

TRAINEE SØR

- Et regionalt traineeprogram

A successful practical example of talent attraction and retention



WHAT IS TRAINEE SØR?

A cooperation between private companies and public institutions in the region:



To **strengthen the region's** competitiveness nationally and internationally



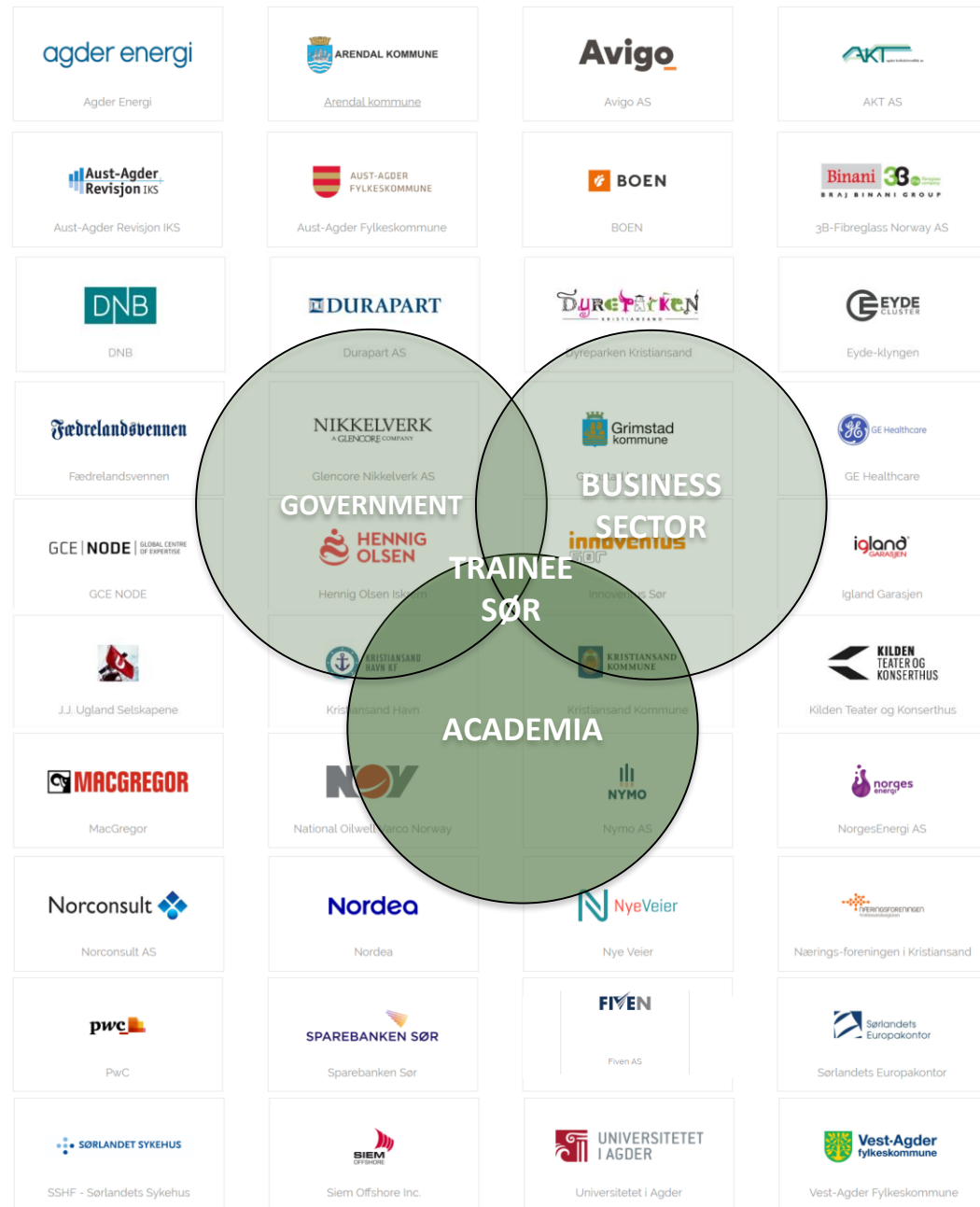
To **recruit** the most ambitious and competent candidates to the region and create **a unique start** to their career.



For companies to get **access** to highly qualified workers who provide **valuable knowledge** and new ideas to their companies.


WHO PARTICIPATE?


<http://traineesor.no/medlemsbedrifter>






ASSESSMENT

- 
- For young professionals with a Master's degree
 - Between 24-30 years old
 - Educational background and results

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- Motivated to develop the region
 - Motivated for personal development

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- Diversity and Gender balance
 - Personal skills

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- Recruitment twice a year
 - Assessment Center



PROGRAM



- Employed in the program 18 months
- 3 different organizations



- Varied work experience:
 - private companies and public institutions



- Holistic Development
 - personal growth through mentoring, seminars and social network



Autumn 2019: 25 trainees are in the program
Since 2004: 156 trainees have completed the program

Opportunities for the companies

- Access to new knowledge and new ideas
- Challenge established procedures, point of views and attitudes
- Highly motivated to do a good job and learn
- Promotes change culture
- Recruitment pool
- Close cooperation between the various companies

Opportunities for trainees

- 3 organizational cultures, 3 managements, 3 challenges
- Work in both public and private sectors
- Professional, social and personal follow-up
- A team of 25 trainees with different disciplines
- Valuable Network
- Competitive wages





Effects – regional development

For the Companies

- Find the right people
- Employment branding
- Organizational development
- CSR

The region

- Extension of academia
- Creates good reputation
- Stimulates innovation and knowledge sharing
- Spreads knowledge on regional opportunities

Effects –young professionals

- Expanded perspective
- Work in a multidisciplinary way
- Multi-disciplinary language
- System Understanding
- Better decisions
- Increased workability
- Adaptability
- Network competence
- Self-knowledge
- Self-confidence
- “Whirlwind”

