



# Skills Check 2024

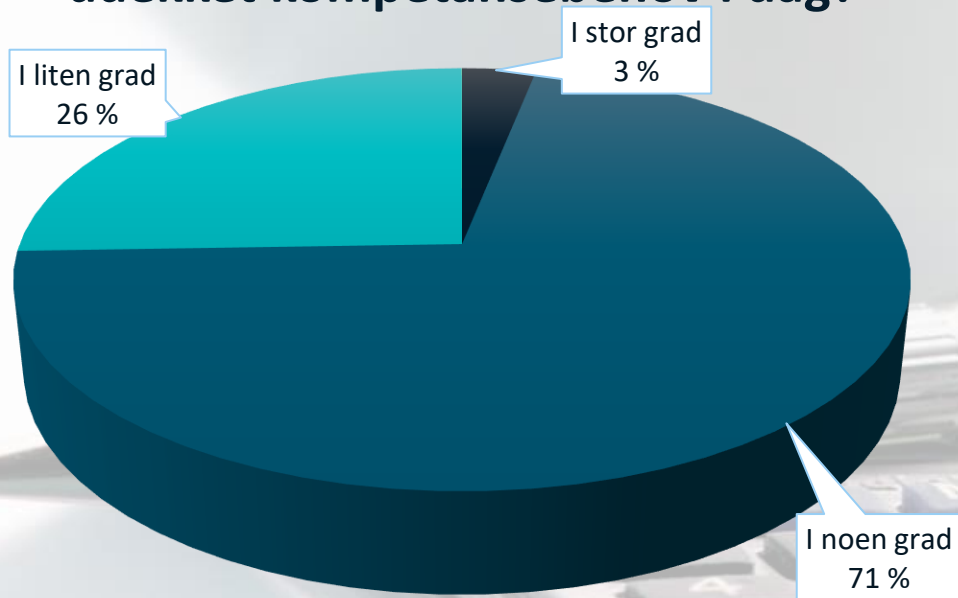
# Skills Check 2024

- 167 employer members in Finance Norway
- Banks, insurance companies, debt collection agencies, and other financial companies
- 111 responses (66%)
- Represents 38,000 employees and 90 percent of the employees in the membership
- The responses are weighted according to the number of employees in the company



# 74 percent of the financial industry has unmet competency needs

I hvilken grad har din bedrift et udekket kompetansebehov i dag?



■ I stor grad ■ I noen grad ■ I liten grad ■ Vet ikke

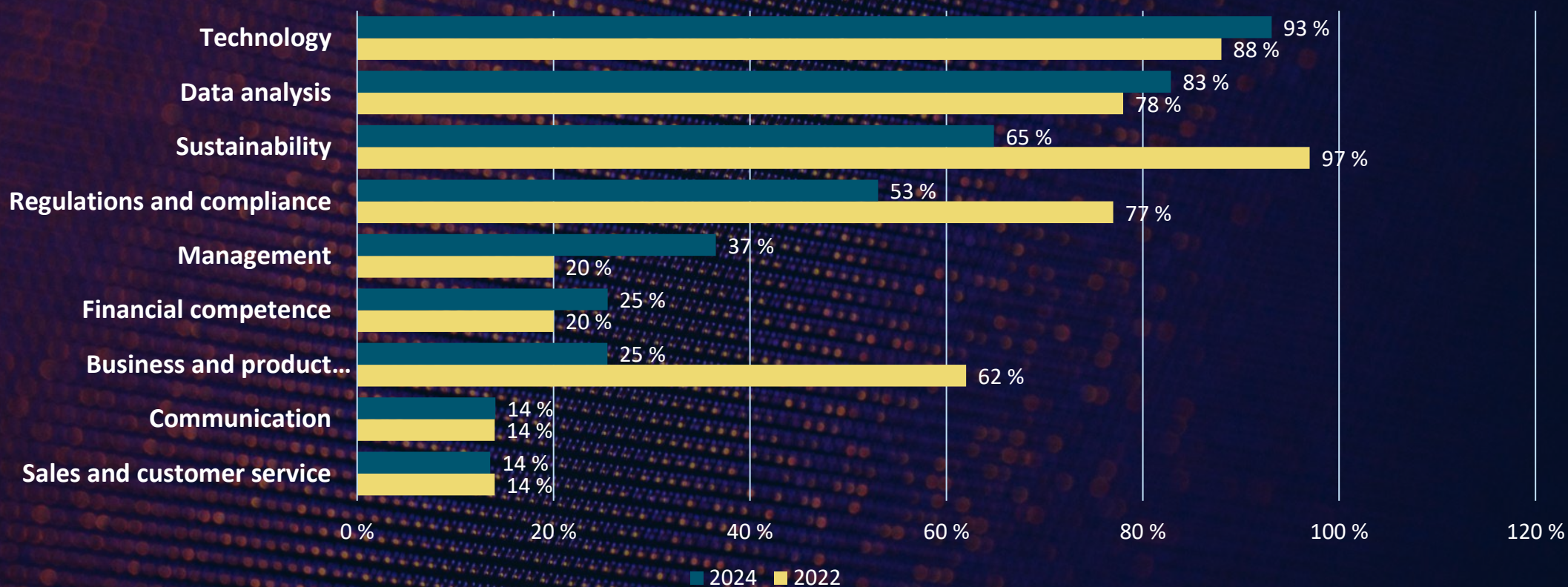
## Key Findings 2024::

