



BECOME A FLY ON THE WALL

***FINLAND AND MALTA SKILLS COUNCIL MEET FOR BENCHMARKING
WEDNESDAY 11TH – FRIDAY 13TH , OCTOBER 2023***



European Year of Skills in Finland

Finland's priorities for the European Year of Skills are:

1. identifying the skills of working-age people and making them more visible
2. continuous learning
3. availability of skilled workforce.

Lifelong guidance, immigration and research data provide important support for the implementation of the European Year of Skills.





Programme

Wed 11th of Oct

9-12 Governance of Skills, Education systems

13-17 Continuous learning for adults, validation, ILA, micro-credentials, learning at the work place

Thu 12th of Oct

9-12 Labour-market orientation of skills training

13-16 Lifelong guidance, identifying skills and making them visible, matching skills

Fri 13th of Oct

9-12 Forecasting, evidence-based practices

13-16 Reflections, discussions



WELCOME AND PRESENTATION



Prime Minister Petteri Orpo's Government programme: A strong and committed Finland, [Government Programme \(valtioneuvosto.fi\)](https://valtioneuvosto.fi)

1. Sustainable public finances
2. A sustainable and well-functioning welfare society
3. Municipalities, cities and regional state administration
4. Wellbeing through work
5. A nation of knowledge and competence
6. A formula for growth
7. Finland and clean energy
8. Foreign and security policy in a new era
9. European Union: towards strategic competitiveness
10. A safe, secure and resilient state governed by the rule of law
11. Get Finland Moving programme

The challenges in Finland's economy and future

- The ageing of the population
 - The growing general government debt
 - The shortage of skilled labour
- Finland needs growing businesses, investments, sustainable economic growth based on a high level of competence, and transformational capacity.

Objectives for the government term

1. We will make Finland an attractive country for investments and will boost respect for entrepreneurship and ownership.
2. The Government will take measures to increase fair competition, to open the market and to ease regulation.
3. Funding for research and innovation will be increased to strengthen long-term growth and capacity for renewal (the target being 4% of GDP in 2030).
4. Competitiveness will be created through digitalisation and the data economy.
5. The Government will implement a large-scale infrastructure package titled Growth for Finland to prevent further growth of the maintenance backlog in the road network and to build new transport connections across the country.
6. The Government will take measures to strengthen the national forest policy and the profitability of agriculture.

Wellbeing through work 1/2

Long-term objectives until 2031

- In order to improve the standard of living of Finnish people, accelerate sustainable growth and secure the financing base for the services of the welfare society, the Government aims to achieve an employment rate of 80 per cent by 2031. Efforts will also be made to increase the number of hours worked.

Objectives for the government term 2023–2027

- The Government will implement reforms to increase employment by at least 100,000 employed people. The aim of this growth in employment is to strengthen general government finances by more than EUR 2 billion.
- In order to achieve its objectives, the Government will implement a wide range of reforms to improve incentives to work, simplify the social security system, facilitate employment and provision of work, develop international recruitment, increase local bargaining in the labour market, improve wellbeing at work and the integration of work and family, and continue the reform of employment services.

Wellbeing through work 2/2

- **Labour market reforms supporting economic growth and competitiveness**
- **Employment services reform**
 - Reform the operation of employment services. The Government will oblige the wellbeing services counties, municipalities and Kela to cooperate locally so that customers can receive, as far as possible, the necessary services, support and related obligations at the same local service point.
 - Services can be provided as locally accessible services even if the organiser is a host municipality.
 - The statutory service process of employment services will be eased so that the limited resources can be used more appropriately and in a more customer-oriented manner. More effort will be put into the initial assessment and personal interaction. Officials will be given more discretion and they will be obligated to promote individualised employment services. The opportunities offered by digitalisation will be utilised in individualised services.
 - Reform of rehabilitative work experience and substance abuse rehabilitation to promote employment. The responsibility for organising the work-directed services of rehabilitative work experience will be returned to municipalities. However, municipalities and wellbeing services counties can agree on organising these services in other ways, for example through the wellbeing services county for the whole area. Access to vocational rehabilitation for those between 16 and 29 years of age will require a diagnosis for a disease or disability.
- **Equality in working life and prevention of discrimination**
 - The Government will eliminate discriminatory practices and structures in working life by promoting compliance with legislation on discrimination through more effective information, dissemination of good practices and effective monitoring of, for example, the platform economy. More effective measures will be targeted at preventing discrimination based on pregnancy leave and family leave, in particular.
 - The Government will combat age discrimination and remove barriers to the recruitment and employment of older people.
- **Social security that encourages work**
- **International recruitment**

