

A Balancing Act

Describing skills acquired in
the workplace



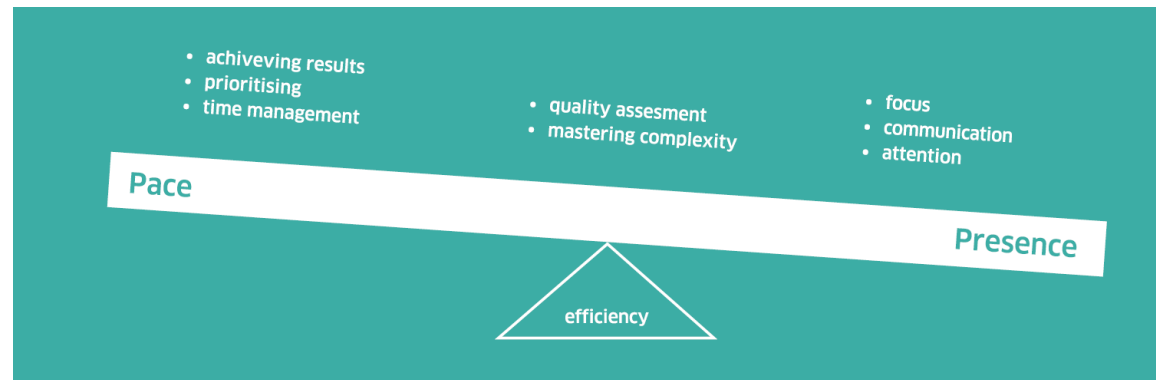
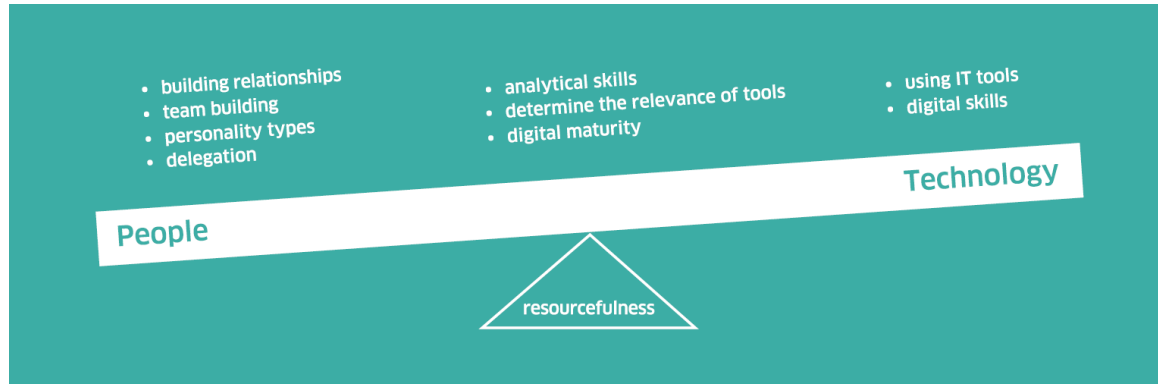
Tormod Skjerve | Eleni Simeou



The objective of this project was to develop a model and method to describe skills acquired in the workplace, so that they can be understood in a wider working life context as well as in the formal education system.

The project makes it possible to define skill standards in the workplace in the same way as standards are defined in the formal education system, and thus establish reference points in the labour market for validation of skills.

BALANCE POINTS



The four-step method



STEP
01

THE BALANCE MODEL

Identify the skills for the role/function, and use the balance model to help create a comprehensive picture of all the skills required



STEP
02

KEY SKILLS

Determine the 10-15 most important skills for the role/function



STEP
03

LEARNING OUTCOMES

Write learning outcomes for all key skills



chain/sector

STEP
04

QUALIFICATIONS

Fill out the information required for the skills standard to qualify as a qualification

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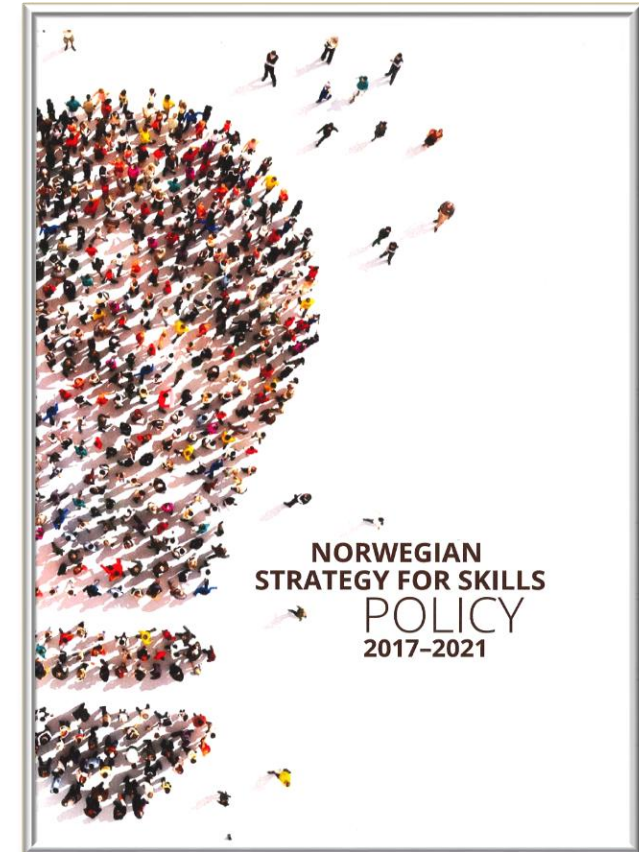
- contributions to skills policy and lifelong learning

Improving

Understanding – Activation – Matching of skills

A positive impact on:

- Validation of prior learning
- Integration and inclusion
- Mobility
- Cooperation and transition between education and working life
- Career guidance



Thank you for your attention!

t.skjerve@virke.no

For more information visit:

<https://www.virke.no/var-politikk/politiske-artikler/vi-er-balansekunstnere>