

Plan of action

Enclosure to

Regional social contract Agder 2016- 2020



Background

The regional social contract for Agder is initiated in order to maintain and secure recruitment of highly qualified craftspeople. Completing upper secondary training is important for an individual's sense of adaptability and provides opportunities to make a lasting connection to a competence-driven job market. It is imperative that vocational studies attract the attention and appear attractive to both youths and adults. Maintaining a high level of quality throughout the various stages of a person's education is a key element towards this goal. Training in school should prepare and make the students qualified for an apprenticeship, and a functional system for apprentices is necessary.

Not all youths within vocational study programmes have a certificate of apprenticeship as their main goal. A few youths arrange In-service training contracts, and become training candidates with In-service training enterprises.

A prerequisite for a well-functioning apprenticeship system is that schools are able to provide adequate amounts of school places related to the needs of the job market. This social contract aims to contribute to a long-term and sustainable access to qualified workers within the various branches of business enterprises.

The business structures in Aust- and Vest-Agder are not homogenous. This may require different strategies and actions to be made in the two counties, which will be made clear in the parties' priority lists.

PARTIES

The plan of action includes the following parties

KS Agder, LO Aust-Agder, LO Vest-Agder, NHO Agder, County Governor of Aust- and Vest-Agder, NAV Aust-Agder, NAV Vest-Agder, County Council of Aust-Agder and County Council of Vest-Agder.

KS – Kommunenes Sentralforbund: The Norwegian Association of Local and Regional Authorities

LO - Landsorganisasjonen: The Norwegian Confederation of Trade Unions

NHO – Næringslivets Hovedorganisasjon: The Confederation of Norwegian Enterprises

NAV: The Norwegian Labour- and Welfare services

AIMS

This regional social contract comes as a result of a national social contract between the parties of business life and the public represented by the Norwegian Department of Education and Research. The overall aim of the new national social contract is:

All qualified applicants should be offered an apprenticeship.

The local aims are:

1. Increase the number of apprenticeships and In-service training enterprises.
2. Every applicant with either a right as a youth or as an adult who applies for an apprenticeship should be offered training either with an In-service training enterprise or in school.
3. Increase the number of adults who achieve a certificate of apprenticeship/journeyman's certificate.
4. Increase the number of apprentices and training candidates who, within the estimated time and adjusted in terms of the individual's presuppositions and potential, complete the education with either a certificate of apprenticeship/journeyman's certificate or certificate of competence.
5. Adjust the volumes of schools' ability to provide adequate amount of school places to the demand of the various branches of business.

As a point of reference to evaluate the attainment of goals the development between 2011 and 2015 will be investigated. 2015 will mark the new reference point in order to evaluate the development locally.

Aim 1: Increase the number of apprenticeship contracts

Table 1: Number of apprenticeship contracts.

	Total number 2011 Reference point	Total number 2015	Change
Aust-Agder	421	437	+ 4 pct
Vest-Agder	866	842	- 3 pct

Source: Norwegian Directorate for Education and Learning. Indicator report for the social contract 2016. Includes solely ordinary apprenticeship contracts. Training candidates and candidates receiving vocational training in school are not included.

Aust-Agder has had a small increase in the amount of apprenticeship contracts established, whereas Vest-Agder has had a decline. The development in Vest-Agder has been the lowest in the country overall.

The aim to increase apprenticeship contracts by 20 pct. has not been met. School owners (i.e. County Councils) are obligated to offer 3. Year vocational training at school for those who do not get an apprenticeship contract. If the numbers used for this document were to include applicants who receive vocational training in school in addition to training candidates, the overall impression would appear differently.

Table 2: New apprenticeship contracts in the public sector 2015.

	Total amount of new apprenticeship contracts in the public sector*	Total amount of new apprenticeship contracts in the public sector
Aust-Agder	156	35,7 pct
Vest-Agder	205	25,1 pct

Source: Udir.no. Date of registration 1 January 2016. Governmental and Municipal/County council sector

In Aust-Agder about 35 pct. of all contracts have been made within the public sector, whereas in Vest-Agder the number is about 25 pct.. Only 10-15 pct. of the public sector contracts are made with the government sector. There is a potential to create more apprenticeship contracts in particular within government establishments.

Aim 2: All qualified applicants with a right as a youth who apply for an apprenticeship contract/training contract should receive an offer of In-service training with a business enterprise or in school.

