



Rapid labour-market integration versus a more long-term upskilling strategy to meet labour market needs

WAPES conference „Labour market shortages“

Lugano, 4. – 5. September 2024

*Cecilie Glomseth, Senior advisor of integration
NAV – Norwegian Labour and Welfare Administration*

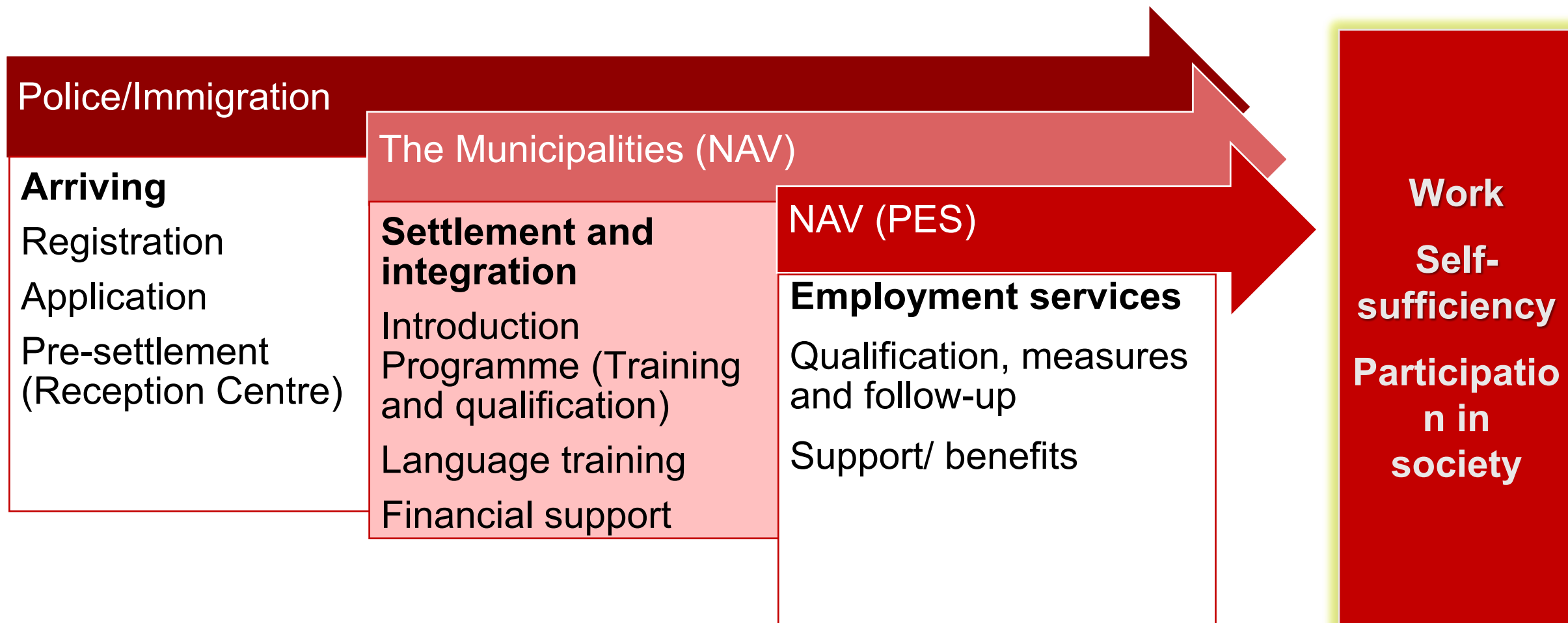




Ukrainian refugees in Norway

- 80.000 Ukrainians have arrived and been granted collective temporary protection (Norway: 5 million)
- Relatively few other asylum seekers arriving in Norway – and reduced quota from UN
- Settled in municipalities all over the country
- Right to an introduction program, which includes language classes and work-related measures (for most up to one year)
- Clear political signal: Due to the temporary nature of their residence in Norway, the focus should be on getting displaced people from Ukraine quickly into work with the goal of being able to support themselves
- Employment rate July 2024: **24%** – arrived in 2022: **40%**

