

# NVL Digital Worklife

AI, Humans & Learning

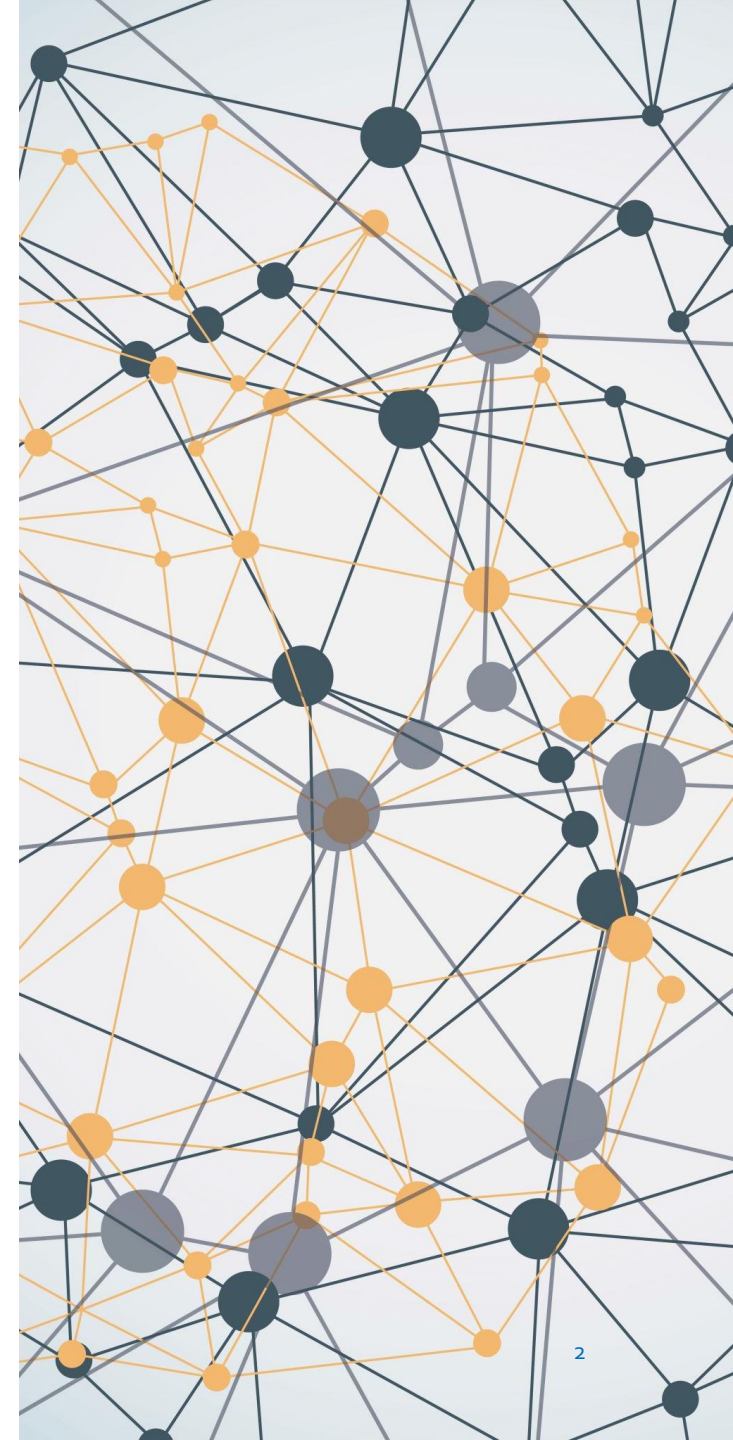


Nordisk Netværk for  
Voksnes Læring

30.05.2024

# Network and activities

- Established 2022
- Members: Employee and employer organizations and public sector representatives from the five Nordic Countries
- 2022: Input to the research project: [The role of lifelong learning for the inclusion in the digital transformation](#)
- 2023: Disseminating through events and information
- 2024: Producing videocasts on AI's challenges and opportunities in each country. Including providing an overview over the Nordic countries' strategies on AI



# 2023: Disseminating the research results

Countries:

Norway: Meeting with the Skills Policy Council's administrative board – feb 2024

Sweden: [Webinar](#)

Finland: [Webinar](#)

Iceland: [Videocast](#)

