

Promoting apprenticeships through public procurement

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 NORWAY

Timeline

2016 Approved/Agreed 2017 Implementation 2018 Implementation
2019 Implementation 2020 Implementation 2021 Completed

ID number 28463

Background

The Norwegian government strategy for more apprenticeships, linked to the social contract for VET, is aiming to provide skilled workers in both the private and the public sectors. The strategy for more apprenticeships in public administration included a mandatory requirement for central government agencies to increase the number of apprentices, applicable for apprenticeship admissions starting in spring 2015.

Objectives

The measure aims to raise awareness of the benefits of recruiting apprentices and to increase the number of apprenticeship placements in the public sector.

Description

The measure was introduced in 2016. Starting in 2017, companies that participate in public service contracts are required to use apprentices. Public authorities shall require the use of apprentices for contracts worth at least NOK 1.1 million (excluding VAT) that last longer than three months; counties and municipal authorities shall require the use of apprentices for contracts worth at least NOK 1.75 million (excluding VAT) that last longer than three months. The requirement applies to Norwegian and international companies. Foreign companies bidding for public procurements must be approved as training establishments in Norway and have Norwegian apprentices, or apprentices/learners on practical training from corresponding apprenticeship schemes in their home country. Relevant legislation was updated accordingly. To increase the number of apprenticeship placements in the public sector, a yearly award, with several reward criteria, for the best public apprenticeship placement was introduced in 2016. The winner of the award (Statens beste lærebedrift) is represented in the selection committee when nominating the following year's winner.

2016 Approved/Agreed

2017 Implementation

2018 Implementation

2019 Implementation

No new developments occurred in 2019.

2020 Implementation

The award is annual and the requirement to use apprentices in public service contracts is mandatory.

2021 Completed

The measure is operational and runs as an annual practice.

Bodies responsible

- Ministry of Education and Research (KD)
- Ministry of Local Government and Regional Development
- Ministry of Local Government and Modernisation (until 2021)

Target group

Entities providing VET

Companies
Small and medium-sized enterprises (SMEs)

Thematic categories

Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

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

[The 2017 award for the best public apprenticeships placement - press release \(in Norwegian\)](#)

Related policy developments

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

“ ” Cite as

Cedefop, & ReferNet. (2026). Promoting apprenticeships through public procurement: 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/28463>