1. 74 percent of the industry has unmet competency needs
2. 93 percent of the industry demands more competency in technology
3. 81 percent of member companies say there are too few technologists in the labor market today
4. Adaptability and collaboration skills will be the most important traits for employees moving forward

*Skills Check 2024 Finance Norway. The figures are weighted based on the number of employees.*

# Technology and Data Analysis are most in demand

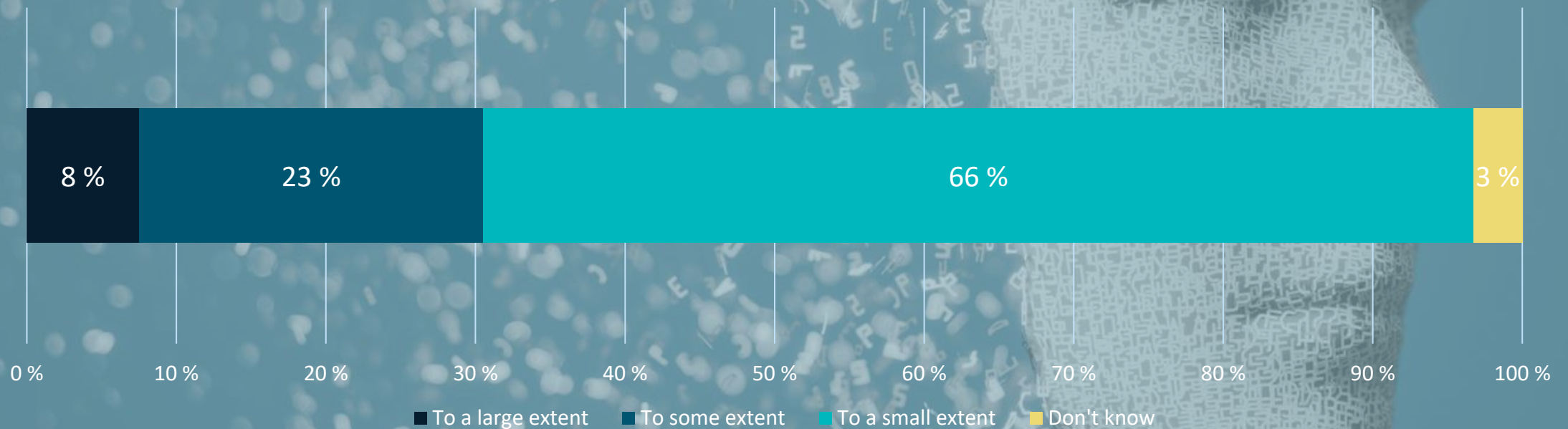
What kind of competence does your company need more of in the next 2-3 years?



