

Recognition for the Labour Market in Norway

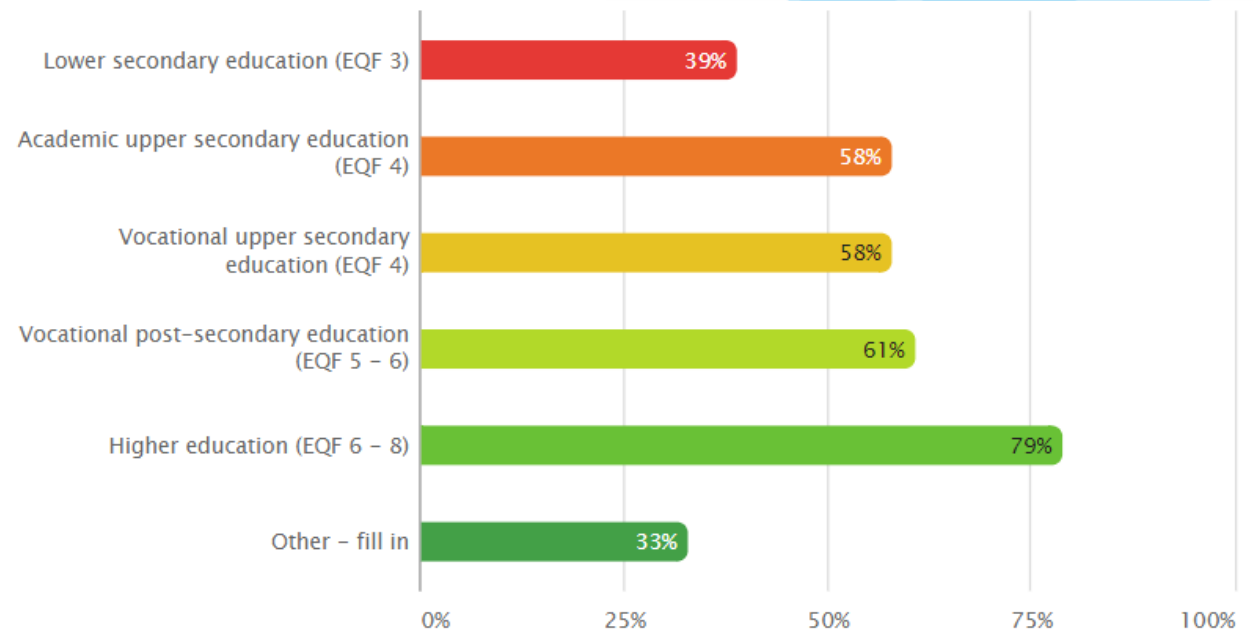
Mirela Cacan

Department of Recognition of Foreign
Vocational Education and Training



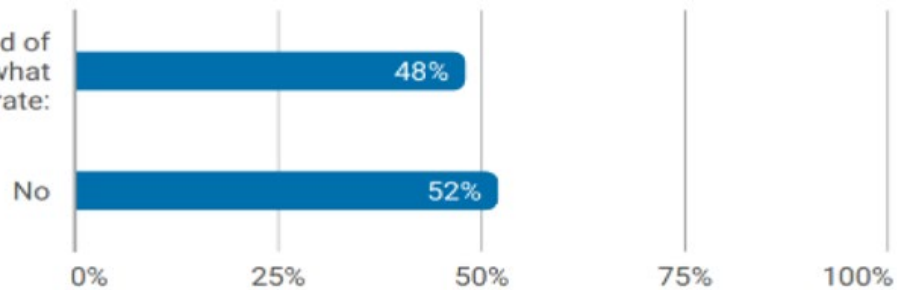
Findings from the BRAVO project

- BRAVO: Increased international cooperation and networking on recognition of vocational qualifications
- Survey distributed to the NARIC network in May 2023
- Aim to identify relevant recognition offices and stakeholders who are working with, or are planning to work with, recognition of vocational qualifications

