

NHO - Confederation of Norwegian Enterprise

Jan-Kåre Berglid

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jan.kaare.berglid@nho.no



Introductory Enterprise (IE)

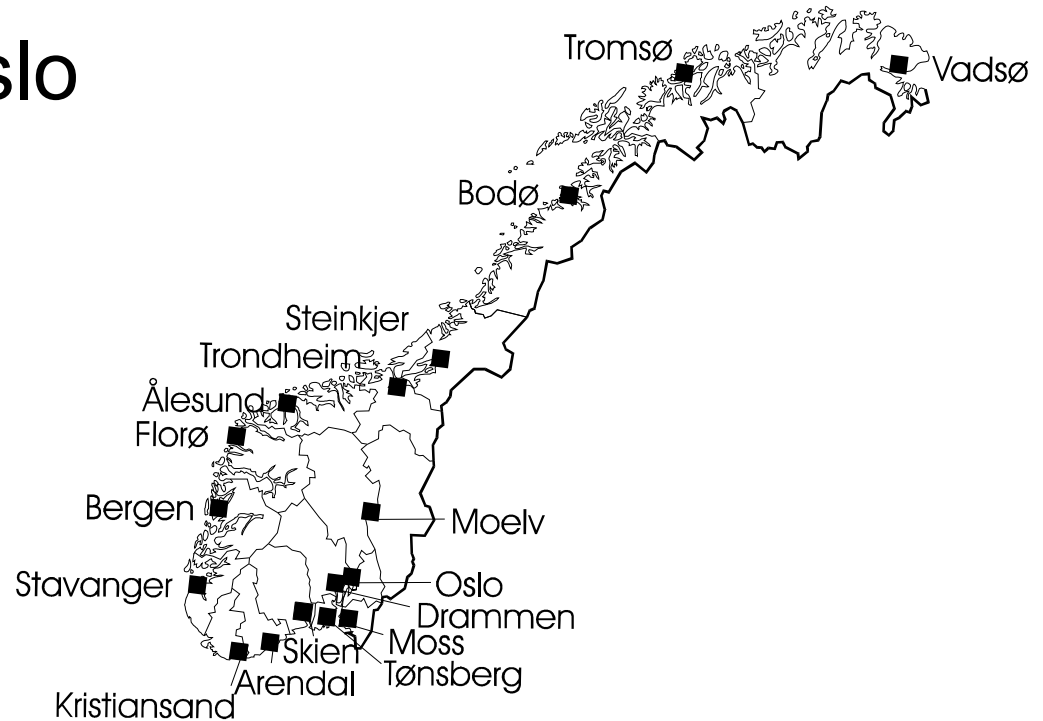
**Entrepreneurship,
network and co-operation in
The Norwegian Introductory
Programme.**

What is NHO?

- **The main organisation for Norwegian employers**
- **Membership consists of more than 17 000 enterprises**
- **ranging from**
 - **small family-owned businesses**
 - to
 - **large industrial enterprises.**

This is NHO:

- Central organisation in Oslo
- 21 Sectoral federations (representing different trades)
- 15 Regional federations



How does NHO work international?



World Business Council for Sustainable Development



- International dept. horizontal issues, but all depts. and sectors must take resp. for specific issues
- UNICE coordination
- Internal EU training schemes

www.ue.no



UE NORGE PROGRAMMER REGISTRERING SAMARBEIDSPARTNERE WEBSHOP WEB-TV OM OSS KONTAKT

FRAMTID, SAMSPILL OG SKAPERGLEDE



Ungt Entreprenørskap engasjerer elever og studenter over hele landet i elev-, ungdoms- og studentbedrifter.

Arbeidet med entreprenørskap i skolen stimulerer elevenes kreativitet, lærevilje og skaperevne.

I tillegg gir det en viktig opplæring i hvordan næringslivet fungerer, slik at elevene står bedre rustet på arbeidsmarkedet i fremtiden





LATEST NEWS

- Entrepreneurship in Education European Summit
- YE Sweden nominated for the Knowledge Award

UPCOMING EVENTS

- Brussels, Sept 5-7 European Summit 2006
- Warsaw, Nov 15-19 JA-YE Annual Conference 2006

PROGRAMMES

- Age 6-12
- Age 13-15
- Age 16+
- Graduates

ABOUT US

JA-YE organisations teach enterprise, entrepreneurship, and "economic literacy", focusing on the role of business in the economy and the relevance of education in the workplace.

