



Towards a Skills Strategy for Norway: results of the OECD Skills Strategy project



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NTVA 60-års jubileumskonferanse, Bergen

Siv Hilde Lindstrøm

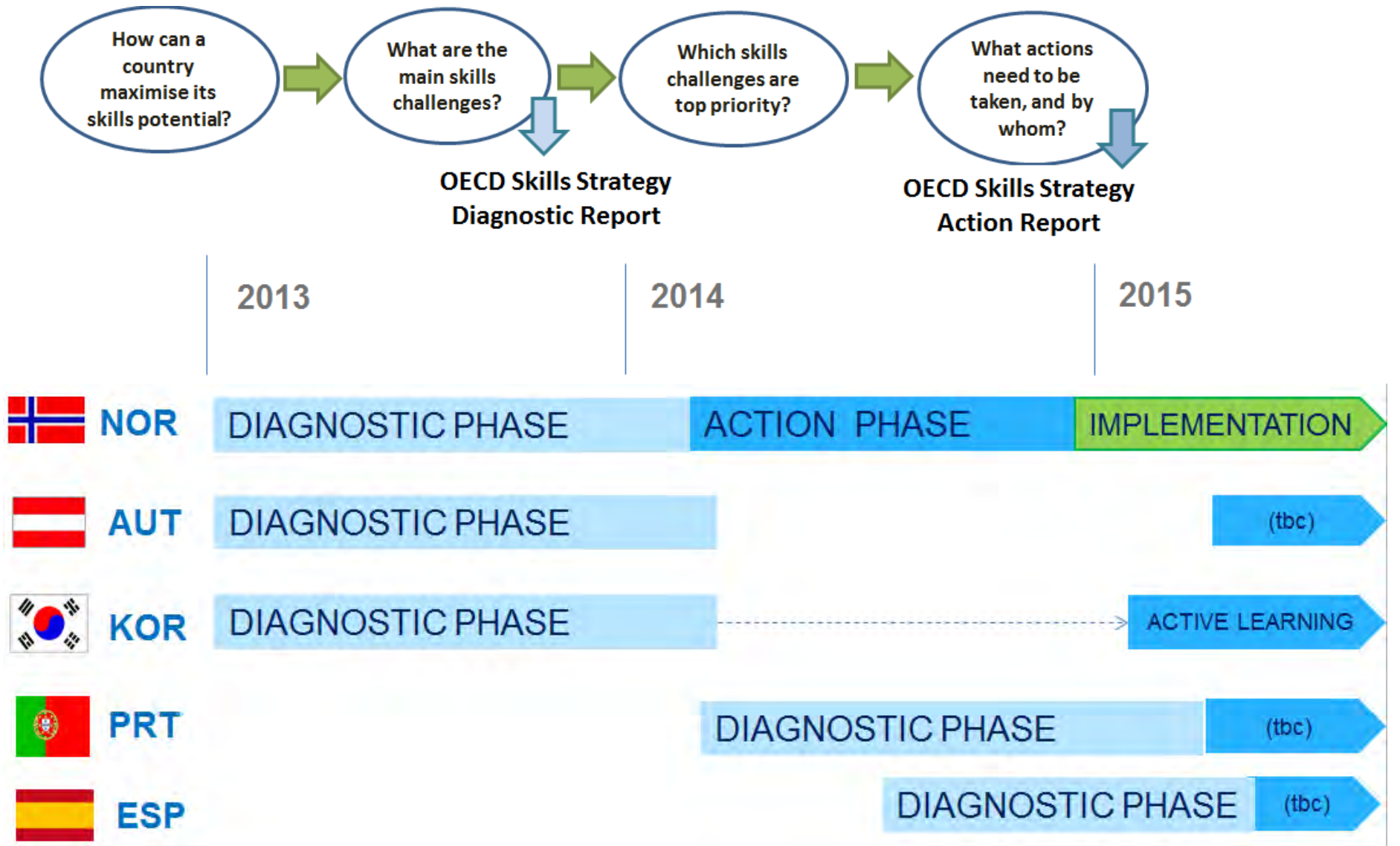
OECD Directorate for Education and Skills

OECD Skills Strategy: building resilient national skills systems



OECD Skills Strategy projects in countries

Building effective skills strategies: overview

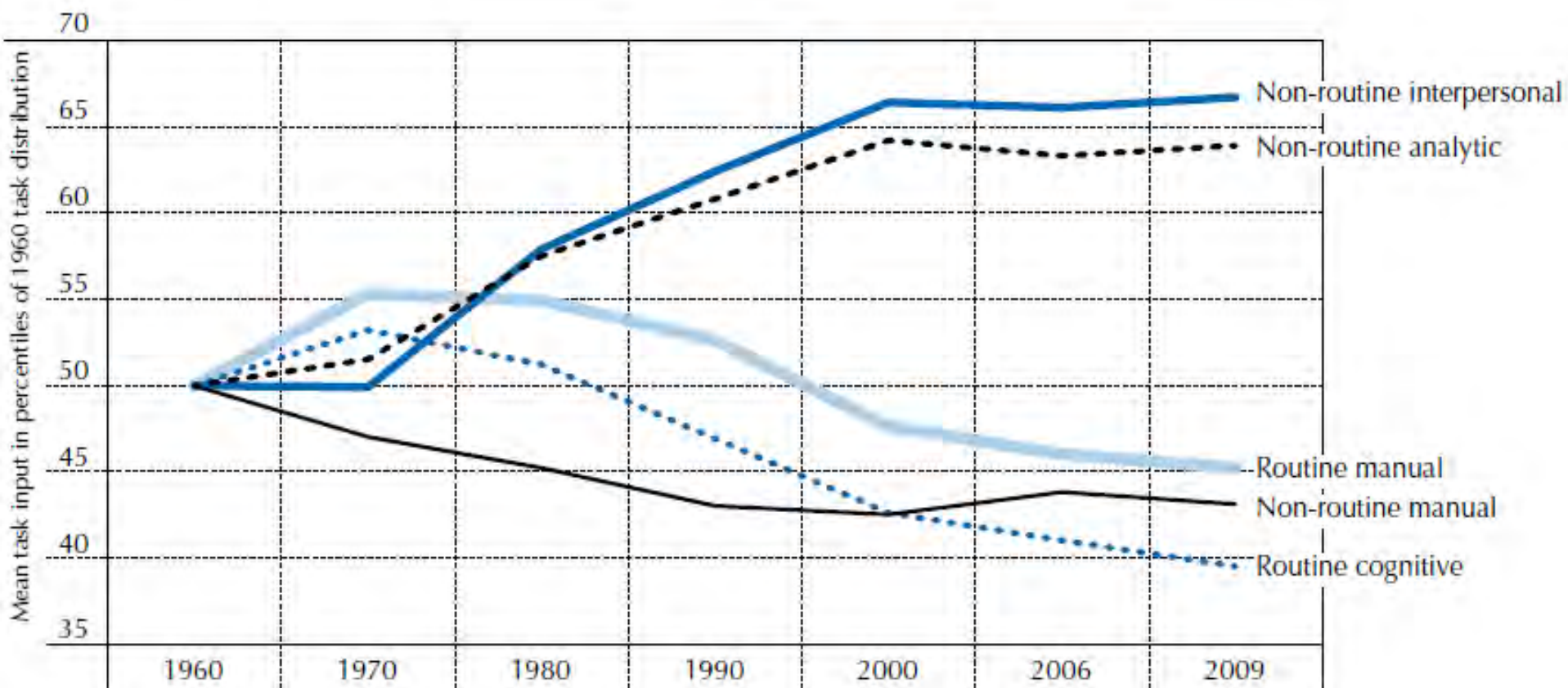


Overall project goals

- **Forging stronger links between education and skills policy** and the broader **economic and social policy agenda**
- **Fostering a whole of government approach to skills policy** by building an inter-ministerial project team
- **Raising awareness and engagement among stakeholders** to invest in skills for the country's future economic prosperity and social cohesion
- **Strengthening evidence-based policy-making on skills** and identifying any significant gaps in existing sources of data and how well they are used

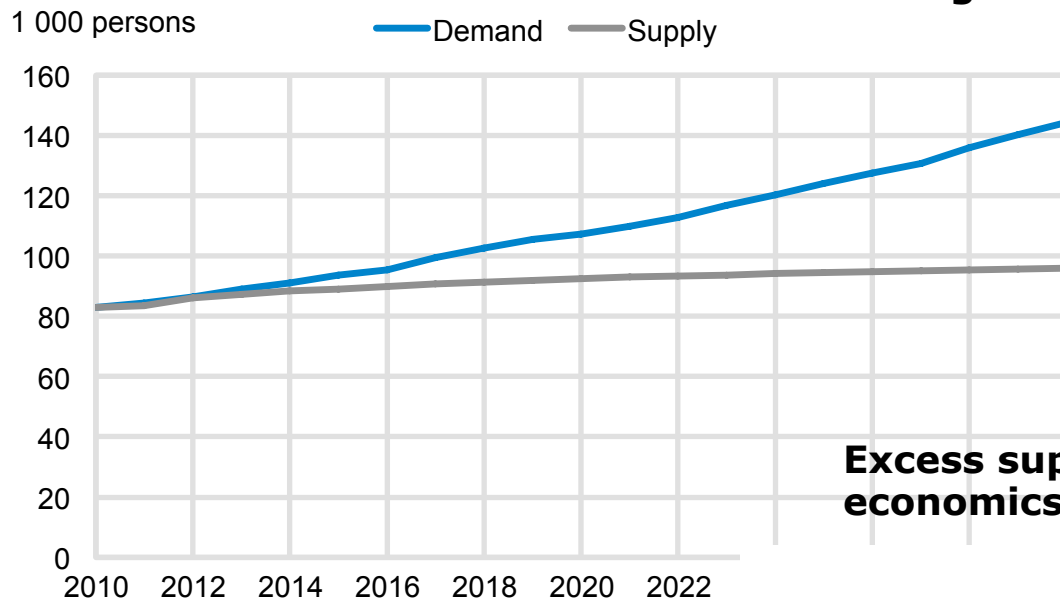
The demand for skills is changing

Trends in routine and non-routine tasks in occupations, United States, 1960 to 2009

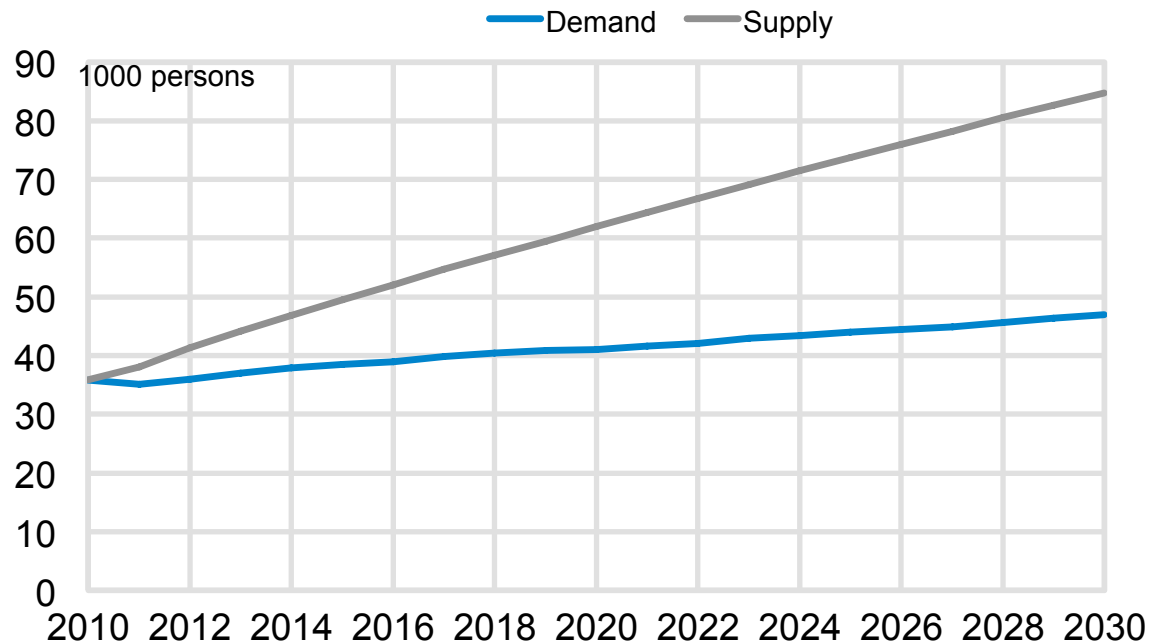


Growing mismatches between skills demand and supply in Norway

Excess demand for nurses and caregivers



Excess supply of master level graduates in economics and administration



Source: Statistics Norway

Our journey



How can Norway maximise its skills potential?



