



Høgskulen
på Vestlandet

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Grant agreement ID: 101065566; DOI: 10.3030/101065566; Postdoctoral project (Miriam Schmaus)*



Workshop for arbeidsgivere (DISCEFRN)

- hvordan sette passende norskkrav for utenlandske ansatte?

Miriam Schmaus, Cecilie Hamnes Carlsen & Edit Bugge

*Webinar for arbeidsgivere, 30. april 2025, 15:00-18:00/18:30
Høgskulen på Vestlandet*

Litt om det tekniske



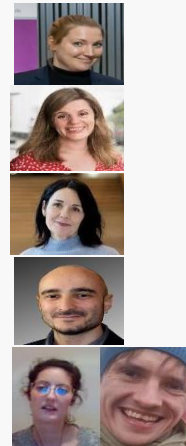
DISCEFRN PROJECT - Background

Does standardization matter? Evaluating the potential of the Common European Framework of Reference for Languages (CEFR) to foster labour market inclusion of immigrants (DISCEFRN)

- › Research project, Høgskulen på Vestlandet (HVL, Norway)

- › Team

- › Miriam Schmaus (Project leader)
- › Edit Bugge (HVL supervisor)
- › Cecilie Hamnes Carlsen (HVL supervisor)
- › Adrian Barbaresi (Python scripting)
- › Julia Schmidt (Student assistant)
- › Jonas Svendsen (Student assistant)



DISCEFRN PROJECT – Main questions

Guiding Research Questions

- › Who is setting what kind of language requirements for different professions in the labour market in Norway? How many people set CEFR requirements?
- › How adequate are the CEFR requirements that are currently set for different professions?
- › Do CEFR requirements increase the labour market inclusion of immigrant applicants compared to non-standardized requirements?

Method

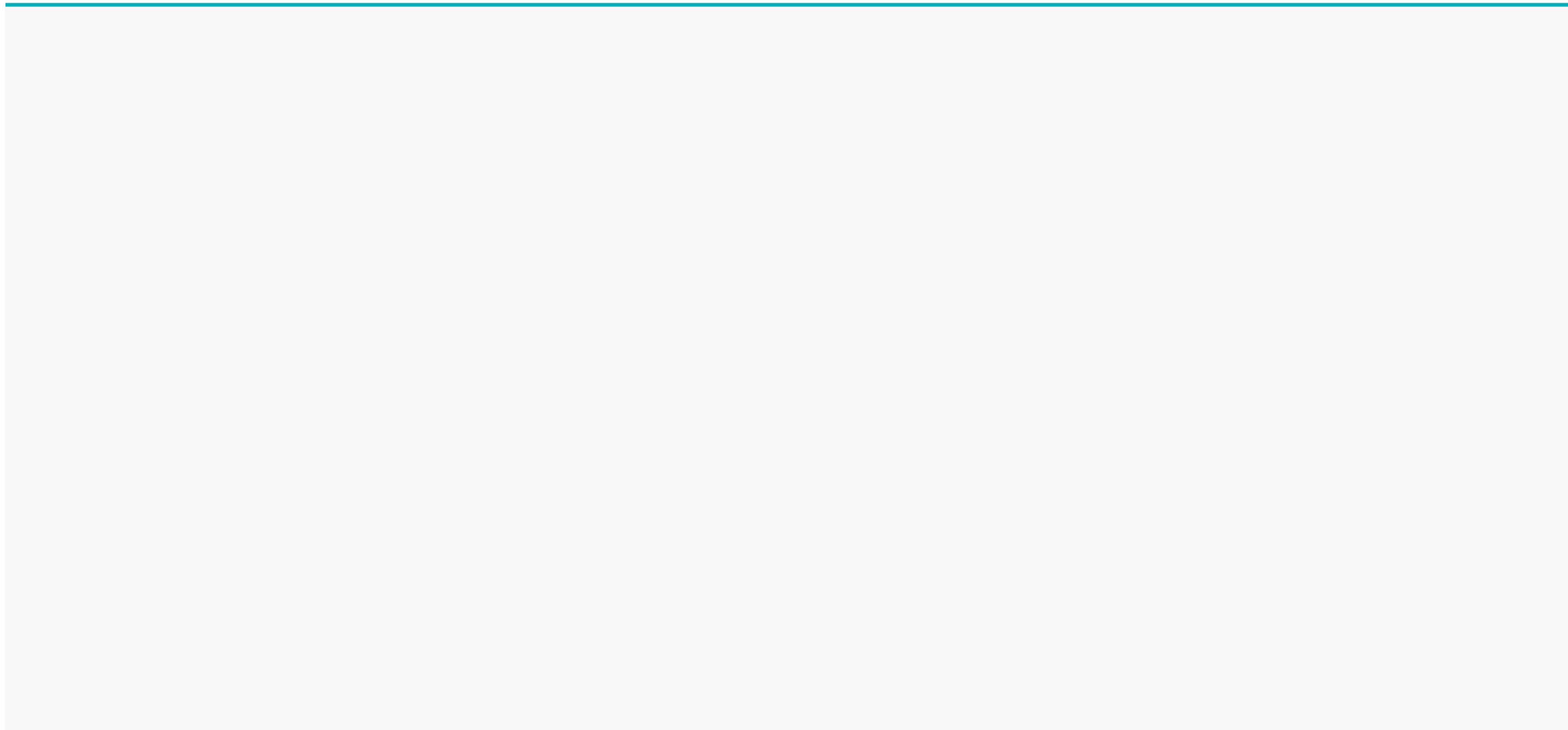
- › Web-scraping information on 90,000 job ads from the site arbeidsplassen.nav.no (Norwegian Labour and Welfare Administration) = *basis for result section I*
- › Expert evaluations of a subsample of the webscraped job ads and their set CEFR requirements (ongoing)= *basis for result section II*
- › Online experiment; applicant profile evaluations by 1720 employers who set and don't set CEFR requirements = *basis for result section III*

Who is setting what kind of language requirements?



Who is setting what kind of language requirements?

- General Overview



Who is setting what kind of language requirements?

- General Overview

Level and share of standardized requirements

RESULTS FOR ALL 90,000 JOB
ADS

| | | |
|-------|-------|-----|
| Total | 88794 | 100 |
|-------|-------|-----|



Who is setting what kind of language requirements?

- General Overview

| <i>Level and share of standardized requirements</i> | | |
|---|---------|------------|
| | Numbers | Percentage |
| A1 | 12 | 0.01 |
| A2 | 134 | 0.15 |
| B1 | 2000 | 2.23 |
| B2 | 5672 | 6.33 |
| C1 | 690 | 0.77 |
| CEFR, level unknown | 116 | 0.13 |
| Subjective requirement | 80773 | 90.2 |
| No requirement in ad | 149 | 0.17 |
| Total | 88794 | 100 |



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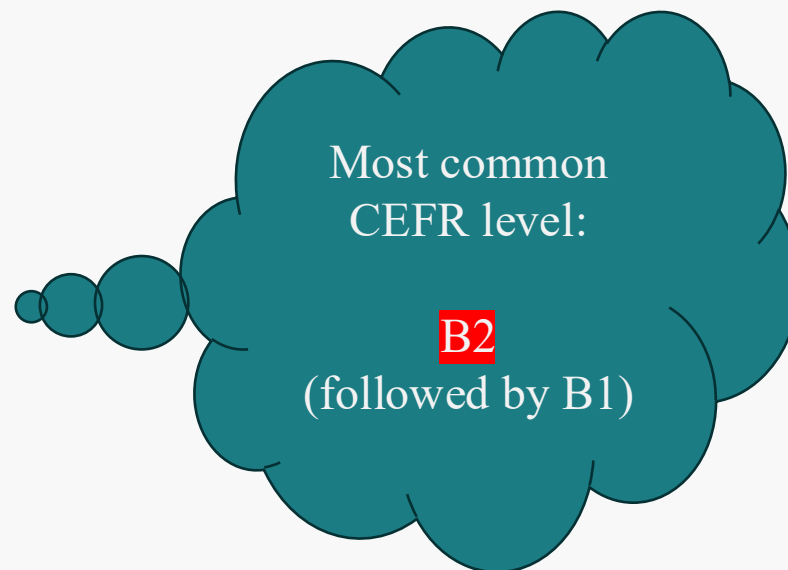
Majority (90%)
of all vacancies:

Non-standardized
language
requirements

Who is setting what kind of language requirements?

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Who is setting what kind of language requirements?

- General Overview, uneven requirements

| <i>Level and share of standardized requirements</i> | | |
|---|---|------------|
| | Numbers | Percentage |
| A1 | Additional results, for employers that set a CEFR requirement | |
| A2 | | |
| B1 | | |
| B2 | | |
| C1 | | |
| CEFR, level unknown | | |
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Who is setting what kind of language requirements?

- General Overview, uneven requirements

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| B2 | | |
| C1 | | |
| CEFR, level unknown | | |
| Subjective requirement | 80773 | 90.2 |
| No requirement in ad | 149 | 0.17 |
| Total | 88794 | 100 |



| <i>Level and share of un/even requirements</i> | | |
|--|---------|------------|
| | Numbers | Percentage |
| A1 writing B1 speaking | 1 | 0.01 |
| A2 writing, B1 reading, listening, speaking | 791 | 9.17 |
| A2 writing, B2 speaking | 6 | 0.07 |
| CEFR level, even | 7710 | 89.4 |
| CEFR, level unknown | 116 | 1.35 |
| Total | 8624 | 100.00 |

Who is setting what kind of language requirements?

- General Overview, uneven requirements

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|---|---|------------|
| | Numbers | Percentage |
| A1 | Additional results, for employers that set a CEFR requirement | |
| A2 | | |
| B1 | | |
| B2 | | |
| C1 | | |
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| B1 | | |
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| | | A1 | A2 | B1 | B2 | C1 | C2 |
|-----------------------|--------------------|----|----|----|----|----|----|
| Lytteprøve | LYTTE | | | | | | |
| Snakke & samtaleprøve | SNAKKE/ SAMTALE | | | | | | |
| Leseprøve | LESE | | | | | | |
| Skriveprøve | SKRIVE | | | | | | |

Who is setting what kind of language requirements?

- General Overview, uneven requirements

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| A1 | Additional results, for employers that set a CEFR requirement | |
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| B1 | | |
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| <i>Job types with uneven requirements (A2/B1)</i> | | |
|---|---------|------------|
| | Numbers | Percentage |
| Child care workers and teachers' assistants | 435 | 54.99 |
| Primary School and Early Childhood Teacher | 95 | 12.01 |
| Other health associate professionals (dental | 8 | 1.01 |
| Heavy Truck and Bus Drivers | 5 | 0.63 |
| Vocational Education Teachers | 1 | 0.13 |
| Job type unclear | 247 | 31.23 |
| Total | 791 | 100 |



Who is setting what kind of language requirements?

- General Overview, uneven requirements

Act relating to kindergartens (Kindergarten Act)

| | |
|------------------|--|
| Date | LAW-2005-06-17-64 |
| Department | Ministry of Education and Research |
| Last modified | LAW-2023-06-09-30 of 01.08.2024, LAW-2024-06-25-53 of 01.07.2024 |
| Entry into force | 01.01.2006 |
| Change | LAW-1995-05-05-19 |
| Announced | 17.06.2005 |
| Directed | 28.03.2022 (punctuation in lists adapted to universal design) |

§ 27. Requirements for Norwegian language skills in order to be employed in kindergartens

In order to become a permanent or temporary employee in a kindergarten, persons with a first language other than Norwegian or Sami must have taken a Norwegian language test and have achieved level A2 on the sub-test in written presentation and level B1 on the sub-tests in reading comprehension, listening comprehension and oral communication. Levels A2 and B1 shall correspond to the levels described in the Common European Framework of Reference for Languages.

Level and share of un/even requirements

| | Numbers | Percentage |
|---|---------|------------|
| A1 writing B1 speaking | 1 | 0.01 |
| A2 writing, B1 reading, listening, speaking | 791 | 9.17 |
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| Vocational Education Teachers | 1 | 0.13 |
| Job type unclear | 247 | 31.23 |
| Total | 791 | 100 |

Who is setting what kind of language requirements?

- General Overview, test reference

| <i>Level and share of standardized requirements</i> | | |
|---|---|------------|
| | Numbers | Percentage |
| A1 | Additional results, for employers that set a CEFR requirement | |
| A2 | | |
| B1 | | |
| B2 | | |
| C1 | | |
| CEFR, level unknown | | |
| Subjective requirement | 80773 | 90.2 |
| No requirement in ad | 149 | 0.17 |
| Total | 88794 | 100 |



Who is setting what kind of language requirements?

- General Overview, test reference

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| C1 | | |
| CEFR, level unknown | | |
| Subjective requirement | 80773 | 90.2 |
| No requirement in ad | 149 | 0.17 |
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| <i>Distribution of test requirements</i> | | | | | |
|--|------------|------------|----------------------------|--------|------------|
| | Bergentest | Norskprøve | No specific test reference | Total | |
| A1 | 0 | 0 | 12 | 12 | Numbers |
| | 0% | 0% | 0.20% | 0.14% | Percentage |
| A2 | 0 | 21 | 113 | 134 | Numbers |
| | 0% | 1.80% | 1.88% | 1.57% | Percentage |
| B1 | 0 | 622 | 1,378 | 2,000 | Numbers |
| | 0% | 53.44% | 22.87% | 23.51% | Percentage |
| B2 | 1,257 | 469 | 3,946 | 5,672 | Numbers |
| | 95.30% | 40.29% | 65.49% | 66.67% | Percentage |
| C1 | 62 | 52 | 576 | 690 | Numbers |
| | 4.70% | 4.47% | 9.56% | 8.11% | Percentage |
| Total | 1,319 | 1,164 | 6,025 | 8,508 | Numbers |
| | 15.50% | 13.68% | 70.82% | 100% | Percentage |

Who is setting what kind of language requirements?

- General Overview, subjective requirements

| <i>Level and share of standardized requirements</i> | | |
|---|---------|------------|
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| B1 | 2000 | 2.23 |
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| Subjective requirement | | |
| No requirement in ad | 149 | 0.17 |
| Total | 88794 | 100 |



| <i>Distribution of subjectively defined requirements</i> | | |
|---|---------|------------|
| | Numbers | Percentage |
| Good knowledge (e.g. gode kommunikasjonsevner/god norsk muntlig og skriftlig) | 35084 | 43.44 |
| Fluent (behersker norsk skriftlig og muntlig) | 18635 | 23.07 |
| Mastering (meistre norsk skriftleg og munnleg) | 549 | 0.68 |
| Must be documented (må dokumentere) | 886 | 1.1 |
| Documents in case of other mothertongue (annet morsmål, må dokumentere) | 26 | 0.03 |
| Mothertongue niveau (morsmålsnivå) | 12 | 0.01 |
| Undefined | 25581 | 31.67 |
| Total | 80773 | 100 |

Who is setting what kind of language requirements?

- General Overview, subjective requirements

| <i>Level and share of standardized requirements</i> | | |
|---|---------|------------|
| | Numbers | Percentage |
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| Undefined | 25581 | 31.67 |
| Total | 80773 | 100 |

Who is setting what kind of language requirements?

- Oppsummering av første del

- › 90 000 jobbannonser
 - › Flertallet av annonsene: subjektive / ikke-standardiserte krav
 - › Det hyppigst brukte rammeverksnivået er B2 (altså svært høyt)
 - › Vanligst å ikke etterspørre en spesiell prøvetype
 - › Få bruker muligheten for differensierte språkkrav.
 - Noen unntak (f.eks. barnehageassistent): A2 skriftlig produksjon, B1 muntlig produksjon, leseforståelse, lytteforståelse

Who is setting what kind of language requirements?

- Overview by different professions



Who is setting what kind of language requirements?

