NORDYRK Conference 3.-5. June 2024 – Reykjavík Iceland.

3rd Jun 2024

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		H-201	H-202	H-203	H-204	H-205	H-209	H-207
11:00 - 12:00	Jón Torfi Jónasson Professor Emeritus and fo Evolution or transformati VET exists in many differe trades, changing work-pla what they have in commo	te ormer dean at the School of Educations in VET? What might evolve? Int worlds some of which are deternice cultures, corporate changes and and what differentiates them. It itically examine where the academ	ion at the University of Icelar What might transform? And mined by educational "institu d in many fields technological is simultaneously worthwhile	nd which are the controlling for utions", moulded by a variety revolutions. Our VET confere e to contemplate where we ar	ces? of traditions, cultures, system ence contributions commonly me most likely to find the evolu	ns and practices and others a refer only to a subset of the ution and where the transfor	re in the hands of working life se different worlds, and we n	nay occasionally pro
12:00 - 13:00	deliberation we should en	examine where the deaders	is discourse enters the opera	What we can use	land to the state of the state			
13:00 - 14:30		Exploring innovative assessment and feedback practices Location: H-201 Chair: Julie Klovholt Leonardsen Presentation type: Paper session Session 1:1 Language: Nordic Samskapt vurdering: erfaringer med utvikling av underveisvurderingspraksiser i toppundervisningsprosjekt i yrkesfaglærerutdanning. Mari-Ana Jones, Lene Hylander, Arve Leraand, Erlend Dehlin, Eli Smeplass Lyst til å lære? En kvalitativ studie av konseptet lærelyst i kontekst av underveisvurdering i yrkesfag. Julie Klovholt Leonardsen, Beathe Nyheim	Education policy: Fostering democracy and teacher collaboration Location: H-202 Chair: Henriette Duch Presentation type: Paper session Session: 1:2 Language: Nordic Hva er det med samarbeidet mellom lærerne på Bydal videregående skole. En kvalitativ studie av samarbeidet mellom lærere på en yrkesfaglig videregående skole med høy gjennomføringsgrad av skoleløpet. Martine Salater Epistemisk urettvise i obligatorisk skule Grethe Nina Hestholm	In teaching practices Location: H-203 Chair: Birger Brevik Presentation type: Paper session Session: 1:3 Language: Nordic Yrkesfaglæreres nytte av studiet «anvendelse av ny teknologi i yrkesfag» Birger Brevik, Kate Louise Milosavljevic Utvikling av yrkesfaglærerutdanning ved Norges miljø- og biovitenskapelige fakultet gjennom systematisk erfaringslæring over bruk av praktiske læringsarenaser under studiet. Erling Krogh, Kristian Bergersen, Martine	Navigating diversity in VET: Strategies for inclusion Location: H-204 Chair: Lázaro Moreno Herrera Presentation type: Paper session Session: 1:4 Language: English "Unity in Diversity" thru "Diversity in Unity" — Paths of transformation for an inclusive VET- System in Europe Ixmeier Sebastian, Dieter Münk Migrant labour in the automotive industry: a literature review Lázaro Moreno Herrera, Sofia Antera, Ali Osman, Åsa Broberg	The future of VET: Adaptability and governance in challenging times Location: H-205 Chair: Stephen Billett Presentation type: Paper session Session: 1:5 Language: English A Utopian Vision for the Swiss VET System of the Future? How Governance Mechanisms Enable Persistence and Change of the Relationship Between Company- and School-Based VET Raffaella Simona Esposito, Regula Julia Leemann Building VET systems to advance communities: Going beyond reactiveness	Transforming VET research through data science? Opportunities, challenges, restrictions and connections Location: H-207 Presentation type: Workshop Session: 1:7 Language: English Transforming VET research through data science? Opportunities, challenges, restrictions and connections Stefan Udelhofen, Jens Dörpinghaus, Michael Tiemann What is said about VET on social media in Germany? Trends, demands, and opinions.	

