

The Balancing Act

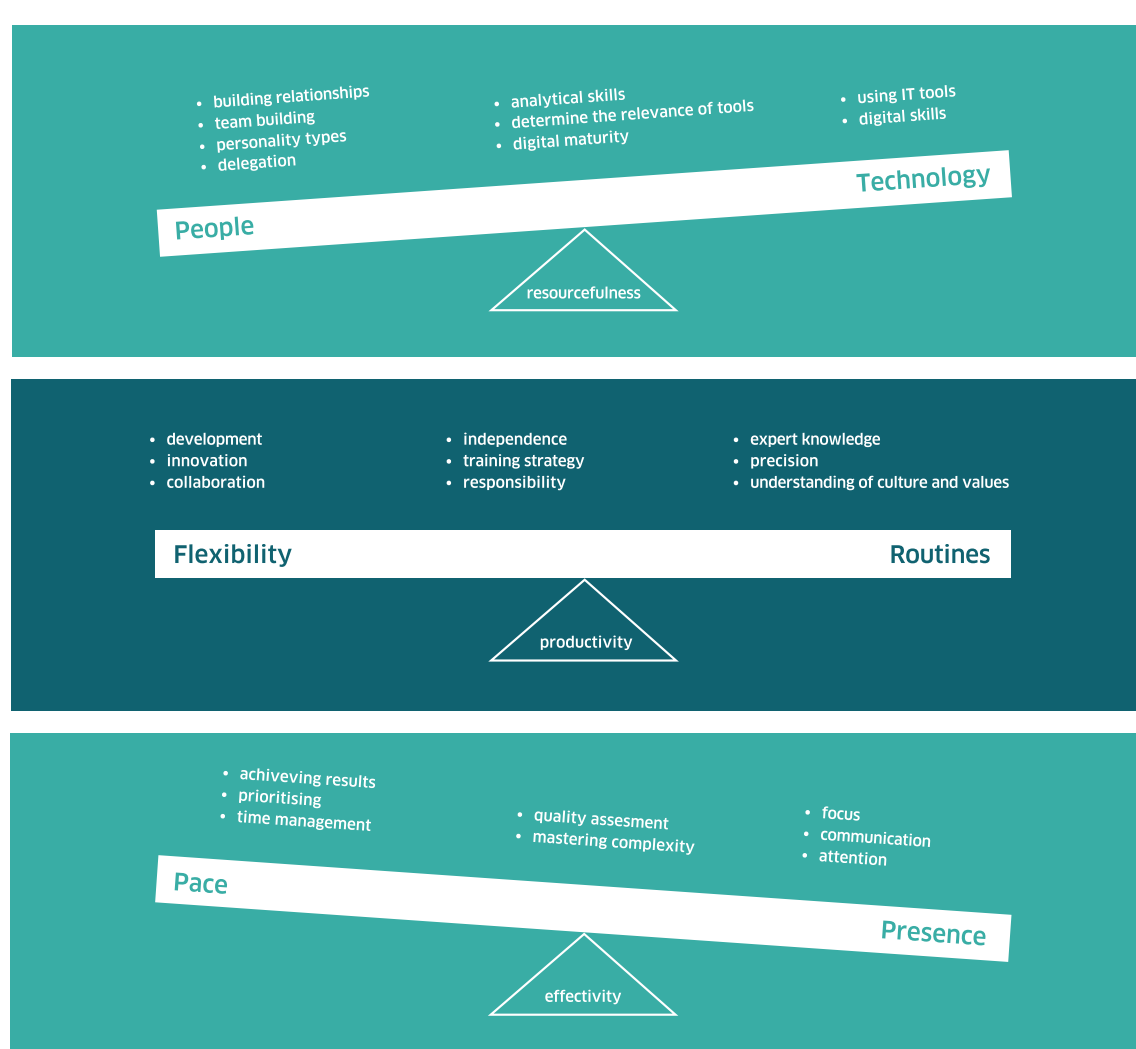
Overview



«The Balancing Act» is 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.

