WORKSHOP C-1

Worklife learning - innovative and practice-oriented competence development in working life - NLL



Nordic Network for Lifelong Learning

Cross-Nordic network

Workplace Learning & Learning Circles

Reykjavik October 20th 2026

Anne Solsvik & Marie Aakjær



Programme for workshop

- Introduction to workshop, by Aldís Sveindottir
- Presentation of NLL, Learning Circles and background, by Marie & Anne, NLL
- Presentation case example on working with Learning Circles in Social & Health care, by Christina & Anna, Jönköping Municipality
- Discussion in groups
- Plenum, by Aldís



Our Vision 2030

A **competitive** Nordic region

Together, we will promote green growth in the Nordic region based on knowledge, innovation, mobility and digital integration.

A **green** Nordic region

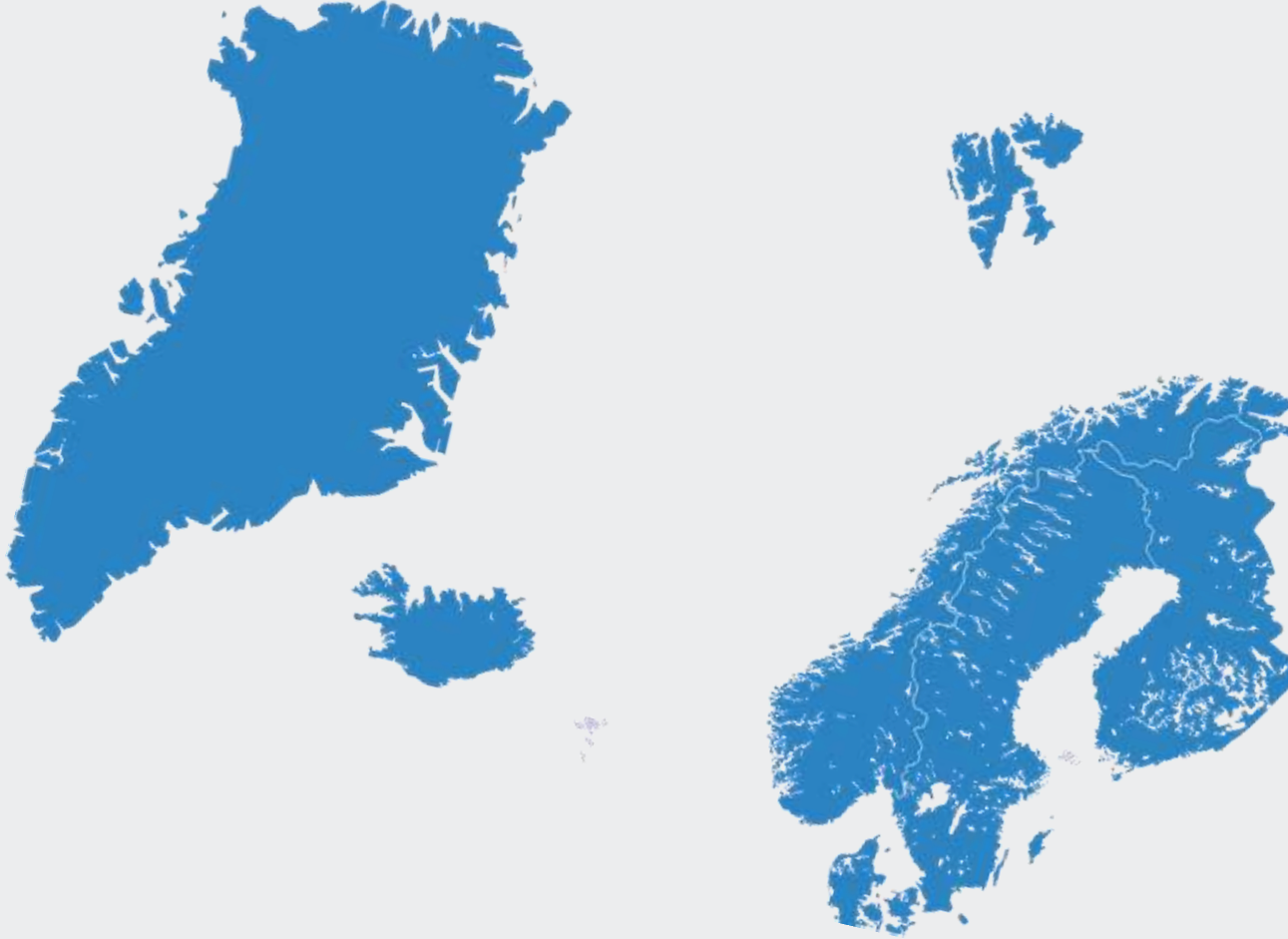
Together, we will promote a green transition of our societies and work towards carbon neutrality and a sustainable circular and bio-based economy.

The Nordic region will become the most sustainable and integrated region in the world

A **socially sustainable** Nordic region

Together, we will promote an inclusive, equal and interconnected region with shared values and strengthened cultural exchange and welfare.

