


# White paper No one left out

POLICY DEVELOPMENT

STRATEGY/ACTION PLAN

 NORWAY

## Timeline

2021 Design

2022 Pilot

2023 Pilot

2024 Completed

ID number 41558

## Background

The past years have underlined the importance of having a job and the value of experiencing social connectedness and fellowship. There is a risk that the coronavirus pandemic and subsequent period of lockdowns, high unemployment and limited social contact will lead to more people becoming permanently excluded from working and social life. The government attaches great importance to preventing the coronavirus pandemic from leading to the permanent or long-term exclusion of more people from working life and social participation.

Almost 18% (620 000) of those aged 18-66 were neither in employment, education, nor training in 2019.

## Objectives

The government's aim is a society with opportunities for all, where everyone who can, participates in working life. The goal is for no one to be left out.

## Description

The White paper (Meld. St. 32 (2020-21), approved on June 2021, presents a comprehensive policy to include more people in working life and society.

The government has identified six areas where there is a need to continue to develop and strengthen efforts to prevent social exclusion and include more people in working life and society: they include better coordination between education, work and health, and better adaptation for users with extensive and complex challenges.

The government suggests several measures to improve the interaction between education, work and health:

- (a) to continue, strengthen and assess the efforts in the inclusion initiative and advance cooperation between the sectors for work, health and education;
- (b) to ensure that education for adults is better adapted to their needs for flexible and compressed courses (ref. White paper 21(2020-21));
- (c) to strengthen and further develop collaboration between the Norwegian Labour and Welfare Administration and the county authority to offer more adults outside working

- life adapted upper secondary education, including vocational education and training;
- (d) to consider initiating a pilot where adapted training programmes can be financed through joint grant funds;
- (e) to obtain more knowledge about what it takes for unemployed people to complete necessary training courses and how to better support this;
- (f) to initiate a process to develop further and use the skills of young gamers who are outside working life;
- (g) to strengthen Norwegian language training for adult immigrants;
- (h) to encourage closer and more systematic interaction between work-oriented services and the health and care services;
- (i) to test individual job support for young people under the age of 30.

The measures are for people in the age group 18-66, who are not in employment, education, nor training.

### 2021 Design

On 4 June 2021, the government approved and published the white paper. Measures in the white paper have been designed and the next step is implementation of those agreed.

### 2022 Pilot

The state budget for 2023 was approved, allocating NOK 30 million (more than EUR 2.6 million at the exchange rate on 18/07/2023) to prepare a pilot for a work-oriented disability benefit addressed to young disability benefit receivers under the age of 30. Employers can benefit from incentives to hire people with partially reduced work capacity.

Additionally, the introduction programmes for newly arrived immigrants have been expanded to include higher vocational education.

### 2023 Pilot

Measures were implemented.

### 2024 Completed

A report commissioned by the Ministry of Labour and Social Inclusion on the effects of the labour market measures was published 8 May 2024. The conclusion is that temporary wage supplement/hiring incentives gives the best effect on participants' employment. Other findings are:

- (a) labour market measures have an effect on getting more people into the world of work;
- (b) education as a measure is costly, but may have great effects when completed. This measure requires motivated participants;
- (c) most of the measures have a positive socio-economic effect;
- (d) measures have to be initiated faster than they currently are.

## Bodies responsible

- Ministry of Education and Research (KD)

## Target group

### Learners

Young people not in employment, education or training (NEETs)

Learners with migrant background, including refugees  
Unemployed and jobseekers

## Thematic categories

### Governance of VET and lifelong learning

Coordinating VET and other policies

### Supporting lifelong learning culture and increasing participation

Ensuring equal opportunities and inclusiveness in education and training

## European priorities in VET

### Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible  
VET

## Subsystem

IVET

## Further reading

[Link to White paper - English summary](#)

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[Link to news item about the white paper](#)

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[Report - the effect of labour market measures](#)


## Related policy developments

**2022 Completed**

### Education Act - 2021

The committee proposed a new education act, statutes, guidelines and general principles for the governing of primary and secondary education, including VET.

The committee assessed:

 NORWAY

#### Type of development

Regulation/Legislation

#### Subsystem

IVET

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