



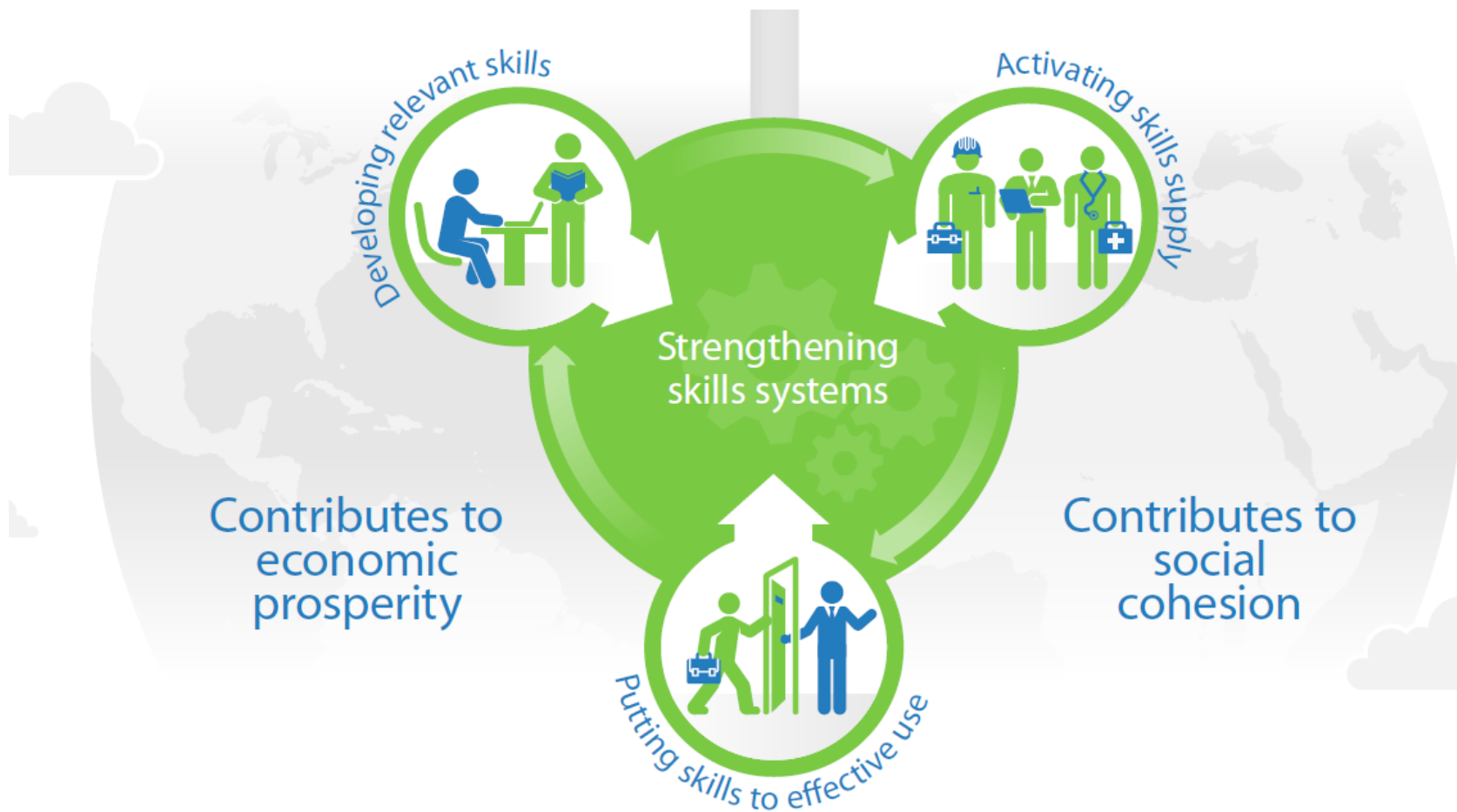
Towards a Skills Strategy for Norway:

results of the OECD Skills Strategy project



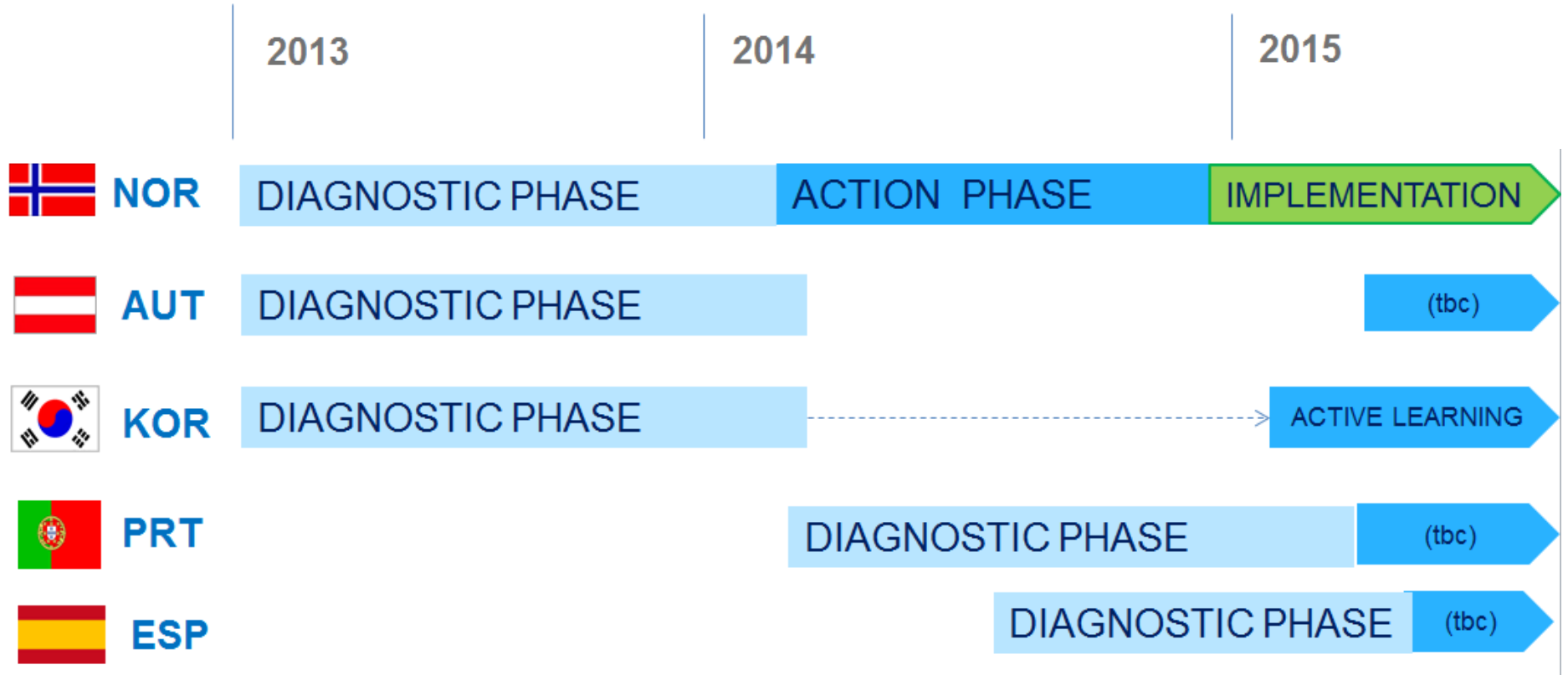
22 June 2015
Norwegian Productivity Commission
Joanne Caddy
OECD Directorate for Education and Skills

OECD Skills Strategy: building resilient national skills systems



OECD Skills Strategy projects in countries

Building effective skills strategies: overview

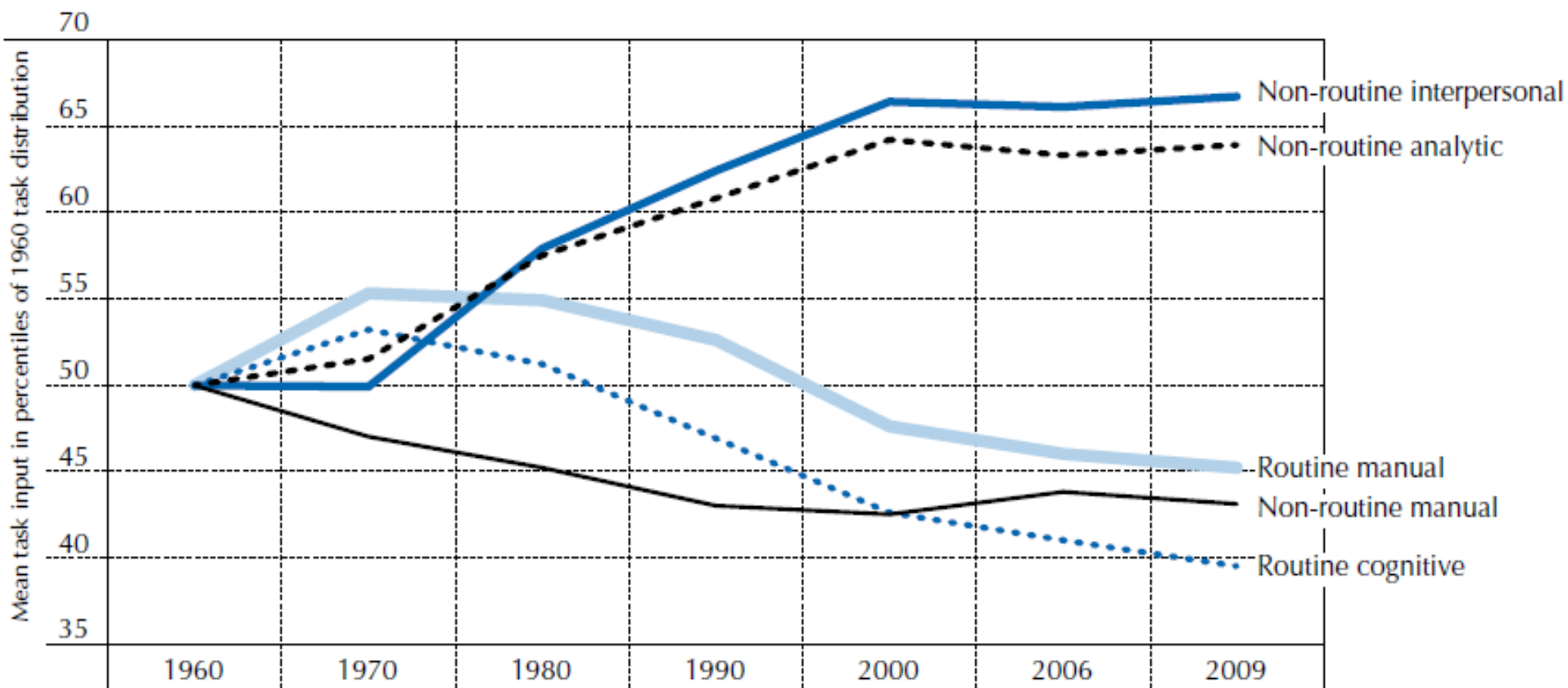


Overall project goals

- **Forging stronger links between education and skills policy** and the broader **economic and social policy agenda**
- **Fostering a whole of government approach to skills policy** by building an inter-ministerial project team
- **Raising awareness and engagement among stakeholders** to invest in skills for the country's future economic prosperity and social cohesion
- **Strengthening evidence-based policy-making on skills** and identifying any significant gaps in existing sources of data and how well they are used

