

# A methodology for validation of in-company learning

Senior policy advisor Tormod Skjerve, Virke – The Federation of Norwegian Enterprises

# Agenda

Policy framework

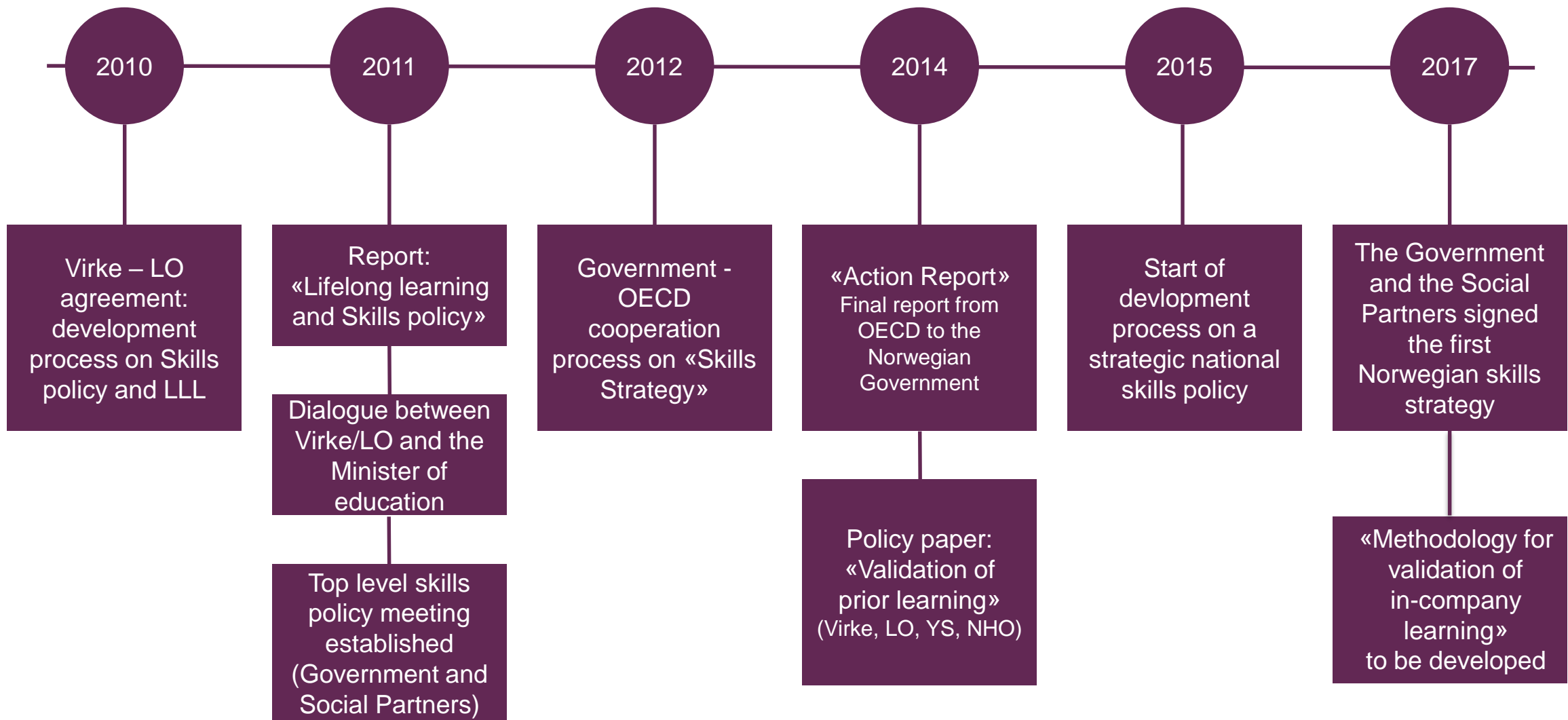
Changing mind-set

Project participants and stakeholders

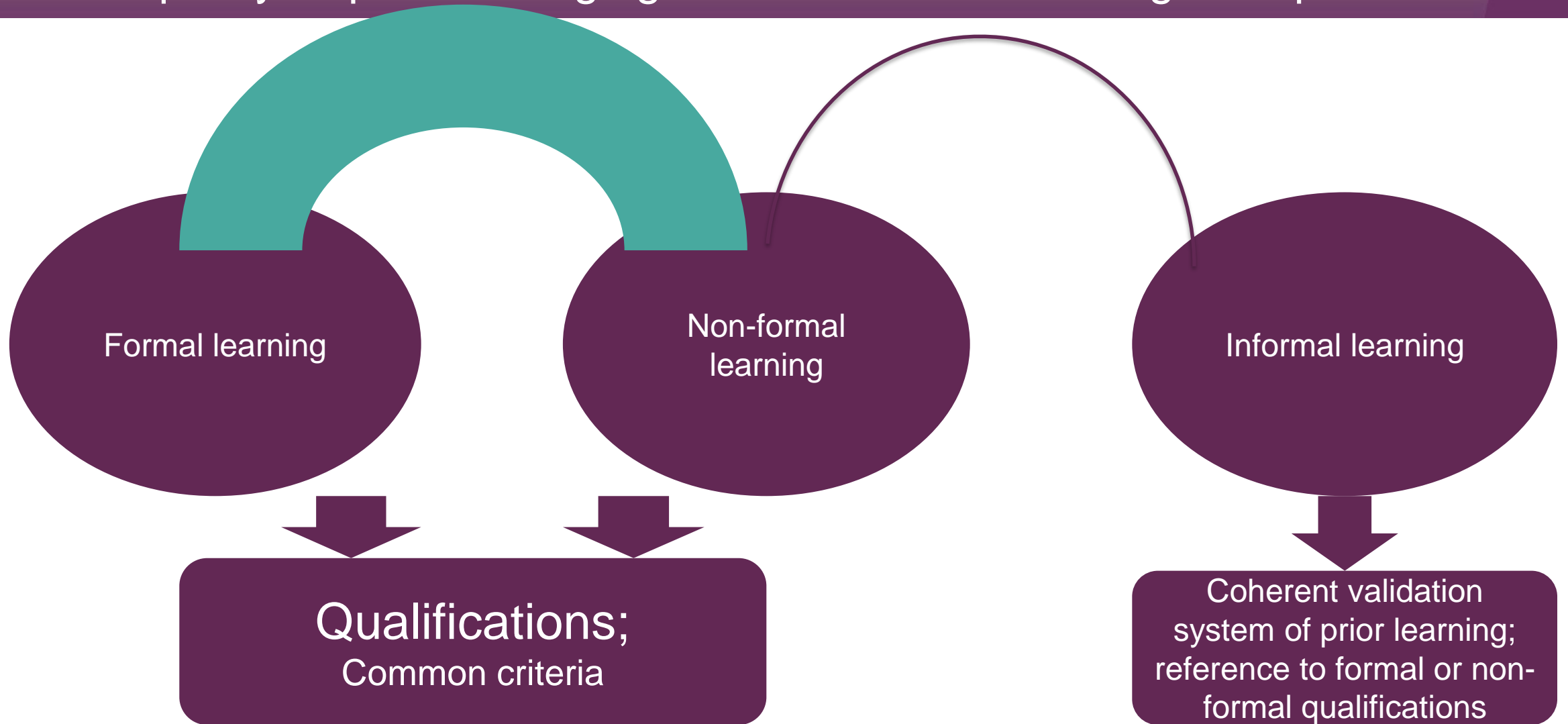
Qualifications criteria

Learning outcomes

1st of March 2018



# SKILLS policy requires changing the mind-set on learning and qualifications



# Project participants and stakeholders

## Companies – retail and wholesale



- 13 shops/departments/stores
- 12 different job functions
- 35 interviewees

## Management and stakeholders

- Project manager:



- Advisory group:



- External evaluator: Fafo (research institute), Saga Advisors (consultancy)
- Education authorities (testing)
- Ministry of Education and Research (funding, policy framework)