Table 3: Total number of applicants with a contract in 2015.

	Number of qualified applicants with a confirmed apprenticeship contract*	Number of applicants with a confirmed apprenticeship contract or other contracts
Aust-Agder	59,2 pct	78,6 pct
Vest-Agder	66,2 pct	78,9 pct
Nasjonalt	68,0 pct	76,0 pct

Source: Udir.no. Date of registration 1 January 2015. Other contracts also include vocational training in school and practice candidates.

Close to 79 pct. of all apprenticeship applicants in both counties have received an offer that will result in either a certificate of apprenticeship or a certificate of competence.

The private and the public sector face different challenges when it comes to generating more apprenticeship opportunities. More apprenticeship opportunities in the public sector is crucial in order to increase the general access to apprenticeships. Therefore, it may be prudent to distinguish between the two sectors.

Aim 3: Increase the number of adults who achieve a certificate of apprenticeship/journeyman's certificate.

Table 4: Number of adults who achieve certificate of apprenticeship/journeyman's certificate.

	Total amount 2010-11 Point of reference	Total amount 2014-15	Change
Aust-Agder	186	287	+ 54 pct
Vest-Agder	427	465	+ 9 pct

Source: Directorate for Education and Learning. Indicator report for the Social Contract 2016. Includes both adult apprentices and practice candidates.

Both Aust- and Vest-Agder have experienced an increase in adults who achieve certificate of apprenticeship and journeyman's certificate. A considerable share of the certificates of apprenticeship/journeyman's certificate are achieved by practice candidates. In 2014-15 this applied to 218 of a total of 287 certificates of apprenticeship/journeyman's certificates in Aust-Agder. The equivalent number for Vest-Agder was 372 if a total of 465.

Aust-Agder has had a 54 pct increase in adults achieving a certificates of apprentice/journeyman's certificates in the period. The progress may partially be explained by a very low number of achieved certificates of apprenticeship/journeyman's certificates in 2011. The increase is nonetheless substantial, and the aim to increase competence in the adult population in regards to certificates of apprenticeship/Journeyman's certificates has been met.

Aim 4: Increase the number of apprentices who complete their training and achieve either a certificate of apprenticeship or a journeyman's certificate.

Table 5: Number of apprentices who complete their training and achieve either a certificate of apprenticeship or a journeyman's certificate.

	First year of training 2011		First year of training 2012	
	Estimated time + 2 months	36 months	Estimated time+ 2 months	36 months
Aust-Agder	60 pct	72 pct	62 pct	72 pct
Vest-Agder	65 pct	75 pct	67 pct	78 pct

Source: Raw data commissioned by the Directorate for Education and Learning in connection with the indicator report. Regardless of point of first year training, the results in the tables are based on how many months the apprentice has been in training. The estimated time is 24 months + 2 months before final examinations. The estimated training time for the vocational programmes Electricity and Electronics and Building and Construction is 30 months.

About 2/3 of all apprentices in Vest-Agder will have achieved a certificate of apprenticeship at the estimated time plus two months. The result in Aust-Agder is approximately 5 pct lower.

Measurements after three years show an increase of about 10 pct in both counties with 72 pct in Aust-agder and 78 pct in Vest-Agder respectively.

Not all youths within vocational studies have a certificate of apprenticeship as their main goal. These youths may choose to attain a certificate of competence which is given valid recognition by the job market.

Table 6: Total number of training candidates who attain a certificate of competence.

	Total number of certificates of competence Training candidates	Total number of certificates of competence Training candidates
	2013/14	2014/15
Aust-Agder	10	17
Vest-Agder	21	17

Source: The number of total training candidates who have attained a certificate of competence within the estimated time is not available. Therefore, presented in the table is the number of certificates of competence attained within the last two years.

The total number of training candidates who attain a certificate of competence varies from year to year, but in general the number is less than 20 candidates.

PLAN OF ACTION

As stated in the document «Regional social contract for Agder 2016-2020» a plan of action is to be mapped out for the period. Shared obligations are described in the main document of the regional social contract. The plan of action is to be evaluated and rerolled annually.

In addition, there will be established locally initiated contracts within the various branches of the job market in order to generate more apprenticeships with measurable indicators adjusted to the assumed potential of the individual branches of the job market.