Integration Process Timeline





Shared responsibility – different roles



**MUNICIPALITY
INTEGRATION SERVICE**





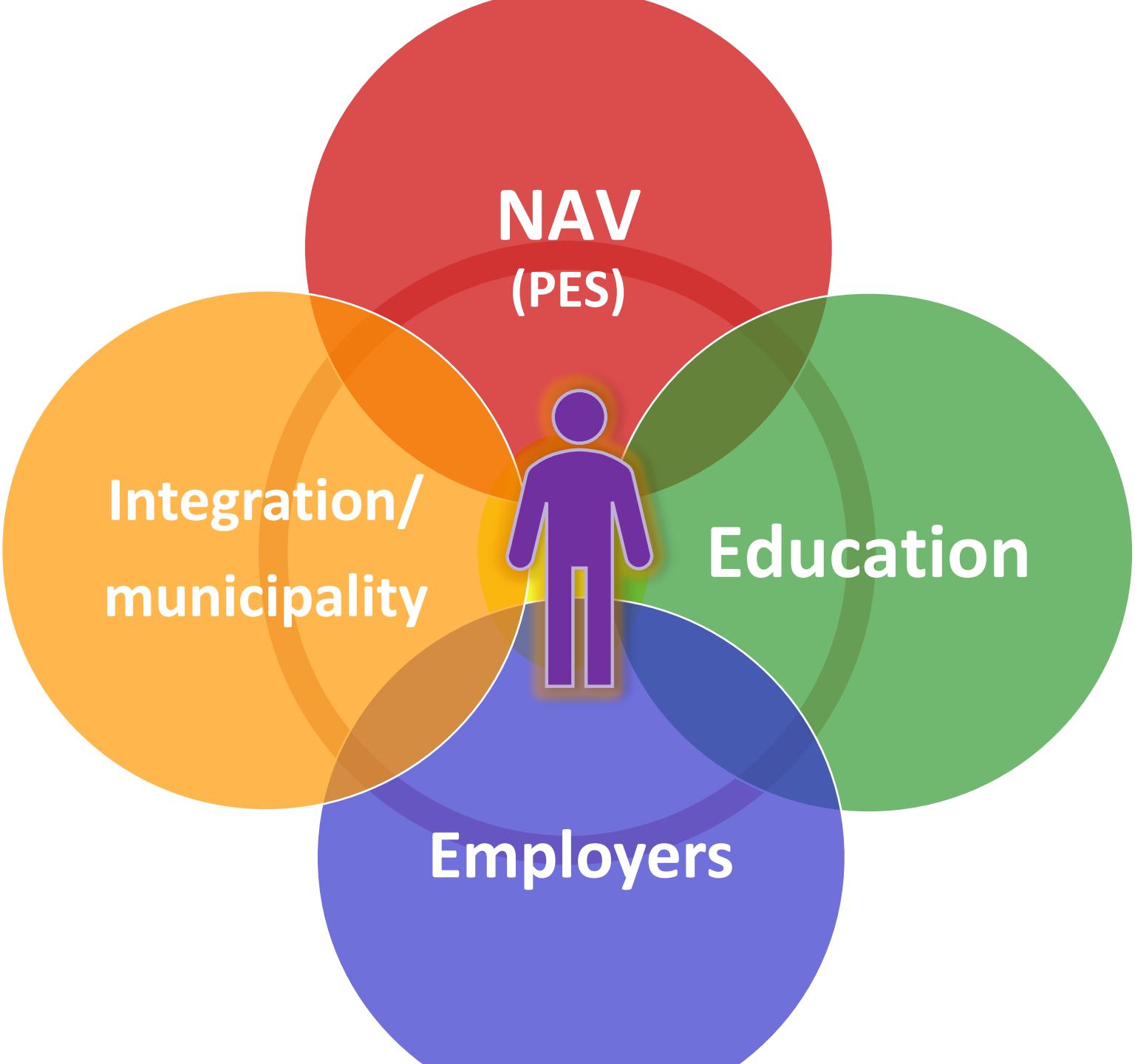
On the other hand...