A nation of knowledge and competence

Objectives for the government term

- The **quality of early childhood education and care** will improve
- **Learning outcomes** and the level of education and training will rise in Finland
- **Basic skills** will improve and comprehensive school education will provide everyone with a sufficient level of basic knowledge
- Culture and education will underpin economic growth
- Education and training will become better at responding to the needs of the world of work and reduce labour market mismatches
- The number of young people who are not in employment, education or training will decrease
- Finnish people of all ages will engage in more physical activity

Response to skills shortage and continuous learning

- Skills shortage in public services: health and social services, early childhood education and care, also eminent in the education sector-
 - We will bring in more opportunities for continuous learning in these sectors.
- We will become better at harnessing the untapped skills and competence potential that already exists in society.
 - improve the inclusion and competence of those who are in disguised unemployment and those with impaired capacity to work and disabilities. Also Finnish returning migrants and pensioners
- Education and training that is designed for adults and leads to a qualification or degree will be targeted especially at raising the level of education of students or improving their labour market position.
 - increase the market-orientation of continuous learning provision and remove obstacles to increasing private financing.
 - The financial system for vocational education and training and higher education must support the completion of micro-credentials, and the financing should encourage provision
 - Planning should be carried out in cooperation with business and industry so that the skills and competence meet the demand.
 - We will take into account labour policy needs testing when targeting education and training.
 - recognise the importance of liberal adult education in increasing skills and competence



GOVERNANCE OF SKILLS MINISTERIAL LEVEL



Prime Minister Petteri Orpo's Government

- Prime Minister's Office
- Ministry of Defence
- Ministry of Transport and Communications
- Ministry for Foreign Affairs
- Ministry of Finance
- Ministry of Economic Affairs and Employment
- Ministry of Justice
- Ministry of Education and Culture
- Ministry of Social Affairs and Health
- Ministry of the Interior
- Ministry of Agriculture and Forestry
- Ministry of the Environment

Ministerial committees and working groups

The Government has four **statutory ministerial committees** with different areas of responsibility:

1. the Ministerial Committee on Foreign and Security Policy
 2. the Ministerial Committee on European Union Affairs
 3. the Ministerial Finance Committee
 4. the Ministerial Committee on Economic Policy
- These statutory ministerial committees are chaired by the Prime Minister. A government plenary session may appoint extraordinary ministerial committees as needed.
 - In addition to the ministerial committees, ministerial working groups may be set up to address a specific issue or set of related issues. The **ministerial working groups** and their tasks and members are decided in connection with the government formation talks, but they can also be agreed on later in the government term.

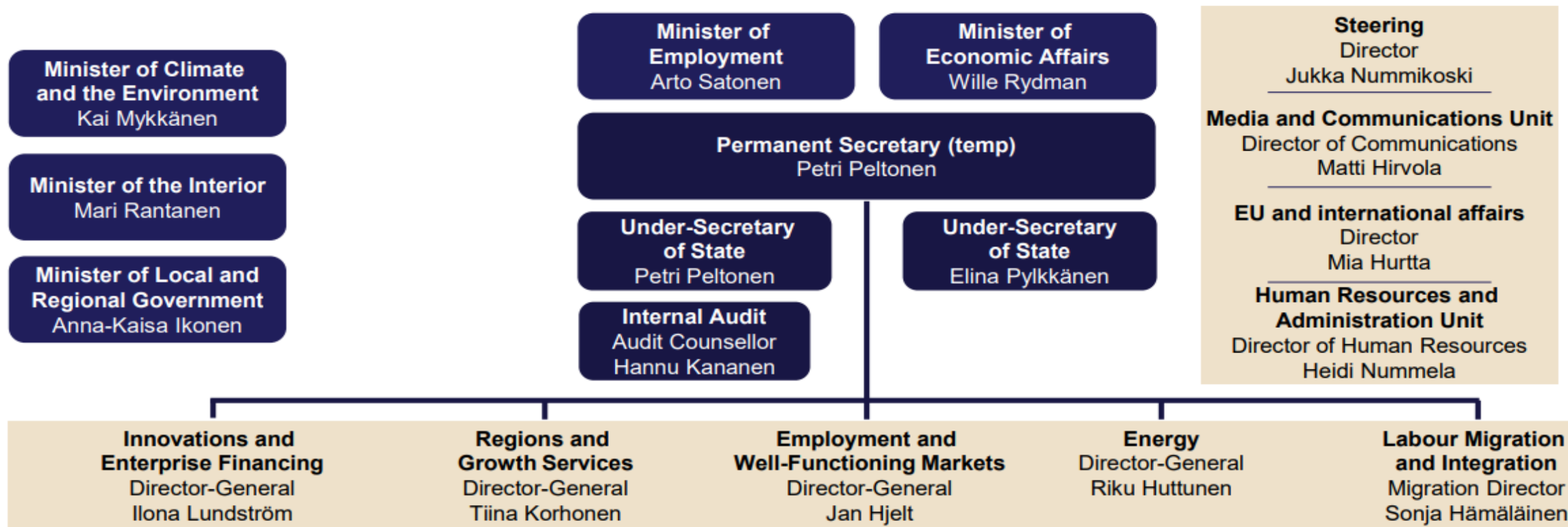
Ministerial Working Groups of Orpo's Government

