

# Vocational education and training for adults (Kompetansepluss)

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 NORWAY

## Timeline

2017 Implementation

2018 Pilot

2019 Pilot

2020 Pilot

2021 Pilot

2022 Completed

ID number 28470

## Background

Skills Norway (Kompetanse Norge, formerly VOX) supplies the national authorities with feedback regarding lifelong learning through statistics and publications.

## Description

In March 2017, Skills Norway designed a key competences mapping tool for young people not in education, employment or training (NEETs), and for the public in general. The goal is to ensure relevant training for each target group. This project is carried out in close cooperation with the Norwegian Labour and Welfare Service, the Directorate for Education and Training and the Directorate of Integration and Diversity. In April 2017, Skills Norway completed designing an online learning platform for literacy, numeracy and digital skills and started to produce content for it. The online platform is easily accessible and is linked with the key competences mapping tool. References to career guidance and other training possibilities are also integrated in the platform. In 2018, Skills Norway initiated a pilot for adults with low basic skills, where the participants combine basic skills training and preparation for a craft certificate.

In 2019, Norway continued the process of preparing people for working life in the future. In 2030, Norway will lack about 100 000 skilled workers. With a craft or journeyman's certificate one is more secure in the job and can contribute with important expertise for the company.

A pilot with vocational training has been introduced and was part of the previous government's competence reform. The objectives are:

- (a) to increase the competence of people with long experience of work, but with low formal competence;
- (b) for companies to get the expertise they need and to be more competitive;
- (c) to meet the need for professionals in industries where it is difficult to recruit young people;
- (d) that no one should become outdated and more people should be able to stay longer in the workforce.

Skills Norway announced up funding to provide an education offer to unskilled adults that

will combine basic skills, Norwegian and/or Sami with training that prepares participants to take a craft certificate as a practical candidate. The scheme is part of Kompetanse pluss, a grant scheme for training in basic skills in reading, writing, arithmetic, oral presentation, ICT and Norwegian or Sami. Businesses and NGOs can apply for funding through the scheme, which can help adults gain the necessary skills to cope with work demands and restructuring.

The pilot scheme to obtain a craft certificate as a practical candidate (a practical candidate is a private candidate with professional practice but lacks the theory for obtaining a craft certificate) is intended to provide experience in combining training in basic reading, writing, arithmetic, oral or digital skills and Norwegian/Sami with training that will prepare students to take a craft certificate as a practical candidate. In addition, the scheme aims to organise and implement the combined training in various ways. The scheme involves different types of providers and trial projects are planned in different subjects and in different parts of the country.

There is no requirement for the length of accrued practice for the candidates. However, it would be an advantage for the candidates to have accumulated a lot of practice within the subject, so that the option of taking a craft certificate is not many years away.

Those who are part of the trial scheme must commit to contribute to the evaluation of the scheme. This may involve surveys and interviews.

<b>2017 Implementation</b>
<b>2018 Pilot</b>
<b>2019 Pilot</b>
<b>2020 Pilot</b> The pilot continued in 2020, with an increased budget. It targeted adults with a lot of work experience, but a lack of formal education qualifications.
<b>2021 Pilot</b> The pilot was extended to 2021 and 2022, as a result of State budget priority.
<b>2022 Completed</b> The scheme was implemented for adults with low basic skills as a yearly application based initiative

## Bodies responsible

- Norwegian Directorate for Higher Education and Skills
- Skills Norway (until 2021)

## Target group

### Learners

Learners in upper secondary, including apprentices  
Young people (15-29 years old)  
Adult learners

## Thematic categories

**Modernising VET offer and delivery**

Developing and updating learning resources and materials

Acquiring key competences

### **Supporting lifelong learning culture and increasing participation**

Providing for individuals' re- and upskilling needs

Lifelong guidance

## **Subsystem**

CVET

## **Further reading**

[Link to the pilot](#)

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[Link to the 2021 information about the continuation of the pilot](#)

## **Related policy developments**

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**2024 Legislative process**

### **The skills reform - lifelong learning**

Work on the reform started in 2019 and will develop further in the years to come. The government has initiated several measures to reach the objectives of the reform:

Stimulating individuals and companies to invest in education and training through:

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#### **Type of development**

Practical  
measure/Initiative

#### **Subsystem**

IVET CVET

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**2024 Completed**

### **Modularising adult training leading to the trade or journeyman's exam**

Modules and options have been set up to increase adult training flexibility and tailor it to the needs of learners. This is expected to allow adult learners to combine training with work and caring responsibilities.

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#### **Type of development**

Practical  
measure/Initiative

“ … ” **Cite as**

Cedefop, & ReferNet. (2025). Vocational education and training for adults (Kompetansepluss): 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-europe/search/28470>