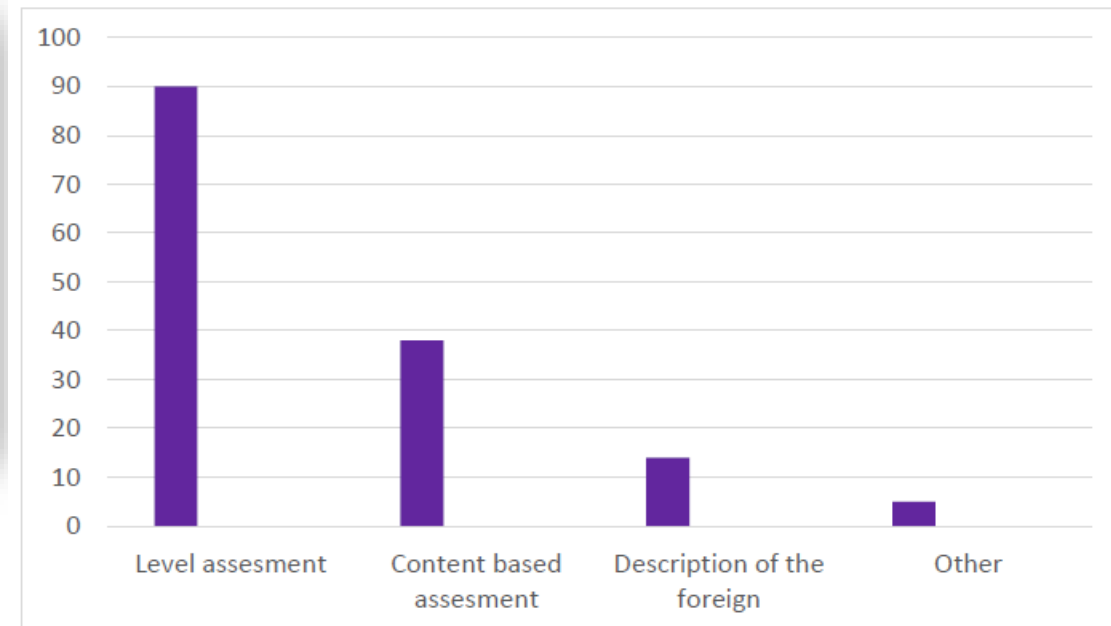


Stakeholder involvement in the recognition procedures

Yes - please fill in what kind of stakeholders and on what education level you cooperate:



What type of recognition assessment do you offer?