			Demokrati i skole, undervisning og oplæring Henriette Duch	Charlotte Liland, Nina Marie Storborg Innovasjon, ny teknologi og bærekraft innen de teknologiske fagene Roger Bakken, Frode Torgeir Andersson	Linguistic Sensitivity in Vocational Education: A Video-Based Examination of Implementation Strategies and Extent Anja Augsdoerfer, Jens Siemon	Stephen Billett War and vocational education. A case of the Ukrainian vocational system during Russian aggression Oksana Melnyk	Kristine Hein, Jens Dörpinghaus		
14:30 - 15:15	Poster session and a coffee break Location: H-101 Presentation type: Poster The posters will be presented in H-101.								
	Coffee will be served in front of Bratti and H-101 on the first floor.								
	Interdisciplinary collaboration in vocational education and training (VET): Opportunities and challenges for business and technical teachers Sebastian Koppius								
	Evolving trends and digitization for vocational education in Germany on YouTube Anja Firll, Jens Dörpinghaus, Robert Helmrich, Michael Tiemann								
	Peer learning inom lärandet av praktiska färdigheter Jessica Silfver, Filip Levälahti								

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	H-201	H-202	H-203	H-204	H-205	H-209	H-207
09:00 - 10:00	Katja Vähäsantanen: Professional I Location: Bratti Presentation type: Keynote	dentity: Becoming and Being a	Vocational Teacher				
	Dr Katja Vähäsantanen Principal research scientist at the Häme Unix Professional Identity: Becoming and Being a The keynote presentation will focus on relat for professional identity work can be identifi also provide new insights into research on p during teacher education and as part of thei	a Vocational Teacher onal, agentic and emotional processes of ed when vocational education and teach rofessional identity. The presentation w	of becoming, developing and wor ners' work are in a state of chang	king as a vocational teacher fe and diversification? The pre	rom the perspective of professentation will draw on currer	nt research on the identity of	vocational teachers, but will
10:00 - 10:30							
10:30 - 12:00	Workshop of hvordan und om bærekraf teknologi i arbeidslivet Location: H-201 Presentation tyg Workshop Session 2:1 Language: Norw Workshop om h undervise om b teknologi i arbe Berit Reitan, Ma Korsager	ervise practice: Collaborative approaches Location: H-202 Chair: Roger Lossius Presentation type: Paper session Session 2:2 egian Language: Nordic vordan erekraftig idslivet Processer och utmaningar vid bedömning av APL	Recruitment and transitions Location: H-203 Chair: Åsa Mårtensson Presentation type: Paper session Session 2:3 Language: Nordic Motivations to have a Second Career as a Teacher in Vocational Education and Training Per Kristmansson, Magnus Fjellström Et reviewstudie om frafald, fastholdelse og gennemførsel på erhvervsuddannelserne i Danmark fra 2011 til 2023 Anne Mahler, Emma Søndergaard Thomsen, Arnt Vestergaard Louw Yrkeslärare blir mastersstudenter	Enhancing learning at the workplace Location: H-204 Chair: Wenche Hammer Johannessen Presentation type: Paper session Session 2:4 Language: English Perceived Role Stress in Swiss Dual VET Apprentices: What is it and How does it Impact on the Learning Experience? Matilde Wenger The Workplace as a Place for Learning Anne Katrine Kamstrup, Henrik Hersom Students' translation of organizational principles of entrepreneurship in Vocational education and training (VET) Wenche Hammer Johannessen, Hege Eggen Børve	The purpose of VET Location: H-205 Chair: Antje Barabasch Presentation type: Paper session Session 2:5 Language: English Learning from historical VET and CVET regulations in Germany: What should VET look like and whom should it serve? Thomas Reiser, Jens Dörpinghaus, Petra Steiner Purposes of VET in the contemporary era Stephen Billett Internationalisation of and in VET – What's in it? Antje Barabasch, Sandra Bohlinger	Exploring vocational teaching practices Location: H-209 Chair: Anja Augsdörfer Presentation type: Paper session Session 2:6 Language: English Approaching complexity in Vocational didactics with a Sense of coherence in mind Sandra Carlsson School Practices in Vocational Education and Training in Iceland. Case studies in two VET programs. Saeberg Sigurdsson, Elsa Eiriksdottir, Valgerdur Bjarnadottir Promoting Personalized Learning with a focus on vocational language competencies: Exploring design criteria for	Boundaries within us and around us in vocational education and training - a workshop based on TCI for Vocational teachers Location: H-207 Presentation type: Workshop Language: English Boundaries within us and around us in vocational education and training - a workshop based on TCI for Vocational teachers Franz Kaiser