The parties of the job market through Yrkesopplæringsnemdene (tribunals appointed by the County Councils relating to vocational studies) will work towards:

- Promote the need for and the value of apprentices and training candidates.
- Contribute to increase the status of vocational studies through information about the apprenticeship system.
- Contribute as well as possible to fill positions in the examination boards in question with highly qualified representatives from both employers' and employees' side of the job market.
- Contribute to make the application and admission process into an apprenticeship involve the use of the course *Yrkesfaglig fordypning for yrkesfaglig utdanningsprogram* (Vocational specialization studies for vocational programmes) as a means to recruit apprentices and training candidates.
- Contribute to ensure that all vocational leaders and instructors receive the proper training in order to ensure the training of apprentices and training candidates.
- Contribute to emphasize the recognition of instructors as a part of increasing the status of vocational studies.
- Contribute to an improved gender balance in vocational courses.
- Contribute to make more adults sit for craft examinations.

KS Agder will:

- Announce the apprentice municipality of the year in Agder.
- Towards municipalities:
 - a) Contribute to make the number of apprenticeships at any given time in the municipalities correspond to 4 thousandth of the population in accordance with the resolution made at KS national congress of February 2016.
 - b) Provide information about and market the apprentice system.
 - c) Promote the need for and value of apprentices and training candidates.
 - d) Inform about their responsibility to the training candidate system, and to apprentice applicants with special needs.

- e) Encourage more municipalities to accept more apprentices and training candidates within different vocational programmes.
- f) Contribute to make the apprentice system be closely adapted and adjusted to the plans and systems of each individual municipality.

LO in Aust- og Vest-Agder will:

- Announce the instructor of the year in Aust -and Vest-Agder
- Contribute to make more of our members appreciate the importance of being an instructor.
- Contribute to increase the status and importance of vocational studies through means such as:
 - a) Conferences for apprentices
 - b) School visits
 - c) Media – social media
 - d) Cooperate and interact with the student- and apprentice ombudsmen in both counties
 - e) Be present at career choice conferences
 - f) Summer Patrol
 - g) Education conferences
 - h) Lo's youth councils in both counties
 - i) Establish education councils
 - j) Improve the work being made by LOs representative council in order to secure the interests of apprentices/training candidates throughout their training and education

NHO Agder will:

- Announce the In-service training enterprise of the year of NHO Agder
- Make visits to potential In-service training enterprises and market the apprenticeship system
 - a) Provide information about and market the apprenticeship system.
 - b) Promote the need for and the value of apprentices and training candidates.
 - c) Promote the need for more apprentices to be accepted from various vocational studies by both new and existing In-service training enterprises.
 - d) Inform about the responsibility for the training candidate system and for applicants with special needs.
 - e) Encourage NHO's members to use In-service training enterprises as subcontractors.

The County Governor of Aust- and Vest-Agder will:

- Increase the number of apprentices/training candidates into its organisation.
- Participate in the project "*Menn i helse*" (Improving men's health) in order to contribute to an improved gender balance within the vocational programme Healthcare, childhood and youth development, and to ensure that more adults sit for their craft examinations.
- Increase knowledge about vocational training internally within the government sector.

NAV in both Aust- and Vest-Agder county will:

- Contribute to increase the number of apprenticeship contracts and In-service training enterprises close cooperation and committing cooperation agreements with the public education authorities with the aim to support an increased graduation rate in upper secondary education.
- Devise plans of action that contain competence aims from upper secondary education for people below the age of 25 who have not completed upper secondary education and who are part of work-related measures.
- Contribute in the process where training candidates and others with limited work capabilities are transferring from apprenticeship into ordinary work.
- Continually work to increase the number of apprentices and training candidates that are accepted into its own organization.
- Participate in the project «Menn i helse» (Improving men's health) in order to increase the number of adults who attain certificates of apprenticeship/journeyman's certificate.

NAV Vest-Agder will:

- Participate in two meetings per year with the cooperation tribunal of the County Council's education department.
- Contribute to make more adults who are qualified to sit for an apprenticeship/journeyman's examination as a practice candidate.
- Increase knowledge about vocational training internally within NAV
- Make arrangements through the programme «Jobbskolen» for practical training with In-service training enterprises combined with basic training in school in order to increase the number of youths who complete upper secondary training.

