

# Skills policies in Norway: National and regional measures

Sveinung Skule

# Skills Norway

## The Directorate for Skills Policy

- Coordinate and promote coherence in Norwegian skills policies
- Strengthen the population's competence
- Improve the balance between supply and demand for skills in working life.
- Strengthen the opportunities for informed career choices and lifelong learning
- Support competence development in working life



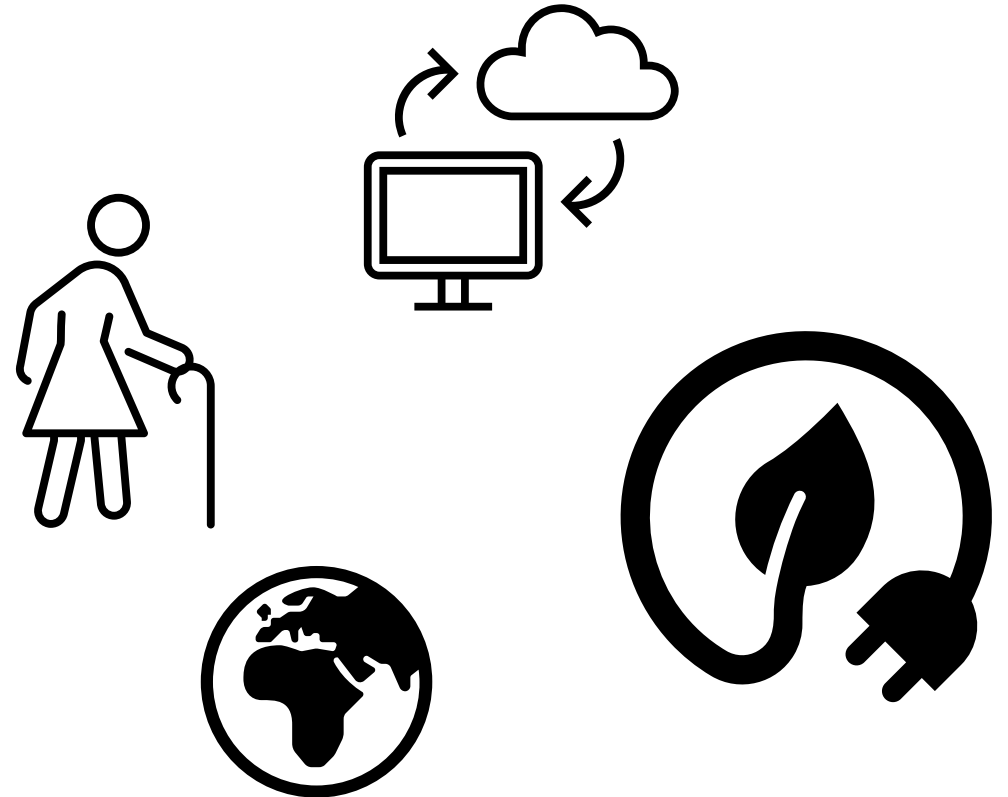
# Norwegian Strategy for Skills Policy

- Informed choices for the individual and society
- Better learning opportunities and effective use of skills in the labour market
- Strengthen the skills of adults with poor basic skills and little formal education



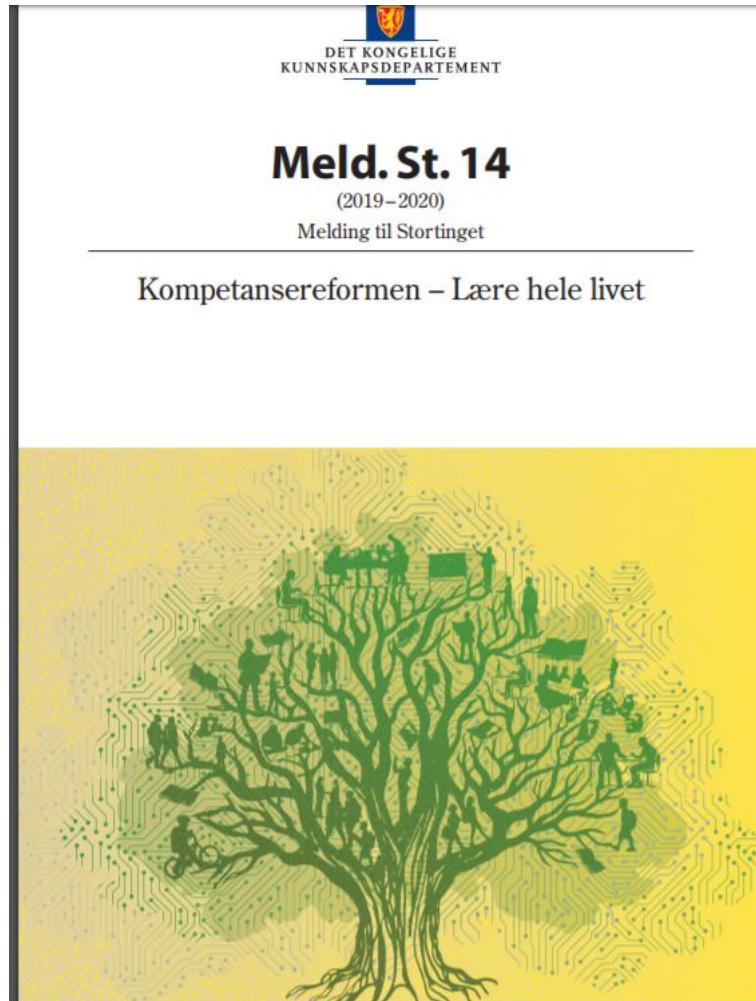
# Trends that affect the future skills needs

