Nordisk Netværk for Voksnes Læring

NVL Digital - Arbeidsliv

NVL Digital Arbeidsliv – Action Plan 2024

1.   Introduction and background

The NVL Digital Worklife network consists of representatives from authorities responsible for skills development for employees in working life and relevant unions and employers associations (the social partners) from the five Nordic countries.

The NVL Digital Worklife network has decided that the executive theme in 2024 will be development and consequences of Artificial Intelligence within the worklife. In addition, the coordinators for the NVL Digital Worklife and the coordinators for the NVL Digital Inclusion network will organise a Nordic event about digital development within worklife and digital inclusion of citizens in general (more about this in chapter 2 below).

Background
NVL Digital consists of two NVL networks (NVL Digital Inclusion which was established in 2021 and NVL Digital Worklife which was established in 2022). Both networks have cooperated with researchers from the University of Aalborg about a research project which has resulted in two different reports.

This action plan addresses only the plans concerning NVL Digital Worklife. During the initial year of 2022, NVL Digital Worklife gave input to and provided contacts to the research project "The role of lifelong learning in the digital transformation and digital inclusion"
https://nvl.org/rapporter/the-role-of-lifelong-learning-for-inclusion-in-the-digital-transformation/ (more about the research project in Appendix no. 2).

In 2023, the network established national workgroups responsible for activities in their respective countries, aiming at spreading relevant recommendations, reflections and results from the research project (Danish version https://nvl.org/rapporter/morgendagens-arbeidsliv-i-den-digitale-omstilling/ published June 2023 and English version published in November 2023 within the five national contexts. Details about these activities in reports from network activities 2022 and 2023.

2. Action plan 2024

2.1. Network members' analysis of competence needs in the rise of AI

The network members will spend the remaining network period (2024) to focus on Artificial Intelligence (AI) as an integral part of a digital transition within working life, and competence in the acceleration process of AI. How will AI influence the labour market within the Nordic countries?

The network will do so by disseminating and analyzing the OECD report "Employment outlook 2023. Artificial intelligence and jobs". https://www.oecd-ilibrary.org/employment/oecd-employment-outlook-2023_o 8785bba-en.

The network will also consider if it is relevant to relate to EU's parameters for digital development: Europe's Digital Decade: 2030 targets | European Commission (europa.eu), in connection to AI or otherwise.

The aim is to identify implications of the OECD report for competencies and skills needs within the Nordic labour market(s). To be able to do this, each network member will read the report early in 2024. Introductory discussions will take place at an online network meeting (January/February 2024).

The network will also invite an (yet to be decided) official from OECD to present findings in this report early in 2024.

In addition, the members will during the year, share short summaries with the network, from other relevant publications which they come across in their daily work. The intention is to provide national contexts and developments.

2.2 Nordic event: Digital development within worklife and digital inclusion of citizens in general

The Nordic Council of Ministers financed the research project mentioned in chapter 1 and expectations from NVL main office to follow up the results at a Nordic level. The network coordinators responsible for NVL Digital Worklife and NVL Digital Inclusion will cooperate about finding an event format (conference, seminar, webinar) and a suiting arena/context to do this (an NVL event, a parallel at another arena).

2.3 Continue and conclude national processes and events planned and started in 2023

This is a list of national activities which started during the Autumn of 2023, some of which have been postponed and will be completed in 2024.

- Denmark: All activities are completed.

- Finland: The webinar planned in Finland during autumn 2023 has been postponed to the 8th of February 2024. The webinar will last 1-1,5 hours. The content will be themes related to the research results and -recommendations: Results from SAK's Working Life Barometer (2023) presented by Ari-Matti, competence needs of employers and employers perspective on digital development presented by Leena, JOTPA's research results regarding competence needs of people outside the labour market and digital inclusion by Olli. The report recommendations will be mentioned and link to report will be shared.

- Iceland: The Icelandic network member from Frae will write an article about the research recommendations within an Icelandic context.

- Norway: The national workgroup will present relevant recommendations (recommendation 1 in relation to 4/5) from the research project for the national Skills Policy Council at their meeting in February 2024. To do this, the theme/context of this presentation relates the recommendations to the work of researcher Tor Sporsem (Sintef) about tacit knowledge and digitalization of work flow/organization, hence setting the content of the report by presenting explicit examples. The group also plans to write a policy brief.