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# 2/3 of the industry do not believe AI will reduce the company's competency needs

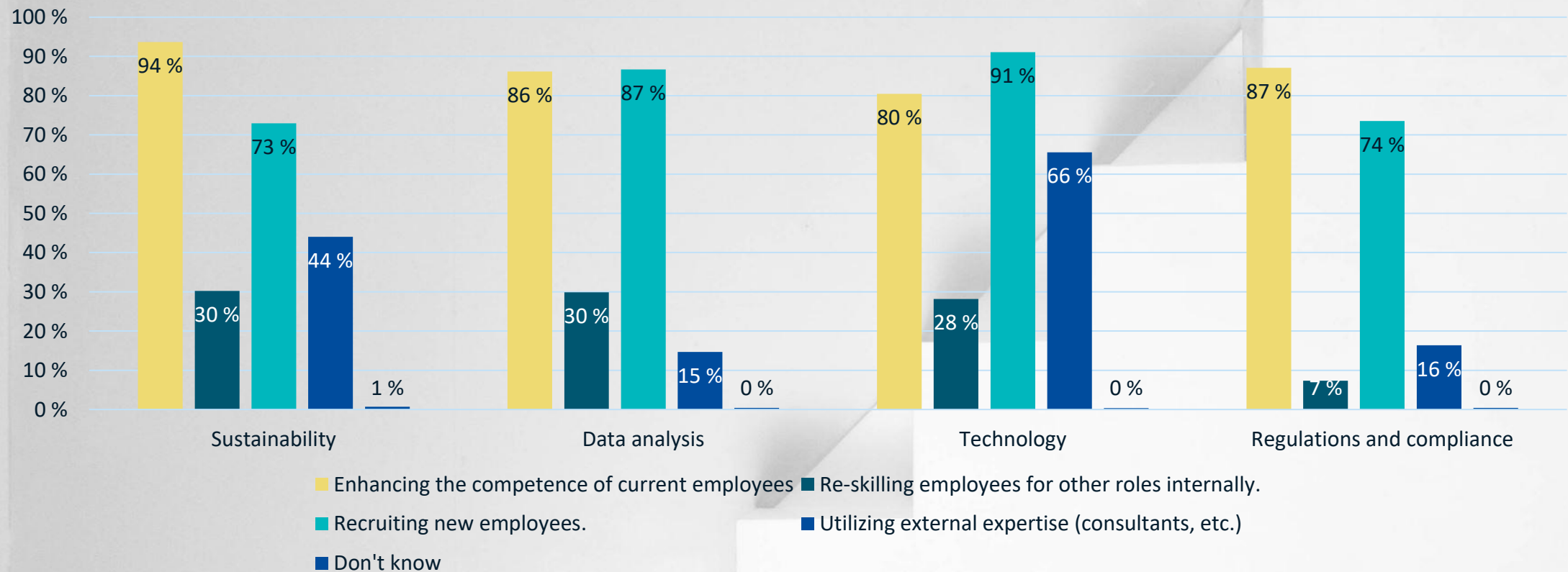
To what extent do you expect artificial intelligence to reduce the need of competence in your company in the next 2 – 3 years?



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# Combination of upskilling current employees and recruiting new ones

