


# Alternative apprenticeship model (Vekslingsmodellen)

POLICY DEVELOPMENT

STRATEGY/ACTION PLAN

 NORWAY

## Timeline

2015 Pilot 2016 Pilot 2017 Pilot 2018 Pilot 2019 Completed

ID number 28462

## Description

Following the social contract for VET 2011-2015 for more relevant and flexible VET, a new upper secondary dual model (Vekslingsmodellen) has been piloted since 2013 as an alternative pathway for learners experiencing difficulties completing the main (2+2 model) VET pathway. The scheme offers the possibility of concluding an apprenticeship contract after year 1 (instead of only after year 2) in the main 2+2 VET pathway.

An evaluation was carried out in 2015 with a focus on organisation, planning and implementation. In 2016, the second round of evaluation was carried out, with a focus on professional development, motivation and implementation.

2015 Pilot

2016 Pilot

2017 Pilot

2018 Pilot

2019 Completed

A final evaluation was carried out and published in 2019. The report showed that the students have good academic development and good motivation for their training and that there was a basis for continuing alternation models in several subject areas.

## Bodies responsible

- Ministry of Education and Research (KD)
- Ministry of Government Affairs
- Social partners

## Target group

### Learners

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

# Thematic categories

## Modernising VET offer and delivery

Reinforcing work-based learning, including apprenticeships

## Supporting lifelong learning culture and increasing participation

Permeability between IVET and CVET and general and vocational pathways, academic and professional higher education

# Subsystem


IVET

# 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.

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### Type of development

Strategy/Action  
plan

### Subsystem

IVET CVET

### “ ... ” Cite as

Cedefop, & ReferNet. (2026). Alternative apprenticeship model (Vekslingsmodellen): 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/28462>