- Overview by different professions

| | Public sector | | | | | |
|------------------------|---------------|---------------|---------------------------|--|-----------------------------------|-------------------------------------|
| | Healthcare | | | Education | | |
| | <i>Doctor</i> | <i>Nurses</i> | <i>Healthcare workers</i> | <i>Teacher (school, unspecified)</i> | <i>Teacher (kindergarden)</i> | <i>Assistant (kindergarden)</i> |
| A1 | 0 | 0 | 0 | 0 | 0 | 2 |
| | 0% | 0% | 0% | 0% | 0% | 0.12% |
| A2 | 1 | 0 | 2 | 6 | 14 | 10 |
| | 0% | 0% | 0.09% | 0.42% | 0.80% | 0.60% |
| B1 | 1 | 32 | 105 | 35 | 167 | 558 |
| | 0.03% | 0.40% | 4.49% | 2.44% | 9.56% | 33.47% |
| B2 | 385 | 1,512 | 549 | 124 | 330 | 101 |
| | 11.39% | 19.12% | 23.48% | 8.64% | 18.89% | 6.06% |
| C1 | 79 | 215 | 12 | 10 | 10 | 0 |
| | 2.34% | 2.72% | 0.51% | 0.70% | 0.57% | 0% |
| CEFR, level unknown | 5 | 14 | 5 | 2 | 19 | 9 |
| | 0.15% | 0.18% | 0.21% | 0.14% | 1.09% | 0.54% |
| subjective requirement | 2,908 | 6,132 | 1,664 | 1,257 | 1,204 | 978 |
| | 86.01% | 77.56% | 71.17% | 87.60% | 68.92% | 58.67% |
| no requirement in ad | 2 | 1 | 1 | 1 | 3 | 9 |
| | 0.06% | 0% | 0% | 0.07% | 0.17% | 0.54% |
| Total | 3,381 | 7,906 | 2,338 | 1,435 | 1,747 | 1,667 |
| | 100% | 100% | 100% | 100% | 100% | 100% |

Who is setting what kind of language requirements?

- Overview by different professions

| | Public sector | | | | | |
|------------------------|-----------------|-----------------|--------------------|----------------------------------|---------------------------|-----------------------------|
| | Healthcare | | | Education | | |
| | Doctor | Nurses | Healthcare workers | Teacher (school, unspecified) | Teacher (kindergarden) | Assistant (kindergarden) |
| A1 | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% |
| A2 | 1 0% | 0 0% | 2 0.09% | 6 0.42% | 14 0.80% | 1 0.6% |
| B1 | 1 0.03% | 32 0.40% | 105 4.49% | 35 2.44% | 167 9.56% | 55 33.47% |
| B2 | 385 11.39% | 1,512 19.12% | 549 23.48% | 124 8.64% | 330 18.89% | 101 6.06% |
| C1 | 79 2.34% | 215 2.72% | 12 0.51% | 10 0.70% | 10 0.57% | 0 0% |
| CEFR, level unknown | 5 0.15% | 14 0.18% | 5 0.21% | 2 0.14% | 19 1.09% | 9 0.54% |
| subjective requirement | 2,908 86.01% | 6,132 77.56% | 1,664 71.17% | 1,257 87.60% | 1,204 68.92% | 978 58.67% |
| no requirement in ad | 2 0.06% | 1 0% | 1 0% | 1 0.07% | 3 0.17% | 9 0.54% |
| Total | 3,381 100% | 7,906 100% | 2,338 100% | 1,435 100% | 1,747 100% | 1,667 100% |

Higher share of CEFR requirements in the public sector (20%-40%)



Who is setting what kind of language requirements?

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| | Doctor | Nurses | Healthcare workers | Teacher (school, unspecified) | Teacher (kindergarden) | Assistant (kindergarden) |
| A1 | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 2 0.12% |
| A2 | 1 0% | 0 0% | 2 0.09% | 6 0.42% | 14 0.80% | 10 0.60% |
| B1 | 1 0.03% | 32 0.40% | 105 4.49% | 35 2.44% | 167 9.56% | 558 33.47% |
| B2 | 385 11.39% | 1,512 19.12% | 549 23.48% | 124 8.64% | 330 18.89% | 101 6.06% |
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| no requirement in ad | 2 0.06% | 1 0% | 1 0% | 1 0.07% | 3 0.17% | 9 0.54% |
| Total | 3,381 100% | 7,906 100% | 2,338 100% | 1,435 100% | 1,747 100% | 1,667 100% |

Most common
CEFR level in
healthcare:

B2



Who is setting what kind of language requirements?

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|------------------------|-----------------|-----------------|--------------------|-------------------------------|------------------------|--------------------------|
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| | Doctor | Nurses | Healthcare workers | Teacher (school, unspecified) | Teacher (kindergarden) | Assistant (kindergarden) |
| A1 | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% |
| A2 | 1 0% | 0 0% | 2 0.09% | 6 0.42% | 14 0.80% | 1 0.6% |
| B1 | 1 0.03% | 32 0.40% | 105 4.49% | 35 2.44% | 55 9.56% | 55 33.47% |
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| subjective requirement | 2,908 86.01% | 6,132 77.56% | 1,664 71.17% | 1,257 87.60% | 1,204 68.92% | 978 58.67% |
| no requirement in ad | 2 0.06% | 1 0% | 1 0% | 1 0.07% | 3 0.17% | 9 0.54% |
| Total | 3,381 100% | 7,906 100% | 2,338 100% | 1,435 100% | 1,747 100% | 1,667 100% |

% B2 healthcare assistants
>
% B2 doctors or nurses



Who is setting what kind of language requirements?

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| B1 | 1 0.03% | 32 0.40% | 105 4.49% | 35 2.44% | 14 0.80% | 0 0% |
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| C1 | 79 2.34% | 215 2.72% | 12 0.51% | 10 0.70% | 10 0.57% | 0 0% |
| CEFR, level unknown | 5 0.15% | 14 0.18% | 5 0.21% | 2 0.14% | 19 1.09% | 9 0.54% |
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| no requirement in ad | 2 0.06% | 1 0% | 1 0% | 1 0.07% | 3 0.17% | 9 0.54% |
| Total | 3,381 100% | 7,906 100% | 2,338 100% | 1,435 100% | 1,747 100% | 1,667 100% |

Other levels: rare!

Except:
Small % C1 for
nurses and doctors



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| A2 | 1 0% | 0 0% | 2 0.09% | 6 0.42% | 14 0.80% | 10 0.60% |
| B1 | 1 0.03% | 32 0.40% | 105 4.49% | 35 2.44% | 167 9.56% | 558 33.47% |
| B2 | 385 11.39% | 1,512 19.12% | 549 23.48% | 124 8.64% | 330 18.89% | 101 6.06% |
| C1 | 79 2.34% | 215 2.72% | 12 0.51% | 10 0.70% | 10 0.57% | 0 0% |
| CEFR, level unknown | 5 0.15% | 14 0.18% | 5 0.21% | 2 0.14% | 19 1.09% | 9 0.54% |
| subjective requirement | 2,908 86.01% | 6,132 77.56% | 1,664 71.17% | 1,257 87.60% | 1,204 68.92% | 978 58.67% |
| no requirement in ad | 2 0.06% | 1 0% | 1 0% | 1 0.07% | 3 0.17% | 9 0.54% |
| Total | 3,381 100% | 7,906 100% | 2,338 100% | 1,435 100% | 1,747 100% | 1,667 100% |

Kindergarten
assistants
=
highest share
of CEFR
requirements
(41%)



Who is setting what kind of language requirements?

- Overview by different professions

| | Public sector | | | | | |
|------------------------|-----------------|-----------------|---------------------------|--------------------------------------|-------------------------------|---------------------------------|
| | Healthcare | | | Education | | |
| | <i>Doctor</i> | <i>Nurses</i> | <i>Healthcare workers</i> | <i>Teacher (school, unspecified)</i> | <i>Teacher (kindergarden)</i> | <i>Assistant (kindergarden)</i> |
| A1 | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 2 0.12% |
| A2 | 1 0% | 0 0% | 2 0.09% | 6 0.42% | 14 0.80% | 10 0.60% |
| B1 | 1 0.03% | 32 0.40% | 105 4.49% | 35 2.44% | 167 9.56% | 558 33.47% |
| B2 | 385 11.39% | 1,512 19.12% | 549 23.48% | 124 8.64% | 330 18.89% | 6 6.06% |
| C1 | 79 2.34% | 215 2.72% | 12 0.51% | 10 0.70% | 10 0.57% | 0 0% |
| CEFR, level unknown | 5 0.15% | 14 0.18% | 5 0.21% | 2 0.14% | 19 1.09% | 9 0.54% |
| subjective requirement | 2,908 86.01% | 6,132 77.56% | 1,664 71.17% | 1,257 87.60% | 1,204 68.92% | 978 58.67% |
| no requirement in ad | 2 0.06% | 1 0% | 1 0% | 1 0.07% | 3 0.17% | 9 0.54% |
| Total | 3,381 100% | 7,906 100% | 2,338 100% | 1,435 100% | 1,747 100% | 1,667 100% |

Teachers
=
lower share,
B2 most
common



Who is setting what kind of language requirements?

- Overview by different professions

| | Private sector | | | | | | | | | | |
|---------------------------------|------------------|-------------------|-------------------------------------|-----------------------------|----------------|-----------------|----------------|---------------------|--------------------------|---------------------------|---------------------|
| | Transport | | Sales & Services | | | Food production | | | Construction | | |
| | <i>Busdriver</i> | <i>Taxidriver</i> | <i>Managers (retail, hotel)</i> | <i>Sellers (retail)</i> | <i>Cleaner</i> | <i>Cooks</i> | <i>Waiters</i> | <i>Kitchen help</i> | <i>Constr. Manag</i> | <i>Constr. Superv</i> | <i>Constr. Help</i> |
| A1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| A2 | 2 | 4 | 0 | 0 | 42 | 0 | 0 | 4 | 0 | 2 | 0 |
| | 0.40% | 0.36% | 0% | 0% | 3.14% | 0% | 0% | 1.14% | 0% | 0.12% | 0% |
| B1 | 13 | 124 | 1 | 3 | 35 | 6 | 4 | 9 | 0 | 3 | 3 |
| | 2.58% | 11.15% | 0.19% | 0.19% | 2.62% | 0.65% | 0.37% | 2.56% | 0% | 0.19% | 2.70% |
| B2 | 8 | 3 | 21 | 0 | 22 | 13 | 2 | 5 | 6 | 20 | 2 |
| | 1.59% | 0.27% | 4.03% | 0% | 1.65% | 1.42% | 0.18% | 1.42% | 1.64% | 1.25% | 1.80% |
| C1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 3 | 0 |
| | 0% | 0.18% | 0% | 0% | 0% | 0% | 0% | 0% | 1.09% | 0.19% | 0% |
| CEFR, level unknown | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 0 |
| | 0% | 0% | 0% | 0.06 | 0.15% | 0% | 0% | 0% | 0% | 0.06% | 0% |
| subjective requirements | 481 | 976 | 496 | 1,580 | 1,235 | 899 | 1,074 | 328 | 356 | 1,570 | 105 |
| | 95.44% | 87.77% | 95.2 | 99.31% | 92.37% | 97.93% | 98.99% | 93.45% | 97.27% | 98.06% | 94.59% |
| no requirement in advertisement | 0 | 3 | 3 | 7 | 1 | 0 | 5 | 5 | 0 | 2 | 1 |
| | 0% | 0.27% | 0.58% | 0.44% | 0.07% | 0% | 0.46% | 1.42% | 0% | 0.12% | 0.90% |
| Total | 504 | 1,112 | 521 | 1,591 | 1,337 | 918 | 1,085 | 351 | 366 | 1,601 | 111 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

Who is setting what kind of language requirements?

- Overview by different professions

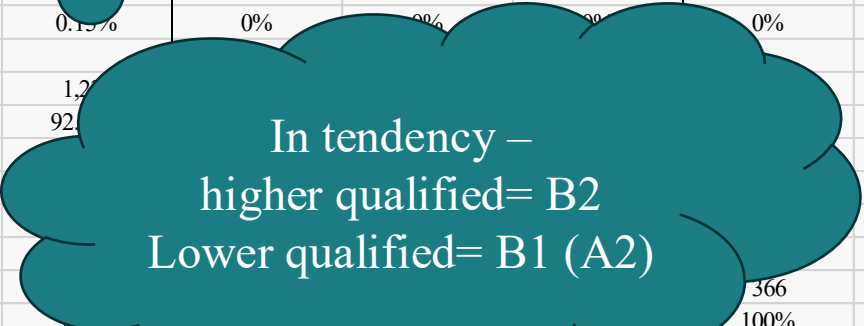

| | Private sector | | | | | | | | | |
|---------------------------------|----------------|------------|-----------------------------|---------------------|---------|-----------------|---------|--------------|----------------|--------|
| | Transport | | Sales & Services | | | Food production | | | Constr. Manag. | |
| | Busdriver | Taxidriver | Managers (retail, hotel) | Sellers (retail) | Cleaner | Cooks | Waiters | Kitchen help | | |
| A1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| A2 | 2 | 4 | 0 | 0 | 42 | 0 | 0 | 4 | 0 | 0 |
| | 0.40% | 0.36% | 0% | 0% | 3.14% | 0% | 0% | 1.14% | 0% | 0% |
| B1 | 13 | 124 | 1 | 3 | 35 | 6 | 4 | 9 | 0 | 0 |
| | 2.58% | 11.15% | 0.19% | 0.19% | 2.62% | 0.65% | 0.37% | 2.56% | 0% | 0% |
| B2 | 8 | 3 | 21 | 0 | 22 | 13 | 2 | 5 | 6 | 20 |
| | 1.59% | 0.27% | 4.03% | 0% | 1.65% | 1.42% | 0.18% | 1.42% | 1.64% | 1.25% |
| C1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 3 |
| | 0% | 0.18% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0.19% |
| CEFR, level unknown | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 1 |
| | 0% | 0% | 0% | 0.06 | 0.15% | 0% | 0% | 0% | 0% | 0.06% |
| subjective requirements | 481 | 976 | 496 | 1,580 | 1,235 | 899 | 1,074 | 328 | 356 | 1,570 |
| | 95.44% | 87.77% | 95.2 | 99.31% | 92.37% | 97.93% | 98.99% | 93.45% | 97.27% | 98.06% |
| no requirement in advertisement | 0 | 3 | 3 | 7 | 1 | 0 | 5 | 5 | 0 | 2 |
| | 0% | 0.27% | 0.58% | 0.44% | 0.07% | 0% | 0.46% | 1.42% | 0% | 0.12% |
| Total | 504 | 1,112 | 521 | 1,591 | 1,337 | 918 | 1,085 | 351 | 366 | 1,601 |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

Majority of employers in the private sector do not set CEFR requirements (between 1%-5%)

Who is setting what kind of language requirements?

- Overview by different professions

| Private sector | | | | | | | | | | | |
|---------------------------------|---------------|---------------|-----------------------------|---------------------|-----------------|-----------------|------------|--------------|------------------|-------------------|-----------------|
| | Transport | | Sales & Services | | | Food production | | | Construction | | |
| | Busdriver | Taxidriver | Managers (retail, hotel) | Sellers (retail) | Cleaner | Cooks | Waiters | Kitchen help | Constr. Manag | Constr. Superv | Constr. Help |
| A1 | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% |
| A2 | 2 0.40% | 4 0.36% | 0 0% | 0 0% | 42 3.14% | 0 0% | 0 0% | 4 1.14% | 0 0% | 2 0.12% | 0 0% |
| B1 | 13 2.58% | 124 11.15% | 1 0.19% | 3 0.19% | 35 2.62% | 6 0.65% | 4 0.37% | 9 2.56% | 0 0% | 3 0.19% | 3 2.70% |
| B2 | 8 1.59% | 3 0.27% | 21 4.03% | 0 0% | 22 1.65% | 13 1.42% | 2 0.18% | 5 1.42% | 6 1.64% | 20 1.25% | 2 1.80% |
| C1 | 0 0% | 2 0.18% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 4 1.09% | 3 0.19% | 0 0% |
| CEFR, level unknown | 0 0% | | | | 0 0.15% | 0 0% | 0 0% | 0 0% | 0 0% | 1 0.06% | 0 0% |
| subjective requirement | 481 95.44% | | | | 1,292 92.44% | | | | | 1,570 98.06% | 105 94.59% |
| no requirement in advertisement | 0 0% | | | | | | | | | 2 0.12% | 1 0.90% |
| Total | 504 100% | | | | | | | | 366 100% | 1,601 100% | 111 100% |



In tendency –
higher qualified= B2
Lower qualified= B1 (A2)



In tendency –
higher qualified= B2
Lower qualified= B1 (A2)

Who is setting what kind of language requirements?

