

Competence Translation

Mobility Across Industries Made Easier

VPL Biennale 26. – 27.04.2017

Mobility Is The New Constant

- If you enter the North European labor market this year at 24, you should expect to change industry five times before you retire – if you are lucky enough to have a job until you are 64.
- You can however, not expect to be recognized for skills acquired in your previous job – unless these can be verified against a general standard.
- *Today, no such standard exists.*
- This grim reality met 40 000* Norwegians made redundant following the 2014 oil industry crisis.

*) Report compiled by Stockbroker Truls Oma Erichsrud, DnB Markets, published on national broadcaster www.nrk.no 01.11.2016

Work Equals Welfare

- **High level of welfare is based on high labor market participation. Still, 50 000 Norwegians are unemployed due to competence mismatch*.**
- **Among those with highest unemployment risks are the group: “40 plus with short or incomplete formal education”.**
 - **Their loss is long term or permanent unemployment.**
 - **The industries’ loss is inability to benefit from competent labor.**
 - **The society’s loss is users of welfare in stead of contributors to welfare.**

***) Torberg Falch, Professor of Economics, NTNU, interviewed by Norway’s largest newspaper www.vg.no 10.06.2016**

Realkompetanse's Mission

Develop and Provide Competence Translation; by Method and by Web

Competence Translation

- **Competence Translation:**
 - To describe, document and verify skills gained through work experience in a particular industry or sector, to be fully acknowledged outside this industry or sector.
- **Validation of Prior Learning/Skills Validation:**
 - To assess the individual's competence against set criteria. The evaluation may lead to shortened training, admission to studies, exemption from part of a study, a new job or higher wages.*

*) Kompetanse Norge www.kompetansenorge.no update 16.09.2016 (my translation).

Goals: Method and Web Solution

Method

- Describe and document cross industry roles and competences.
 - In process
- Test method on small scale pilot project, followed by large scale project.
 - Small scale project completed
- Publish documentation in whitepaper or book.

Web Solution

- Identify and document market potential:
 - Positive conclusion.
- Connect with companies open to welcome pilot and beta versions.
 - 4/53 companies positive.
- Identify technical and commercial technology partner(s).
 - In process
- Launch web solution.

Competence Translation vs. Skills Validation

Where do these methods differ?

Where do they overlap?

Potential synergies?

Purpose

Skills Validation

- Contribute to lifelong learning by making continuing education more accessible
- Shorten educational pathway.
- Create higher mobility and flexibility in the labor market.

Competence Translation

- Contribute to increased job security and higher employment by making work place acquired competence more recognized.
- Avoid or shorten periods of unemployment.
- Create higher mobility and flexibility in the labor market.

Formal Basis

Skills Validation

- Laid down in laws.
- In accordance with rules and circular letters issued by the Directorate for Education or rules made by each university.

Competence Translation

- Neither prescribed by law, nor by rules or regulations.
- Based on ISO-standards valid for each industry or sector. These standards are usually based on requirement set by clients or the authorities.

Verification

Skills Validation

- Verify work experience for admission to education at universities and colleges, secondary education / certificate, or primary, where professional practice partly compensates for education.
- Academic evaluation of application, CV and documents to the admission requirements set by the educational institution or the Directorate for Education.

Competence Translation

- Verify work experience from an industry, industry or sector so that this can be credited job seekers who must or wish to change industry.
- Professional assessment of CV, documents and references to the competence requirements defined roles in companies' management systems, regulatory requirements and industry standards.

Outcome

Skills Validation

- Granted or refused application for admission to education.

Competence Translation

- Job offer or rejection of the job application.
- Better and more efficient competence management within the enterprises.

Skills Validation Challenges

- **How predictable?**

- Do the case handler and the faculty have the required knowledge of the work place learning in each industry?
- To which extent are the validation criterias aligned between faculties - and between universities?

- **How accessible?**

- Does today's case handling represent a capacity bottleneck and does it harm the response time?
- Does lack of standardization (too many questions asked/process not always predefined) put too much workload on the applicant?

Can Competence Translation Improve Skills Validation?

- **Adds work life knowledge.**
- **Provides standardized competence descriptions.**
- **May add predictability for applicants?**
- **Could make skills validation process more effective?**

Small Scale Pilot

What did we do?

How did we do it?

What did we achieve?