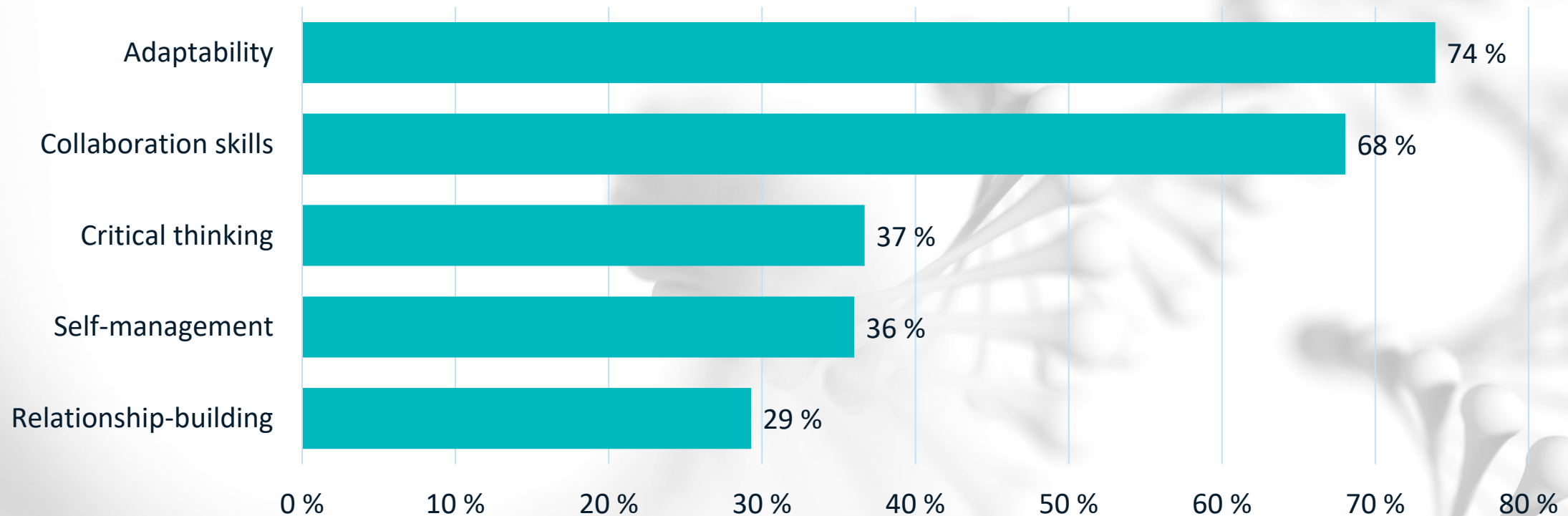
How will your company address the competence needs in the next 2-3 years?



Skills Check 2024 Finance Norway. The figures are weighted based on the number of employees.

# Adaptability and collaboration skills will be the most important traits for employees moving forward

Which personal qualities will be important for employees in your company in the next 2-3 years?



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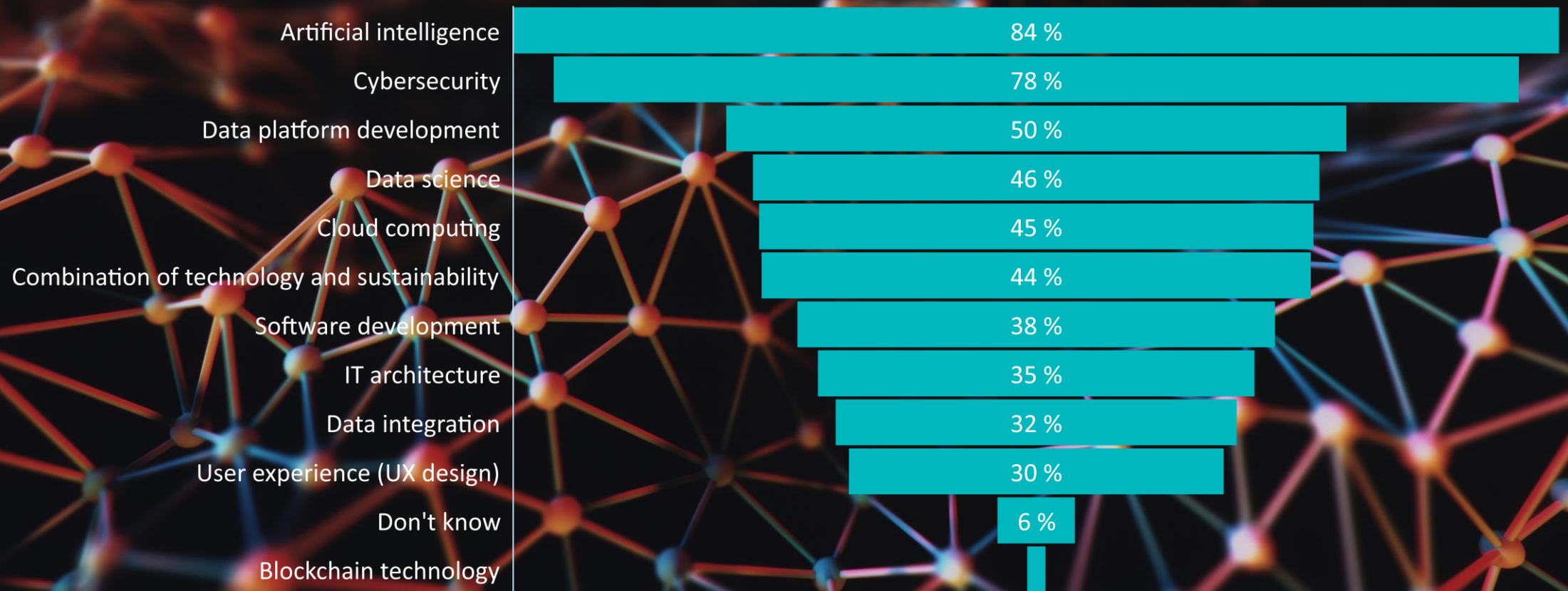
# Technology