NAV in Aust-Agder will:

- Take part in quarterly work- and management boards with the County Council's board of education.
- Hold monthly meetings with the county council's Follow-up service in all municipalities in the county for the purpose of supporting an increased graduation rate in upper secondary education and thereby increasing the number of apprentices.
- Appoint permanent councilors at every NAV-office for the purpose of following up on young job seekers with a right to upper secondary education and training.
- Increase knowledge and competence about vocational studies with its own organization through regular vocational seminars for councilors within NAV.
- Co-finance measures with the Follow-up service where the aim is a return to upper secondary training or establishing an apprenticeship contract.
- Contribute to increase the number of adults who complete upper secondary education, and sit for a craft examination – through the *Prosjekt Fagutdanning* (Project vocational training, which is a system for practice candidates).
- Make arrangements for increased return of youths to upper secondary education – through the measure *Kompetansemål for Ungdom* (Competence aims for youths).
- Make arrangements for an increased return of youths to upper secondary vocational studies – through the measure *Byggfag for Ungdom* (Building and construction for youths).
- Participate as a regular observer in the County Council's Board of vocational education and training.

Aust-Agder and Vest-Agder County council will:

- Devise an annual report with indicators to make the foundation for evaluating goal attainment. The indicators will be related to the statistics presented previously in this document.
- Prioritize accepting training candidates or apprenticeships for applicants with special needs into its own organization.
- Contribute to an increased admission of apprentices/training candidates by actively involve the use of *Yrkesfaglig fordypning for yrkesfaglig utdanningsprogram* (Vocational specialization studies for vocational programmes).
- Make arrangements to establish formal cooperating arenas between schools and In-service training enterprises in order to secure a close connection and transfer between schools and In-service training enterprises (Vocational Boards).
- Make arrangements for the application process and transfer from school to apprenticeship to be of high quality.

- Contribute to make training with an In-service training enterprise to be completed within the estimated time, adjusted to the individual's abilities and potential.
- Make efforts to establish common guide lines to be used as encouraging means towards In-service training enterprises in order to increase the graduation rate from upper secondary education.
- Cooperate with the different branches of business to be able to offer a sufficient amount of qualified applicants into an apprenticeship.
- Increase the completion and quality of upper secondary education by further educating instructors and member of the examination board.
- Make improved arrangements for flexible education courses together with the local parties within each educational programme, including the training practice scheme (Praksisbrevordning).
- Make arrangements to make the completion of 3. year upper secondary training at school to be as good as possible in cooperation with the parties of In-service training enterprises.
- Contribute to establish networks in order to develop local social contracts within the different branches of business establishments.

Vest-Agder County Council will:

- Offer subsidiary arrangements to encourage new In-service training enterprises to take part in offering vocational training. Offer subsidiary arrangements that will encourage In-service training enterprises that already take part in offering vocational training to include new vocations and courses.
- Increase the number of apprentices within its own organization by 15 additional apprentices by the end of 2018.
- Reinforce the work and positions of Apprenticeships placement coordinators in schools. Through the course «Yrkesfaglig Fordypning» aims will be made to establish networks with In-service training enterprises in order to increase early arrangements and secure the transition between VG2 and VG3 (Second and third year of upper secondary training).
- Increase focus on generating more apprenticeships in the public sector. By means of a dedicated resource provide assistance to the parties in terms of innovation and training in new courses.
- Initiate a cooperation agreement with the municipalities where generating more apprenticeships is the main focus, and increased use of clause pertaining to the Public Procurement Act.
- Enforce vocational training in 3. year upper secondary school through qualified content and in cooperation with the business. 3. year vocational training should be made a genuine alternative to a lack of apprenticeships.

Aust-Agder County Council will:

- Increase the number of apprentices into its own organization in regards to the political agenda.
- Contribute to increase the status of vocational studies through internationalizing work and mobility for students in vocational programmes and apprentices.
- Offer subsidies to In-service training enterprises that enter into vocational course agreements where the estimated model would imply three years of training in school before entering into an apprentice/training candidate contract.
- Prepare applicants, who require differentiated training with an In-service training enterprise, in cooperation with PPT (Pedagogical- and psychological services) well ahead of time before the end of the final semester.
- Use «awards» and vocational competitions in order to contribute to raise the status of vocational training in cooperation with County Council's Board of vocational education and training.
- Offer theoretical training for apprentices who have failed a school course, and for apprentices who have not completed relevant courses from upper secondary school.