What are the main challenges ahead?



Which challenges are top priority?



What actions need to be taken, and by whom?

Oslo



Nordland



Buskerud



Oslo



Scoping workshop
(11/01/13)

National diagnostic workshop
(23-24/05/13)

Regional diagnostic workshops
(17/09/13 & 01/10/13)

Priority-setting workshop
(22-23/10/13)

Action Plan workshop
(1-2/04/14)

What are the main skills challenges in Norway?

Developing Relevant Skills

1. Building strong foundation skills for all
2. Reducing drop-out
3. Informing educational choices

Activating Supply of Skills

4. Enhancing labour market participation among those receiving disability benefits
5. Encouraging labour market attachment among low skilled youth
6. Ensuring Norwegians remain active longer

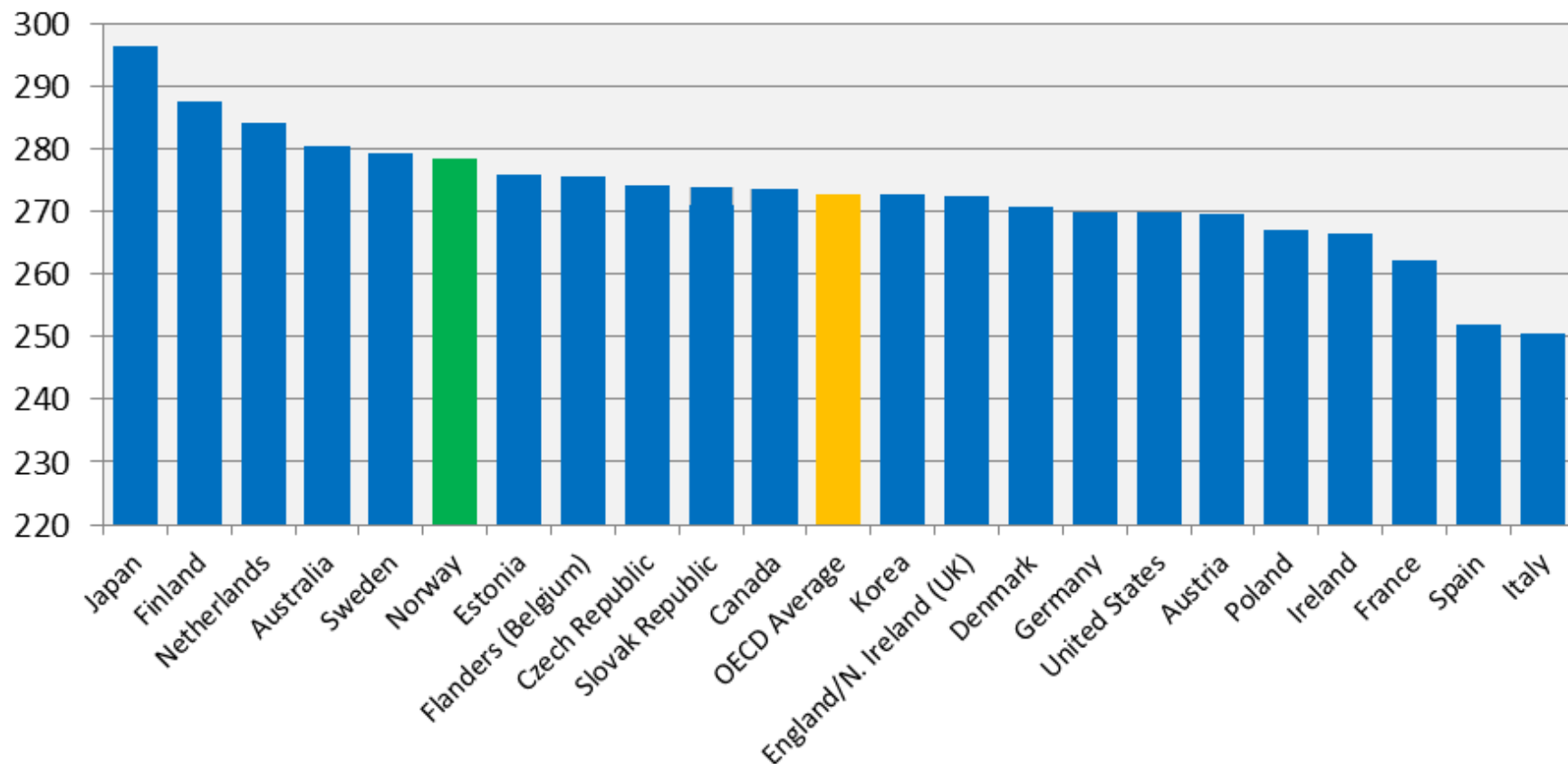
10. Facilitating a whole of government approach to skills
11. Ensuring local flexibility and adaptability for nationally designed policies
12. Improving implementation and building partnerships at the local and national level

Using skills effectively

7. Engaging employers in ensuring a highly skilled workforce
8. Promoting innovation and entrepreneurship
9. Enhancing the use of migrant workers' skills

Norway's adults have good foundation skills...

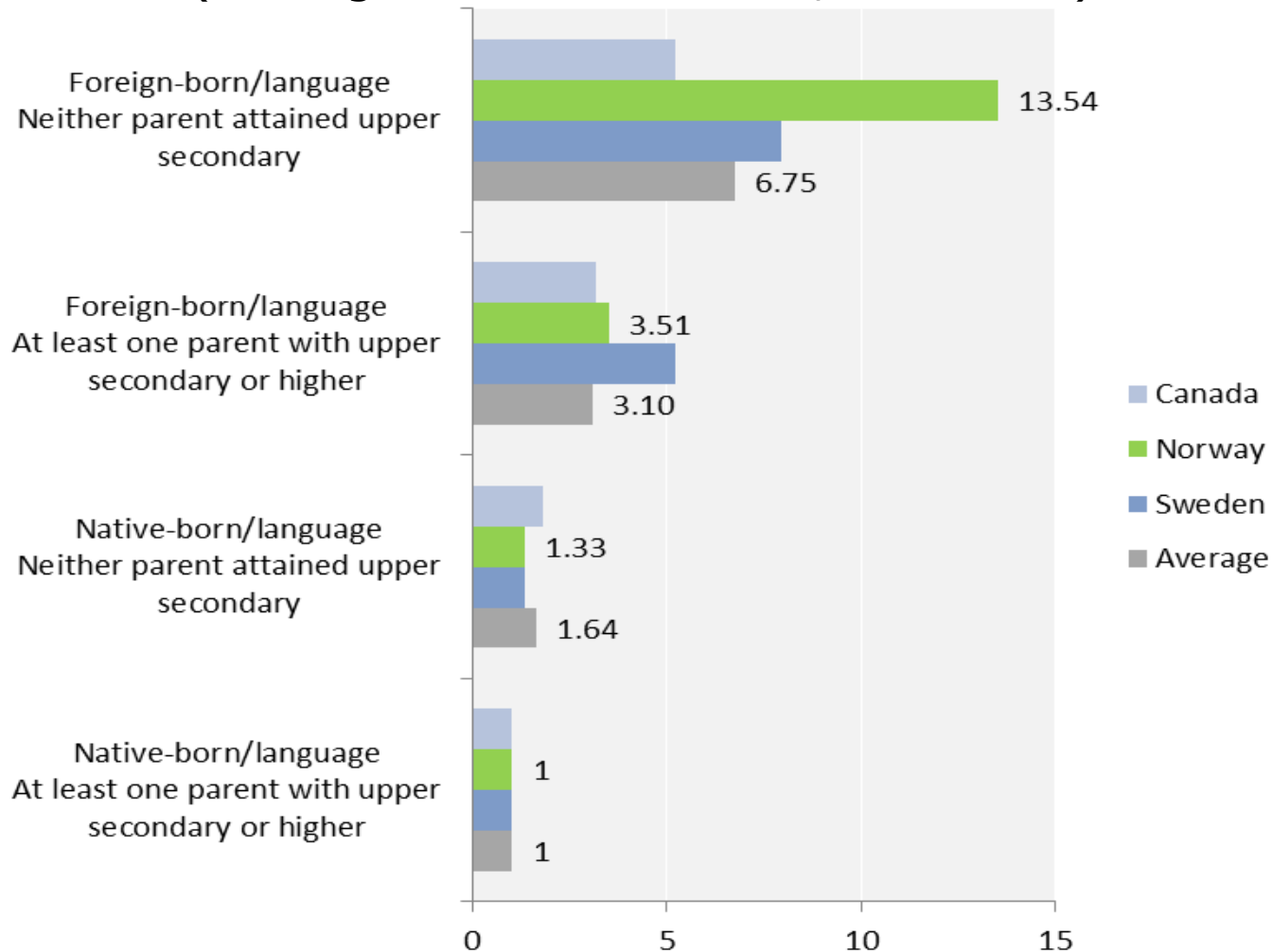
Adult literacy mean score, 16-65 year olds (2012)



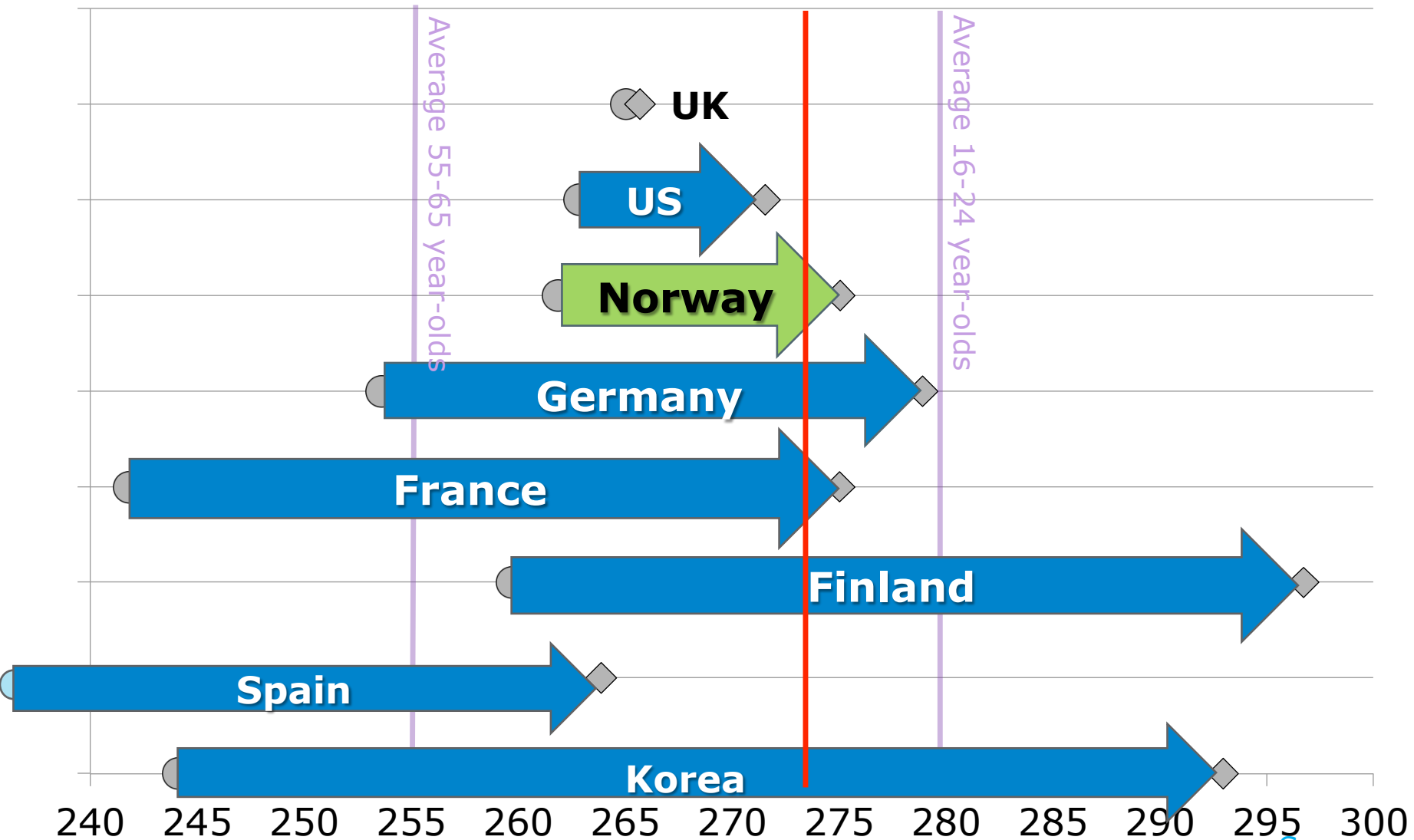
Source: Survey of Adult Skills (2012)