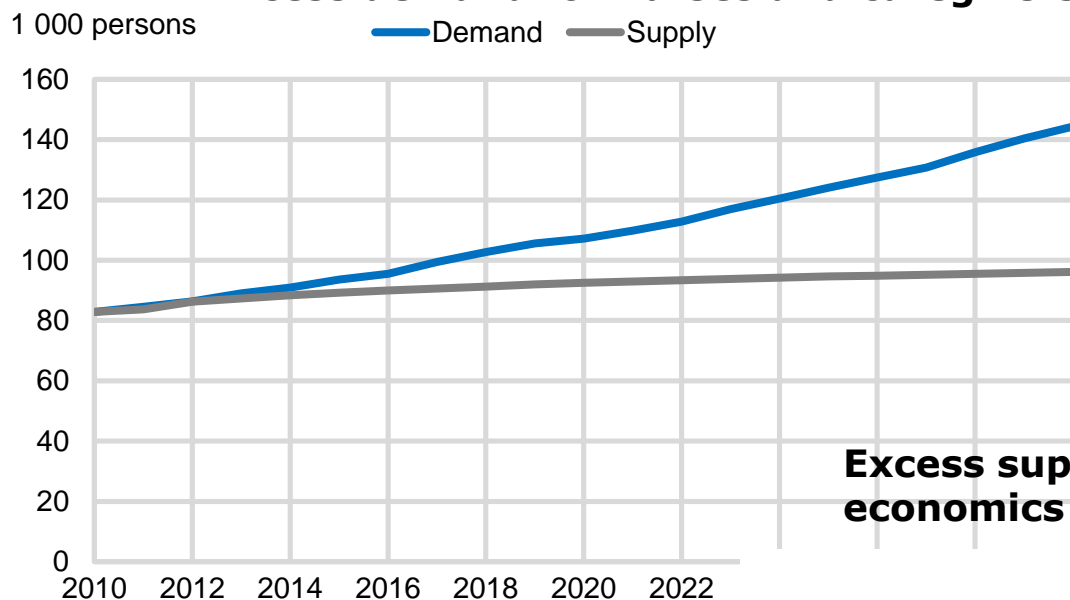
The demand for skills is changing

Trends in routine and non-routine tasks in occupations, United States, 1960 to 2009

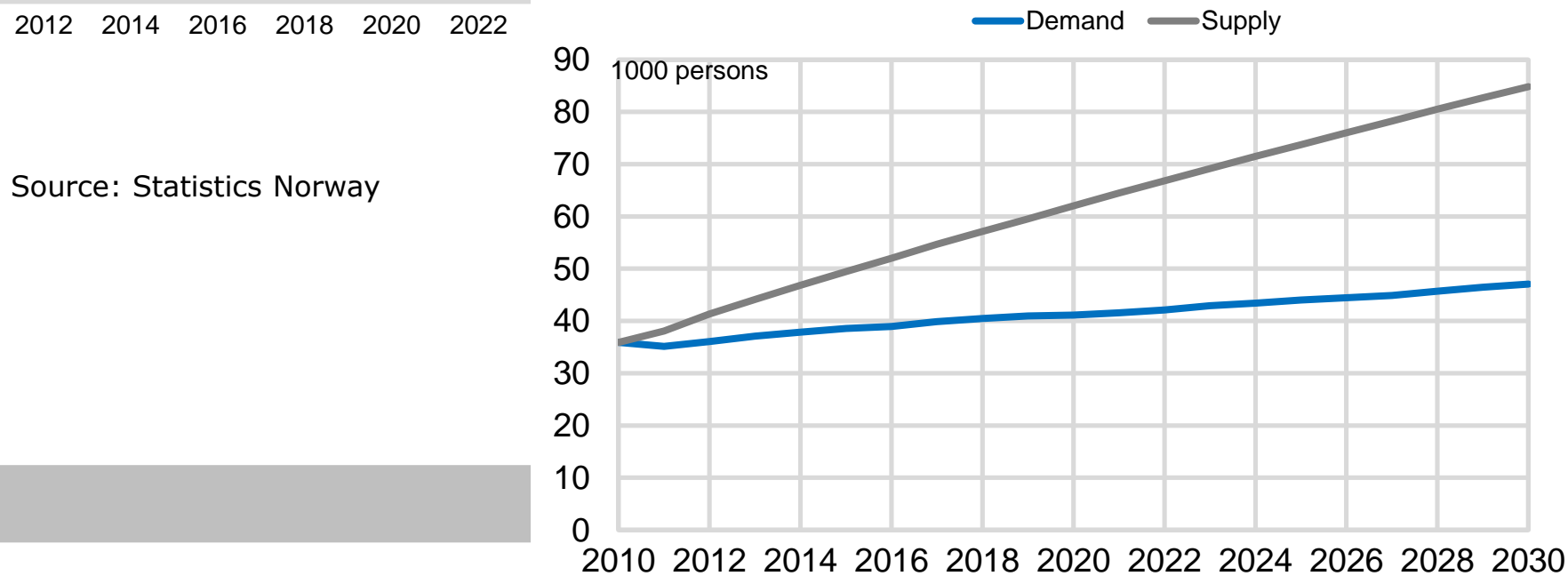


Growing mismatches between skills demand and supply in Norway

Excess demand for nurses and caregivers

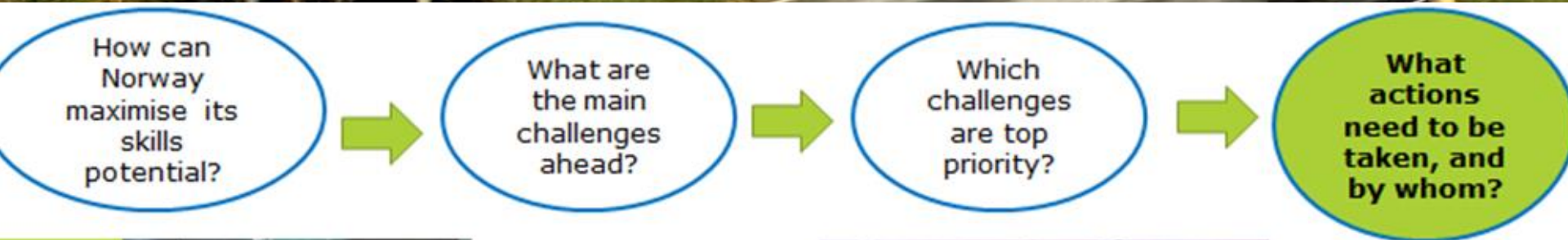


Excess supply of master level graduates in economics and administration



Source: Statistics Norway

Our journey



Scoping workshop
(11/01/13)

National diagnostic workshop
(23-24/05/13)

Regional diagnostic workshops
(17/09/13 & 01/10/13)

Priority-setting workshop
(22-23/10/13)

Action Plan workshop
(1-2/04/14)

What are the main skills challenges in Norway?

Developing Relevant Skills

1. Building strong foundation skills for all
2. Reducing drop-out
3. Informing educational choices

Activating Supply of Skills

4. Enhancing labour market participation among those receiving disability benefits
5. Encouraging labour market attachment among low skilled youth
6. Ensuring Norwegians remain active longer

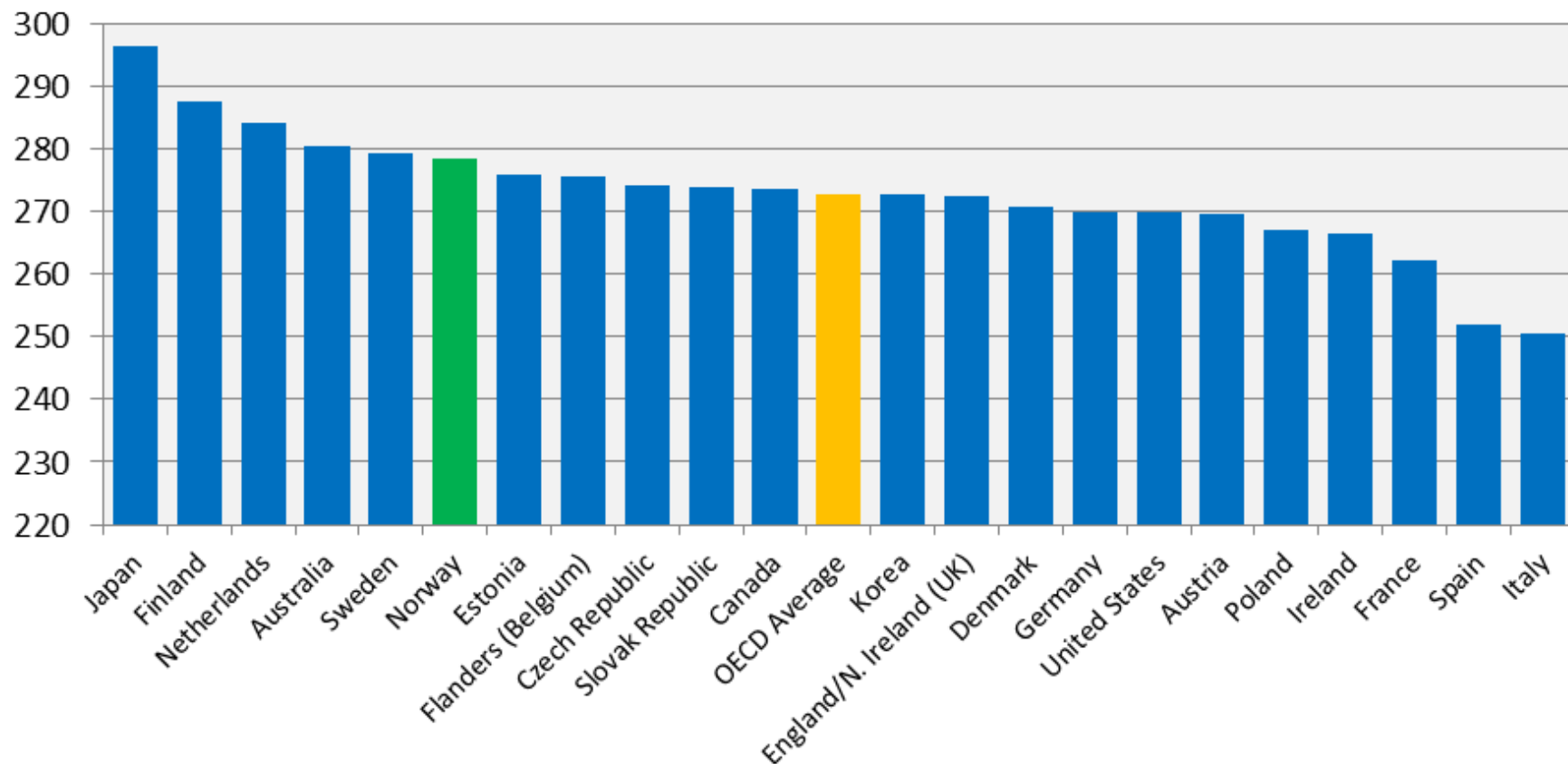
10. Facilitating a whole of government approach to skills
11. Ensuring local flexibility and adaptability for nationally designed policies
12. Improving implementation and building partnerships at the local and national level

Using skills effectively

7. Engaging employers in ensuring a highly skilled workforce
8. Promoting innovation and entrepreneurship
9. Enhancing the use of migrant workers' skills

Norway's adults have good foundation skills...

