

Competence development services

Ministry of Economic Affairs and Employment of Finland



Työ- ja elinkeinoministeriö
Arbets- och näringsministeriet



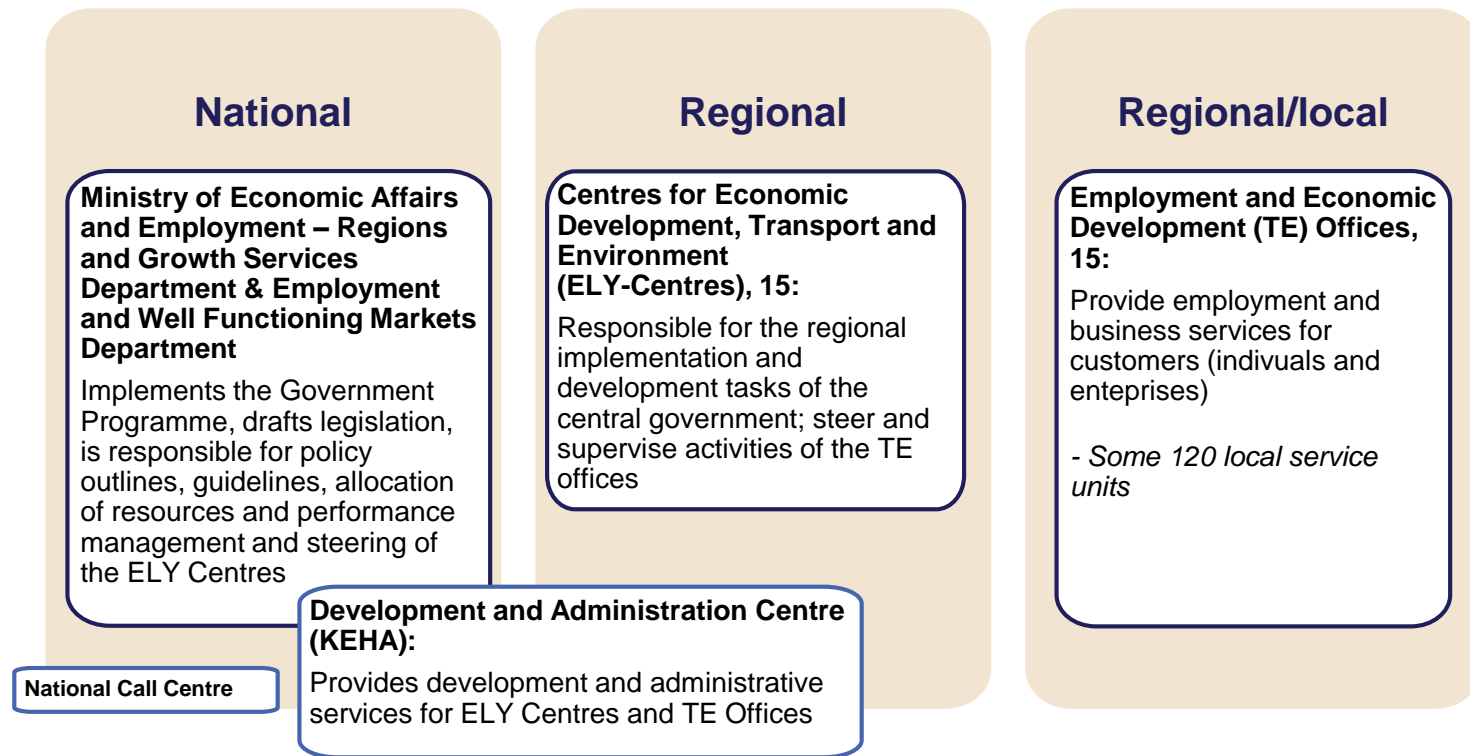
**Background:
Government programme`s goal by
2027**

Employment rate: + 100 000 in employment



- 1. Securing the availability of skilled labour, dismantling employment obstacles
- 2. Strengthening the working life participation of people with partial work ability and older people
- 3. Reforming employment services
- 4. Developing equal working life
- 5. Promoting entrepreneurship

