

Norden - Swedish presidency 2024  
Skills supply for green transitions  
Education meeting working life

Inspiration for innovative solutions  
Gaining knowledge



Nordic Network for  
Adult Learning

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Skellefteå. 2024



Climate positive hotel  
Pushing for education and equality  
“Good morning Lady Gaga”.

# A development journey – Skellefteå story

- Things are going well - downturn hits - mobilise people and knowledge
- Creativity , curiosity, ability to connect with people, ... and stamina
- 2017 – new era starts, in seven years - 13 000 people more in Skellefteå
- **Mobilise local stakeholders, collaborate with those who need people**
- Have (take) the power and responsibility to decide about funding
- **Mindset change** and early recruitment - **TV – Högspänning** – full school in Jokkmokk in August, 40 % women, 8-year old interest in working for the company
- Align with partners and create knowledge base - Albats project – new professions and new educations (skills cards)
- **Share** - Invite the world to come and see

# Systemic approach – learning examples

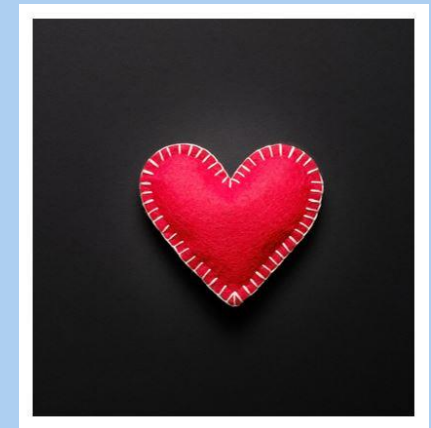
## Norway

- Tripartite industry programmes – close links to the needs in industries
- Guidance / information to adults at work
- **Modular curricula – based on VPL uptake, 17% uptake in higher vocational education**
- Plan for a National framework for VPL
- **Career guidance – reduce the number of NEETs**
- **2020 – Norwegian quality framework for guidance – soft governance (quality and professionalisation)**
- Recognition for persons without verifiable documentation

# Systemic approach – learning examples

## Finland Climate neutral by 2035

- From “footprint” to “handprint” – give students the necessary skills and they go out, and think / act sustainable
- **Key competences in VET - combination of knowledge, skills and attitudes**
- Skills for life management and employability
- Wellbeing