Sub-topic in Skills Check 2024



# Companies need more skills in AI and Cybersecurity

What kind of technological competence does your company need more of in the next 2-3 years?



Skills Check 2024 Finance Norway. The figures are weighted based on the number of employees.

# There are too few technologists in the labor market

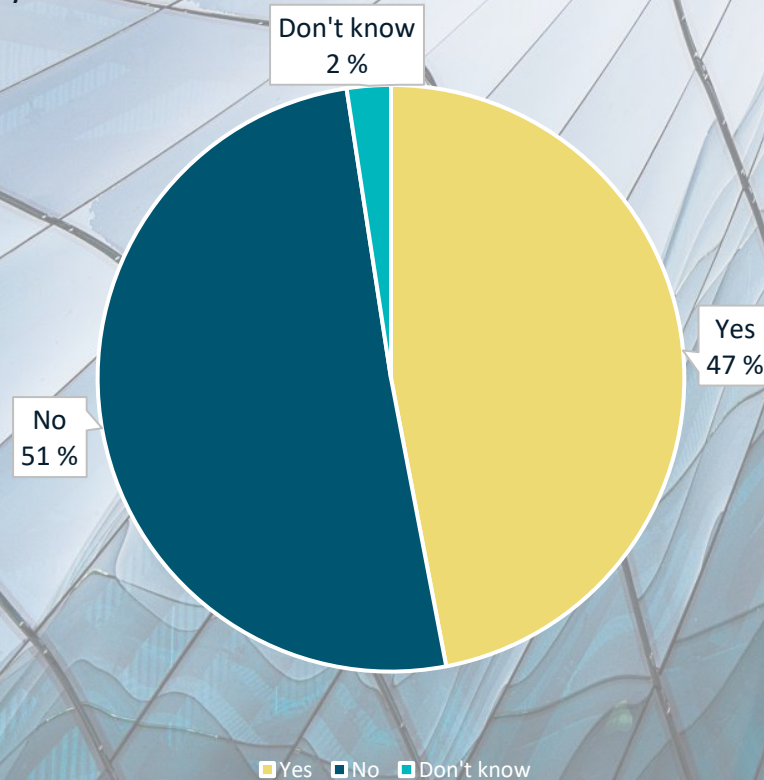
What challenges does your company face in terms of meeting the competence needs in technology?



