


Apprenticeship portal

POLICY DEVELOPMENT

STRATEGY/ACTION PLAN

 NORWAY

Timeline

2021 **Design** 2022 **Completed**

ID number 41548

Background

According to projections, Norway will have a shortage of approximately 100 000 skilled workers by 2030 so the Norwegian government needs more people to take a craft or trade certificate. To counteract the projection, the number of learners signing an apprenticeship contract needs to be raised. According to proposition 1S (2019-20), the Ministry of Education and Research shall investigate the possibility of a national apprenticeship portal, where companies can post current and future apprenticeship vacancies, and which will simplify the dissemination of apprenticeships vacancies.

Objectives

The objective is to simplify the process of communication concerning vacant apprenticeships and to map the needs of apprentices at national level.

Description

The Directorate for Higher Education and Skills (previously Skills Norway), and the Directorate for Education and Training, have to assess how a national portal may simplify the matching of learners and apprenticeship placements and needs.

The directorates studied models for, and the costs of, developing and operating a national apprenticeship portal. They also suggested different solutions. It was a requirement that at least one of the solutions had to be able to be implemented within the current budget and one solution should have all functionalities.

The directorates conducted a needs assessment that included students and apprentices, vocational teachers and trainers, school leaders, county career guidance managers, training offices and companies.

The beneficiaries of the apprenticeship portal are learners, apprentices, companies and county municipalities. The county municipalities are responsible for upper secondary education. If a learner does not find an apprenticeship placement, the county is obliged to arrange learning in school.

2021 Design

The report was published in May 2021. It offered three different solutions for an

apprenticeship portal:

- (a) cost-free option: increased sharing of data between the national portal for upper secondary education and other players, to ensure a better flow of information between school, learner, county and enterprises;
- (b) low-cost option: regional apprenticeship portals;
- (c) cost option: a national apprenticeship portal which includes information about enterprises, apprentices, training offices and applicants. The display needs to be adapted to the end-user's county.

2022 Completed

The Directorate for Higher Education and Skills (HK-dir) has developed a new version of a website that provides an overview of potential companies offering apprenticeships. With a simple search, learners can find apprenticeship companies in their local area and in their chosen occupation. The website provides additional support to learners by suggesting relevant companies, in addition to the structures already in place in the counties through schools, training offices and other schemes.

The new version of the website is adapted to learners who want to find an apprenticeship, but also contains functionalities for professional users, such as career guidance supervisors. It contains an overview of more than 1.1 million companies and more than 20 000 approved apprenticeship companies.

All data is updated either nightly or monthly.

The website displayed company data from several sources compiled into an online service and was adapted for learners. The sources include data from NAV's State Register of Employers and Employees, the counties' joint IT company Vigo, the Brønnøysund Register Centre, and other private and public registers for various business approval schemes.

Bodies responsible

- Ministry of Education and Research (KD)

Target group

Learners

Learners in upper secondary, including apprentices

Education professionals

Guidance practitioners

Entities providing VET

Companies

VET providers (all kinds)

Thematic categories

Modernising VET offer and delivery

Reinforcing work-based learning, including apprenticeships

Supporting lifelong learning culture and increasing participation

Promotion strategies and campaigns for VET and lifelong learning

European priorities in VET

Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible VET

Subsystem

IVET

Further reading

[Apprenticeship portal report](#)

[News item](#)

“ … ” Cite as

Cedefop, & ReferNet. (2026). Apprenticeship portal: Norway. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe (2025 update)* [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/41548>