Organisation and tasks of the Finnish PES



Role of the Finnish PES

- Finnish PES has traditionally worked in partnerships – with enterprises, municipalities, multisectoral joint service centres, etc.
- Close cooperation has been carried out with the education sector
- Finnish PES has a wide employer customer interface and is part of Team Finland network bringing together all public internationalisation services
- Customer-oriented service and multi-channel approach have become more and more important
- Outsourcing of the services has become more common, as a way to make the services more effective
- Market share of the job vacancies of the Finnish PES has been around 45 % over the last years





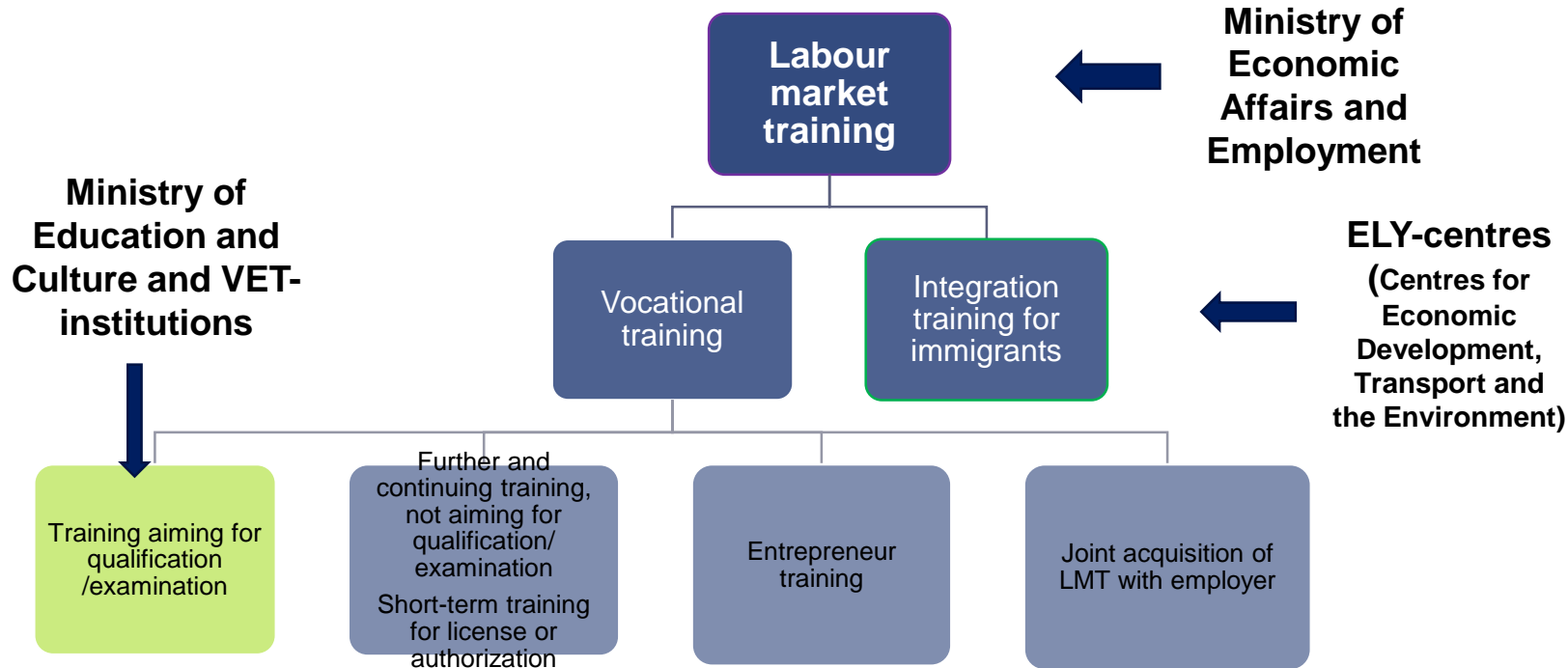
**Labour market training (LMT)
organised by PES**

Labour market training (LMT)



- **Labour market training (LMT) aims to improve vocational skills and opportunities of the adult population to get a job or remain in work and to promote the availability of skilled labour force**
- **Labour market training is free of charge for individuals. The unemployed may receive unemployment benefit and a small subsidy for expenses during the training period.**
- **The Finnish LMT is a flexible, demand driven instrument providing training opportunities for various labour market situations of individuals and workplaces. It always includes on the job training periods as well.**