- The ministerial working group on a sustainable welfare society
- **The ministerial working group on employment and entrepreneurship**
- The ministerial working group on clean energy, the environment and security of supply
- The ministerial working group on internal security and administration of justice
- **The ministerial working group on children, youth and families**
- The ministerial working group on physically active lifestyles and functional capacity
- The ministerial working group on social transformation

The Committee for EU Affairs and sub-committees

- A **cooperative body** with representatives from ministries, the Office of the President of the Republic, the Office of the Chancellor of Justice, the Bank of Finland and the Government of Åland.
- **The system for coordinating EU affairs in Finland is unique** among the EU Member States.
 - It is based on outlines issued by the Ministerial Committee on European Union Affairs, effective preparation and coordination work by public officials, and timely communications to and involvement of Parliament.
- **It discusses broad EU issues that involve several ministries**, such as ways of influencing the European Commission Work Programme.
- The Committee for EU Affairs has appointed a total of **36 sector-specific preparative sub-committees**. The sub-committees constitute the foundation for the preparation of EU affairs by public officials.
 - Education sub-committee
 - Employment sub-committee
 - Social affairs sub-committee

Ministry of Economic Affairs and Employment



MEAE Group agencies and enterprises

- Energy Authority
- Geological Survey of Finland
- National Emergency Supply Agency
- Business Finland
- Finnish Competition and Consumer Authority

- Finnish Patent and Registration Office
- Finnish Safety and Chemicals Agency (TUKES)
- Centres for Economic Development, Transport and the Environment
- Employment and Economic Development Offices
- Finnvera Plc

- Finnish Industry Investment Ltd
- VTT Technical Research Centre of Finland Ltd
- Finnish Climate Fund
- Työkanava Ltd
- National Drug Discovery Center Ltd

National Conciliator's Office
Anu Sajavaara

Cooperation Ombudsman's Office
Joel Salminen

Ministry of Education and Culture

Minister of Education
State Secretary

Minister of Science and Culture
State Secretary

Minister of Youth, Sport and Physical Activity

Permanent Secretary
Permanent Secretary's Team

Internal Auditing

Department for Early Childhood Education, Comprehensive School Education and Liberal Adult Education

Director General
Strategy Team

Department for General Upper Secondary Education and Vocational Education and Training

Director General
Strategic Steering Division
Division for Education
Group for Operational Steering

Department for Higher Education and Science Policy

Director General
Strategic Steering Division
Division for Higher Education Policy
Division for Science Policy

Department for Art and Cultural Policy

Director General
Strategic Steering Division
Division for Art and Cultural Heritage
Division for Copyright Policy and Audiovisual Culture

Department for Youth and Sport Policy

Director General
Strategic Steering Division
Division for Youth Work and Youth Policy
Division for Sport

Communications Unit

Secretariat for International Relations

Administrative Unit
HR Group
Information Management

Finance Unit
Audit Group



GOVERNANCE OF SKILLS: WORKING GROUPS AND COLLABORATION



**EUROPEAN
YEAR OF
SKILLS**

The logo for the European Year of Skills, featuring a stylized graphic of a person or a group of people composed of white dots on an orange background, positioned to the left of the text.

Governance of Skills

Ministry of Economic Affairs and
Employment

Ministry of Education and Culture

Ministry of Finance

Skills policies
Legislation
Strategies
Steering
mechanisms
Funding
instruments
Foresight

Cross sectoral
cooperation:

Reform of continuous
learning in Finland

National and regional
network for coordination
of lifelong learning and
lifelong guidance

National group for
lifelong guidance

National working group
for making skills visible

National cross-sectoral
EU preparation groups

Skills Anticipation
Forum

The Service
Centre for
Continuous
Learning and
Employment



INCREASING AND IMPROVING INVESTMENT IN SKILLS

Reform of continuous learning in Finland

Working age people
Responds to the skills needs arising
Ministries of Employment and Education cooperating
27 measures
WORK 2030 programme (Min of Social Affairs and Health)
EU Recovery and Resilience facility to implement policies
More info: <https://okm.fi/en/-/reform-has-opened-up-new-continuous-learning-opportunities-but-it-should-not-stop-here>

Reform of continuous learning in Finland

SECLE - The Service Centre for Continuous Learning and Employment

People in employment and outside workforce
Finances competence services
Fills gaps in education and training provision
Outreaching activities: financing, developing and experimenting
Reveal your skills –campaign
Web page:
<https://www.jotpa.fi/en/main/:language/en?PHPSESSID=vj3cvu1uq1eejgc2gre1ujmr6e>