12:00 -						blended learning in the context of the school project "Blending4Futures" Anja Augsdörfer, van Meegen Anna, Marc Casper	
13:30							
13:30 - 15:00	Facilitating transitions to working life Location: H-201 Chair: Grethe Nina Hestholm Presentation type: Paper session Session 3:1 Language: Nordic Yrkesfaglæreres tilrettelegging i overgangen fra skolebasert læring til læreplass Kari-Anne H. Kverneggen Opplæringskontorenes framtidige rolle i fag- og yrkesopplæringen Jorunn Dahlback, Merete Chatrin Rekdahl Arbeidslivsfaget som et samarbeid mellom ungdomsskole og yrkesskole – en casestudie Grethe Nina Hestholm, Elin B. Morud, Dorthea Sekkingstad	Innovative pedagogical practices Location: H-202 Chair: Norunn Eftestøl Grødeland Presentation type: Paper session Session 3:2 Language: Nordic Virtuelle refleksjonsgrupper som oppfølging i pedagogisk praksis Karine Gjersøe, Petter Gulbrandsen Om å gripe og å begripe: En studie av hvordan sensorikk tematiseres i yrkesfaglæreres undervisningspraksis i restaurant- og matfag Norunn Eftestøl Grødeland	Koblinger mellem STEM-grundfag og erhvervsfag – tre didaktiske perspektiver Location: H-203 Chair: Arnt Vestergaard Louw Presentation type: Symposium Session 3:3 Language: Danish Didaktiske udfordringer og muligheder i koblingen mellem STEM-grundfag og erhvervsfag på danske erhvervsskoler - en model med tre didaktiske praksisdomæner Linnea Jacobsen Opbygning af et fælles didaktisk sprog til facilitering af VET-læreres tilrettelæggelse af tværfaglig undervisning for at skabe koblinger mellem STEM-grundfag og erhvervsfag - eksempler og data fra et kompetenceløftsforløb Kari Astrid Thynebjerg, Tore Hejl Holm-Hansen	New approaces in VET teacher education Location: H-204 Chair: Jesper Kruse Presentation type: Paper session Session 3:4 Language: English Teachers as Designers Mindsets Heillyn Camacho, Lillian Buus How does the HyFlex model fare in the tension between student's need for flexibility and the quest for quality education? An Case study: Initial education for vocational teachers Hróbjartur Árnason Exploring Professional Identities in STEM Vocational Education: Insights from Danish Teachers Jesper Kruse, Mie Majlund Mikkelsen, Jeppe Egendal	Sustainability and skill development Location: H-205 Chair: Timo Schnepf Presentation type: Paper session Session 3:5 Language: English Addressing Skills Needs in Iceland's Industry: Overcoming Obstacles Hulda B. Kjærnested Baldursdóttir Introducing - Upskilling the EU Hospitality Industry with Portable Micro-Credentials Helen Gray, Sigurður Fjalar Jónsson, Rakel Steinvör Hallgrímsdóttir "We haven't talked much about climate change" – Young students' perspectives on learning about global issues in Finnish upper secondary vocational education Riikka Suhonen Monitoring ecological sustainability related VET using apprenticeship job ads in Germany Timo Schnepf, Johanna Binnewitt	Vocational learning and transitions Location: H-209 Chair: Vera Braun Presentation type: Paper session Session 3:6 Language: English Social media use in vocational education and training research – results from an online ethnography in research communication Laura Getz Reporting from an Erasmus+ small-scale partnership, I4OE - Innovation for Open Ecosystems Kari Jeanette Langseth Hjelmen, Sars Anjos Biographies of University Dropouts attending Dual Vocational Education and Training in Germany Vera Braun	Developing VET curriculum and teaching practices Location: H-207 Chair: Hedvig Skonhoft Johannesen Presentation type: Paper session Session 3:7 Language: English Something new, changed or improved? Något nytt, ändrat eller förbättrad? - Examples of evolvement of study programs in Tækniskólinn Technical College Hildur Ingvarsdóttir Teacher's use of metaphors and aesthetic experiences as epistemological moves in vocational education Fredrik Dahl Norwegian vocational teachers' developmental, didactical, and process- oriented work in implementing and teaching new curriculum Jorunn Dahlback, Hedvig Skonhoft Johannesen, Inger Vagle, Nina Aakernes

