

Developing Identification of Skills and Making Skills Visible in Finland

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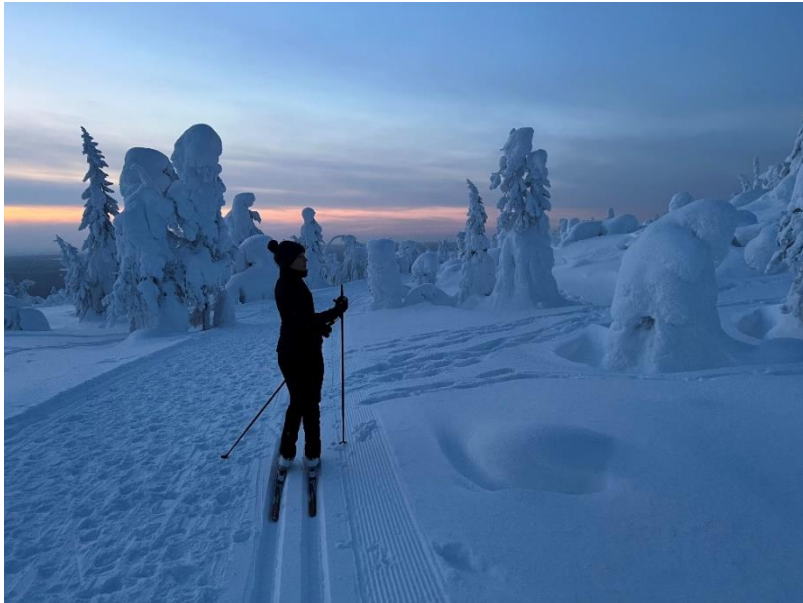


Agenda

- Why identification of skills and making them visible is important?
- What is the role of Identification of Skills Working Group in Finland?
- Other development work
- Experiences from Malta



Why identification of skills is important?



- A considerable part of skills people have are acquired outside formal education system.
- Several skills are received from workplaces, free time, hobbies, family, friends, positions of trust etc.
- People often find it difficult to recognise, verbalise and make their skills visible, especially skills acquired outside education system.
- There is a lot of unused skill potential.

- Better identification of skills leads to:
 - Better employment
 - Better availability of skilled workforce in working life
 - Personal empowerment and career development of the individuals
 - Better commitment to skills development

- What other benefits there could be from the better identification of skills?
 - To society?
 - To workplaces?
 - To individuals?

About identification of skills



- What is the role of formal education system in Finland?
 - *Recognition of learning or recognition of prior learning* in the education system:
 - Set of practices by which previously acquired skills and competencies can be identified, assessed and acknowledged.
 - These competencies/skills may have been acquired through formal studies or a variety of non-formal and informal means, including life and work experience.
 - Depending on the level of qualification the legislation regarding the recognition of learning varies.
- What is the role of formal education system in identifying skills in Malta?
- What is the role of other institutions for example workplaces, employment services?



Identification of skills working group



What?

- Established by the Ministry of Economic Affairs and Employment and Ministry of Education and Culture in Finland as a part of parliamentary reform of continuous learning. The group has members from ministries and from the employees' and employers' organizations.
- Promotes the development of methods and tools for identifying skills acquired at work and elsewhere outside the formal education system.

When?

- 1.7.2021 – 31.12.2024

How?

- By supporting the identification of skills acquired in the workplace and in non-formal education:
 - Through the extension of the National Qualifications Framework (NQF).
 - Through the development of skills badges.
 - Through the development of other skills descriptions and making skills visible.
- By proposing national principles for the identification of skills acquired at work and in non-formal education, in particular from the point of view of working life and employment.
- By proposing pilot projects.
- By supporting the work related to the continuous learning's digital tool development.
- Final proposals are made by the end of 2024 based on experience gained from pilots and other development work.

Pilots, studies and other development work



- **Study on good practices for identifying skills**
 - A group consisting of Demos Helsinki Oy, Innolink Research Oy and TIEKE Finnish Information Society Development Centre will carry out a study.
 - Key objective of the study is to find methods, tools and practices available for working-age people for identifying skills in different environments, especially at workplaces.
 - The results are ready in March 2024.
- **Study on extension of the National Qualifications Framework (NQF)**
 - Currently planned.
- **Pilots to promote the identification of skills in SMEs**
 - The pilots aim to find widely usable practices, methods and tools suitable for the everyday activities of SMEs to help them detect, express and make visible the staff's competence.
 - Three pilots currently going on.
- **Model for identifying skills of immigrants outside the labour force**
 - The objective of the pilots is to test in practice a skills identification model for immigrants who are outside the labour force or integration services and to create a proposal for a widely usable model for identifying the skills of the target group, based on the tested model and previous experiences gained from other models for identifying competence.
 - Three pilots currently going on.
- **Developing skill badges for circular economy skills**
 - About to start by the end of 2023.
- **Developing career counsellors' skills in recognizing skills**
- **Launching identification of skills services**
 - Currently planned.

Other development work going on



- **Reveal your Skills Week**

- Organised yearly by the Service Center for Continuous Learning and Employment (Secle).
- The goal of the week is to help people and communities to identify and share their skills, as well as to open the topic up for public discussion.
- Tools for individuals in identifying skills are developed with the development of digital tools for continuous learning -project.
 - The digital tools and services will be launched in 2025-2026.