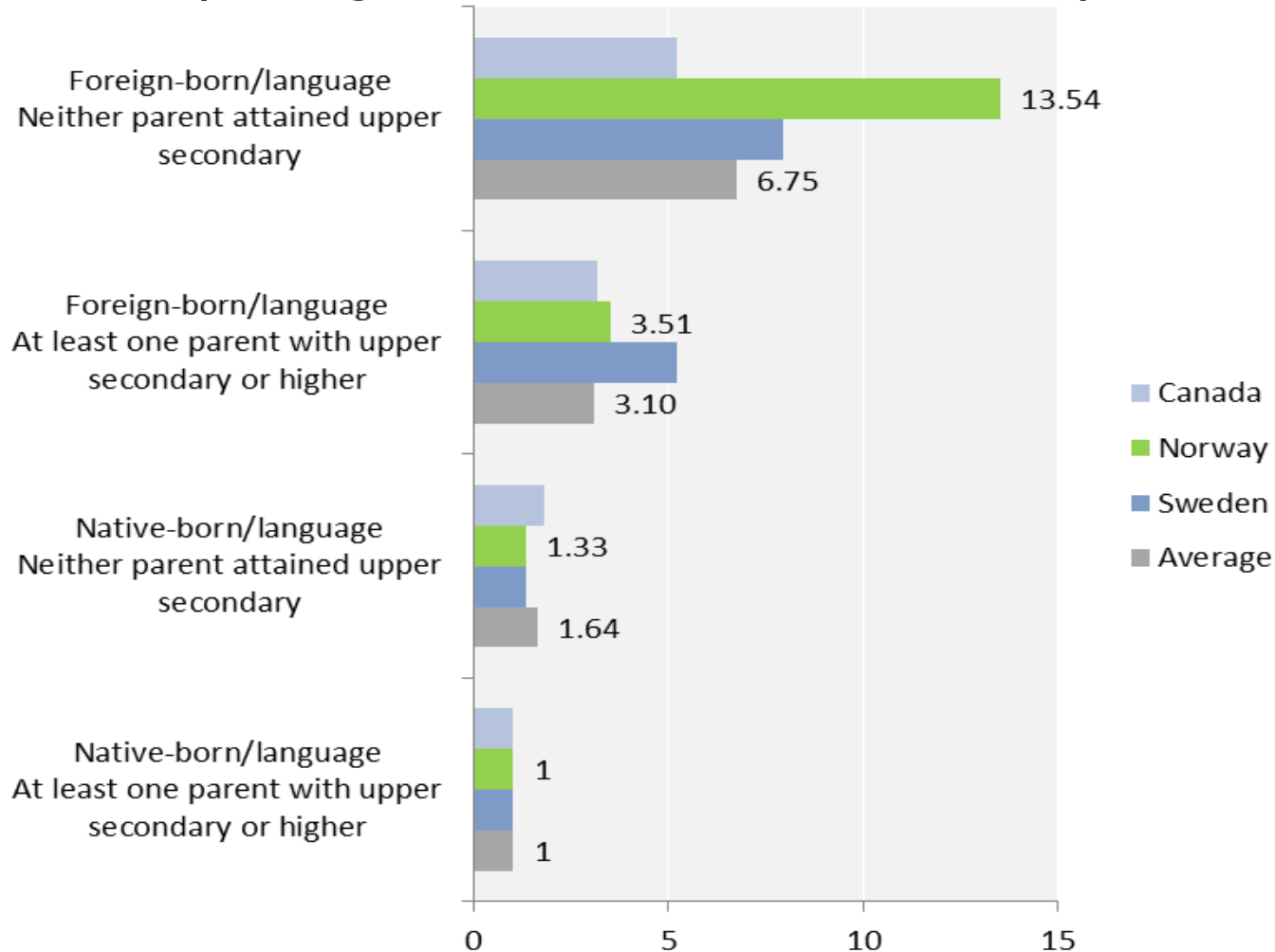
Adult literacy mean score, 16-65 year olds (2012)



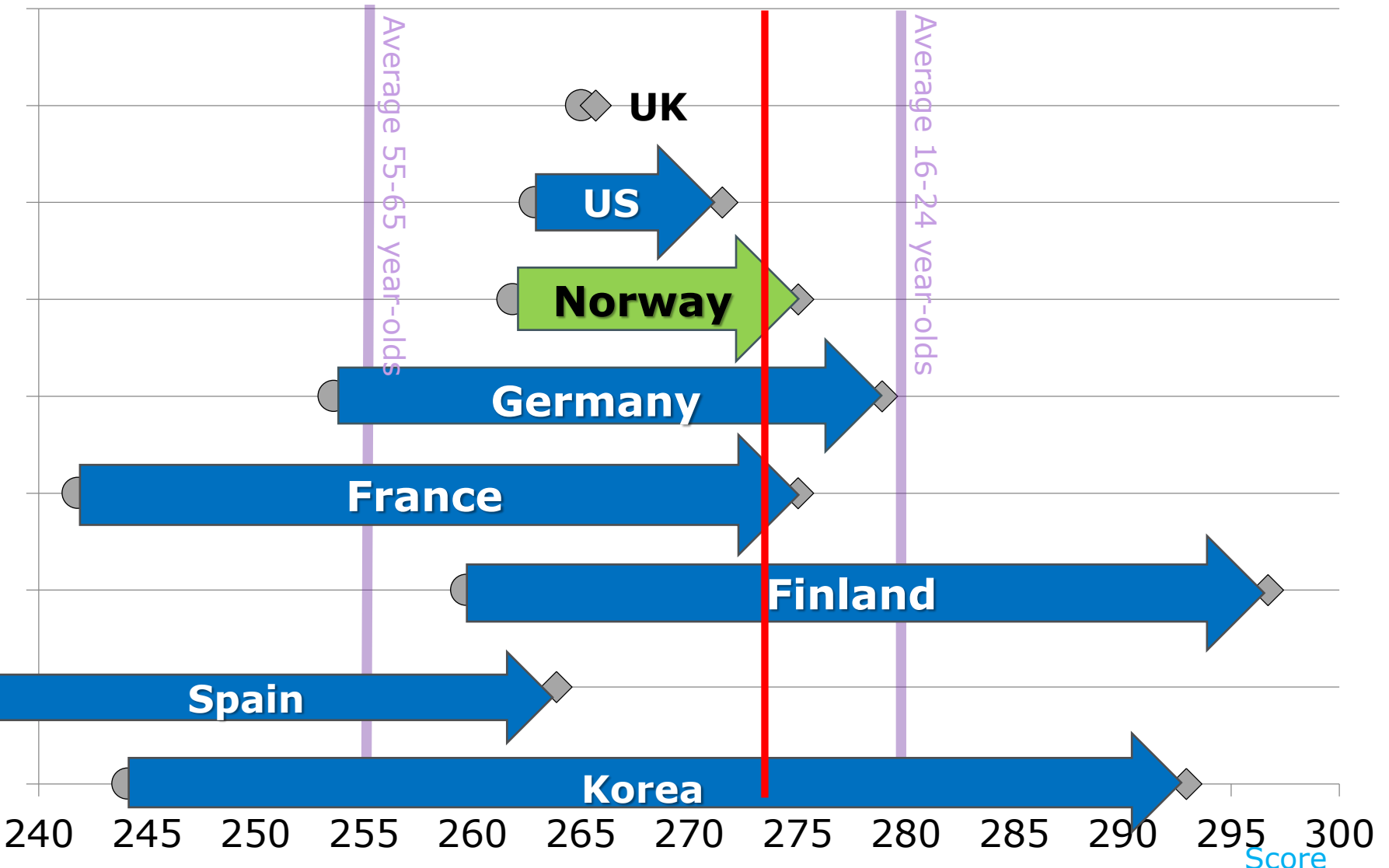
Source: Survey of Adult Skills (2012)

...yet some groups have low skills

Likelihood of low adult literacy
(scoring at or below level 2, odds ratio)