MAKING SURE THAT SKILLS ARE RELEVANT

Forecasting – short, middle and long term

Long and middle term: The Skills Anticipation Forum - dialogue
Continuous learning perspective: SECLE
SECLE: Forecasting platform and tool "skills compass"
Short term: Finnish occupational barometer OB

Digital services for career planners

Job Market Finland - PES tool for jobseekers
RRF digital service package for continuous learning/ career planning
DigiVisio 2030 for higher education



**EUROPEAN
YEAR OF
SKILLS**

Organisation and tasks of the Finnish PES

National

Ministry of Economic Affairs and Employment – Regions and Growth Services Department & Employment and Well Functioning Markets Department

Implements the Government Programme, drafts legislation, is responsible for policy outlines, guidelines, allocation of resources and performance management and steering of the ELY Centres

National Call Centre

Development and Administration Centre (KEHA):

Provides development and administrative services for ELY Centres and TE Offices

Regional

Centres for Economic Development, Transport and Environment (ELY-Centres), 15:

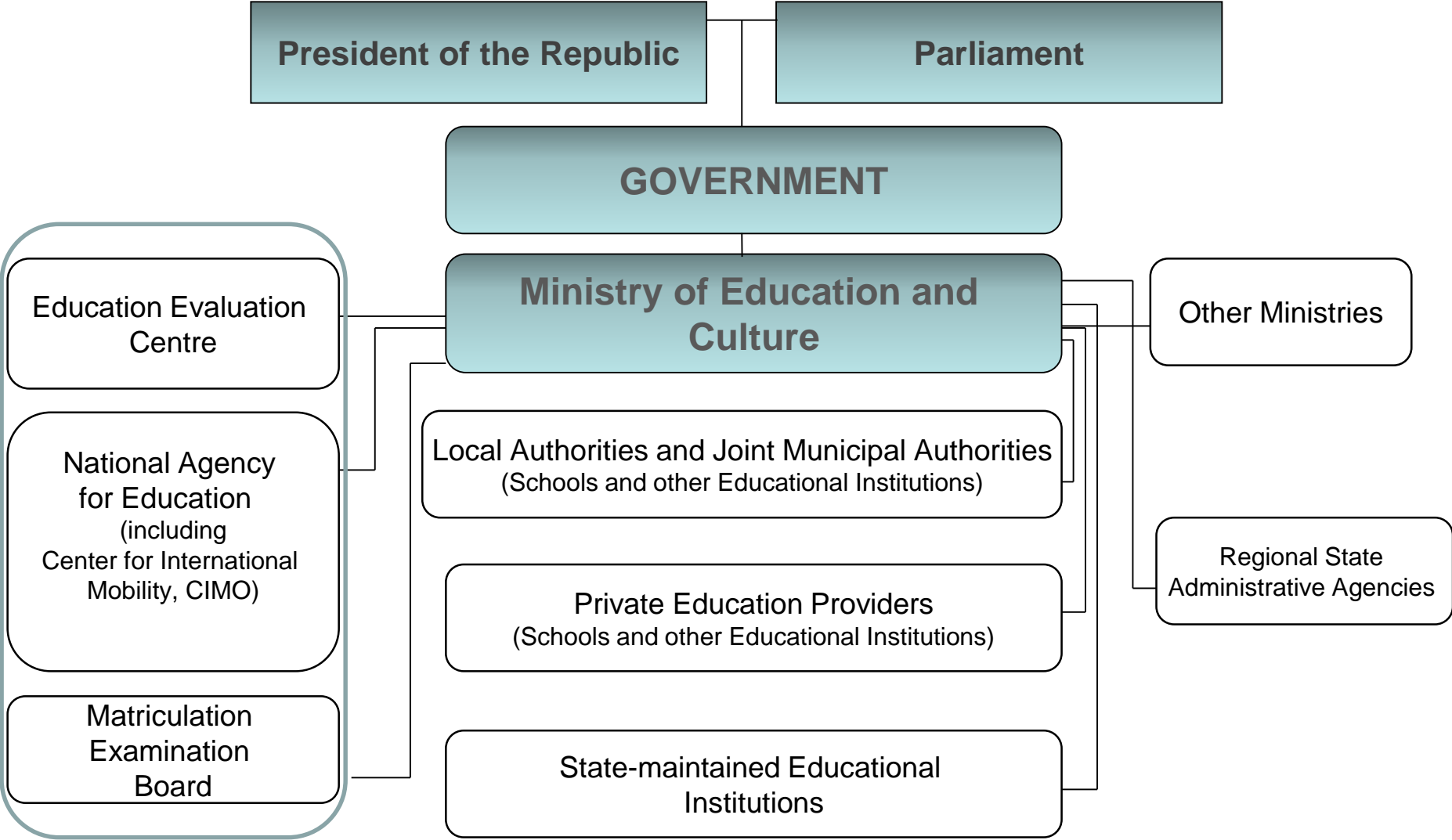
Responsible for the regional implementation and development tasks of the central government; steer and supervise activities of the TE offices