- Digitalization and automation
- The ageing population
- Green transition
- Migration



The Norwegian Committee on Skills Needs  
*NOU 2020:2 Framtidige kompetansebehov III*

# The basis for Norwegian skills policy



- No one's skills should become outdated
- Improved match between supply and demand – avoid skills mismatch
- Stimulate investment in skills
- Open up the educational system for lifelong learning
- Flexible upskilling and reskilling opportunities – E&T combined with full- or part-time jobs

# Regional skills policies (under construction)

- Regional skills planning
- Ensure regional coordination and collaboration
- Collaborate with educational providers
- Company training
- Career guidance
- VET for adults





# Covid 19: Skills development measures (NOK 2 billion)



# Education- and labour market information

- **Online services:** [utdanning.no](https://utdanning.no) and [karriereveiledning.no](https://karriereveiledning.no)
- **Career guidance for all**
  - A national framework to ensure quality
  - Every region must offer career guidance
  - A national digital career guidance service





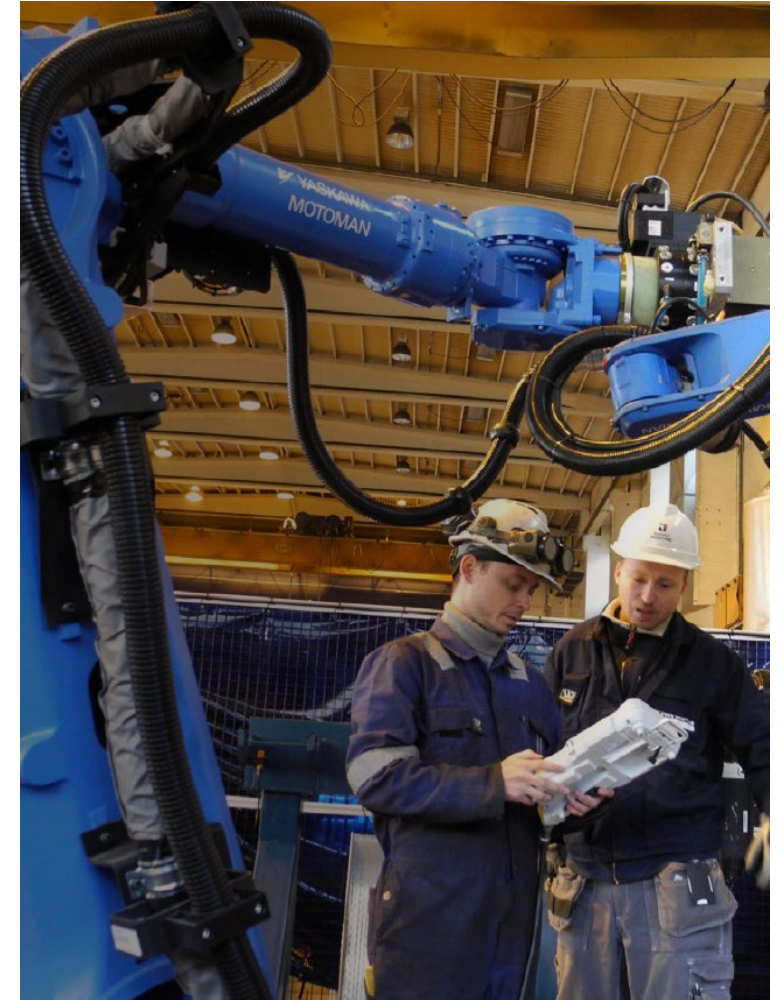
# The Skills Program (Kompetanseprogrammet)

