

From a non-skilled to a skilled workforce

A successful case from Norway

Key characteristics

- Local companies, government and non-government organisational cooperation.
- How to re-educate workers from one industry to be qualified in another.
- How to give non-skilled workers with learning difficulties the tools to become skilled workers.
- The company as a learning arena, with support from government and NGO learning providers .
- ‘One afternoon per week is enough.’

Identity

Lifelong learning is our goal.



Drivers & objectives

Local companies require more skilled workers to meet the demand in the industry they are producing for.

The collapse of the oil price has resulted in 30 000 fewer jobs in the industry this year alone.

Innovativeness

Broad understanding in all sectors that non-formal learning providers can cooperate with the industry and government bodies, and make a difference in improving workers' formal and/or new needed skills.

Tackling skill mismatch

- In Norway, there are many non-skilled employees working in industries with a growing need for their workers to formalise their vocational background (governmental departments included, such as the health sector).
- Even with basic education, they still need either further education or updated skills to meet the formal requirements of the industry.
- Many untrained employees face additional learning challenges regarding reading and writing skills. The government has approved partial financial support for NGO learning providers; this measure attempts to provide these employees with training that combines general skills with the subject-specific background they require.

- *‘Education is not a preparation for life; education is life itself.’*
John Dewey