Branches of LMT



Applications to all labour market trainings through TE-offices/ online



Procurement of LMT

- **Labour authorities (ELY-centres) procure LMT from public and private education and training providers**
- **LMT is based on labour market needs**
- **Planning and procurement of LMT by ELY-centres**
 - Various short-term anticipation tools are used
 - Interviews of the businesses and employers
 - Discussions with the educational institutions: panels, working groups etc.
 - Discussions with the labour market organisations
- **The average price per person was in 2022 c. 76 EUR per day (vocational training) and 33 EUR per day (integration training) - varying a lot depending on the type and the content of the training**
- **New models of procurement are tested**

LabourMarketTraining co-financed with employers = jointpurchase training



- LMT which is co-financed and planned in cooperation with employers
- The idea is to integrate training measures in business strategies and working life development at workplaces, particularly in SMEs
- Three (3) types of co-financed joint purchase products developed to different labour market situations of employees and employers, in particular in SMEs

Recruitment Training

- for recruiting new personnel
- subv.

Presice Training

- for skills updating of personnel
- subv.

Change Training

- for redundancy situations
- subv.

Joint purchase training



A company or other employer can train their current or new employees in cooperation with PES Services. PES Services plan and implement vocational training in cooperation with employers.

Joint purchase training allows the company to

- find skilled employees if experts are needed in the company**
- receive upskilling vocational training tailored to their staff**
- or also the company can help staff members who are dismissed for economic or production-related reasons to find a new profession or job**

The ELY-center and PES Office help companies to organize the training. In joint purchase training, the employer participates in the funding and also to the student selection. In addition, their employees can also participate in the training. We have three different kinds of training products: Recruitment training, Targeted training and Change training.

Recruitment Training (RekryKoulutus)



is tailored to business needs

- **usually lasts 3-9 months; minimum duration is 10 training days**
- **offers students professional skills required in their new work**
- **can also be planned in cooperation with several employers.**
- **The employer pays 30 % of the total cost specified in the procurement contract.**

People who have successfully completed the training will be employed in the company. Recruitment training aims to answer to the demands of working life. The training usually includes both theory and supervised on-the-job learning and practice.

Precise Training (TäsmäKoulutus)



- **Precise training is vocational training tailored to the needs of the company and its current staff and can be used f. ex. when the company's operations or the technology is changing. The training helps the company to update staff's skills to correspond to the new requirements. It also aims to prevent lay-offs or dismissals.**
- **Precise training can be helpful especially for small and medium-sized enterprises. The entrepreneur can also participate in the training as well as the company's temporary agency workers working at the company. The employer's contribution is 30-50% of the total costs of the training. The employer's share of the costs depends on the number of employees in the company and its turnover or balance sheet.**
- **NOTE: companies going through financial difficulties cannot participate in the training.**
- **Precise Training has undergone the notification process by the EU-commission.**

Change Training (MuutosKoulutus)



- **Change Training allows companies to take responsibility for the future of their employees when their contract ends for production-related or financial reasons. The training is also suitable for times when staff are temporarily laid off.**
- **Helps employees in finding a new job after being made redundant.**
- **Length of the training is case-specific but at least 10 days,**
- **Participants typically become employed by other employers or in their own businesses.**
- **The employer's contribution is 20% of the total costs of the training.**

Training for setting up a business



- **In training for setting up a business the students can gain a more comprehensive understanding of the steps needed to set up a business and develop their business idea and plan further.**
- **For example, the training provides more in-depth knowledge about**
 - funding, accounting and taxation
 - marketing
 - the risks of enterprising
 - acting as an employer
- **The aim may be to develop areas that the entrepreneur finds problematic and to promote cooperation between enterprises. The training may aim for completing a further vocational qualification for entrepreneurs or one of its modules.**

