



GÖTEBORG, Sweden

Tailor-made Competence Development

Key facts

Tailor-made Competence Development (Skräddarsydd Kompetensutveckling) is one out of many innovative adult learning programmes in the City of Göteborg through which the city offers individualised competence development for adults based on information provided on the needs and requirements of employers or industries in the local area. This case is an example of how to put in place tailor-made competence development aligned with local labour market needs.

Timeframe and funding

The programme runs in a four-year period (from July 2020 to end June 2024) and is funded entirely by the City of Göteborg.

City population

578,327

Governing body

The Municipality of Göteborg

Link

Main objectives

The key objective of the programme is:

- To create conditions for the participants to apply for and get a job. In the short term, this may just be to better at understand the social codes or ability to work few hours, while in the long term it means to get and keep a full-time high-quality job.

Content and mode of delivery

As a “package solution”, the programme offers an introduction to working life, entrepreneurship and entrepreneurial training, skills strengthening and language development. The programme has three entry points depending on the individual’s need: 1) Individually adapted competence development initiatives for adults; 2) Mapping of competences and validation of undocumented

knowledge and skills and 3) Combined health promotion efforts. Each entry has its own profile, but from there it can be designed to meet special needs or purposes. In addition, each entry can be combined with other educational offers from the more regular programmes. Regardless of the entry, the competence development is designed with a clear process, output and outcome. The programme can be adapted to different lengths depending on the purpose, but a common length is between 10 and 20 weeks.

The programme uses information from monitoring of the labour market, employers' needs, and individuals' needs for vocational education and training or special initiative. Each programme is based on the participant's needs but is also balanced against the needs and opportunities of the labour market.

Stakeholders



The main stakeholders in the project are:

- The local labour market and education authority, which has the responsibility for the planning and quality of programmes
- External providers who have the responsibility for the delivery of programmes.

Key challenges, success factors & transferability



One of the key challenges with regard to the implementation of the programme has been to match the right target group to the right action. The participants in the programme vary greatly with regard to their economic and social situations. However, a large proportion of participants are of immigrant background and Swedish is not their first language or they do not fully speak the language. Therefore, the programme is provided in many different languages. In addition, many of the participants face multiple challenges and thus need various types of support to enter the labour market. This affects the learning process and places high demand on the support provided through the programme.

Contact us:

Tilde.Ussing@oecd.org

Directorate for Centre for Entrepreneurship, SMEs, Regions and Cities
Organisation for Economic Co-operation and Development

Follow us:

