

Appreciating Everybody

In Norway, the Work Institute in Buskerud (Arbeidsinstituttet i Buskerud, AIB) helps young people aged 16-24 who need an alternative to conventional high school. AIB operates in Modum, Ringerike, Drammen and Kongsberg municipalities in Buskerud County.

Founded in 1980, AIB helps 170-200 young people annually, co-working with high schools, apprenticeships and businesses. Many of the young people have yet to decide what they want to do in life. Some have made "wrong" education choices, some are tired of school or do not feel they fit in at school for various reasons. A good majority of the participants end up entering high school afterwards.

Appreciative Inquiry is AIB's core value. Appreciative Inquiry is based on the assumption that all organizations and individuals have strengths, and that knowledge of these strengths is the starting point for positive change.

When I started out at AIB I was very angry, but now I want to learn as much as possible all the time.

Student

A Financial Bargain for Society

The total budget of AIB is around 16 million Norwegian kroner yearly, and a recent evaluation shows that for each krone invested society get a return of five kroner. AIB performs annual reviews of the operation to see how former participants perform. The report for 2014 stated that out of a total of 171 young people, 110 now either worked or studied.