Teacher education: Innovative approaches Location: H-201 Chair: Beathe Nyteim Presentation type: Paper session Session 4:1 Language: Nordic Language: Nordic Language: Nordic Digitale fortellinger som eksamensform i yrkesfaglacereutdanningen på nett: fic race-studie av yrkesfaglacereutdanningen på nett: fic race-studie av yrkesfaglacereutdunningen på nett: fic race-s		ı	Ī	1		i	1
Teacher education: Innovative approaches Location: H-201 Chair: Beathe Nyheim Presentation type: Paper session Session 4:1 Language: Nordic Language: Nordic Language: Nordic Digitale fortellinger som eksamensform i yrikesfaglareres undervisingsprakis under covid-19-pandemien John Evind Storyik, Frode Torgier Andersson, Marti Digital procession Praktisk yrkesopplæring på nett: En case-studie av yrkesfaglareres undervisingsprakis under covid-19-pandemien John Evind Storyik, Frode Torgier Andersson, Marti Digital fortellinger som eksamensform i yrikesfaglareres undervisingsprakis under covid-19-pandemien John Evind Storyik, Frode Torgier Andersson, Marti Digital andersson, Marti Martin Storyik, Frode Torgier Andersson, Martin John Evind Storyik, Frode Torgier Andersson, Martin John	15:00 -						
Innovative approaches Location: H-201 Chair: Beathe Nyheim Presentation type: Paper session Session 4:1 Language: Nordic Language: Nordic Language: Nordic Language: Nordic Digitale fortellinger som eksamensform i yrkesfaglærerutdanningen Jon Svere Härberg, Grete Hanssen Jon Svere Härberg, Grete Hanssen Hanssen Praktisk yrkesopplæring på nett: En case-studie av yrkesfaglæreres undervisningsprakisi under covid-19-pandemien John Evind Storvik, Frode Torgeir Andersson, Marit När handledare möter Torgeir Andersson, Marit And learning in VET Location: H-203 Location: H-204 Chair: Catalon: H-205 Presentation type: Paper session Session 4:3 Session 4:3 Session 4:4 Session 4:5 Session 4:5 Session 4:5 Session 4:5 Session 4:5 Session 4:5 Session 4:6 Session 4:7 Session 4:6 Session 4:7 Session 4:8 Session 4:8 Session 4:9 Session 4:9 Session 4:9 Session 4:1 Language: English Session 4:7 Session 4:6 Session 4:6 Session 4:6 Session 4:6 Session 4:7 Session 4:6 Session 4:7 Session 4:8 Session 4:8 Session 4:8 Session 4:9 Session 4:9 Session 4:9	15:30						
Simulering som en didaktisk metode for å forberede studentene til lærerprofesjonen. Martta Brännström, Sandra Stubberud Buer Yrkesrettet naturfagundervisning for yrkesfaglever – hva skal til? Berit Reitan, Mette Nordby Mordby Mordby Tilbakemeldingspraksiser i vyrkesfaglærerutdanningen – utprøving av responsmatrise i arbeid med tekst og skriving Jon Sverre Hårberg. Julie Leonardsen Tilbakemeldingspraksiser i vyrkesfaglærerutdanningen – utprøving av responsmatrise i arbeid med tekst og skriving Jon Sverre Hårberg. Julie Leonardsen Tilbakemeldingspraksiser i vyrkesfaglærerutdanningen – utprøving av responsmatrise i arbeid med tekst og skriving Jon Sverre Hårberg. Julie Leonardsen Vocational teachers in Germany, Iceland and Norway Franz Kaiser, Anne Traum Traum Waking local reading practices visible in vocational teachers in Germany, Iceland and Norway Franz Kaiser. Anne Traum Making local reading practices visible in vocational education. Experiences from three generations of working-	Innovappro Location Chair: B Present session Session Languag Digitale eksame yrkesfa Jon Sve Hanssel Praktisl på nett yrkesfa underv under o John Ein Torgeir Lensjø Simuler didaktis forbere lærerpr Martta	employment: Examining the purpose of VET Location: H-202 Chair: Berit Reitan Presentation type: Paper session Session 4:2 Language: Nordic Language: Nordic Language: Nordic Language: Nordic Language: Nordic Language: Nordic Förberedd för anställning? Yrkesutbildningens uppdrag och branschens förväntningar Susanne Gustavsson, Giulia Messina Dahlberg, Malin Bergsten, Lillevi Svensson, Gunnar Laurell Svensson, Marit Pring som en isk metode for å ede studentene til profesjonen. Brännström, Sandra erud Buer Prosentation type: Paper session Session 4:2 Language: Nordic Förberedd för anställning? Yrkesutbildningens uppdrag och branschens förväntningar Susanne Gustavsson, Giulia Messina Dahlberg, Malin Bergsten, Lillevi Svensson, Gunnar Laurell Venserettet arbetsplatsförlagt Lärande inom måleri som praktik Annika Olén Yrkesrettet naturfagundervisning for yrkesfagelever – hva skal til? Berit Reitan, Mette	and learning in VET Location: H-203 Chair: Katarina Kärnebro Presentation type: Paper session Session: 4:3 Language: Nordic "Hva er det med ledelsen på Bydal videregående skole?" Mathilde Dahlen Svendsen Teachers' recontextualization of Social studies, History, Religious Education and Science studies into opportunities for citizenship education Katarina Kärnebro, Kristina Ledman, Christina Ottander Tilbakemeldingspraksiser i yrkesfaglærerutdanningen - utprøving av responsmatrise i arbeid med tekst og skriving Jon Sverre Hårberg, Julie	teacher education Location: H-204 Chair: Oksana Melnyk Presentation type: Paper session Session 4:4 Language: English Collaboration between practitioners and researchers Biarne Wahlgren, Vibe Aarkrog Strengthening the Connection between Vocational Education and Training, Work Life and Science: Developing Research-Based Teacher Training Eli Smeplass, Lene Hylander, Chris Zirkle Problems of vocational teacher education in Ukraine. Insights from the Erasmus+ project Thomas Deissinger,	teacher education Location: H-205 Chair: Franz Kaiser Presentation type: Paper session Session 4:5 Language: English The traditional trend in the development history of the Hungarian VET system: the change in vocational teacher training András Benedek VET teacher preparation: A comparison of university programs in the U.S. and Norway Chris Zirkle, Arve Leraand, Eli Smeplass Competences of Vocational teachers in Germany, Iceland and Norway Franz Kaiser, Anne	practices Location: H-209 Chair: Elsa Eiríksdóttir Presentation type: Paper session Session 4:6 Language: English Maths for Work - How can we work to improve the motivation and maths skills of vocational students? Karolina Muhrman, Peter Frejd Practice architectures that enable and constrain teaching practices in practice- based lessons in VET- education. Nina Marie Storborg Project based learning in the painting department at the Technical School in Iceland Engilbert Valgarðsson, Halldór Benjamín Guðjonsson, Arnar Óskarsson Making local reading practices visible in vocational education. Experiences from three	Location: H-207 Chair: Evi Schmid Presentation type: Paper session Session 4:7 Language: English VET teachers' experiences of working with students in need of special support in relation to workplace-based learning My Olofsson Inclusive vocational education and training in Iceland. Teachers' perspectives. Kristín Björnsdóttir Vocational teachers' relational work with students: A qualitative

