

# Enhancing CPD of teachers and trainers in companies

**POLICY DEVELOPMENT****PRACTICAL MEASURE/INITIATIVE** NORWAY

## Timeline

**2015 Implementation****2016 Implementation****2017 Implementation****2018 Implementation****2019 Completed****ID number 28472**

## Description

The 2015 VET teacher promotion initiative also provides for VET teacher CPD. Measures include: giving vocational teachers the opportunity to develop their competences by creating new and more relevant courses; supporting VET teachers with a technological background who lack teacher training for upgrading their qualifications, through scholarships and increased supply of pedagogical training (one-year programme in education theory and practice).

CPD will be based on VET teacher competence needs' surveys that will inform the development of new and more relevant CPD courses. Courses will be offered in didactics, technological developments, specific subjects/disciplines, learning assessment and also in common core subjects. The exchange of experience between teachers and trainers in companies will also be supported (e.g. teachers can apply to be a visiting teacher in a company for five days).

Teacher unions, employee and employer organisations, as well as teacher training institutions, were all asked to contribute in the development of the initiative. Social partners and the institutions will act as key players in developing and carrying out a new system for VET teachers' CPD. Links with the business world will be further supported through work exchange and work experience schemes, and schemes that allow participation in CPD courses organised by enterprises. Work exchange is a planned form of informal learning, in which teachers and trainers take part in professional work in contexts other than their own to obtain experience relevant for their regular work. In 2017, school owners (public and private) were invited to apply for scholarships for staff in teaching positions who want to undertake vocational teacher training to qualify to become certified teachers.

Increased competence development for trainers in companies is also part of the 2015 VET teacher promotion initiative. Measures include increasing their participation in teacher/trainer schemes that allow better knowledge of curricula and school-based learning components. The initiative supports the improvement of training quality in enterprises by providing increased expertise in the use of the curriculum, instruction and adapted training. The work exchange / work experience strand of the VET teacher promotion initiative also covers trainers. County councils, who are responsible for VET trainer CPD offer various courses. Measures have been implemented and information is available at The Norwegian Directorate for Education and Training's homepage.

<b>2015 Implementation</b>
<b>2016 Implementation</b>
<b>2017 Implementation</b>
<b>2018 Implementation</b>
<b>2019 Completed</b>
Measures have been implemented and are considered completed.

## Bodies responsible

- Ministry of Education and Research (KD)
- Norwegian Directorate for Education and Training

## Target group

### Education professionals

Trainers

### Entities providing VET

Small and medium-sized enterprises (SMEs)

## Thematic categories

### Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

### Teachers, trainers and school leaders competences

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

Attractiveness of the teaching and training profession/career

Supporting teachers and trainers for and through digital

## Subsystem

IVET

## Further reading

[Teacher promotion initiative](#)

### “...” Cite as

Cedefop, & ReferNet. (2025). Enhancing CPD of teachers and trainers in companies: Norway. In Cedefop, & ReferNet. (2025). *Timeline of VET policies in Europe* (2024 update) [Online tool].

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