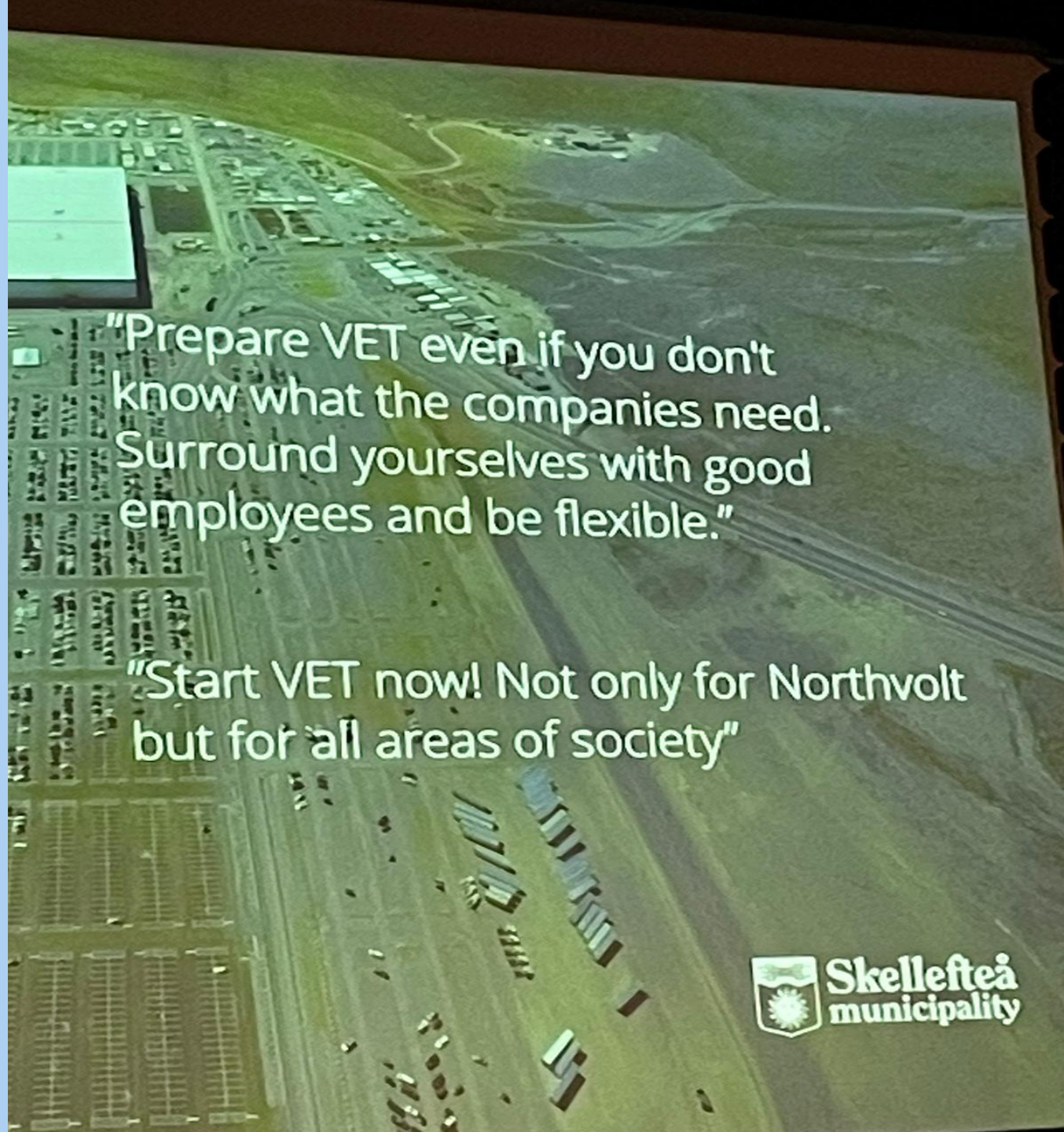


# Systemic approach – learning examples

## Sweden

- Validation in higher vocational education - **YH-flex** in healthcare sector
  - **saving time and money**
- **Public authorities cooperation** for a well-functioning competence supply
- Six working groups within authority collaboration: analysis, EU initiatives, Lärcentra, Northern Sweden, Validation and Guidance
- Arbetsförmedlingen, Myndigheten för yrkeshögskolan, Skolverket, Svenska ESF rådet, Tillväxtverket, Universitets- och högskolerådet + Folkbildningsrådet och Vinnova





"Prepare VET even if you don't know what the companies need. Surround yourselves with good employees and be flexible."

"Start VET now! Not only for Northvolt but for all areas of society"