...yet some groups have low skills

Likelihood of low adult literacy
(scoring at or below level 2, odds ratio)



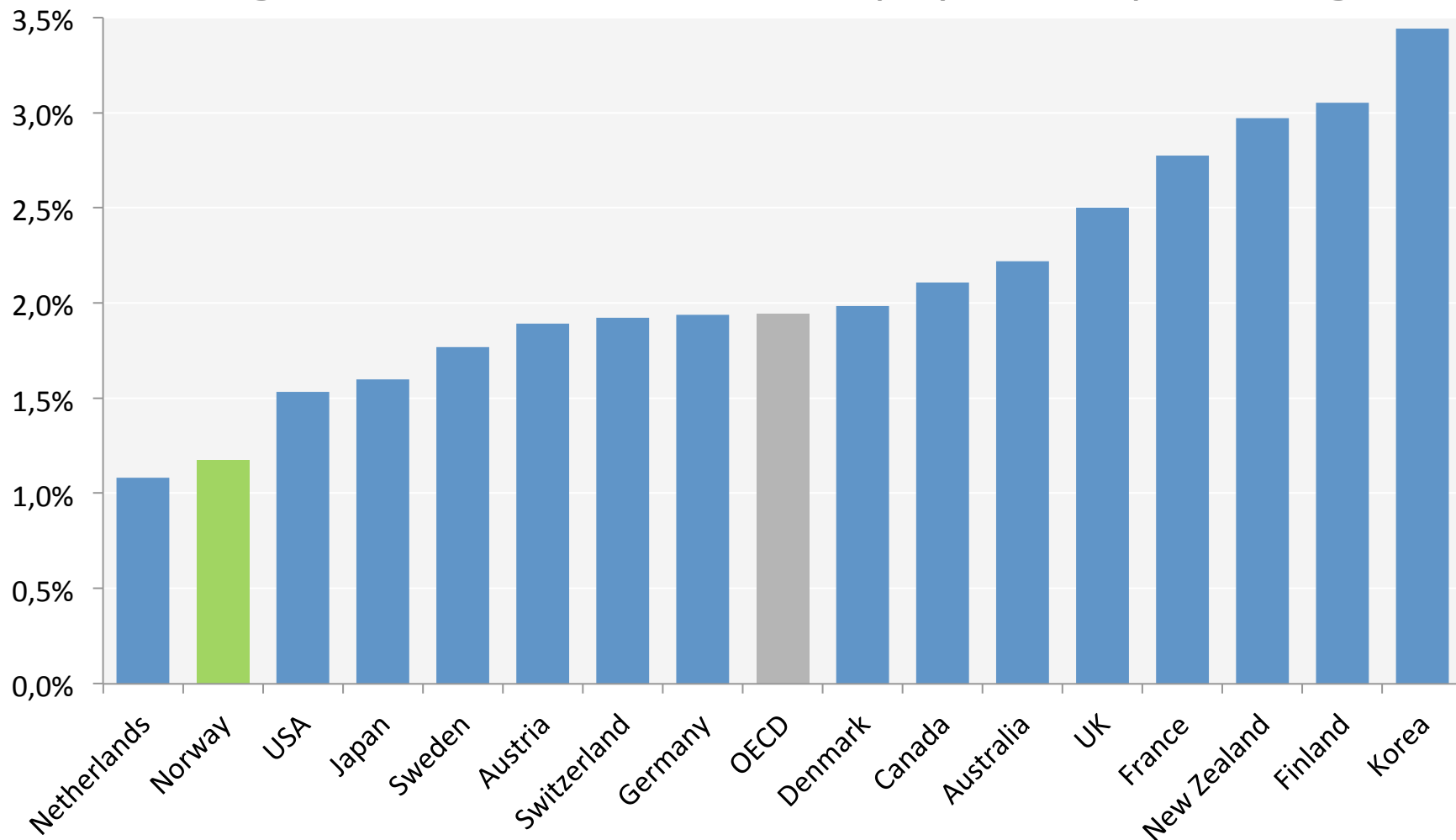
Literacy skills in younger and older generations



Source: Survey of Adult Skills 2013

Share of STEM graduates is low

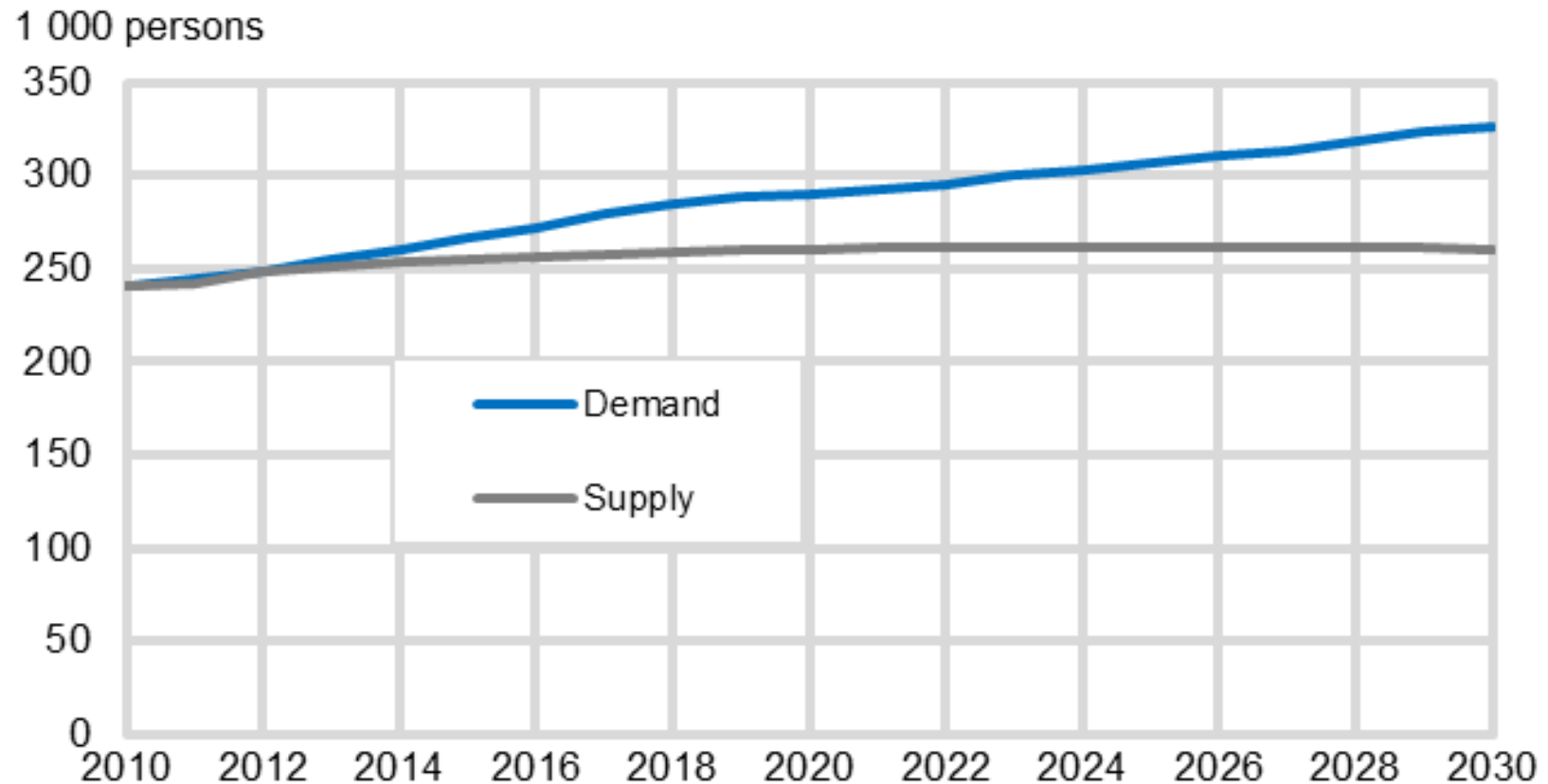
STEM graduates as share of total employment of persons aged 25-34



Source: EAG 2013

Some skills will be in high demand

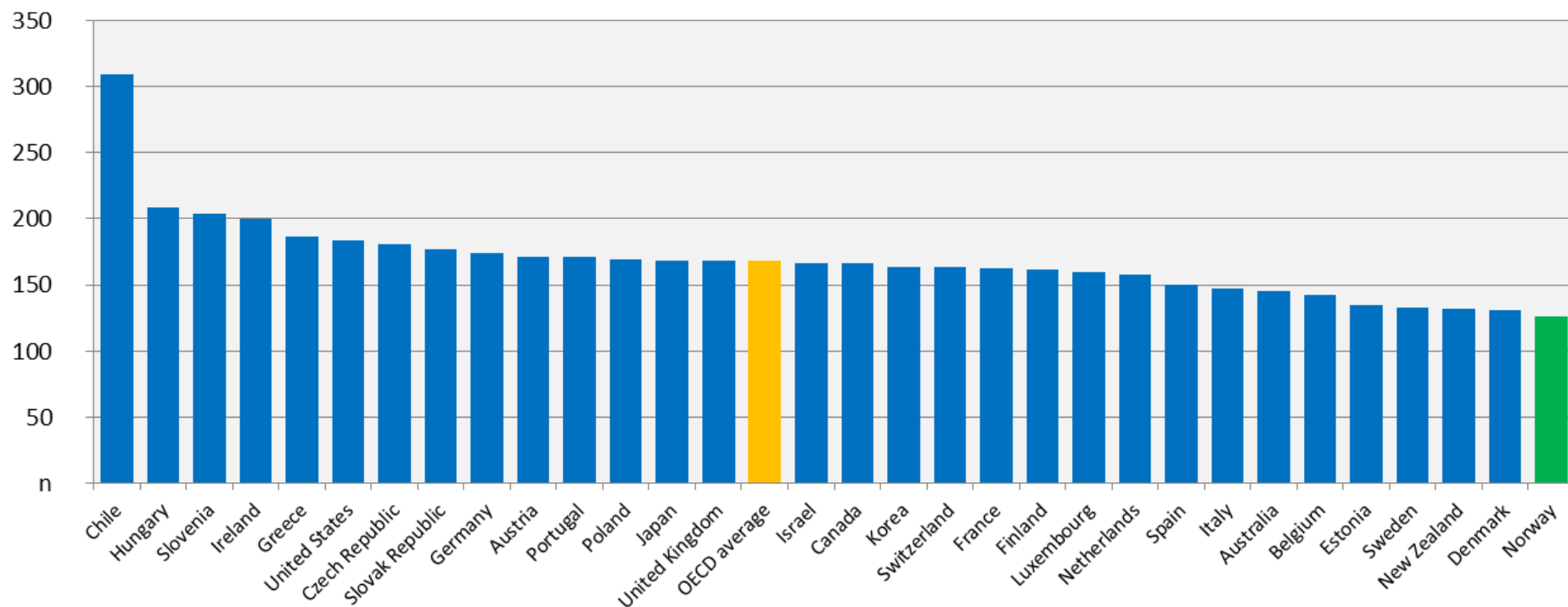
Excess demand for electronics, mechanics work and machinery Supply and Demand Projections