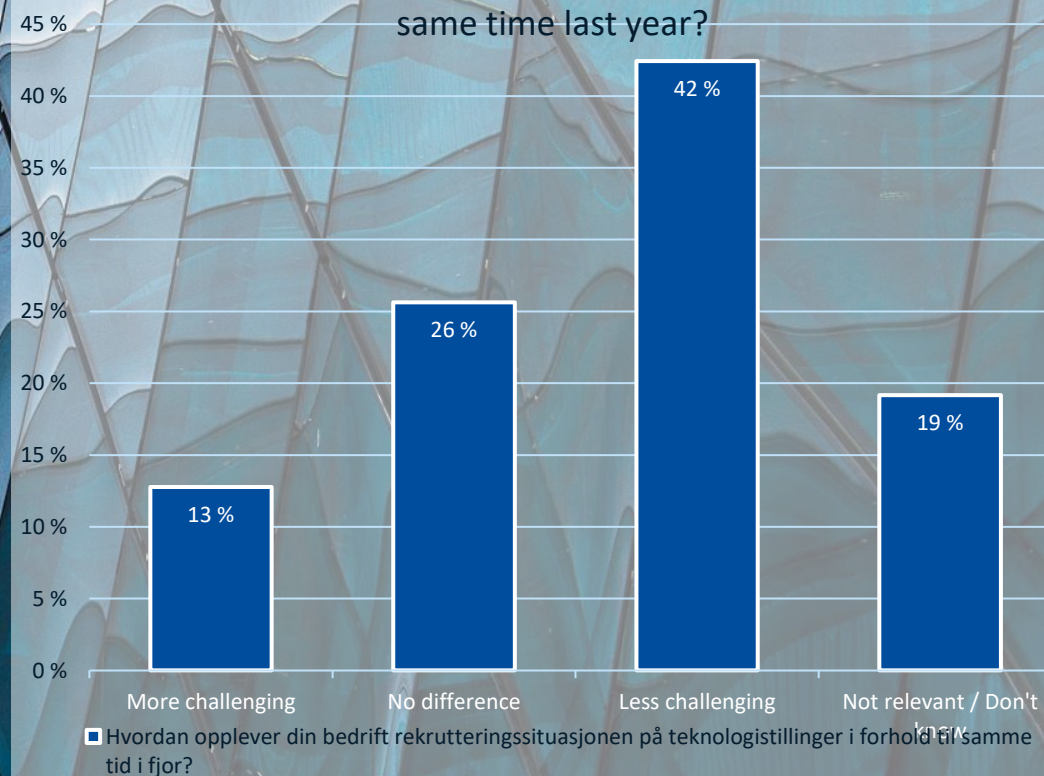
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# Many companies still have unfilled positions. However, the recruitment situation has improved

Has your company had vacant technology positions that you have been unable to fill in the last 12 months?



How does your company perceive the recruitment situation for technology positions compared to the same time last year?



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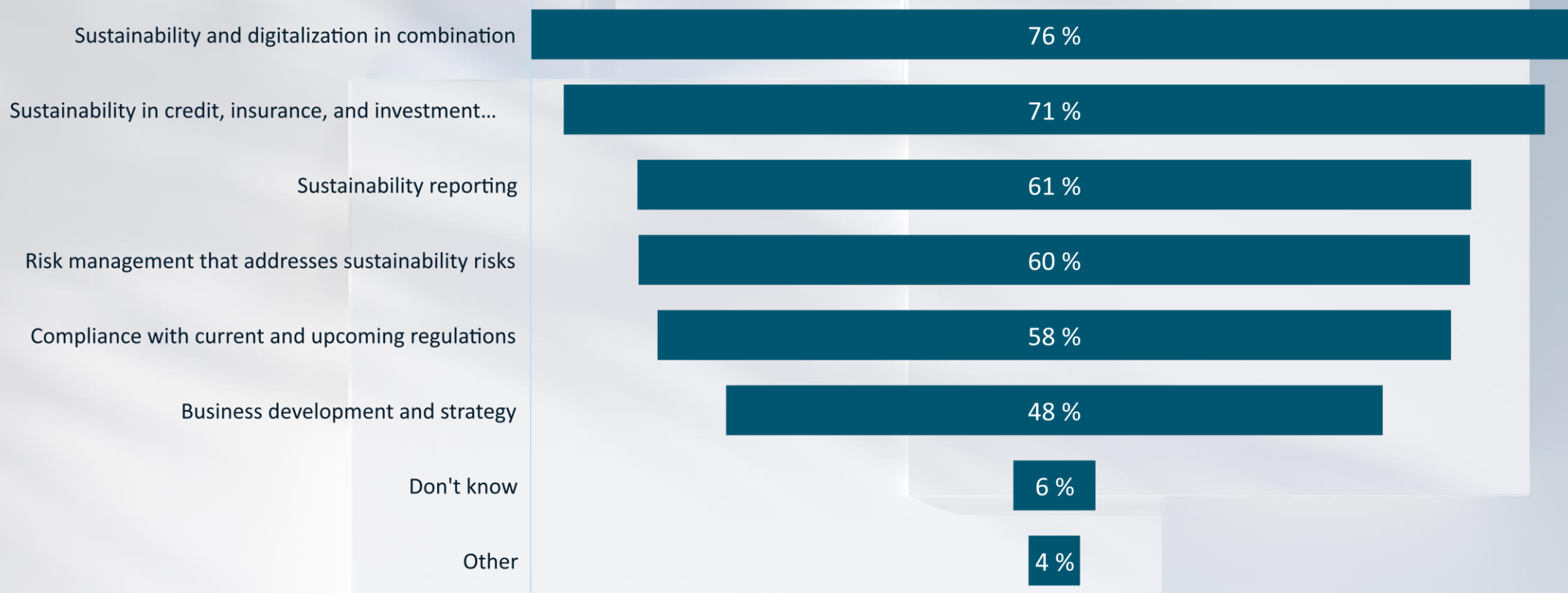
A stylized illustration of a globe with green leaves and a hand holding it. The globe is the central focus, surrounded by various shades of green leaves. A hand is shown holding the globe from the bottom. The background is a light gray gradient.

