

Helgeland Industrier AS (HIAS)

- Primary business: Rehabilitation activities
- Provides services to vocationally disabled persons
- Located in Sandnessjøen, Mosjøen and Brønnøysund



- Established in 1979
- Organised as a joint-stock company
- Owners: Nordland county, 11 municipalities and 10 % private shareholders
- Employees: About 400 (including leaders)
- Income: 50 % through sale of goods and services, 50 % through services sold to NAV.
(The Norwegian Labour and Welfare Service)
- Yearly turnover: About 9375 000 €

- Member of NHO. (Confederation of Norwegian Business and Industry)
- 110 equivalently enterprises in Norway
- Provide services to more than 35 000 vocationally disabled per year
- Provide assessment, vocational training and qualification through ordinary production of goods and services

Other businesses:

- Mechanical workshop
- Catering, course and conference
- Wood workshop
- Laundering-services



Requirements for HIAS:

- Primary business must be rehabilitation activities
- Profit must remain within the enterprises and benefit the rehabilitation work and the participants
- No dividend is to be paid

Disabled persons can apply for the following services:

- To have their workability and employability assessed
- Basic work preparatory training
- To get individualized qualifying programs, with the aim of getting an ordinary job
- To have assistance in getting a job or lay the foundation for further education
- We also provide permanent adapted work for those who are unable to work in the ordinary Labour market
- Sheltered workshops. (100 % welfare pension)

E-learning programmer:

- For Assessment and Job Club



Key success factors

- Individual focus – dealing with dyslexia, dyscalculia, nutrition and weight issues, drug and alcohol related issues, emotional/psychological and a variety of syndrome-issues etc.
- Good co-operation with the Labour authorities
- Variety of qualification arenas

Key success factors

- Solid competency within the enterprise
- Solid documentation – (EQUASS)
- Visible in the local community
- Local specialties
- Constant focus on helping participants to obtain an ordinary job
- An enterprise to be proud of



Primeminister

Jens Stoltenberg:

*”The Vocational
Rehabilitation
Enterprises are very
important bridges
towards a working
life”*



Erna Solberg, leader of
the Conservative Party

*“I am very impressed by the
creativity and the “spirit” I see
within the enterprises”*