F.E.C. training concept for businesses



- The Further Educated with Companies (F.E.C.) training concept is designed to enhance employability of unemployed persons with higher education background.
- ELY-center procures the training program to match a specific need.
- The provider of the training contacts potential private sector employers who can offer projects that match the theme and aims of the training program.
- Potential candidates for a certain company are chosen from a group of jobseekers. The company will interview the candidates and - if a suitable person is found - pays the program participation fee (1000€/month) to the training provider.
- In each case, the trainee's job description will be customized to meet the company's needs. It can involve any of the company's activities. Options include sales and marketing, project management, internationalization, ICT, change management, work at the customer interface or expertise in other tasks.
- Because the selected person will receive unemployment benefit during the program, company will not pay a salary. The program period will provide the opportunity to customize assignments, roles, and goals in accordance with the skills and abilities demonstrated in practice, and meeting your company's needs. Once the goals have been met, company can secure the candidate's services through an employment contract at any point in the program.
- The program lasts for around six months, 80 per cent of which involves working for the company. Training days are held in 1–3 day periods around once a month. The F.E.C. program therefore includes a six-month cooperation period with the potential employee – with the aim of concluding an employment contract.

Total participation in education and training (Services begun during the year)



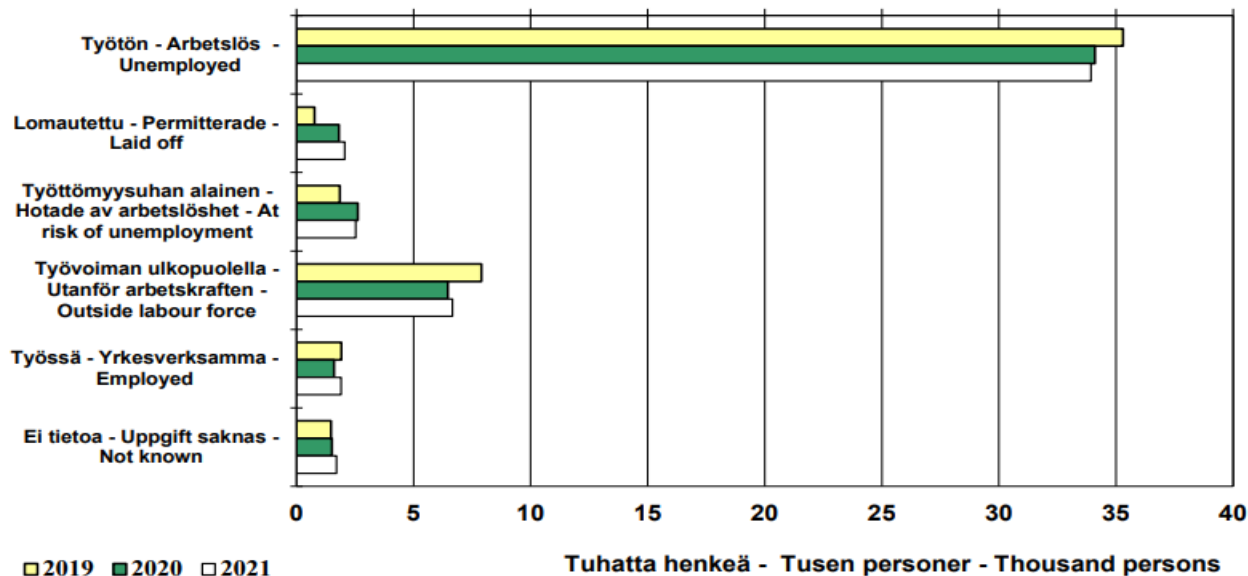
| YEAR | Ministry of Economic Affairs and Employment LMT | Ministry of Education and Culture LMT | Self motivated studies supported by unemployment benefit max. 24 months* | Self motivated studies accepted on unemployment benefit max. 6 months | Self motivated studies for immigrants supported by unemployment benefit max. 24/48 months | TOTAL |
|------|---|---------------------------------------|--|---|---|--------|
| 2021 | 33074 | 15717 | 24033 | 4827 | 11656 | 89307 |
| 2020 | 32475 | 15652 | 26059 | 5056 | 13453 | 92695 |
| 2019 | 32251 | 16955 | 29000 | 5402 | 16228 | 99836 |
| 2018 | 36547 | 13234 | 32885 | | 16532 | 99198 |
| 2017 | 55675 | | 36972 | | 13490 | 106137 |
| 2016 | 50003 | | 37904 | | 9321 | 97228 |
| 2015 | 45488 | | 36025 | | 8122 | 89635 |
| 2014 | 55871 | | 35436 | | | 91307 |
| 2013 | 54921 | | 31906 | | | 86827 |
| 2012 | 69684 | | 21193 | | | 90877 |
| 2011 | 77606 | | 19676 | | | 97282 |
| 2010 | 85308 | | 15511 | | | 100819 |
| 2009 | 79943 | | | | | 79943 |
| 2008 | 70378 | | | | | 70378 |
| 2007 | 77798 | | | | | 77798 |
| 2006 | 78027 | | | | | 78027 |