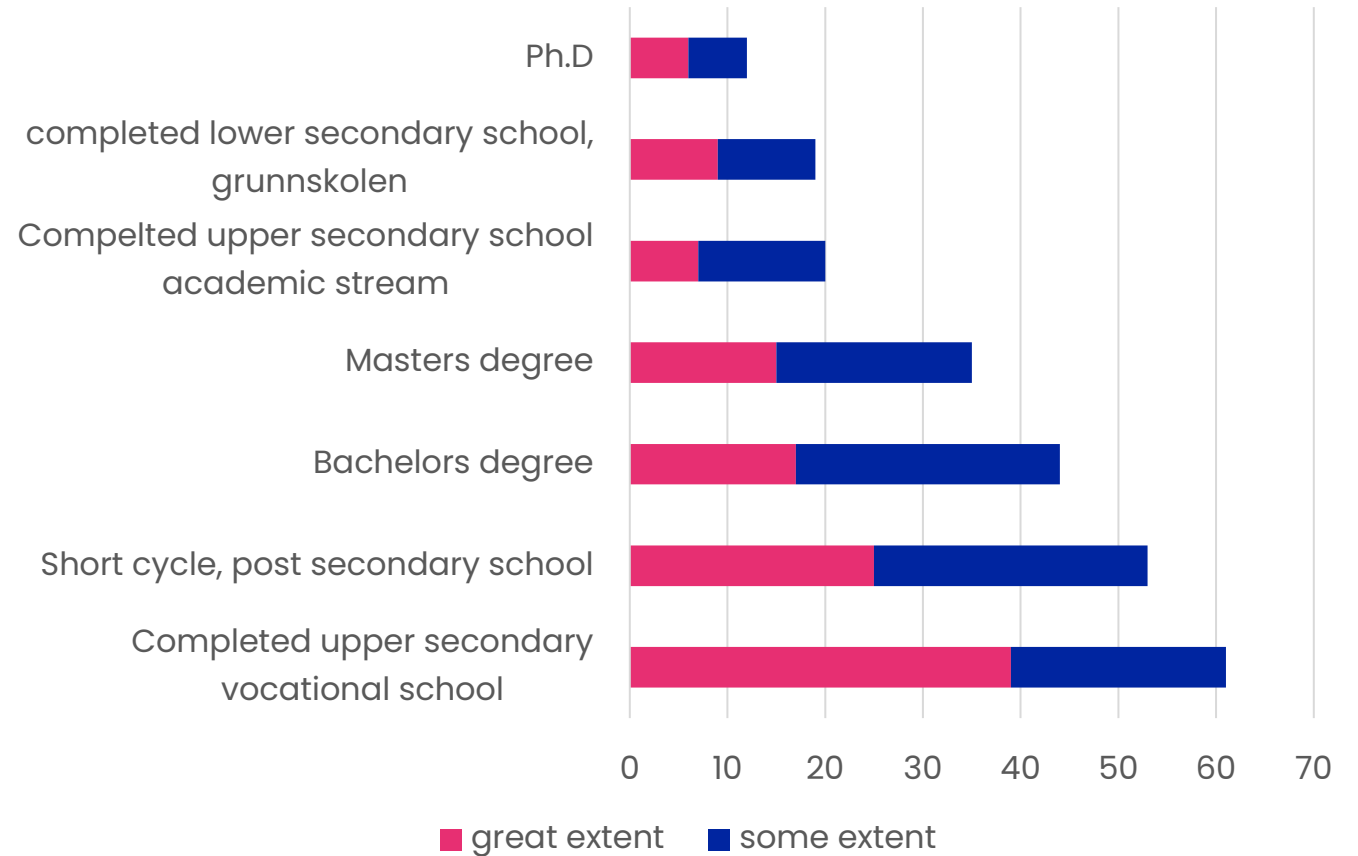


Background

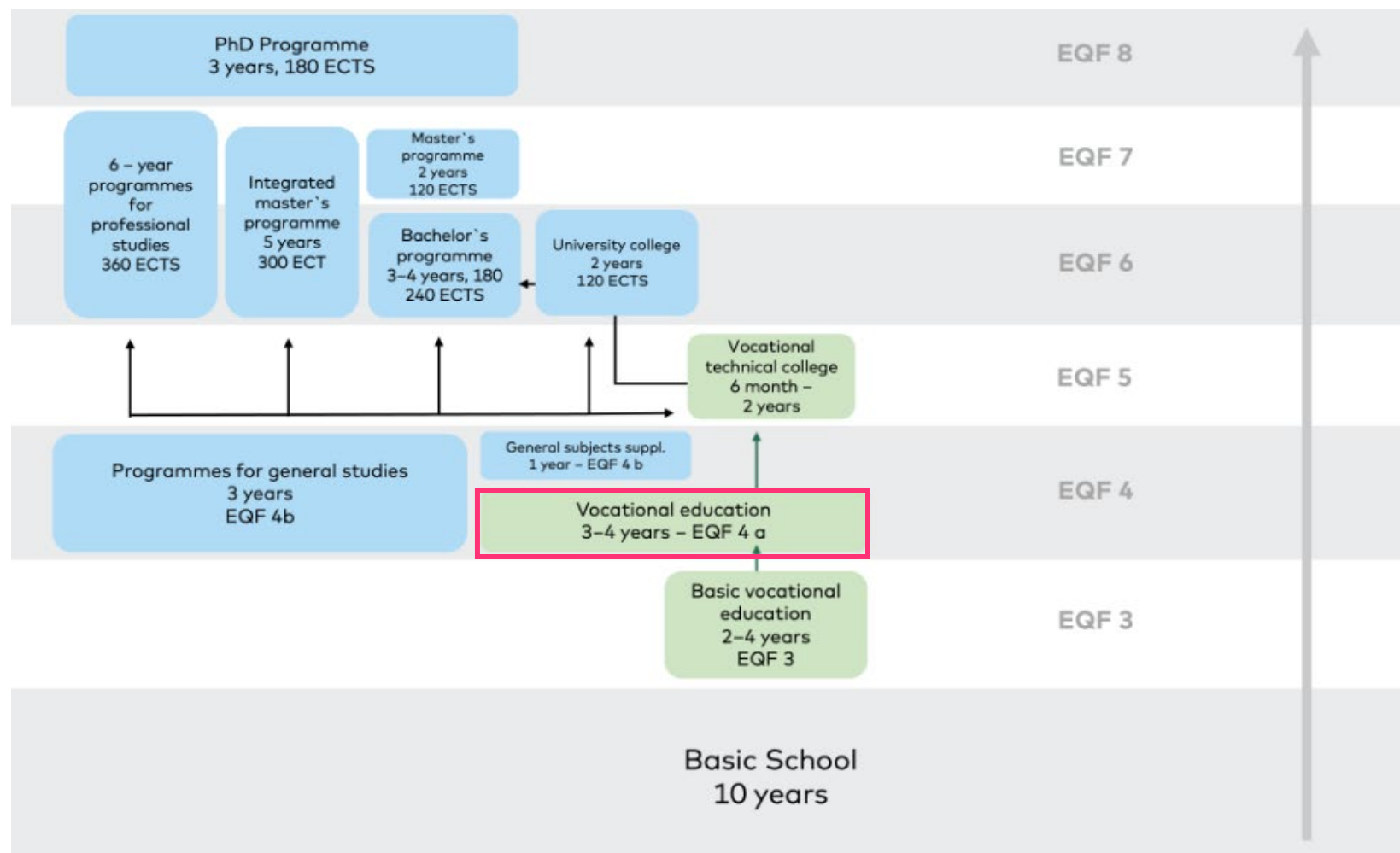
- Establishment of the recognition schemes:
 - VET 2016
 - TVET 2019
- Skill shortage: The Norwegian education system does not provide enough candidates
- Increased work migration to Norway – need for a recognition scheme for persons with VET and TVET backgrounds.
- Recognition can help skilled workers to find work and salary according to their skills.
- Difficult for employers to assess VET/TVET from other countries.