Small Scale Project Completed

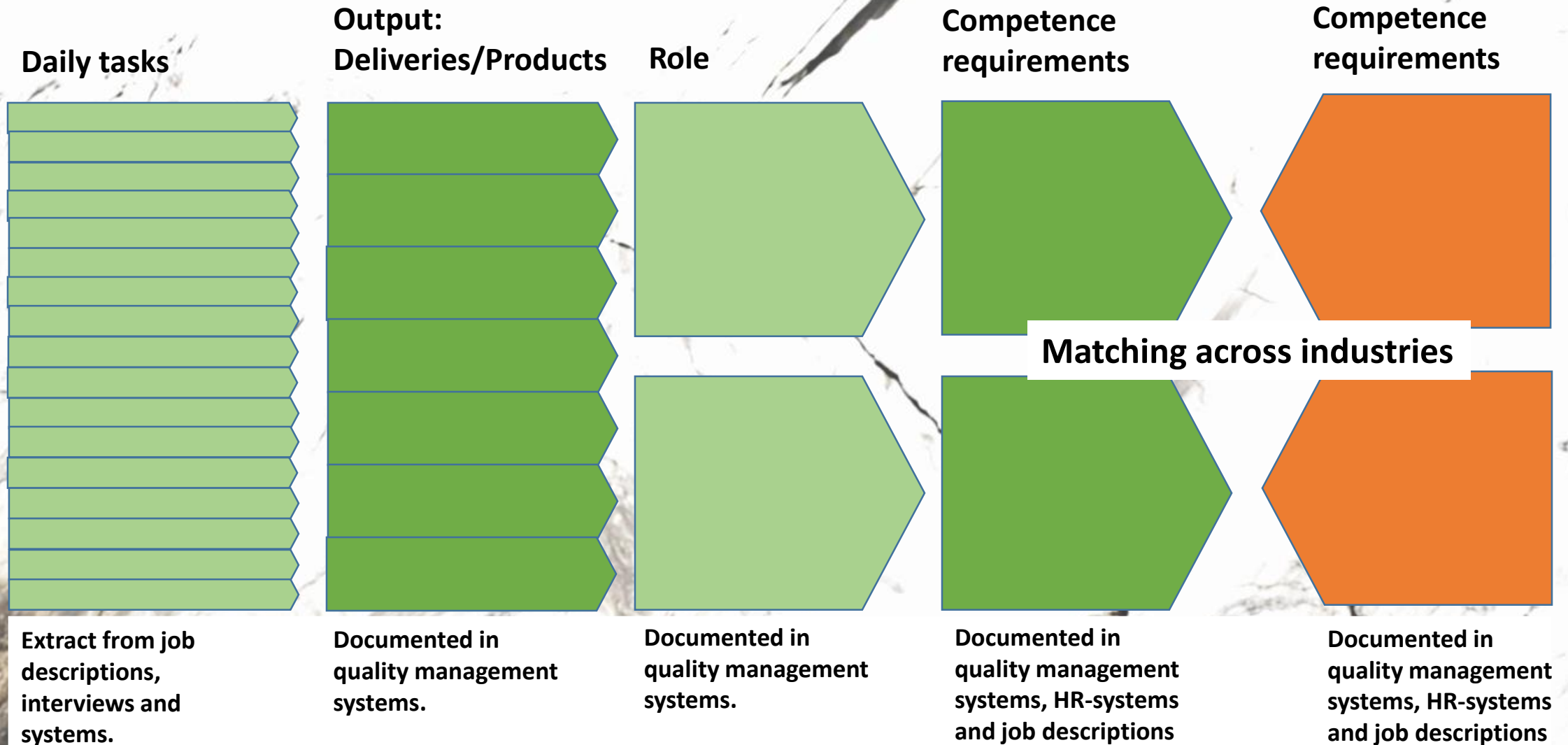
- **Goals:**

- Refine and test competence translation process.
- Create positive attention for skills gained through work experience.
- Help the participants create their new career as employees or entrepreneurs.

- **Implementation:**

- 12 + 2 participants - all redundant from oil industry – various education and demographic characteristics – selected after application and interview.
- Duration: September 2016 – March 2017.
- Financed by Realkompetanse AS
- Cooperation with “Mulighetsterminalen” (Center for unemployed), local companies and unions.

Competence Translation Process



Career Transitions

Participant	Profession & Education	Current Status
KG, Female, 24, Norwegian	Logistics and Document Control, College	Part time employed in retail
JAA, Male, 26, Norwegian	Electrical, Craftsman	Part time employed in logistics
MC, Male, 32, Norwegian	Structure Engineering, Master degree	Unemployed, started being invited to interviews
STH, Female, 36, Norwegian	Project Controlling, Bachelor under completion	Unemployed, started part time studies
BJB, Female, 39, Norwegian	Administration, Business admin. studies	Part time employed in oil industry, expected full time within short
JO, Male, 40, Norwegian	Project management, Craftsman	Full time employed within facility management technology
MCBB, Male, 42, Norwegian	Project Management, Master	<i>Outplaced full time within advertising, most likely to be employed</i>
BK, Female, 45, Norwegian	Logistics and document Control, B A studies	Full time employed in IT, completing Bachelor
BU, Female, 49, Norwegian	HR, College	Full time employed in techonology industry
JM, Female, 49, Norwegian	HR, Bachelor degree	Full time employed in oil industry
SK, Male, 50, Immigrant	Structure Engineering, Master degree	Unemployed, started being invited to interviews
LJ, Female, 53, Norwegian	Graphic Design, College	Full time employed in tourist industry
RN, Female, 54, Norwegian	HSE, College	Full time employed in building industry
MA, Female, 56, Immigrant	Mechanical Engineering, Master	<i>Outplaced full time in school, most likely to be employed</i>

Findings and Achievements

- **Competence Translation process refined, tested and found fit for purpose.**
- **Preparation for mapping in web solution in process.**
- **Indications of Competence Translation to be helpful in career transition – new careers for most participants.**
- **Positive public attention to competence by work experience-**



Hjelper arbeidsledige ingeniører til å ta steget til andre bransjer - Rogalandsavis

Kurt Harald Aase i nystartede Realkompetanse AS hjelper arbeidsledige oljeingeniører over til andre bransjer.

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