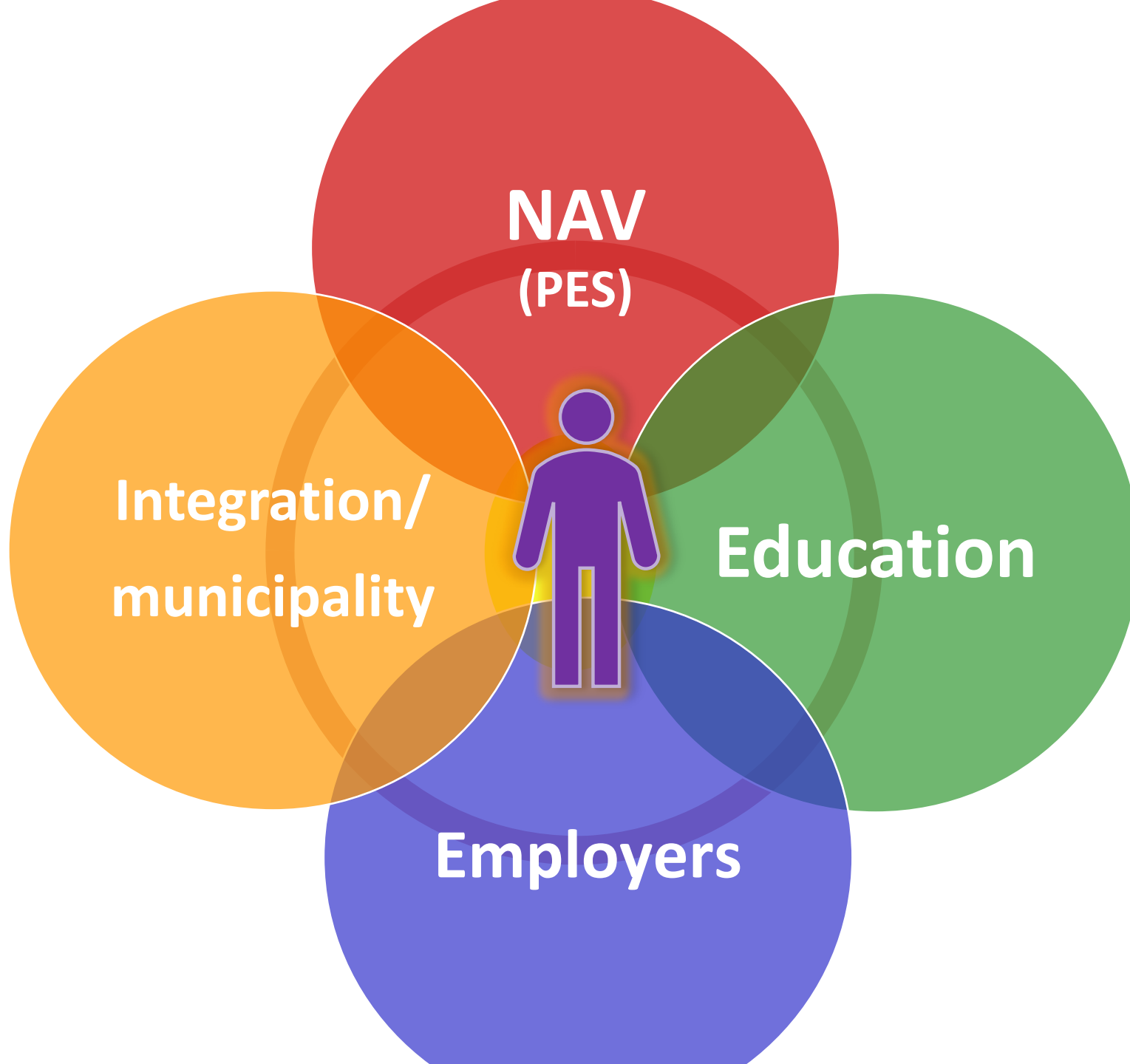
- Great need for qualified labour in many sectors of Norwegian labour market.
 - Health, care, and welfare
 - Construction
 - Industrial work
 - Transport
 - The IT sector
- **We need to look at refugees and other groups that are not included in the work force as resources, not as a burden to our society!**

Shift to: Durable and sustainable attachment to labour market – through qualification

- The legislation has been changed
 - **2019: Labour Market Legislation**
 - **2020: New Integration Law**
- The goal is sustainable employment in the Norwegian labour market
- Primarily through formal training aimed at formal qualifications







Language course
+
Vocational diploma

“Men in the
healthcare sector”

Educating welders
together with a big
Norwegian
entrepreneur



Displaced from Ukraine

– temporariness and more short-term thinking

- Temporary stay and the plan is return
- The goal is quick entry into the workforce and become self-sufficient
- More permanent work and use of education must come in the longer term for many
- NAV - with all our local services:
 - High emphasis on the importance of getting Ukrainians into work
 - Widespread use of labour market measures
 - Clear message to the employers to see the resources, include and employ



Thank you! 😊