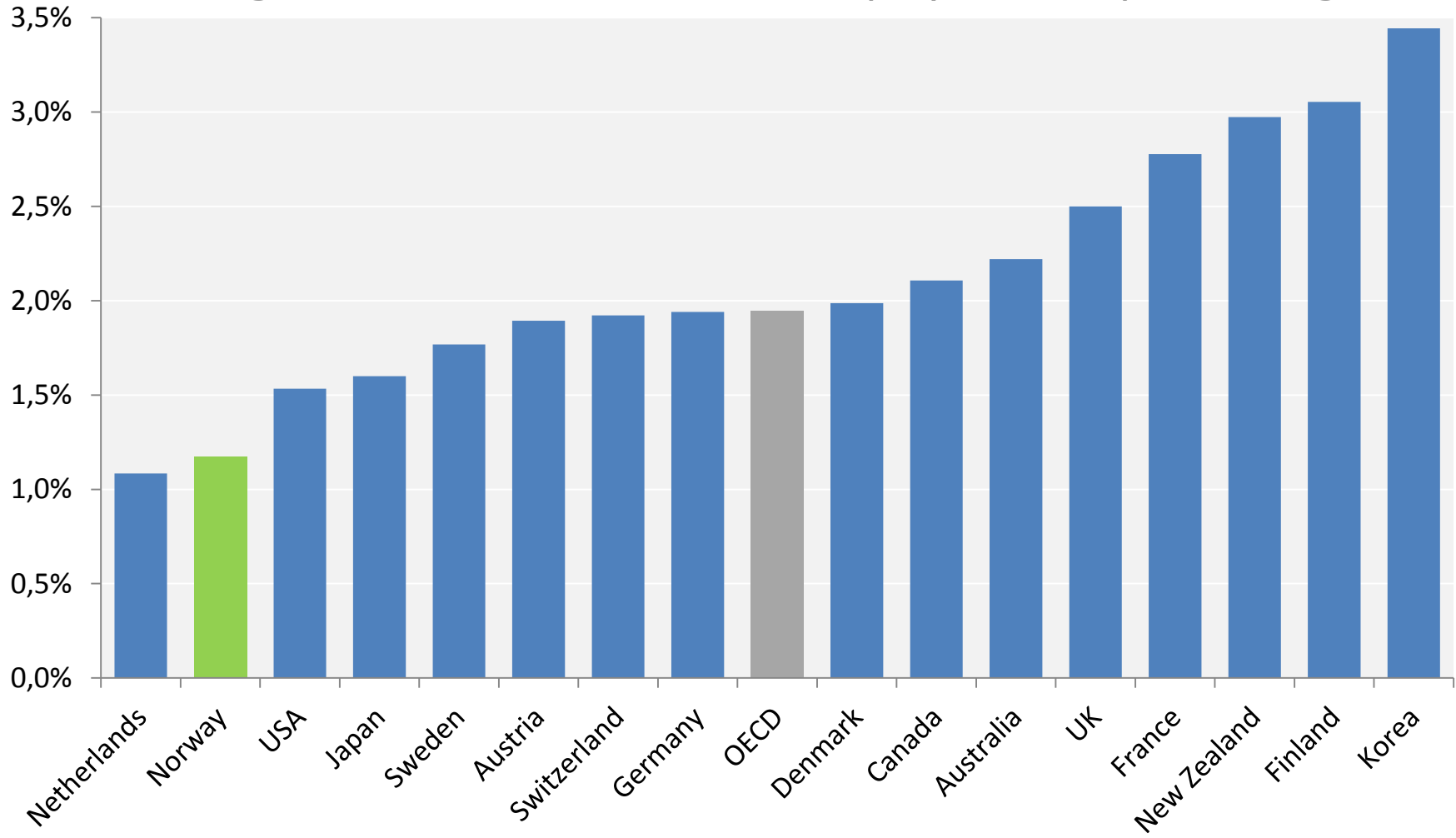
Literacy skills in younger and older generations



Source: Survey of Adult Skills 2013

Share of STEM graduates is low

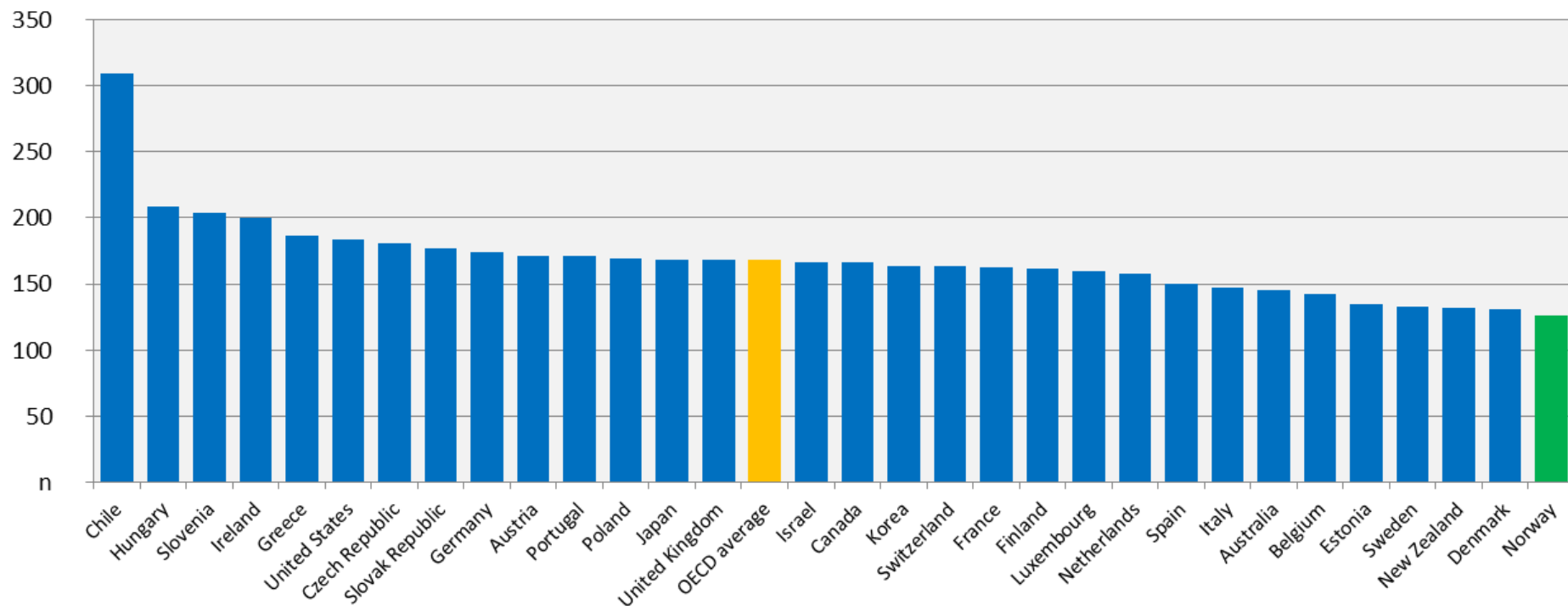
STEM graduates as share of total employment of persons aged 25-34



Source: EAG 2013

Rewards for tertiary education are limited

Earnings premium from tertiary education, 2011



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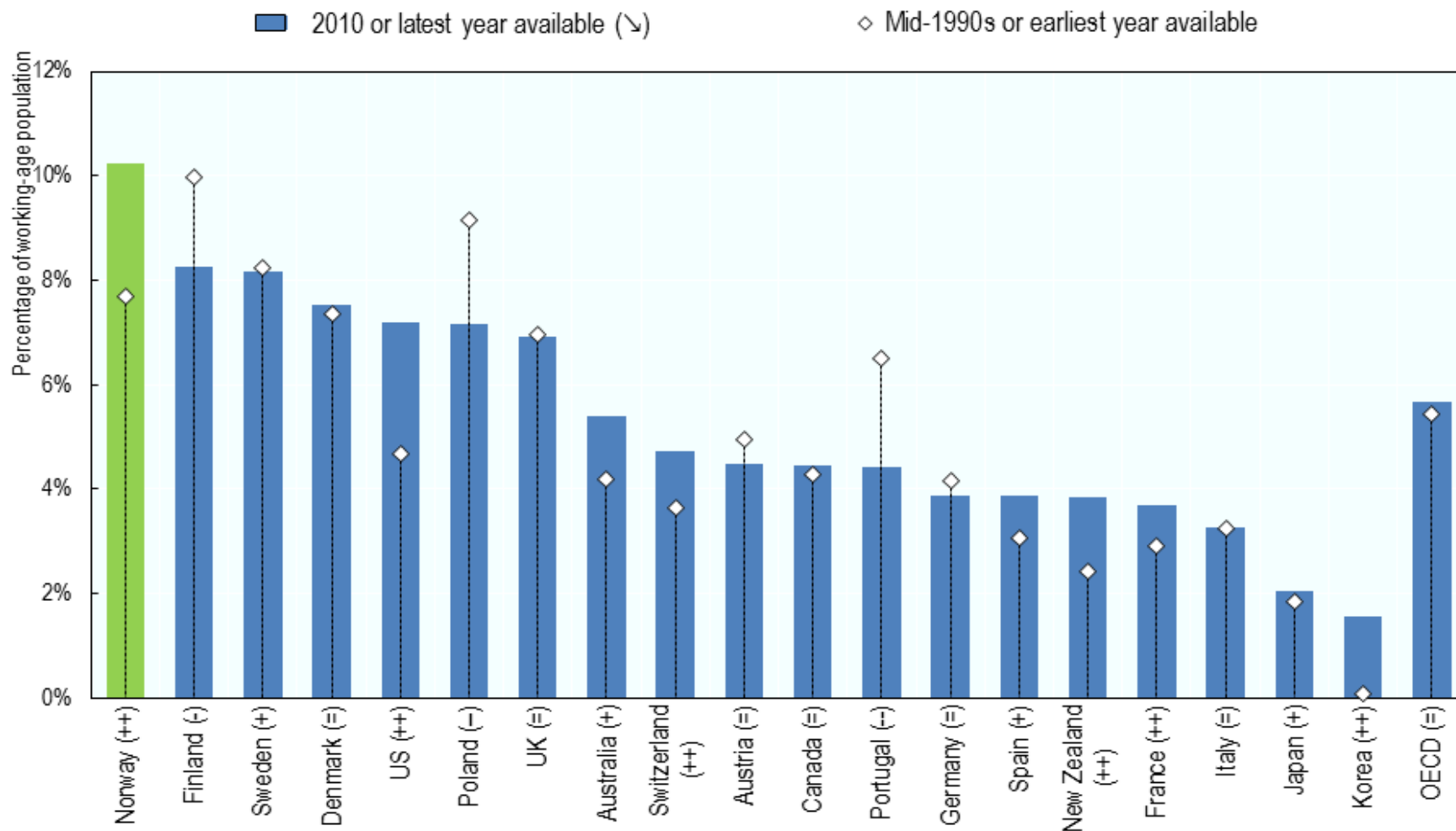
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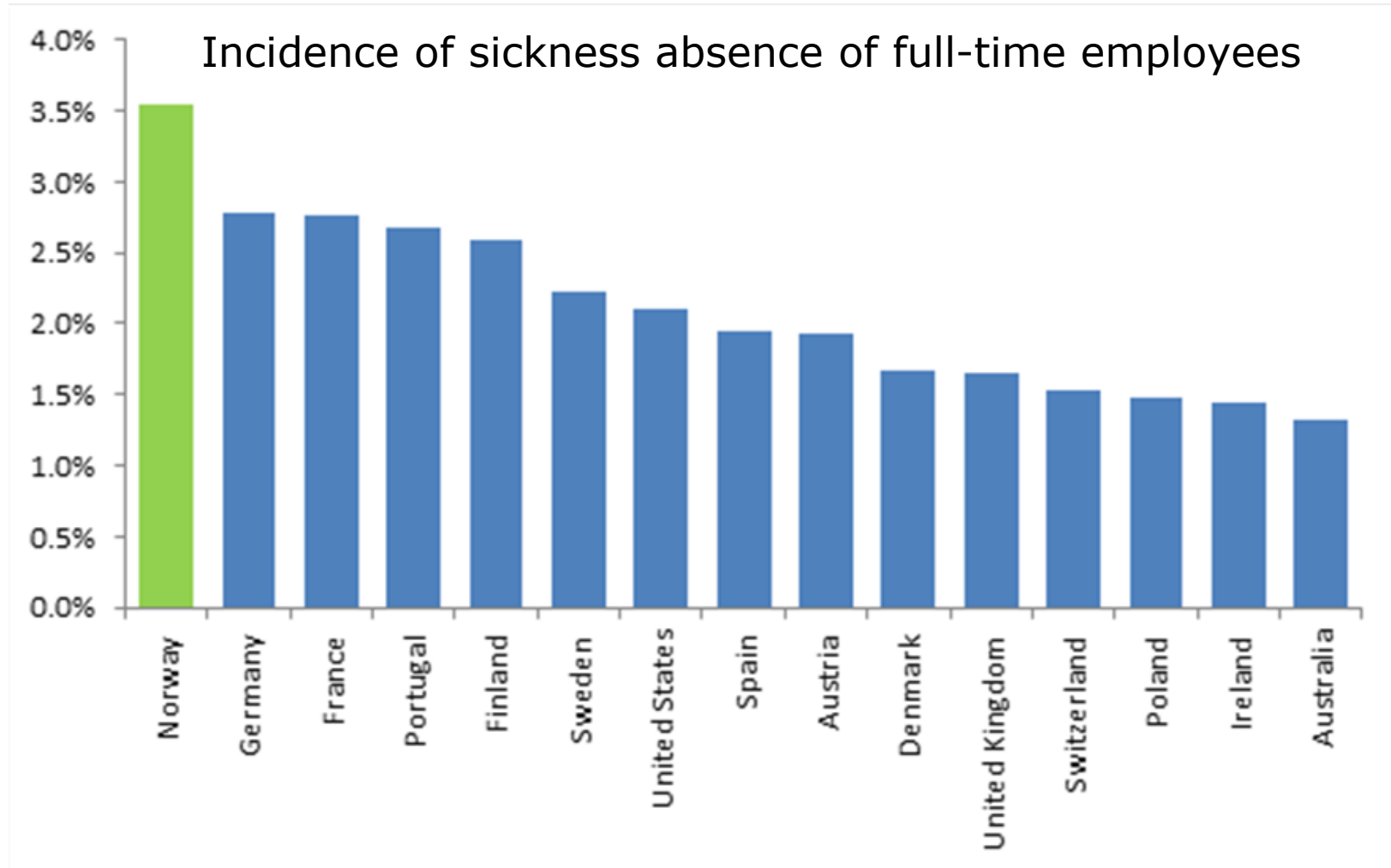
7. Engaging employers in ensuring a highly skilled workforce
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Share of people on disability benefits is high

