

# Financial incentives for training companies

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

## Timeline

**2015 Implementation**   **2016 Implementation**   **2017 Implementation**  
**2020 Implementation**   **2021 Completed**

**ID number 28465**

## Background

Financial incentives were in place for companies to offer apprenticeships. A fixed State grant per apprentice was allocated to cover training costs. Extra funding was provided for SMEs or for taking in apprentices with special needs. Yet, results from a 2013 evaluation on the comprehensive curriculum reform implemented in 2006 (Kunnskapsløftet) suggested that the most critical point in completing VET was the transition from school to apprenticeship training. Apprenticeship places were insufficient to cover the demand. Increased public funding to support enterprises' engagement with apprenticeships was part of the national commitments taken in the context of the European Alliance for Apprenticeships (EAfA).

## Description

The economic incentives the State provides for companies that take on apprentices were strengthened during 2015-17. The basic funding for companies accepting apprenticeships increased to a total of NOK 14 000 per training contract. The total effect on the budget for this increase in funding was NOK 300 million.

<b>2015 Implementation</b>
<b>2016 Implementation</b>
<b>2017 Implementation</b>
<b>2020 Implementation</b> The incentives were allocated in the State budget in 2018-20 and implemented every year.
<b>2021 Completed</b> The incentives are allocated in the State budget and implemented annually.

## Bodies responsible

- Ministry of Education and Research (KD)

## Target group

### Entities providing VET

Companies  
Small and medium-sized enterprises (SMEs)

## Thematic categories

### Modernising VET offer and delivery

Reinforcing work-based learning, including apprenticeships

### Supporting lifelong learning culture and increasing participation

Financial and non-financial incentives to learners, providers and companies

## Subsystem

IVET CVET

## Further reading

[Financial incentives for training companies](#)

## Related policy developments

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**2025 Implementation**

### The social contract for VET

The social contract for VET was renewed in 2016 aiming at providing apprenticeship places to all qualified young people who applied, therefore tackling high dropout rates, increasing the number of apprenticeships and the number of adults acquiring a trade or journeyman's certificate.

 NORWAY

#### Type of development

Strategy/Action  
plan

#### Subsystem

IVET CVET

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