- Overview by different professions, transportation

| Private sector | | | | | | | | | | |
|---------------------------------|---------------|---------------|-----------------------------|---------------------|-----------------|-----------------|-----------------|---------------|-----------------------|-------------------|
| | Transport | | Sales & Services | | | Food production | | | Industry & production | |
| | Busdriver | Taxidriver | Managers (retail, hotel) | Sellers (retail) | Cleaner | Cooks | Waiters | Kitchen help | Constr. Manag | Constr. Superv |
| A1 | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% |
| A2 | 2 0.40% | 4 0.36% | 0 0% | 0 0% | 42 3.14% | 0 0% | 0 0% | 4 1.14% | 0 0% | 2 0.12% |
| B1 | 13 2.58% | 124 11.15% | 1 0.19% | 3 0.19% | 35 2.62% | 6 0.65% | 4 0.37% | 9 2.56% | 0 0% | 3 0.19% |
| B2 | 8 1.59% | 3 0.27% | 21 4.03% | 0 0% | 22 1.65% | 13 1.42% | 2 0.18% | 5 1.42% | 6 1.64% | 20 1.25% |
| C1 | 0 0% | 2 0.18% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 4 1.09% | 3 0.19% |
| CEFR, level unknown | 0 0% | 0 0% | 0 0% | 1 0.06% | 2 0.15% | 0 0% | 0 0% | 0 0% | 0 0% | 1 0.06% |
| subjective requirements | 481 95.44% | 976 87.77% | | | 1,235 92.37% | 899 97.93% | 1,074 98.99% | 328 93.45% | 356 97.27% | 1,570 98.06% |
| no requirement in advertisement | 0 0% | 3 0.27% | | | 1 0.07% | 0 0% | 5 0.46% | 5 1.42% | 0 0% | 2 0.12% |
| Total | 504 100% | 1,112 100% | | | 1,337 100% | 918 100% | 1,085 100% | 351 100% | 366 100% | 1,601 100% |



Exception:
taxi-drivers,
higher share at
B1

Who is setting what kind of language requirements?

- Oppsummering av andre del

- › Profesjons-/ sektorspesifikke mønster
 - › Vanligere å bruke rammeverksnivå (CEFR) i offentlig enn privat sektor
- › Verdt å merke seg i offentlig sektor:
 - › Helse og omsorg: B2-nivå vanligste krav (altså svært høyt!)
- › Verdt å merke seg i privat sektor:
 - › Veldig lav andel standardiserte krav (rammeverket/CEFR)
 - › ... og når det forekommer: B2 for stillinger som krever høy utdanning, B1 for lavere

How adequate are CEFR requirements?



How adequate are CEFR requirements?

- General Overview

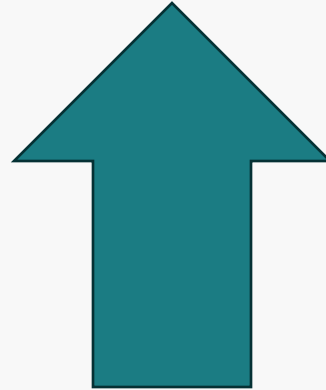
**Expert ratings across
the labour market –
a general overview**



How adequate are CEFR requirements?

- General Overview

| | | |
|---|-----|--------|
| Experts recommended lower CEFR level | 108 | 31.21% |
| Experts confirmed CEFR level (adequate level) | 173 | 50% |
| Experts recommended higher CEFR level | 65 | 18.79% |
| Total | 346 | 100% |



346 ads, chosen to be representative of all professions on the labour market

How adequate are CEFR requirements?

- General Overview

| | | |
|---|-----|--------|
| Experts recommended lower CEFR level | 108 | 31.21% |
| Experts confirmed CEFR level (adequate level) | 173 | 50% |
| Experts recommended higher CEFR level | 65 | 18.79% |
| Total | 346 | 100% |



CEFR Levels
adequate for
about 50 % of
all ads

How adequate are CEFR requirements?

- General Overview

| | | |
|---|-----|--------|
| Experts recommended lower CEFR level | 108 | 31.21% |
| Experts confirmed CEFR level (adequate level) | 173 | 50% |
| Experts recommended higher CEFR level | 65 | 18.79% |
| Total | 346 | 100% |



CEFR Levels
too high for
about 30 % of
all ads

How adequate are CEFR requirements?

- General Overview

| | | |
|---|-----|--------|
| Experts recommended lower CEFR level | 108 | 31.21% |
| Experts confirmed CEFR level (adequate level) | 173 | 50% |
| Experts recommended higher CEFR level | 65 | 18.79% |
| Total | 346 | 100% |



CEFR Levels
too low for
about 18 % of
all ads

How adequate are CEFR requirements?

- General Overview: CEFR level differentiation

| | | A1 | A2 | B1 | B2 | C1 | C2 |
|-----------------------|--------------------|----|----|----|----|----|----|
| Lytteprøve | LYTTE | | | | | | |
| Snakke & samtaleprøve | SNAKKE/ SAMTALE | | | | | | |
| Leseprøve | LESE | | | | | | |
| Skriveprøve | SKRIVE | | | | | | |

| | | |
|---------------------------------------|-----|--------|
| Experts recommended even CEFR level | 205 | 59.25% |
| Experts recommended uneven CEFR level | 141 | 40.75% |
| Total | 346 | 100% |

How adequate are CEFR requirements?

- General Overview: CEFR level differentiation

Reccomended
share of
differentiated
CEFR levels:

40 %

| | | |
|---------------------------------------|-----|--------|
| Experts recommended even CEFR level | 205 | 59.25% |
| Experts recommended uneven CEFR level | 141 | 40.75% |
| Total | 346 | 100% |

How adequate are CEFR requirements?

- General Overview: CEFR level differentiation

Reccomended
share of
differentiated
CEFR levels:

40 %

Actual share
differentiated
CEFR levels:

10 %

| | | |
|---------------------------------------|-----|--------|
| Experts recommended even CEFR level | 205 | 59.25% |
| Experts recommended uneven CEFR level | 141 | 40.75% |
| Total | 346 | 100% |

How adequate are CEFR requirements?

- Overview for different professions

**Expert ratings across
the labour market
– results for specific
professions**



How adequate are CEFR requirements?

- Overview for different professions

| | Public sector | | | |
|------------------------|---------------------------|---------------|---------------------------------|-------------------------------|
| | Healthcare | | Education | |
| | <i>Healthcare workers</i> | <i>Nurses</i> | <i>Assistant (kindergarden)</i> | <i>Teacher (kindergarden)</i> |
| A1 | 0 | 0 | 2 | 0 |
| | 0% | 0% | 0.12% | 0% |
| A2 | 2 | 0 | 10 | 14 |
| | 0.09% | 0% | 0.60% | 0.80% |
| B1 | 105 | 32 | 558 | 167 |
| | 4.49% | 0.40% | 33.47% | 9.56% |
| B2 | 549 | 1,512 | 101 | 330 |
| | 23.48% | 19.12% | 6.06% | 18.89% |
| C1 | 12 | 215 | 0 | 10 |
| | 0.51% | 2.72% | 0% | 0.57% |
| CEFR, level unknown | 5 | 14 | 9 | 19 |
| | 0.21% | 0.18% | 0.54% | 1.09% |
| subjective requirement | 1,664 | 6,132 | 978 | 1,204 |
| | 71.17% | 77.56% | 58.67% | 68.92% |
| no requirement in ad | 1 | 1 | 9 | 3 |
| | 0% | 0% | 0.54% | 0.17% |
| Total | 2,338 | 7,906 | 1,667 | 1,747 |
| | 100% | 100% | 100% | 100% |



We've been here before...

Comparison of actual CEFR levels with the results of the expert evaluations for the professions that have the highest share of CEFR requirements

How adequate are CEFR requirements?

- Overview for different professions - Healthcareworkers



| | Healthcare workers |
|------------------------|--------------------|
| A1 | 0 0% |
| A2 | 2 0.09% |
| B1 | 105 4.49% |
| B2 | 549 23.48% |
| C1 | 12 0.51% |
| CEFR, level unknown | 5 0.21% |
| subjective requirement | 1,664 71.17% |
| no requirement in ad | 1 0% |
| Total | 2,338 100% |

How adequate are CEFR requirements?

- Overview for different professions - Healthcareworkers



| | Healthcare workers |
|------------------------|--------------------|
| A1 | 0 0% |
| A2 | 2 0.09% |
| B1 | 105 4.49% |
| B2 | 549 23.48% |
| C1 | 12 0.51% |
| CEFR, level unknown | 5 0.21% |
| subjective requirement | 1,664 71.17% |
| no requirement in ad | 1 0% |
| Total | 2,338 100% |

| | | Experts recommended lower CEFR level | Experts confirmed CEFR level (adequate level) | Experts recommended higher CEFR level | Total |
|----------------------|----|--------------------------------------|---|---------------------------------------|------------|
| CEFR original job ad | A2 | 0 0% | 0 0% | 1 100% | 1 100% |
| | B1 | 0 0% | 4 66.67% | 2 33.33% | 6 100% |
| | B2 | 19 63.33% | 10 33.33% | 1 3.33% | 30 100% |
| | C1 | 1 100% | 0 0% | 0 0% | 1 100% |
| | | | | | |

B2 = too high:
63 % of ads



How adequate are CEFR requirements?

- Overview for different professions - Healthcareworkers

| | Healthcare workers |
|------------------------|--------------------|
| A1 | 0 0% |
| A2 | 2 0.09% |
| B1 | 105 4.49% |
| B2 | 549 23.48% |
| C1 | 12 0.51% |
| CEFR, level unknown | 5 0.21% |
| subjective requirement | 1,664 71.17% |
| no requirement in ad | 1 0% |
| Total | 2,338 100% |

| | | Experts recommended lower CEFR level | Experts confirmed CEFR level (adequate level) | Experts recommended higher CEFR level | Total |
|----------------------|----|--------------------------------------|---|---------------------------------------|------------|
| CEFR original job ad | A2 | 0 0% | 0 0% | 1 100% | 1 100% |
| | B1 | 0 0% | 4 66.67% | 2 33.33% | 6 100% |
| | B2 | 19 63.33% | 10 33.33% | 1 3.33% | 30 100% |
| | C1 | 1 100% | 0 0% | 0 0% | 1 100% |

B1 = adequate:
66 % of ads

How adequate are CEFR requirements?

- Overview for different professions - Healthcareworkers



| | Healthcare workers |
|------------------------|--------------------|
| A1 | 0 |
| | 0% |
| A2 | 2 |
| | 0.09% |
| B1 | 105 |
| | 4.49% |
| B2 | 549 |
| | 23.48% |
| C1 | 12 |
| | 0.51% |
| CEFR, level unknown | 5 |
| | 0.21% |
| subjective requirement | 1,664 |
| | 71.17% |
| no requirement in ad | 1 |
| | 0% |
| Total | 2,338 |
| | 100% |

| | | Experts recommended lower CEFR level | Experts confirmed CEFR level (adequate level) | Experts recommended higher CEFR level | Total |
|----------------------|----|--------------------------------------|---|---------------------------------------|-------|
| CEFR original job ad | A2 | 0 | 0 | 1 | 1 |
| | | 0% | 0% | 100% | 100% |
| | B1 | 0 | 4 | 2 | 6 |
| | | 0% | 66.67% | 33.33% | 100% |
| | B2 | 19 | 10 | 1 | 30 |
| | | 63.33% | 33.33% | 3.33% | 100% |
| | C1 | 1 | 0 | 0 | 1 |
| | | 100% | 0 | 0 | 100% |

CEFR level differentiation:

| | | |
|---------------------------------------|----|--------|
| Experts recommended even CEFR level | 24 | 63.16% |
| Experts recommended uneven CEFR level | 14 | 36.84% |
| Total | 38 | 100 |

| Most common recommendation for uneven CEFR levels | | | |
|---|-----------|---------|----------|
| Reading | Listening | Writing | Speaking |
| B1 | B2 | B1 | B2 |

How adequate are CEFR requirements?

- Overview for different professions - Healthcareworkers



| | Healthcare workers |
|------------------------|--------------------|
| A1 | 0 0% |
| A2 | 2 0.09% |
| B1 | 105 4.49% |
| B2 | 549 23.48% |
| C1 | 12 0.51% |
| CEFR, level unknown | 5 0.21% |
| subjective requirement | 1,664 71.17% |
| no requirement in ad | 1 0% |
| Total | 2,338 100% |

| | | Experts recommended lower CEFR level | Experts confirmed CEFR level (adequate level) | Experts recommended higher CEFR level | Total |
|----------------------|----|--------------------------------------|---|---------------------------------------|------------|
| CEFR original job ad | A2 | 0 0% | 0 0% | 1 100% | 1 100% |
| | B1 | 0 0% | 4 66.67% | 2 33.33% | 6 100% |
| | B2 | 19 63.33% | 10 33.33% | 1 3.33% | 30 100% |
| | C1 | 1 100% | 0 0 | 0 0 | 1 100% |

Differentiated levels:
36 % of ads

CEFR level differentiation:

| | | |
|---------------------------------------|----|--------|
| Experts recommended even CEFR level | 24 | 63.16% |
| Experts recommended uneven CEFR level | 14 | 36.84% |
| Total | 38 | 100 |

| Most common recommendation for uneven CEFR levels | | | |
|---|-----------|---------|----------|
| Reading | Listening | Writing | Speaking |
| B1 | B2 | B1 | B2 |

How adequate are CEFR requirements?

- Overview for different professions - Healthcareworkers



| | Healthcare workers |
|------------------------|--------------------|
| A1 | 0 |
| | 0% |
| A2 | 2 |
| | 0.09% |
| B1 | 105 |
| | 4.49% |
| B2 | 549 |
| | 23.48% |
| C1 | 12 |
| | 0.51% |
| CEFR, level unknown | 5 |
| | 0.21% |
| subjective requirement | 1,664 |
| | 71.17% |
| no requirement in ad | 1 |
| | 0% |
| Total | 2,338 |
| | 100% |

| | | Experts recommended lower CEFR level | Experts confirmed CEFR level (adequate level) | Experts recommended higher CEFR level | Total |
|----------------------|----|--------------------------------------|---|---------------------------------------|-------|
| CEFR original job ad | A2 | 0 | 0 | 1 | 1 |
| | | 0% | 0% | 100% | 100% |
| | B1 | 0 | 4 | 2 | 6 |
| | | 0% | 66.67% | 33.33% | 100% |
| | B2 | 19 | 10 | 1 | 30 |
| | | 63.33% | 33.33% | 3.33% | 100% |
| | C1 | 1 | 0 | 0 | 1 |
| | | 100% | 0 | 0 | 100% |

CEFR level differentiation:

| | | |
|---------------------------------------|----|--------|
| Experts recommended even CEFR level | 24 | 63.16% |
| Experts recommended uneven CEFR level | 14 | 36.84% |
| Total | 38 | 100 |



| Most common recommendation for uneven CEFR levels | | | |
|---|-----------|---------|----------|
| Reading | Listening | Writing | Speaking |
| B1 | B2 | B1 | B2 |

How adequate are CEFR requirements?