1. Flexible further education offers
2. Tripartite business sector programs for skills development
3. Industrial clusters' skills development
4. Incentive schemes for lifelong learning - scholarships for skilled workers



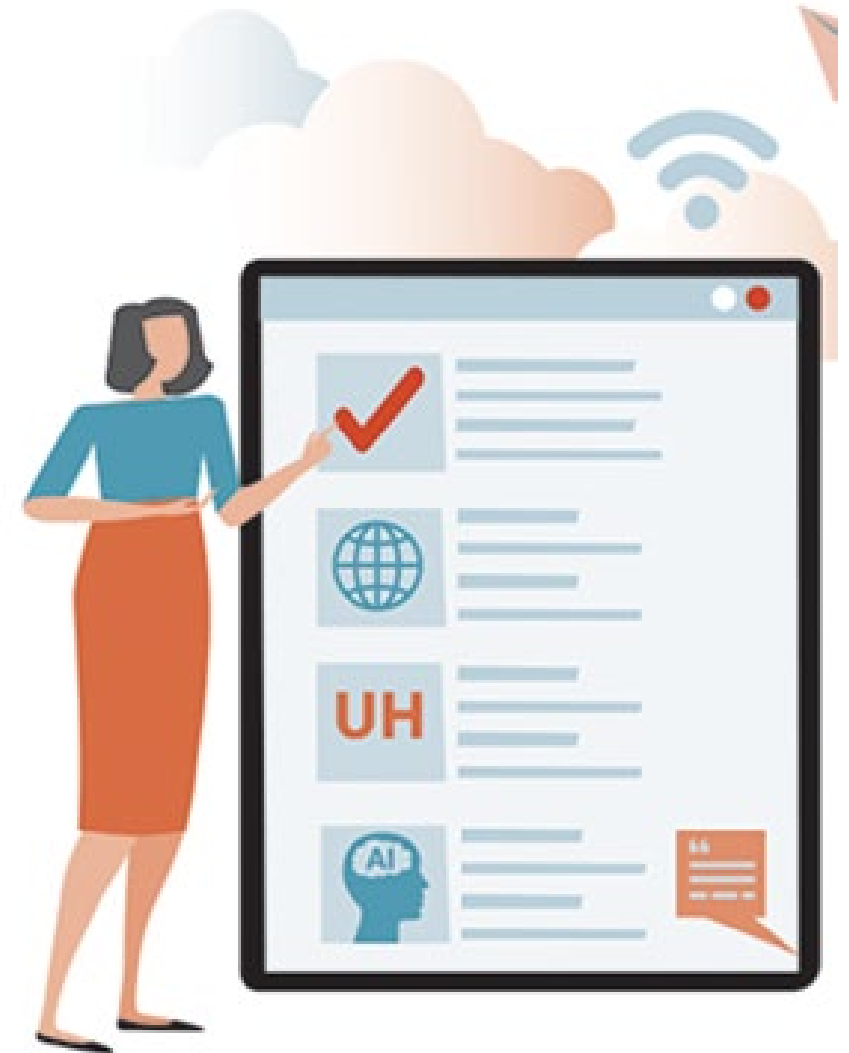
# Tripartite sector programs for skills development

- Aimed at industries and sectors with special needs
- Enable them to master restructuring and make it possible for more people to stay in work
- Aimed at employees who participate little in skills training activities
- Specially aimed at employees without vocational training and skilled workers
- Initiated and run by the industries themselves
- Short, flexible offers that can be implemented in combination with work
- At upper secondary level, vocational college level and university level



# A wide range of sectors and regional clusters

- General industry and building
- The construction industry
- The municipal health and care services
- Retail/specialist trade
- The tourism industry
- The hairdressing industry
- The food and beverage industry
- The electrical/automation/renewable/power industry
- The oil, gas and supplier industry
- The maritime sector
- Kongsberg regional cluster



# Regional Skills Pilots

- Mobilise and coordinate skills needs, particularly regional SMEs
- Improve access to customised further- and continuing education delivered in the regions
- Develop and test new methods and models for improving skill supply to the regions
- Support the counties' strategic role for regional skills policy



**Thank you for your attention!**

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# Steering and relations

