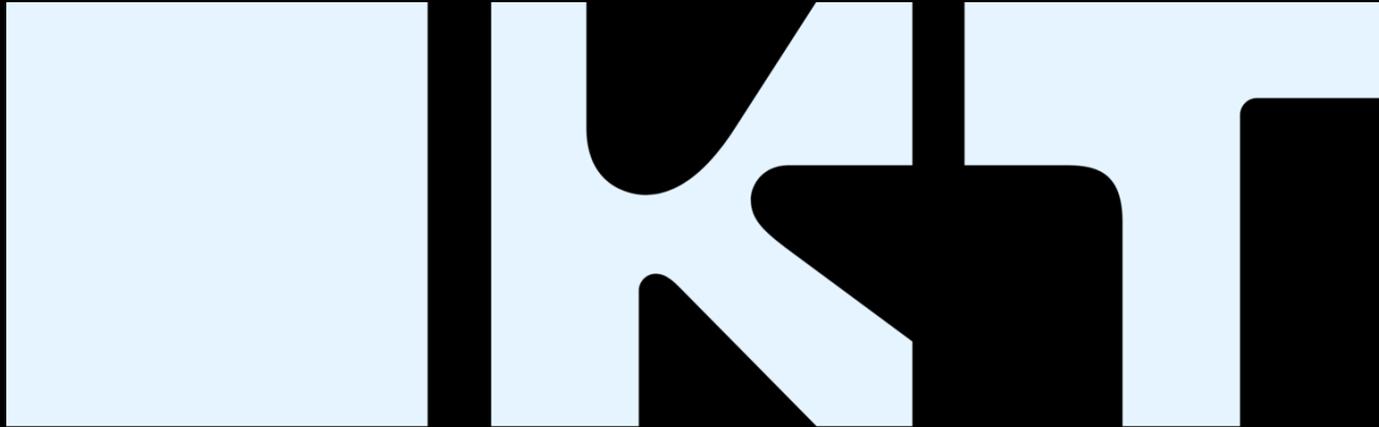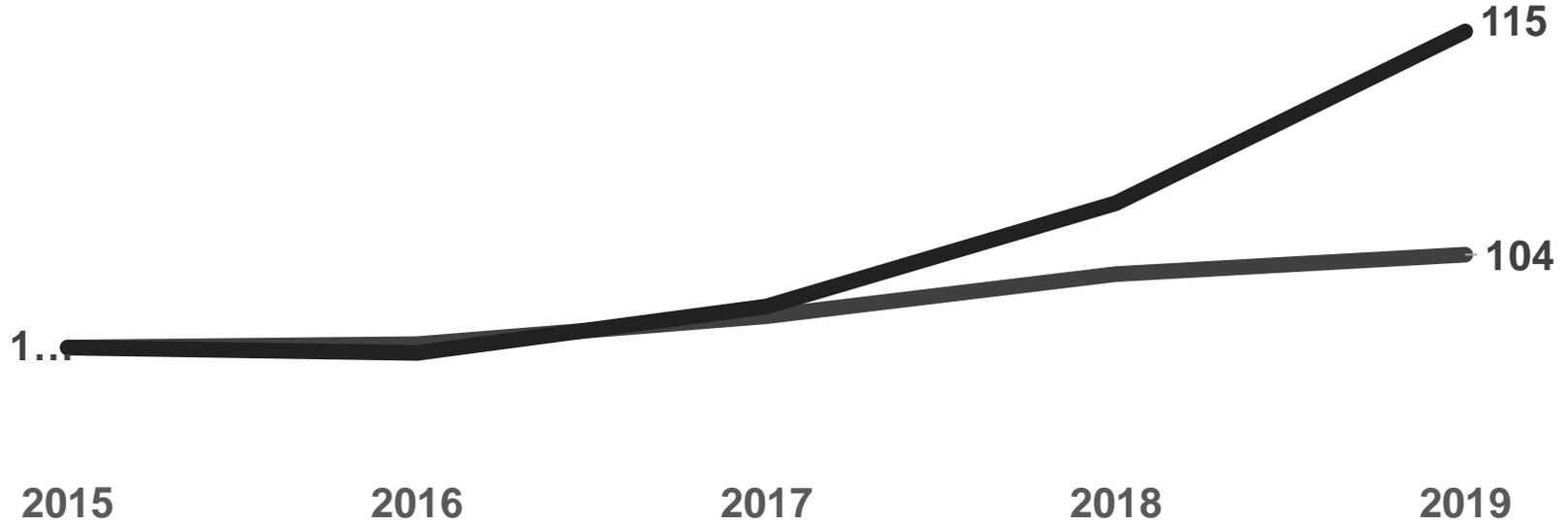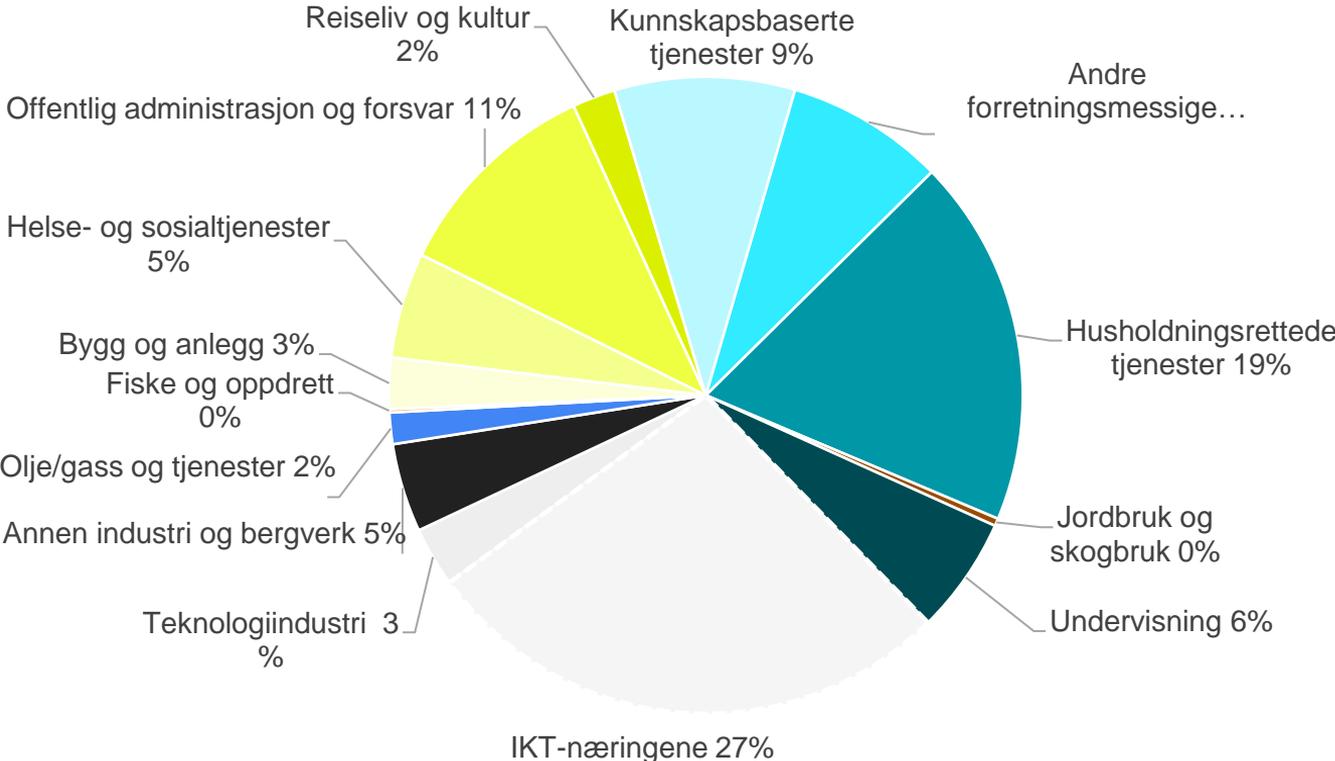# Christopher Hoff