Disability benefit recipients as a percentage of the population aged 20-64



Absenteeism due to sickness is high



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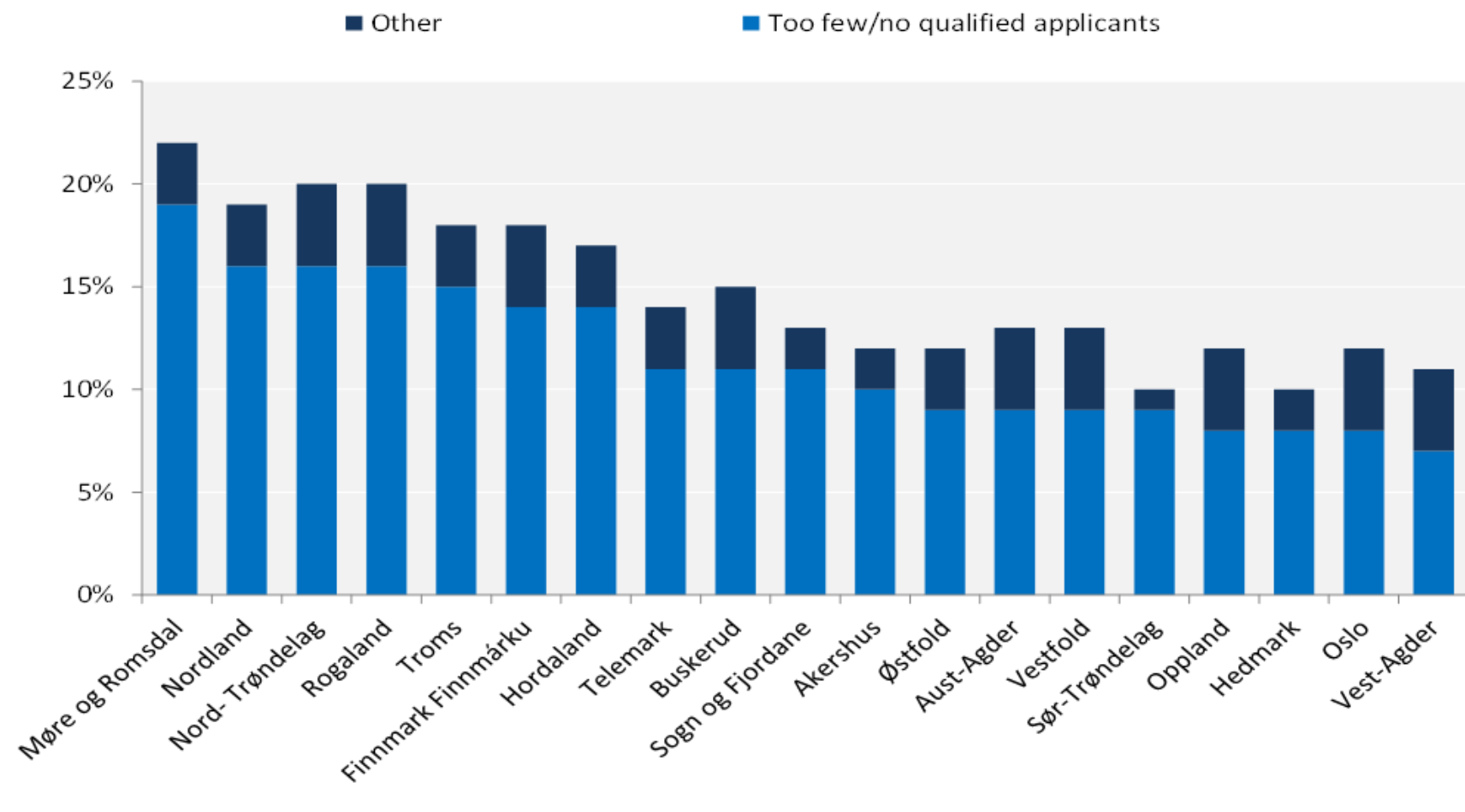
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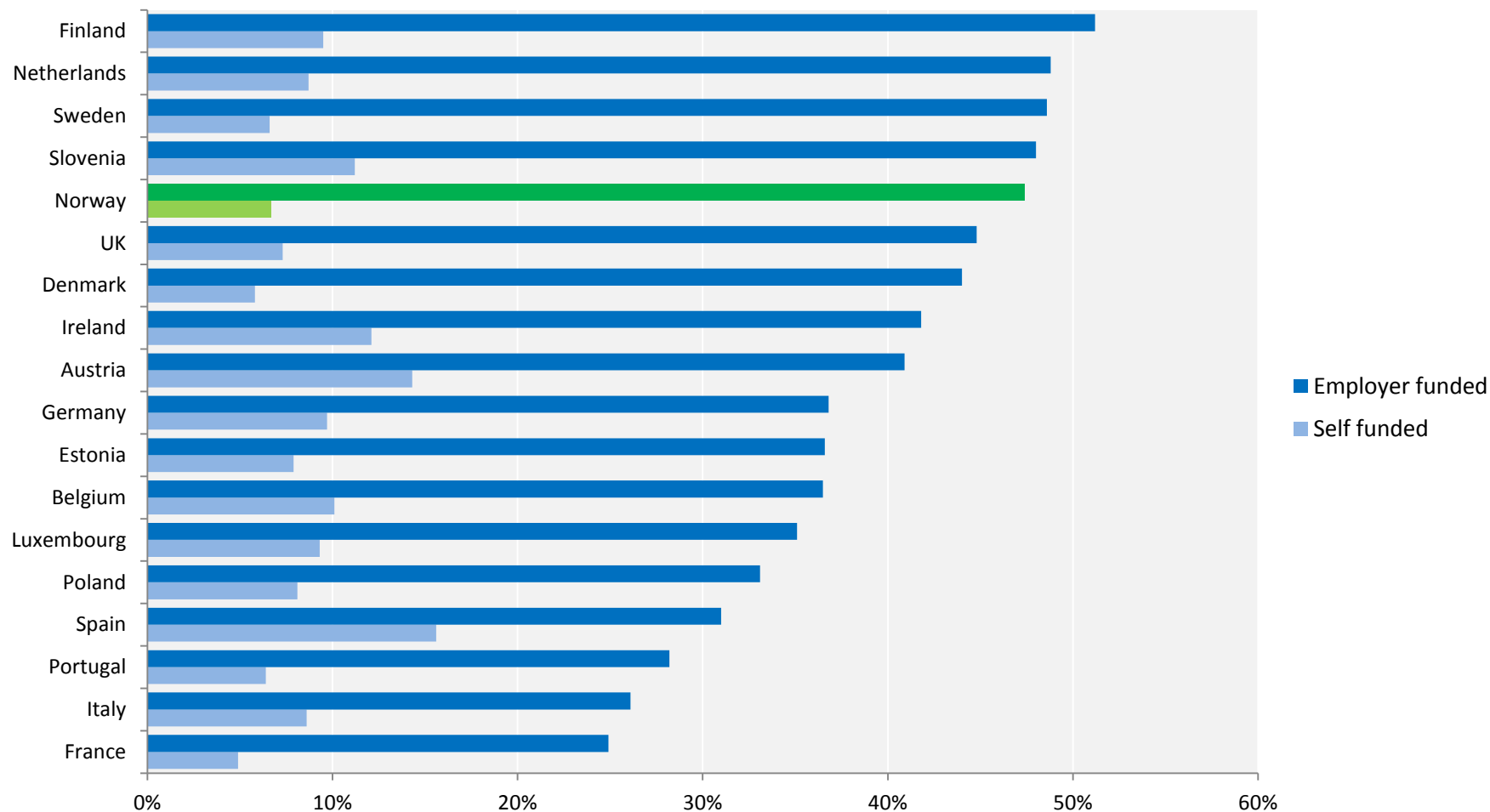
Enterprises across Norway have a interest in better skills policies