Regional/local

Employment and Economic Development (TE) Offices, 15:

Provide employment and business services for customers (individuals and enterprises)

- *Some 120 local service units*



The Skills Anticipation Forum serves as a joint expert body in educational anticipation for the Ministry of Education and Culture and the Finnish National Agency for Education (EDUFI)

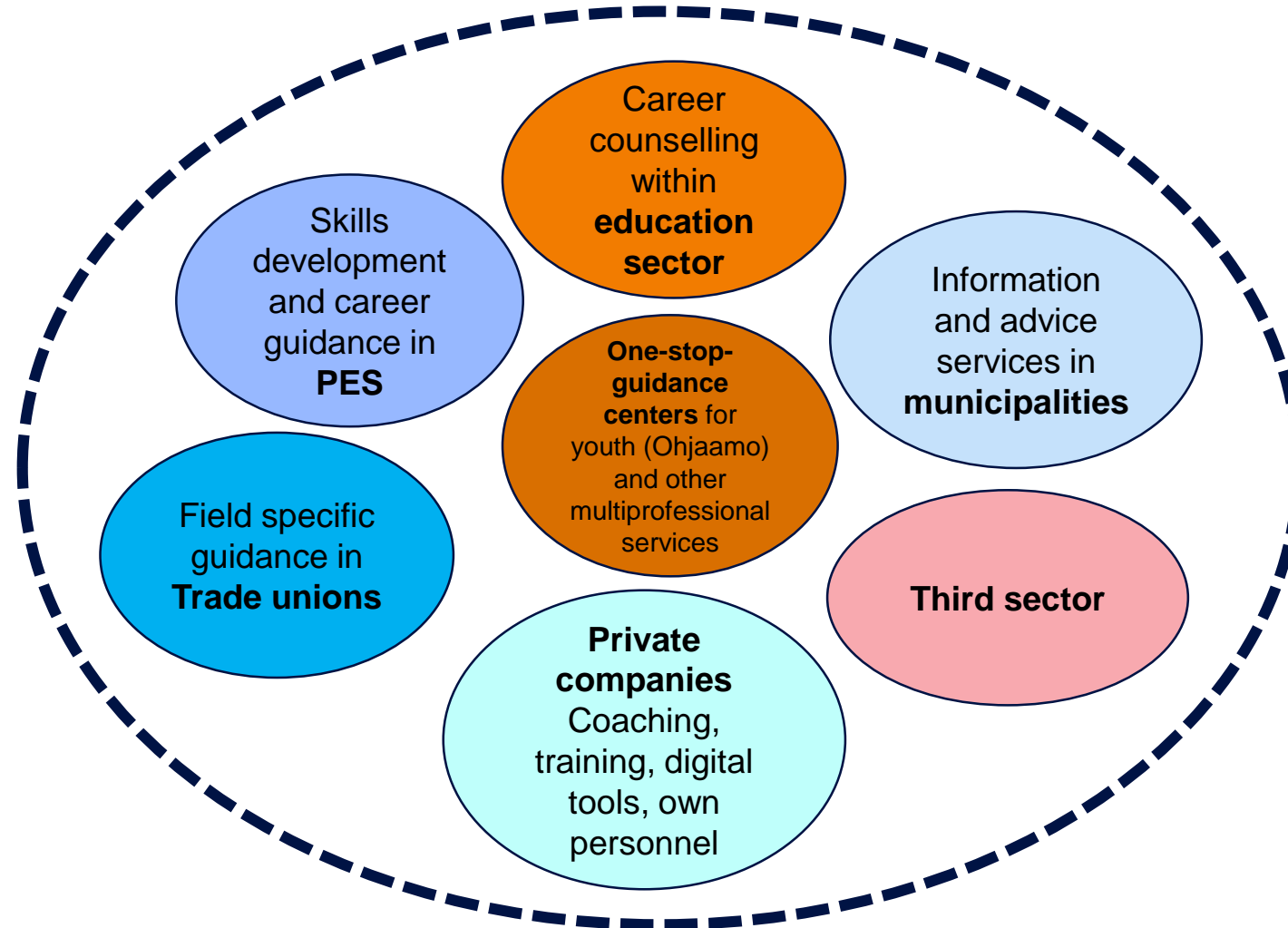


The Skills Anticipation forum anticipates and promotes interaction between education and working life

Term: 1 January 2017–31 December 2020

Term: 2 January 2021–31 December 2024

Case Finland: The national lifelong guidance working group and networks for guidance and counselling



