

# Welcome to us in OsloKollega!

Skjalg Havåg  
Hanne Islund  
Merete Jangås  
Henriette Stray



# Who are we?

One of Oslo's largest employment and inclusion companies.

## Our vision

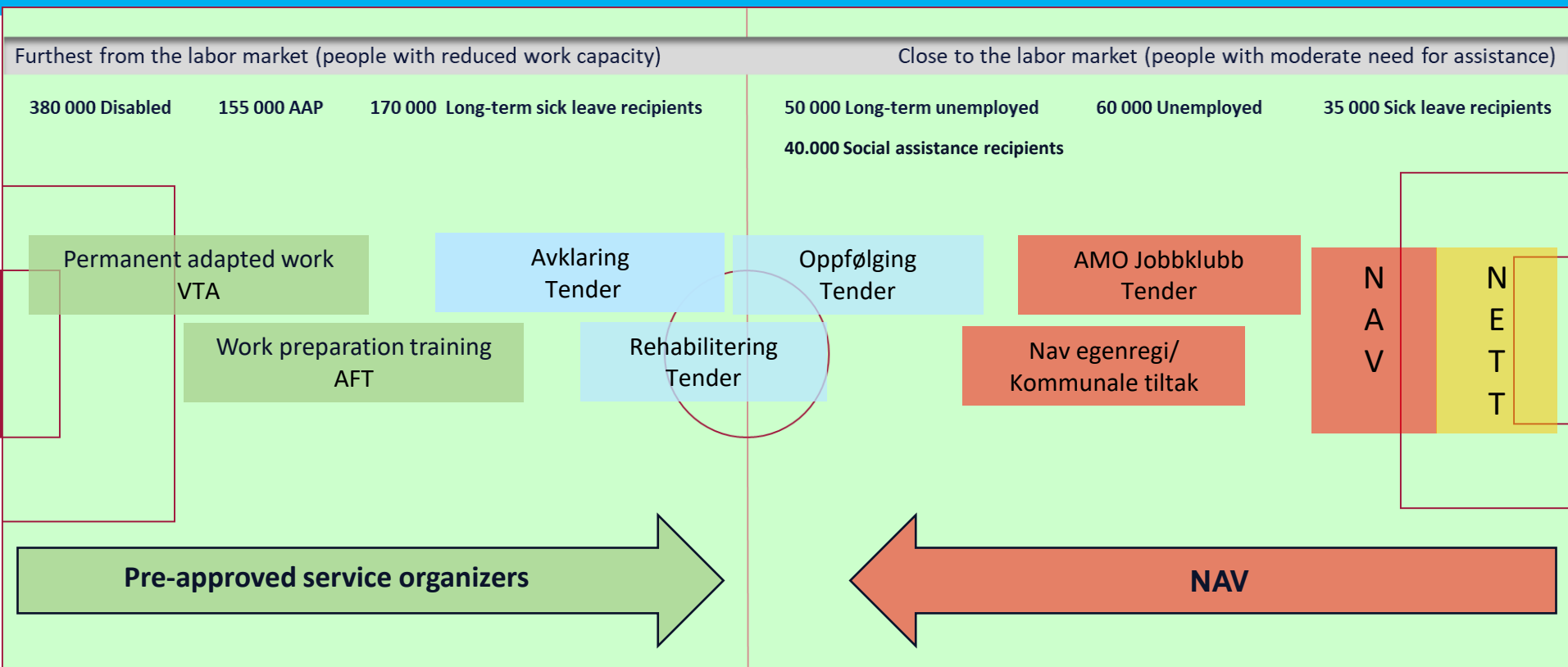
Together we find your path – in life and career