Source: Statistics Norway

Rewards for tertiary education are limited

Earnings premium from tertiary education, 2011



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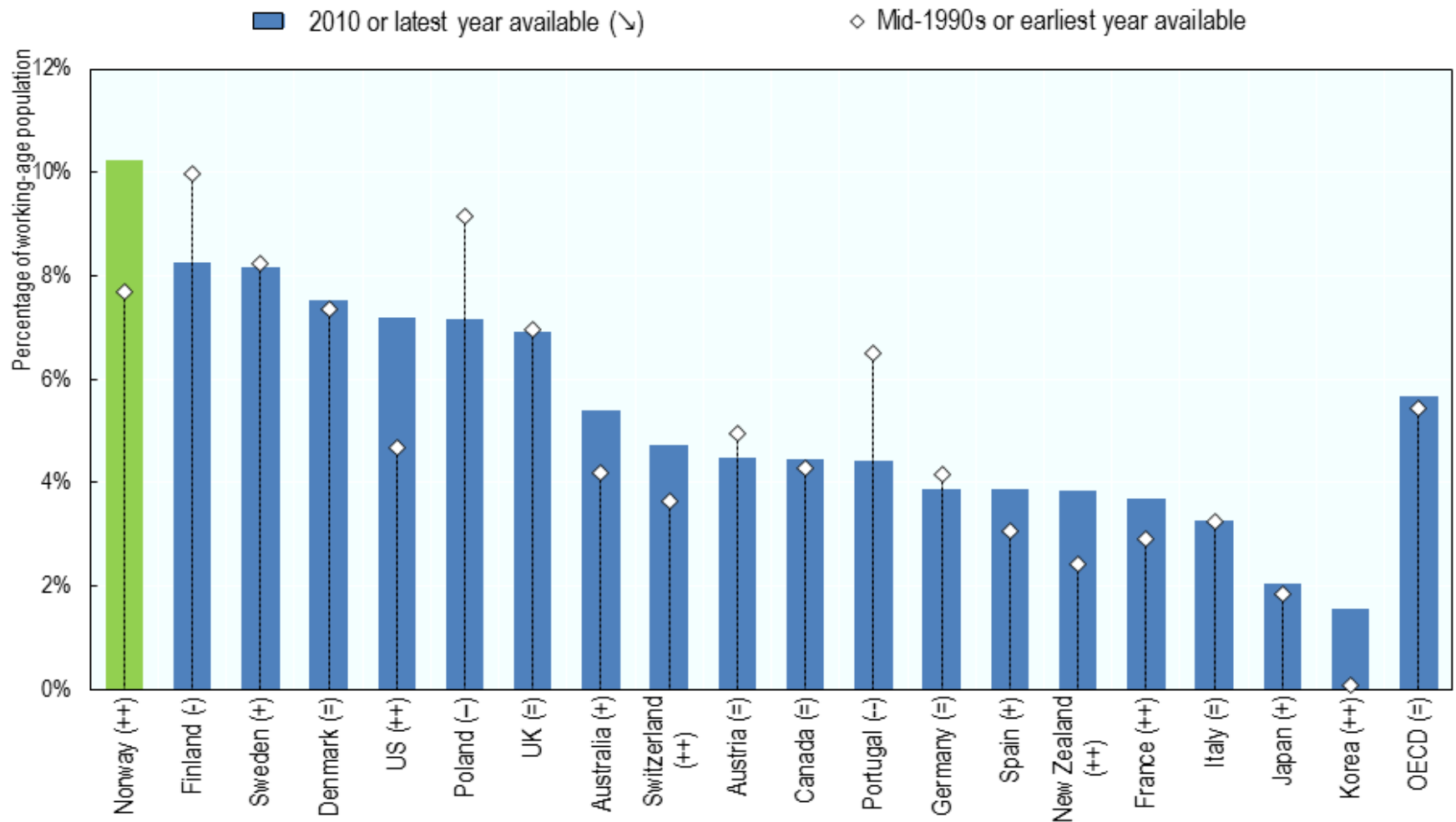
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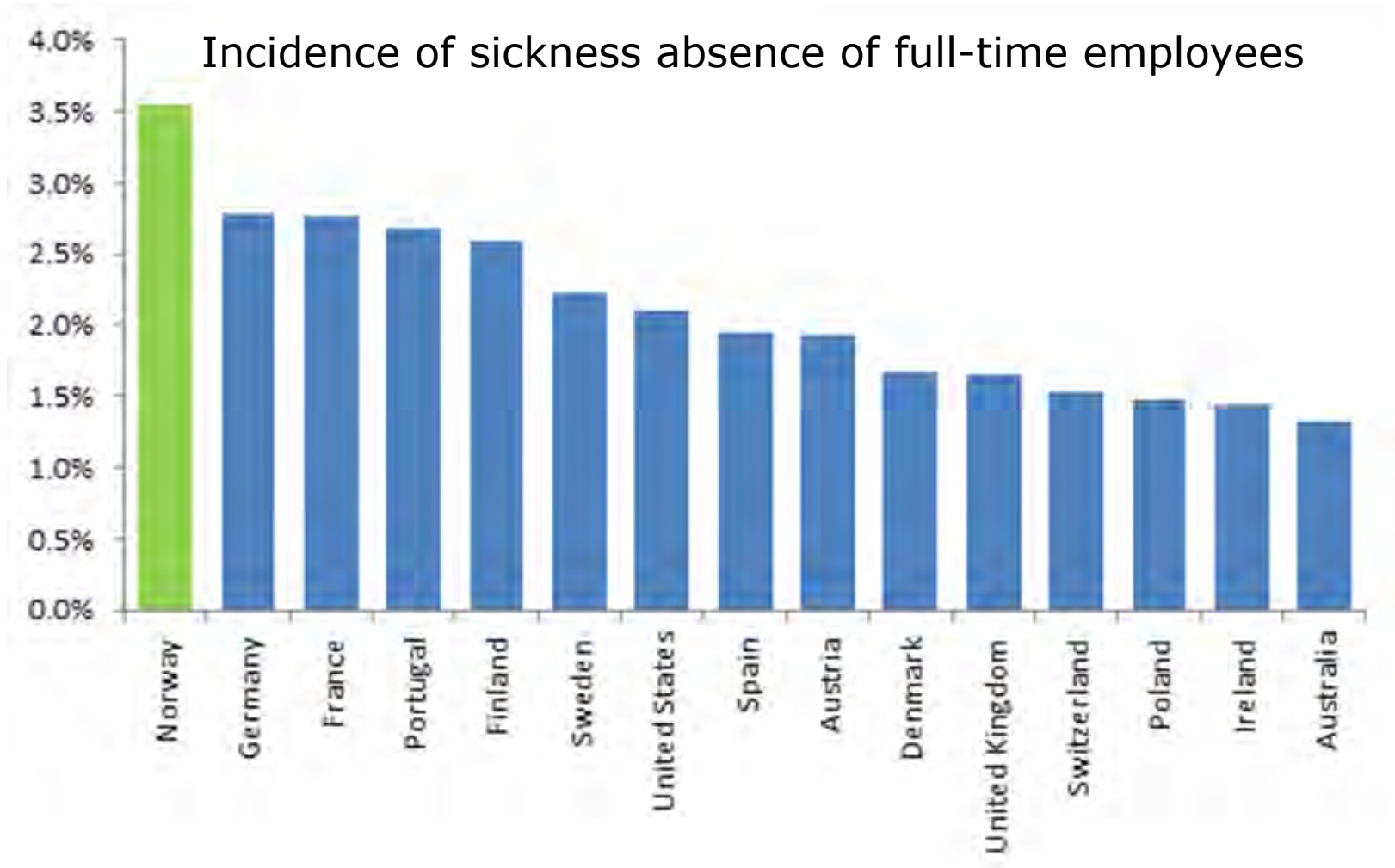
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Share of people on disability benefits is high