- Sweden: All activities have been completed, and the webinar produced by the Swedish workgroup will be published at the platform "LO Play" during the beginning of 2024.

3. Expected results

3.1 Video podcast(s) about competence needs in Nordic Labour markets in the wake of AI

The results of the network's dissemination and analysis of the OECD report "Employment outlook 2023. Artificial intelligence and jobs", seen from a Nordic perspective will be presented in one or two video podcasts (network's output in 2024) about competencies and skills needs within AI in the Nordic labourmarket(s).

Target groups:

- Target groups for video podcast number 1 will most probably be policymakers/decision makers. This will be decided during the first months of 2024, when the network has read the report.
- Target group for video podcast number 2 could be providers of formal and non-formal education, managers responsible for competence development within worklife (easier to reach than policy makers). This will be decided when the network has read the report
- Policy-brief: Working with the video podcast(s) will most probably give us a list of important themes that can easily be presented in a policy brief – one per country or one for all countries (to be decided during the winter of 2024).

3.2 Nordic event – digital inclusion and digital development within working life

The NVL coordinators (Digital Inclusion and Digital Worklife) will explore a possibility to arrange a Nordic event, and keep the networks informed. The network members may be involved at a later stage.

4. Meetings, events and workflow

To succeed in disseminating and analysing the OECD-report and present implications for the Nordic labour market in 1-2 video podcasts for the target groups which the network is aiming to influence will demand an effort between and at the network meetings:

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Date and time	Place/online/preparation	Themes/activities*	Expected output
November	Prepare for meeting about plan for 2024	Read suggestion Action plan for 2024 (this document)	
22nd November 2023 at 12-14 (CET)	Online	Conclude on plan 2024 Present reports from national activities See Icelandic video podcast	Action plan accepted. Input-from national activities 2023 ready The network has a plan for reading and analysing report – aiming towards production of video podcast (should be finished before network meeting in Malmø or Oslo (October 2024)
December/January	Prepare for meeting.	Read OECD report. Executive summaries and chapter introductions. For those able: the whole report.	
25th of January 2024 12-14 (CET)	Online	Preparation: All members have read OECD report (preferably)	List of relevant themes for video podcasts
February	Continue analysing important output from report and prepare for presentation of OECD report and EU parameters	Be ready to ask questions	

27th February at 12-14 (CET)	Online	OECD presents report	Start making a plan for podcasts which will be produced in Malmø in October
March	National work groups make sure they point out elements of relevance for own country from OECD report and EU parameters		Starting point for planning content and "actors" in video podcasts (and summary/brief)
8th – 9th April	Reykjavik	Icelandic presentations Working with content for podcasts and summary/brief	Who will participate, who contacts who
May- medio June	National workgroups continue working with implications from OECD report and EU parameters for own country and the Nordic region as a whole		Network member deliver written suggestions of content, persons, messages for summary/brief and podcast by email
June- 20th of August	NVL coordinators put together input from network members to a first draft of summary/brief/manuscript for podcast		
Wednesday 21st of August 12-14 (CEST)	Online	The network present and discuss Summary/brief and content for podcasts	

SPEND SOME OF September	Produce podcasts	Network members are expected to contribute with manuscripts, finding people to interview (or be interviewed themselves) Technical tasks	Can the podcasts be made before we meet in October? If that is the case, the meeting could partly be seminar, launching and discussing the contents of the video podcasts with stakeholders?
1st-2nd October	Malmø	To be decided before end of April 2023	Make the podcast(s)? how does the network do this? or arrange an event launching and discussing the contents of the video podcasts with stakeholders?
November 5th 12-14 (CET)	Online	Evaluation of activities 2024 **Alternative a)** Report, result of evaluation and goodbye… **Alternative b)** Plan for new network (this network or with other members) period in order to spread results from 2024	

5.　　Visions, objectives and challenges

In this chapter we try to illustrate how the network, through the activities suggested for 2024, contribute to achieve relevant goals for NVL and the Nordic council of Ministers' Vision 2030.

Vision 2030

The network will through its activities in 2024 support skills development in working life in the Nordics and in that way contribute to Vision 2030 about the Nordic region as the most competitive, green and socially sustainable region in the world. The network focuses on the working life/labour markets in the Nordic region as competitive and socially sustainable.

