

An aerial, top-down view of a large, diverse crowd of people. The individuals are densely packed in some areas and more sparse in others, all moving in various directions. The crowd is composed of people of various ages, ethnicities, and clothing colors, creating a vibrant, multi-colored mosaic. The background is a plain, light-colored surface, possibly a large open square or a wide street.

NORWEGIAN STRATEGY FOR SKILLS POLICY 2017-2021

“The population’s skills are society’s most important resource and the basis for welfare, growth, wealth creation and sustainability.”

“Solid skills within the workforce are and will continue to be crucial both for the Norwegian economy’s competitiveness and for employment.”

Skills policy is mutually dependent on other policy areas in order to achieve its objectives

- The [Norwegian Strategy for Skills Policy](#) is a partnership between;
 - **Five ministries**; The Ministry of Labour and Social Affairs, the Ministry of Justice, The Ministry of Local Government, the Ministry of Education and the Ministry of Trade
 - **The social partners** from the employers 'associations and the trade unions
 - **The voluntary sector** and the main **adult learning associations**

Challenges and opportunities

- We need to **include more people** in a learning-intensive labour market
- Safeguarding **the Norwegian labour market model** which promotes learning and productivity
- **Immigrants skills** must be put to better use
- Securing the skills needed to devolve **future solutions**
- **All parts of the country** must have access to skills

National objectives and priority areas

- Better understanding of **skills needs**
- **Career guidance** services must be further developed
- **Cooperation between education and the labour market** for improved quality and relevance
- Better knowledge of **learning in workplace**
- **Flexible programs** for continuing education and training
- National **measures for reskilling**
- Better systems for **documenting skills acquired in the workplace**

Enhance skills among adults with weak labour market attachment

- Coordinated programs for **adults with poor basic skills and low formal qualifications**
- Targeted and efficient **training for immigrants**
- The **workplace as a learning environment for people who are at risk of exclusion** (especially focusing on formal competence)
- NGOs as **learning arenas**

How to apply the goals of national policy to the individual's needs

- FØNIX is the largest company within the vocational rehabilitation market in Norway
- We work with two major target groups; **people who are outside the labour market** and **people who are in danger of falling out of the labour market**
- When we work to prevent exclusion from working life we work directly with the vulnerable employees at the workplace
- Typical employees with low basic skills, lack of formal competence and / or in need of Norwegian language training

Basic skills in working life

- Improving basic skills in the areas of literacy, numeracy, oral communication and ICT
- “What is numeracy for you in your working situation!”
- “How is the digital development influencing on your daily working life!”
- “How do you communicate with colleagues and costumers?”



The need for formal competence

- The development from manual production to a modern automatized and digitalized production
- A changing working life brings new demands for formal competences in form of a Trade Certificate
- “I know nothing – I have just been working here for 40 years!”



Combination of language and formal training for migrants

- The requirement for formal competence, and a lack of Norwegian knowledge, are important barriers to immigrants in relation to jobs
- Language training **and** formal competence is a good formula for successful integration
- Focusing on work-language and formal Trade Certificate



fØNIX

Livsglede gjennom arbeid