	H-201	H-202	H-203	H-204	H-205	H-209	H-207
09:00 - 10:30	Learning and didactics in VET Location: H-201 Chair: Frank Egeland Presentation type: Paper session Session 5:1 Language: Nordic Praktiknära forskning i yrkesutbildning. Exemp från två forskningsproj Stig-Börje Asplund, Nin Kilbrink, Jan Axelsson Fra ufaglært til fagarbeider – voksne star fagbrev gjennom praksiskandidatordning. Sosialt samspill som nøkkel til mestring og autonomi i yrkeslivet Arnfinn Gilberg Hvordan legge til rette yrkeselevens eierskap egen læring? Frank Egeland	Gustavsson Presentation type: Paper session Session 5:2 Language: Nordic Jeg - en skrivelærer? Terese Kristin Aarsund Myklebust Pedagogisk takt i yrkesfaglærerrollen Christine Jørgensen Att synliggöra och bedöma yrkeslärarstudentens kunskapsutveckling i VFU Susanne Gustavsson,	Inclusion and student diversity Location: H-203 Chair: Maria Johansson Presentation type: Paper session Session 5:3 Language: Nordic Stöd i yrkesämnen; en etnografisk studie vid gymnasiala yrkesprogram i Sverige Helena Hellgren Tjener- og SOSU-elevers oplevelser med krænkende handlinger på lærepladsen Katrine Thea Pløger Nielsen Tjejer på bygg och anläggningsprogrammet – hur de positioneras och positionerar sig själva Maria Johansson	Redefining higher education Location: H-204 Chair: Sonja Engelage Presentation type: Paper session Session 5:4 Language: English Returns to higher vocational education and training in the German labour market Ana Santiago-Vela The transformation of the higher education (HE) sector in England: Is 'traditional' HE moving towards a more VET-inspired model? Kat Emms, Andrea Laczik, Natasha Kersh Recognition of prior learning in higher vocational education and training - Framework conditions and recognition practices at professional education institutions in Switzerland Sonja Engelage, Carmen Baumeler, Patrizia Salzmann, Christine Hämmerli	Pedagogical roles in integrating school and workplace learning Location: H-205 Chair: Maarit Virolainen Presentation type: Paper session Session 5:5 Language: English Teachers' and trainers' facilitation of students' transition from school-based to workplace-based training Vibe Aarkrog, Anne Katrine Kamstrup Changing Roles? Allowing In-Company Trainers to be also Pedagogical Figures Nadia Lamamra, Matilde Wenger Experts learn wisdom: Curiosity about different perspectives Maarit Virolainen, Päivi Tynjälä, Eeva Kallio, Hannu L.T. Heikkinen	VET policy and human capital Location: H-209 Chair: Per Andersson Presentation type: Paper session Session 5:6 Language: English Human beings and the being of personhood: Using critical realism to unpack Homo Economicus in current education policy discourse Niklas Rosenblad, Leesa Wheelahan From Outlier to Model Student: National Experts' Sense-Making on the Role of the European Union in Finnish VET Policy from 1995-2020 Antti Seitamaa, Petteri Hansen Precarious positions in procurement: A private provider perspective – in marketised vocational adult education Per Andersson, Karolina Muhrman	Learning in VET: Novel approaches Location: H-207 Chair: Hasitha Priyashantha Presentation type: Paper session Session 5:7 Language: English Strategy for Digital Transformation and Work-based Learning in VET-Schools in Homa Bay, Kenya Vivian Harberts, Dr. Julian Ng Play for the Future: Exploring the Relevance of Video Game Skills in Student Career Planning Christine Hoffelner, Christof Nägele, Albert Düggeli Enhancing Intergenerational Learning Skills among Intergenerational Groups in Vocational Education and Training through Hackathons Hasitha Priyashantha, Tania Brown, Maria Rogulla, Ali Rashidi
10:30 - 11:00 11:00 - 12:00	Leesa Wheelahan: The purposes of vocat	onal education qualificatio	ons				