Disability benefit recipients as a percentage of the population aged 20-64

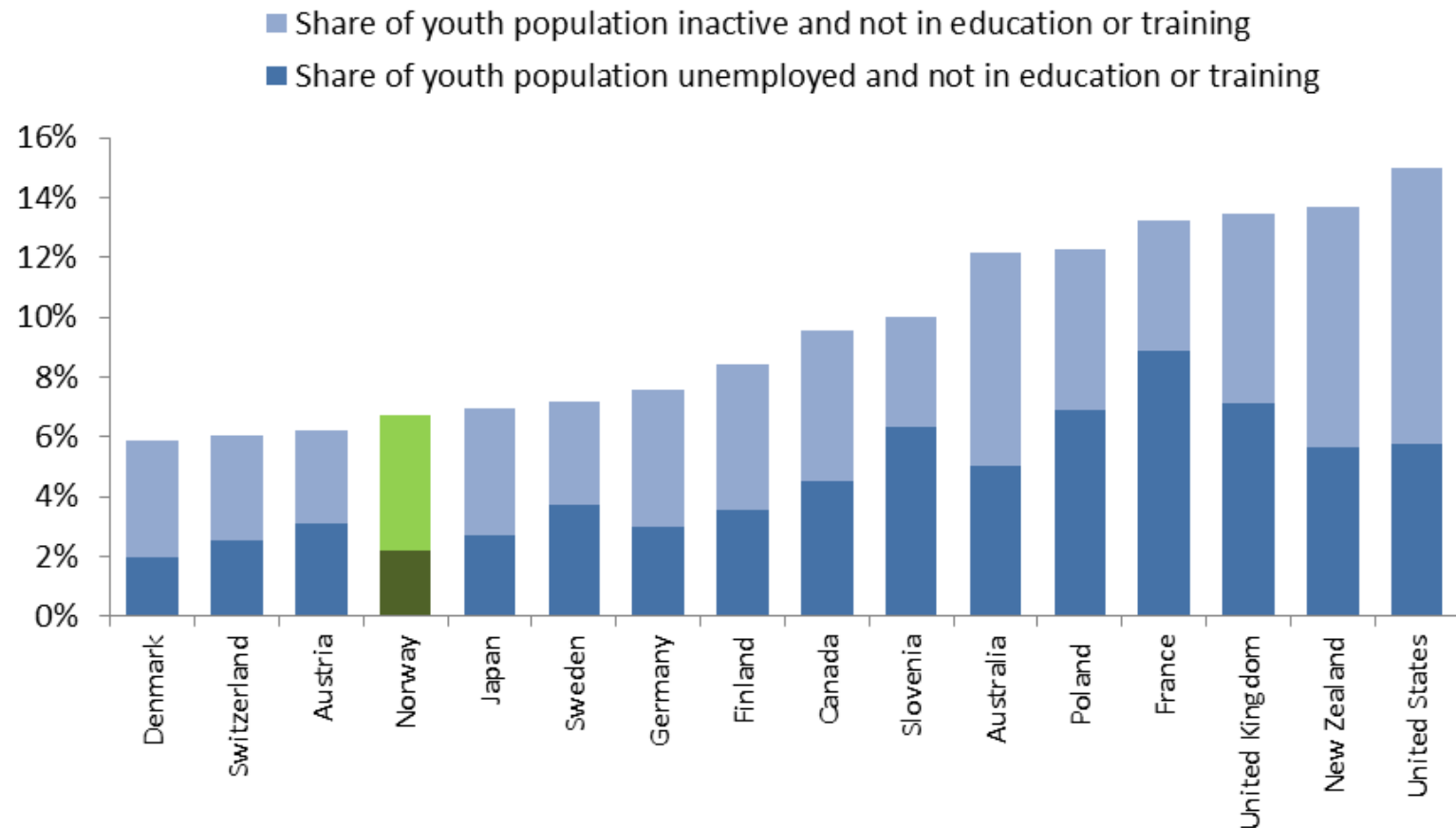


Absenteeism due to sickness is high



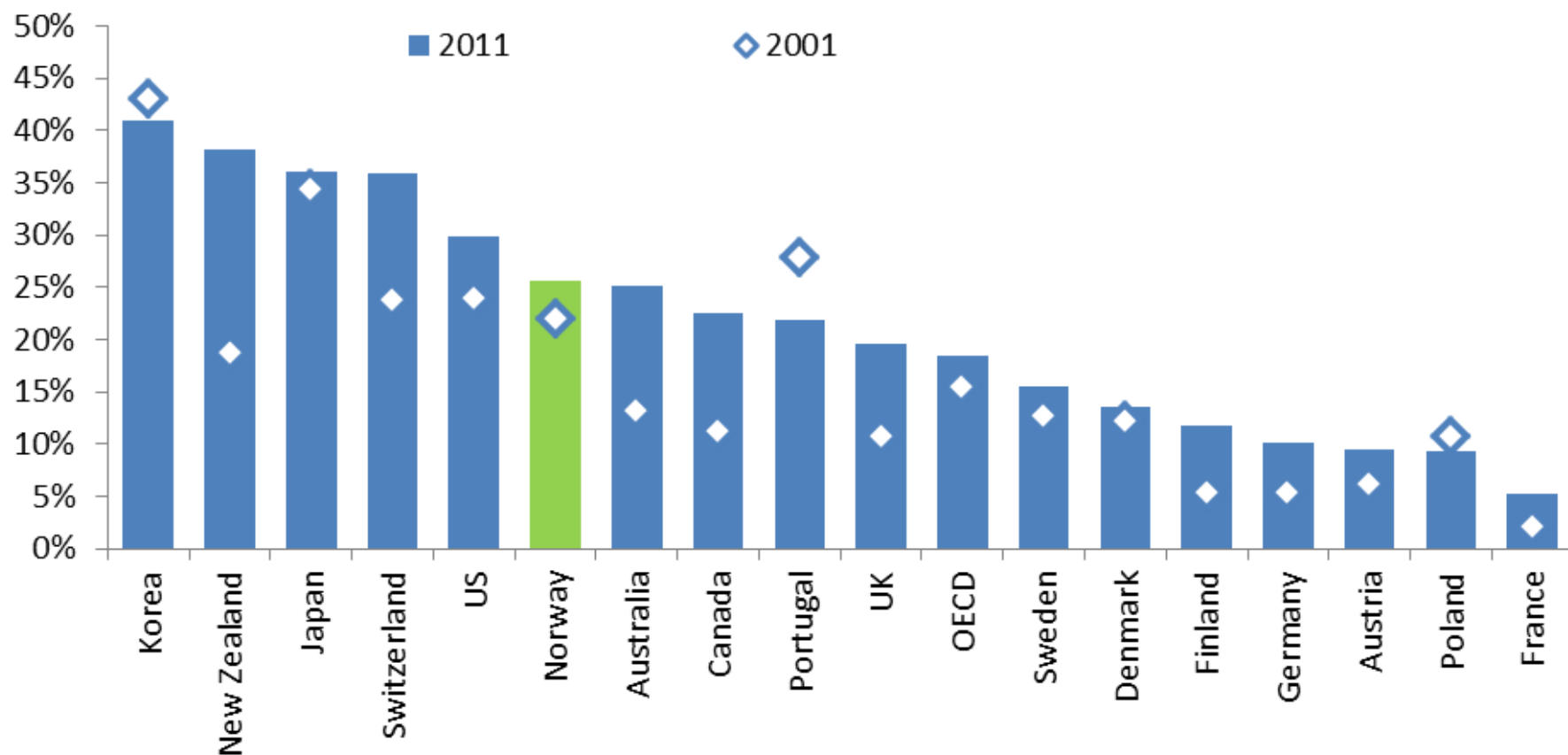
Share of youth NEETs is relatively low

NEET rates among youth – Percentage of population aged 15/16-24



Share of older workers is relatively high

Employment rate as a percentage of population, ages 65-69 years



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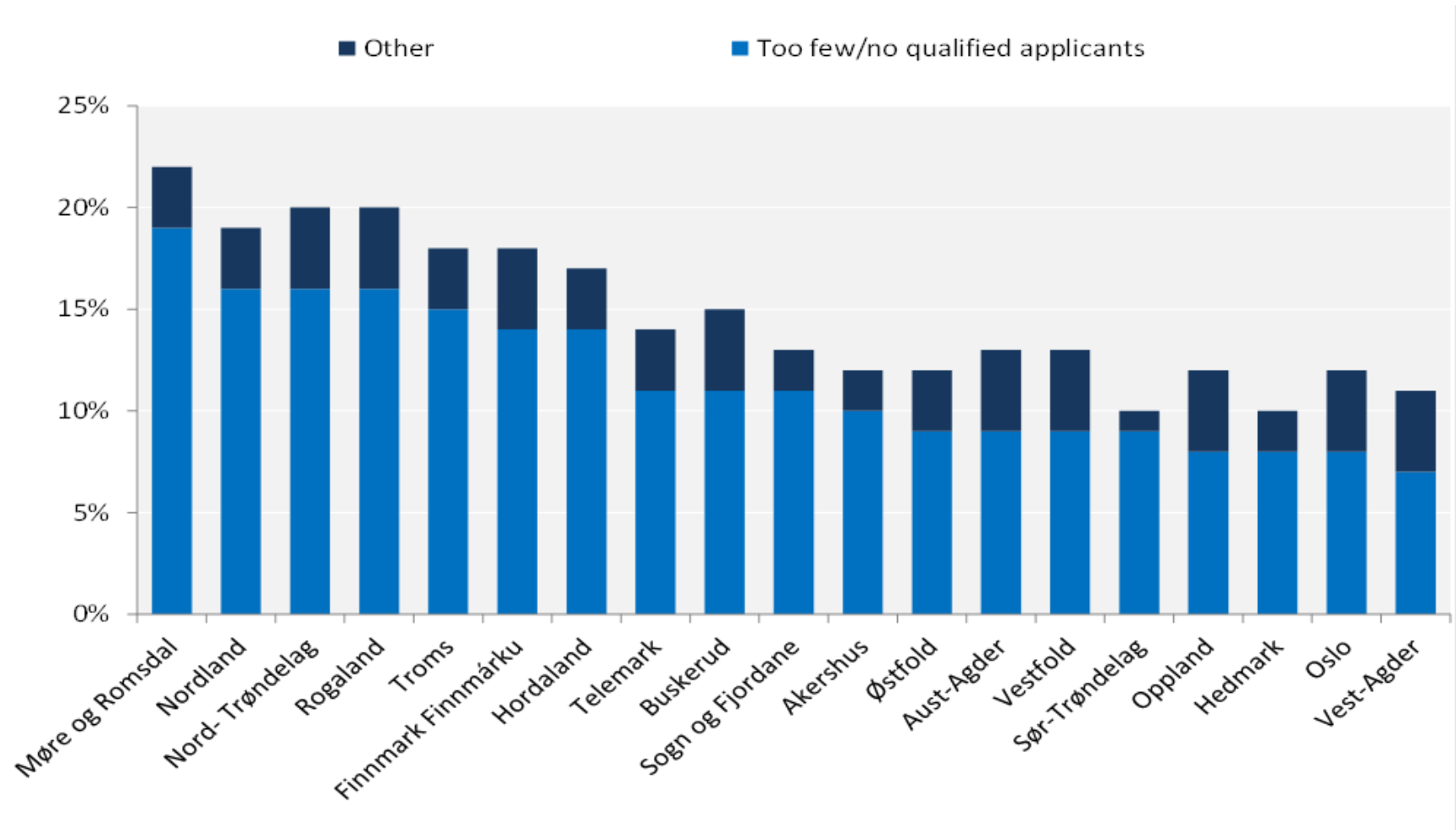
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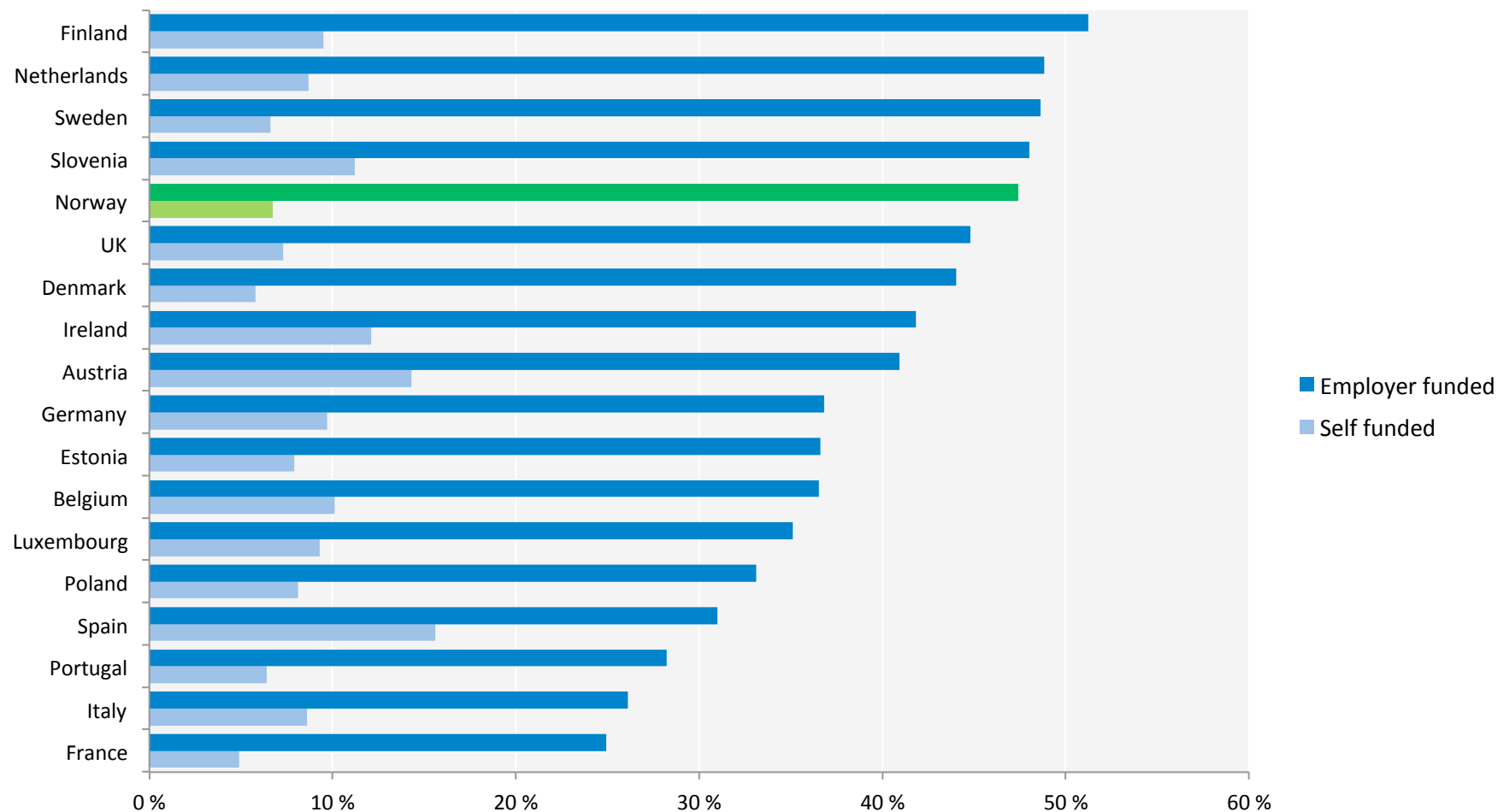
Enterprises across Norway have a interest in better skills policies