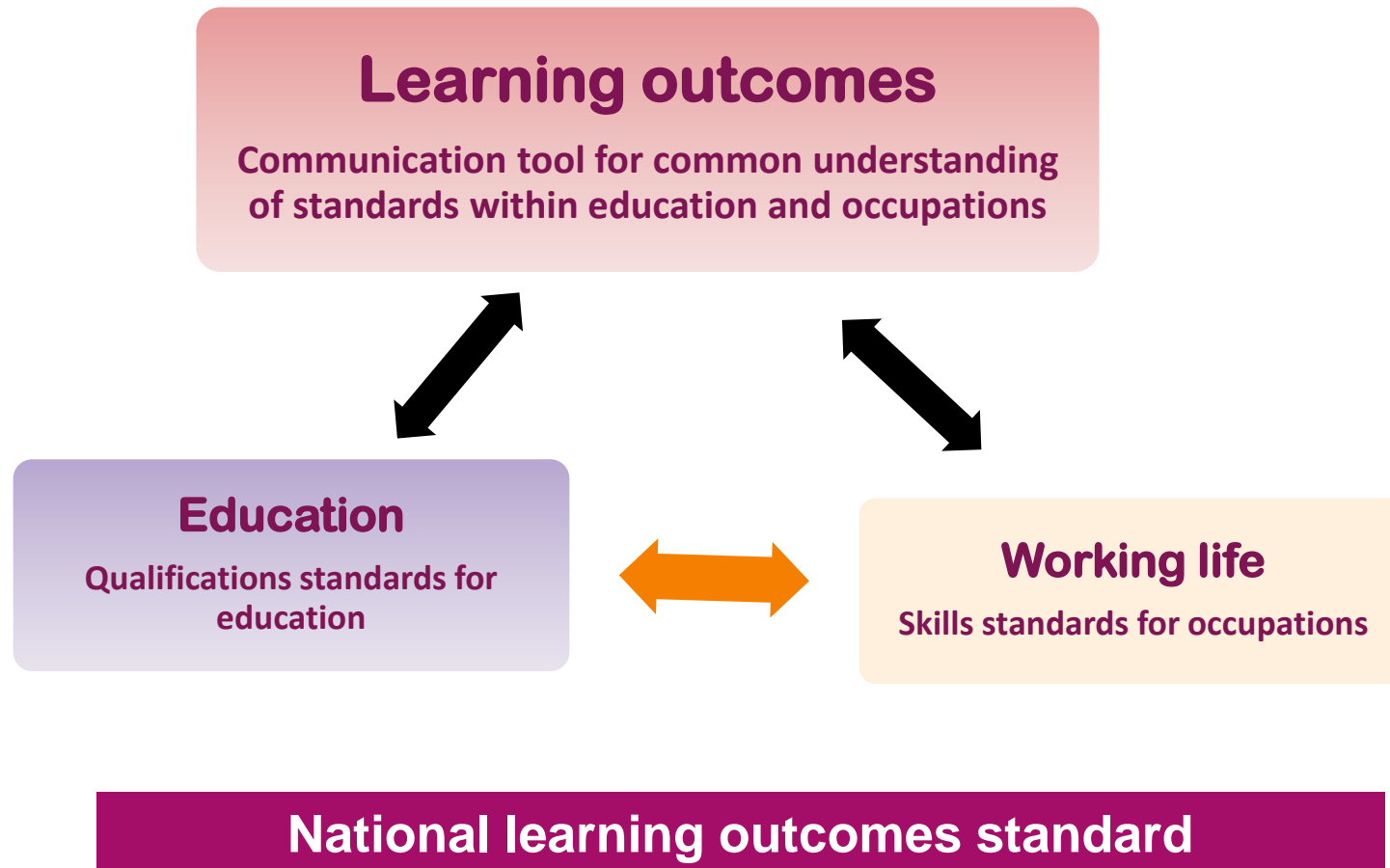
# Qualifications criteria

Criteria	Comments
Title and awarding body	
Learning outcomes	Either three separated columns or open text. Appr. 1000 words
Quality assurance	System – who and how
Subject	ISCED FoET 2013
Purpose	Relevance / relationship to labour market or society
Duration	Notional workload, credit points (if applicable)
Documentation	Certificate, diploma, etc.
Evaluation	Oral, written, digital, evaluator internal or external
Organisation	Full-time, part-time, campus, e-learning
Learning venue	School, workplace, practice, group, individual
Career opportunities	Horizontal / vertical
Entry requirements	By law, regulations, practice

## Qualifications criteria (if applicable)

Criteria	Comments
Language	If other languages than norwegian are required
Expiry date	By law, regulations, practice
Partners	Formal partnerships; teaching resources, review, IT-platform
NQF / EQF	If applicable
Source of information	URL

# Learning outcomes





## Products:

- Final report incl. description of a methodology
  - Guidance for companies on why and how to write learning outcomes
  - Proposal on common criteria for qualifications

## What we want to achieve:

- Change and improve
  - the knowledgebase for skills policy making
  - the understanding of learning, qualifications and learning outcomes
  - trust and potential to build bridges between formal and non-formal systems of education and training
  - transparency and guidance on learning and career pathways



Thank you for the attention😊

[t.skjerve@virke.no](mailto:t.skjerve@virke.no)