NVL research network on innovation
Policy strategies in Norway

- Law on Adult Education in force 1.1.2010, revision of Law of 1976. Promote learning activities outside the formal educational system (basic skills)
- The Competence Reform 1999, a tripartite agreement about adult learning
- Law 2000 (further education)
- Law 2002 (basic education)
Measures and institutionalization

- Establishment of Vox 1.1.2001
- Norwegian Agency for Lifelong Learning, an agency of the Norwegian Ministry of Education and Research.
- Main goal is to contribute to supporting active citizenship, improving employability and increasing participation in education.
- Research department at NTNU, (Adult Learning and Counselling)(2004)
Measures and institutionalization

- **The Learning Conditions Monitor**
- Since 2003 collected data on participation in lifelong learning and other conditions for learning in working life
- Lifelong learning is measured in terms of three main forms:
  1. Further education (leading to formally acknowledged educational credentials)
  2. Informal training and courses
  3. Learning intensive work (where workers must continually learn something new and there are good opportunities to acquire knowledge and skills)
Research institutes

- NIFU – Norwegian institute for Studies in Innovation, Research and Education
- FAFO – Institute for Labour and Social Research (Trade Union)
- Work Research Institute (AFI)
- SNF – Institute for Research in Economics and Business Administration (NHH, Bergen)
- The rest: fragmented research environment
Research

- Evaluations carried out for the Ministry of Education and Research
- So far: very little on innovation focusing on adult learning and competence building
- Research/action research programmes initiated by the social partners
- BU 2000
- VS 2010
Current situation

- Less participation in LLL in the past years – despite being on the political agenda for two decades (Learning Conditions Monitor)
- In Norway almost half of costs paid by the employer (OECD Employment Outlook 2004)
- NFR – no programmes dedicated to link adult learning and innovation
Changing situation?

- The Ministry of Trade and Industry in the capacity of chairing the Nordic Council of Ministers will propose to make employee driven innovation a part of the Nordic Innovation Programme
Changing situation?

- NIFU-report 2011: Kompetanse for innovasjon (based on international research, a general, not specific focus on adult learning and innovation)
- SAMAK project NordMod 2030 (2012 -)
- Renewed interest on Lifelong Learning?
Own research

- Aim: to direct attention to:
  1. The **direct** link between adult learning and competence development, and innovation
  2. A need to reconsider innovation policies
Own research
The Translearn-project (EU FP6)

Point of departure:

- Changing nature of innovation:
  - The globalized economy: continuous innovation
  - New modes: open, networked, and simultaneous
- Implications: new working conditions
New working conditions

- ‘To live with and to be highly responsive to the changes in ownership and markets, to benchmarks, scorecards from owners, financial markets, customers and regulatory institutions etc.’
New working conditions

- Implying that
- Firms/employees are to change their role towards customers, owners and suppliers continuously
- Being capable to integrate planning and execution and to constantly experimenting
New working conditions

- Which appears to be a mess in constant flux:
- Often solved by developing learning organizations often with team-based structures
- Increasingly more tasks and decisions transferred to operative levels (team level)
<table>
<thead>
<tr>
<th>Employees</th>
<th>Solutions:</th>
</tr>
</thead>
<tbody>
<tr>
<td>How to cope with a ’mess in constant flux’?</td>
<td>On-the-job learning, but</td>
</tr>
<tr>
<td>Continuously changing roles and tasks</td>
<td>Employees (all sorts) in need of continuous further training and education</td>
</tr>
</tbody>
</table>
The Nordic countries among those with the highest participation in further training and education
Nordic countries, Slovenia, EU27, UK and Germany:
Generally, does your main paid job involve learning new things ..
You are able to apply your own ideas at work

Fourth European Working Conditions Survey
Bench-marking the Nordic countries

- The Lisbon Scorecards:
  - 2002: Only Finland contest the US: The Finnish Innovation System
  - 2004: Finland, Denmark and Sweden outperform the US: Two Innovation Systems and Danish Flexicurity
  - 2006: Denmark, Finland, Sweden, Netherlands, Germany and UK outperforms the US
The Nordic countries

- Different industrial and innovation policies and systems
- One common development trend:
  - New types of work organization
To conclude:

- A great potential to be further developed
- A key strategy in national level innovation strategies
Key research issues

- The organizational level: how firms actually innovate, what type of competence is needed
- Interaction between business and the educational system
- How to develop relevant LLL for today and for tomorrow?
Key challenge

- How can public services and education gradually become improved and tailored to continuously lift the level and robustness of the entrepreneurial vitality of employees and citizens?
- A relevant challenge for all Nordic countries
- Possibility for transnational learning (learning arenas)
REFERENCES


- http://translearn.aalto.fi/ (several references)

- http://www.eurofound.europa.eu/