Enterprises facing recruitment problems, by county



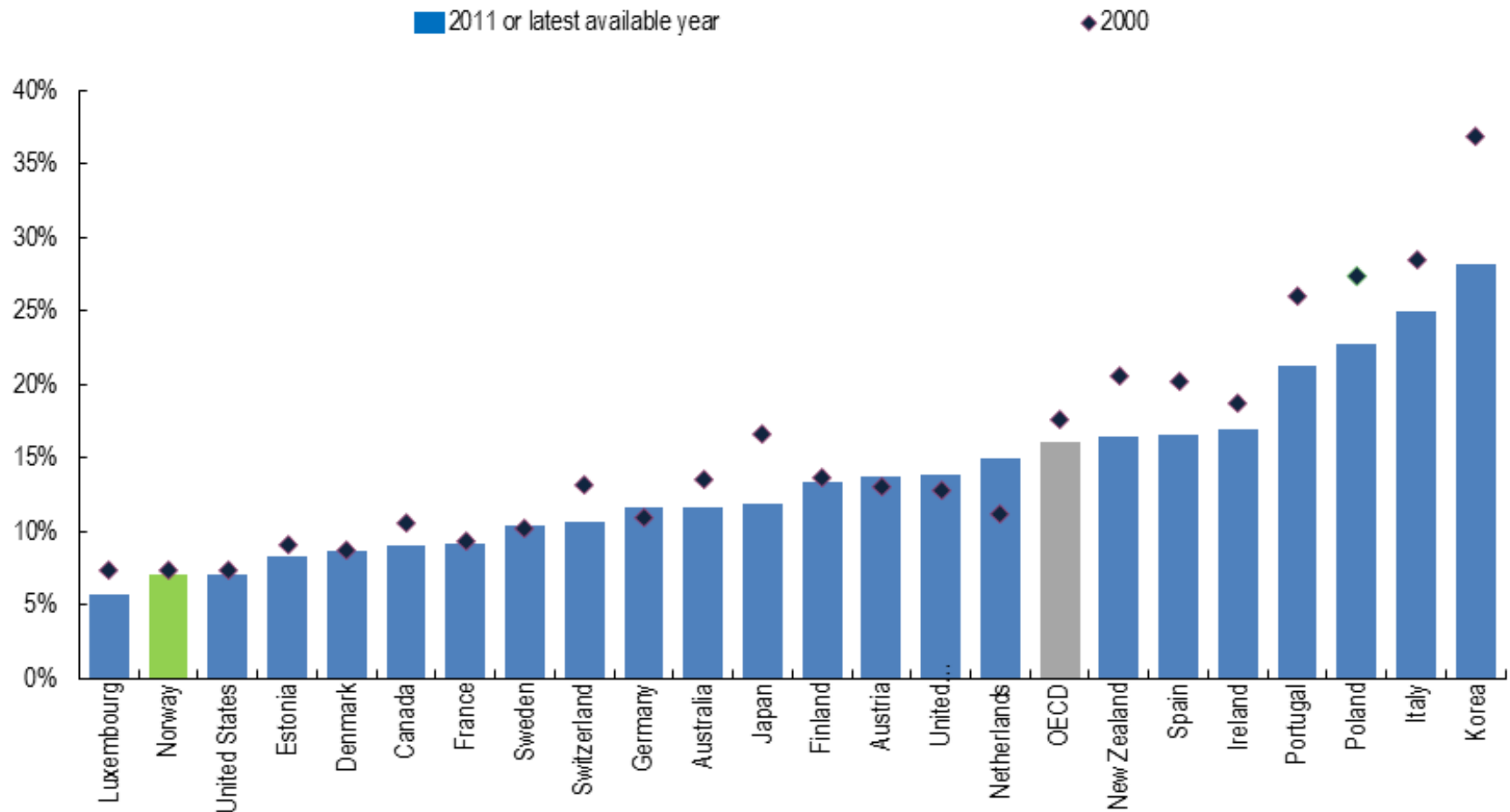
Employers invest in employees' skills

Percentage of employees who receive training by funding source



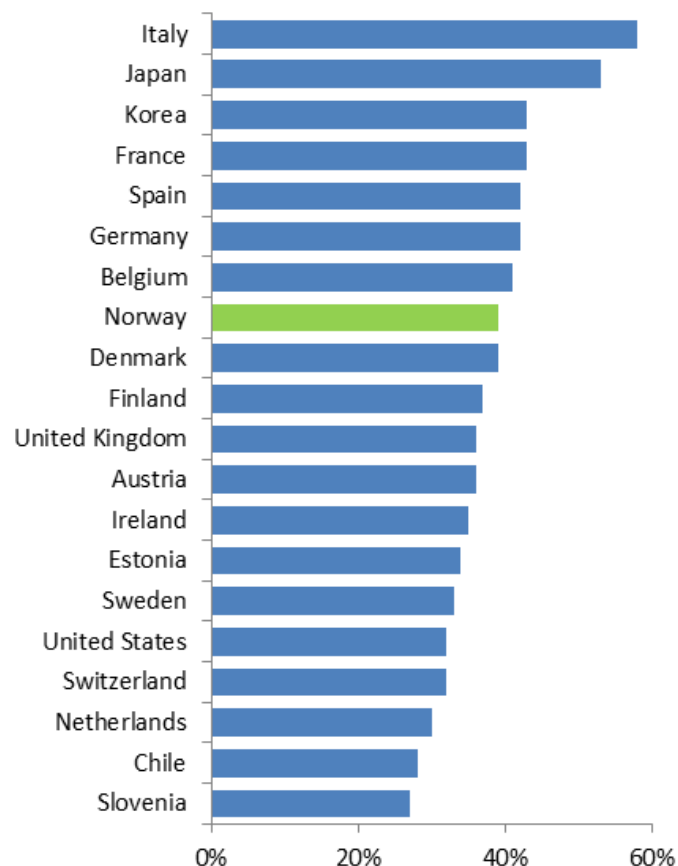
Self-employment is low in Norway

Self-employment as a share of total employment

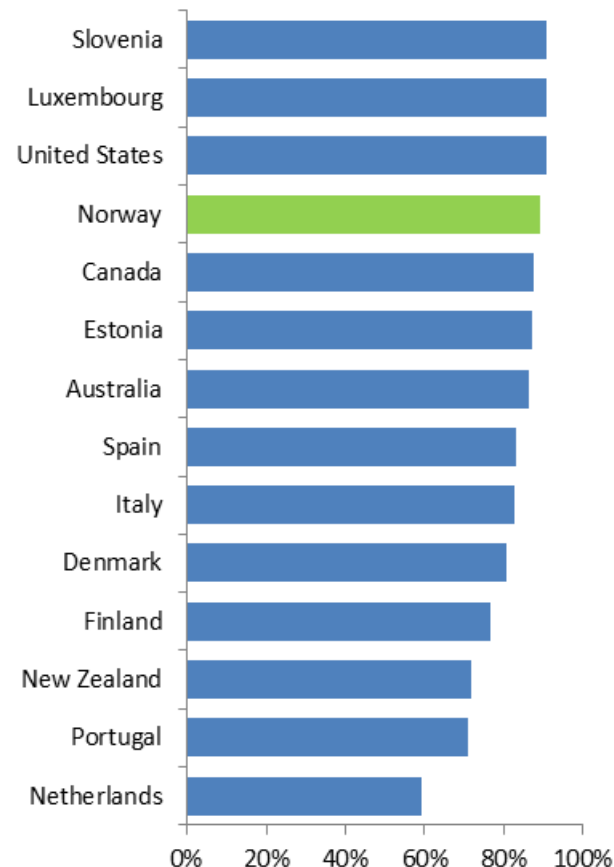


Many Norwegians feel they lack entrepreneurship skills

Share of respondents who perceive opportunities but do not pursue them due to fear of failure

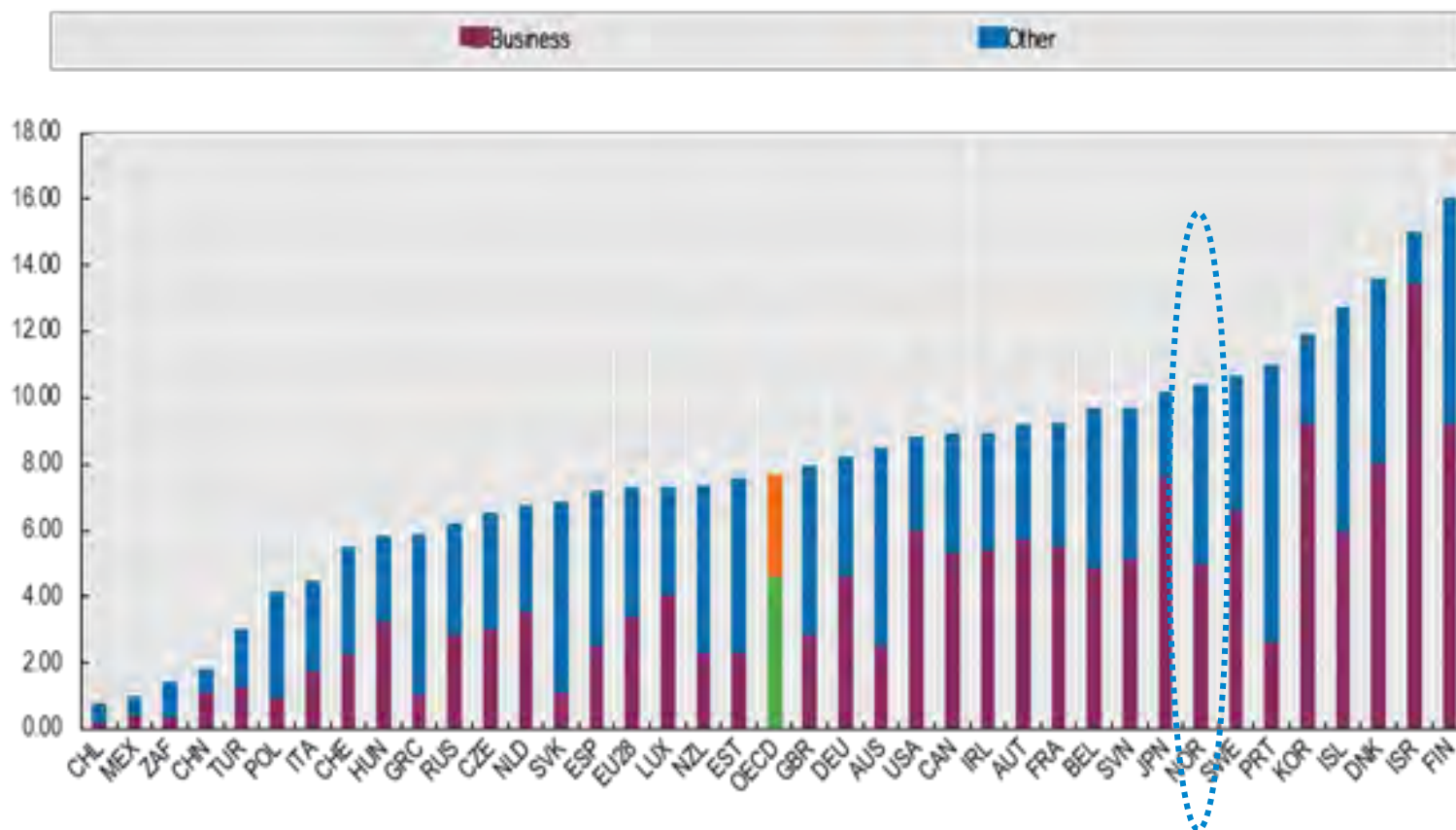


Survival rates of enterprises, created in 2005, after 1 year



Share of researchers in business

Researchers (per thousand employed)



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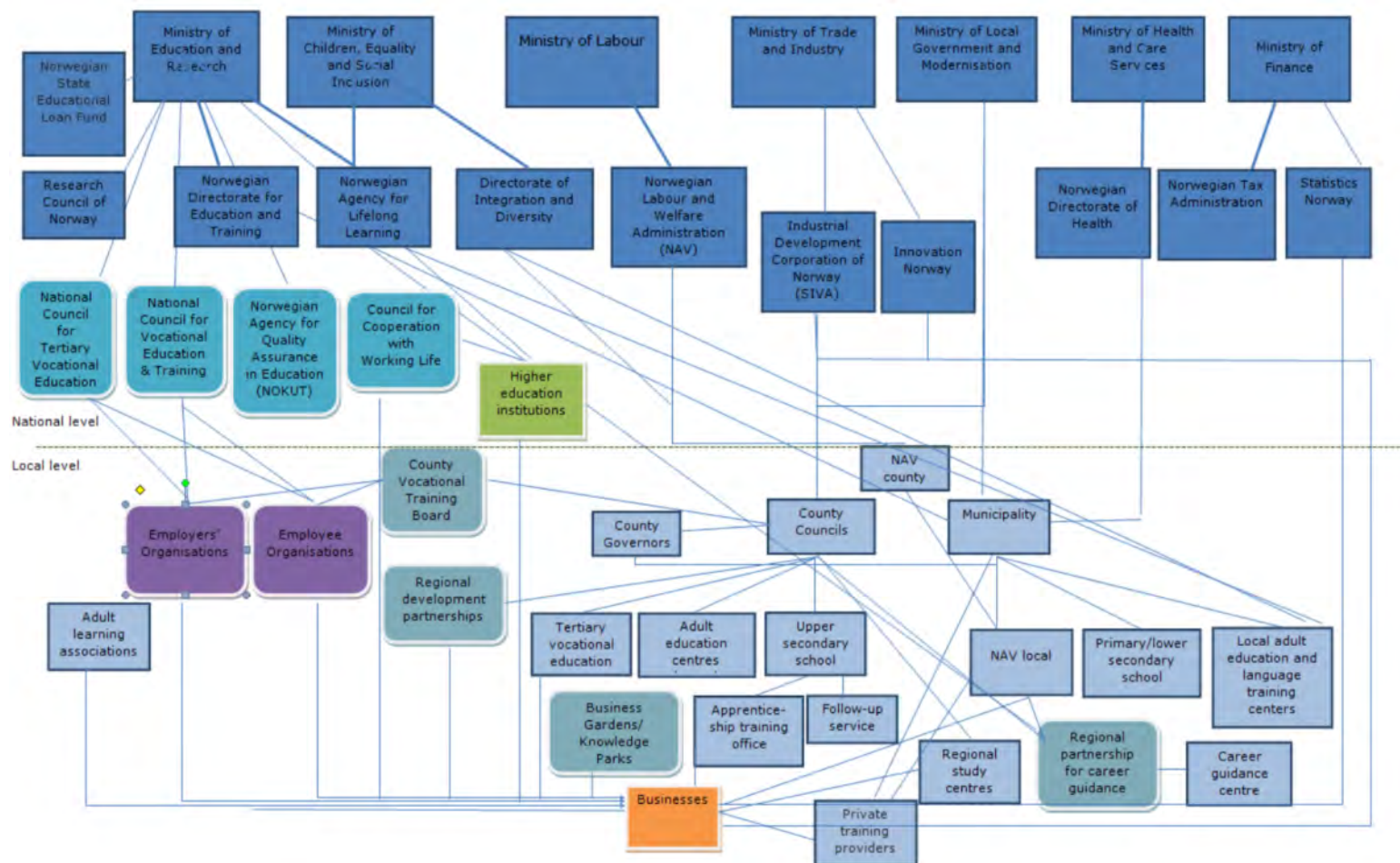
Enabling conditions: Building an effective skills system