- Overview for different professions - Nurses



| | Public | |
|------------------------|--------------------|--------|
| | Healthcare | |
| | Healthcare workers | Nurses |
| A1 | 0 | 0 |
| | 0% | 0% |
| A2 | 2 | 0 |
| | 0.09% | 0% |
| B1 | 105 | 32 |
| | 4.49% | 0.40% |
| B2 | 549 | 1,512 |
| | 23.48% | 19.12% |
| C1 | 12 | 215 |
| | 0.51% | 2.72% |
| CEFR, level unknown | 5 | 14 |
| | 0.21% | 0.18% |
| subjective requirement | 1,664 | 6,132 |
| | 71.17% | 77.56% |
| no requirement in ad | 1 | 1 |
| | 0% | 0% |
| Total | 2,338 | 7,906 |
| | 100% | 100% |

How adequate are CEFR requirements?

- Overview for different professions - Nurses



| | Public s | |
|------------------------|--------------------|-----------------|
| | Healthcare | |
| | Healthcare workers | Nurses |
| A1 | 0 0% | 0 0% |
| A2 | 2 0.09% | 0 0% |
| B1 | 105 4.49% | 32 0.40% |
| B2 | 549 23.48% | 1,512 19.12% |
| C1 | 12 0.51% | 215 2.72% |
| CEFR, level unknown | 5 0.21% | 14 0.18% |
| subjective requirement | 1,664 71.17% | 6,132 77.56% |
| no requirement in ad | 1 0% | 1 0% |
| Total | 2,338 100% | 7,906 100% |

| | | Experts recommended lower CEFR level | Experts confirmed CEFR level (adequate level) | Experts recommended higher CEFR level | Total |
|----------------------|----|--------------------------------------|---|---------------------------------------|------------|
| CEFR original job ad | A2 | 0 0% | 0 0% | 0 0% | 0 0% |
| | B1 | 0 0% | 1 33.33% | 2 66.67% | 3 100% |
| | B2 | 15 16.48% | 68 74.73% | 8 8.79% | 91 100% |
| | C1 | 11 91.67% | 1 8.33% | 0 0% | 12 100% |

B2 = Adequate:

74 % of ads

How adequate are CEFR requirements?

- Overview for different professions - Nurses



| | Public | |
|------------------------|--------------------|-----------------|
| | Healthcare | |
| | Healthcare workers | Nurses |
| A1 | 0 0% | 0 0% |
| A2 | 2 0.09% | 0 0% |
| B1 | 105 4.49% | 32 0.40% |
| B2 | 549 23.48% | 1,512 19.12% |
| C1 | 12 0.51% | 215 2.72% |
| CEFR, level unknown | 5 0.21% | 14 0.18% |
| subjective requirement | 1,664 71.17% | 6,132 77.56% |
| no requirement in ad | 1 0% | 1 0% |
| Total | 2,338 100% | 7,906 100% |

| | | Experts recommended lower CEFR level | Experts confirmed CEFR level (adequate level) | Experts recommended higher CEFR level | Total |
|----------------------|----|--------------------------------------|---|---------------------------------------|------------|
| CEFR original job ad | A2 | 0 0% | 0 0% | 0 0% | 0 0% |
| | B1 | 0 0% | 1 33.33% | 2 66.67% | 3 100% |
| | B2 | 15 16.48% | 68 74.73% | 8 8.79% | 91 100% |
| | C1 | 11 91.67% | 1 8.33% | 0 0% | 12 100% |

C1 = too high:

91 % of ads

How adequate are CEFR requirements?

- Overview for different professions - Nurses



| | Public | |
|------------------------|--------------------|-----------------|
| | Healthcare | |
| | Healthcare workers | Nurses |
| A1 | 0 0% | 0 0% |
| A2 | 2 0.09% | 0 0% |
| B1 | 105 4.49% | 32 0.40% |
| B2 | 549 23.48% | 1,512 19.12% |
| C1 | 12 0.51% | 215 2.72% |
| CEFR, level unknown | 5 0.21% | 14 0.18% |
| subjective requirement | 1,664 71.17% | 6,132 77.56% |
| no requirement in ad | 1 0% | 1 0% |
| Total | 2,338 100% | 7,906 100% |

| | | Experts recommended lower CEFR level | Experts confirmed CEFR level (adequate level) | Experts recommended higher CEFR level | Total |
|----------------------|----|--------------------------------------|---|---------------------------------------|------------|
| CEFR original job ad | A2 | 0 0% | 0 0% | 0 0% | 0 0% |
| | B1 | 0 0% | 1 33.33% | 2 66.67% | 3 100% |
| | B2 | 15 16.48% | 68 74.73% | 8 8.79% | 91 100% |
| | C1 | 11 91.67% | 1 8.33% | 0 0% | 12 100% |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

CEFR level differentiation:

| | | |
|---------------------------------------|-----|--------|
| Experts recommended even CEFR level | 68 | 63.55% |
| Experts recommended uneven CEFR level | 39 | 36.45% |
| Total | 107 | 100% |

| Most common recommendation for uneven CEFR levels | | | |
|---|-----------|---------|----------|
| Reading | Listening | Writing | Speaking |
| B2 | B2 | B1 | B2 |

How adequate are CEFR requirements?

- Overview for different professions - Nurses



| | Public | |
|------------------------|--------------------|-----------------|
| | Healthcare | |
| | Healthcare workers | Nurses |
| A1 | 0 0% | 0 0% |
| A2 | 2 0.09% | 0 0% |
| B1 | 105 4.49% | 32 0.40% |
| B2 | 549 23.48% | 1,512 19.12% |
| C1 | 12 0.51% | 215 2.72% |
| CEFR, level unknown | 5 0.21% | 14 0.18% |
| subjective requirement | 1,664 71.17% | 6,132 77.56% |
| no requirement in ad | 1 0% | 1 0% |
| Total | 2,338 100% | 7,906 100% |

| | | Experts recommended lower CEFR level | Experts confirmed CEFR level (adequate level) | Experts recommended higher CEFR level | Total |
|----------------------|----|--------------------------------------|---|---------------------------------------|-------|
| CEFR original job ad | A2 | 0 0% | 0 0% | 0 0% | 0 |
| | B1 | 0 0% | 1 33.33% | 2 66.67% | 3 |
| | B2 | 15 16.48% | 68 74.73% | 8 8.79% | 91 |
| | C1 | 11 91.67% | 1 8.33% | 0 0% | 12 |
| | | | | | 100% |
| | | | | | |

Differentiated levels:

36 % of ads

CEFR level differentiation:

| | | |
|---------------------------------------|-----|--------|
| Experts recommended even CEFR level | 68 | 63.55% |
| Experts recommended uneven CEFR level | 39 | 36.45% |
| Total | 107 | 100% |

Most common recommendation for uneven CEFR levels

| Reading | Listening | Writing | Speaking |
|---------|-----------|---------|----------|
| B2 | B2 | B1 | B2 |

How adequate are CEFR requirements?

- Overview for different professions - Nurses



| | Public | |
|------------------------|--------------------|-----------------|
| | Healthcare | |
| | Healthcare workers | Nurses |
| A1 | 0 0% | 0 0% |
| A2 | 2 0.09% | 0 0% |
| B1 | 105 4.49% | 32 0.40% |
| B2 | 549 23.48% | 1,512 19.12% |
| C1 | 12 0.51% | 215 2.72% |
| CEFR, level unknown | 5 0.21% | 14 0.18% |
| subjective requirement | 1,664 71.17% | 6,132 77.56% |
| no requirement in ad | 1 0% | 1 0% |
| Total | 2,338 100% | 7,906 100% |

| | | Experts recommended lower CEFR level | Experts confirmed CEFR level (adequate level) | Experts recommended higher CEFR level | Total |
|----------------------|----|--------------------------------------|---|---------------------------------------|------------|
| CEFR original job ad | A2 | 0 0% | 0 0% | 0 0% | 0 0% |
| | B1 | 0 0% | 1 33.33% | 2 66.67% | 3 100% |
| | B2 | 15 16.48% | 68 74.73% | 8 8.79% | 91 100% |
| | C1 | 11 91.67% | 1 8.33% | 0 0% | 12 100% |

CEFR level differentiation:

| | | |
|---------------------------------------|-----|--------|
| Experts recommended even CEFR level | 68 | 63.55% |
| Experts recommended uneven CEFR level | 39 | 36.45% |
| Total | 107 | 100% |



| Most common recommendation for uneven CEFR levels | | | |
|---|-----------|---------|----------|
| Reading | Listening | Writing | Speaking |
| B2 | B2 | B1 | B2 |

How adequate are CEFR requirements?

- Overview for different professions – Kindergarden Assistants



| | Public |
|------------------------|-------------------------------------|
| | Educ |
| | <i>Assistant (kindergarden)</i> |
| A1 | 2 0.12% |
| A2 | 10 0.60% |
| B1 | 558 33.47% |
| B2 | 101 6.06% |
| C1 | 0 0% |
| CEFR, level unknown | 9 0.54% |
| subjective requirement | 978 58.67% |
| no requirement in ad | 9 0.54% |
| Total | 1,667 100% |

How adequate are CEFR requirements?

- Overview for different professions – Kindergarden Assistants



| | Public Educ |
|------------------------|-------------------------------------|
| | <i>Assistant (kindergarden)</i> |
| A1 | 2 0.12% |
| A2 | 10 0.60% |
| B1 | 558 33.47% |
| B2 | 101 6.06% |
| C1 | 0 0% |
| CEFR, level unknown | 9 0.54% |
| subjective requirement | 978 58.67% |
| no requirement in ad | 9 0.54% |
| Total | 1,667 100% |

| | | <i>Experts recommended lower CEFR level</i> | <i>Experts confirmed CEFR level (adequate level)</i> | <i>Experts recommended higher CEFR level</i> | <i>Total</i> |
|-------------------------------------|----|---|--|--|--------------|
| <i>CEFR original job ad</i> | A2 | 0 0% | 0 0% | 1 100% | 1 100% |
| | B1 | 11 36.67% | 17 56.67% | 2 6.67% | 30 100% |
| | B2 | 4 57.14% | 3 42.86% | 0 0% | 7 100% |
| | C1 | 0 0.00% | 0 0.00% | 0 0.00% | 0 0.00% |
| | | | | | |
| | | | | | |

B1 = Adequate:

56 % of ads

How adequate are CEFR requirements?

- Overview for different professions – Kindergarden Assistants



| | Public Educ |
|------------------------|---------------------------------|
| | Assistant (kindergarten) |
| A1 | 2 0.12% |
| A2 | 10 0.60% |
| B1 | 558 33.47% |
| B2 | 101 6.06% |
| C1 | 0 0% |
| CEFR, level unknown | 9 0.54% |
| subjective requirement | 978 58.67% |
| no requirement in ad | 9 0.54% |
| Total | 1,667 100% |

| | | Experts recommended lower CEFR level | Experts confirmed CEFR level (adequate level) | Experts recommended higher CEFR level | Total |
|----------------------|----|--------------------------------------|---|---------------------------------------|------------|
| CEFR original job ad | A2 | 0 0% | 0 0% | 1 100% | 1 100% |
| | B1 | 11 36.67% | 17 56.67% | 2 6.67% | 30 100% |
| | B2 | 4 57.14% | 3 42.86% | 0 0% | 7 100% |
| | C1 | 0 0.00% | 0 0.00% | 0 0.00% | 0 0.00% |
| | | | | | |
| | | | | | |

Differentiated levels:

61 % of ads

CEFR level differentiation:

| | | |
|--|-----------|---------------|
| Experts recommended even CEFR level | 15 | 38.46% |
| Experts recommended uneven CEFR level | 24 | 61.54% |
| Total | 39 | 100% |

Most common recommendation for uneven CEFR levels

| Reading | Listening | Writing | Speaking |
|---------|-----------|---------|----------|
| B1 | B1 | A2 | B1 |

How adequate are CEFR requirements?

- Overview for different professions – Kindergarden Assistants



| | Public |
|------------------------|-------------------------------------|
| | Educ |
| | <i>Assistant (kindergarden)</i> |
| A1 | 2 0.12% |
| A2 | 10 0.60% |
| B1 | 558 33.47% |
| B2 | 101 6.06% |
| C1 | 0 0% |
| CEFR, level unknown | 9 0.54% |
| subjective requirement | 978 58.67% |
| no requirement in ad | 9 0.54% |
| Total | 1,667 100% |

| | | <i>Experts recommended lower CEFR level</i> | <i>Experts confirmed CEFR level (adequate level)</i> | <i>Experts recommended higher CEFR level</i> | <i>Total</i> |
|-------------------------------------|----|---|--|--|--------------|
| <i>CEFR original job ad</i> | A2 | 0 0% | 0 0% | 1 100% | 1 100% |
| | B1 | 11 36.67% | 17 56.67% | 2 6.67% | 30 100% |
| | B2 | 4 57.14% | 3 42.86% | 0 0% | 7 100% |
| | C1 | 0 0.00% | 0 0.00% | 0 0.00% | 0 0.00% |
| | | | | | |
| | | | | | |

CEFR level differentiation:

| | | |
|---------------------------------------|----|--------|
| Experts recommended even CEFR level | 15 | 38.46% |
| Experts recommended uneven CEFR level | 24 | 61.54% |
| Total | 39 | 100% |



| <i>Most common recommendation for uneven CEFR levels</i> | | | |
|--|-----------|---------|----------|
| Reading | Listening | Writing | Speaking |
| B1 | B1 | A2 | B1 |

How adequate are CEFR requirements?

- Overview for different professions – Kindergarden Teachers



| | Public sector | |
|------------------------|-------------------------------------|-----------------------------------|
| | Education | |
| | <i>Assistant (kindergarden)</i> | <i>Teacher (kindergarden)</i> |
| A1 | 2 0.12% | 0 0% |
| A2 | 10 0.60% | 14 0.80% |
| B1 | 558 33.47% | 167 9.56% |
| B2 | 101 6.06% | 330 18.89% |
| C1 | 0 0% | 10 0.57% |
| CEFR, level unknown | 9 0.54% | 19 1.09% |
| subjective requirement | 978 58.67% | 1,204 68.92% |
| no requirement in ad | 9 0.54% | 3 0.17% |
| Total | 1,667 100% | 1,747 100% |

How adequate are CEFR requirements?

- Overview for different professions – Kindergarten Teachers



| | Public sector | |
|------------------------|-----------------------------|---------------------------|
| | Education | |
| | Assistant (kindergarten) | Teacher (kindergarten) |
| A1 | 2 0.12% | 0 0% |
| A2 | 10 0.60% | 14 0.80% |
| B1 | 558 33.47% | 167 9.56% |
| B2 | 101 6.06% | 330 18.89% |
| C1 | 0 0% | 10 0.57% |
| CEFR, level unknown | 9 0.54% | 19 1.09% |
| subjective requirement | 978 58.67% | 1,204 68.92% |
| no requirement in ad | 9 0.54% | 3 0.17% |
| Total | 1,667 100% | 1,747 100% |

| | | Experts recommended lower CEFR level | Experts confirmed CEFR level (adequate level) | Experts recommended higher CEFR level | Total |
|----------------------------|----|---|--|--|------------|
| CEFR original job ad | A2 | 0 0% | 0 0% | 4 100% | 4 100% |
| | B1 | 0 0% | 1 9.09% | 10 90.91% | 11 100% |
| | B2 | 4 14.29% | 21 75% | 3 10.71% | 28 100% |
| | C1 | 1 100% | 0 0% | 0 0% | 1 100% |

B2 = Adequate:

75 % of ads

How adequate are CEFR requirements?

