

«Facing the labor market without a Trade Certificate, can be compared to a football player who runs out on a wet field without studs under his shoes!»



- An 2015 application together with Austria, Netherland and Denmark
- Target group; low skilled workers in companies / branches where the demand for new skills is generated as **a result of technological changes**
- Focus on **practical implementation**; focus on different aspects of the training of low skilled workers and how to bring them up to formal qualification in form of **Trade Certificate**

Skills challenges

- From manual production to modern digitalized production
- A growing gap between industry demand for competencies and skill levels in the workforce
- Few employees with formal education at Trade Certificate level – in 2020 less than 3% of the workforce will survive without a Trade Certificate
- **For employees with weak basic skills this development offers particular challenges**

Before – and now...



Implementation

- Secure the training in the company's «inner life» - the training takes place in the production area, not in a classroom
- Adapted training / flexibility / individual adaption
- Strengthen basic skills training in accordance to The Competence Goals for Basic Skills for Adults



Success criteria

- Mapping reading and writing skills
- Individual follow-up before starting and during training
- Mapping existing competence
- The use of ICT – The Digital Classroom
- Motivation – create secure fields of interactions / strengthen self esteem

«If we are to face the technological development in the future, we are dependent on employees who are qualified for new tasks and challenges»



Hilde Melfald

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