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Building a whole of government approach and effective partnerships



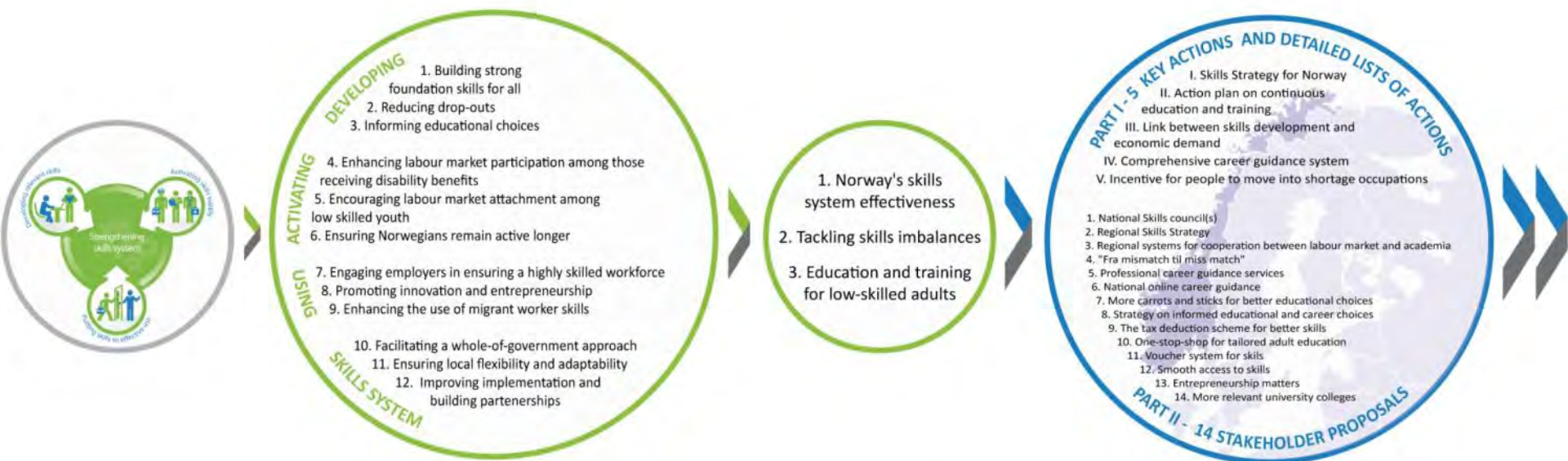
MAXIMISING NORWAY'S SKILLS POTENTIAL

How can Norway maximise its potential?

What are the main challenges ahead?

Which challenges are top priority?

What actions need to be taken, and by whom?



3 PILLARS →

12 CHALLENGES →

3 PRIORITY AREAS →

5 KEY ACTIONS →

2013



COUNTRY
EXAMPLES



DATA



WORKSHOPS

2014



WORKSHOPS



Moving from diagnosis to action: the case of Norway



Skills are the cure

“To diagnose what are Norway's challenges is helpful, but it is also the easiest part of the job. The demanding job is to implement policies that allow more people get a second chance in the workplace.”

- *Prime Minister Erna Solberg*



OECD angriper norske «navere»

OECD mener altfor mange nordmenn blir rekruttert til trygd.

Minister of Labour and Social Affairs

En fersk OECD-rapport slår fast at kunnskap vil bety mer for Norge enn oljerikdommen. Dessverre mister vi kompetanse ved at for mange står utenfor arbeidsmarkedet.

Kompetanse som medisin



MED EGNE ORD
ERNA SOLBERG

OECD la nylig frem en rapport som sier at én av ti i arbeidslivet ikke står innenfor arbeidslivet. For mange unge faller ut av idrettsskole, og blant dem er sjansen for å havne på ungdomsveien større enn for dem som fullfører. Rapporten beskriver at kompetansen som er viktig for å få jobb, er noe som mangler hos mange unge. Høyre/Regjeringen har e-løsninger etter åtte år med



Prime Minister

ne med svært svake ferdigheter • For mange blir «navere»



