

Upskilling and reskilling agreements in Norway. New agreements for reforming the industry.

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Fellesforbundet's leaders in Norway have successfully negotiated a groundbreaking training program designed to enhance skills development among industrial workers. This training reform aims at ensuring expertise in the companies for restructuring, the green shift, technological development, and competitiveness. The government will contribute financially to putting such a reform in place to build future-oriented industries in Norway. This initiative establishes a permanent structure for further education, enabling workers to pursue relevant, short-term educational modules while ensuring financial and logistical support.

The program focuses on developing a permanent framework for ongoing education, which will be managed by the involved parties. Higher technical vocational schools, known as *Industrifagskolen*, will offer modules of 2, 5, and 10 credits. Employees in the industry are granted the right to take time off from work to complete these educational modules, and companies must have a participation plan to facilitate this process.

To support the financial aspect, a special fund will be established to reimburse both companies and employees for costs associated with the training, primarily focusing on wages. Named Industry's Education Fund, this fund will cover income payments for employees participating in further education. The agreement applies to companies under the Industrial Agreement, allowing employees to take up to 2 weeks (75 hours) off per calendar year for further education. However, the right to income reimbursement depends on the availability of sufficient funds.

Employers under the Industrial Agreement will contribute annually to the fund, covering one-third of the estimated annual need, based on 10% of the Agreement's members (approximately 4,000 workers per year). Contributions will commence once an agreement is reached. Employers will also advance wages to employees participating in relevant further education, up to 75 hours per calendar year, with these advances being reimbursed in full by the Industry's Education Fund, including social costs.

A committee, composed of representatives from both parties, will be established to evaluate the creation of a new annex in the Industrial Agreement. This evaluation will follow the initial vote of the front-runner's collective negotiation in May 2024. Furthermore, the parties will conduct a thorough review of all skills development and training provisions in the Industrial Agreement.

The Ministry of Education and Research will oversee the government's contribution to this skills reform. A first overview is expected to be delivered in a report on October 31, 2024. This ambitious program, forged through collaboration between Fellesforbundet and Norwegian Industry, marks a significant step forward in ensuring that Norwegian industrial workers receive the education and skills needed to thrive in an evolving industrial landscape.

A presentation by our affiliates follow this document.



Fellesforbundet

Upskilling and reskilling for adults Reform for the industry in Norway 2024

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Main components of a skills reform for operators in the industry

1. Development of a permanent structure for further education, which the parties must have control over - preferably through higher technical vocational schools (*Industrifagskolen*) which offers relevant short modules of 2, 5 and 10 credits.
2. Agreed right to time off from work for employees in the industry to complete modules according and a plan for participation in the company.
3. Financing solutions through establishing a fund so that both company and employee can be reimbursed for costs associated with implementation (primarily wages).

Example modules

Industriell intelligens (10 stp.)

M1 Industrielle styringssystemer (5 stp.)

- Pneumatiske styringssystemer med Fluidsim
- Styring av motordrifter
- Innføring i PLS og grunnleggende programmering av PLS i.h.t. IEC61131-3 standarden

M2 Avansert styring med regulering og systemintegrasjon (5 stp.)

- Sekvensiell PLS programmering med SFC (GRAFCET)
- Innføring i PID regulering med PLS
- ERP og MES systemer
- Kommunikasjon og grensesnitt mot styringssystemer for automasjon

Tingenes internett og Stordata (10 stp.)

M3 Stordata (5 stp.)

- Grunnleggende IKT
- Operativsystemer
- Innføring i databaser
- Skybasert lagring og tjenester
- Datafangst og -analyse
- Statistikk

M4 Tingenes internett (5 stp.)

- Nettverksarkitektur
- Komponenter i nettverket
- Identifisering og sporing med RFID
- Datasikkerhet
- Arduino kontrollere og innføring i programmering C++

Agil produksjon og autonome systemer (10 stp.)

M5 Agil produksjon (5 stp.)

- LEAN
- CNC baserte maskineringsentra
- Additiv produksjon (3D printing)
- Roboter med mating og gripeutstyr
- Kollaborative robotsystemer

M6 Autonom logistikk (5 stp.)

- Autonomi i produksjonen
- Automatisk styrte kjøretøy (AGV)
- Autonome lagersystemer
- Automatisert innkjøp

The industry's education fund

- Fellesforbundet and Norwegian Industry set up the Industry's education fund.
- The fund must pay out reimbursement for income payment for employees who participate in relevant further education.
- Applies to companies covered by the Industrial Agreement.
- Gives the right to time off up to 2 weeks (75 hours) per calendar year.
- The right to further education with income reimbursement requires sufficient funds.

Party contribution to the Industry's skills fund

- Employers bound by the Industrial Agreement will annually pay an employer contribution corresponding to 1/3 of the annual need estimated at 10% of the members under the Agreement (app. 4.000 a year).
- Payment takes place from the time the parties agree.
- Costs for party contributions must be included in the framework for the collective agreement for the year in which the payment starts.
- The employer is prepared to advance wages to employees who participate in industry- or company-relevant further education up to 75 hours per calendar year.
- Advance payment follows the right to reimbursement of full salary costs (incl. social costs) from the Industry's competence fund.

Competence committee between the parties in the front subject

- A party-composed committee will be set up to assess the creation of a new joint annex in the Industrial Agreement, after the initial vote of the front runner's collective negotiation (May 2024).
- The committee assesses practical aspects of setting up the fund.
- The parties will undertake a comprehensive review of all provisions on skills development/training in the Industrial Agreement.
- The Ministry of Education and Research has administrative responsibility for the government's contribution to the skills reform. This is happening in connection with the work of the Competence Reform Committee (*Andersen Committee*), which will deliver a report on 31 October 2024.