## Our slogan

We create futures



# "The marginalized" – not a homogenous group. No one-size-fits-all solution.

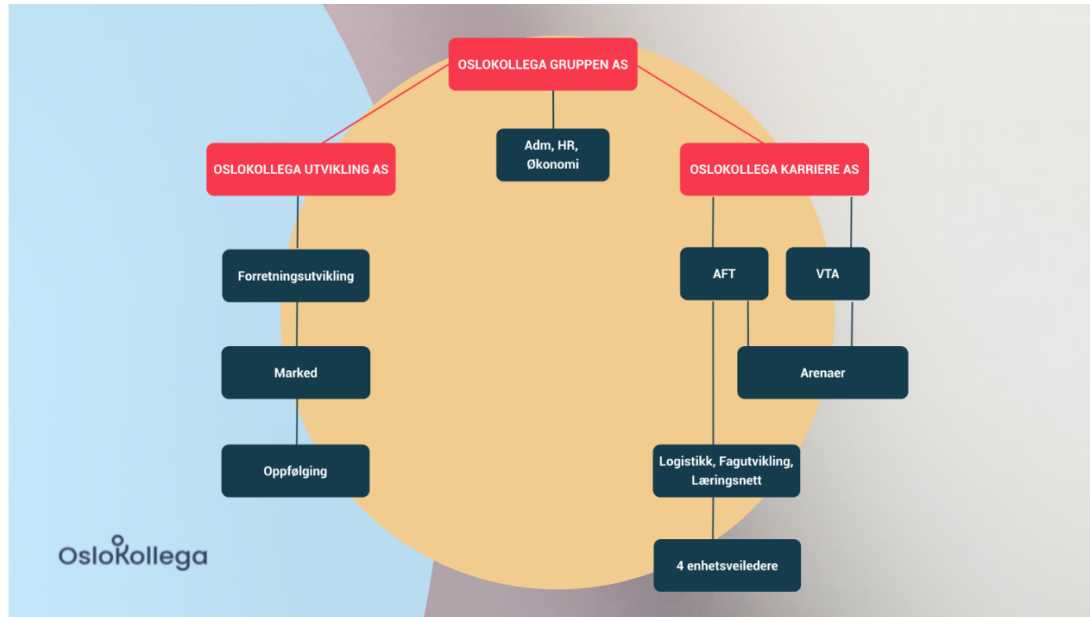


Owners (Non-dividend):

Oslo Municipality	44%
BlindeMissionen IL	28%
Gustav Borch-Nielsen	17%
Lars Olas Dybsjord	8%
Møller Medvind AS	3%



# Organizational Chart OsloKollega Group





## Result development

### Year 2016

94	KiA and APS
24	VTA places
<u>0</u>	Others
118	
30	Employees
30	Sales revenue
<u>36</u>	Revenue people
66	Total income
- 7	Result

27 % Job/education

### Year 2024 (Forecast)

202	AFT places
112	VTA places
<u>80</u>	Oppfølging
394	
85	Employees
7	Sales revenue
<u>90</u>	Revenue people
97	Total income
7	Result

55 % Job/education AFT  
 56 % Job/education VTA  
 72 % Job/education Oppfølging

## VTA a few years back – "Isn't this good?"

- All participants are permanently in the same internal environment.
- Eager participants – they are the first to show up for work. Lots of job satisfaction.
- They score high on climate/environment surveys. The participants are satisfied and don't want any changes.
- Many participants per job coach and low operating costs provide good economics for the company.
- The tasks are adapted to what they can handle. We avoid giving them tasks that are too difficult. The supervisors handle the most difficult tasks themselves.



## VTA a few years back – Attitudes

- Our VTA participants are probably further from the job market than those in other companies.
- They have a significant need for the security that only we can provide.
- They won't be able to handle much higher demands. There is a limit to what they have the potential to learn.
- They depend on being together to thrive.
- They will not gain a better quality of life by exploring new paths.
- They cannot be in other departments, and certainly not with other employers.
- It becomes expensive to use more resources on the participants.
- It is important that they adapt to the group and the tasks we have in the department.
- Why should we focus on development when we are here to work? This is real work for real workers.



# We decided to move from being...



# ... activity-driven to individual-driven!

# Why change?

- Equal opportunities for work
- Strengthen the work line
- Policy – and the future of work inclusion
- The world around us
- Job development and job retention
- The future target group



# Professional strategy - FRAM

- Goals and direction
- Planning of the professional work
- Implementation and results
- Innovation

**Best practices and next practices**



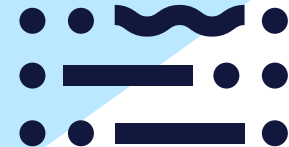
# FRAM:Career

*Everyone has a career*

- Career competence
- Career and development goals
- Action plans with measures

## **Methods:**

- Supported employment
- Targeted environmental work
- Documentation



# The Career Ladder in OsloKollega

- Career skills
- Career reflection
- Career exploration
- Career opportunities
- Career coping



## Conference for employees in VTA

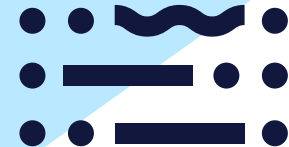
- Opportunity to learn more about one's own career
- Increase motivation
- Be inspired

Certificate of completion for all participants



# FRAM:Job

- Work inclusion is an integrated part of the regular workforce
- More options and career paths
- Individually tailored follow-up to ensure lasting work participation
- Security and belonging
- Place - Train



# How we organize the work

- Individual job with individual follow-up
- Smart partnerships
- Department under OsloKollega management



## Individual job with individual follow-up

- "Employees who wish to do so should be given the opportunity to try out in the regular labor market."
- Supported Employment (SE) - from "Train - Place" to "Place - Train."
- Close follow-up before and during the internship.
- Targeted environmental work as a working tool.





## What are the results?

- VTA employees from the internal department are moving to external internships.
- Wish to try something else.
- Waiting lists due to high demand.
- New applicants want to go directly into external internships.
- Some move into regular employment.



# Partnerships

- Innovation work - with partners
- Training HUB Model
- Job crafting - What we see
- Change our structure in the future

**Strawberry - Børsparken Hotel, Lambertseterhjemmet and Switch Work**



## Department under OsloKollega management

- VTA employees who need closer follow-up
- Work tasks that are adapted




# FRAM:Digital

Why digitalization?