ANNUAL REPORT

- Annual Report
- EU Report

ALUMNI

- About Alumni
- Events
- Hobsons US Education Guides
- Student Opportunities



CLIFFORD CHANCE

Introductory Enterprise

The fundamental ideas of IE:

- Human beings have the immanent resources they need to achieve desirable results
- Wealth of ideas, power of initiative and the capability to carry through can be trained



Introductory Enterprise

Fundamental ideas of IE :

- There are lessons to be learned from every failure
- If what you do does not work, try something else

The Introductory Enterprise Programme

- initially tried out as a project with 4 pilots from August 2003 to August 2004.
- tested further in a project network where 18 municipalities took part.
- In addition, several Introductory Enterprise gatherings have been held for municipalities.



Introductory Enterprise

- an Educational Scheme for Refugees and Immigrants

- Introductory Programme
- Financial Support
- Language Tuition
- Work Training



www.nho.no/ie





Introductory Enterprise

IE consists of:

- A minicompany
- Mentorship
- Partnership
- Co-operation with the traditional way of teaching Norwegian and social studies



Introductory Enterprise

Who is participating?

- The IE participants
- The teachers
- A small resourcegroup
- Mentors
- Partners through partnerships
- Customers
- Suppliers



Introductory Enterprise

Who is responsible?

- The IE participants
- Immigration office
- Adult education
- Public offices (partnership)
- Local enterprises (partnership)
- People (customers, market)



Introductory Enterprise

Goals of IE:

- Increase the IE participants contact surface through:
 - Being aware of their own networks
 - Building networks
 - Using mentors and partnerships
 - Making contacts with customers and suppliers



Introductory Enterprise

Goals of IE:

- Learn Norwegian
- Learn about the Norwegian society
- Expand and strengthen "the traditional way" of teaching Norwegian and social studies



Introductory Enterprise

Goals of IE:

- Increase the IE participants' focus on possibilities
- Increase the IE participants' "total learning profit" within a given frame of time
- Increase the IE participants' ability to "stand on their own two feet" in a new society



Introductory Enterprise

Goals of IE:

- Increase the local society's ability to include new citizens
- Increase the local society's capability for making use of the competence of their new citizens



Introductory Enterprise

The IE participants:

- Are challenged
- Are heard
- Have influence
- Make choices
- Take the consequences of their choices
- Are learning by doing

Introductory Enterprise

The IE Method:

- The IE participants are supervised through planning, establishing, running and liquidising their own minicompany.
- Local companies and public offices, connected to the IE through partnership agreements, are helping/guiding the IE.

PARTNERSHIP AGREEMENT

Between

The Introductory Programme for Recently Arrived Refugees in the Municipality of

And

This Agreement involves regular cooperation aimed at giving the participants of the Introductory Programme in the municipality a greater insight into the local business and industry sector as well as the Norwegian world of work in general. The overall objective of this Agreement is to bring the participants closer to their goal of permanent employment by giving an increased understanding in relation to the role of the private sector within society, thereby giving the participants a better foundation for making realistic choices in relation to education and training.

The parties shall incorporate this Agreement into their plans and have a regular dialogue whose aim is to evaluate, improve and further develop the cooperation stipulated herein.

This Agreement shall apply from _____ until _____ followed by a review.

This Agreement shall apply in areas such as:

- The partnership enterprise shall become involved in courses and training programmes
- Scheduled Company Visits
- Work Placements
- Language Placements
- Work Training
- Mentorships for Introductory Enterprises
- Exchange of information in cases of Recruitment
- Other Types of Cooperation

Further Specification as to the Content of the Partnership Agreement:

Contact Person for the Enterprise: _____

Contact Person for the Municipality: _____

Date: _____

For the Enterprise

For the Municipality

What do we do in the Introductory Enterprise Programme?

- Develop good ideas
- Find out whether or not the idea is viable in practice
- Decide what types of employees the enterprise needs
 - -Apply for the vacant positions
 - -Hire/get hired as an employee
- Start the enterprise
- Run production and sale



Introductory Enterprise

What the IE participants achieve:

- Preparation in meeting a future labour market and at the same time gaining knowledge of and experience in self-employment in his or her new local society
- Knowledge about, contact with and insight into local business and public service

Introductory Enterprise

What the municipality achieves:

Development of a network for a permanent and systematic co-operation between local work life, local companies, public services and education institutions with responsibility for The Norwegian Introductory Programme.



Introductory Enterprise

- **IE is a means and a method**
- **IE is an arena for learning**
- **IE is an arena for training**



Introductory Enterprise

For more information:

www.nho.no/ie