EDUCATION SYSTEM

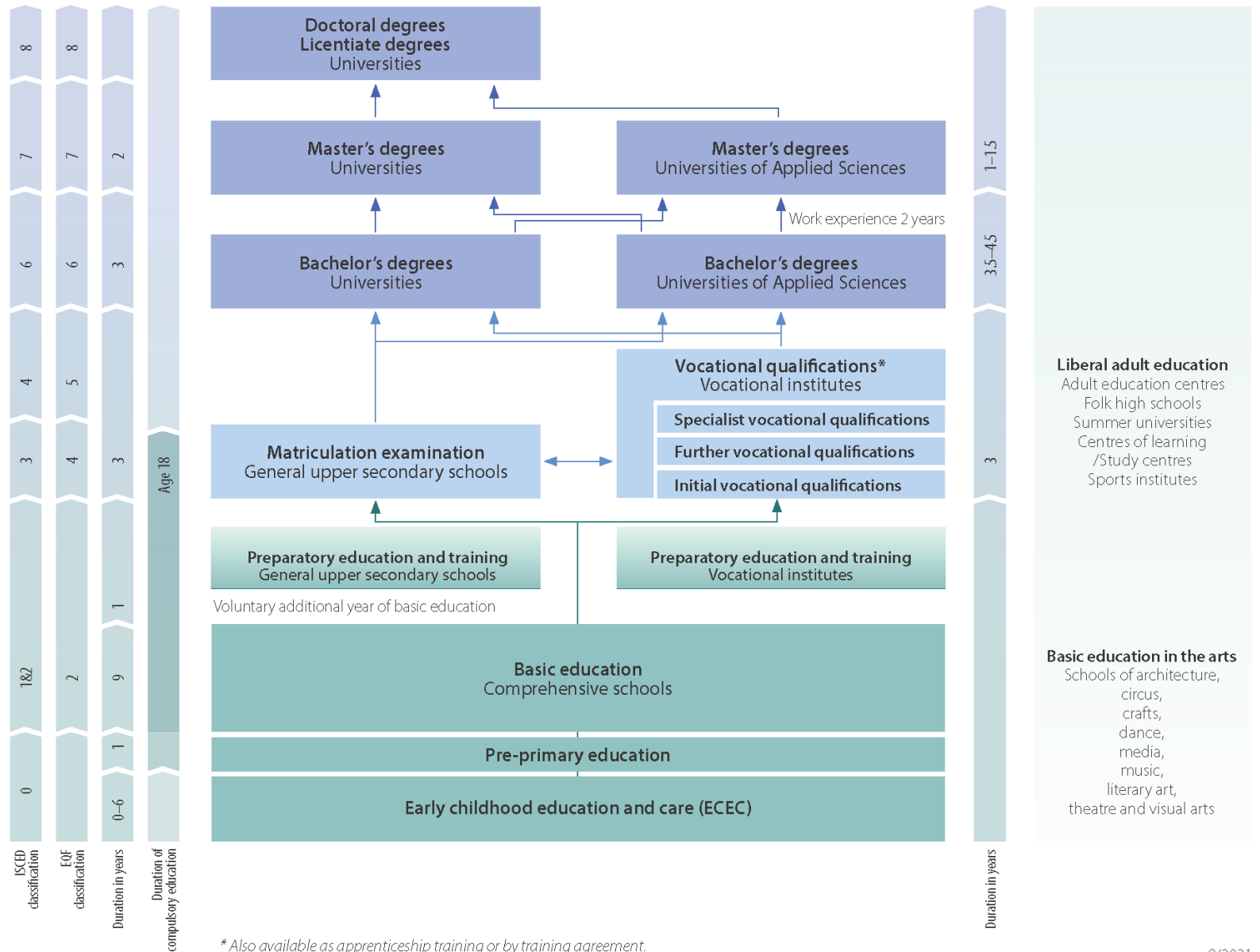


Flexible system

The education system

- gives each student great flexibility.
- Binding decisions are not expected to be made at an early stage.
- The road all the way to tertiary education is untracked, with none of the paths leading to a dead end.

EDUCATION SYSTEM IN FINLAND



Two-tier national administration

Ministry of Education and Culture

- Education policy
- Preparation of legislation
- State funding

Finnish National Agency for Education

- National development agency
- National core curricula & qualification requirements (not higher education)
- Support for evidence-based policy-making
- Support for reform and development
- Services for learners
- Supporting internationalisation

Central steering, Local decisions

National level

- Educational priorities
- Minimum time allocation
- National core curricula
- Size of state subsidies

Local level

- Educational priorities
- Local curricula
- Allocation of subsidies
- Class size
- Recruitment
- Teacher "evaluation"
- Quality assurance