Political advisor IKT-Norge

The need for ICT competence in Norway now and until 2030

- The need for ICT competence
- Overview of the market
- Particular skills in demand
- Opportunities

The ICT industries are growing 3 times as fast as other industries

115

104

1...

2015   2016   2017   2018   2019

The ICT industries are growing 3 times as fast as other industries

Reiseliv og kultur 2%

Kunnskapsbaserte tjenester 9%

Andre forretningsmessige…

Offentlig administrasjon og forsvar 11%

Helse- og sosialtjenester 5%

Bygg og anlegg 3%

Fiske og oppdrett 0%

Olje/gass og tjenester 2%

Annen industri og bergverk 5%

Teknologiindustri 3%

Husholdningsrettede tjenester 19%

Jordbruk og skogbruk 0%

Undervisning 6%

IKT-næringene 27%

The labor market does not offer enough ICT skills

Demand is increasing:

- Companies report precarious lack of ICT expertise
- NAV reports a shortage of 3,000 vacant ICT posts
- 3 av 4 NHO-bedrifter har udekket IKT-kompetanse
  - Need for 40,000 more employees with ICT education by 2030
  - The need for the number of employees with ICT education increases from around 56,000 people in 2019 to 94,000 people in 2030

The supply of people with ICT competence is negative going forward

Reasons:

- Flattening of the capacity of the education system
- Relocation of international students
- Limited incentives and funding for continuing and further education
- Scarce labor immigration due to international competition for ICT expertise
- Increased retirement of employees with ICT competence
- Lower youth cohort

The Norwergian market

- Employment in the ICT industry has grown by 25 per cent in the last 10 years, and by 2030 the need is expected to grow by a further 66 per cent
- Particularly great need for cutting-edge expertise
- English vs. Norwegian
- EU vs. non EU citizen
- SMB
- Regions i Norway
- Increased requirements for formal education
- Certification & in house development

What competances are in demand?

- Cutting-edge expertise (all cutting edge expertise really, need experienced people that can run teams)
- Senior competance (in most fields)
- Security (extra difficult because of security clerances for public procurement)
- Cloud
- Architect (Cloud)
- Analyze competence
- Heavy network competence

Most popular languages in Norway

- JavaScript
- C#
- Java
- SQL
- Python
- PHP
- C++
- C
- Visual Basic.NET
- PL/SQL

Thank you !

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