The Norwegian labour market is in need of...



Vocational Education and Training (VET)



Why recognition scheme for VET?

- Social Partner's initiative
- Skill shortage
- Work migration and integration
- Combating work related crime
- Construction: Need to prove number of skilled workers for contracts
- *Limitations in recognition scheme



Wage determination

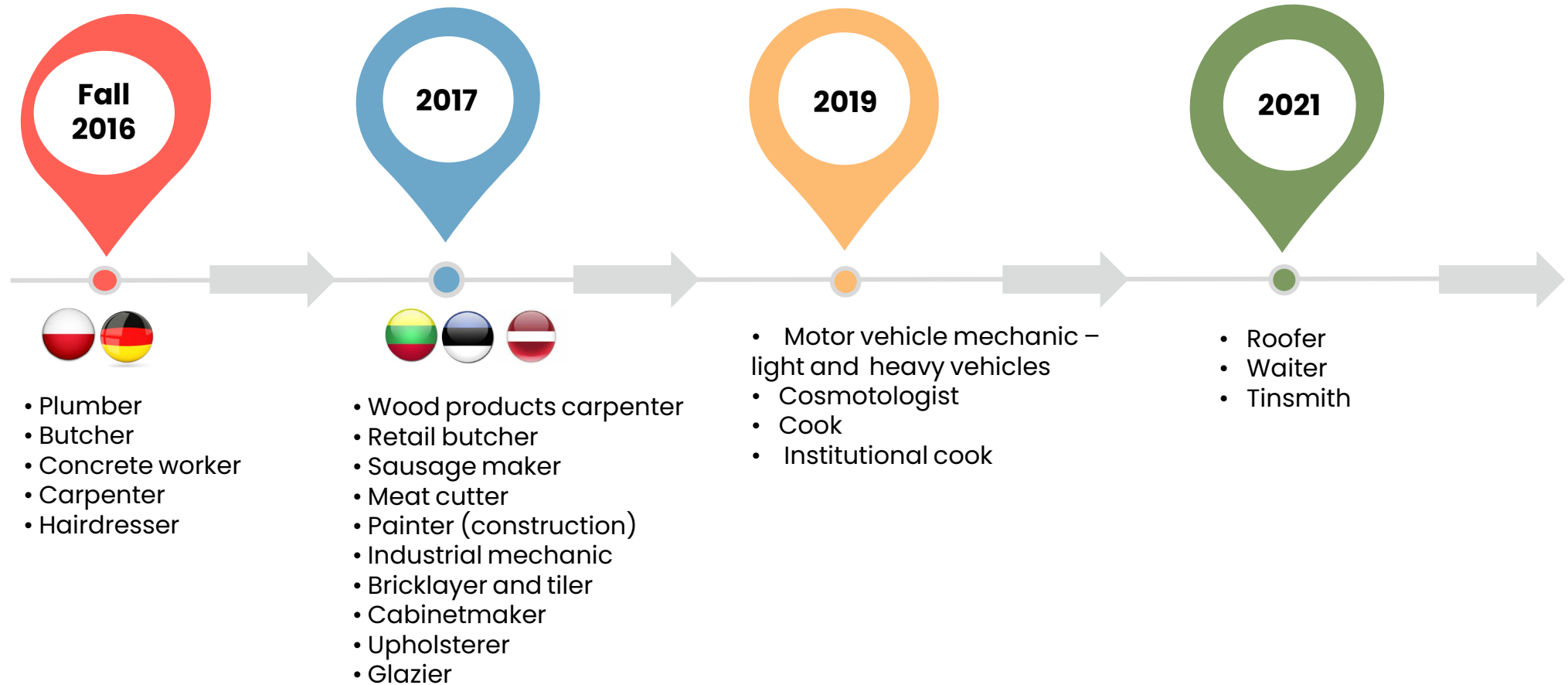
The (Norwegian) United Federation of Trade Unions and the Federation of Norwegian Construction Industries negotiations agreement (fall 2020):