Presentation type: Keynote

Professor Leesa Wheelahan PhD

William G. Davis Chair in Community College Leadership Department of Leadership, Higher and Adult Education, Ontario Institute for Studies in Education

The purposes of vocational education qualifications

While there is considerable debate about the purposes of vocational education and of vocational education curriculum, there is less focus on the role of vocational education qualifications. Yet qualifications are the outcome of contested social settlements over 'what matters' in society. Qualifications are under attack from different directions. On the one hand, they are critiqued for not being sufficiently 'relevant' for work, with micro-credentials offered as a more economic, targeted, and inclusive alternative. On the other, they are critiqued as mechanisms of social closure, which sort, rank, and allocate students to positions within social hierarchies, with vocational education qualifications regarded as lower status entry tickets to lower status jobs. Both positions are based on narrow instrumental understandings of the purpose of vocational education qualifications. I will argue that we need to rethink the social settlement that underpins vocational education qualifications must encompass intrinsic value, use value, exchange value, social value, and educational value, and that the purposes of vocational education qualifications are three-fold:

1. Educational, to develop graduates' and society's understanding of theoretical, abstract knowledge;

2. Occupational, to develop graduates' individual and work groups' collective productive capacity; and,

3. Social, to advance society, and social justice and inclusion (Moodie & Wheelahan, 2023). Moodie, G., & Wheelahan, L. (2023). Human Capital Theory and Its Discontents. In G. Parry, M. Osborne, & P. Scott (Eds.), Access, Lifelong Learning and Education for All. Palgrave Macmillan. https://doi.org/10.1007/978-3-031-12342-9_3