- Overview for different professions – Kindergarten Teachers



| | Public sector | |
|------------------------|-----------------------------|---------------------------|
| | Education | |
| | Assistant (kindergarten) | Teacher (kindergarten) |
| A1 | 2 0.12% | 0 0% |
| A2 | 10 0.60% | 14 0.80% |
| B1 | 558 33.47% | 167 9.56% |
| B2 | 101 6.06% | 330 18.89% |
| C1 | 0 0% | 10 0.57% |
| CEFR, level unknown | 9 0.54% | 19 1.09% |
| subjective requirement | 978 58.67% | 1,204 68.92% |
| no requirement in ad | 9 0.54% | 3 0.17% |
| Total | 1,667 100% | 1,747 100% |

| | | Experts recommended lower CEFR level | Experts confirmed CEFR level (adequate level) | Experts recommended higher CEFR level | Total |
|----------------------------|----|---|--|--|------------|
| CEFR original job ad | A2 | 0 0% | 0 0% | 4 100% | 4 100% |
| | B1 | 0 0% | 1 9.09% | 10 90.91% | 11 100% |
| | B2 | 4 14.29% | 21 75% | 3 10.71% | 28 100% |
| | C1 | 1 100% | 0 0% | 0 0% | 1 100% |
| | | | | | |
| | | | | | |

Differentiated
levels:

40 % of ads

CEFR level differentiation:

| | | |
|--|----|--------|
| Experts recommended even CEFR level | 26 | 59.09% |
| Experts recommended uneven CEFR level | 18 | 40.91% |
| Total | 44 | 100% |

| Most common recommendation for uneven CEFR levels | | | |
|--|-----------|---------|----------|
| Reading | Listening | Writing | Speaking |
| B2 | B2 | B1 | B2 |

How adequate are CEFR requirements?

- Overview for different professions – Kindergarden Teachers



| | Public sector | |
|------------------------|-----------------------------|---------------------------|
| | Education | |
| | Assistant (kindergarden) | Teacher (kindergarden) |
| A1 | 2 0.12% | 0 0% |
| A2 | 10 0.60% | 14 0.80% |
| B1 | 558 33.47% | 167 9.56% |
| B2 | 101 6.06% | 330 18.89% |
| C1 | 0 0% | 10 0.57% |
| CEFR, level unknown | 9 0.54% | 19 1.09% |
| subjective requirement | 978 58.67% | 1,204 68.92% |
| no requirement in ad | 9 0.54% | 3 0.17% |
| Total | 1,667 100% | 1,747 100% |

| | | Experts recommended lower CEFR level | Experts confirmed CEFR level (adequate level) | Experts recommended higher CEFR level | Total |
|----------------------------|----|---|--|--|------------|
| CEFR original job ad | A2 | 0 0% | 0 0% | 4 100% | 4 100% |
| | B1 | 0 0% | 1 9.09% | 10 90.91% | 11 100% |
| | B2 | 4 14.29% | 21 75% | 3 10.71% | 28 100% |
| | C1 | 1 100% | 0 0% | 0 0% | 1 100% |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

CEFR level differentiation:

| | | |
|---------------------------------------|----|--------|
| Experts recommended even CEFR level | 26 | 59.09% |
| Experts recommended uneven CEFR level | 18 | 40.91% |
| Total | 44 | 100% |



| Most common recommendation for uneven CEFR levels | | | |
|---|-----------|---------|----------|
| Reading | Listening | Writing | Speaking |
| B2 | B2 | B1 | B2 |

- Oppsummering av tredje del

Dette mener ekspertene:

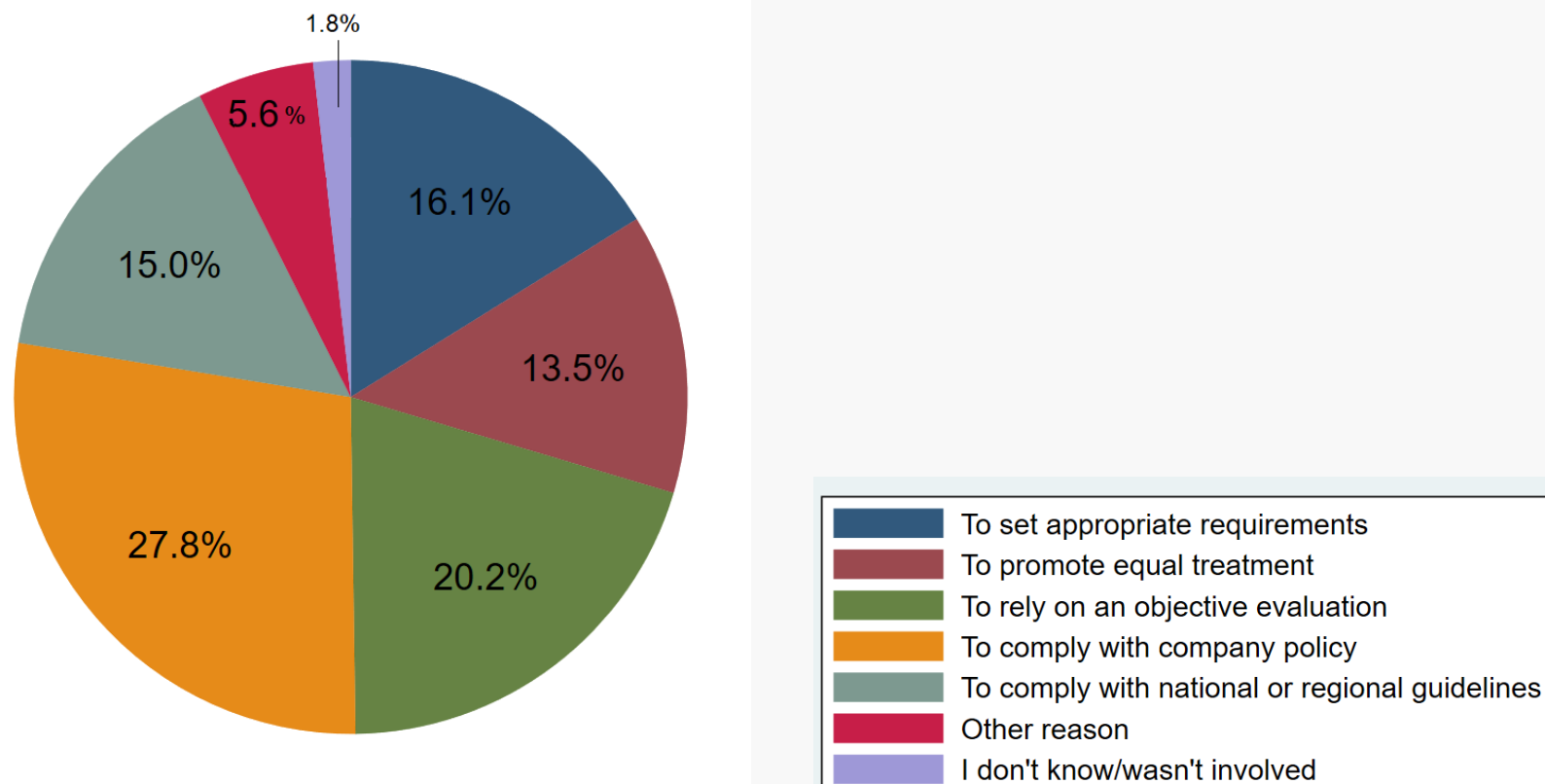
- › Ca 50 % av annonsene - passene språkkrav
- › 30 % av annonsene – for høye språkkrav
- › Særlig vurdert som for strengt:
 - › B2 for helsefagarbeider
 - › C1 for sykepleier
- › Ekspertene ville ha satt differensierte krav i minst 30% av annonsene

Who is setting what kind of language requirements?



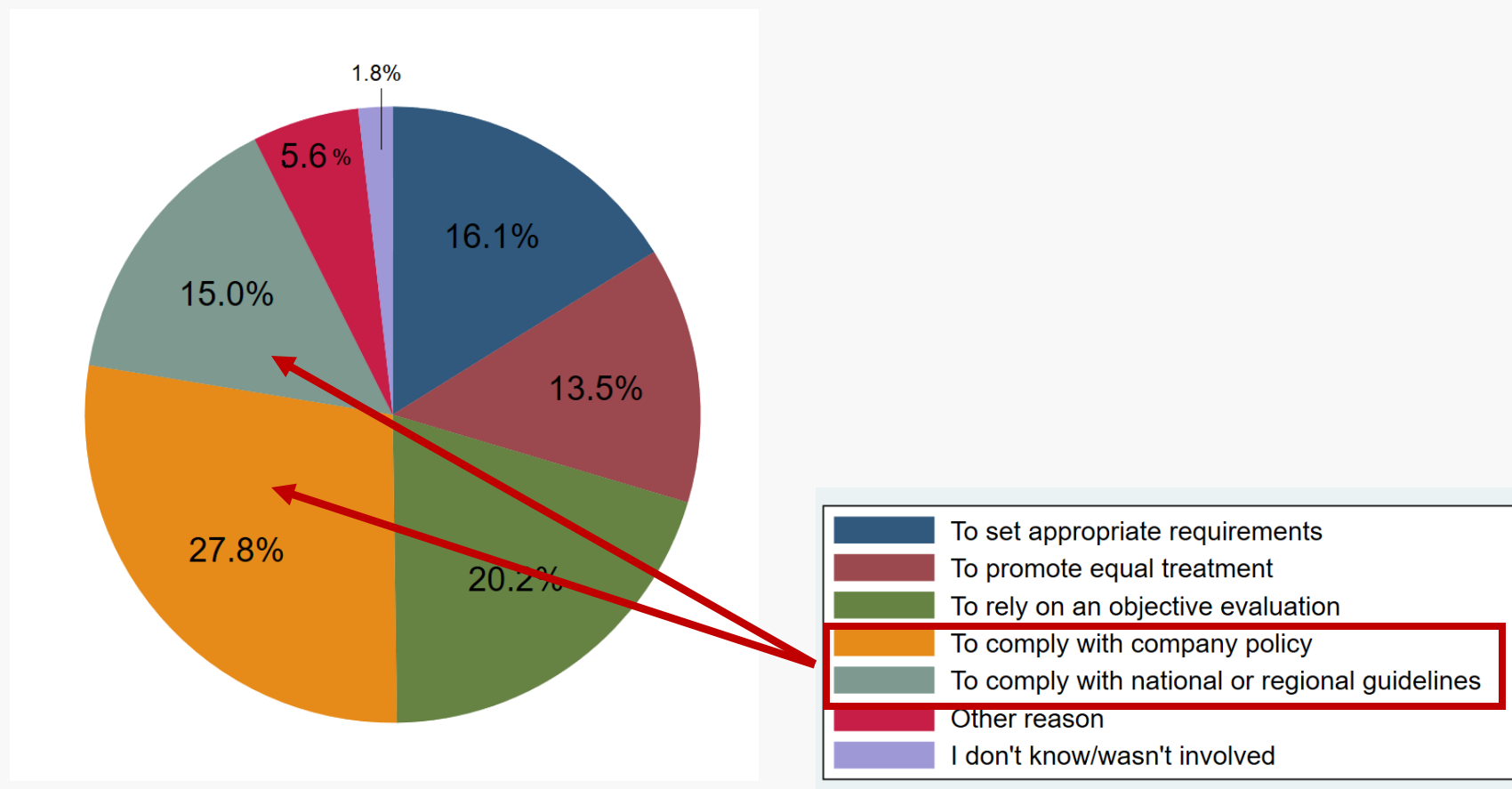
Who is setting what kind of language requirements?

- Employer responses: why do you set CEFR requirements?



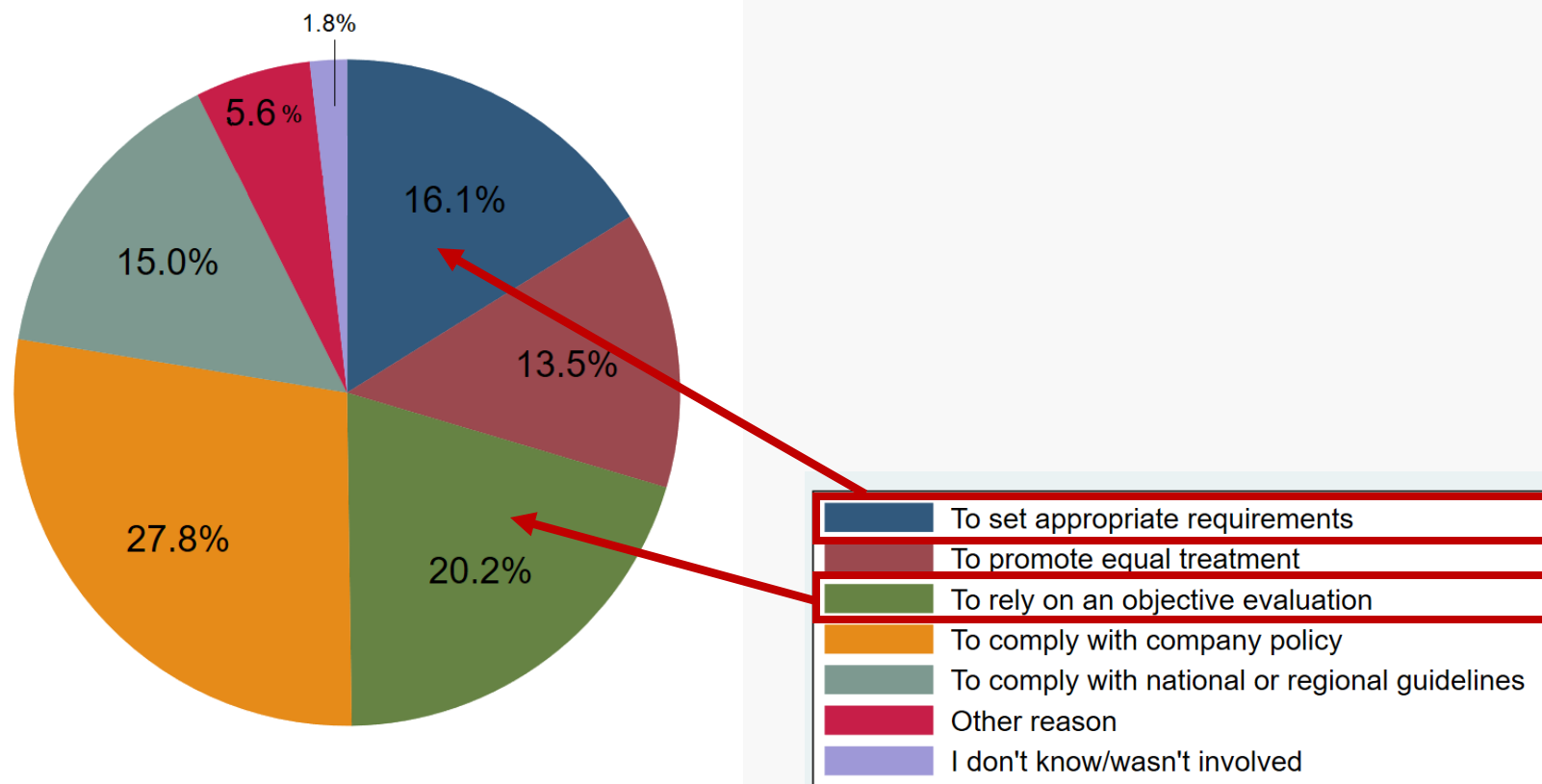
Who is setting what kind of language requirements?

- Employer responses: why do you set CEFR requirements?