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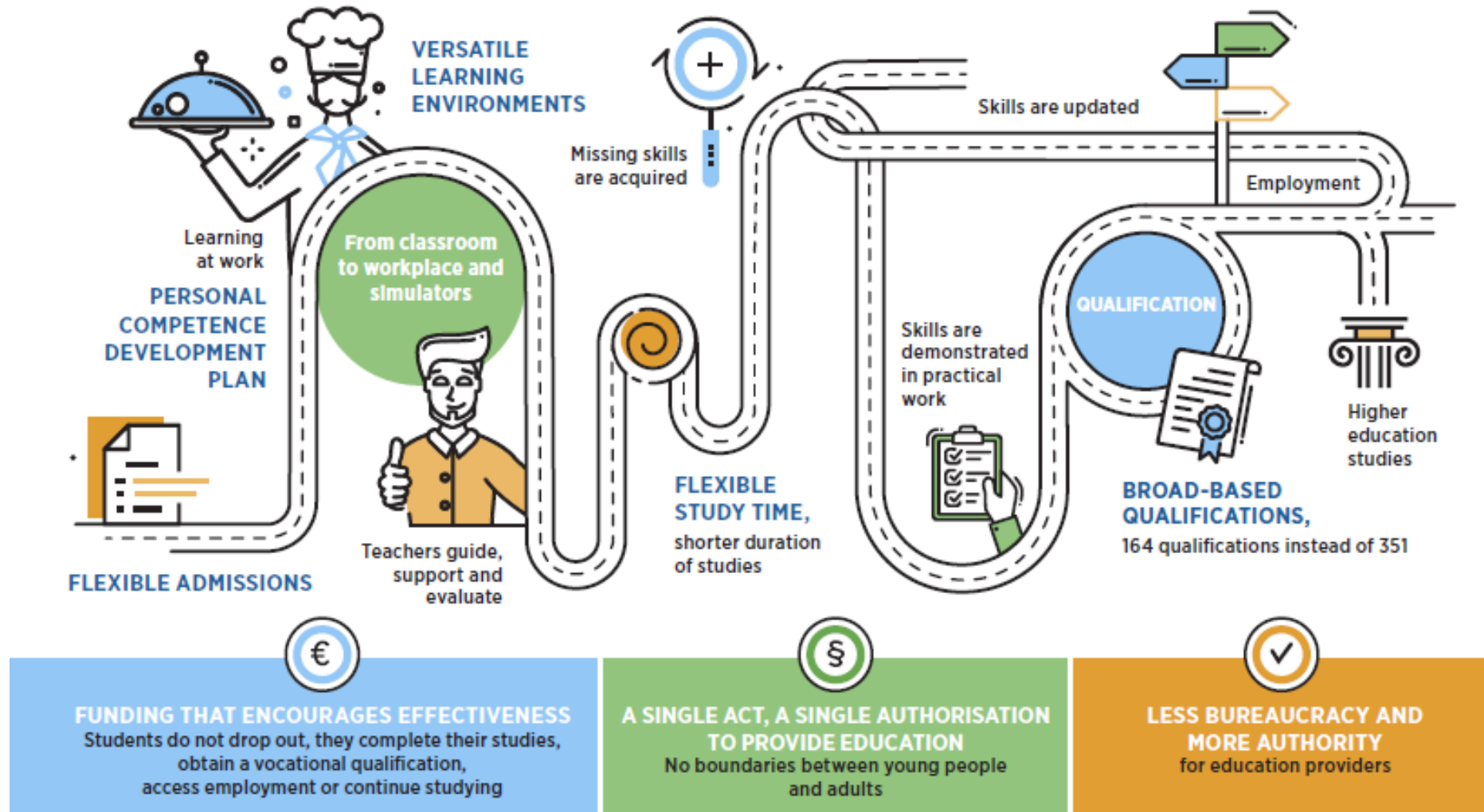


Finnish VET in the Spotlight

- VET comprises initial and further training (IVET & CVET)
- VET has many target groups: young people, **adults and people in working life who need upskilling or reskilling, unemployed** -> VET is lifelong learning
- About 280 000 students annually – (200 000 in IVET and 80 000 in CVET)
- VET is available in institutions (contact, distance, multiform teaching) or as apprenticeship training
- VET is attractive: 44% of comprehensive school-leavers continue in IVET
- In 2022, total operating costs of vocational institutions amounted to 2.055 million € (average funding/student/year is approximately 9 500 €)
- National-level evaluations with no inspectorate
- 136 VET-providers: municipalities, joint federations of municipalities and private organisations
 - <https://www.youtube.com/watch?v=mzRklnHP5iU> Finland´s VET reform (2018) in less than 3 minutes
 - <https://www.youtube.com/watch?v=VuOKaNmHzO0> VET in Finland by Cedefop

NEW VOCATIONAL EDUCATION AND TRAINING as of 1 January 2018

Working life is undergoing changes. New occupations keep on emerging and old ones disappear. Technology advances. Revenue models are renewed. Students' needs are becoming more and more individualistic. Skills need to be updated throughout careers.



Upskilling Pathways in three **key steps**.

Step 1 – Skills assessment

- This is to enable adults to identify their existing skills and any needs for upskilling. It may take the form of a "skills audit": a statement of the individual's skills that can be the basis for planning a tailored offer of learning.