Denmark: Meeting with the social partners

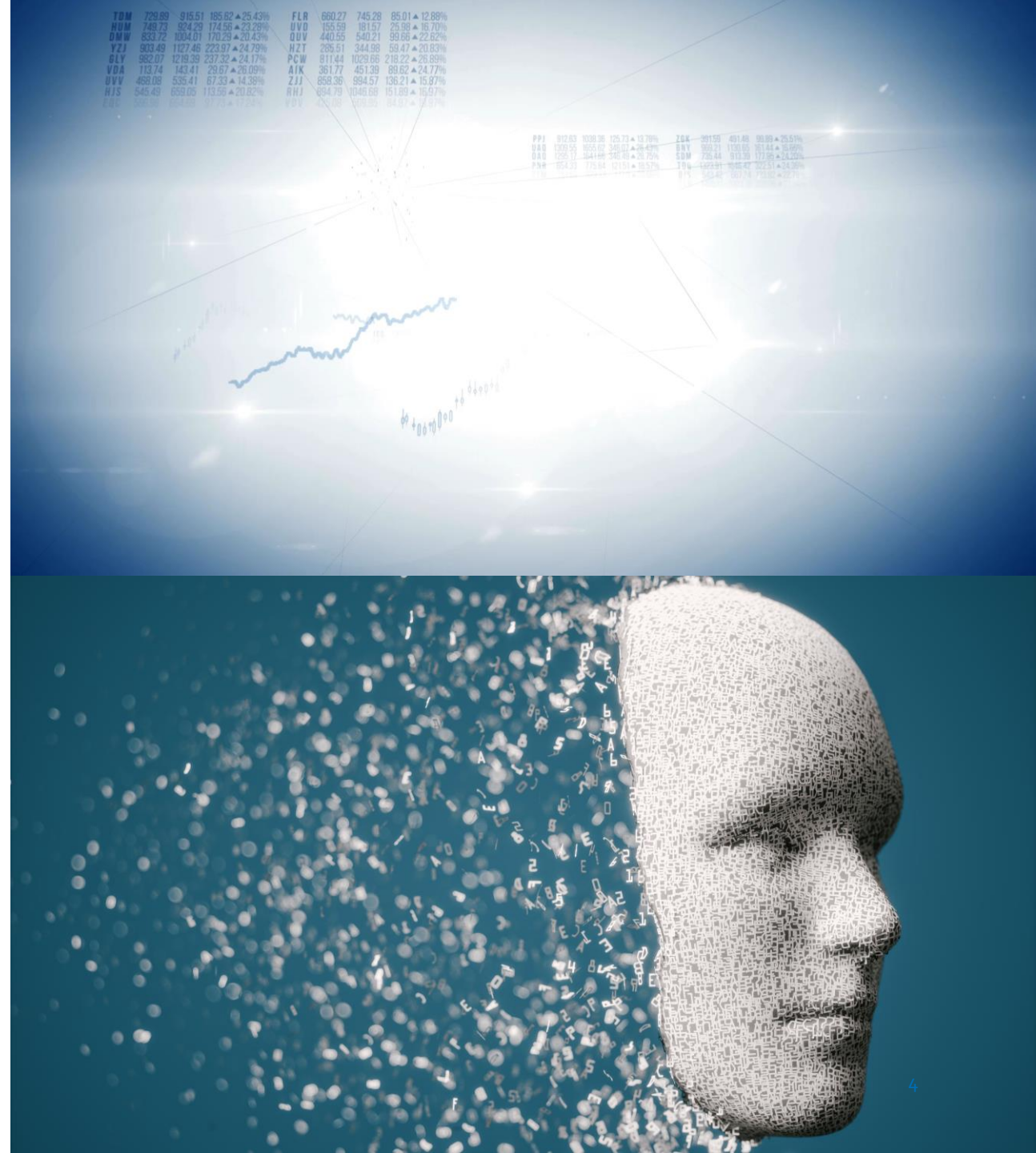
Breakfast seminar: <https://nvl.org/artikler/aa-forstaa-den-digitale-verdenen-er-kritisk-og-samarbeid-mellom-ledere-og-ansatte-er-avgjoerende-viktig/>





# OECD Employment Outlook 2023: Artificial Intelligence and the Labour Market

- The core data for the Network's product in 2024
- The impact of AI on employment and skills
- Current landscape
- Shifting skills needs
- Training and policy implications