Enterprises facing recruitment problems, by county



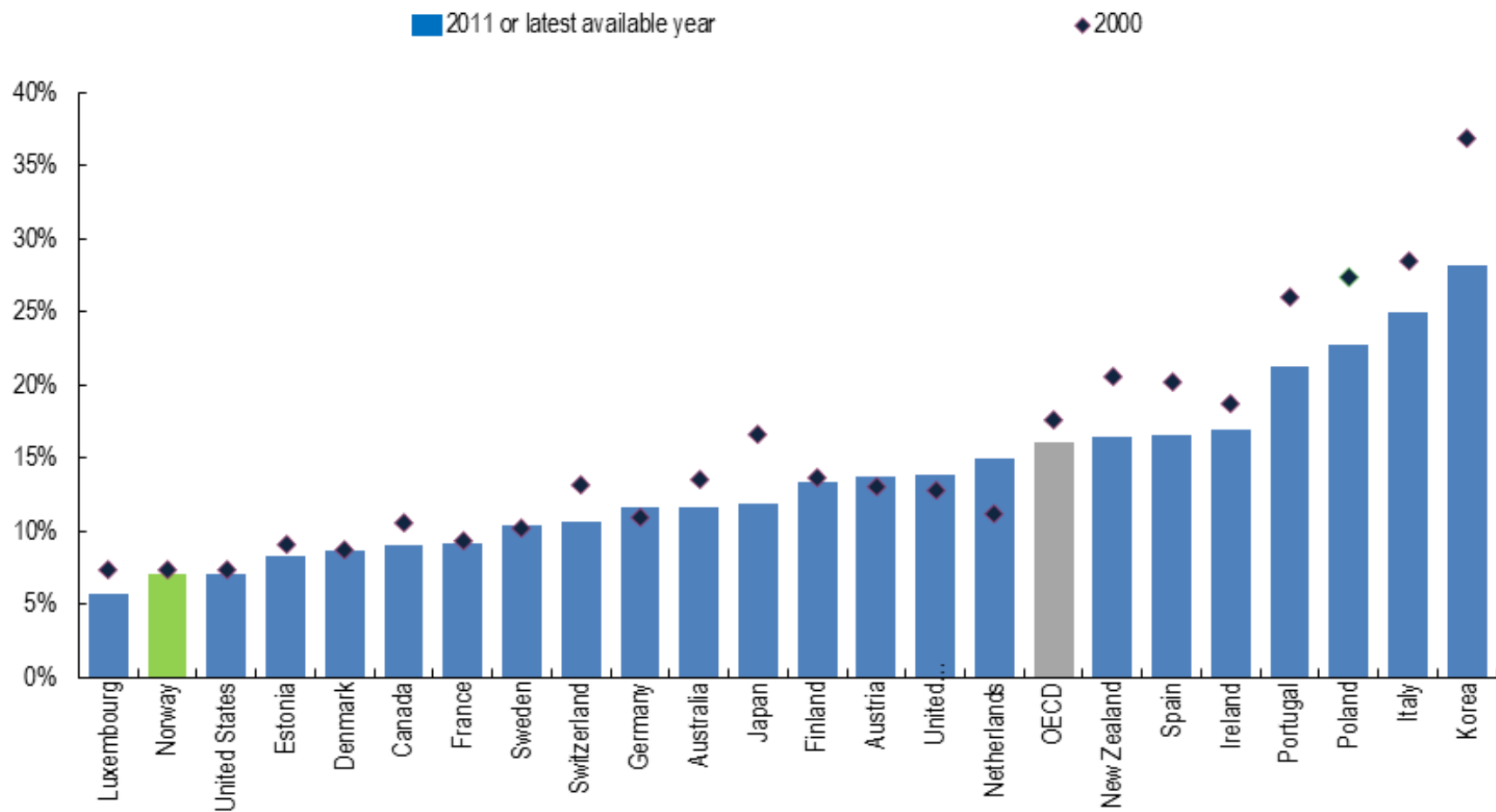
Employers invest in employees' skills

Percentage of employees who receive training by funding source



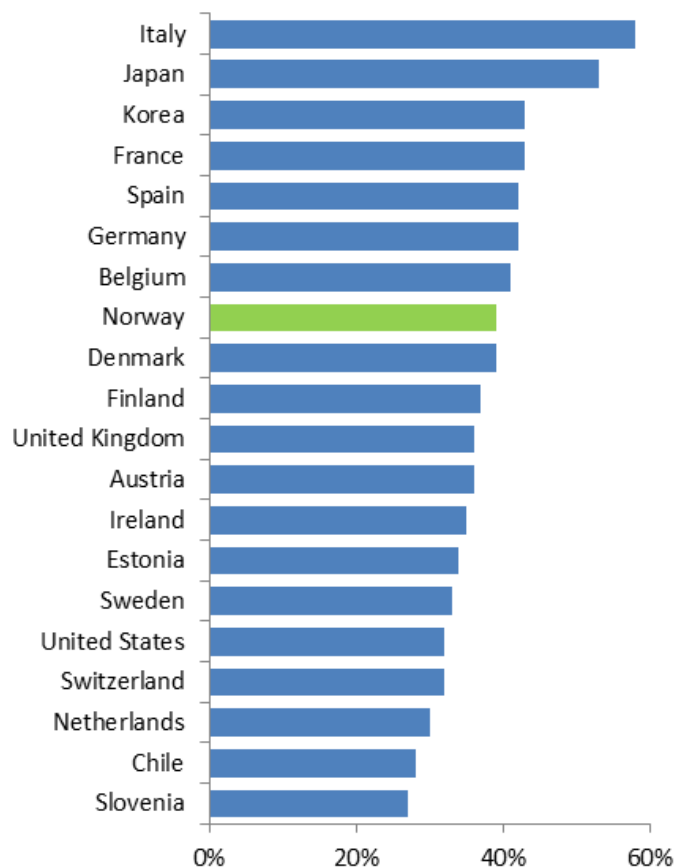
Self-employment is low in Norway

Self-employment as a share of total employment

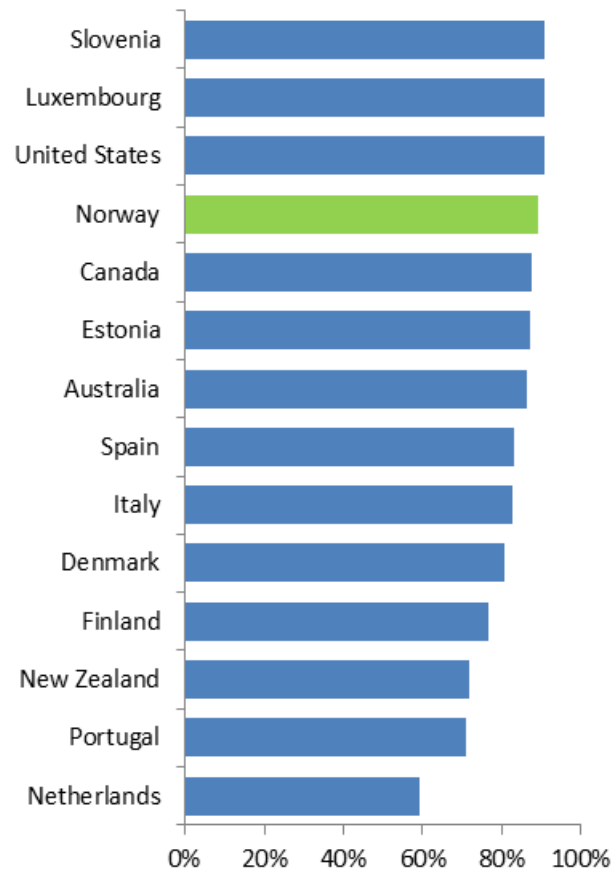


Many Norwegians feel they lack entrepreneurship skills

Share of respondents who perceive opportunities but do not pursue them due to fear of failure

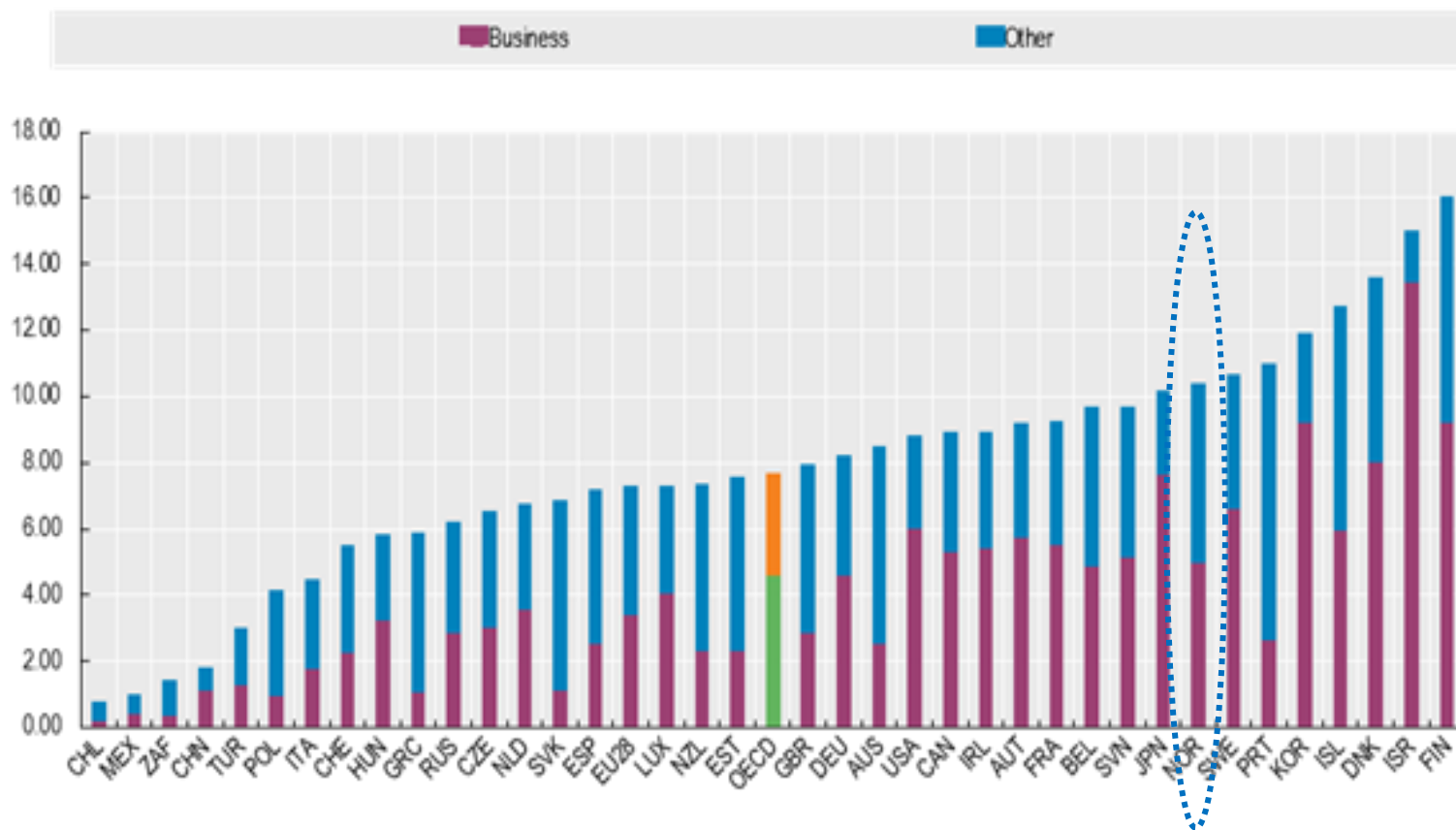


Survival rates of enterprises, created in 2005, after 1 year



Share of researchers in business

Researchers (per thousand employed)