Developing skills standards and using learning outcomes in the worklife and for individuals will provide a proper process for validating prior learning against workplace standards, and also improving labour market mobility, integration and inclusion.

Innovation

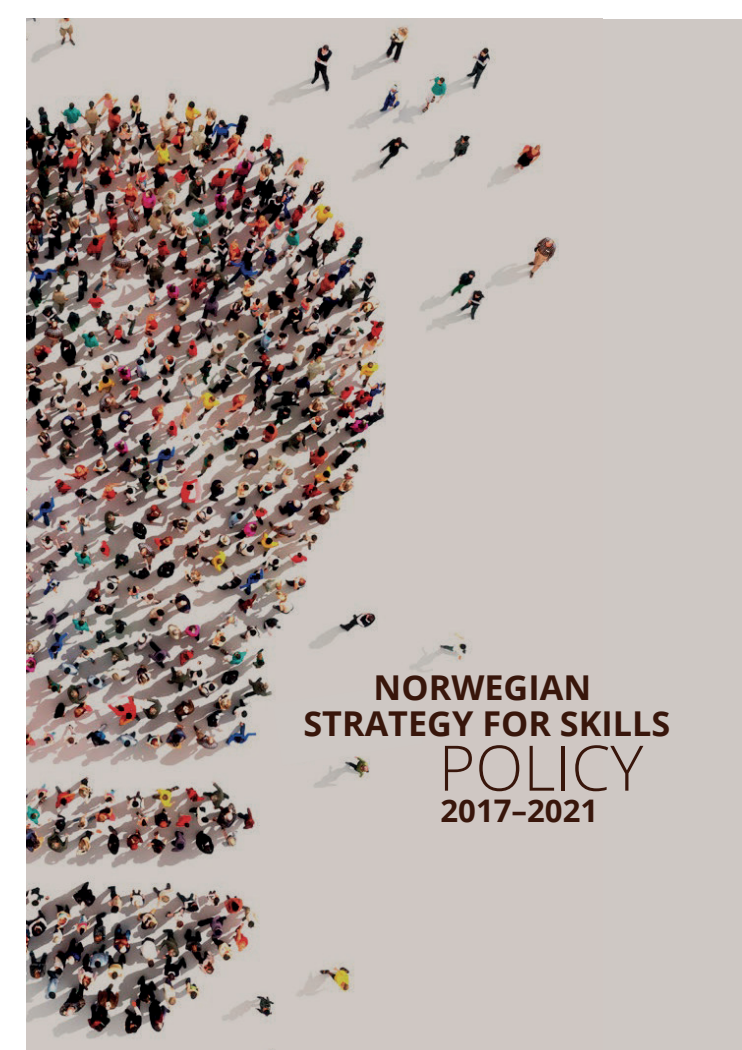


The Balance Model

The balance model provides a unique framework and language for the skills acquired in the workplace and skills standards originated in the working life.

All skills necessary in today's workplace can be described into three pairs of balance points. The model reflects the very dynamic logic of skills development processes in the workplace.

Sustainability



“The Balancing Act” is part of the Norwegian Strategy for Skills Policy 2017–2021. The project was managed by Virke – The Enterprise Federation of Norway.

The Norwegian Ministry for Education and Research financed the project. It was carried out in cooperation with the Trade Union Federations LO and YS, the Employer Federation NHO, and the retail chains IKEA, KIWI and Meny.

“The Balancing Act” is not a commercial product. Open and free access to download the report (full or short version in Norwegian or English) and a short video presenting the model and method.

Scale



40 interviews have been conducted in retail and health care sectors, and to identify and describe immigrants' and refugees' skills.

In 2019 the following sectors will do pilot projects: The Financing sector, the Publishing sector, the Sport and fitness sector, Oslo Adult Education (public sector) and The Norwegian Association for Adult Learning (private sector).

Transferability



The Four-Step Method

Introducing learning outcomes in the working life is providing a bridge between education and working life, and enhancing cross-sector mobility.