# Sustainability

Sub-topic in Skills Check 2024

# Sustainability and digitization are most important for large companies. Sustainability reporting is most important for small and medium-sized companies

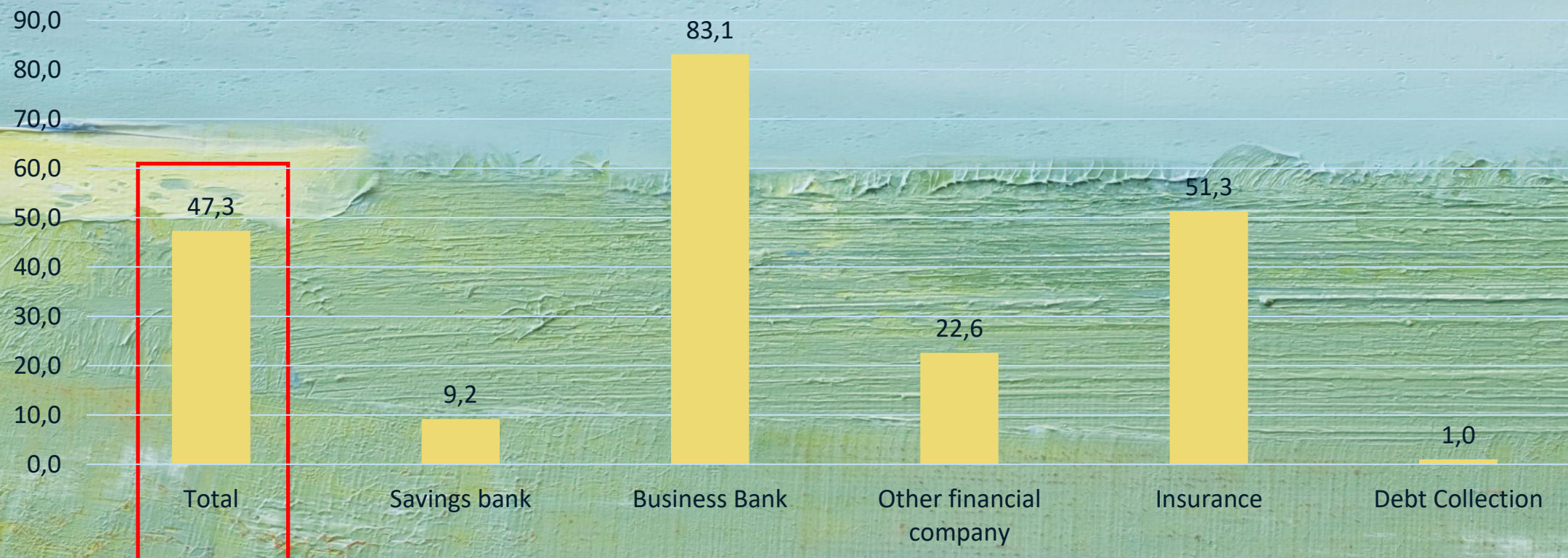
What kind of sustainability competence does your company need in the next 2-3 years?



