


Norwegian Committee on Skill Needs 2021-27

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 NORWAY

Timeline

2021 Implementation 2022 Implementation 2023 Implementation
2024 Implementation 2025 Implementation

ID number 41107

Background

The Norwegian labour market and economy are in transition. Working life is changing rapidly, and the COVID-19 pandemic has exacerbated this. New technology and the green shift require new knowledge and expertise. The analyses from KBU should provide a solid professional basis for designing new measures.

Objectives

The main goal of the Norwegian Committee on Skill Needs (KBU) is to find out what skills and competences the Norwegian labour market are needed in the future, to adapt the education system accordingly.

Description

Since 2017, the KBU has provided thorough professional assessments of Norway's future competence needs. Three comprehensive reports have ensured the authorities and the labour market, both regionally and nationally, a solid basis for both planning and making informed decisions. As part of the government's competence reform, the committee continues the work until 2027. The competence reforms goal is lifelong learning to ensure work.

The Committee on Skill Needs (KBU):

- (a) analyse and assesses the available knowledge base and provide the best possible professional analysis and assessment of society's future competence needs, including assessing the education system's ability to cover this need;
- (b) produces an analysis and assessment of future competence needs in the short, medium and long term;
- (c) facilitates and stimulates open dialogue and discussion about society's competence needs with various interest groups and in society in general. The committee works to make the views of the labour market become more apparent;
- (d) submits at least one main report every 2 years. The committee may, on its own initiative, raise issues concerning competence needs in the reports, articles or other

documents. The Ministry of Education and Research can also request thematic reports; (e) the committee's work and deliveries support national and regional authorities in the development of sectoral policy, including dimensioning of the education sector.

The committee is chaired by the director of Norwegian Directorate for Higher Education and Skills (HK-dir), joined by a number of experts appointed for 2 years at a time, and representatives of the social partners. The county municipalities also have one representative.

2021 Implementation

The committee's work started in 2021 and is expected to continue until 2027.

2022 Implementation

The first report on higher vocational education and training was published on 14 June 2022. The report summarises the knowledge base of higher vocational education and the needs to assess and develop higher vocational education further. The thematic report discusses higher vocational education's role in meeting existing and new skills needs arising from technological development, demographic change, and green transition. The role of higher vocational colleges and higher vocational education is to be the colleges for the world of work and to develop the relationship between the world of work and the education further.

2023 Implementation

A report was published in April 2023 focusing on the green transition. Some of the findings from the green transition report point out the need to strengthen the knowledge of how the study programmes relate to the development of a green transition at all education levels. Additionally, the report highlights that parts of the population have a weak competence base for a green transition. Some other findings are:

- (a) the energy industries have a great need for skilled workers;
- (b) lack of skills in workers may prevent the development of new energy industries;
- (c) low regional mobility can prevent the transfer of skills;
- (d) a large degree of uncertainty requires flexibility in the education system;
- (e) the public sector is crucial to the green transition.

The committee that operated from 2021 to 2023 concluded its work.

2024 Implementation

The committee's members and mandate for the next two years were announced in February 2024. The committee's stakeholders include social partners, special advisers, chief analysts, research leaders, professors, and researchers. The committee held several meetings in 2024 to prepare the report on the importance of new technologies in meeting future skills needs, due in 2025. Its focus is to investigate how new technologies (digitalisation) will affect Norway's skills needs regarding new tasks and how to address them.

2025 Implementation

The committee continued with the focus on new technologies, in particular AI. At Arendalsuka (Norway's largest annual political and societal gathering) 2025, on 13-15 August, KBU facilitated a public dialogue titled 'Artificial intelligence and the future of work - What happens to our jobs now?'. This discussion explored the complexities of predicting skill demands in the face of digital transformation, especially regarding artificial intelligence. The committee's report on the importance of new technologies in meeting future skills needs was scheduled for publication in late 2025.

Bodies responsible

- Ministry of Education and Research (KD)

Target group

Education professionals

Teachers
Trainers

Entities providing VET

Companies
VET providers (all kinds)

Other stakeholders

Social partners (employer organisations and trade unions)
National, regional and local authorities

Thematic categories

Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET
Establishing and developing skills intelligence systems

European priorities in VET

Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible
VET

Subsystem

IVET CVET

Further reading

[The Norwegian Committee on Skill Needs \(KBU\)](#)

[Report on the green transition](#)

Related policy developments

2025 Legislative process

Strategy for higher vocational education

The strategy was proposed by the Ministry of Education and Research for further improving and strengthening higher vocational education. It is aimed at higher vocational education and all actors in the field.

 NORWAY

Type of development

Strategy/Action
plan

Subsystem

CVET

2019 Completed

Anticipating skills needs

Its first report was published on 31 January 2018. Findings suggested that: competence levels in Norway were good, but can be improved; some vocations faced recruitment challenges; learners were confronted with bottlenecks in accessing relevant competences.

 NORWAY

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

“ … ” **Cite as**

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