«All foreign vocational education which has been recognized by NOKUT (now HK-dir) will receive the same salary payment as (Norwegian) skilled workers»



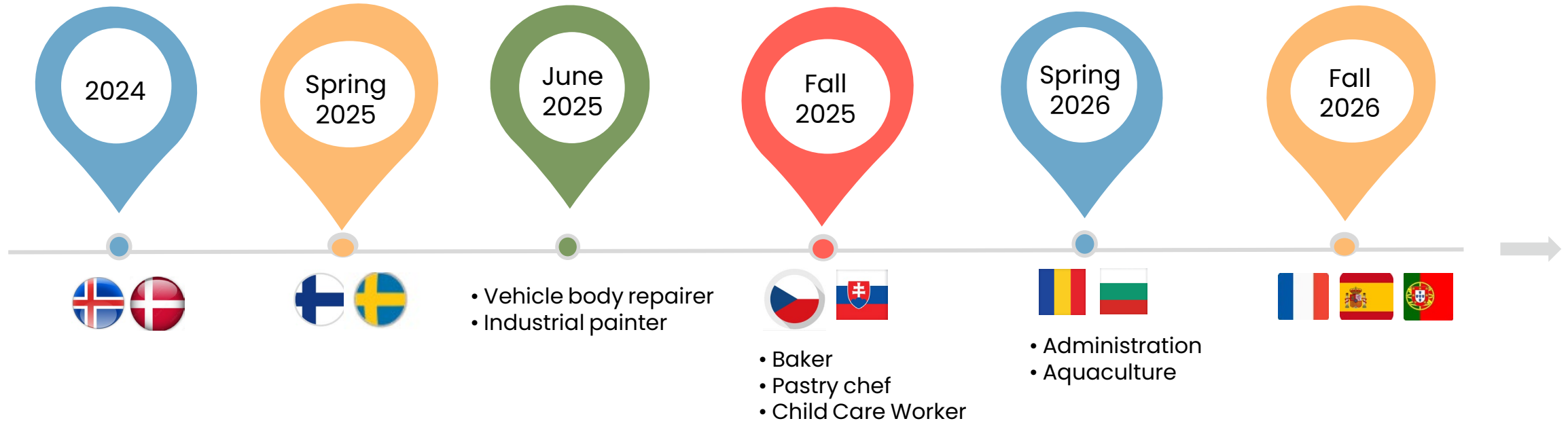
Gradual expansion

Launch



Expansion plan 2025 - 2026

Instruction from the Ministry of
Education and Research



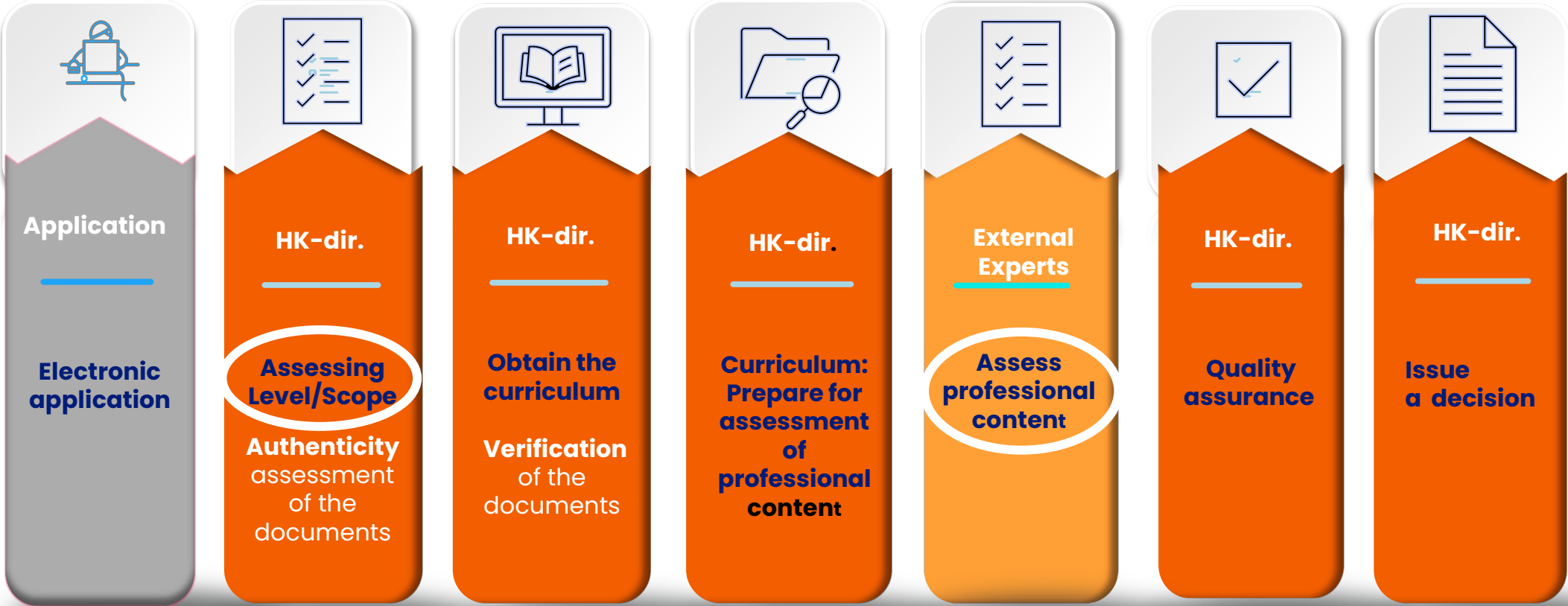
Recognition Criteria - VET

- 1) The qualification must be formal and issued by an authorized authority.
- 2) The qualification must be based on completed training of at least 3 years' duration and include a minimum of 1 year of documented practical training
- 3) The and training must be identified with important and relevant qualities -> content assessment

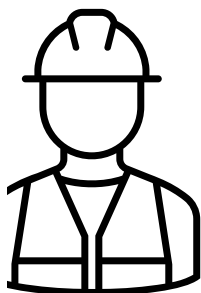


Recognition process

Precedent



Comparison – The Norwegian carpenter EQF 4 (*Tømrer*)

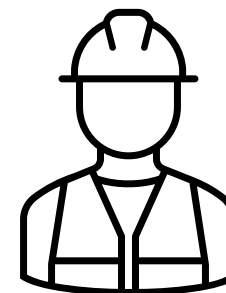


Cieśla

- Vocational upper secondary school – 3 years
- PQF – level : 3
- Qualification achieved in 2004