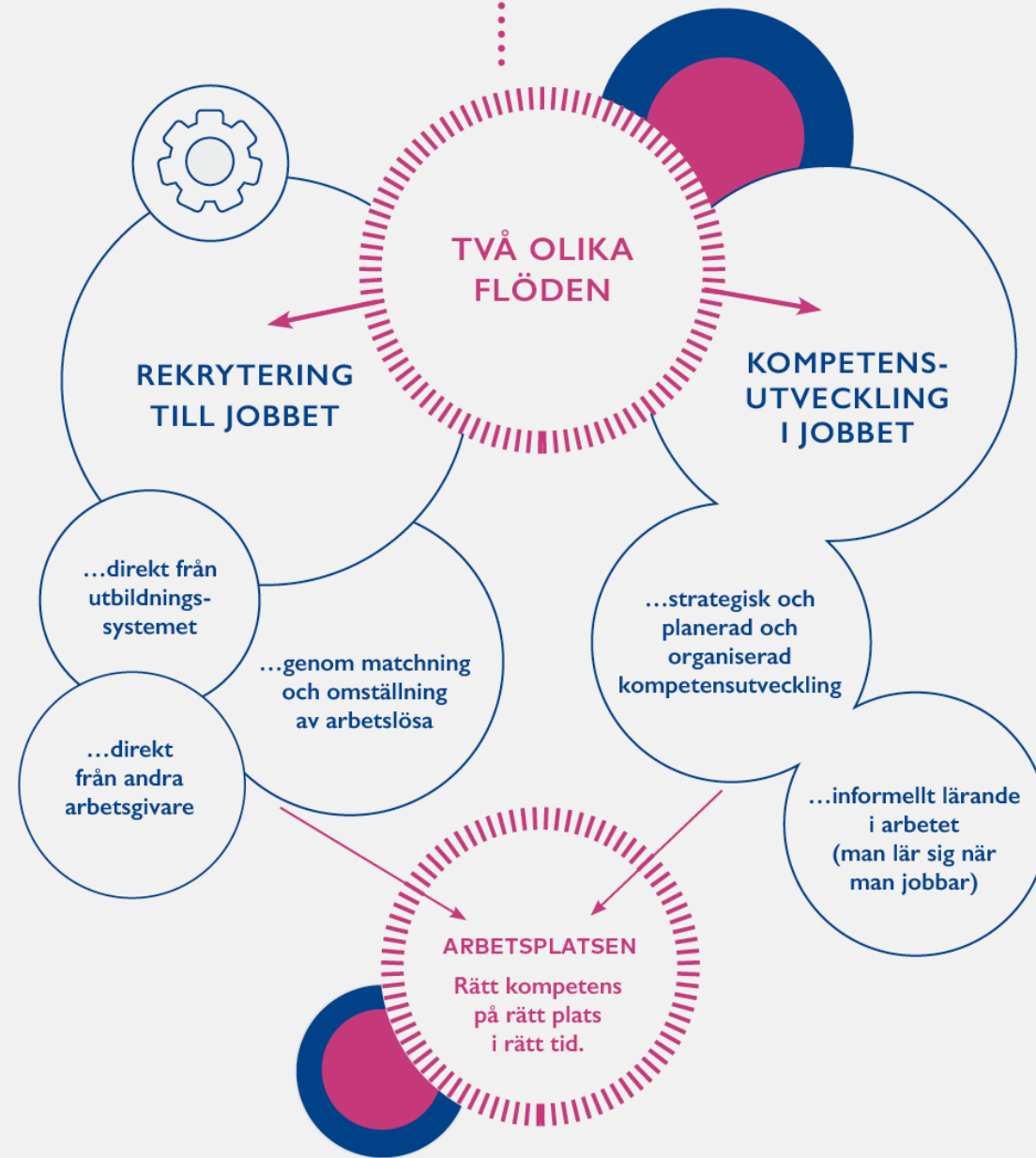


# Inspiring slogans and initiatives

- Go home and **inspire the people!** And take control.
- We do this together!
- Mobilise labour reserve
- Dig into the library of knowledge and skills of employees to **understand and to close the eventual skills gaps - You cannot fail!**
- Lifelong learning and competence development – lower share of routine work for everyone
- **Challenge to the education system - more of the same is not enough**
- Invest, adopt and adapt AI
- **Sustainable living does not mean lower quality living**



## ARBETSLIVETS SYSTEM FÖR KOMPETENSFÖRSÖRJNING



Kompetens ur ett  
arbetslivsperspektiv  
Nordic social partners network  
(2017)