# Tentative ideas for videocasts Oct/Nov 2024



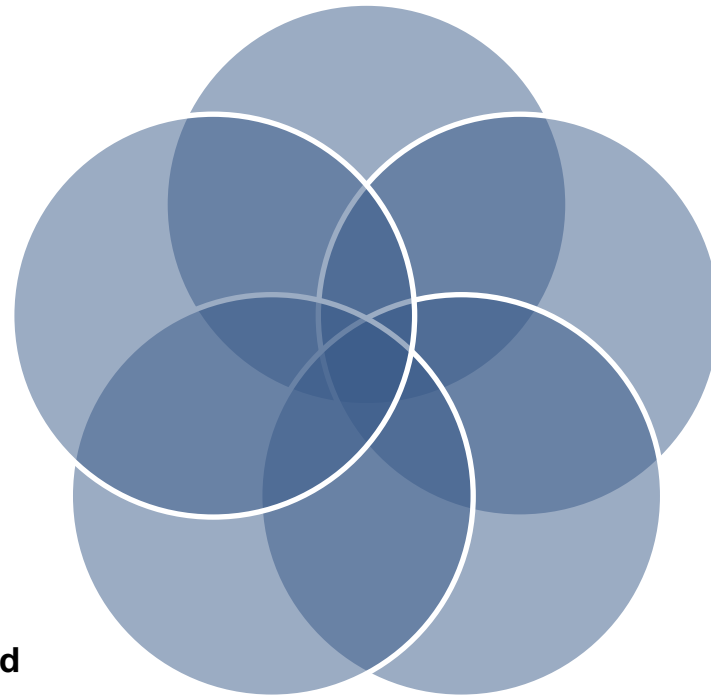
# Denmark

**Who:** Center for IT in Education CIU, United Federation of Danish Workers (3F), Confederation of Danish Industry (DI)

**Theme:** Teachers skills

## **New Skills and Competences:**

Underscores the types of skills workers need to thrive in an AI-driven workplace (which may be influenced by cultural and pedagogical background)



## **Nordic Pedagogy and Didactics:**

Emphasizes the unique educational approach of Nordic countries, often focused on social learning, holistic development, and experiential methods