Result: Approved



Stalius

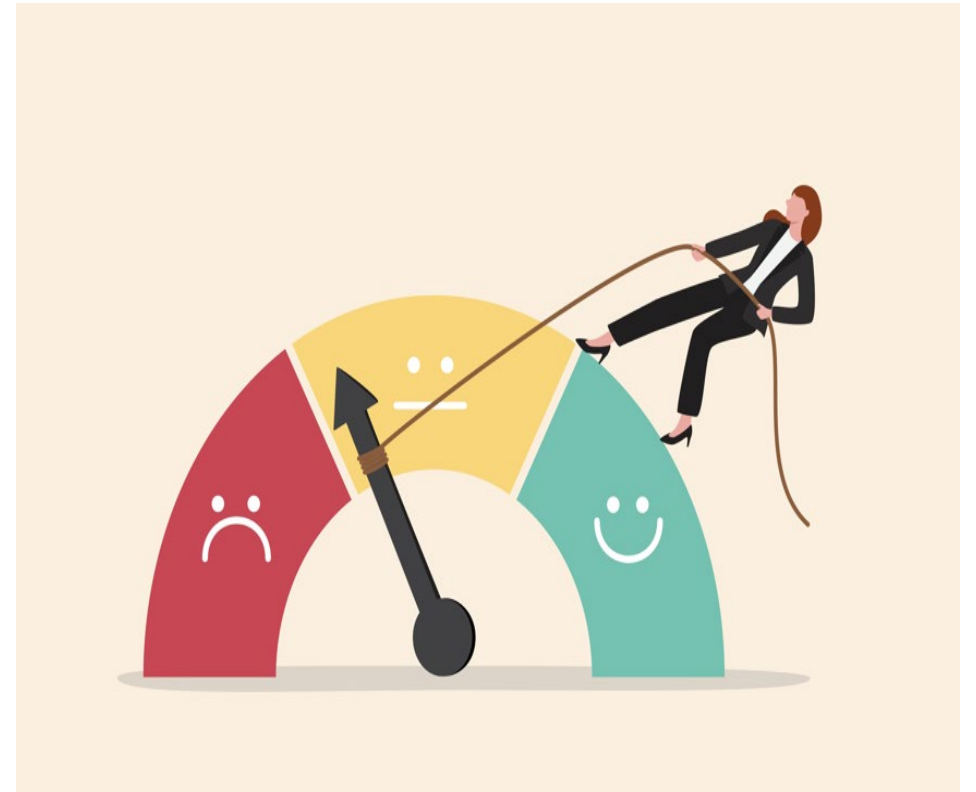
- Vocational upper secondary school – 3 years
- LQF – level 4
- Qualification achieved in 2004



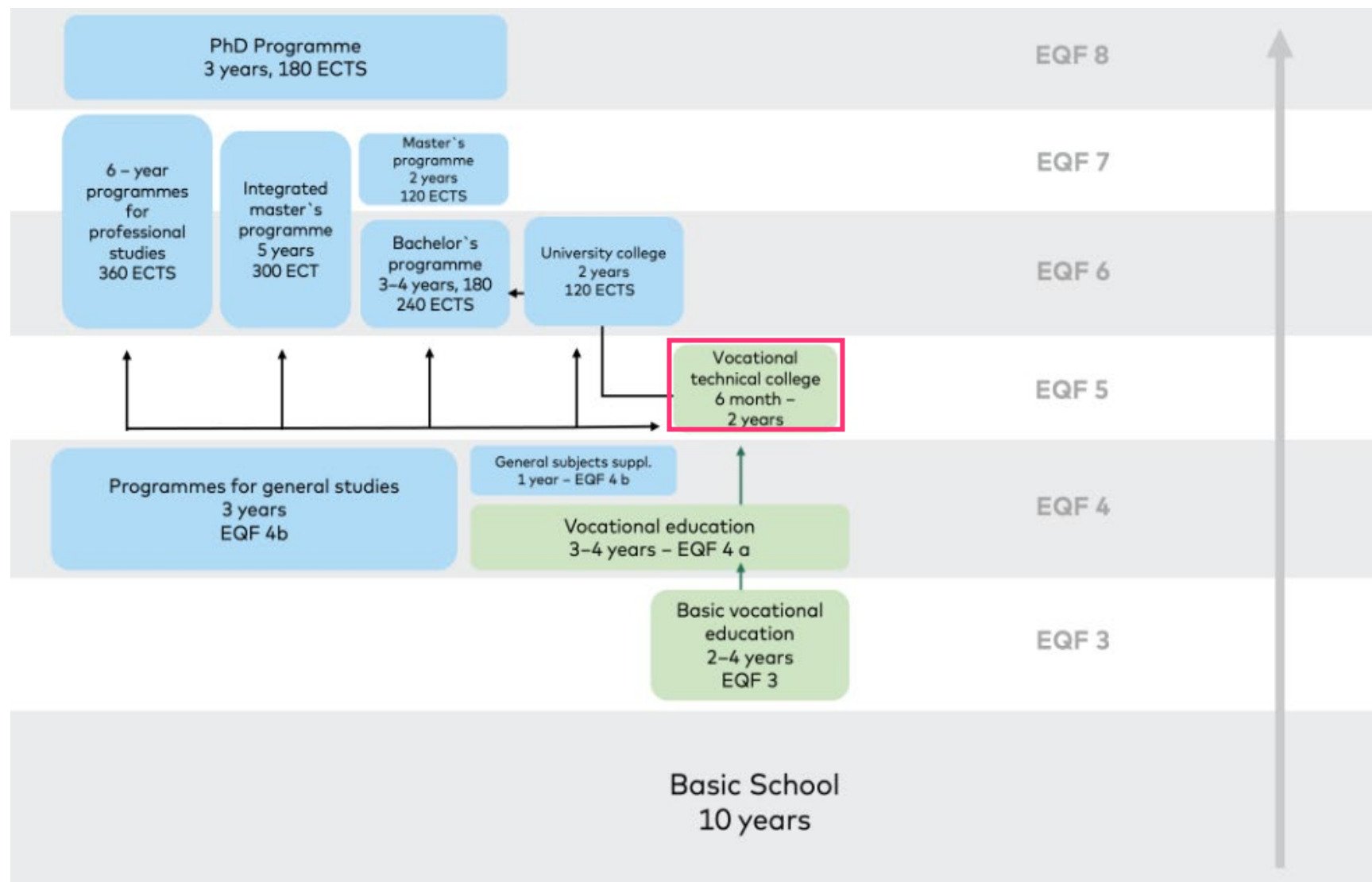
Result: Disapproved
Broad qualification with a lack of specialization in professional key elements