# Questions / themes for further investigation and discussion

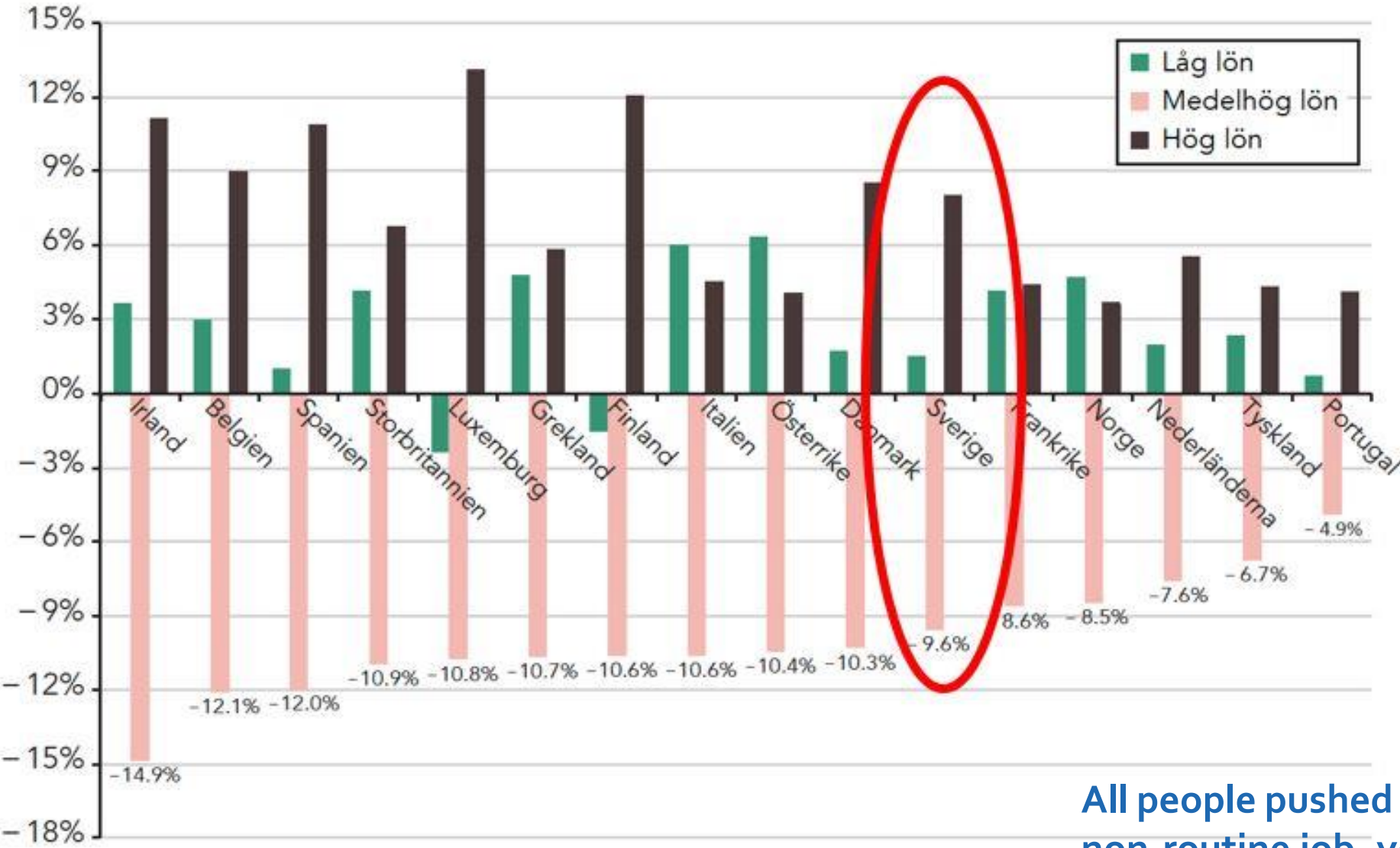
## Skills analyses: and prediction challenge:

- How to design educations for new industries – industry does not know what skills they need, how much of this skill they need, when they need. etc.
- Strategic competence development

**Skills levels - estimate and reality.** Proportion turned around after analyses.



**Figur 2:** Jobbpolarisering i Europa



Källa: Autor, 2015.

All people pushed up into the non-routine job, you will have to adapt and change continuously



# Questions / themes for further discussion

- All work is going to be **reorganised due to AI**
- Job transformations – **not only to get** the technology but **to adapt** it, **and use** it in a clever way. This calls for new ways of looking at return on investment (ROI)
- **All people pushed up into the non-routine job**, you will have to adapt and change continuously.
- Specialize, If you change the tools, you need to change the process.
- Expert professions challenged. Nurse with a correct AI usage can do part of a doctor's work.
- **Challenge to education system - new actors and wider ecosystem**

# Questions / themes for further discussion

Micro-credentials:

- Flexibility – transparency – **benefit for end-users**
- Benefit for end users – look at end-user in a broad way – learners, companies, communities, society
- Complex transformations and speed demands more coherency of policy areas, **eco-system**, cooperation across stakeholder organisations.

# Questions / themes for further discussion

Internal movement in the company – (strategic) skills development:

- Identify and close the skills gaps
- Validate
- Get skills movement across the company
  - Internal training programs,
  - Building own educations
  - Buy educations from open portals
  - **Competence development in SME:s – how to go on?**



# Invitations

- Society Expo 2026 in Skellefteå
- Nordic VET project - Invitation to enterprises to join the project  
<https://taenketanken.mm.dk/projektbeskrivelse-futureproofing-vet-in-the-nordics/>
- Nordic event – welcome to Malmö on August 27. Explore the question of learning and competence development in workplaces, public and  
<https://nvl.org/events/workplace-learning-does-it-call-for-new-competences/>
- Nordic report on lifelong learning for the labour market skills  
[www.norden.org](http://www.norden.org)

Thank you everyone  
who made this  
possible!

[www.nvl.org](http://www.nvl.org)