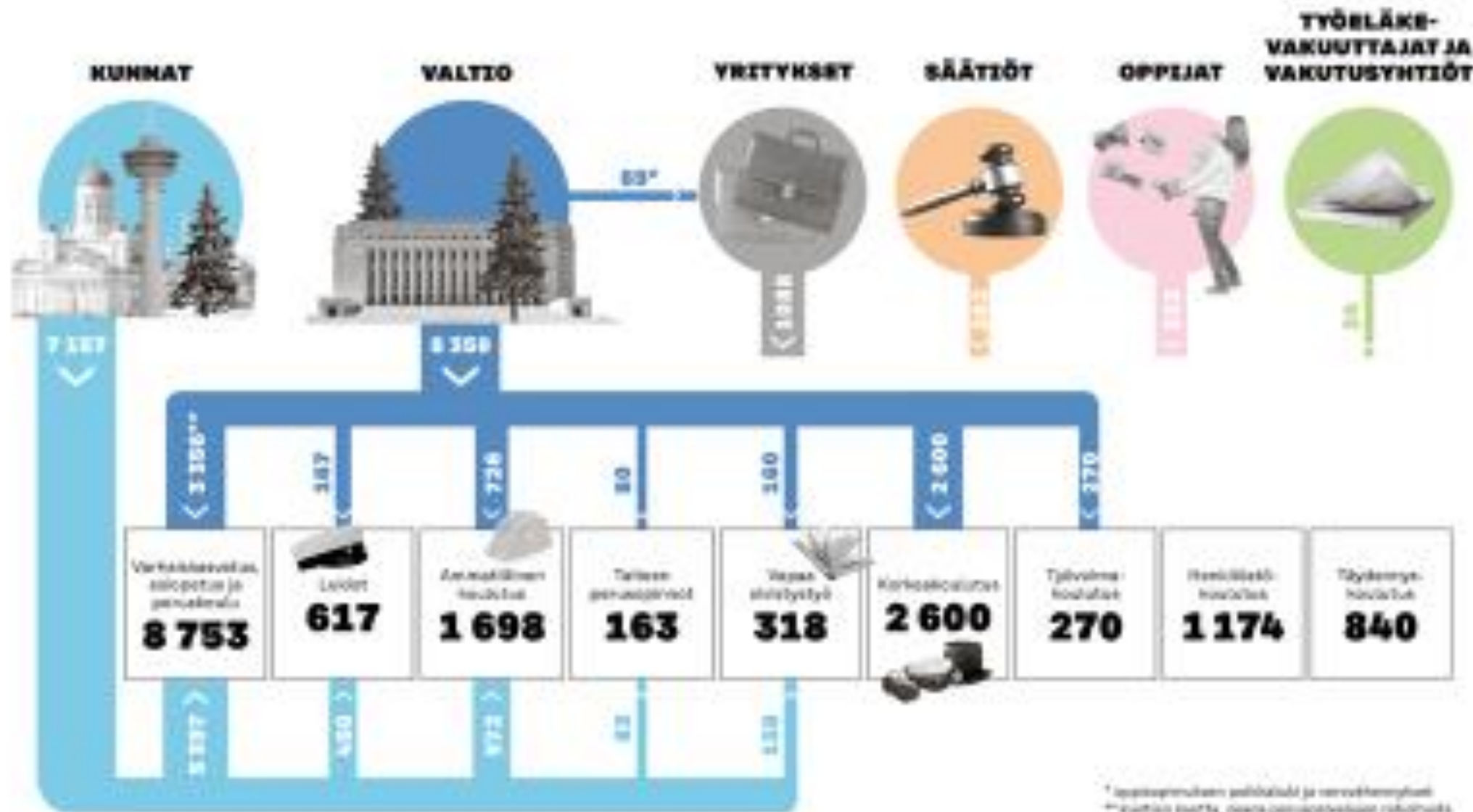
Step 2 – Learning offer

- The beneficiary will receive an offer of education and training meeting the needs identified by the skills assessment. The offer should aim to boost literacy, numeracy or digital skills or allow progress towards higher qualifications aligned to labour market needs.

Step 3 – Validation and recognition

- The beneficiary will have the opportunity to have the skills she or he has acquired validated and recognised.

Koulutustarjonnan rahoitus 2017 (milj. €)



- [Finnish education in a nutshell \(oph.fi\)](#)
- [Education system | Finnish National Agency for Education \(oph.fi\)](#)

Finland in brief

- population 5.6 million (18 inhabitants / sq. k)
- two official languages: Finnish and Swedish
- persons with foreign background:
 - 8.3 % of the population
- education level of the working age population:
 - 10 % basic education
 - 46 % upper secondary education
 - 42 % tertiary education
- Statistics Finland 2023, Education at a Glance 2022, City of Helsinki media bank