

OIGP – MIAMI 2018 – FINLAND – PRO-SOURCE - M. KAIJALA

After 7 years of - Burning the ice – market is booming

Outplacement: Going down - New legislation - possible market on state owned companies
Coaching: New market: State owned companies – Disruption – Board dynamics
Recruitment: Booming – Digitalization – Change Management – Sales – State owned companies
OIGP/AIMS: Thanks to Bernardo Entschew – a possible co-operation in Germany
Profits: Big companies are doing great profits, Mergers and acquisitions

Specific laws concerning outplacements – 2017

The employer is obligated to provide a person whose employment has been terminated due to financial or production-based reasons an opportunity to take part in training or education to enhance possibilities to find new employment when at least **30 people are working for the company** and the person in question has worked **at least 5 years continuously for the company**.

The training or education should have the monetary **value equivalent to the employee's one month salary or to the average of all the company's employee's monthly salary, whichever is the greater value**. The training or education should take place within two months of the employee's termination. For a weighty reason the training or education may take place at a later time. Whatever the case, the employee should be informed about the estimated time for the implementation of the education or training.

The employer and employee can mutually agree that the employer fulfils its duties by financing entirely or partly an education or training the employee has arranged for themselves.

Thank You

We are also doing good business and growing in Pro-Source 😊