

Worklife Learning

NLL's Network for Worklife Learning will focus on worklife learning in 2025-2027. The network will share experiences and knowledge and will follow a project in which the Learning Circle Model^[1] is implemented at five public-sector workplaces in health and care services in the Nordic countries. The project will be followed by researchers.

The goal is to examine whether - and in what ways - the Learning Circle Model helps create a robust learning environment in workplaces that reflects the perspectives of both employees and managers. How can the model contribute to sustainable ways of working?

The background is that recruiting and retaining staff in the health and care sector is challenging. With an ageing population, the need for services is increasing. The complexity of users' needs is growing, while the dependency ratio in the Nordic countries is declining. This creates a need for new forms of worklife learning - forms of learning that build knowledge, support sustainable solutions, and help retain and recruit employees.

Focus areas

Through network gatherings and by collecting experiences from the Learning Circle Project, the network will focus on worklife learning:

- What is needed to create stable and robust learning environments?
- Which factors contribute to (co-creative) learning?
- How can employers, managers, union representatives, and employees together help ensure that learning becomes a natural part of the workplace culture?

1. <https://nll.org/publications/2024/learning-circles-in-the-nordic-context/>

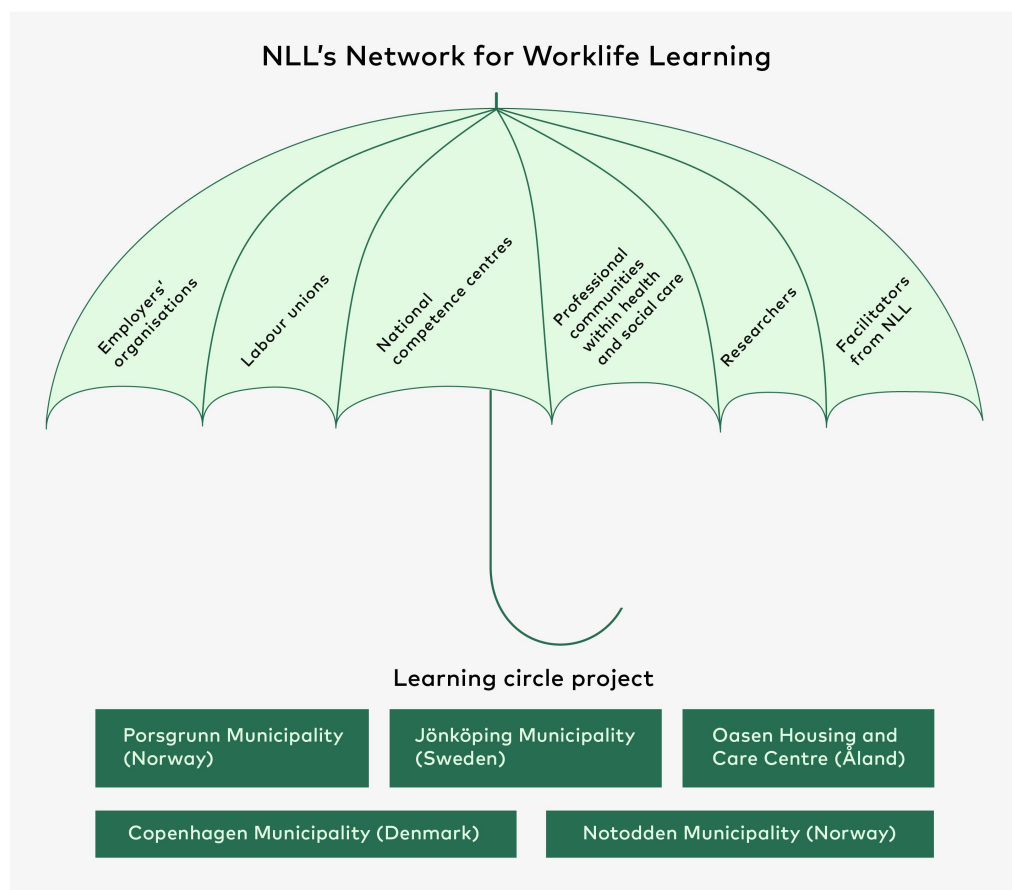
Development of practice and policy

The network consists of practitioners, decision-makers, and professional communities with expertise in competence development in the health and care sector. Together, the network provides a forum for dialogue and knowledge exchange at the intersection of practice and policy, and where worklife connects with the competence field, across the Nordic countries.

Development of practice: In the Learning Circle Project, the Learning Circle Model is being tested at five health and care workplaces in Denmark, Norway, Sweden, and Åland. Employees and managers receive training in how to facilitate a local learning circle. The project and the local learning circles are followed by researchers.

Basis for policy development: The project's findings will support the development of recommendations and guidance to strengthen strategic competence development in health and care workplaces. We also expect the results **to be applicable** to other industries and sectors.

Model for the collaboration



Participating workplaces in the Learning Circle Project:



Why do we focus on the health and care sector?

Health and care services were selected because the sector must adapt to societal changes: an ageing population, growing demand for increasingly complex services, and challenges in recruiting and retaining staff.

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