Relevant objectives from NMR's Action Plan 2021-2024 concerning Vision 2030

The Nordic Council of Ministers' Action plan 2021-2024 has major goals for competence development and how Nordic cooperation can contribute to a competitive, green and socially sustainable Nordic region in line with Vision 2030. Based on this Vision, the Nordic Council of Ministers (NMR) shall:

Goal 6:
•　　Support knowledge and innovation and make it easier for companies throughout the Nordics to utilise the development opportunities created by the green, technical and digital transition and the growing bioeconomy. NMR wants to strengthen the development of a common knowledge base.

Goal 7:
•　　Develop skills and well-functioning labour markets that match the requirements resulting from the green transition and digital development, as well as support the free flow of labour, goods and services in the Nordic region.

Goal 8:
•　　Take advantage of digitization and education to bind the Nordic countries even closer together, as well as to contribute to even greater mobility in the region.

Goal 11:
•　　Actions that strengthen people as conscious media users.

NVL Digital Worklife's contribution to the goals

Goal 6: The network contributes with disseminating the research project "The role of lifelong learning for inclusion in the digital transformation" that supports recommendations for digitalisation in SMBs for all Nordic countries. Analysing the OECD-report's findings will also be disseminated and can be a useful insight concerning the digital and technical transition for the labour market. The policy brief on AI will also contribute to more understanding and transborder learning.

Goal 7: Disseminating and make awareness about the recommendations of the "The role of lifelong learning for inclusion in the digital transformation" report can motivate SMBs to view digitalisation as a cooperative task for both employees and employers; also making employers value and prioritize digital competence enhancement for employees. The same can to some extent be applicable for the same process regarding the OECD report and policy briefs; the companies will see the value of digital competence on AI in the workflow.

Goal 8: Best practice solutions on digitization and technology can be shared among the Nordic countries. The Network's information campaigns will shed light on the state of the art, as well as areas of improvement. A joint conference with the NVL Digital Inclusion network also aims at the policy decision making level regarding digitalisation, competence needs and technology for the labour market and the general population. Findings from the OECD report might also be relevant for the education sector.

Goal 11: Findings from the OECD report and policy briefs can strengthen citizens' awareness and ability to think critically about the use of AI as a media/tool for obtaining information.

NVL Digital Worklife's connection to UN's SDGs
The network's portfolio and planned activities can be connected to sustainability goal 4 on quality education and goal 8 on decent work and economic growth:

Sustainability target 4: knowledge from the research project "The role of lifelong learning for inclusion in the digital transformation" can be used to contribute to inclusive, fair and good education/training, and promote opportunities for lifelong learning for the target groups and selected sectors (the industry). The results can have transferable value to other countries and

other sectors.

Goal 8 on decent work and economic growth is about promoting enduring, inclusive and sustainable economic growth, full employment and decent work for all. The research project focuses on this by describing and uncovering success factors that ensure that more employees within the selected sector gain the skills necessary to survive in a new technological and digital working life. Our aim is that the results can be used across countries, groups of employees and sectors. For the OECD report, the findings can provide awareness on necessary skills that will be needed in the working life.

Challenges 2024

The specific challenges which the networks aims to address is the need to identify and describe competency- and skills needs in the wake of the development and use of Artificial Intelligence (AI) within the labour markets in the Nordic countries.
Target groups: policymakers and practitioners –

In addition to this, the network coordinators will, in cooperation with network coordinator for NVL Digital Inclusion, make sure that relevant recommendations and reflections from the research project are spread in a suitable format and arena (seminar, webinar or conference, our own or as part of other suitable events).

Expected outcome: After reading and analyzing the report, the network members will decide how the findings may be used to contribute to policy development. Possible content:

- Summaries of need per country and at the Nordic level
- Target group: Decisionmakers (must concretize)
- Products: Podcast(s) and policy brief

Make national and Nordic competence needs explicit for:

- Different sectors
- Education levels
- Education providers

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Which methods/means/work processes will the network use:

- Gather knowledge about the issue from the OECD-report "OECD Employment Outlook 2023 Artificial Intelligence and the Labour Market"
- Analyse relevant topics in the report and concretize within a Nordic context. Thereafter; present the findings and recommendations in the video podcast(s) (and in a policy brief)