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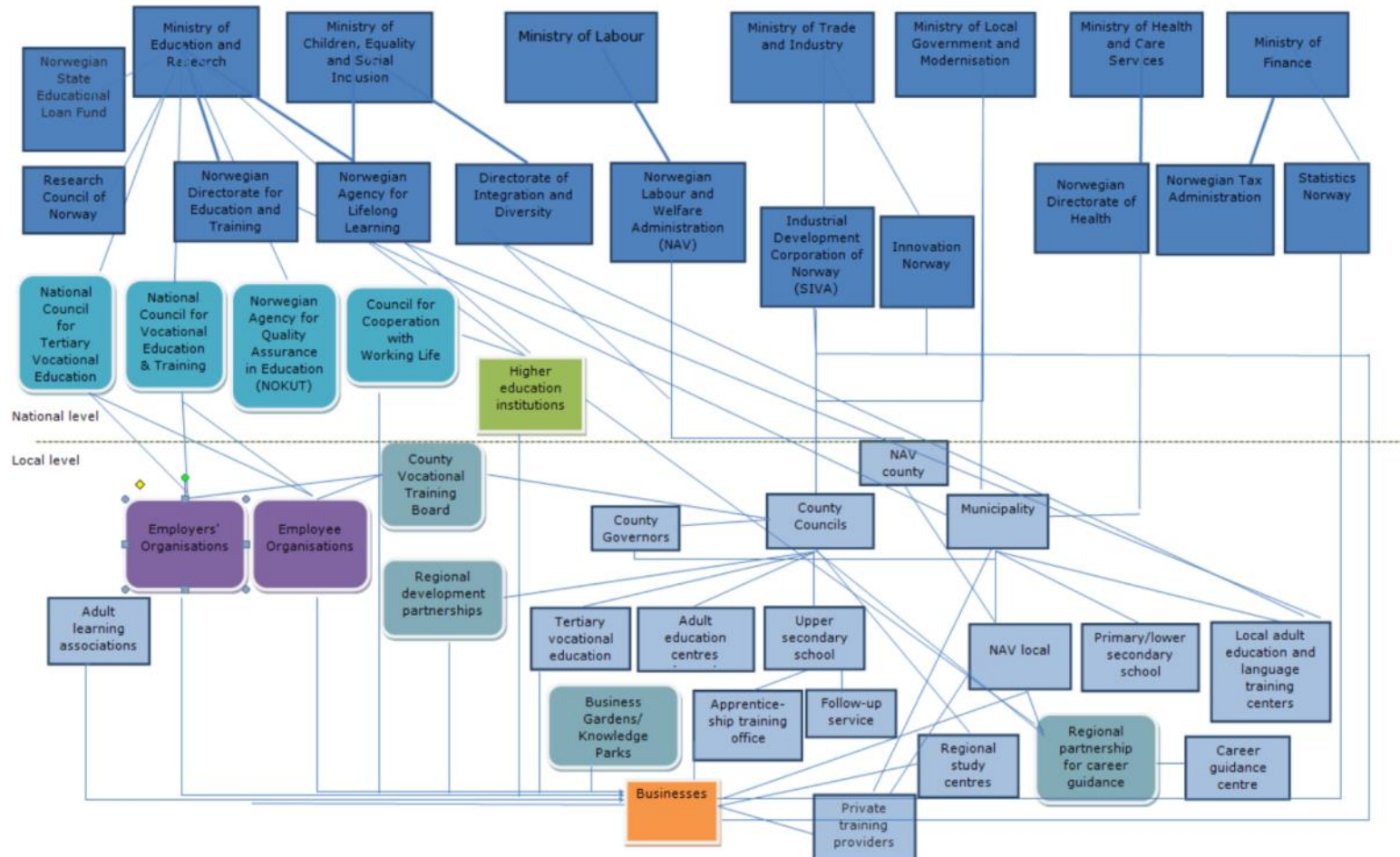
Enabling conditions: Building an effective skills system

10. Facilitating a whole of government approach to skills
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Using skills effectively

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Building a whole of government approach and effective partnerships



MAXIMISING NORWAY'S SKILLS POTENTIAL

How can Norway maximise its potential?



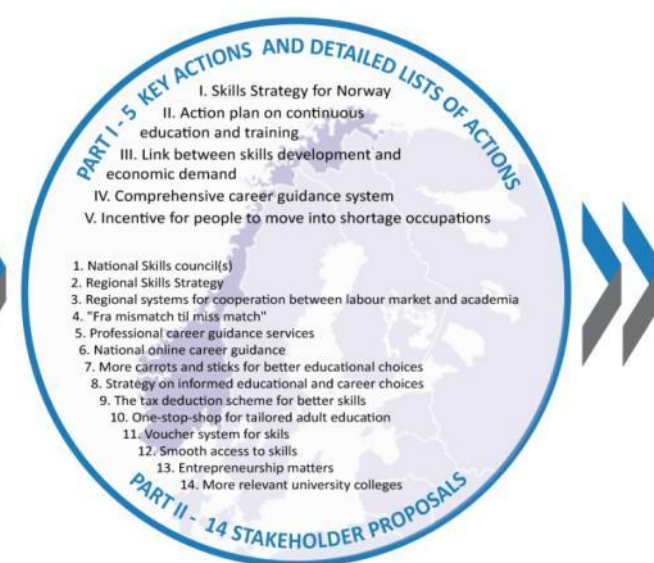
What are the main challenges ahead?



Which challenges are top priority?



What actions need to be taken, and by whom?



3 PILLARS →

12 CHALLENGES →

3 PRIORITY AREAS →

5 KEY ACTIONS →

2013



COUNTRY EXAMPLES



DATA



WORKSHOPS

2014



WORKSHOPS



Moving from diagnosis to action: the case of Norway



Skills are the cure

“To diagnose what are Norway's challenges is helpful, but it is also the easiest part of the job. The demanding job is to implement policies that allow more people get a second chance in the workplace.”

- *Prime Minister Erna Solberg*

no med svært svake ferdigheter • For mange blir «navere»

En fersk OECD-rapport slår fast at kunnskap vil bety mer for Norge enn oljerikdommen. Dessverre mister vi kompetanse ved at for mange står utenfor arbeidsmarkedet.

Kompetanse som medisin



OECD angriper norske «navere»

OECD mener altfor mange nordmenn blir rekruttert til trygd.



MEG EGENE ORD
ERNA SOLBERG

OECD la nylig frem en rapport som sier at én av ti i arbeidslivet klar ikke oppfor arbeidslivet. Ifor mange unge faller ut av ideregående skole, og blant om er sjansen for å komme på arbeid fire ganger større enn i dem som fullfører oppgaven beskytter et kompetansesystem som erklær dem ut trenger vår hjelp mest. Høyre/Sp-regjeringen har e løsninger etter dette år med



Minister of Labour and Social Affairs

Prime Minister

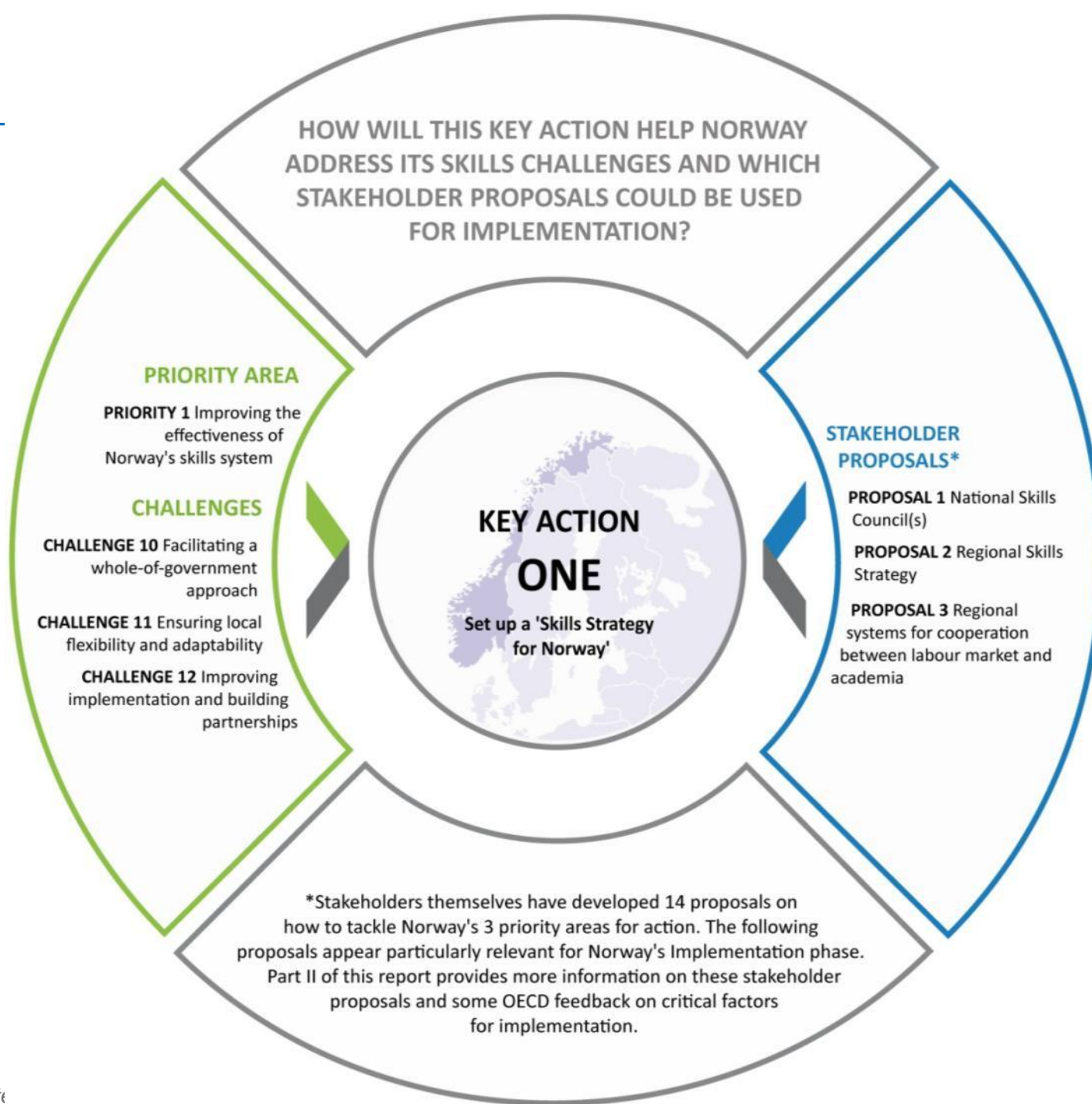
Minister of Education and Research

Skills Action Workshop

Three design challenges:

- 1) Improving skills system effectiveness
- 2) Tackling skills imbalances
- 3) Low-skilled adults





HOW WILL THIS KEY ACTION HELP NORWAY ADDRESS ITS SKILLS CHALLENGES AND WHICH STAKEHOLDER PROPOSALS COULD BE USED FOR IMPLEMENTATION?