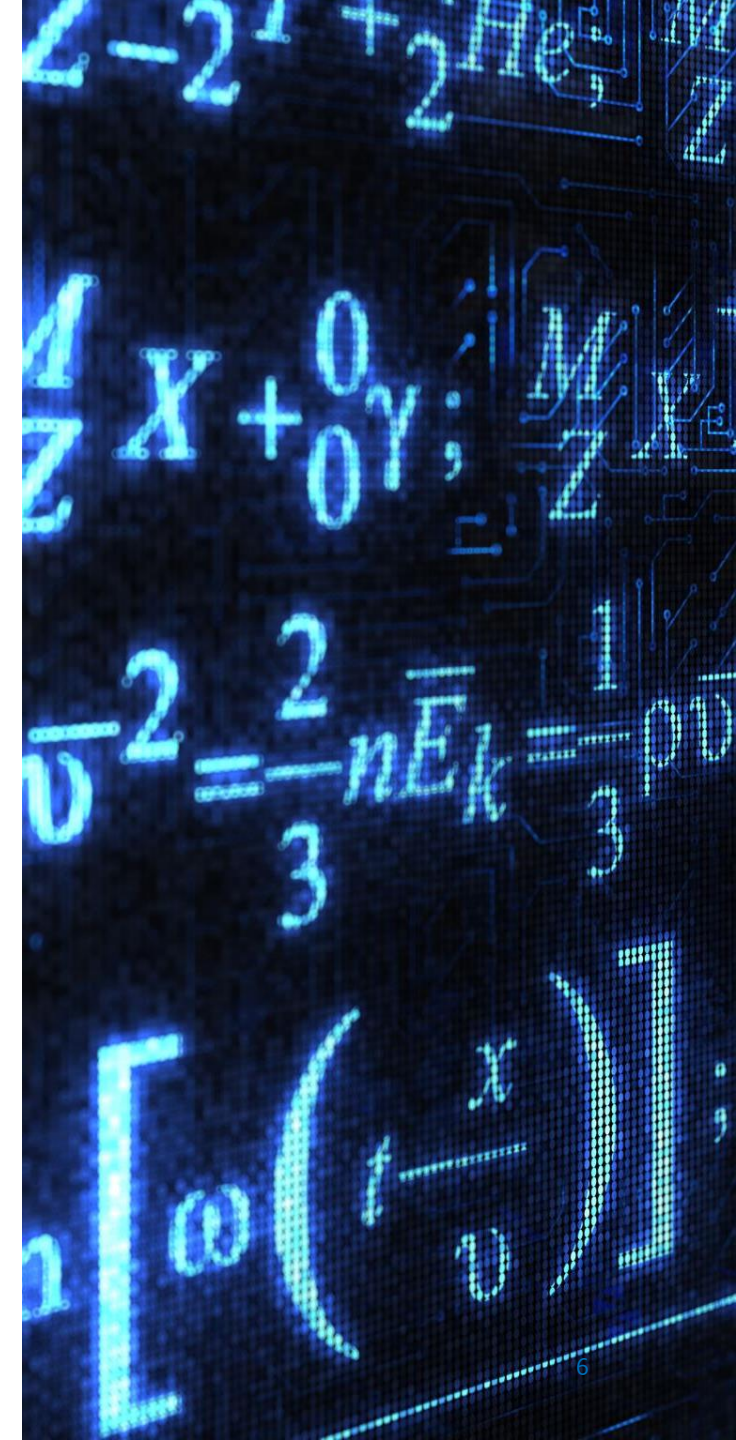
## **AI Implementation and Use**

## **Cultural Implications:**

How cultural values and practices shaped by the Nordic pedagogical tradition might influence the adoption and use of AI in the workplace



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# Finland

**Who:** The Central Organisation of Finnish Trade Unions (SAK), Confederation of Finnish Industries (EK) and the Service Centre for Continuous Learning and Employment (SECLE)

**Theme:** New skills and competencies related to AI for employers and employees

**Research** from SAK, SECLE and EK

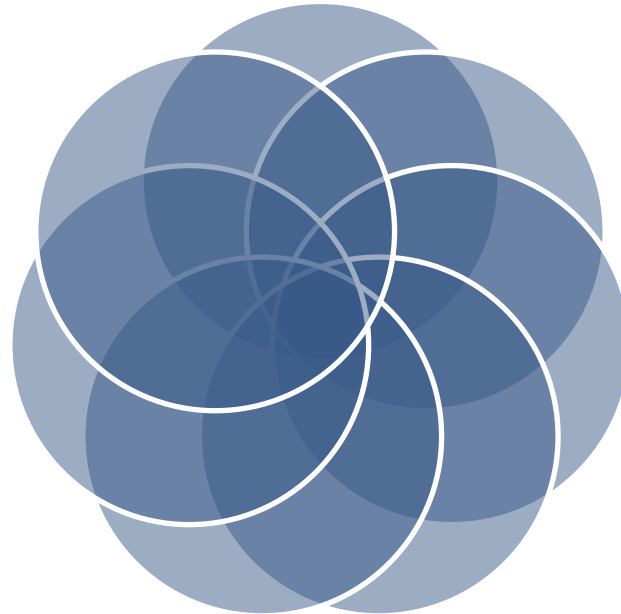
**Best Practices for AI Training**

**Data-Driven Skill Development  
Collaborative Approaches to AI Skills**

**Challenges & Solutions**

**New Digital Skills & Competencies:** understanding AI as yet another technology

**AI Skills Implementation:** Employer & Employee Needs and upskilling in the workplace

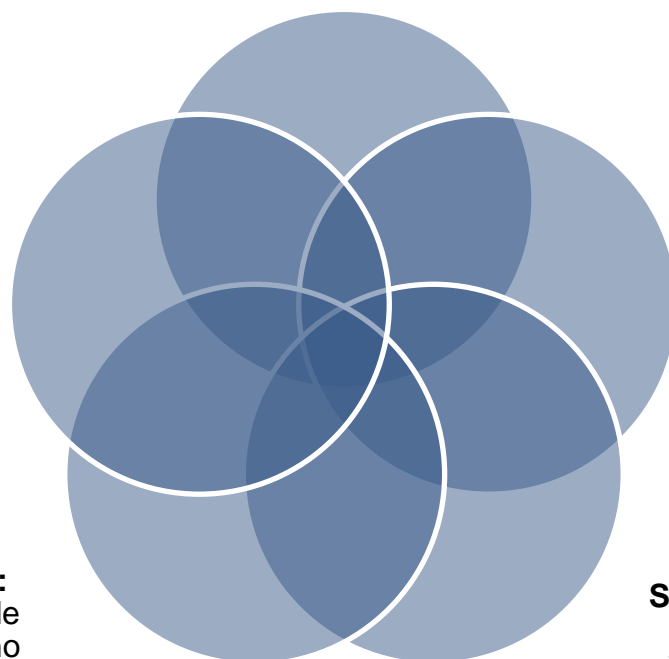


# Iceland

**Who:** The Icelandic Confederation of Labour (ASI), The Education and Training Service Center (ETSC) and Confederation of Icelandic Enterprise (SA)