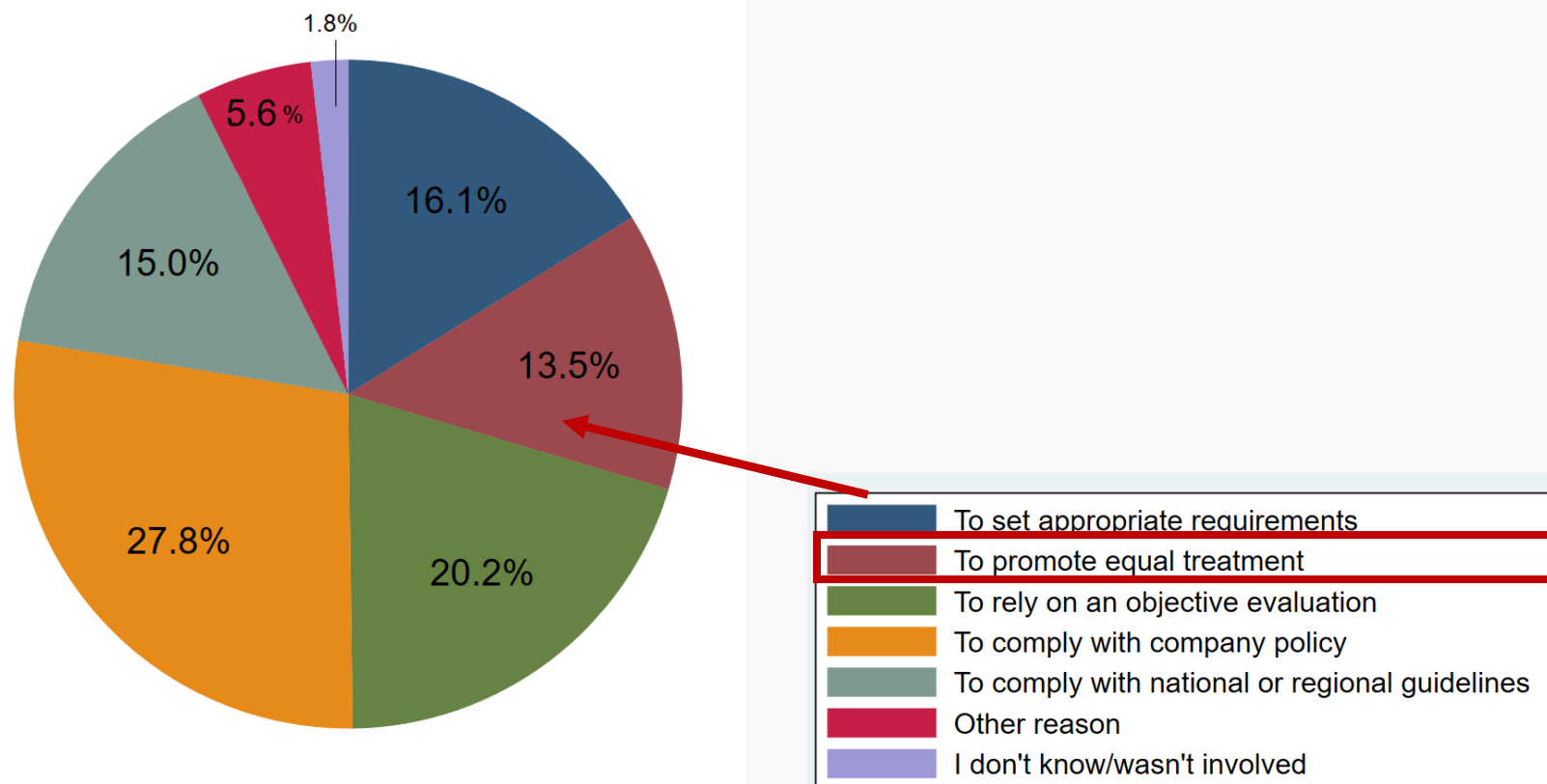
Who is setting what kind of language requirements?

- Employer responses: why do you set CEFR requirements?



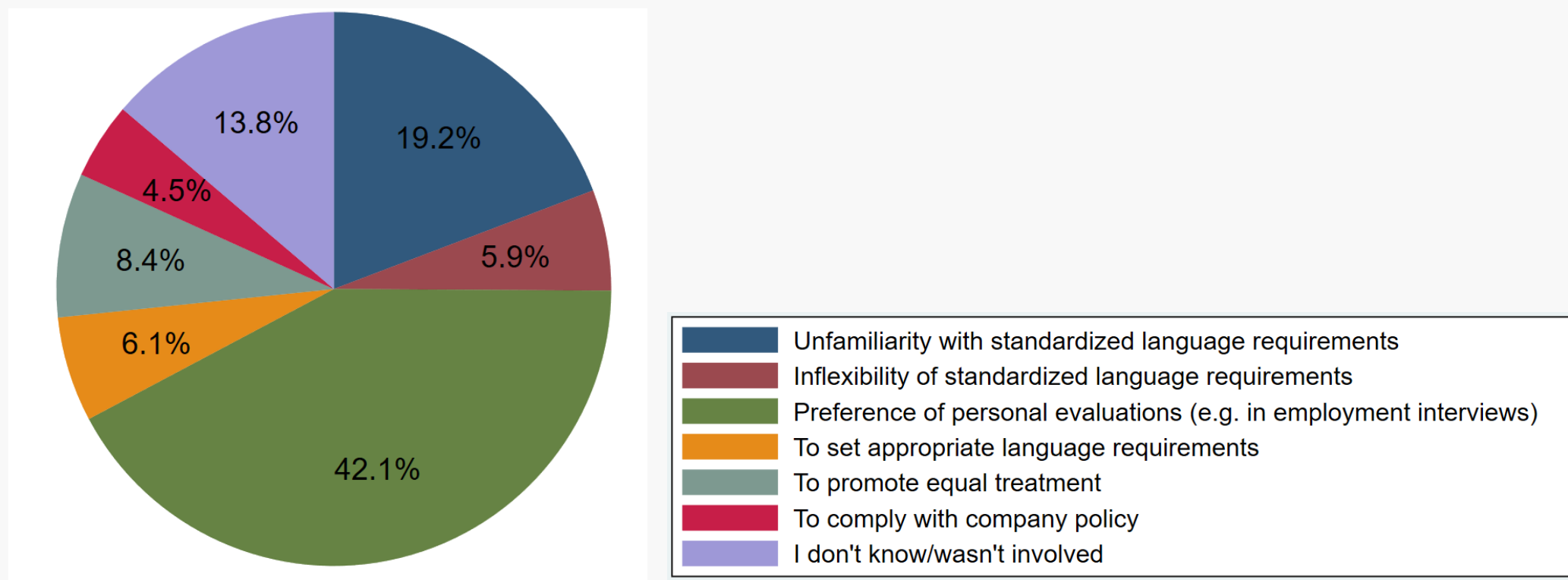
Who is setting what kind of language requirements?

- Employer responses: why do you set CEFR requirements?



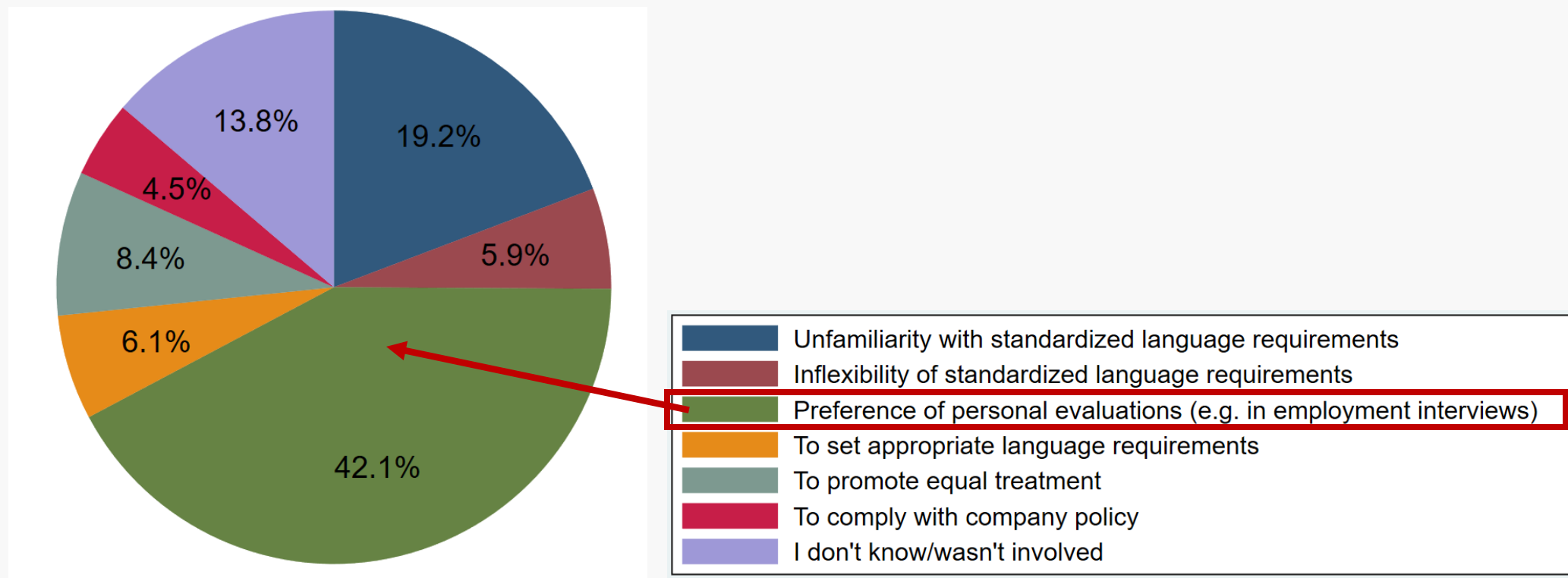
Who is setting what kind of language requirements?

- Employer responses: why do you set non-standardized requirements?



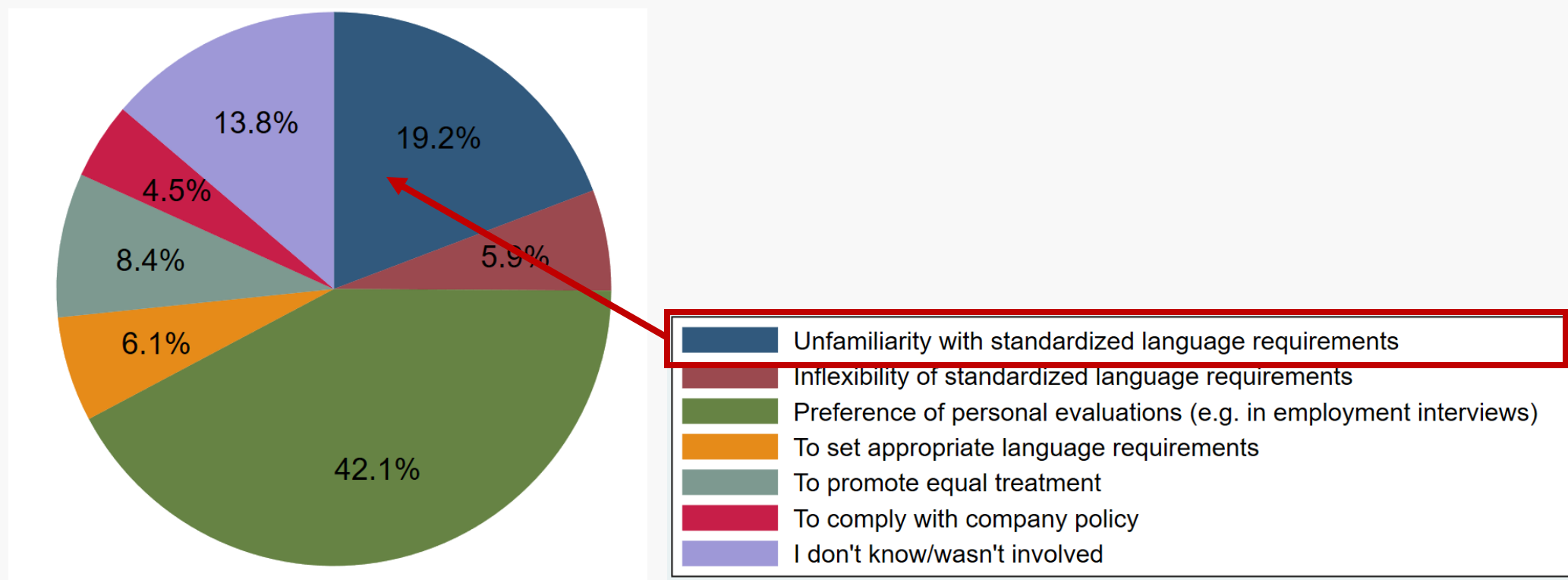
Who is setting what kind of language requirements?

- Employer responses: why do you set non-standardized requirements?



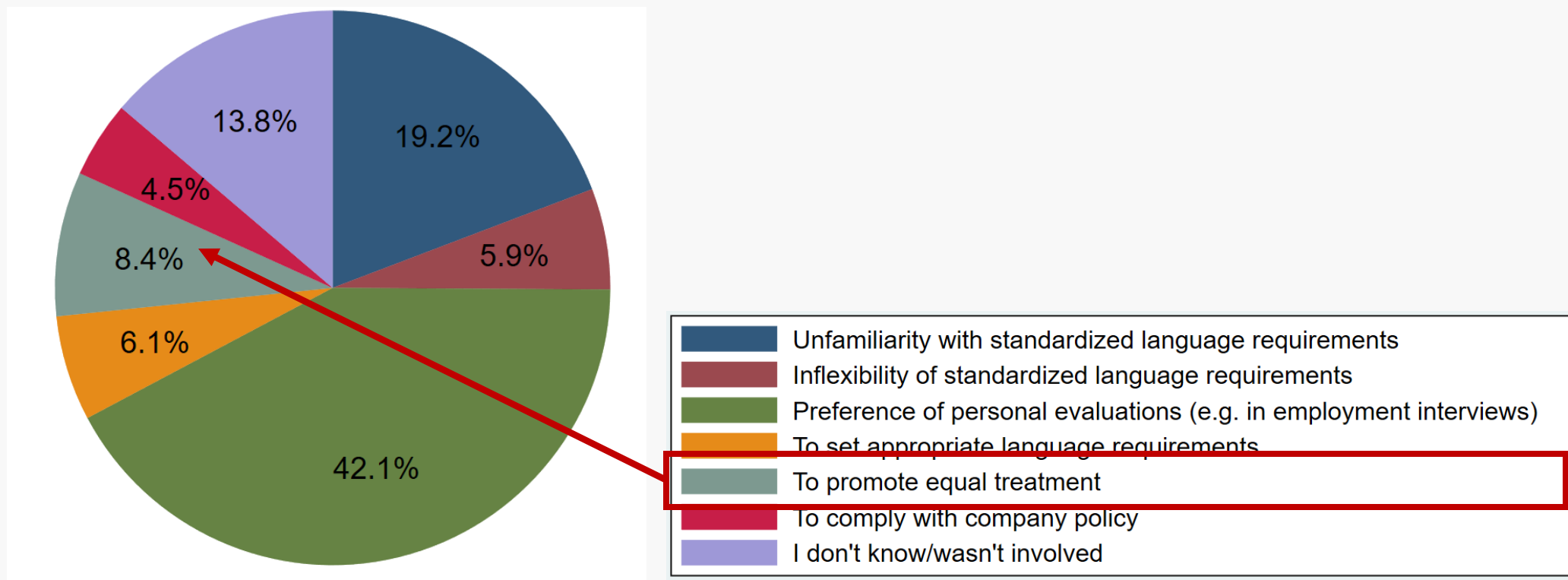
Who is setting what kind of language requirements?

- Employer responses: why do you set non-standardized requirements?



Who is setting what kind of language requirements?

- Employer responses: why do you set non-standardized requirements?



Can standardized language requirements promote labourmarket inclusion of immigrant applicants?



Can standardized language requirements promote labourmarket inclusion of immigrant applicants?

Figure A: Full vignette text, English translation.

Candidate A is 42 years old, male, and born in Syria.

