

# Trainee South – “win-win” model for young professionals, industry and SMEs

Isabelle-Louise Aabel (Alumni trainee)  
EU Advisor, GCE NODE

[isabelle@gcenode.no](mailto:isabelle@gcenode.no)  
+47 992 75 549



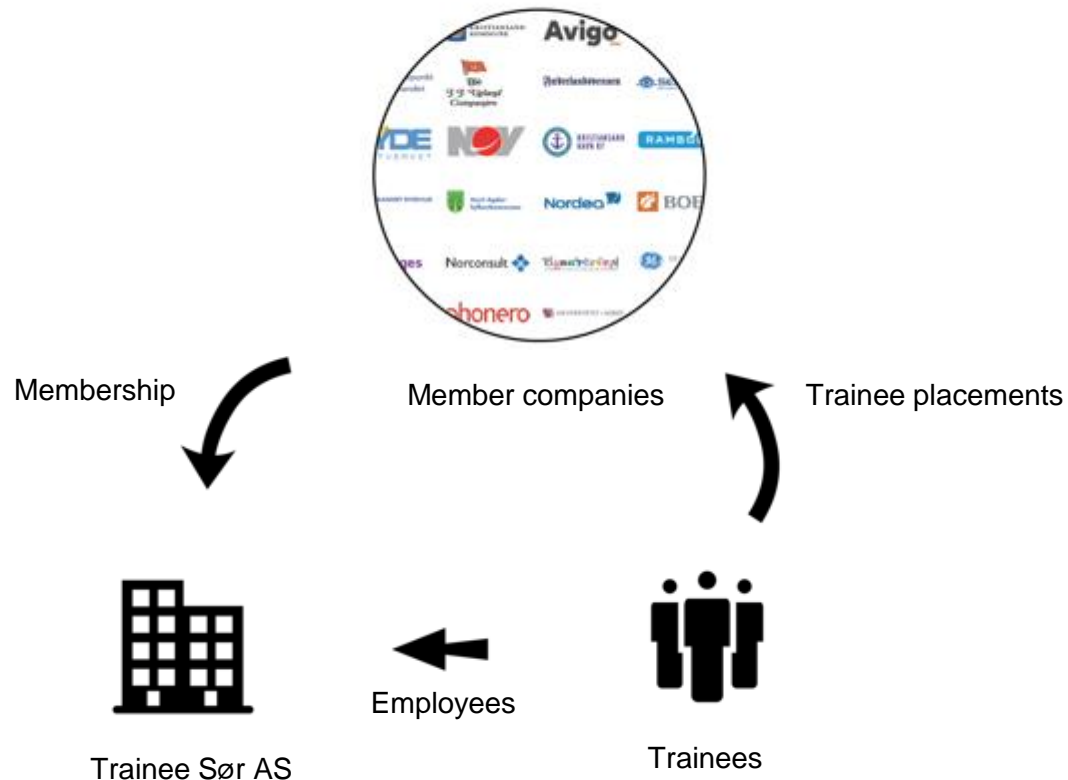
- Established in 2004 – 17 years and going strong
- Purpose and main goal for Trainee South is to strengthen the regions competitiveness nationally and internationally
- Recruit and keep the most ambitious and competent minds in our region, and establish a unique start in building a career
- Provide companies with valuable knowledge and new impulses
- The traineeship lasts for 18 months
- Economic resources: participating companies pay a participation fee, in addition to the salary of the trainees
- Human resources: the program is run by one manager and external companies are involved in the recruitment process and mentoring sessions.



**LEAN Yellow Belt course**

# Stakeholder engagement – SMEs, students, region

## Organizational model Trainee South



- Trainee South was launched to meet companies' needs to attract young professionals to the area.
- The close cooperation between academic institutions, regional and local municipal level, the industry and Trainee South creates solutions for all.
  - The young professionals have a clear view about **opportunities in the region** and wish to settle
  - SMEs and enterprises are given the opportunity to **address what competence is needed** and have a pool of great young minds
  - The young professionals are given the opportunity to **"test" different workplaces** and find their **"fit"**
- The stakeholder cooperation model upon which Trainee South is built can be easily replicated in other interested regions, focusing on their core business sectors.



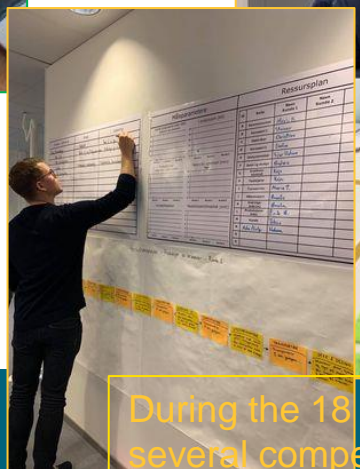
# Journey as a trainee

Assessment- after the first interview process a selection of young professionals are invited to assessment center.



Mentor and mentee

GCE | NODE | AN INDUSTRY-DRIVEN CLUSTER FOR OCEAN TECHNOLOGIES



During the 18 month as a trainee you are given several competence enhancing courses

Study trips with trainees and employees from the companies



# Benefits for all – SMEs, young professionals, university and regionally

- 172 trainees has completed the program
- 51%/49% women and men
- 93% receive job offers within the region after the program
- 77% in one of the member companies
- 70% lives in the region today
- 566 placements through 16 years
- 78 involved enterprises through 16 years
- 25 active trainees in the portfolio





## How to transfer the good practice to you?



- Norway has a high awareness of gender issues.
- In Trainee South, gender balance comes naturally.
- This means that other regions interested in implementing this type of program might need to **focus more effort to guarantee gender balance** and develop specific measures to facilitate female participation in the program.
- Also – be clear on the main industry that your region represent.
- Close collaboration with higher education

# Thank you !

Isabelle-Louise Aabel  
EU Advisor GCE NODE

[isabelle@gcenode.no](mailto:isabelle@gcenode.no)

+47 992 75 549