Challenges - VET

- Time and resources
- Expensive recognition scheme
- Growth vs capacity
- Limitations of the scheme
- Scepticism among stakeholders
- Constant evaluations of our practices
- Inconsistent practices between countries



Tertiary Vocational Education (TVET)



The recognition scheme for TVET

- Why?
 - Social Partner's initiative
 - Skill shortage
 - Work migration and integration
 - Combating work related crime
- Level and Scope
- Open to all countries and occupations

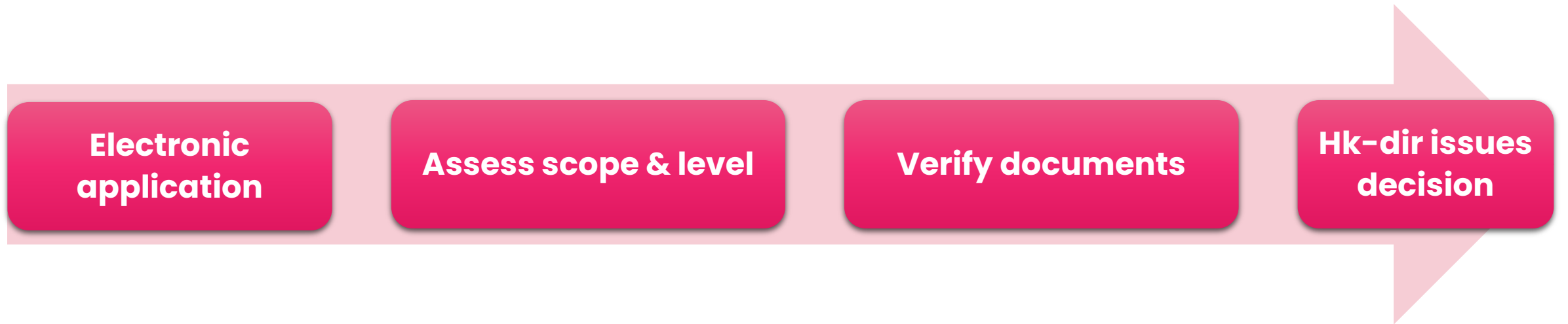


Recognition Criteria – TVET

- Level above upper secondary education
- Duration no longer than 3 years
- Provides skills that can be applied to the labour market without further training measures
- The education provides the labour market with competence that is not offered at universities and colleges – clear professional profile



Recognition Criteria - TVET



Challenges - TVET

- Increase in application numbers
- Varying education systems
- Limited information
- Verification
- Awareness of the recognition scheme
- Unclear effects



Thank you 😊

Mirela Cacan

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