His CV shows adequate levels of education and work experience, as well as a good command of the Norwegian language (certificate available at the B2 level).

Figure A: Full vignette text, English translation.

Candidate A is 42 years old, male, and born in Syria.

His CV shows adequate levels of education and work experience, as well as a good command of the Norwegian language (certificate available at the B2 level).

His motivation letter highlights his work ethic, contains well-made arguments for his fit to the position and contains minor spelling mistakes.

His professional reference has not contacted you yet.

His CV shows adequate levels of education and work experience, as well as a good command of the Norwegian language (certificate available at the B2 level).

His motivation letter highlights his work ethic, contains well-made arguments for his fit to the position and contains minor spelling mistakes.

His professional reference has not contacted you yet.

His CV shows adequate levels of education and work experience, as well as a good command of the Norwegian language (certificate available at the B2 level).

His motivation letter highlights his work ethic, contains well-made arguments for his fit to the position and contains minor spelling mistakes.

His professional reference has not contacted you yet.

VIGNETTE STUDY

=

Different descriptions of applicants

shown to employers who set and don't set CEFR requirements

Can standardized language requirements promote labourmarket inclusion of immigrant applicants?

Figure A: Full vignette text, English translation.

Candidate A is 42 years old, male, and born in Syria.

His CV shows adequate levels of education and work experience, as well as a good command of the Norwegian language (certificate available at the B2 level).

His motivation letter highlights his *work ethic*, contains well-made arguments for his fit to the position and contains minor spelling mistakes.

His professional reference has not contacted you yet.

Can standardized language requirements promote labourmarket inclusion of immigrant applicants?

Norway

Syria

Ukraine

Figure A: Full vignette text, English translation.

Candidate A is 42 years old, male, and born in Syria.

His CV shows adequate levels of education and work experience, as well as a good command of the Norwegian language (certificate available at the B2 level).

His motivation letter highlights his *work ethic*, contains well-made arguments for his fit to the position and contains minor spelling mistakes.

His professional reference has not contacted you yet.

Can standardized language requirements promote labourmarket inclusion of immigrant applicants?

For this text, English translation.

2 years old, male, and born in Syria.

He has the required language skills to work in the position as well as a good command of the Norwegian language available at the B2 level).

He highlights his work ethic, contains well-made arguments for his fit to the position and contains stakes.

Fluent (behersker norsk skriftlig og muntlig)

Good knowledge (e.g. gode kommunikasjonssevner/god norsk muntlig og skriftlig)

Curriculum Vitae

No Language info

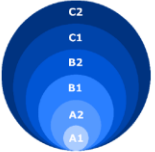
Curriculum Vitae

"god Norsk"

Curriculum Vitae

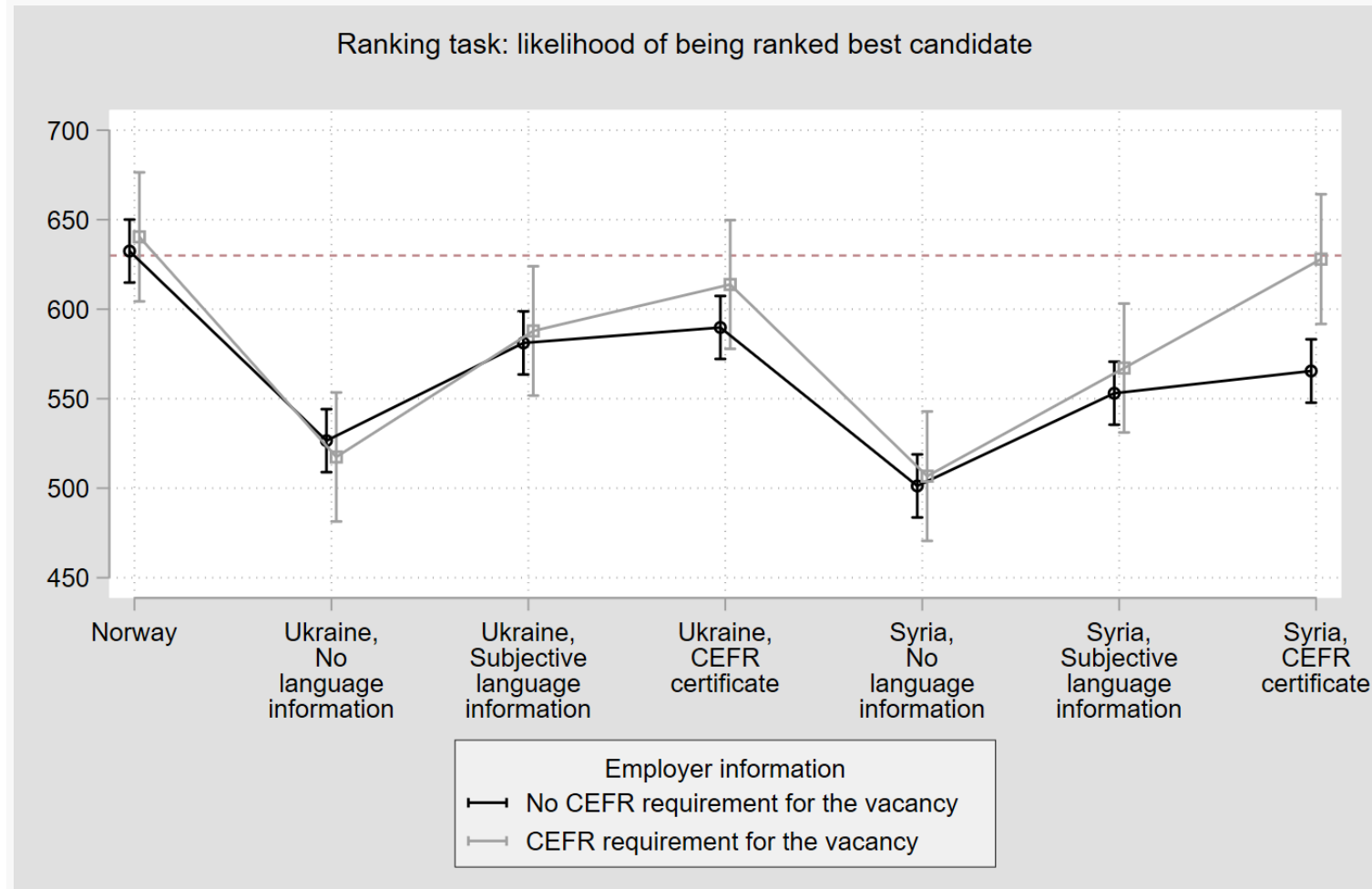
Certificate, e.g. B2

Figure 3 – CEFR Common Reference Levels

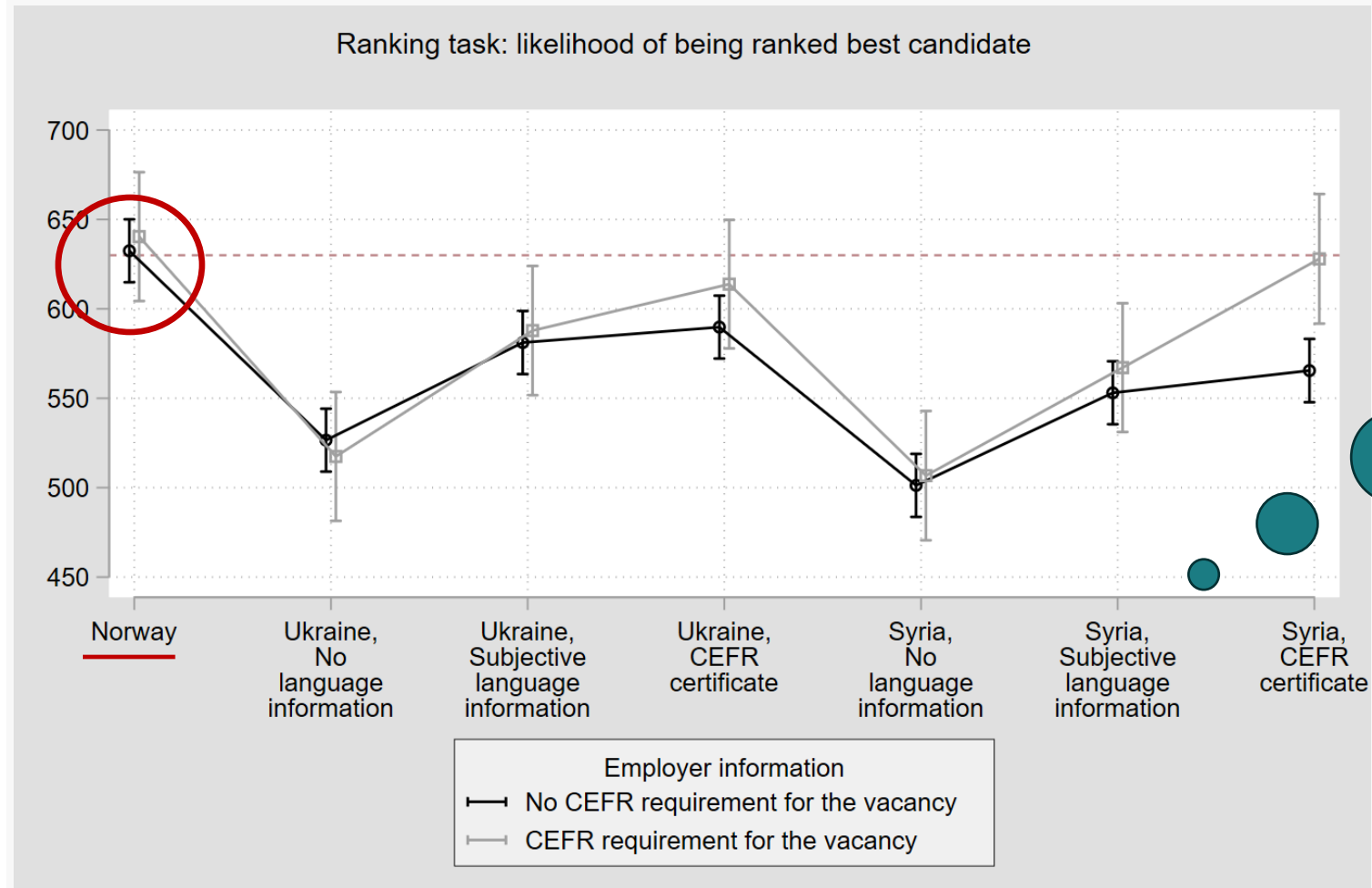


The diagram shows six concentric circles representing the CEFR levels. From the center outwards, they are labeled: A1, A2, B1, B2, C1, and C2. The circles are colored in shades of blue, with A1 being the lightest and C2 being the darkest.

Can standardized language requirements promote labourmarket inclusion of immigrant applicants?



Can standardized language requirements promote labourmarket inclusion of immigrant applicants?

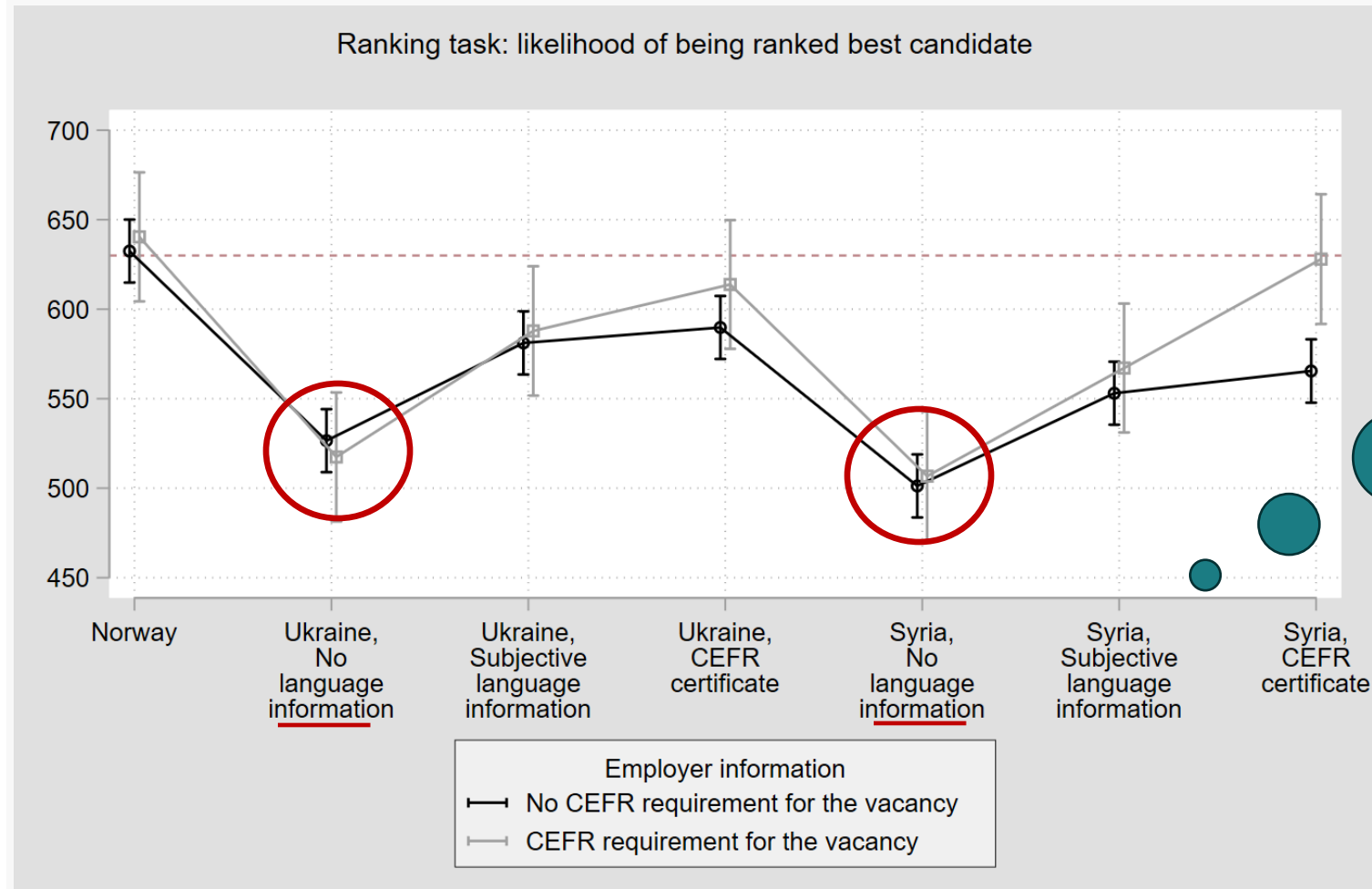


Hiring chances:

Norwegian applicants

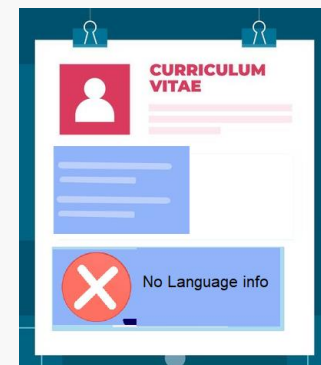


Can standardized language requirements promote labourmarket inclusion of immigrant applicants?