**Theme:** Social partners and skills needs

**Experts** on AI in Iceland (philosopher and IT-engineer) – process for discussing with them



**Dual Target Groups:** Emphasizes focus on both employers and employees for AI-related skills development

**Providers of Training:** Expands focus to include educators and those who design training programs on AI competencies

**Skills Gap:** Explicitly states there is a lack of data on what specific AI skills are required





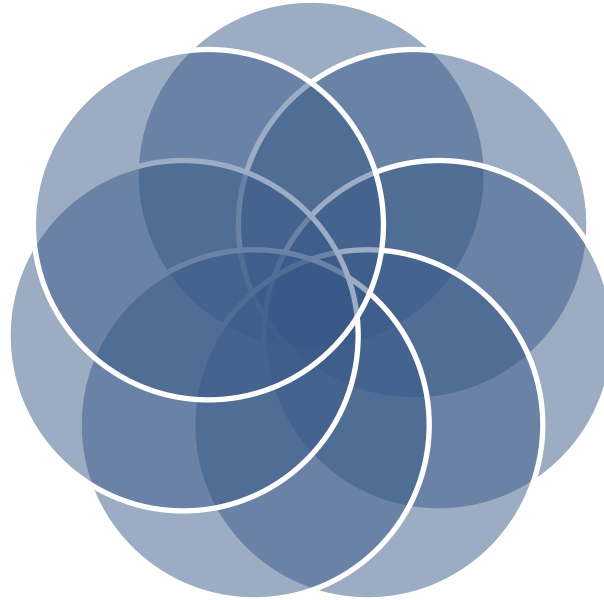
# Norway

**Who:** Norwegian Confederation of Trade Unions (LO), Confederation of Norwegian Enterprise (NHO) and the Norwegian Directorate for Higher Education and skills (HK-dir)

**Theme:** Social dialogue on AI changing the labour market

**Report UIS:** [Norwegian board members, digital ladders?](#)

**Employee Needs & Perspectives**  
Collaborative Governance of AI in the Workplace (Board room competencies)



**Social dialogue:** Nordic Tripartite Model

**Technological Developments (AI):** Skills for Different Employee Groups

**Balancing Technology Experts' Influence**

**Cost Control & Process Leadership**



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# Sweden

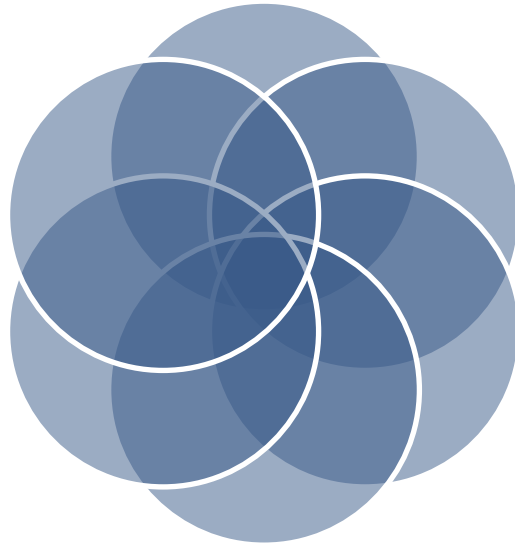
**Who:** Swedish Trade Union Confederation (LO), Confederation of Swedish Enterprise and Swedish Public Employment Service

**Theme:** Education Providers

## Digital Development & AI Skills

Where are we now and the road ahead

Planning, dimensioning and provision of VET



**Staying Up-to-Date:** Highlights the urgency for vocational training to match real-world workplace needs

## New Competencies and Skills:

Underscores the constantly evolving skills landscape crucial for employability

**Vocational Training Providers:** Narrows the focus to institutions specifically responsible for adult skill development



**Thank you!**

[andreas.gravdahl@hkdir.no](mailto:andreas.gravdahl@hkdir.no)

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