PRIORITY AREAS

PRIORITY 2

Tackling skills imbalances

PRIORITY 3 Strengthening education and training for low-skilled adults

CHALLENGES

CHALLENGE 1

Building strong foundation skills

CHALLENGE 2 Reducing drop-outs

CHALLENGE 6

Ensuring Norwegians remain active longer

CHALLENGE 7 Engaging employers in ensuring a highly skilled workforce

CHALLENGE 10 Facilitating a whole-of-government approach

CHALLENGE 11 Ensuring local flexibility and adaptability

CHALLENGE 12 Improving implementation and building partnerships

KEY ACTION TWO

Establish an action plan for continuous education and training

STAKEHOLDER PROPOSALS*

PROPOSAL 3 Regional systems for cooperation between labour market and academia

PROPOSAL 4 "Fra mismatch til miss match"

PROPOSAL 9 The tax deduction scheme for better skills

PROPOSAL 10 One-stop-shop for tailored adult education

PROPOSAL 11 Voucher system for skills

PROPOSAL 12 Smooth access to skills

*Stakeholders themselves have developed 14 proposals on how to tackle Norway's 3 priority areas for action. The following proposals appear particularly relevant for Norway's Implementation phase. Part II of this report provides more information on these stakeholder proposals and some OECD feedback on critical factors for implementation.

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PRIORITY AREAS

PRIORITY 2

Tackling skills imbalances

PRIORITY 3 Strengthening education and training for low-skilled adults

CHALLENGES

CHALLENGE 1 Building strong foundation skills for all

CHALLENGE 5 Encouraging labour market attachment among low skilled adults

CHALLENGE 7 Engaging employers in ensuring a highly skilled workforce

CHALLENGE 8 Promoting innovation and entrepreneurship

CHALLENGE 10 Facilitating a whole-of-government approach

CHALLENGE 11 Ensuring local flexibility and adaptability

CHALLENGE 12 Improving implementation and building partnerships

KEY ACTION THREE

Strengthen the link between skills development and economic growth

STAKEHOLDER PROPOSALS*

PROPOSAL 1 National Skills Council(s)

PROPOSAL 2 Regional Skills Strategy

PROPOSAL 3 Regional systems for cooperation between labour market and academia

PROPOSAL 4 "Fra mismatch til miss match"

PROPOSAL 7 More carrots and sticks for better educational choices

PROPOSAL 9 The tax deduction scheme for better skills

PROPOSAL 13 Entrepreneurship matters

PROPOSAL 14 More relevant university colleges

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CHALLENGES

CHALLENGE 1 Strong foundation skills

CHALLENGE 2 Reducing dropouts

CHALLENGE 3

Informing educational choices

CHALLENGE 5 Encouraging labour market attachment among low skilled adults

CHALLENGE 6 Ensuring Norwegians remain active longer

CHALLENGE 9 Enhancing the use of migrant worker skills

CHALLENGE 10 Facilitating a whole-of-government approach

CHALLENGE 11 Ensuring local flexibility and adaptability

CHALLENGE 12 Improving implementation and building partnerships

KEY ACTION FOUR

Build a comprehensive career guidance system

STAKEHOLDER PROPOSALS*

PROPOSAL 4 "Fra mismatch til miss match"

PROPOSAL 5 Professional career guidance service

PROPOSAL 6 National online career guidance

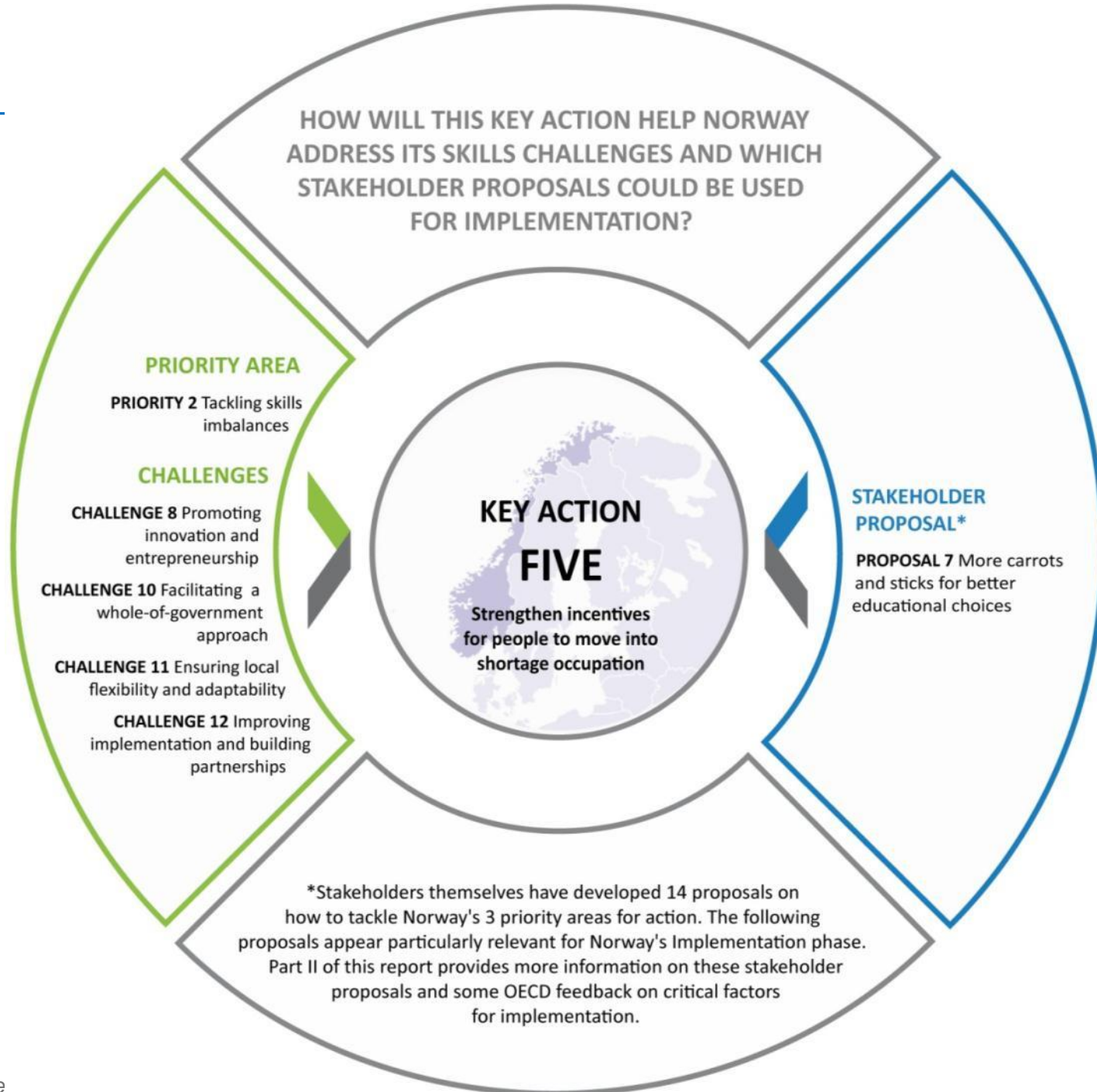
PROPOSAL 7 More carrots and sticks for better educational choices

PROPOSAL 8 Strategy on informed educational and career choices

PROPOSAL 10 One-stop-shop for tailored adult education

PROPOSAL 12 Smooth access to skills

*Stakeholders themselves have developed 14 proposals on how to tackle Norway's 3 priority areas for action. The following proposals appear particularly relevant for Norway's Implementation phase. Part II of this report provides more information on these stakeholder proposals and some OECD feedback on critical factors for implementation.



Download OECD Diagnostic Report and Action Report

on Norway's country page
skills.oecd.org

The screenshot shows the homepage of the skills.oecd.org website. At the top left is the OECD logo with the tagline "BETTER POLICIES FOR BETTER LIVES". To its right is the "skills.oecd" logo with the tagline "BUILDING THE RIGHT SKILLS AND TURNING THEM INTO BETTER JOBS AND BETTER LIVES". Below the logos is a navigation bar with four tabs: "Home", "Develop skills", "Supply skills", and "Use skills".

The main content area is divided into three columns:

- Left Column:** A text block asks "Skills have become the global currency of the 21st century. What are the hot issues facing countries, companies and individuals today?". Below it is a white box with blue text: "Working with youth | Skills mismatch | Brain drain | Ageing societies | Skills shortages". At the bottom, it says "Learn how successful skill systems work" and features a diagram of a green leaf with three parts: "Develop relevant skills", "Strengthening skills systems", and "Activate skills", with arrows pointing to "Contributes to economic prosperity" and "Contributes to social cohesion".
- Middle Column:** A text block asks "How does your country compare to others in developing, supplying and using its skills? Does it have useful case studies or a skills strategy?". Below it is a green box with a white dropdown menu labeled "Information by country". Underneath is the heading "Compare countries" and a bar chart titled "Mean reading performance in PISA 2000, 2003, 2006 and 2009". The chart shows scores for various countries, with a legend for "OECD average" and "OECD average 2009".
- Right Column:** A text block asks "How can countries, companies and individuals tackle skills challenges and develop, supply and best use their talent pools?". Below it is a blue button labeled "Survey of Adult Skills (PIAAC)". Underneath is a video player with the title "Boost skills for jobs and well-being" and a thumbnail showing a hand writing on a document. The video player shows "OECD tested more than 150,000 adults in" and a play button. The video duration is 0:00 / 3:08.



Tusen takk!
Joanne.Caddy@oecd.org

Questions for discussion

- **In its second phase of work, the Commission will focus on:**
 - 1. Technology, development and innovation: knowledge-based economy**
 - *How will Norway boost high end skills ? What role for employers?*
 - *What incentives are needed for people to move into shortage occupations?*
 - 2. Improved use of manpower resources: activating skills outside the labour force**
 - *How to reach low skilled adults? Migrant workers? NEETs?*
 - 3. Improving public sector productivity**
 - *What impact will raising public sector productivity have on other sectors?*