NLL's role: Connecting practice, research and policy

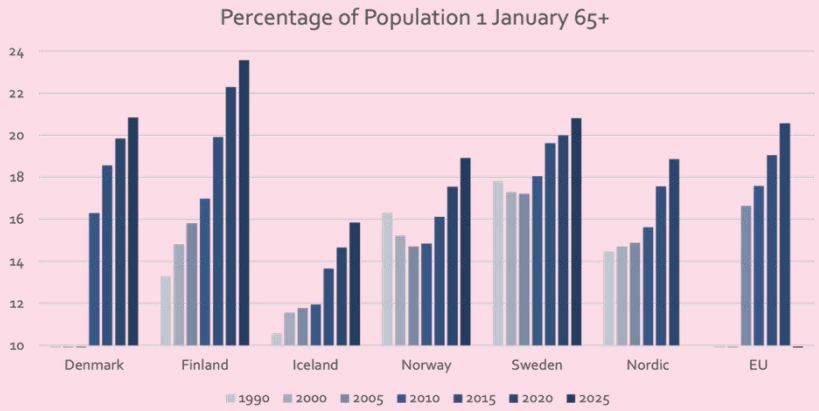


NLL creates Nordic value by:

- Bringing stakeholders together
- Sharing experience across countries
- Developing knowledge for practice
- Informing future policy

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Workplace Learning initiative



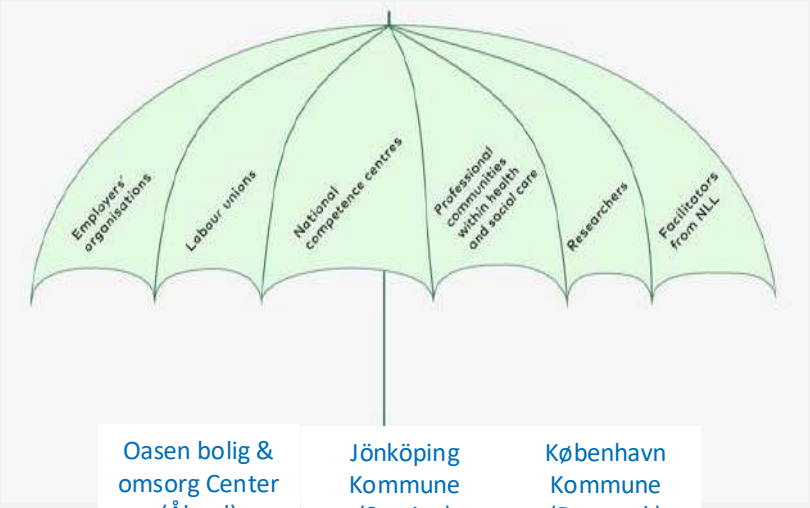
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Background - challenges

The initiative addresses the significant challenges related to

- **recruitment and retention of staff**
- **continuous learning** and **competence development** in response to rapid changes and new professional demands within the sector.

Workplace Learning initiative



Oasen bolig & omsorg Center (Åland)

Jönköping Kommune (Sverige)

København Kommune (Danmark)

Notodden Kommune (Norge)

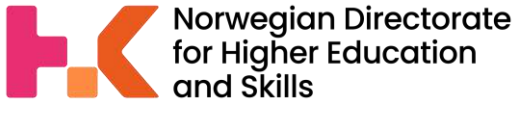
Porsgrunn Kommune (Norge)

The overall purpose of the network:

Explore, exchange and document experiences

- How to build strong and sustainable systems for **learning**, **collaboration**, and **knowledge sharing at work**?
- **How to support** employees to learn and share skills, tools, or methods?
- How can this initiative help retain staff and **enhance quality of work and care provided**?


OASEN
Boende- och vårdcenter


Norwegian Directorate
for Higher Education
and Skills


KT


KOMPETENCE
SEKRETARIATET


Ageing and Health
Norwegian National Centre


PORSGRUNN
KOMMUNE


DANISH SCHOOL OF EDUCATION
AARHUS UNIVERSITY


NOTODDEN
KOMMUNE


Utviklingssenter for
sykehjem og hjemmetjenester
TELEMARK


KS


REGION
Nordsjællands
Hospital


JÖNKÖPINGS
KOMMUN


LO Norge


Reykjavík


VÅRD OCH
OMSORGS
COLLEGE


KØBENHAVNS KOMMUNE


REGION
The Capital Region
of Denmark


NIFU


JHL


FOA


KL


BSRB

NLL's mandate for the network

1. **Try out Learning Circles in Health & Care area**

2. **Research report** document results on Learning Circles within Health & Care

3. **Pedagogical principles** of Learning Circles

4. **Input to policy & practice** based on the above

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Workplace Learning initiative