- Ownership of one's own career development
- Digital skills and digital exclusion
- Quality in career guidance
- Learning



# Career guidance with gamification



**Hva er en karriere?**

Handlingen å bytte jobb

Frengang og suksess i arbeidslivet **+100**

**Mitt forhold til jobb gjennom hele livet**

**NESTE OPPGAVE**

103 3X

**Hva vil det si å ha en karriere?**

Jeg utvikler meg i jobben min

Jeg jobber mye overtid

Jeg kan skifte jobb

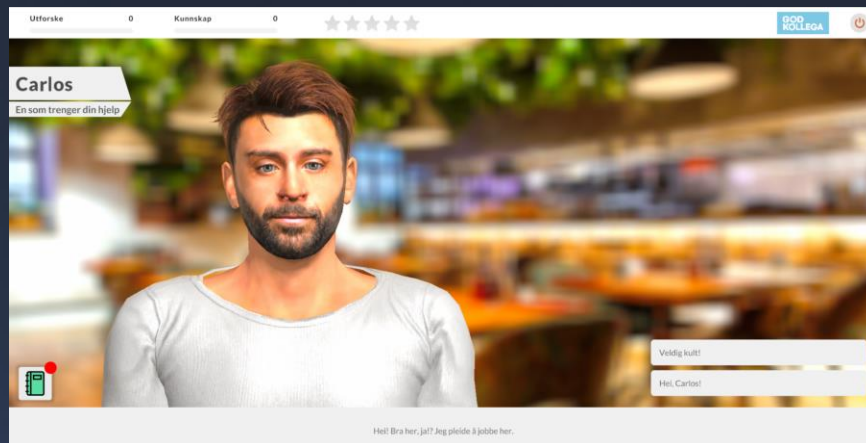
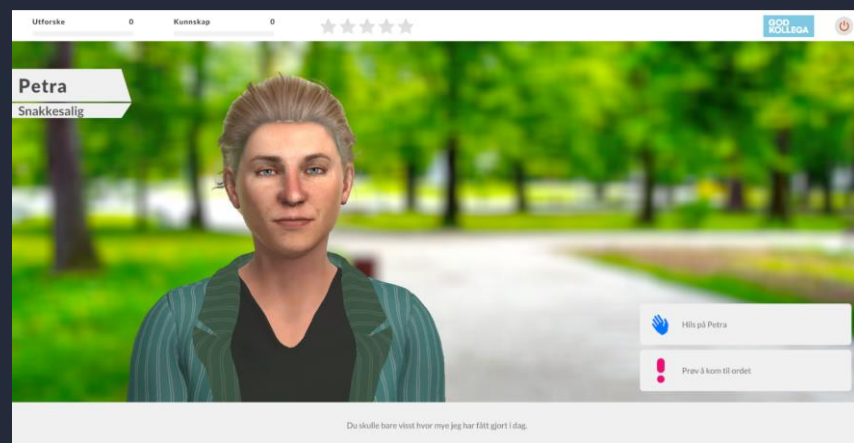
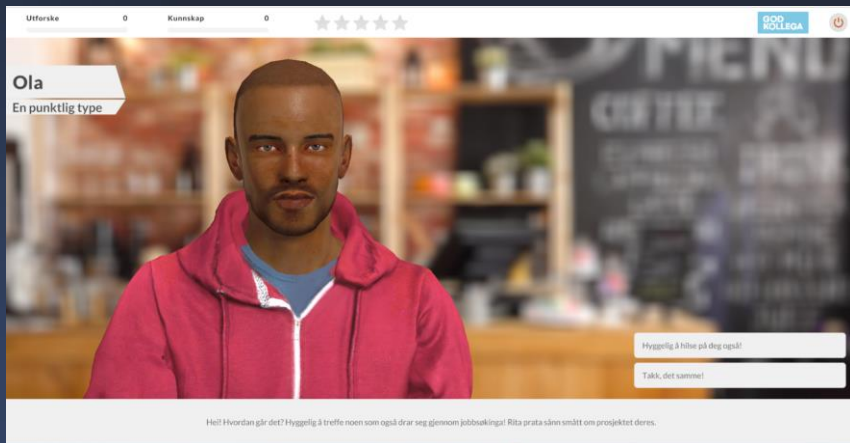
Jo mer erfaring, jo flere jobbmuligheter har jeg

Jeg har langsiktige planer om jobb

Jeg har firmabil

Velg 3 for å fortsette

# The player encounters three characters with different challenges in the jobseeking process.



# Karrierepasset



## TEKNOLOGIEN

Ett felles språk for:

- Formell og uformell kompetanse
- Kompetansegap
- Arbeidslivets behov



## INDIVIDET

Helhetlig kartlegging av formell og uformell kompetanse, samt personlighetsprofil



## KARRIEREVEILEDNING

Økt effektivitet og kvalitet i karriereveiledning



## ARBEIDSLIVET

En optimalisert og sikrere ansettelsesprosess for jobbsøker og arbeidsgiver

**Thank you for visiting  
OsloKollega!**

