivity for getting re-employed was higher because the beneficiaries had the example of previous EGF projects.
- An added value of EGF measures was getting high-level training provided by Aalto-university or private service providers and getting the certifications that were expected by recruiting companies.