* Years 2010-2014 include also self motivated studies for immigrants

Entrants in LMT by status 2019-2021



Kuvio 3. Työvoimakoulutuksen aloittaneet työllisyyden mukaan 2019-2021
Figur 3. Personer som påbörjade utbildning efter sysselsättning åren 2019-2021
Figure 3. Entrants in labour market training by employment status in 2019-2021





**Integration Training and
Vocational Training
Models for Adult
Immigrants in Finland**

Integration Training in Finland



- Integration training as labour market training (LMT) is free of charge for individuals and unemployed people get unemployment benefit and a small subsidy for expenses during the training period.
- Current legislation -Act on public employment and business service.
- Integration training gives adult immigrants (with a valid residence permit) better possibilities of becoming a part of Finnish society.

Finnish/
Swedish

Communication
Skills

Civic and
Working
Life Skills

Vocational
Plans

- Guidelines on the provision of integration training are issued by the National Board of Education.

Vocational Training for Immigrants (LMT)



- **Training courses are selected through procurement procedure by regional centres of economic development, transport and environment (ELY-centres).**
- **The basic selection criteria for sector is the regional employment situation and the needs of the regional labour market.**
- **Various anticipation tools are being used to evaluate the short/medium/long term needs of labour markets.**
- **Examples of vocational training programmes for immigrants:**
 - Construction
 - Transportation and storage
 - Accomodation and Food service
 - Other services
 - Real Estate activities (Property maintance, janitors)
 - Health
- **Also training programmes for higher educated immigrants as part of business, innovation and development cooperation**
- **Training programme aiming for certification process of medical doctors outside EU**



Development Services for Employers

Development services for companies



1. Analysis

- **The analysis provides a comprehensive analysis of the current state of your company's business operations and clarifies its competitive advantages together with an expert. You will receive a concrete development plan for your company, specifying the objectives, development targets and necessary measures for 2-3 years ahead. After the analysis, your company can make use of the ELY Centre's consultation services or other business services.**
- **The service provided by the ELY Centre is intended for SMEs that have established their operations and want to develop in a systematic and long-term manner. For example, a company may seek growth in Finland or internationally, intensify its operations or plan a change of ownership.**
- **The duration of the analysis is usually one day, and it costs the company EUR 260 + VAT/day. In some cases, the service can be granted for two days.**

Development services for companies



2. Consultancy

- The consultation service provided by the ELY Centre is intended for SMEs that have established their operations and want to grow and develop their operations. There are no restrictions on lines of business or company form. Consultation on the commercialisation of innovations may also be granted to early-stage enterprises. The service will always be tailored to your company's needs. The consultancy service is divided into five areas:
 - [Growth and internationalisation](#)
 - [Productivity and digitalisation](#)
 - [Marketing and client relationships](#)
 - [Management and personnel](#)
 - [Commercialisation of innovations](#)
- Before applying for a consultation service, your company's current state and development needs must be assessed, for example, in the analysis service. If your company's current status has otherwise been assessed and the need for development is known, you can apply for consultation services without an analysis service.
- The duration of the consultation is 2-5 days at a time, and it costs the company EUR 325 + VAT/day. The maximum duration of consultancy is 15 days over a three-year period.
- You can develop your business cost-effectively with the help of Finland's leading experts.

