


Assessment of future competence needs

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 NORWAY

Timeline

2018 Implementation

2019 Implementation

2020 Completed

ID number 29079

Background

The Competence Needs Committee (KBU), was appointed on 22 May 2017 for a period of three years to provide the best possible professional assessment of Norway's future competence needs. The 2020 report was its third and final report.

Objectives

Its findings were to be used as a basis for national and regional planning and for the strategic competence decisions of individuals and working life.

Description

The committee had a broad methodological approach and developed a new knowledge base. The committee also facilitated an open dialogue and discussion about society's competence needs with various interest groups.

The committee has issued two annual reports:

- (a) NOW 2018: 2. Future competence needs I – the knowledge base;
- (b) NOU 2019: 2. Future competence needs II – challenges for the competence policy.

2018 Implementation

2019 Implementation

2020 Completed

NOU 2020: 2 Future competence needs III – learning and competence at all levels. In line with its mandate, KBU has not proposed any measures.

Bodies responsible

- Ministry of Education and Research (KD)

Target group

Entities providing VET

Small and medium-sized enterprises (SMEs)

Other stakeholders

Social partners (employer organisations and trade unions)

Thematic categories

Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

Establishing and developing skills intelligence systems

Subsystem

IVET CVET

Further reading

[Link to the reports](#)

“ … ” Cite as

Cedefop, & ReferNet. (2026). Assessment of future competence needs: 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/29079>