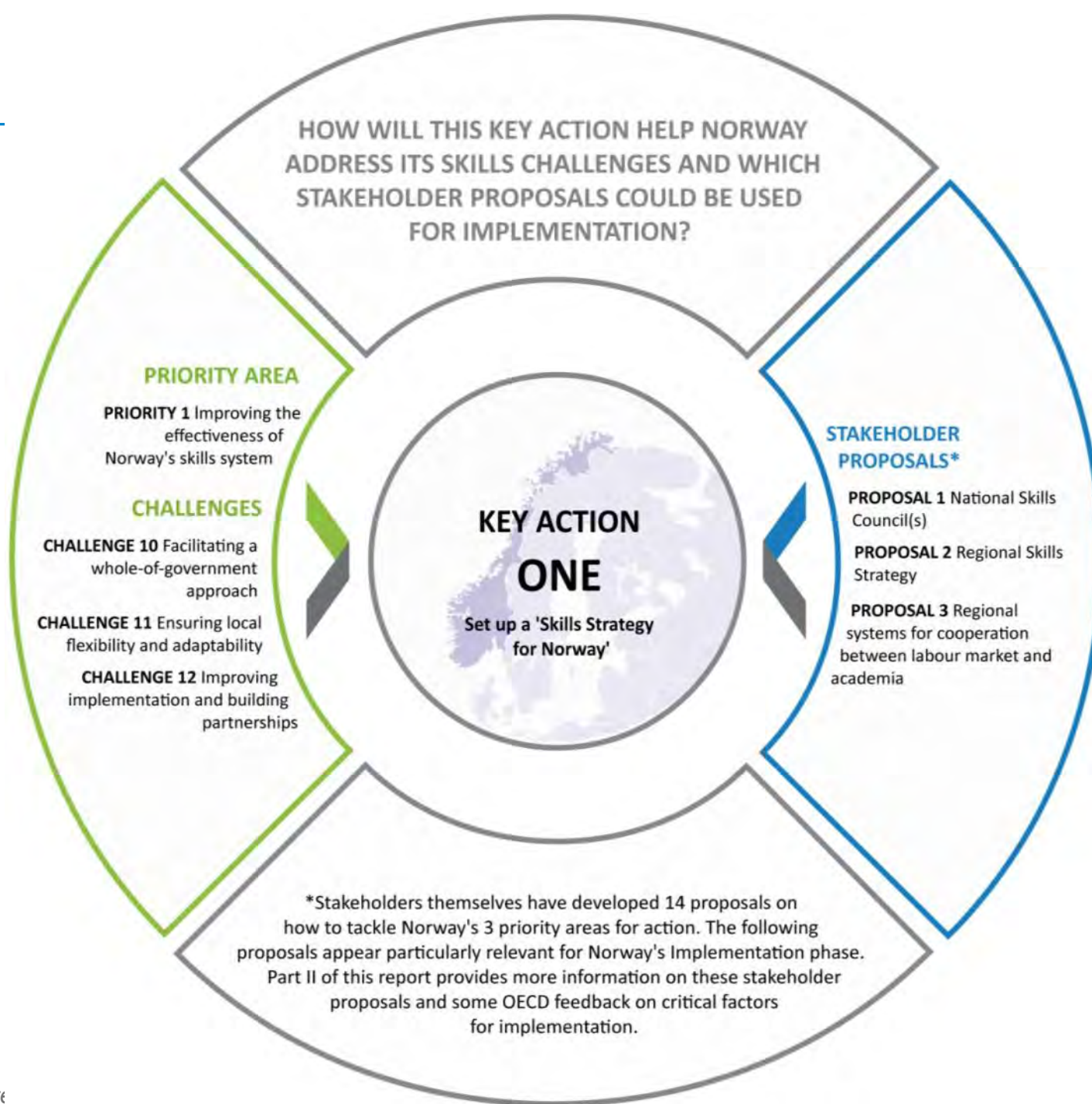
Minister of Education and Research

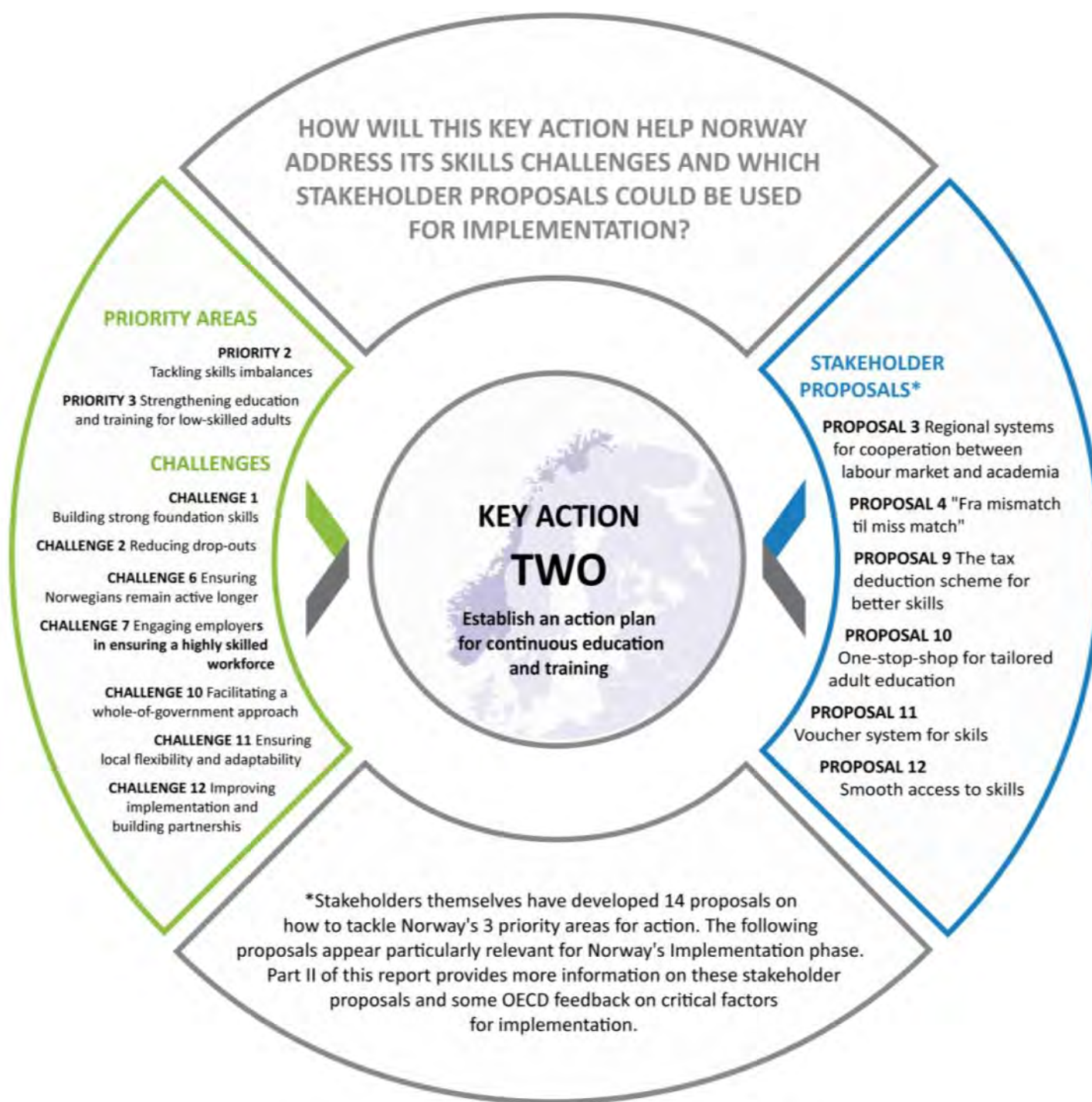
Skills Action Workshop

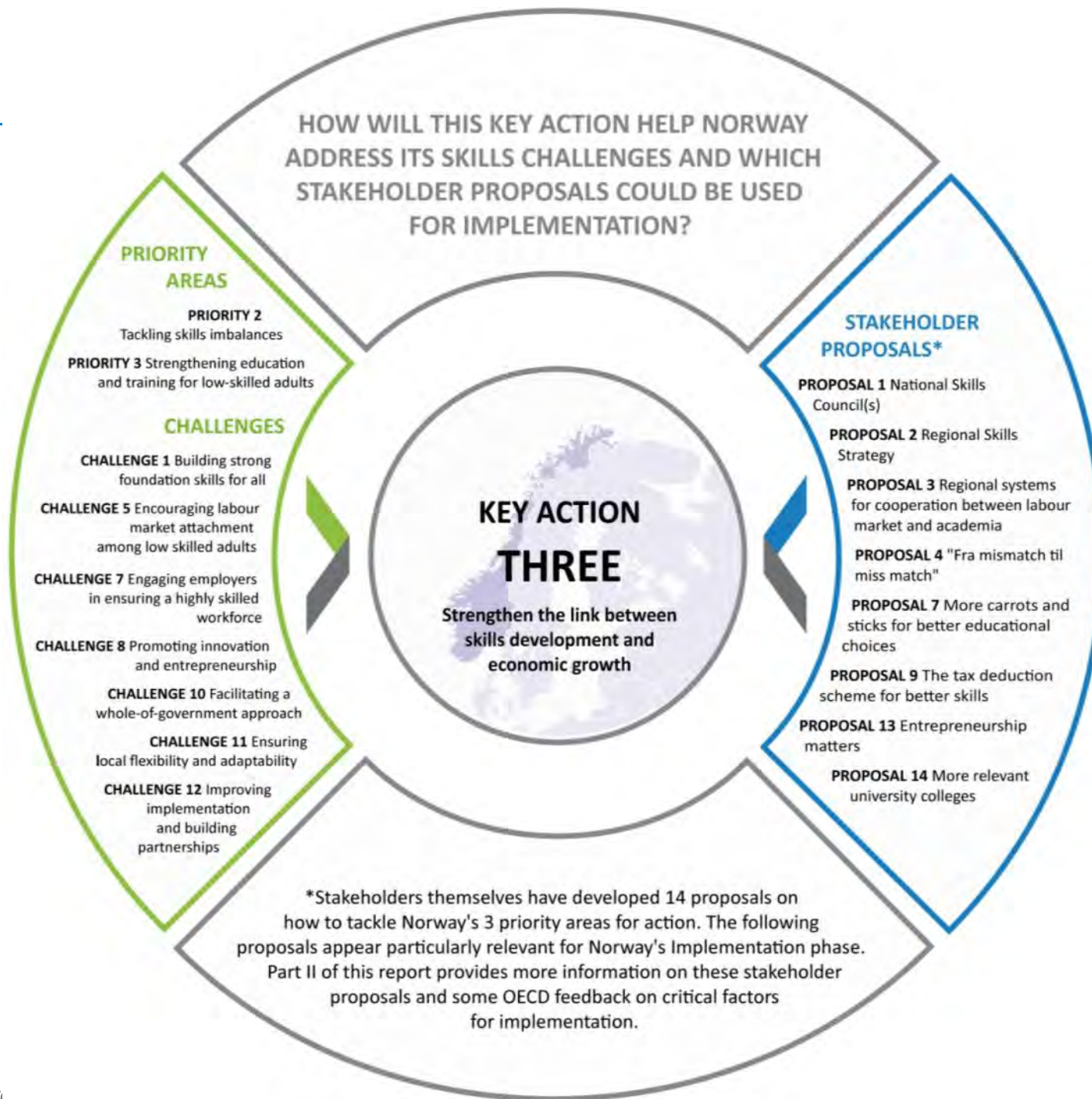
Three design challenges:

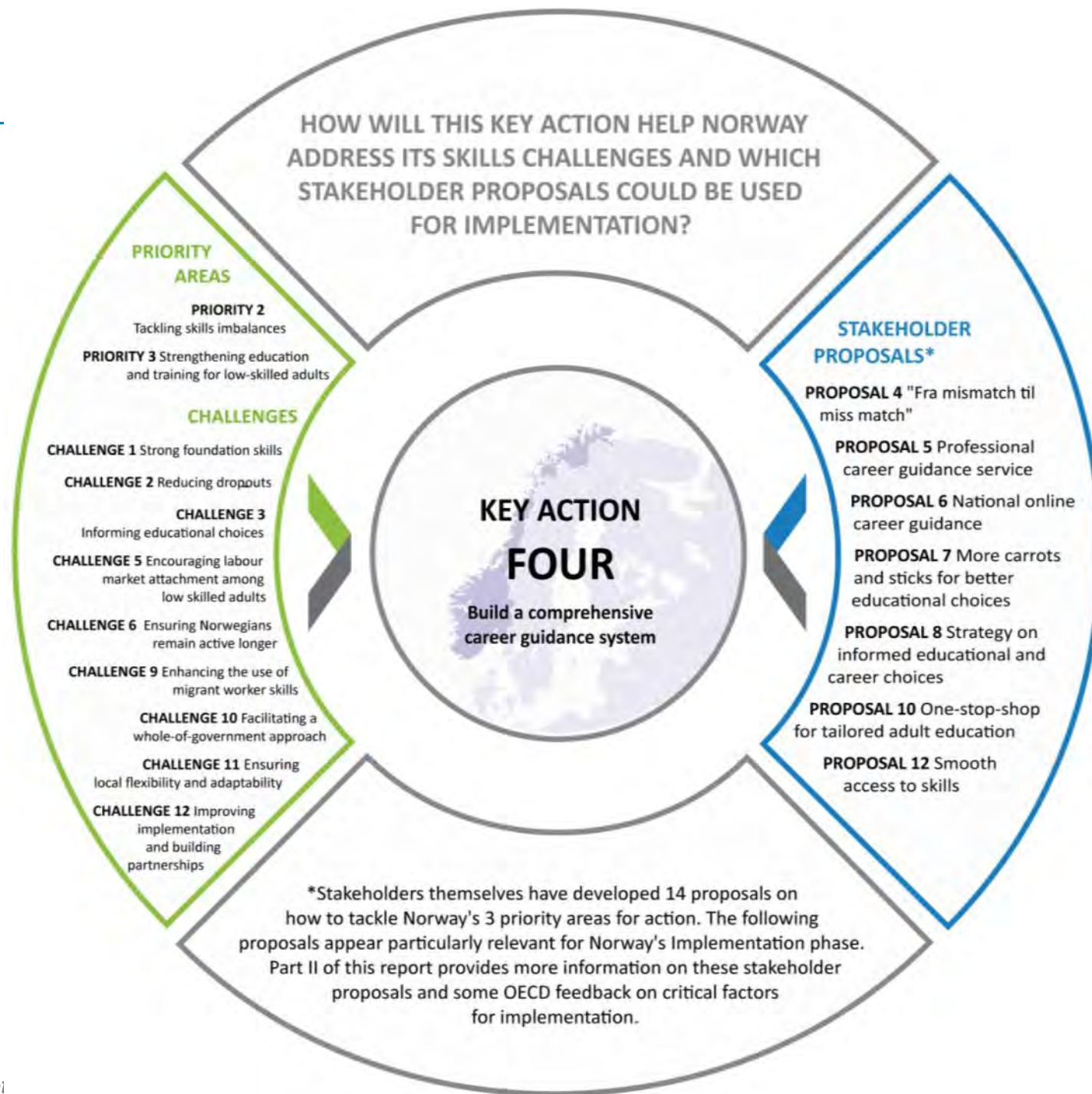
- 1) Improving skills system effectiveness
- 2) Tackling skills imbalances
- 3) Low-skilled adults

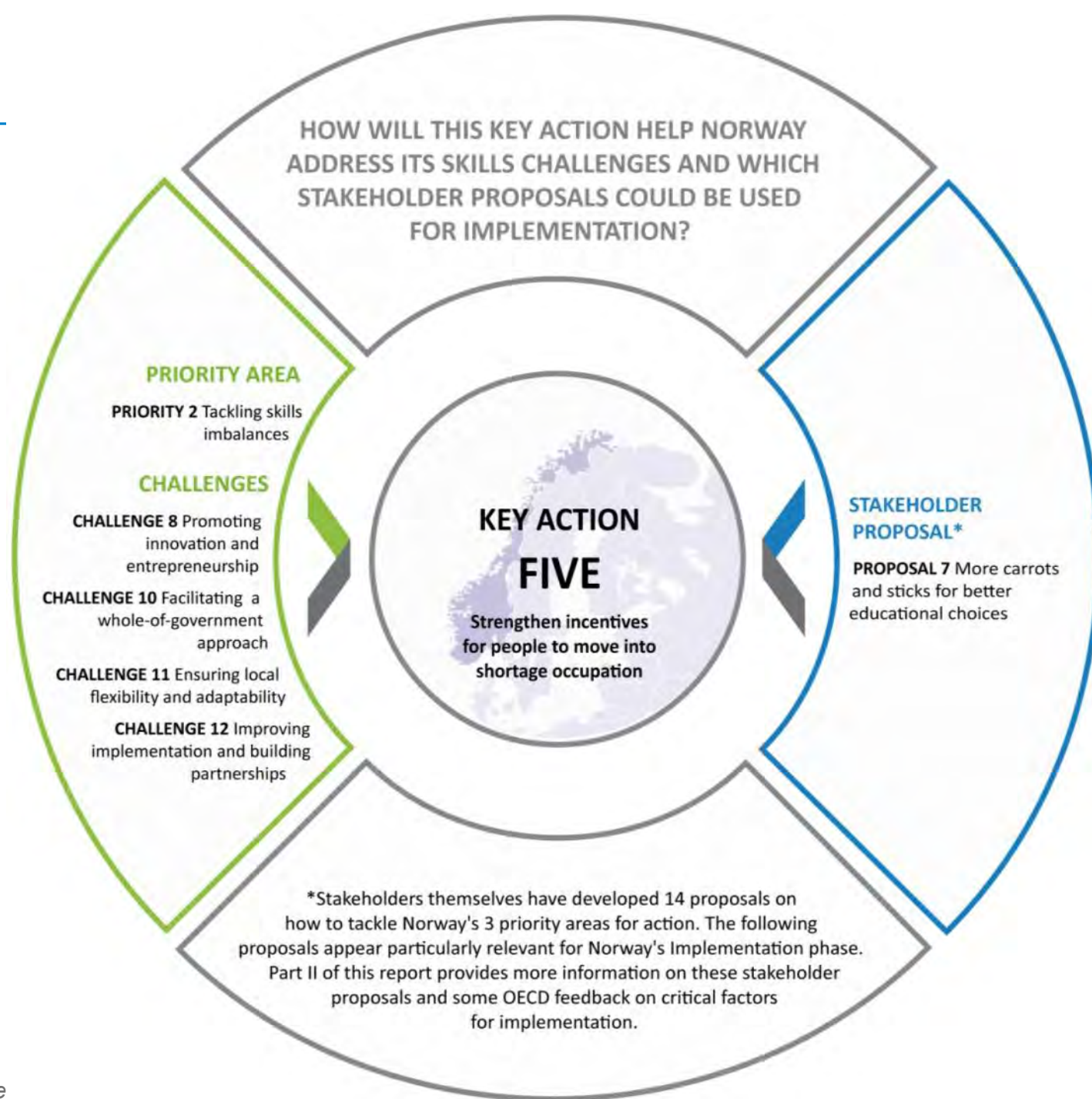














Download OECD Diagnostic Report and Action Report

on Norway's country page
skills.oecd.org

**OECD**
BETTER POLICIES FOR BETTER LIVES


**skills.oecd.org**
BUILDING THE RIGHT SKILLS AND TURNING THEM INTO BETTER JOBS AND BETTER LIVES

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Skills have become the global currency of the 21st century. What are the hot issues facing countries, companies and individuals today?

[Working with youth](#) | [Skills mismatch](#) | [Brain drain](#) | [Ageing societies](#) | [Skills shortages](#)


Learn how successful skill systems work



How does your country compare to others in developing, supplying and using its skills? Does it have useful case studies or a skills strategy?

Information by country


Compare countries



How can countries, companies and individuals tackle skills challenges and develop, supply and best use their talent pools?

[Survey of Adult Skills \(PIAAC\)](#)

Watch this video on boosting skills for jobs and well-being





Tusen takk!

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