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Learning circles

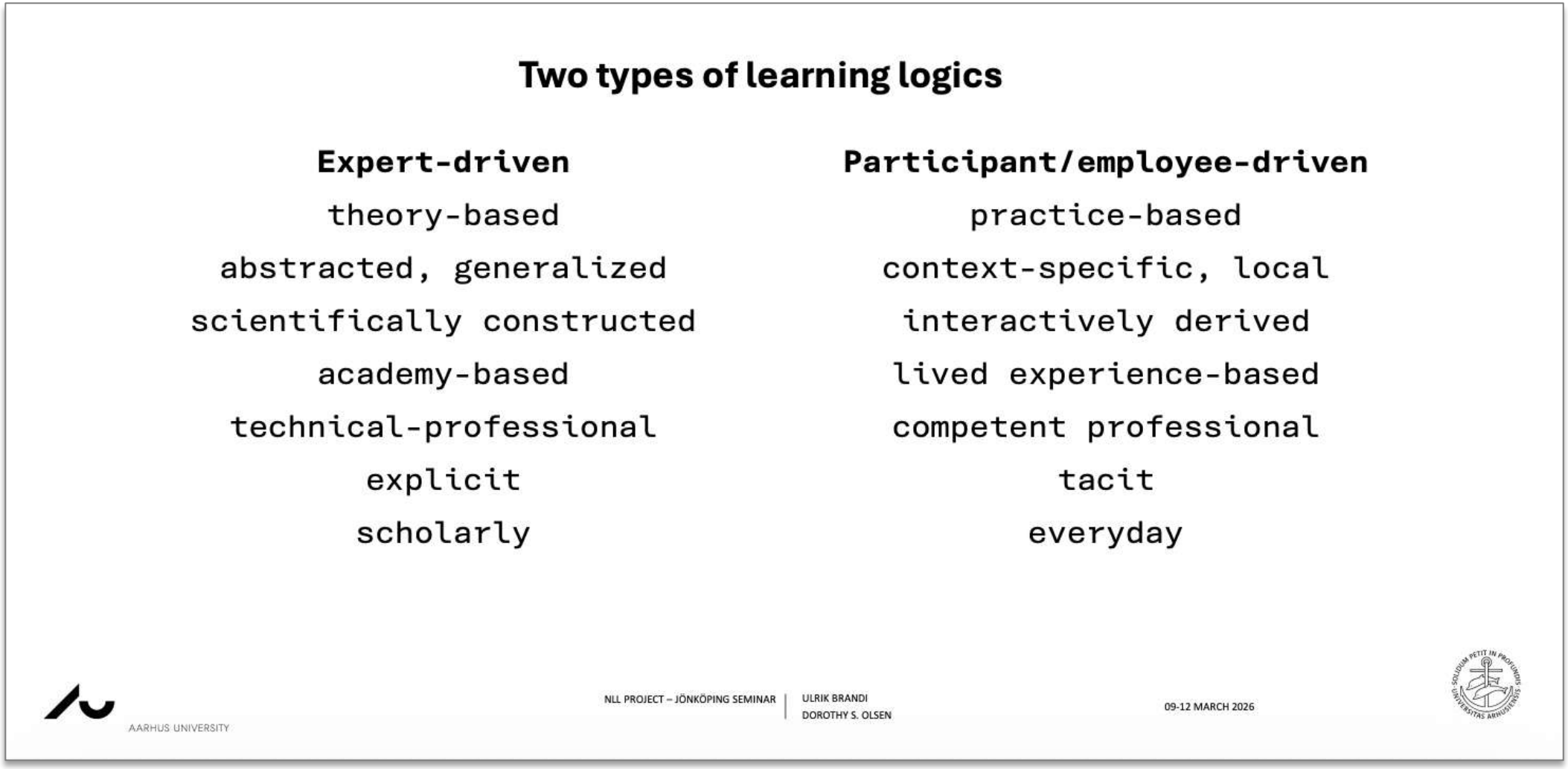
What is a learning circle?

- A group – e.g. 8 employees
- Meeting recurrently over a period of time – e.g. 2-3 hours over 6-12 months
- Participants define the focus and contend of learning – e.g. mobility of elderly
- Friction/disturbances is a driver (theory, new perspectives, data)
- Process is facilitated by a facilitator
- --> A flexible model (contend/focus, time, participants)

Learning circles

- A **participant driven** learning process with high participant **responsibility and commitment**.
- Learning is based on **participants experience and concrete challenges in practice**
- Participants **co-create new knowledge** through dialogues - sharing experiences and using existing knowledge in new ways
- **Diversity** as a resource and a driver of learning
- A **facilitated process** (not driven by a teacher or an expert)
- The learning process in circles buildings **competences**, **capacity**, and **learning**

Two Logics of Learning



(Ulrik Brandi, 2025)

NLL Learning circle: possible outcomes...

Level	Possible outcomes	Examples
1. Individual	Competence development	New competences, better problem-solving, stronger reflection, and learning ability
	Well-being and engagement	Greater work engagement, sense of meaning in work; stronger intention to stay in the profession
2. Team	Collective learning	More knowledge sharing and dialogue
	Collaboration	Better collaboration and joint problem solving
2. Workplace	Learning capacity	New routines, stronger learning culture

(Ulrik Brandi, 2025)

Discussion

- What forums exist within your organization for addressing issues that lack simple answers?

- What might learning circles add to the methods you already use?

Thank you

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Resources on Learning Circles /Learning labs: https://nll.org/english/