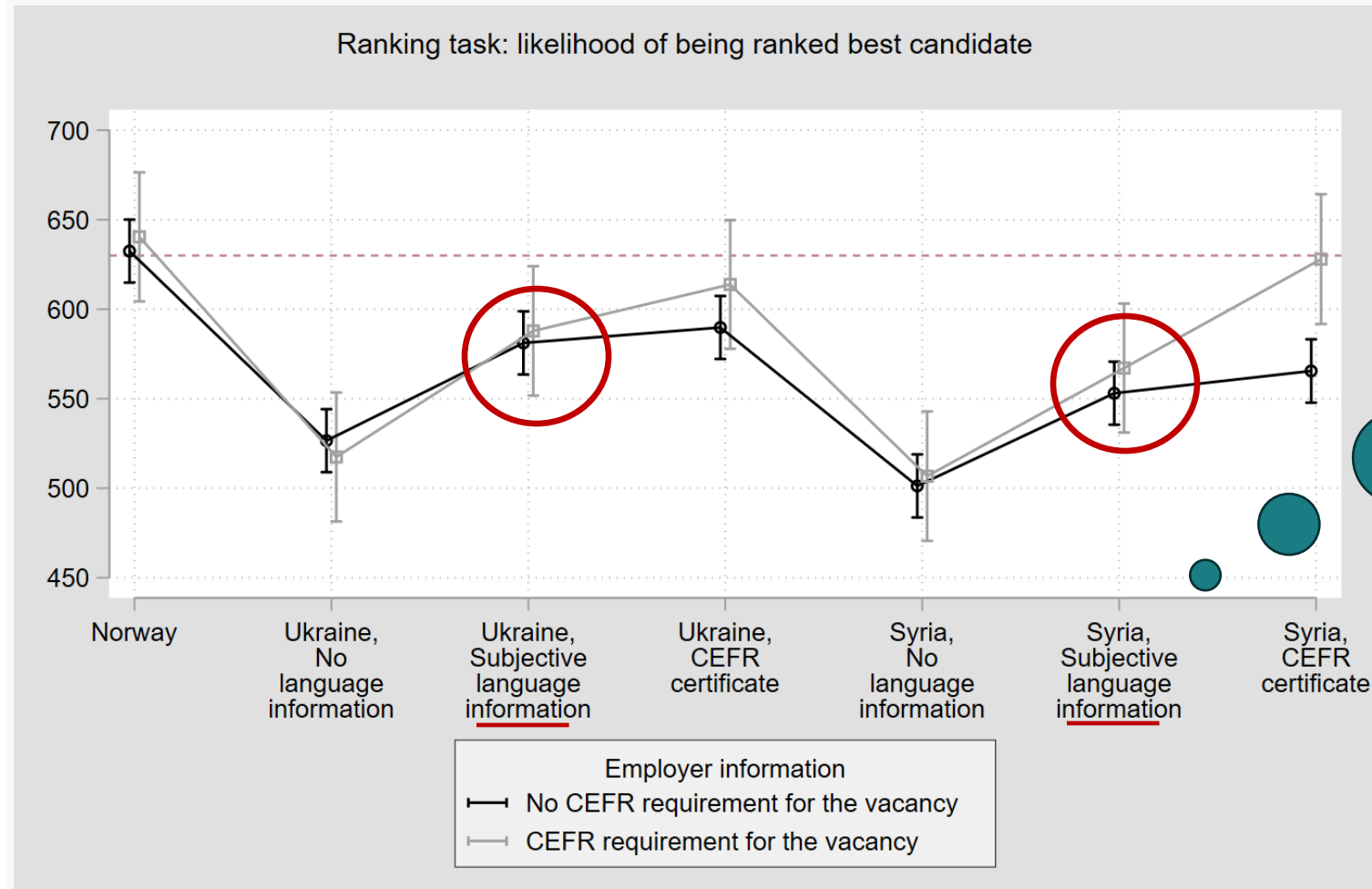


Hiring chances:

Refugee applicants,
without language
information



Can standardized language requirements promote labourmarket inclusion of immigrant applicants?

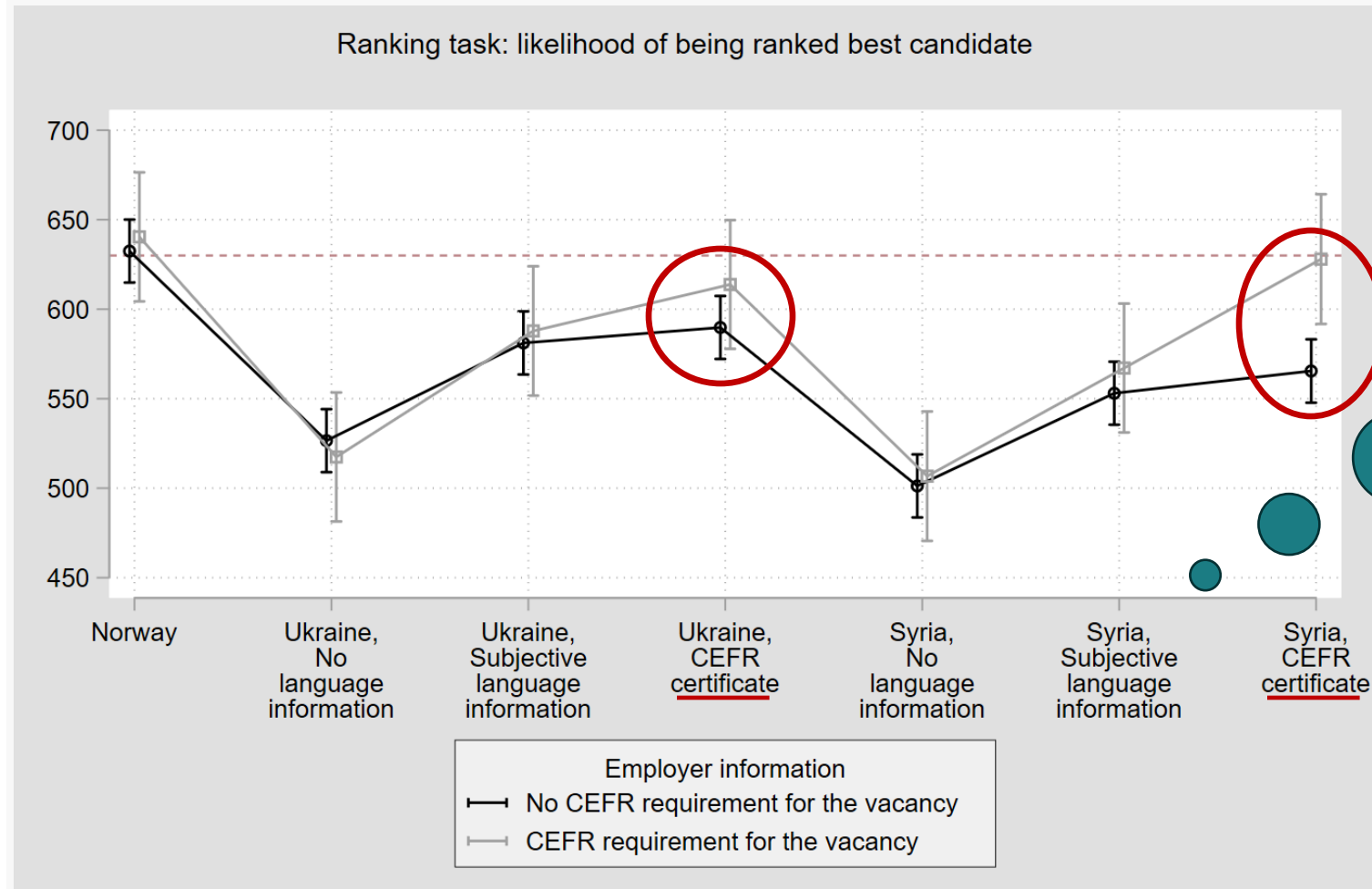


Hiring chances:

Refugee applicants, non-standardized language information



Can standardized language requirements promote labourmarket inclusion of immigrant applicants?



Hiring chances:

Refugee applicants, CEFR certificate

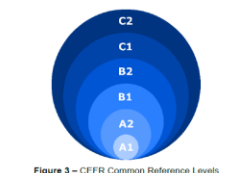
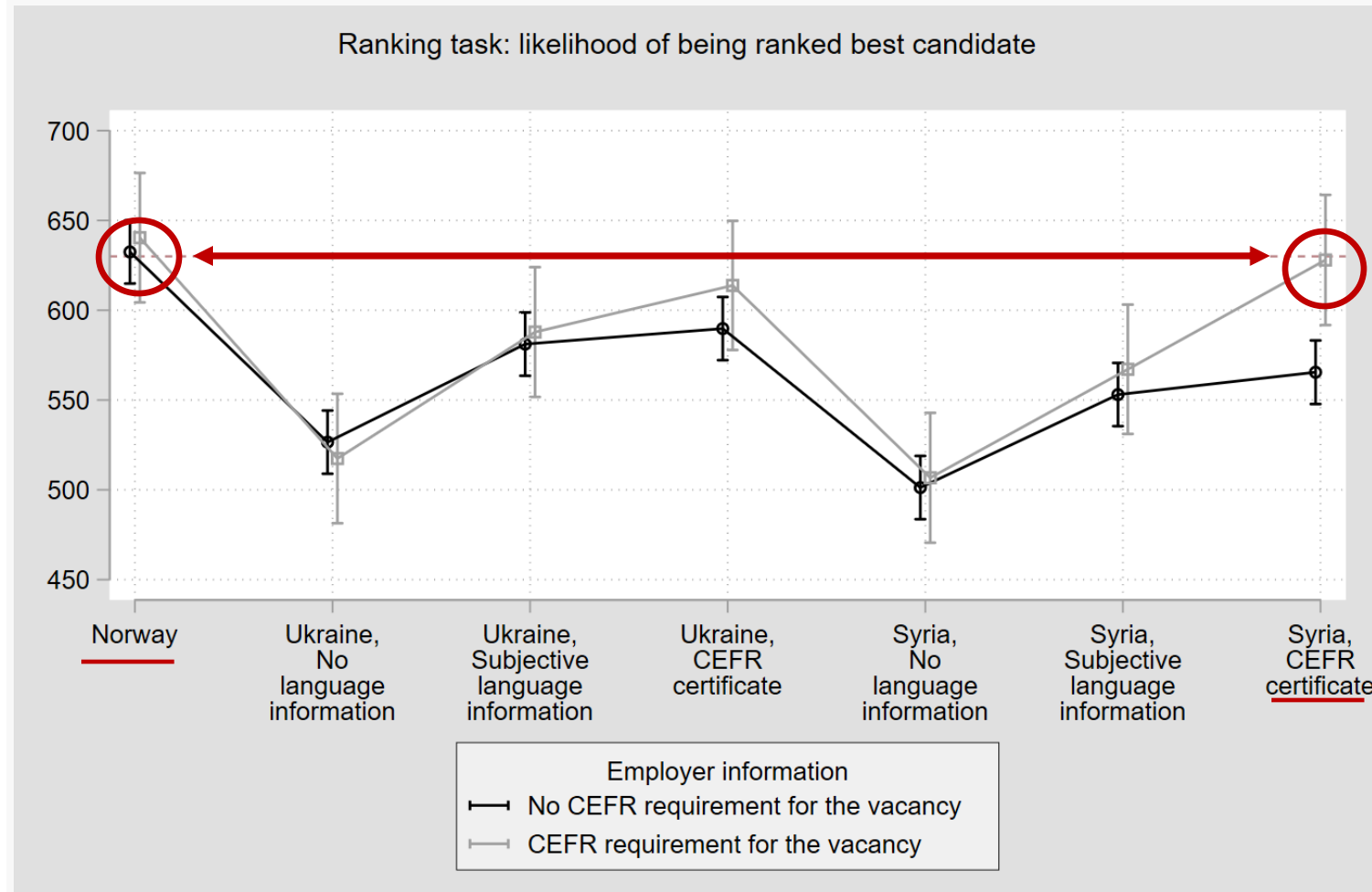


Figure 3 – CEFR Common Reference Levels

Can standardized language requirements promote labourmarket inclusion of immigrant applicants?



In this case:
Chances SYR applicants
=
Chances NOR applicants

Can standardized language requirements promote labourmarket inclusion of immigrant applicants?

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- › In some cases, yes.
- › When applicants hold the CEFR certificate that employers require...


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- Firms need to be committed to creating equal opportunities



BUT...

Can standardized language inclusion of immigrants

promote labourmarket

- › In some cases, yes
- › When applicants have

- One study, one finding
(artificial, groups,
aspect of labour
market inclusion)
- Other studies, other
designs, other groups,
other findings

that

- Firms need to be
committed to creating
equal opportunities

BUT...

Can standardized language inclusion of immigrants

promote labourmarket

Drawbacks of CEFR
requirements (invisible in
vignette study):

- Part of the workforce (esp.
Lower qualified sector)
less likely to obtain a
CEFR certificate
- (in)adequate
implementation

But...

- One study, one finding
(artificial, groups,
aspect of labour
market inclusion)

- Other studies, other
designs, other groups,
other findings

- Firms need to be
committed to creating
equal opportunities

Main take-away messages

- › Compared to non-standardized language requirements, CEFR requirements have a certain potential to increase labour market inclusion of immigrants
- › BUT: this is contingent on implementation:
 - › *Adequate levels*: consult experts/guidelines (DNA), consider practical vs. academic tasks
 - › *Differentiated levels*: how relevant is writing?
 - › *Intention*: Fair requirements, pairing with EDI measures
 - › *Flexibility*: qualification on the job (esp. in lower educated/qualified positions)



Main take-away messages (NOR)

- › Sammenlikna med ikke-standardiserte krav, har rammeverksbaserte krav potensiale til å bedre inkludering av innvandrere i arbeidsmarkedet
- › MEN det stiller krav til implementeringa:
 - › *Passende nivå*: rådfør deg med eksperter/retningslinjer
 - › *Differensierte krav*: hvor viktig er det å skrive godt norsk i denne stillinga?
 - › *Målretting*: Rettferdige krav, målretta tiltak for likestilling og inkludering
 - › *Fleksibilitet*: arbeidsplassbasert kompetanseheving (særlig i yrker som krever lavere utdanning)



Example project: CEFAR requirements in healthcare

«Fra B2 til B1»

- et interkommunalt samarbeidsprosjekt på Helgeland

❑ Endring i Helsepersonellforskriften i 2017

- Strengere språkkrav til helsefagarbeidere, medførte en drastisk nedgang på nye autoriserte helsefagarbeidere fra land utenfor EU/EØS-området

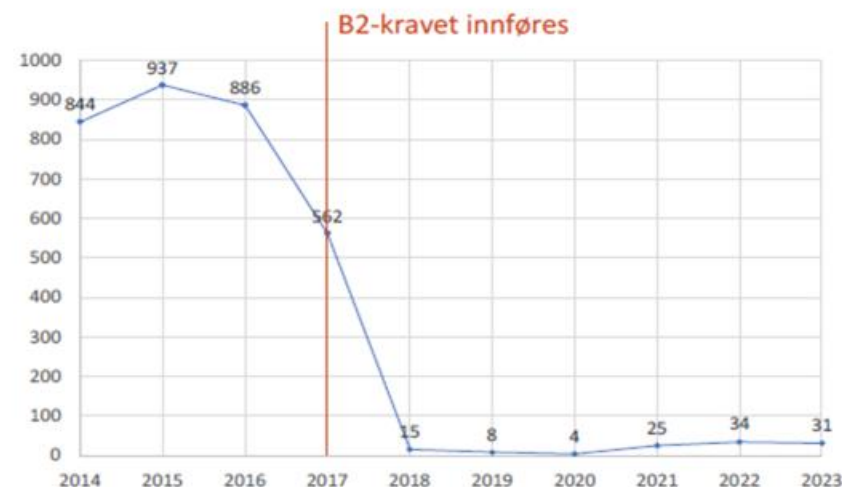
❑ Vi arbeider med å endre forskriften;

- Språkkrav
- Nasjonale fag
- Saksbehandlingstid
- Kostnader

❑ Har sentrale helsemyndigheter tilstrekkelig kunnskap om rammeverket for språkkrav

- «silotenkning» i forvaltningen
- konsekvenser av manglende kunnskap og «silotenkning»

Antall autorisasjoner av helsefagarbeidere fra utenfor EØS før og etter B2-kravet



Cecilie Hamnes Carlsen, Høgskulen på Vestlandet, chca@hvl.no