Development services for companies



3. Training programmes:

- [Growth management](#)
- [Managing the economy and productivity](#)
- [Marketing and customer relationship management](#)

Duration and price:

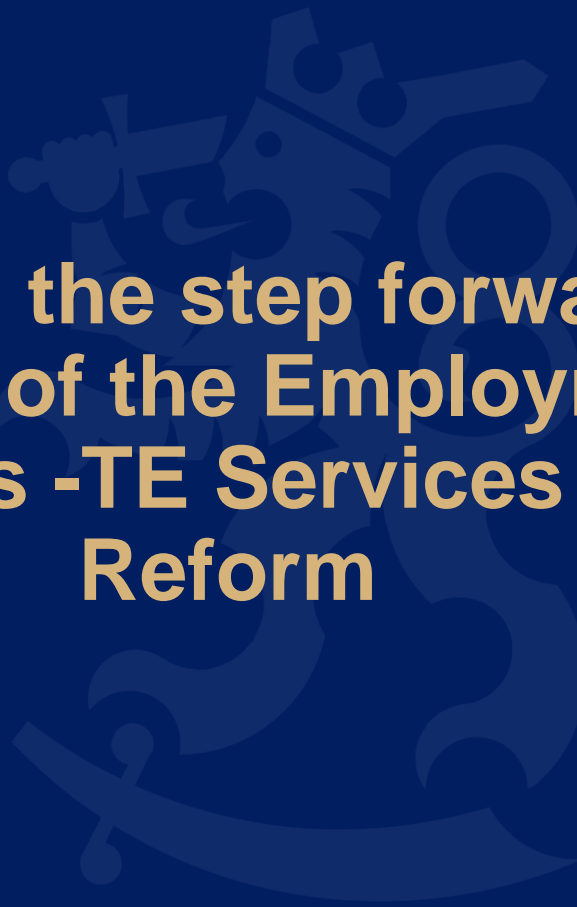
- **The training includes 10 training days and two participant-specific consultancy days, where the focus is on a specific area central to the needs and objectives of your company. The price is EUR 1590 + VAT/participant.**

Applying for training:

- **The training is applied for with an electronic application via a training-specific application link. Links to the application can be found on the training theme-specific website.**

4. Advisory services

- [Advice and general advice on services is available on the Enterprise Finland telephone service, tel. +358 295 020 500 \(suomi.fi\)](#)



**Taking the step forward:
Reform of the Employment
Services -TE Services 2024
Reform**

TE Services 2024 Reform – Transfer of employment services from the state to the municipalities



- **According to the Government Programme, the role of the municipalities as organisers of employment services will be strengthened.**
- **The previous government decided in its mid-term policy review in spring 2021 that employment services will be transferred permanently to municipalities in the beginning of 2025.**
- **The aim of the reform is to provide better targeted, customer-oriented services which answer to the needs of the local labour market. Municipalities can utilize possibilities of their own ecosystems by combining employment services with business, education and training services.**
- **Incentive funding model is a key element of the reform. Municipality gets economic incentives when shortening the unemployment periods of job seekers.**
- **The employment effect is estimated to be between 7,000 – 10,000 new employed.**

Main elements of the reform



- **Incentive funding model - municipality gets economic incentives when shortening the unemployment periods of job seekers.**
- **Organisational responsibility based on sufficiently big municipal entities.**
- **Strategic steering – the State is ultimately responsible for the employment system and its functionality. The Government approves the national goals for the promotion of employment and appoints a national advisory board for the promotion of employment. The MEAE can launch a negotiation procedure with an employment authority whose ability to organize employment services has declined significantly.**
- **Joint data resources, interface solutions and a national service platform, which are prerequisites for equal customer services, efficient matching of job seekers and strong knowledge-based management. A system comprising the national information pool, customer data system and service platform (Job Market Finland); obligation to use the information pool and service platform.**
- **Change programme, which will support the staff. The transfer of staff will be carried out in accordance with the principles concerning business transfer specified in the Act on Public Officials in Central Government. Employees will transfer as “old employees” and will retain their rights and obligations re. to their employment relationship that are in force at the time of transfer.**

Thank you!

More information:

<https://okm.fi/en/continuous-learning-reform>

<https://tyomarkkinatori.fi/en>

<https://tem.fi/en/employment-bulletin>

<https://tem.fi/en/local-government-pilots-on-employment>

<https://tem.fi/en/te-services-reform-2024>