

Skilled workers

A work permit allows you to work in Norway. The rules apply to applicants from countries other than EU/EEA/EFTA states, and to applicants from EU/EEA/EFTA countries who wish to apply for a permit pursuant to other rules than the EU/EEA rules.

This type of work permit can be issued to people who have specialist training or special qualifications. If you have such qualifications, you are referred to as a skilled worker. Please note that separate rules apply to EU and EEA nationals.

Who can be granted a work permit as a skilled worker?

- You must be a skilled worker or have special qualifications. “Specialist training” means that you have training corresponding to at least three years of vocational training at upper secondary school level. Training at higher education level, i.e. a university college or university, is also covered by the term “specialist training”.
- For religious leaders/ teachers and ethnic cooks, more stringent qualification requirements currently apply. More detailed guidelines are provided in UDI Circular 2006/001.
- Your qualifications must be regarded as essential to the enterprise. This means that the position offered must be such that it requires specialist training or special qualifications.
- In principle, it is a requirement that you are either covered by a specific quota scheme or that the job cannot be filled by Norwegian labour or labour from the EU/EEA area. Since the quota scheme came into force in 2002, the quota has never been filled. This means that at present the requirement for an assessment of the employment market does not apply.
- Additional requirements for skilled workers who are to work through staffing agencies. Certain additional requirements apply to this group of workers – see UDI Circulars 2007-014 and 2006-001.

What requirements apply to the offer of employment?

- A concrete and relevant offer of employment must have been received.
- As a rule, it must involve full-time work for one employer.

- The pay and working conditions must not be poorer than those stipulated in the applicable collective agreement or pay scale or what is normal for the occupation and place concerned.

How do I apply?

As a rule, you must submit your application to a Norwegian foreign service mission in your home country or in a country in which you have held a work or residence permit for the last six months. If you are a skilled worker/ specialist, however, you can submit the application from Norway, via the police. In addition, you must either:

- Be living in Norway and hold a residence or work permit for three months or more
- Have been granted a visa for three months
- Have been granted a visa for job seekers valid for up to three months, or
- Be entitled to live in Norway for three months without a permit (i.e. not be subject to a visa requirement)
- However, the right to apply for a work permit from Norway does not apply to skilled workers/ specialists living in Norway in connection with an application for asylum or pending departure following rejection of an asylum application.

Applications submitted from Norway shall be delivered to the police district in which you live. See also UDI Circulars 2002-001 (on job seeker visas) and 2002-002 (on the right to apply for a work permit from Norway).

Your employer can also apply for a work permit on your behalf if you authorise your employer in writing to do so. In such case, the application must be submitted to the police district in which the employer has his registered address.

You may not start work until you have received your work permit. The police are entitled to issue a temporary permit on request if they believe that it is probable that your application will be granted. In such

case, it is a precondition that you meet the requirements for applying from Norway.

What do I have to enclose with my application?

In addition to the completed application form, you must enclose:

- An offer of employment form completed by yourself and your employer, or, alternatively, an employment contract containing the same information.
- Documentation of training. The documentation must contain information about the duration of the training, its content and the level of the educational institution.
- Documentation of job experience. The documentation must contain detailed information from previous employers about the duration of the employment, the duties involved and the nature of the enterprise.
- Your CV
- The documents must be translated into English or Norwegian.
- [A passport photo/photo that meets specific requirements.](#)
- A copy of your passport.
- [A fee must also be paid.](#)

Please note, the documentation requirements vary from country to country and they may be changed over time. You should therefore examine in more detail what the requirements are at the Norwegian Embassy in the country from which you are applying.

The contents of the permit

- A permit for a skilled worker/ specialist is valid for a specific job in a specific location. In principle, therefore, you may not take on other employment in the same enterprise or outside it.
- The period of validity for a first-time work permit can be set at one, two or three years, but not, however, for longer than the duration of the period of employment.
- The permit constitutes grounds for a settlement permit.
- Family members of skilled workers/ specialists can come to Norway pursuant to the rules concerning family reunification. If the family's application is submitted simultaneously with the main applicant's application, they will be processed together.

Can the permit be renewed or extended?

The permit can be renewed. An application for the renewal of a residence permit must be submitted at least one month prior to the expiry date of the permit. The application must be submitted to the police in the place where you live. [A fee must be paid for applications for renewal.](#)

Frequently asked questions:

How long will it take to process my application?

The case processing time varies somewhat. An overview of how long it takes on average to process the different types of application is available at www.udi.no/saksbehandlingstider, or you can contact the Information Service for Applicants by [email](#) or by phoning (+ 47) 23 35 16 00

Can I appeal against a rejection?

If your application for a work permit is rejected, you may appeal the decision. If you appeal, your application will be reconsidered by the UDI. The UDI can overturn the decision and grant the application. If not, the case will be sent to the [Immigration Appeals Board \(UNE\)](#) for new processing.

Further questions?

For further information, see UDI's circular on skilled workers/ specialists. You will find more information about what is required for foreign nationals with specialist training or special qualifications to qualify for a work permit in Norway in the brochure "Skilled workers - work in Norway for people with specialist training". If you still have questions regarding how to apply for a work permit in Norway, you can contact your nearest Norwegian embassy or consulate, or the [Information Service for Applicants.](#)

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