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# Half of the employees in the financial industry will need sustainability skills

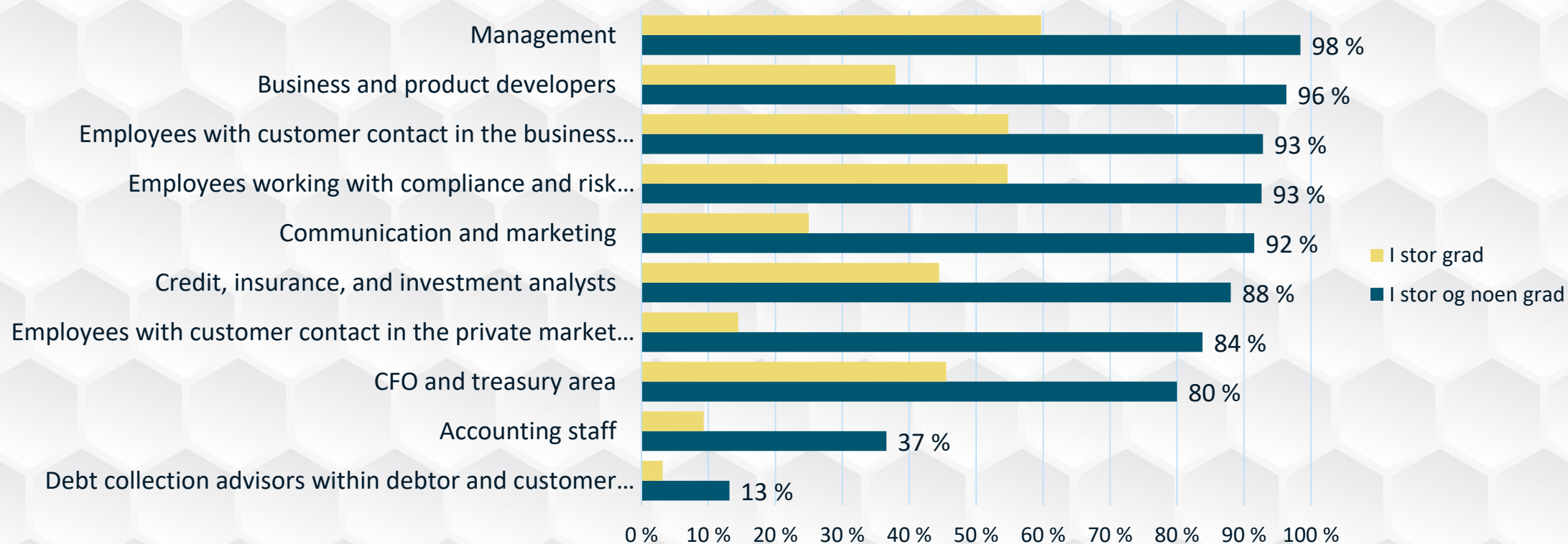
Approximately what proportion of your company's employees will need competence in sustainability in the next 2-3 years?



*Skills Check 2024 Finance Norway. The figures are weighted based on the number of employees.*

# Most groups will need significant or moderate upskilling in sustainability

To what extent do the following employee groups in your company need competence development in sustainability?



*Skills Check 2024 Finance Norway. The figures are weighted based on the number of employees.*

# Small companies find it challenging to integrate sustainability into current roles. Large companies cannot find relevant upskilling offers

## What challenges does your company face in achieving its competence goals in sustainability?



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Finans  
Norge